

University of New England
Armidale NSW 2351
April 2008

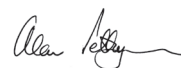
The Hon. John Della Bosca, MLC
Level 30 Governor Macquarie Tower,
1 Farrer Place,
Sydney NSW 2000

Dear Minister

In accordance with Section 10(1) of the Annual Reports (Statutory Bodies) Act, 1984, and Section 34 of the Public Finance and Audit Act, 1983, the Council of the University has the honour to present to you, for tabling to the Parliament, the Annual Report of the proceedings of the University for the period January 1 to December 31, 2007.



Mr J Cassidy
Chancellor



Professor Alan Pettigrew
Vice-Chancellor and CEO



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Statistics at a glance

Total number of students (persons) at UNE (1/1/2007 - 31/12/2007)

Domestic students	16,656
International students	1,126
Total	17,782

Students commencing an award course

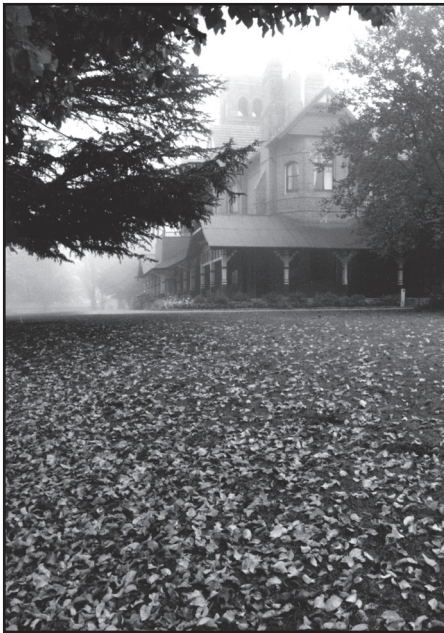
Graduates	3,588
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Staff

Academic staff	494
Administrative and support staff	733
Total	1,227

Total revenue \$m

Consolidated	205.9
UNE parent entity	190.1



Booloominbah in autumn

Governance

MANNER OF ESTABLISHMENT AND PURPOSE OF UNE

The University of New England was founded as a college of the University of Sydney in 1938. It became fully independent in 1954. In 1989 it amalgamated with the Armidale College of Advanced Education which had been founded as the Armidale Teachers' College in 1928. The university was reformed under a new Act in 1993 (*University of New England Act 1993*) and was provided with a new By-Law in 1996. This Act was amended from March 2002 to reflect changes imposed by the *Universities Legislation Amendment (Financial and Other Powers) Act 2001*. The university consists of a council, convocation, the professors, full-time members of the academic staff of the university and such other members or classes of members of the staff of the university as the by-laws may prescribe, and the graduates and students of the university.

The governing body of the university, the council, may make rules in relation to any activity or function of the university provided they are not inconsistent with the Act or the *University of New England By-Law 2005*.

The Act establishes an academic board, which provides guidance and advice to the council on academic matters. Academic administration of the university is conducted through two faculties: the Faculty of Arts and Science and the Faculty of The Professions.

BUSINESS AND SERVICE HOURS

The standard business and service hours at the University of New England are 9.00am to 5.00pm on week days. Individual academic, administrative and residential areas, however, may vary these hours slightly.

Principal Officers of the University	
Chancellor	
Mr John M Cassidy, AO, BSc(CivilEng) (N'castle(NSW)), FIE (Aust)	
Deputy Chancellor	
Dr James R F Harris	
Vice-Chancellor and CEO	
Professor Alan Pettigrew, BSc(Hons), PhD(Syd)	
Chief Operating Officer	
Mr Adrian Robinson, BComm (Natal), MBA (HW), CPA, FCMA	
Pro Vice-Chancellor (Academic) - to June 8, 2007	
Professor David Rich, MA, PhD (Camb)	
Pro Vice-Chancellor (Development and International) - to September 3, 2007	
Professor Robin Pollard BSc(Hons) (Cantuar), MBA (Monash), PhD (Cantuar)	
Acting Deputy Vice-Chancellor (Academic Planning and Renewal) - from June 8, 2007	
BCom (Hons)(UQ), LLB (Hons)(UQ), LLM (Hons)(QUT), PhD(UQ), Grad Cert Higher Ed (QUT)	
Acting Deputy Vice-Chancellor (Academic Services) - from June 8, 2007	
BA (UNSW), Dip Lib (UNSW)	
Pro Vice-Chancellor (Research)	
Professor Peter G Flood, MSc (NE), PhD (Qld), MAusIMM	
Academic Board	
Chair:	Professor Eilis S Magner, BA (Ott), BEd (Tor), LLB (ANU), LLM (NSW), SID (Tor), Solicitor
Deputy Chairs:	Professor Kerry L Carrington BAdmin (Griff), PhD (Macq) Professor V Lynn Meek, BA(Hons) (Drew), PhD (Camb)



UNE Council chamber in Booloominbah

Council

Council Meeting Attendance

In 2007 there were nine council meetings. Attendance was as follows:

	Possible	Actual
J Cassidy	7	7
J Harris	7	7
A Pettigrew	7	7
E Magner	7	7
H Beyersdorf	7	6
C Gellatly	4	3
F Giuseppi	7	6
K Hemsall	7	6
J Hickson	7	6
WL Lange	7	4
J Madison	7	7
A Maurer	7	6
J McLelland	7	6
L Piper	7	5
J Redman	7	6
R Torbay, MP	7	4
L Wells	7	7
S Williams	7	7

MEMBERS OF COUNCIL

(as at December 31, 2007)

The Chancellor

Mr John M Cassidy, AO

Official Members

Professor Alan Pettigrew, Vice-Chancellor

Professor Eilis Magner, Chair of Academic Board

Members Appointed by the Minister

Ms Fiona Giuseppi

Dr James Harris, Deputy Chancellor

Ms Jill Hickson

Ms Jan McClelland

The Hon Dr Richard Torbay, MP

Dr Col Gellatly

Members Elected by Academic Staff

Associate Professor Herman Beyersdorf

Associate Professor Jeanne Madison

Members Elected by the Graduates

Dr Laurie Piper

Mr Scott Williams

Member Elected by Non-Academic Staff

Ms Kay Hemsall

Member Elected by the Postgraduate Students

Rev Judy Redman

Member Elected by the Undergraduate Students

Mr Leslie Wells

Additional External Members

Ms Ann Maurer

The Hon William Lloyd Lange

SIGNIFICANT COMMITTEES OF THE UNIVERSITY OF NEW ENGLAND COUNCIL

(as at December 31, 2007)

Standing Committee

Mr J Cassidy (Chair)
Dr L Piper
Dr J Harris
Rev J Redman
Professor A Pettigrew
Mr S Williams
Professor M Franzmann

Terms of Reference

The Committee shall have the authority to:

- appoint selection committees for the Senior Executive (other than the Vice-Chancellor) and Professors and receive and approve recommendations from those selection committees;
- deal with any matter brought to it by the any member which, in the opinion of the Chancellor or in his/her absence the Deputy Chancellor, requires urgent attention, provided that members of the Council are informed promptly in writing of the matter and the reason for the urgency; and
- at the request of the Vice-Chancellor, and with the approval

of the Chancellor, consider advice provided by the Vice-Chancellor on general planning issues and organizational performance prior to a formal submission being provided to Council for noting or approval.

A quorum shall consist of a simple majority of members of the Committee.

Audit and Compliance Committee

Mr J Cassidy (Chancellor)
The Hon W L Lange
Dr J Harris (Chair)
Ms A Maurer
Professor A Pettigrew
Mr S Williams
Ms F Giuseppi
Vacancy

Terms of Reference

The Committee shall consider, review and advise Council on the compliance of UNE and its related entities to various laws and regulations, including those relating to governance, audit, risk management and quality assurance, the environment, employment practice, anti-discrimination and the management of trust properties.

The Committee shall be responsible for monitoring and reporting to Council on:

- systems of control and accountability for the University;
- the audit plans of the internal and external auditors, including the degree of coordination between the two parties;
- the pursuit by UNE and its related entities of audit and compliance procedures that are acceptable to Council;
- the quality and effectiveness of the programs and policies of the University and its related entities for the internal control of academic standards, audit, environment, employment practice and anti-discrimination;
- any matters which have or could have a material effect on the financial statements and the operation of UNE and its related entities;
- the University's programs and policies for the detection and control of fraud, corruption and other illegal acts;
- risk management; and
- the Register of the University's Commercial Activities.

A quorum shall consist of a simple majority of members of the Committee.

Infrastructure Committee

Mr J Cassidy (Chancellor)
Dr L Piper (Chair)
Dr J Harris
Ms K Hemsall
Professor A Pettigrew
Ms J Hickson
Professor E Magner

Terms of Reference

The Committee shall consider, review and advise Council on the implementation of:

- the University's Master Plan, including the Residences;
- the University's Strategic Asset Management Plan, including information technology facilities and infrastructure;
- the University's Preventative Maintenance Program;
- the Facilities Management Services Management Plan;
- the Information Technology Management Plan; and
- the Rural Properties Management Plan.

The Committee shall be responsible for monitoring and reporting to Council on:

- the establishment of proposals and design standards for building works and information technology infrastructure;
- the life cycle of infrastructure;
- the progress of major infrastructure contracts and projects, including the tender process, post tender activities and contract administration;
- the control, management and disposal of properties, consistent with legislative requirements;
- the naming of buildings and areas;
- the restoration and use of heritage buildings; and
- environmental aspects of campus development.

A quorum shall consist of a simple majority of members of the Committee.

Finance Committee

Mr J Cassidy (Chancellor)
Associate Professor H Beyersdorf
Dr J Harris
Ms F Giuseppe
Professor A Pettigrew
Ms A Maurer
Professor E Magner
Mr S Williams (Chair)

Terms of Reference

The Committee shall consider, review and advise Council on the development and implementation of the University's Budget Plan.

The committee shall be responsible for monitoring and reporting to Council on:

- the University's financial performance against budget targets;
- preparation of the University's annual financial statements;
- development, review and implementation of financial policies and delegations;
- review of financial reporting systems;
- the status of University insurances;
- the status of the activities of the Investment Committee;
- all proposals for capital expenditure in excess of delegations as stipulated in the Council policy Financial Delegations;
- benchmarking of UNE performance against other universities;
- the University's management of borrowing activities; and
- the University's management of superannuation.

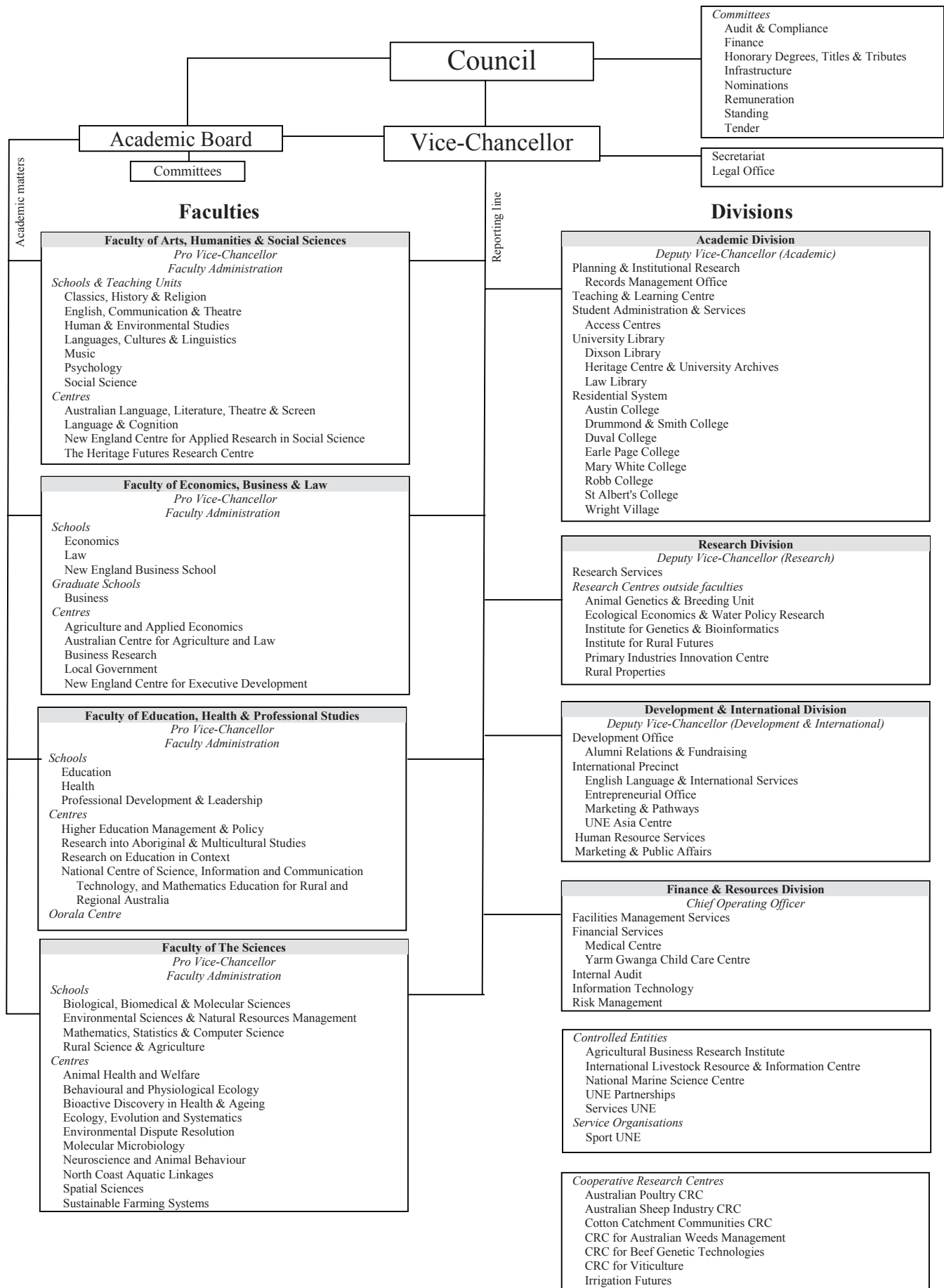
The Committee shall make recommendations to Council on:

- all proposed borrowing and financial obligations
- approval of annual budgets and forward budgets.

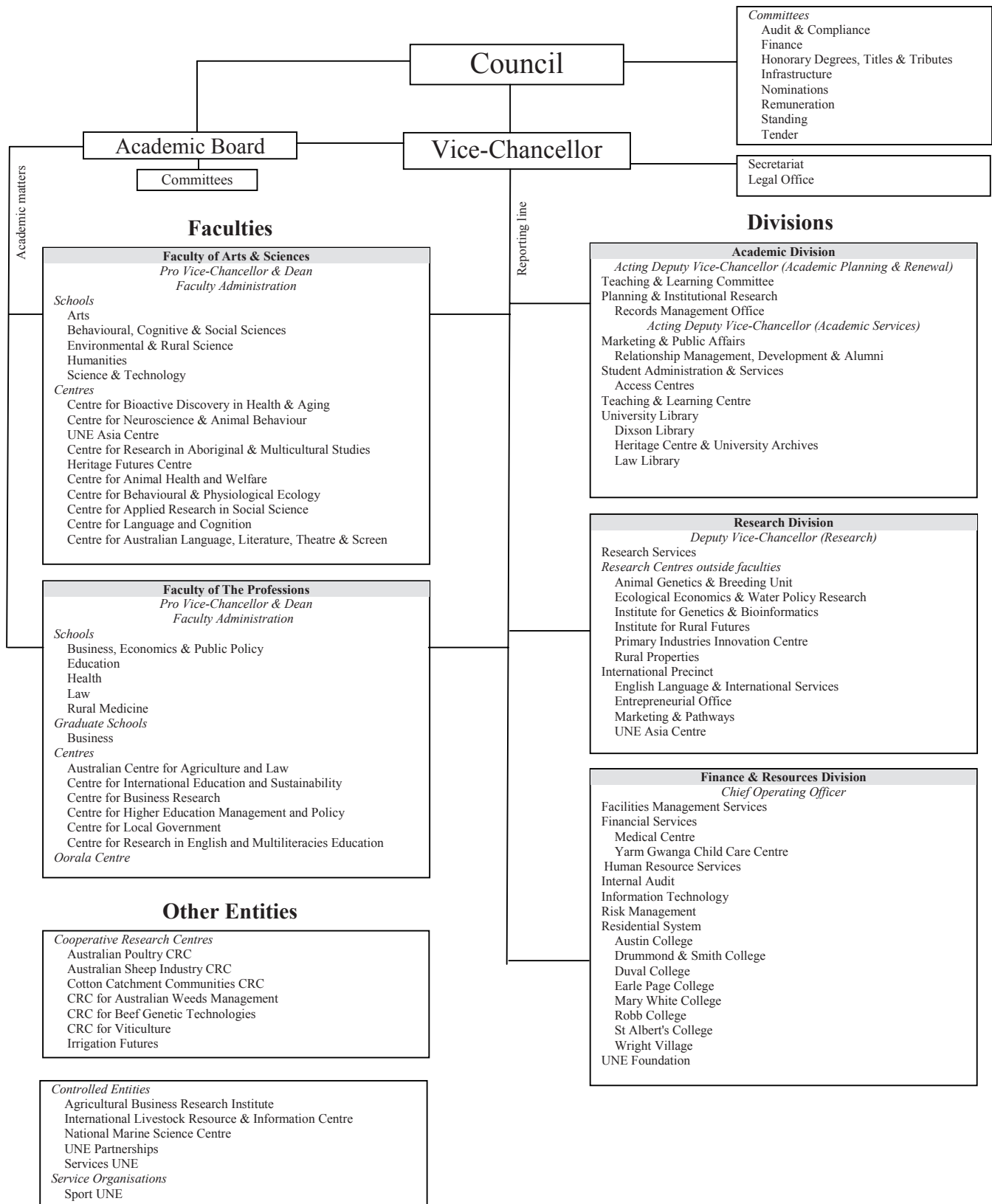
GOVERNANCE HIGHLIGHTS

- On 18 June 2007, Council members attended a University Governance Workshop on Directors' Responsibilities provided by Mr Gary Taylor for UNE Partnerships.
- At its meeting on 13 August 2007, Council considered the outcomes of its annual self-review assessment questionnaire.
- At its meeting on 13 August 2007, Council welcomed Dr Col Gellatly as a Ministerial appointee (a member appointed by the NSW Department of Education Minister) under s.9 (1) (c) of the University of New England Act 1993 (NSW).
- At its meeting on 12 November 2007, the Council approved the UNE Budget 2008-2010.

University of New England Organisational Chart as at June 30, 2007



University of New England Organisational Chart as at December 31, 2007





Professor Alan Pettigrew
Vice-Chancellor and CEO

Vice-Chancellor's Report

The University of New England is one of Australia's longest established universities, with a history stretching back to the 1920s. UNE has an enviable reputation for teaching and research and continues to look for innovative approaches to ensure that this reputation is maintained and enhanced in a rapidly changing and increasingly competitive higher education sector.

2007 has been a year of significant progress and some significant challenges at UNE. Much has been achieved on a variety of fronts with new foundations being laid to ensure that the University is well-positioned nationally and internationally.

Late in 2006, following a period of extensive consultation, the University's Strategic Plan 2007-2010 was ratified and work began on its implementation. The Strategic Plan articulates UNE's vision "to be a strong research-based, teaching and learning university delivering outcomes in areas of strength to individuals and society". It sets out five priorities for ensuring the University achieves this goal:

1. Achieve **DISTINCTION, LEADERSHIP, ADVANTAGE**
2. Create 'REGIONAL to GLOBAL' impact
3. Ensure **STUDENT** interests are paramount
4. **FOCUS** and **ALIGN** all activities
5. **EMPOWER** staff and strengthen accountability

To support the Strategic Plan and ensure that the identified key performance expectations are met, 2007 has seen the finalisation of detailed operational (or "second tier") plans in the international area and for teaching and learning, research management, information technology, human resources and equal employment opportunity.

ACHIEVE DISTINCTION, LEADERSHIP, ADVANTAGE

In 2007, UNE again had some outstanding successes in the areas of teaching, learning and research. The University continues to be ranked among the top 100 Asia Pacific universities in the Shanghai Jiao Tong University rankings and both the institution and individuals within it received a number of significant awards and accolades during 2007.

For the second year running, the outstanding quality of teaching at UNE was recognised when the Carrick Institute granted Citations for Outstanding Contributions to Student Learning to all those nominated from the University. This means that, in 2006-2007, staff of the University have secured 18 Citations from 18 nominations. Over the same period, the University has received more than \$1.5 million from the Carrick Institute in achievement awards and grants for innovative projects.

UNE achieved the maximum rating for education experience in the *2008 Good Universities Guide*, with 5 stars in the areas of Teaching Quality, Graduate Satisfaction, Overall Graduate Rating, Academic Services, Entry Flexibility and Indigenous Participation. UNE has achieved the top rating for "overall graduate satisfaction" (or its equivalent) in the Guide for eight of the nine years from 2000 to 2008 – an achievement unmatched by any other university.

In 2007, UNE's pre-eminence in the field of agricultural sciences was acknowledged when the decision was made to headquarter the prestigious renewed Co-operative Research Centre (CRC) for Sheep Industry Innovation at the University's campus in Armidale, NSW. This CRC will have resources worth more than \$120 million, including \$35.5 million from the Federal Government, over the next seven years. It involves some 20 organisations and hundreds of the best national and

international industry and research professionals in the field of sheep and wool production. UNE already proudly hosts the Australian Poultry CRC and the CRC for Beef Genetic Technologies. The decision to headquarter the Sheep Industry Innovation CRC at UNE means that there are three livestock-based CRCs at UNE, providing an unusual opportunity to capitalise on the synergies between them.

In order to maintain and enhance research and teaching distinction, and competitive advantage, in a complex and changing sector, UNE has significantly reorganised its academic structure in 2007. The former four faculties have become two – the Faculty of Arts and Sciences and the Faculty of The Professions. The previous faculties included sixteen different schools and this number has now been reduced to ten. This refresh of the academic structure was completed in July 2007 and is expected to deliver considerable benefits by enhancing cross-disciplinary co-operation and innovation in both teaching and research.

Complementing the reorganisation of the academic structure of UNE, a thorough review of UNE's research centres and institutes has been underway during 2007. The objective of the review has been to achieve greater focus and efficiency in the university's research efforts and to implement support strategies that will enhance UNE's distinct research capabilities.

CREATE 'REGIONAL TO GLOBAL' IMPACT

2007 has seen UNE involved in a significant number of projects, partnerships and collaborative ventures of local, national and international significance. The development and implementation of the Strategic Plan has sharpened the focus on teaching and research programs and projects that have an impact in the local area, at a national level and internationally.

A significant development in 2007 has been the establishment of the School of Rural Medicine at UNE. UNE has entered into a partnership with the University of Newcastle and Hunter New England Area Health Service to create the Joint Medical Program to enable the Bachelor of Medicine course to be delivered at UNE. The Federal Government provided capital works funding to UNE of \$6.5 million, and this has enabled the building of first-class, state-of-the-art facilities for the School of Rural Medicine. The school is intended partly to address serious workforce issues in rural and regional Australia, and it is anticipated that many of those who complete their Bachelor of Medicine at UNE will be well-equipped to practise in rural, regional and remote areas in Australia and in nations across the world.

UNE's influence and expertise has been extended internationally in a range of areas during 2007 with the development of exciting collaborative projects and partnerships and a number of individual

staff members winning prestigious international appointments. Some highlights for 2007 are listed below.

- Two different teams, both led by Associate Professor Tom Maxwell of the School of Education, won AusAid grants for highly collaborative projects involving teacher education in Bhutan, Vietnam and Papua New Guinea.
- A memorandum of understanding with Naresuan University in Thailand, principally for engagement in medicine and education, was signed.
- Professor Iain Davidson of the School of Humanities was selected as the next Visiting Professor of Australian Studies at Harvard University.
- Associate Professor Jeremy Bruhl was appointed as Australian Botanical Liaison Officer at the Royal Botanic Gardens at Kew in London.
- Professor Acram Taji, then of the School of Environmental and Rural Sciences, received Iran's top award for scientific achievement.
- Dr Debra Dunstan of the School of Behavioural, Cognitive and Social Sciences was awarded a prestigious Churchill Fellowship.
- UNE was selected, following an internationally competitive process, to conduct an International World

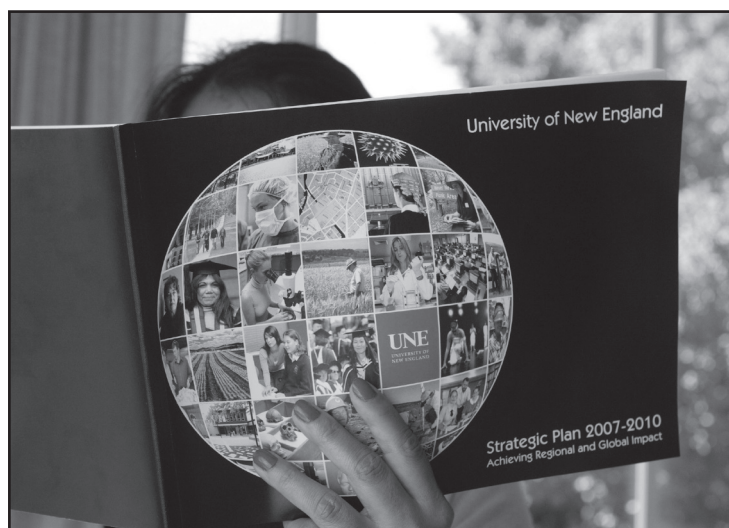
Bank project in Vietnam in the field of education management and teaching methodology.

- The Vice-Chancellor visited Taiwan, Hong Kong and Thailand in connection both with UNE alumni and the development of new and existing partnerships with a range of higher education institutions.
- UNE has been involved in numerous programs and initiatives of national significance in 2007 and a selection of these are detailed below.
- Phase II of the Primary Industries Innovation Centre (PIIC) – a collaborative venture of UNE and the NSW Department of Primary Industries – was launched in 2007. The PIIC has been established to deliver agricultural innovation in Australia.
 - A team of 30 science and policy researchers from UNE and the Department of Primary Industries (DPI) were awarded a \$480,000 Climate Action Grant to develop technologies for the production of biofuels as part of a larger "Biofuels Initiative" program developed through the PIIC and led by UNE's Professor Paul Martin, Director of the Australian Centre for Agriculture and Law.
 - UNE was a primary collaborator in the establishment of the new L H Martin Institute for

Higher Education Leadership and Management at the University of Melbourne. The Institute will provide a national focus for enhancing the quality of higher education leadership, management and governance in Australia, and UNE will be involved in its research, education and training programs. Recently, it has been announced that UNE's Professor Lynn Meek will be the foundation director of this prestigious institute.

- Following a highly competitive tender against other Australian universities, UNE was selected to manage two of the five new Australian Government Summer Schools for Teachers – those for teachers of mathematics and teachers of science. The multi-million dollar project was undertaken by the Centre for Science, ICT and Mathematics Education for Rural and Regional Australia (SiMERR) led by Professor John Pegg at UNE. UNE was also a major partner in the winning tender for the Literacy and Numeracy Summer School for Teachers managed by the University of Wollongong.
- A large-scale report for the Joint Commonwealth, State and Territory Research Advisory Committee of the Ministerial Council of Immigration and Multicultural Affairs, on The Social Costs and Benefits

The UNE Strategic Plan 2007-2010 articulates UNE's vision "to be a strong research-based, teaching and learning university delivering outcomes in areas of strength to individuals and society".



of Migration into Australia, was produced by a team led by Professor Kerry Carrington of the Centre for Applied Research in Social Science and attracted national and international media coverage.

- The International Livestock Resources and Information Centre (ILRIC) based at UNE gained a grant to support a project on the establishment of a National Cattle Genetic Export Standard and Quality Assurance Certification Process.
- Dr Jennifer McDonell of the School of Arts was awarded a Quality Teaching Award from the NSW Minister for Education and Training and the Australian College of Educators.
- Professor Michael Bittman of the School of Behavioural, Cognitive and Social Sciences was elected as a fellow of the Academy of Social Sciences in Australia.
- The Vice-Chancellor was appointed to the Board of the Australian Universities Quality Agency (AUQA), for a term of three years, as a representative of Australian self-accrediting higher education institutions.

UNE continues to work in a range of areas both specific to the local region and with a regional focus for broader application. Some examples of major partnerships and projects for 2007 follow.

- The first nationally-focused book attempting to understand the problem of crime in rural and regional Australia was published by Dr Elaine Barclay of the Institute for Rural Futures, Dr John Scott of the School of Behavioural, Cognitive and Social Sciences, Associate Professor Russell Hogg of the School of Law and Professor Joseph Donnermeyer from Ohio state University in the United States. *Crime in Rural Australia* involved international collaboration on matters of regional significance and provides a good example of UNE's "regional to global" impact.
- Professor Kerry Carrington of the School of Behavioural, Cognitive and Social Sciences obtained funding, in collaboration with colleagues at the University of Western Australia, to study the socio-economic dimensions of resilience in rural communities.
- Professor John Pegg and Dr Lorraine Graham of SiMERR were recognised for their work developing a program called QuickSmart, designed to improve basic reading and calculating skills for middle-school children, particularly in rural and remote communities.
- A new memorandum of understanding was developed with TAFE NSW - New England Institute to create new pathways to UNE.

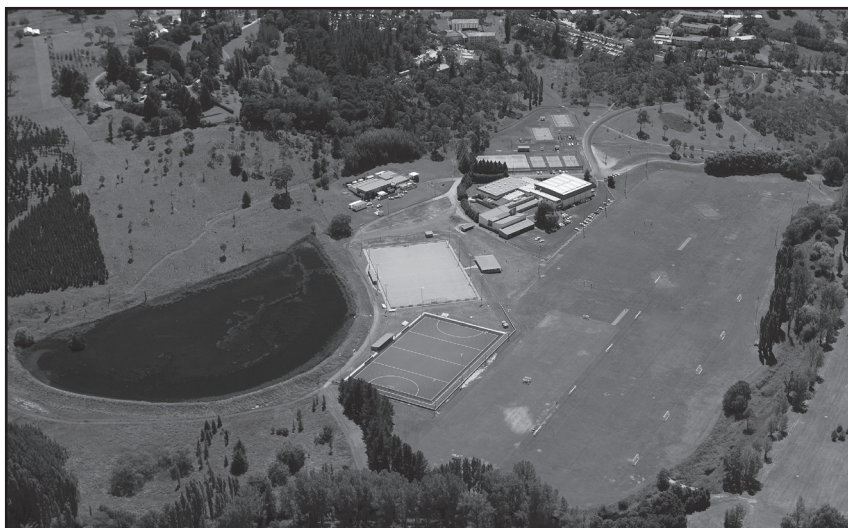
■ The Grain & Graze Field Day, held at UNE's Douglas McMaster Research Station at Warialda, highlighted UNE's research into the viability of integrating livestock and cropping enterprises.

- UNE continued to engage actively with agencies in its local area including the New England Regional Art Museum, the New England Conservatorium of Music, local government and schools.

ENSURE STUDENT INTERESTS ARE PARAMOUNT

UNE is justly proud that it continues to be recognised by outside bodies as a provider of quality education and to be the university of choice for many school-leavers and mature-aged students. Throughout 2007, work has continued to ensure the delivery of courses that combine the highest academic standards and industry-valued qualifications with flexible modes of learning.

During 2007, significant work was undertaken across all areas to ensure that UNE students are offered the most robust and relevant courses possible. As a consequence of these efforts, 20 new courses are being offered at UNE in 2008. These include the new Bachelor of Medicine program mentioned above, as well as the Bachelor of Music, Bachelor of Criminology, Bachelor of Education/Disability Studies, Bachelor of Biomedical Science and Bachelor of



In 2007, the University won \$6.5 million in funding from the Federal Government's Voluntary Student Unionism Transition Fund to upgrade facilities at Sport UNE.

GeoScience. Conversely, a process has been undertaken to assess units that no longer attract enrolments and a number have been deleted to enable resources to be directed to areas of greatest demand and relevance.

To ensure the integrity of all UNE's courses a new Academic Quality Management System was developed during 2007. The key features of the system include a focus on continuous improvement for all academic activities of the university, annual monitoring processes for units and courses and periodic reviews of programs of study and Schools.

New entry pathways to UNE have been developed and the new UNE Pathways Enabling Course has been introduced for those who apply to UNE but do not have the educational background for admission to an undergraduate course.

Electronic systems to support learning and teaching for students both on and off-campus have been re-developed in 2007 and a new E-Learning Commons is being created at UNE's Dixon Library.

Recognising the specific needs of its on-campus students UNE has implemented a new system of on-line application and a new code of conduct for its residential college system to help to ensure that the good reputation of "the UNE Experience" continues to flourish.

The Oorala Centre, a study support and advisory centre for internal and external Aboriginal and Torres Strait Islander

students at UNE, continues to provide valuable academic advice and tutorial assistance as well as running the multi-award-winning tertiary preparation program, TRACKS, and the Alternative Entry Program, ISP.

In 2007, the University won \$6.5 million in funding from the Federal Government's Voluntary Student Unionism Transition Fund. These very significant monies are being used to upgrade sporting facilities used by many UNE students (and others) at the Armidale campus.

2007 was not without its challenges. After an exhaustive series of internal and external investigations of a very significant degree of plagiarism in a UNE award delivered through an off-campus education provider, UNE has moved to adopt a series of recommendations to address matters relating to plagiarism, academic standards and relationships with off-campus providers. These measures include:

- The introduction, from first semester 2008, of the text matching software Turnitin, to assist academic staff in detecting plagiarism and to help students avoid improper citations;
- New academic support and audit processes;
- The strengthening of quality management in all existing external partnerships offered in association with UNE;

- A review of courses and units provided with or through off-campus providers; and
- Closer ties between UNE staff and partner staff to ensure the highest possible academic standards for our students.

It is anticipated that these measures will mitigate the risk of any future occurrence of such events.

FOCUS AND ALIGN ALL ACTIVITIES

During 2007, a new executive structure, designed to help focus and align activities, was developed and approved. Recruitment to positions in the new structure will be finalised early in 2008. The responsibilities and accountabilities of heads of schools have also been significantly upgraded, with the positions advertised nationally and recruitment due to be finalised in the first part of 2008.

In other "behind the scenes" work, UNE has devoted new energies to focusing and aligning activities. Considerable work has been done to:

- Upgrade risk analysis and management;
- Streamline contracts with domestic and international partner organisations;
- Monitor institutional performance against key indicators;
- Develop an e-repository of all UNE research projects; and

- Implement a comprehensive performance planning and review process for all staff in alignment with the strategic plan.

EMPOWER STAFF AND STRENGTHEN ACCOUNTABILITY

The changes to UNE's academic and executive structures outlined earlier in the report have been designed to facilitate the greatest possible cross-disciplinary interaction and achievement. Of course, introducing and consolidating change is always time-consuming

and distracting. The university's academic and general staff have played an important role during 2007 in ensuring that the normal business of the university continued despite the introduction of new structures and processes.

In October and November 2007, the VOICE survey of staff opinion was conducted at UNE. This survey is designed to help understand the views of staff about the future direction of UNE, the way it should be managed, and the way they feel about many aspects of the

work environment. Work will continue in 2008 to analyse the information collected through the survey and, with staff, to identify and build on strengths and to address weaknesses.

CONCLUSION

2007 has been a busy and productive year at UNE. Foundations for continuing success in the higher education sector have been laid and consolidated and the university looks forward to building further on this significant progress in 2008.



Professor Alan Pettigrew
Vice-Chancellor and CEO



Acting Deputy Vice-Chancellor
(Academic Services) Eve Woodberry
and Acting Deputy Vice-Chancellor
(Academic Planning and Renewal)
Professor Stephen Colbran

Quality Teaching and Learning

In 2007, the University of New England has continued its award-winning success in teaching and learning while making major advances in planning, quality assurance, policy development, innovation, and academic renewal of course and unit offerings.

Notable success was again achieved in the receipt of eight Citations for Outstanding Contributions to Student Learning from the Carrick Institute. This followed on the achievement in 2006 of 10 Citations. UNE's outstanding record of 10 out of 10 in 2006 and eight out of eight in 2007 is recognition of the consistently high standard of teaching delivered by its staff in both academic and general staff areas.

The realignment of executive portfolios in the second half of the year resulted in the development of a portfolio with specific responsibility for student services and support, which brought together the University Library, Student Administration and Services, the Teaching and Learning Centre, Oorala Centre, Marketing and Public Affairs, and pastoral care and student support for the colleges.

The university's strategic plan for 2007–2010 specifies one of its priorities as student interests. The developments which underpin this priority were instigated by former Pro Vice-Chancellor (Academic) Professor David Rich prior to his departure for the University of Tasmania and have been further developed throughout the year. The articulation of a student services plan structured around the phases of student engagement with the university has provided a focal point for the development of coordinated and complementary support services.

AWARD WINNING STAFF

Academic staff at UNE continued to engage with the Carrick Institute by staging or attending invited seminars, conferences and roundtables. The Collaborating to Offer Small Courses/Subjects Forum was held at UNE in May 2007 and attracted

50 educators from around Australia. Aside from its eight new Citations for Outstanding Contributions to Student Learning, the university was also awarded a number of Carrick grants in 2007, including Prof Stephen Colbran (\$250,000), Assoc Prof Belinda Tynan (\$220,000), Dr Robyn Smyth (\$219,808), Assoc Prof Kerry Dunne (\$200,000), Prof Helen Ware (\$100,000), and a Promoting Excellence Grant (\$220,000).

Other notable staff achievements:

- Professor Ian Davidson, UNE's Professor of Archaeology and Palaeoanthropology, will take up a prestigious appointment as Visiting Professor of Australian Studies at Harvard University in August 2008.
- UNE was awarded \$1,607,956 under the Commonwealth Learning and Teaching Performance Fund for excellence in science and health. This followed awards of \$2.2 million in 2005, and \$1.5 million in 2006.
- The university's reputation for teaching and learning excellence was again reflected in five-star ratings for 'teaching quality' and 'overall satisfaction' in the *Good Universities Guide 2008*.

PLANNING

2007 saw the completion of the *Teaching and Learning Strategic Plan 2007–2010* as well as the *Teaching and Learning Plan 2007-2010 Operational Plan*. The operational plan addresses 17 distinct projects designed to promote innovative teaching and learning at UNE. Examples include upgrading student engagement and the student experience, improvements to entry pathways, improvements to teaching and learning systems and tools, development of work and learning programs for creating career-ready graduates, and a review of the Graduate Certificate in Higher Education offered by UNE.

In 2007, there was also a complete academic reorganisation of the schools and faculties. At the same time, considerable effort was put into improving teaching and learning policies, academic governance and course approval processes.

QUALITY ASSURANCE

The previous system of quality assurance has been replaced with an academic quality management system consistent with the Australian Universities Quality Agency (AUQA)

round two audit guidelines. Teaching and learning indicators have also been developed as a means of monitoring unit and course performance. Staff are undergoing training and the system will be implemented in early 2008. The University Graduate Attributes have been redeveloped in preparation for a complete mapping of the UNE course profile in preparation for the AUQA audit in 2009. UNE has also commenced reviewing all internal and external relationships. This is part of a general strategy to strengthen governance, compliance, and overall quality assurance in course design and delivery.

POLICY DEVELOPMENT

While many policies at the university have been updated during 2007, particular attention has been given to records management, advanced standing, intensive schools, student behaviour and plagiarism. A new records management policy has been developed and will be accompanied by training in 2008 to encourage more efficient records management via the TRIM information system. A discussion paper and draft policy have been written in relation to modernising the university's approach to advanced standing. The UNE intensive school policy has been rewritten to

allow much greater flexibility for the delivery of on- and off-campus and electronic intensive schools. In addition, the student behavioural misconduct rules and supporting guidelines and college policies have been rewritten to create a modern, uniform set of policies and procedures. The UNE plagiarism policies have also been significantly updated to cover graduates and electronic plagiarism detection systems. UNE will move to implementation of the Turnitin data-matching system in time for semester one, 2008. Staff training has commenced, with added support being implemented for staff and students throughout semester one.

INNOVATION

In 2007, UNE has seen a number of innovative developments in preparation for the wider adoption of teaching technologies. The university is preparing to implement a change from the WebCT 4 Learning Management System to BlackBoard CE 6 and Sakai for Semester one, 2008. Other innovative technology being tested at UNE includes the use of personal response systems, with student responses immediately analysed and graphically displayed in the lecture theatre for all to see.

Academic staff at UNE have been involved in numerous national projects, such as the National Diploma Supplement and the L H Martin Institute based at the University of Melbourne.

In May, the former Minister for Education, Science and Training, Julie Bishop, announced funding of \$10 million to establish a new national higher education institute, the L H Martin Institute for Higher Education Leadership and Management—proposed by the University of Melbourne—in which the University of New England will play a prominent role. The first director of the institute will be UNE Professor Lynn Meek, currently the transitional head of the School of Business, Economics and Public Policy.

The University of New England also won a multi-million-dollar contract to manage two of the Australian Government's new summer schools for teachers. The National Centre of Science, ICT and Mathematics Education for Rural and Regional Australia (SiMERR), based at UNE, won a multi-million dollar tender for the Mathematics Summer School and the Science Summer School. The Mathematics Summer School will be at UNE, and the Science Summer School will be at Flinders University in Adelaide—UNE's partner in the proposal.

The University is also helping to preserve languages and help other countries and disadvantaged students in learning and teaching. Throughout 2007, numerous blended teaching model contracts have been entered into enabling the teaching of language units to students of other universities. UNE is the home of the regional Universities' Indonesian Language Initiative, which has received funding of \$369,000 from the Australian Government. This strategic measure is designed to bolster student numbers and to ensure that national priority languages, such as Indonesian, continue to be taught in Australia. Numerous other entrepreneurial contracts have also been negotiated and signed that will lead to future growth in student numbers through domestic partners and overseas pathways.

ACADEMIC RENEWAL

Academic Renewal has been progressed by developing and implementing simplified standard general course rules, Callista course and unit rules upgrades, undergraduate and postgraduate course models, and the elimination of outdated course and unit offerings in favour of the development of new courses and units better suited to employers and student interests.



Dixon Library's e-learning commons

There have been major developments in the areas of medicine and nursing. The new Bachelor of Medicine is set to receive its first students in semester one, 2008, UNE having received a total of \$6.5 million in Commonwealth funding for the School of Rural Medicine. A unique version of the Bachelor of Nursing program has also been launched that will qualify students to work as enrolled nurses after their first two years of study or registered nurses at the completion of the three-year degree course. In addition, a new Graduate Certificate in Acute Care Nursing has been introduced—the first of its kind in Australia. This award is broad in scope, covering emergency, intensive care and coronary care nursing as well as nursing in and around the operating room.

Numerous other new degrees have been launched; examples include the Bachelor of Engineering Technology, Bachelor of Criminology, and the Bachelor of Music.

UNIVERSITY LIBRARY, HERITAGE CENTRE AND UNIVERSITY ARCHIVES

The University Library made notable advances in service delivery through

a variety of new and improved technologies in 2007. The developments were focused on providing on-campus students with an increase in self-service options and off-campus students with improved access to services and staff. Developments included:

- A major upgrade to MetaSearch, the library's gateway feature, which allows users to search across multiple databases and save their own search profiles and results, significantly increasing functionality and reliability to student and staff researchers.
- eSKILLS Plus—the library's award-winning online learning package for postgraduate students—was enhanced with new tuition in high-level research skills and employment skills.
- The roll-out of wireless access, increasing Internet access for students.
- A series of podcasts were created on using the library, information literacy and student topics and posted to the web site, particularly for those remote and disadvantaged students who favour the spoken word.
- Self-service loans were initialised for on-campus borrowers with the installation of a 3M self-check machine.
- An institutional repository was created called epublications@une, in association with UNE's Research Services. This development was funded through the RUBRIC (Regional Universities Building Research Infrastructure Collaboratively) project which commenced in 2006 under Systemic Infrastructure Initiative funding as part of Backing Australia's Ability - An Innovative Action Plan for the Future with the aim of developing an open access repository with the capacity to support UNE's involvement in the Australasian Digital Theses program and assist with reporting for the Research Quality Framework (RQF).
- In 2007, the University Library joined with Student Administration, the Teaching and Learning Centre, and ITD in creating AskUNE, an online information site for students containing answers to frequently asked questions. AskUNE is part of a broader SRM



Mrs Yves Byers (Manager of UNE Manning Valley Centre in Taree), Mrs Frances Munro (Access Centres Operations Manager), Mrs Margaret Keane (Manager of UNE Tamworth Centre) receive a Carrick Citation for Outstanding Contribution to Student Learning at a ceremony in Sydney.

(Student relationship management) system for appropriate, timely and accurate handling of student queries.

Other notable developments were the establishment of collections and services to support the Joint Medical Program which will commence in 2008; the transfer of the Curriculum Collection from its branch location in the Faculty of The Professions to Dixon Library; and the restructuring of the library staff in response to the significant changes planned for 2008 in the development of a learning commons.

The Heritage Centre formalised its agreement with the NSW State Records Authority for the continued housing and provision of State Archives. Large sets of original government records from the New England region have been available through the UNE Archives since 1963 on a conditional loan arrangement made by the former Archives Office of NSW. The new agreement formally transfers custody of the archival records to the care of the Heritage Centre as a regional repository of NSW State Records and formally acknowledges UNE's right to maintain its own institutional archival records in Armidale rather than

surrendering them for storage in the state repository in Sydney.

The "Women of a High Lean Country" exhibition, mounted by the University Curator, and telling of the rich social history of women in New England, was hosted in Tamworth, Gunnedah, Narrabri, Inverell, Armidale and Glen Innes.

TEACHING AND LEARNING CENTRE

The Teaching and Learning Centre (TLC) has responsibilities that encompass academic staff development, student learning support through the Academic Skills Office, evaluation of teaching, the preparation and distribution of learning materials and support for the learning management system and supporting technologies.

The Carrick Institute awards were again a focus of attention for staff, and TLC repeated the process of providing editorial support for all UNE submissions that proved successful in 2006.

A restructure of the systems to support learning and teaching saw the installation of the Hive content management system for learning materials as part of an integrated structure designed to support the Blackboard Campus Edition 6 learning management system, together with a

test system for Sakai. TLC is now in a position to manage all unit materials digitally and provide a web presence for all units offered at UNE. The exchange of data between systems has been greatly enhanced through collaboration between the Student Centre, ITD and TLC.

Other developments in TLC include:

- The development of two new foundation units to support the new enabling course for students previously ineligible to enrol.
- A web-based diagnostic device for students to assess their ability in four literacy strands: academic writing, information literacy, basic maths and statistics, and computer literacy. This tool was funded from the 2006 Teaching and Learning Performance Fund.
- Redevelopment of the website to encompass the foundation units and tertiary literacy assessment tools.
- Expansion of the tUNEin peer support program to all distance students and the re-engineering of the original tUNEup University Preparation program to meet the changing requirements of students to access the information online.

- A year-long action-research project using TLC staff working in the colleges has provided important insights into how students in colleges can be better supported. As a result, academic support persons training has been redesigned to support the growth and maintenance of learning communities in the colleges.
- A new student support program was also implemented in 2007 to help ease the transition of students into higher education. Peer Assisted Study Sessions (PASS) were created to target courses recognised by students as “difficult”.

OOHALA CENTRE

The Oohala Centre has based its approach to maintaining and expanding the access and participation of Indigenous students at UNE on four continuing strategies:

- (1) Providing a supportive and culturally inclusive environment for the 250 Indigenous students that were enrolled in 2007;

- (2) Providing effective student academic support through the Indigenous Tutorial Assistance Scheme for those students (27) requiring further support;
- (3) Continuing to develop the TRACKS course to provide a firm academic foundation for 36 students through culturally appropriate and relevant curriculum. These strategies enable Indigenous students to more equally participate in tertiary studies and at the same time enhance both the retention and success rates; and
- (4) Providing alternative entry to Indigenous applicants through the Internal Selection Program (ISP). All 13 applicants are enrolled in various undergraduate awards at UNE in 2008.

Oohala’s approach to Indigenous students, teaching and the delivery of services was recognised through the Vice Chancellor’s Award for Excellence in Learning and Teaching in 2007 and a Carrick Award for University Teaching (2007) and is evident in the improving

graduation figure of 44 and the gradual increase in scholarship holders (9) throughout 2007.

PLANNING AND INSTITUTIONAL RESEARCH

Records management procedures for student records were improved significantly with the conversion from paper-based student records to electronic records. From semester one, 2006, all student administrative records were captured and recorded electronically, resulting in considerable efficiency gains and improved administrative processes, as well as better record keeping.

PIR continues to provide strategic, operational and data support for strategic planning, reviews, quality assurance and student load management. With a rapidly increasing level of institutional change, workloads rose markedly during the year. With funding from the Distance Education Project, PIR was able to improve its capacity to undertake market research and monitor developments by competing universities.



Deputy Vice-Chancellor (Research) Professor Peter Flood

Research Excellence

For the second successive year, the four faculties have produced individual research reports covering activities, publications and grants for the previous year. Two significant research management outcomes were achieved during the year.

- The identification and consolidation of 28 research groups, which were established under the criteria for the Research Quality Framework (RQF) RFCO Code Groups. The publications for 2001 to 2006 of all the RQF assessable staff were uploaded to the digital repository managed by the UNE Library.
- The faculty and school-based research centres were reviewed during 2007. Only those that met a prescriptive set of criteria will continue to operate beyond 2007. Those centres that have been disestablished will have the opportunity to regroup and reapply for research centre status.

RESEARCH DATA

Publications

UNE reported 1116 publications to DEST for the 2006/2007 submission year, which was up on the 2005/2006 submission.

Higher Degree Research Students

In 2007, 36 new research assistantships were awarded at UNE, comprising two Equity Scholarships, four Endeavour International Postgraduate Scholarships (IPRS), 22 Australian Postgraduate Awards (APAs), four UNE Research Assistantships, and four UNE Research International Assistantships.



Professor David Cottle of the Sheep CRC with
Ivan Leung from Novotex Woollen Spinners

A total of 134 new PhD students enrolled at UNE in 2007, an increase on 2006 figures, bringing current PhD enrolments to 567. PhD Graduations in 2007 recorded a total of 56 students—13 in Arts, Humanities and Social Sciences, 4 in Economics, Business and Law; 11 in Education, Health and Professional Studies and 28 in The Sciences. There were 179 new research master's degree commencements, bringing the total of current enrolments up to 740. Meanwhile, 75 students graduated with a master's research degree.

Developments in Higher Degree Research Training

A number of major initiatives aimed at improving the management and training of higher degree research (HDR) students have been introduced during the last twelve months. A confirmation of candidature policy was enacted, which is used to formally assess student progress in the early stages of their candidature and to ensure that candidates attain the academic preparedness necessary to progress to the next stage of their degree. The Online Tutorials Program is an orientation and induction program and incorporates preparation for confirmation of candidature. The Program for Training of Supervisors, currently under development, will formally commence in 2008.

ETHICS

The Animal Ethics Committee (AEC) processed 191 applications during 2007, comprising 175 approvals, three withdrawn applications and 13 pending approval. The Human Research Ethics Committee (HREC) processed 227 applications during 2007, comprising 191 approvals, six withdrawn applications and 30 pending approval.

RESEARCH GRANTS

A total of 160 national competitive grant applications were lodged, comprising 26 from the Faculty of Arts, Humanities and Social Sciences, 18 from the Faculty of Economics, Business and Law, seven from the Faculty of Education, Health and Professional Studies, 101 from the Faculty of The Sciences, and eight from UNE research centres.

For 2007, UNE staff have been successful in gaining nine ARC Discovery grants, one ARC Linkage grant and two ARC Postdoctoral Awards. UNE ranked in the middle of Australian universities in the amount of funds allocated for research. The success rate was just below the national average, but above UNE's success rate over the previous three years.

COOPERATIVE RESEARCH CENTRES

University researchers in the sciences continued their collaboration in the Sheep, Beef, Cotton, Weeds, Poultry, Irrigation Futures and Spatial Information CRCs. The re-bid for the Sheep CRC lodged in 2006 was successful, and UNE is currently involved in re-bids for the CRC for Spatial Information and the Australian Poultry CRC.

CRC for Sheep Industry Innovation

A new future for Australia's \$6.2 billion sheep industry was unveiled at UNE on the August 22 with the launch of the new Cooperative Research Centre for Sheep Industry Innovation (Sheep CRC). The CRC headquarters at UNE has four major research programs: transforming sheep and their management, next generation wool quality, next generation meat quality and the Information Nucleus. The research programs are supported by two programs designed to deliver results to industry: education and training, and commercialisation and adoption.

CRC for Spatial Information

UNE joined the Spatial Information CRC as a supplementary bid participant in 2007. The CRC SI supplementary funding will deliver high-quality spatial information services to rural and regional areas

through a combination of emerging spatial technologies on existing corporate information systems. Participants will collaborate to develop integrated positioning, location and spatial information by utilising the new inter-operable GPS/Galileo services, advanced remote sensing and more efficient data access and transmission capability.

UNE RESEARCH CENTRES

Animal Genetics and Breeding Unit

The Animal Genetics and Breeding Unit (AGBU), a joint venture of UNE and the NSW Department of Primary Industries, is involved in genetic R&D for Australian industries, including the following developments: modifications and commercialisation of BREEDPLAN calculations for the NFI-estimated breeding value (EBV); a new project emanating from the CRC-I and CRC-II allowing for the calculation of marker assisted EBVs in BREEDPLAN; with the Beef Technology CRC, completion of the analysis of data recorded in tropically adapted breeds; further expansion of the Sheep Genetics' operation (SG) verification of results (proof of profit) for many different traits and many herds; pig research concentrating on the

genetic analyses of feed intake of sows during lactation; a new PIGBLUP V6.00, to be released in 2008, which will enable multi-trait analysis of 31 performance traits; TREEPLAN™ V2.0, developed for the genetic evaluation of tree breeding by the Southern Tree Breeding Association (STBA), implemented in the national tree breeding programs in Sweden; and the Sydney Rock Oyster research and consultancy project, targeted at evaluating the current breeding program.

Institute for Rural Futures (IRF)

The Institute of Rural Futures' focus is on the identification and analysis of the social, economic and environmental drivers and impacts of change in rural and regional areas. During 2007, projects included: the socio-economic consequences of water trade; water and resource governance; biosecurity; river valley profiles; environmental risk and misdemeanours; weed pathway risk analysis; social-ecological spatial analysis; designing alternative landscape futures; social capital and agribusiness in eastern Indonesia; and international research collaborations with Indonesia, Canada, the US, Germany, Finland and the United Kingdom.

The Institute for Genetics and Bioinformatics

The number of users, breadth of activity and extent of collaboration in the joint UNE-NSW DPI molecular genetics laboratory continued to expand in 2007, with new investments in automated quantitative PCR and robotic handling systems and agreement to add an automated DNA extraction system in 2008.

Primary Industries Innovation Centre (PIIC)

The Primary Industries Innovation Centre (PIIC) a partnership between UNE and the NSW Department of Primary Industries, has generated over \$1.7 million in external funding and is set to further develop current initiatives in Grain & Graze and Climate Action. New projects under development include: increasing the levels of Omega-3 fatty acids in grain-fed livestock products; and enhancing the adoption of conservation farming practices in Australia and Cambodia. A three-year \$1.1 million contract with ACIAR is being finalised for the latter project.

CONFERENCES

The Grain & Graze Field Day held at UNE's McMaster Research Station at Warialda showcased the work of UNE and



The Grain & Graze Field Day held at UNE's McMaster Research Station at Warialda showcased the work of UNE and the NSW Department of Primary Industries

NSW Department of Primary Industries researchers on the viability of integrating livestock and cropping enterprises, part of a wider collaboration between the Border Rivers-Gwydir Catchment Management Authority and the Murray-Darling Basin Commission under the national Grain & Graze research program.

A scientific symposium at UNE in September, entitled "Adaptation and Fitness in Animals", discussed how to maintain the general fitness of livestock while undertaking breeding programs to enhance specific characteristics.

Historians and lawyers from Australia, New Zealand and the UK gathered at UNE in September for three interconnected conferences that explored colonial, political and legal history, ancient history, oral history, and mining history. The Australian Historical Association conference and the 13th Annual Conference of the Australian Mining History Association were preceded by the 26th Annual Australian and New Zealand Law and History Society Conference.

The 17th Conference of the Association for the Advancement of Animal Breeding and Genetics (AAABG) was held at UNE in September. The conference brought together scientists from Australia, New

Zealand, South Africa, Europe and the United States and a number of other countries. The conference focused on achievements in genetic improvement and opportunities that were arising through new genetic technologies.

UNE postgraduate students enrolled in research programs in Economics, Business, Law, Education, Health and Professional Studies attended a conference in July designed to help them "bridge the gap between ideas and doing research".

Every two years UNE convenes one of the world's leading forums on animal nutrition. The 16th conference in this series, "Recent Advances in Animal Nutrition in Australia", attracted delegates from Australia and abroad, and focused on new feeding practices, research on gut microbes, and managing heat stress through nutrition.

The current scourge of Devil Facial Tumour Disease (DFTD) in Tasmanian devils was discussed at the Australian Mammal Society's annual conference held at UNE in July. Papers on DFTD emphasised the urgency of isolating uninfected devils and the serious impact on Tasmania's ecology of the decline in the devil population.

Speaking at the international "Narrowing the Gap Conference" at UNE

in April, leading educationists said the SiMERR (National Centre of Science, ICT and Mathematics Education for Rural and Regional Australia) research centre based at UNE had identified and developed innovative intervention programs for under-achieving students, and had demonstrated the effectiveness of those programs.

The 2nd International Art in Early Childhood Conference was held at UNE in January, exploring topics on the theory and practice of children's art. The conference, which launched an electronic Art in Early Childhood Research Journal, was attended by delegates from 13 countries.

AWARDS

UNE academic and chief scientist of the Cotton CRC Professor Peter Gregg received an award for "best collaboration with a regional focus" at the BHERT awards, which were held in Sydney in November.

Dr Myfanwy Maple, lecturer in counselling at UNE, was presented with a national "Emerging Research Award" at the LiFe Awards ceremony of Suicide Prevention Australia (SPA), for research aimed at supporting parents who have lost a child to suicide.



Acram Taji, Professor of Horticultural Science at UNE, was presented with Iran's highest award for scientific achievement by Iranian President Mahmoud Ahmadinejad for her contribution to *in vitro* plant breeding and plant tissue culture.

UNE psychologist Dr Debra Dunstan, whose research focuses on helping people overcome the debilitating psychological effects of chronic pain, will use her recently awarded Churchill Fellowship to visit Canada, Sweden and the UK, where she will look at best-practice models of community-based pain treatment.

Acram Taji, Professor of Horticultural Science at UNE, was presented with Iran's highest award for scientific achievement, a Khwarizmi International Award (KIA), for her contribution to *in vitro* plant breeding and plant tissue culture, as well as a special award from the Committee on Scientific and Technological Cooperation for sustainable development for her work on the conservation of rare and endangered plants.

APPOINTMENTS

The Commonwealth Government's Australian Biological Resources Study has appointed UNE's Associate Professor Jeremy Bruhl to be the next Australian Botanical Liaison Officer (ABLO) at the Royal Botanic Gardens, Kew, in London, a position he will hold from September 2007 until August 2008.

The NSW Minister for Primary Industries, Ian Macdonald, paid a visit to UNE in February to formally announce that his department would co-fund, with UNE, the new position of director of the Primary Industries Innovation Centre for the next five years. Professor Bob Martin, of the Tamworth Agricultural Institute, was appointed as the first director of the

centre, which is based at UNE, in September 2007.

Iain Davidson, UNE's Professor of Archaeology and Palaeoanthropology, will take up the position of Visiting Professor of Australian Studies at Harvard University in August next year. Professor Davidson will offer lectures and seminars, meet students and faculty staff, and visit other American universities with Australian studies programs as part of the professorship.

UNE's Professor Majella Franzmann, an international authority on early Christian and other religious writings, has been elected to the governing council of the Australian Academy of the Humanities for a three-year term.



The number of international students enrolled at UNE increased by 22 per cent in 2007.

International Activities and Partnerships

INTERNATIONAL DEVELOPMENT

International plan

UNE's second-tier International Plan 2007-2010 was endorsed by the Vice-Chancellor this year. Eleven international goals have been developed in the plan in response to the strategies and aims in the university's strategic plan.

A key performance expectation (KPE) of the university's strategic plan is to double the number of international students attending university at Armidale by 2010. Should the eleven goals identified by this plan be met, the university will be in a prime position to meet this KPE.

Growth in UNE's International Student Program, Armidale

Due to the successful implementation of a new integrated sales and marketing strategy, UNE's full-time international enrolments at Armidale increased to 412 in 2007, an increase of 75 students or 22 per cent over 2006. In addition, enrolments from international distance education students increased to 312, an increase of 50 students or 19 per cent. These increases are much higher than national averages.

Successful Re-Entry to AusAID Scholarship Market

UNE has now successfully re-entered the AusAID scholarship market with 15 enrolments from six countries (Indonesia, Vietnam, Papua New Guinea, Laos, Pakistan and South Africa). UNE lost the right to participate in AusAID's student scholarship scheme approximately seven years ago; under a new arrangement, however, scholarship holders choose their institution.



14 Bhutanese students visited UNE in 2007 for the multi-grade teacher education program, which included work at UNE and placements at small schools around Armidale, Tamworth and Coffs Harbour.

Increase in Cheung Kong Scholarship Funding

UNE was successful in applying for funding under the Endeavour Cheung Kong Student Exchange Program for the 2007 round. This program is funded by the Australian Government via DEST and by the Cheung Kong Group through Powercor Australia Ltd. A total of \$40,000 was granted for bi-directional student exchange with Shaanxi Normal University, X'ian, China; Nankai University, Tianjin, China; and the Hong Kong Institute of Education, Hong Kong (SAR), China.

INTERNATIONAL PARTNERSHIPS

Bhutan

UNE continued its 15-year relationship with the Ministry of Education, Royal Government of Bhutan. There were two main projects this year. The first was the multi-grade teacher education project, which hosted some 14 students in 2007, in a short course that included work at UNE and placements in small schools around Armidale, Tamworth and Coffs Harbour.

The second project involved six academics from the Royal University of Bhutan in a short course in teacher education. A number of

undergraduates and three doctoral students from Bhutan were enrolled at UNE during 2007. This continuing involvement with Bhutan has meant that UNE alumni are now senior Bhutanese government and RUB officials. Notable amongst these senior officials is UNE's Honorary Doctor of Education, Dasho Pema Thinley, recently appointed Vice-Chancellor of the Royal University of Bhutan.

Follow-up work from the UNE Vice-Chancellor's visit to Bhutan in 2006 has resulted in the involvement of Bhutan in a major AusAid competitive grant (with PNG, Timor Leste and Vietnam) in building leadership in teacher education. Another AusAid competitive grant has been applied for, to use the UNE Graduate Certificate in Higher Education as a vehicle for developing the distance education skills and knowledge of Royal Institute of Management academic staff.

China

The pathway program with Wuxi South Ocean College in Business continues to grow and has now been operating successfully for eight years. Approximately 65 new students are expected to enrol in UNE's Bachelor

of Commerce program at UNE in 2008, following prescribed studies in China.

Student numbers enrolling at UNE from Harbin Engineering University began to contract in 2007, due to additional competition from other Australian universities.

110 students (75 business and 35 computer science) enrolled with Huaiyin Institute of Technology, in September this year, in a new program where students will enrol at UNE with advanced standing after completing two years of study in China.

Hong Kong

For 2007, the activities in Hong Kong have been primarily geared towards program renewal. This has been done to reflect the new opportunities that have arisen because of the restructure of UNE and also to realign our program offerings with market needs. This also means that some existing programs will be discontinued.

With respect to the partnership with City University, no further intakes have taken place for the Bachelor of Administrative Leadership and the Bachelor of Arts (Communications & Management). These programs will be succeeded by the Bachelor of Business (Management



A memorandum of understanding was signed between UNE and Naresuan University - a long-standing partner - in Thailand in November 2007.

& Communications) in 2008 for which preparation is in its final stages.

Regarding Shue Yan University, the Master of Counselling is continuing, and updating will take place in early 2008, while a first cohort of PhD students has also been finalised for enrolment at UNE. Negotiations have started on new programs.

Finally, with the Chinese University of Hong Kong, the preparations to launch the new Bachelor of Music have been completed with the passing of this award through CUHK's Council in December. The program will start in August 2008. Development of a revised version of the Bachelor of Training and Development is nearing completion.

Visit by Vice-Chancellor to Hong Kong (SAR), China and India

The Vice-Chancellor and three other senior staff members visited Hong Kong, China and India during November 2007. The party attended a graduation ceremony at City University Hong Kong (SAR) for UNE Bachelor of Arts (Communication and Management) students. Discussions were held with all partner universities in Hong Kong. New opportunities for the Faculty of Arts and Sciences have been identified.

The visit to China and India was part of a NSW delegation lead by Premier Morris Iemma that included government, industry and university members. A cooperation agreement was signed between NSW universities and Guangzhou universities in China, and initial research cooperation discussions were held with Indian universities in Delhi.

India

During his visit to UNE, Uma S Singh, Professor of Plant Pathology at GB Pant University of Agriculture and Technology, indicated GBPUAT is most interested in courses in quantitative genetics and poultry science, but offers a wide variety of courses in vegetable and fruit crops and organic and tropical farming that could be of interest to UNE students.

GBPUAT does not offer units externally with short residential schools, although it is developing online teaching involving other colleges, so it may be possible in future for UNE students to take GBPUAT units remotely.

UNE has signed an agreement with INSCOL Healthcare Limited, Chandigarh, to provide focused management and leadership training to Registered Nurses from India. A total of 50 Indian nurses are expected to enrol in UNE's new Bachelor of Professional Nursing degree in 2008.

Thailand

Since 2004, there have been a number of visits between UNE and Naresuan University, Thailand, involving the Schools of Health, Education and Professional Development and Leadership. This has resulted in the signing of a memorandum of understanding between the two universities in November 2007. The MoU provides for further collaboration in research, training and education between the two universities.

The Vice-Chancellor of UNE also gave support to the Naresuan University application to establish a WHO Collaborating Centre of Expertise (WHO-CCE) in Hospital and Health Management, which has been approved in principle and is expected to be operational in 2008. Dr Prawit Taytiwat from Naresuan University and a UNE DHSM candidate will provide leadership to this centre on their return to NU at the end of 2007. UNE and academics from the Schools of Health and Rural Medicine will be active participants in this centre.

As part of the November visit and MoU signing, agreement was also reached to establish two scholarships for Thai scholars to study in the UNE rural medicine program from 2009.

New International Relationships Fostered

During 2007, UNE has developed a number of new relationships with targeted institutions overseas that will result in significant numbers of international students enrolling in the future. Students will enrol in business, marketing, management, environmental science, computer science and nursing programs at UNE after receiving advanced standing for studies in China. These institutions included:

- Qingdao Technological University Qindao College
- Xinyang Normal University Huarui College
- Zhengzhou Hua Xin Vocational and Technology College
- Pingdingshan College of Industrial Technology
- Shandong Institute of Light Industry
- Fujian Agricultural and Forestry University
- X'ian International University
- University of Electronic Science and Technology, ZhongShan Institute
- East China Institute of Technology

UNE ASIA CENTRE (UNEAC)

The University of New England Asia Centre (UNEAC) was established by the academic board in 1992 as a university-level, self-funding, cross-faculty research centre, with a brief to:

- Promote the study and research of contemporary Asia within UNE;
- Play a coordinating role in identifying and harnessing collaborative research strengths to secure competitive income-generating research projects;
- Establish institutional links with the region and other countries with expertise on Asia; and
- Provide government, business organisations, and the public at large with a comprehensive range of services focused on Australia's relations with Asia.

The centre also fosters Asian studies at the university generally by bringing visiting speakers to UNE, conducting international workshops, seminars and conferences, and producing publications such as its international refereed electronic journal, *UNEAC Asia Papers*.

The thrust of UNEAC research continues to be Asia-wide, drawing on the expertise

that exists within different schools relating to South Asia (India, Pakistan and Bangladesh), East Asia (mainly China) and Southeast Asia (Indonesia, Malaysia and Thailand).

The Asia Centre is currently giving its major support to three ongoing projects:

- Asian migration, people trafficking and refugees [2006-2010]
- Understanding Islamic Societies in Asia
- Environmental and Social Impacts of Resource Development in Asia

COUNTRY INTEREST GROUPS

Seven Country Interest Groups have been established in 2007 and include Africa, Bhutan, China, Hong Kong, SAR, South Asia, Thailand and Vietnam.

The aim of the CiGs is to:

- Maintain and develop contacts with organisations and officials within the nominated country, with the objective of establishing relationships with UNE to mutual advantage.
- Report on the activities of the CiG to the International Committee indicating, as appropriate, strategic priorities and initiatives;

More than 50 overseas students were made "honorary citizens" of Armidale at a special ceremony held on March 21, 2007. Pictured (from left): UNE Vice-Chancellor Prof Alan Pettigrew, Ms Xiaohui Su, Armidale Dumaesq Mayor Peter Ducat.



- Evaluate opportunities forwarded to UNE by organisations interested in establishing a relationship with UNE;
- Pursue possibilities for partnerships with a view to formal arrangements;
- Explore possibilities for attracting international students; and
- Explore possibilities for enhancing the role of UNE alumni who reside in the country of interest.

With the International Plan 2007-2010 now approved, the CiGs are in a position to move forward with key strategic developments within their country/region in 2008 and beyond.

CONDUCTING UNE COURSES IN SYDNEY AND MELBOURNE

UNE has signed an agreement with Infotech Professionals Pty. Ltd. (trading as IIBIT) to cooperate in the development and delivery of postgraduate business, undergraduate computer science and postgraduate IT programs to international students in Sydney and Melbourne.

This new venture will significantly increase UNE's international student numbers in delivery locations that are attractive to international students.

New quality assurance procedures have been developed, and a Level C UNE Academic will oversee quality assurance at each venue.

The delivery of programs in Melbourne is subject to higher education approvals in Victoria.

UNE's agreement for the delivery of computer science and IT programs with Melbourne Institute of Technology (MIT) in Sydney has not been renewed.

NATIONAL CODE 2007

Following independent evaluation of the ESOS legislation in 2005 and subsequent consultation, a new National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students (National Code 2007) was introduced from 1 July 2007.

As UNE is required to maintain full compliance at all times with this national code, an extensive review of existing UNE practices was undertaken prior to July 1. As a result, an active compliance program (including newly developed policy, rules, procedures) has been developed to ensure compliance and commitment to compliance across UNE.

ENGLISH LANGUAGE CENTRE

The core business of the English Language Centre (ELC) continued to be the English for Academic Purposes (EAP) programme for international students seeking to enter UNE at undergraduate and post-graduate levels, to improve their English while at UNE as a visiting scholar, or for job purposes in their home country. The EAP program was completely redesigned during the year to meet the specific needs of international students studying at UNE. The new program has been operating on a pilot basis and will be firmly in place for 2008. Student numbers during the year represented a marked increase on 2006 levels.

General English (GE) class numbers appear to be in decline, probably due to fewer partners accompanying international postgraduate students and fewer local migrants wishing to take advantage of the governments' English Language tuition under the Australian Migrant Education Scheme (AMES). If this trend continues, GE classes will not be viable and consideration is currently being given to ways in which more proficient GE students can be accommodated within EAP classes.

The five-week Introductory Academic Programme (IAP), first offered in 2006, continued to slowly grow in enrolments. This program targets students who have attained the required level of English but need to be introduced to the language and cultural skills required for successful study at an Australian university, specifically UNE. This program is offered twice a year prior to semesters one and two.

Four study tour programs varying in duration from two weeks to five months were hosted for groups from Japan, China and Taiwan. The study tour aspect of the ELC operation is successful and contributes significantly to overheads, though there is some concern that the current strength of the Australian dollar will adversely affect future development.

International English Language Testing System (IELTS) testing sessions were held in February, April, June, July, September, and December. All sessions were filled to maximum capacity. Demand for test places continues

to be strong and all sessions attract maximum numbers. It would be possible to increase UNE's IELTS test provision if more accredited examiners were available, but this is problematic in a regional location like Armidale.

INTERNATIONAL SERVICES

On-campus services for international students are prescribed by a stringent legislative framework, applicable to all international students enrolled at UNE at the Armidale campus and at the campuses of UNE's partner institutions elsewhere in Australia. The International Services section of EL&IS carries responsibility for compliance with this legislation.

In 2007, services to international students were reviewed and further systematised, particular attention being given to legal compliance and reporting issues within the International Services unit and throughout the university. Substantial changes made by the Government to the National Code of

Practice for Registration Authorities and Providers of Education and Training to Overseas Students became effective on July 1, 2007, necessitating large-scale revision of UNE's compliance regime and rolling out of this regime throughout the university and its domestic partner institutions in Sydney.

An experienced UNE administrator was appointed to the position of International Services Manager. This position is an upgrade on the previous International Services Officer position, reflecting the increasingly complex demands entailed in implementing the revised national code.

Constructive relationships continued to develop with the Armidale and greater university communities, resulting in enhanced services becoming available to students in terms of arrival, orientation, accommodation, acculturation, recreation, part-time employment, counselling, academic and language support.

Adrian Robinson
Chief Financial Officer



Finance and Resources

2007 has been a year in which UNE has consolidated management of its service and physical infrastructure, resulting in a more systematic and structured approach to provision of its services. In 2007, a number of initiatives were undertaken to enhance efficiencies and reduce cost of service delivery, and several initiatives introduced in the prior year have come to fruition.

The Strategic Cost Management project introduced in 2006 provided its first results in early 2007. Information flowing from this exercise has been used for a number of improvements in both academic and support areas of UNE, and will continue to do so. The project included implementation of an activity-based costing project that provided significantly improved and accurate cost and results information and understanding of the key cost drivers of the university. Also introduced was a benchmarking project that allowed UNE to benchmark its services against selected universities in the sector. The results achieved under both components of the Strategic Cost Management project have been used as a platform to inform the 2008 budget process.

2007 saw the professionalisation of the Risk Management and Internal Audit functions. The position of Director, Risk Management and Audit, was established and a professional unit developed.

Financial Services moved towards a more customer-focused structure, evidenced by the adaptation of reporting and interface with the new structure under the academic reorganisation. Bill Colless was appointed Director of Financial Services. He brings a wealth of experience to the directorate.

Facilities Management Services continued to provide a high level of service to the university. 2007 saw the completion of a number of significant construction projects as well as the commencement of several new projects.

The Oorala Centre was completed in January 2007, providing vastly improved teaching and administrative space for UNE's Indigenous programs. The School of Rural Medicine was commenced and will be completed for start of semester one, 2008. The Geology Building project began and will also be completed for semester one, 2008.

Human Resource Services undertook a number of large projects during the year and

achieved a number of milestones. The major focus was the academic reorganisation, consuming much time and resources, but resulting in a successful implementation. The Human Resources Management System was upgraded, and the Higher Education Workplace Relations Requirements compliance requirements were met with many new policies and processes introduced. Ms Vicki Anderson was appointed Director of Human Resource Services during the year.

The Information Technology Directorate again undertook many projects across campus. A wireless network was rolled out, and new computing infrastructure commissioned. This included an Enterprise Blade Server Farm, Oracle Real Application Cluster, Storage Area Network, Linux Red Hat, Enterprise VMware environment and upgraded Citrix Server Farm. New implementations and upgrades included the Student Administration system (Callista), the Financial Management system (Finance One), the HR Management system (Alesco) and the Library Management system. Brian Cameron was appointed Director of Information Technology following the departure of Peter Edwards to take up a position at Central Queensland University.



Pro Vice-Chancellor and Dean Professor Margaret Sedgley

Faculty of Arts and Sciences

The UNE reorganisation that took place during 2007 resulted in the new Faculty of Arts and Sciences, formed via the amalgamation of the Faculty of The Sciences and the Faculty of Arts, Humanities and Social Sciences. Some staff in the areas of peace and indigenous studies from the former Faculty of Education, Health and Professional Studies also joined the new faculty. The number of schools was reduced from ten to five, comprising Arts; Behavioural, Cognitive and Social Sciences; Environmental and Rural Science; Humanities; and Science and Technology.

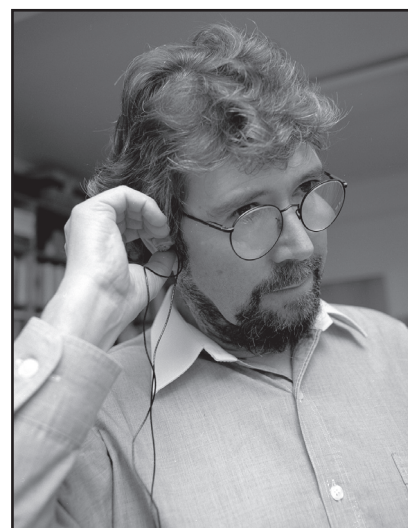
Academic renewal was a major activity in 2007, resulting in a significant overhaul of teaching programs, with improved quality and educational outcomes, simplified rules, enhanced ease of program navigation by students, commonality of years one and two, reduction in duplication, introduction of new programs, revision of existing programs and expansion of delivery mode options. A suite of new “named” degrees was launched for semester one, 2008, including a Bachelor of Criminology, Bachelor of Biomedical Science, Bachelor of Theatre Studies, Bachelor of Geoscience, Bachelor of Communication Studies, Bachelor of Marine Science and Management, and a Bachelor of Music. New postgraduate programs were also introduced in psychology and world religions. Work continues on new programs for semester two, 2008, including an expanded Bachelor of Indigenous Studies.

SCHOOL OF ARTS

The School of Arts has enjoyed success in a variety of areas since coming into existence on July 19, 2007. Two new awards have been introduced—the Bachelor of Theatre Studies and the Bachelor of Music—and an articulated program with TAFE in the area of Communication Studies has been negotiated.

The school has been making a significant contribution to the teaching of foreign languages within the context of a changing sector by ensuring that languages remain available to students. UNE is lead institution of the Ruili (Regional Universities Indonesian Language Initiative, comprising the University of Tasmania, University of Southern Queensland (USQ), Charles Darwin University, and UNE), and UNE’s blended programs are delivering Indonesian

Professor Bill Noble of the School of Behavioural, Cognitive and Social Science has been analysing data in the Cochlear Implant Program at the University of Iowa in the United States, which he says shows that two cochlear implants are more beneficial to profoundly deaf people than one.



to USQ, German to Newcastle and James Cook University (JCU), and French, Chinese and Italian to JCU.

Prof Adrian Kiermader, Dr Anne Pender, Ms Sue Fell and Mr Andrew McCue, and Dr Jennifer McDonell were awarded Citations for Outstanding Contributions to Student Learning in the 2007 Carrick Awards for University Teaching. Dr Jennifer McDonell also won a NSW Minister of Education and Australian College of Educators Quality Teaching Award.

Dr Anne Pender was a member of a team that was awarded an ARC grant for the study "Reverse Diaspora: Australian Expatriate Writers in Britain since the 1830s", and research within the School has produced a significant number of articles and books.

SCHOOL OF BEHAVIOURAL, COGNITIVE AND SOCIAL SCIENCES

The School of Behavioural, Cognitive and Social Sciences came into being in mid-July, combining the disciplines of geography and planning, linguistics, psychology and sociology.

Since then, the school has staged a research marketplace, in which every discipline was represented through brief presentations describing individual and group research projects, followed by plenary sessions

designed to identify avenues for cross-disciplinary research engagement.

In addition, the school as a whole has met twice, and sub-committees with all disciplines represented have met regularly since the middle of the year. The school goes into 2008 with a projected budget surplus and two new degrees: a Bachelor of Criminology and a Bachelor of Psychological Science, both of which have attracted considerable interest from enrolling students.

A milestone event that involved the disciplines of geography and planning and sociology was the publication of a report commissioned by the Commonwealth Department of Immigration and Citizenship on "The social costs and benefits of migration into Australia". This report had a major impact nationally and will prove to be influential in shaping future policy and practice internationally.

In psychology, a staff member (Debra Dunstan) was awarded a Churchill Fellowship that has taken her to Canada, the UK and Sweden to consult with practitioners and policy-makers on multi-disciplinary treatment options for chronic pain. In addition, this discipline area successfully completed a substantial review by the Australian

Psychology Accreditation Council, which oversees standards for the presentation of undergraduate and professional postgraduate qualifications in psychology.

The staff of sociology was also increased by the transfer of two senior academics from the politics discipline, working in the area of public policy.

SCHOOL OF ENVIRONMENTAL AND RURAL SCIENCE

The merger of the School of Environmental Science and Natural Resource Management with the School of Rural Science in July of 2007 brought together two schools that already collaborated extensively in research and teaching. UNE is located in the heart of one of the world's most physically, climatically, biologically and agriculturally diverse regions, which allows the School of Environmental and Rural Science (ERS) to offer a truly unique teaching and research experience.

In 2007, a large effort was put into academic renewal across the school through the development of content for revised and new units and new courses.

Staff from the school led the successful bid for \$56.3 million funding for the Cooperative Research Centre (CRC) for Sheep Industry Innovation. The CRC



Dr Bob Martin was appointed as the full-time director of the Primary Industries Innovation Centre (PIIC), a joint DPI-UNE initiative to promote innovative research in agriculture and rural science.

was incorporated in June 2007 and established its headquarters at UNE alongside the Beef CRC within the Animal Industries complex. Professor Steve Walkden-Brown was appointed leader of the Sheep CRC education program, several ERS staff have lead scientist roles within the CRC, and UNE hosts a node of the innovation nucleus, which is a world-first design that integrates sheep genetics, genomics, management and welfare research and development.

Dr Bob Martin (NSW DPI) was appointed as full-time director of the Primary Industries Innovation Centre (PIIC) and established an office within ERS. The PIIC fosters collaboration between NSW DPI and UNE in innovations for primary industries and is an important component of the school's strategy for future development. The PIIC has already overseen the establishment of a successful joint DPI-UNE facility for molecular genetics, located within ERS, and the establishment of a leadership position in innovation to adoption strategies, as well as several PhD and MSc projects within ERS in collaboration with the NSW DPI.

Nine scholarships of \$10,000 each were pledged for the new Bachelor of Engineering Technology degree to be offered in 2008.

ERS staff ran a UNE node of the national Primary Industry Centre for Science Education (PICSE) project to increase enrolments in agriculturally related subjects at Australian universities.

Outline agreement was reached with the Ministry of Agriculture and Rural Development of Ethiopia to train PhD and MSc students as part of a World Bank-funded capacity development program.

In addition to these activities, ERS staff helped organise and hosted the following major conferences and workshops:

- The Australian Mammal Society 53rd Scientific Meeting, July 2-4.
- The Australian Association of Animal Nutrition annual conference, July 9-11
- The Association for Advancement of Animal Genetics and Breeding conference, September 23-26.
- Symposium on Adaptation and fitness in honour of emeritus Professor Stuart Barker, September 21-23.

SCHOOL OF HUMANITIES

The School of Humanities comprises disciplines and areas that boast longstanding traditions of excellence in research and teaching. 2007 saw the school continue to make a notable

contribution to UNE's research profile that benefited students within the school, as well as the wider community, with a significant number of peer-reviewed publications (including three sole authored monographs, seventeen book chapters, and nineteen journal articles). Additionally, the school was involved in a number of events targeted at the public dissemination of research to the wider community, including several public lectures.

The school made a significant contribution to the Faculty of Arts and Sciences postgraduate conference, "Global Directions, Regional Futures, Tomorrow's Leaders", which ran November 23-25.

In conjunction with the Australian Historical Association's regional conference, and as a part of the NSW History Council's History Week, the school hosted a series of history master classes for the general public and postgraduate students from around the country.

Staff from the school also organised and hosted the Australian Historical Association's "Engaging Histories" biannual regional conference.

Associate Professor Matthew Dillon and Associate Professor Lynda Garland



School students conduct an experiment at the Siemens Science Experience, hosted by the School of Science and Technology at UNE in 2007.

received a Carrick award for “sustained excellence in scholarly activities and curriculum development which has enhanced the teaching and learning of first-year ancient history both at UNE and internationally”.

Staff and students from the school also achieved success at the NSW History Council Awards. Ms Lorina Barker was awarded the John Ferry award by the council; Margrite Rodwell received a special commendation; and Tim Castle, a School of Humanities honours student, won the Max Kelly award.

SCHOOL OF SCIENCE AND TECHNOLOGY

As part of the UNE Academic Reorganisation, the School of Science and Technology was formed in July 2007, from an amalgamation of the School of Biological, Biomedical & Molecular Sciences and the School of Mathematics, Statistics & Computer Science. The School of Science and Technology is largely responsible for the Bachelor of Science degree and has more than 80 academic and general staff, as well as 40 higher degree research students.

The school has three research centres: the Centre for Bioactive Discovery in Health and Ageing; the Centre for Neuroscience & Animal Behaviour; and the Centre for Molecular Microbiology. The school also hosts the Precision Agriculture Research Group, which has attracted substantial funding from the CRC for Spatial Information for a project on remote and proximal sensing technologies for farm management.

In 2007, the school continued to attract research funding through the ARC and from industry, including Bioniche Animal Health, Blackmores Australia, Australian Wool Innovation and the Cotton Catchment Community CRC. The high research profile of the school was highlighted by the Vice-Chancellor’s Awards for Excellence in Research for 2007, which were awarded to two academic staff from the school. One went to Professor Yihong Du (Mathematics) for research into nonlinear partial differential equations and their applications, while the other went to Associate Professor David Lamb (Physics & Electronics) for research into precision agriculture.

In teaching, the chemistry lecturing team received a Carrick citation for “Overcoming the tyranny of distance in tertiary chemical education through innovative distance learning curricula and resources”. Chemistry also won a Collaborative and Structural Reform (CASR) grant of \$893,400—in partnership with Charles Darwin University, University of Southern Queensland and the University of the Sunshine Coast—to develop and share quality chemistry and physics units. Cross-institutional teaching was also initiated in statistics with the Universities of Wollongong, Newcastle and Western Sydney, supported by Commonwealth funding (CASR, \$934,005) for an applied statistics education and research collaboration project.

Academic and general staff across the school have also been closely involved in 2007 with the promotion of science to secondary school students via such outlets as the National Youth Science Forum, Science in the Bush, Science and Engineering Challenge, RACI Titration Competition, the Double Helix club, HSC Booster and the Siemens Science School.



Pro Vice-Chancellor and Dean Professor Victor Minichiello

Faculty of The Professions

2007 saw a number of achievements and highlights for the newly created Faculty of Professions. Two in particular are worth noting: the commencement of operations by the School of Rural Medicine and the creation of the L H Martin Institute with the University of Melbourne.

The School of Rural Medicine will accept its first intake of students in 2008 as a joint medical program with the University of Newcastle. This is a major step forward, not only for the University of New England, but also for rural medicine in Australia generally. It is intended that the school help alleviate the chronic shortage of medical personnel in the regional areas of Australia.

UNE collaborated with the University of Melbourne in establishing the Commonwealth-funded research centre in higher education known as the L H Martin Institute. This will see UNE contributing to the further development of higher education policy and research.

The faculty has continued to attract grants and consultancies in the areas of education, law, economics, health and business, and a range of international off-shore programs in business and health. Of particular note are: a World Bank project that saw educators from Vietnam come to UNE to undertake short courses in education management and teaching methodologies; short courses in education delivered both on-campus and in Bhutan; research projects conducted in collaboration with Naresuan University in Thailand; and international and national collaboration in the area of biofuels. Significant curriculum academic renewal also occurred, particularly in the areas of nursing, education and business.

SCHOOL OF BUSINESS, ECONOMICS AND PUBLIC POLICY

The School of Business, Economics and Public Policy was created in July 2007 through the combination of schools from the former faculties of Economics, Business and Law and Education, Health and Professional Studies. Its disciplines include: accounting, finance, marketing, management, human resource management, economics (including econometrics and economic history), agricultural and resource economics, administrative studies and leadership, higher educational management and policy and school leadership.

Martin Westwell, keynote speaker at the Australian Government's Summer School for Teachers of Mathematics.



Staff of the school enjoyed success in a wide variety of endeavours in 2007. A small sample of these includes:

- The signing of a contract with Infotech Professionals Pty Ltd (ITP) to offer a Master of Professional Accounting (12-unit program) and a Master of Professional Accounting & Business (16-unit program) in Sydney (commencing July 2008) and Melbourne (commencing November 2008).
- Professor Euan Fleming, Dr Renato Villano and Mrs Pauline Fleming completed a project on efficiency and productivity analysis methods for benchmarking sheep production in Australia as the final phase of a Sheep CRC project. A report was published along with two refereed papers on efficiency and productivity analysis, and two short training courses were run for consultants and industry advisers on benchmarking methods.
- Associate Professor Phil Simmons—leader of an ACIAR project on the economic and social impacts of avian influenza on Indonesian poultry production—undertook two surveys of sector 3 poultry farmers in the eastern island provinces of Bali and Lombok in collaboration with

Indonesian Ministry of Agriculture officials.

- Staff in the Centre for Higher Education Management and Policy undertook numerous research projects during the year including: Development of a National Diploma Supplement for DEST; the international survey of the Changing Nature of the Academic Profession; Development of a Tongan University of Technology (UNESCO); and the OECD Thematic Review of Tertiary Education in New Zealand. The Centre is also a partner in the newly established L.H. Martin Institute for Higher Education Leadership and Management.

SCHOOL OF EDUCATION

The School of Education maintained a strong research focus in 2007, including the initiation of a number of strategic research projects.

A key focus was in developing “global and regional impact”, in line with the university’s strategic plan. To this end, a number of activities were directed towards shaping rural and regional education policy and practice. The SiMERR Summit brought together Hub members and stakeholders in Canberra to address the theme of “Delivering Equity in Rural Education”.

A number of academics conducted teacher professional learning activities and provided academic mentoring in schools, and Dr Peter Merrotsy and Dr Susen Smith planned and implemented the third annual Rural and Regional Conference in Gifted Education hosted by the School of Education at UNE. The conference brought together K-12 teachers, consultants and experts in gifted education from across different school systems.

The School of Education and SiMMER had national success in winning three of five possible National Summer Schools for teachers in the areas of literacy, numeracy, science and mathematics teaching.

Another new project was the “Evaluating the Schools’ Climate Change Initiative” (SCCI). Led by Dr Mike Littledyke, the SCCI is a middle-years, quality teaching project funded by the Department of Environment and Climate Change, with the goal of assisting in the implementation of the NSW Greenhouse Plan by developing teacher and student awareness, understanding and environmental citizenship in regard to the local-to-global measures required to reduce greenhouse gas emissions and adapt to future climate changes in NSW.

The QuickSmart program (a basic skills intervention for middle-years students) continued to expand during 2007 under



Miranda Dugan, David Crawford and Dr Penny Paliadelis examine a “patient” at the Clinical Simulation Lab at UNE.

the leadership of Dr Lorraine Graham in partnership with NSW DET, the Northern Territory Government and the Lismore Catholic Diocese.

School of Education academics also provided enrichment activities for school students in the region, including the Mission Possible activities led by Dr Keith Fleming at The Armidale School (TAS), and talent enrichment days for gifted and talented students in the region led by Dr Susen Smith, Dr Peter Merrotsy and Sharon Ison (New England Girls School). The programs included Crime Scene Investigation, Tournament of the Minds, and Creative Animations using MAC1 resources.

The School of Education initiated a curriculum renewal project of the Bachelor of Teaching (Primary) and the rejuvenation and relaunch of the Master of Education (Web-Mediated Learning) (WML), titled “Sakai: Distance learning and teaching in the School of Education”. These awards are being rejuvenated with a focus on exploring new pedagogy for online distance learning and teaching. A new combined degree, the Bachelor of Special Education (Primary)/Bachelor of Disability Studies, has been developed with industry (including state and territory education departments, the Commonwealth

Department of Ageing, Disability and Home Care (DADHC), the Spastic Centre and various non-Government agencies).

The School of Education hosted several international conferences in 2007. Notable among them was the second International Art in Early Childhood Conference, an extremely successful event with more than 160 participants from 21 countries co-convened by Dr Margaret Brooks and Rosemary Richards. The outcomes from this conference included the establishment of an online journal, the *International Art in Early Childhood Research Journal*, and the establishment of the International Association of Art in Early Childhood. Members of the SIMMER National Centre hosted the Narrowing the Gap – Addressing Educational Disadvantage Conference for 110 participants. Keynote speakers and workshop presenters shared a wealth of research and practical experience focusing on the complex issues that influence educational disadvantage.

International activities included short courses in multigrade teaching skills for Bhutanese teachers and a project supported by an AusAid Grant of \$333,000 entitled “Using Action Learning to Develop Leadership in Teacher Education” involving 20 teacher educators from Bhutan, PNG, Timor Leste and Vietnam.

SCHOOL OF HEALTH

The School of Health has enjoyed the first intake of Bachelor of Nursing students into the newly revised and approved nursing curriculum. The curriculum enables multiple entry and exit points, allowing students to exit at the end of year two as an enrolled nurse and accepting enrolled nurses into the second year to graduate with a Bachelor of Nursing. The curriculum accreditation procedure with the NSW Nurses and Midwives Board resulted in accolades and congratulations.

Counselling has continued to attract a number of postgraduate research students, and several have successfully completed this year. Having replaced the Bachelor of Counselling with a Graduate Certificate and Graduate Diploma in Counselling in 2006 to allow for changing professional requirements, the counselling team has been revising the Master of Counselling as the next phase of restructuring. The main growth area is in the number of students from other areas of the university who have enrolled in counselling units as electives in new programs such as criminology and social work. The counselling program continues with its partnership with Shue Yan University in Hong Kong and expects growing numbers over the coming year.

The School's newest course is a Bachelor of Complementary and Allied Health (CAH) where herbal medicine forms the flagship program. A current project for this course is the development of complementary health undergraduate and postgraduate awards. Health Management received high praise from the accrediting visit of the Australian College of Health Services Executives in October 2007.

Two more school staff were awarded their PhDs this year, leaving only two to submit in 2008. This has been a major exercise over the last six years, enabling the shift to regional and international program development. The school has strong links to the World Health Organisation, Naresuan University in Thailand and Shue Yan University in Hong Kong. The school is also seeking UNE approval for a pathway from India and a new Bachelor of Nursing (International) program.

From late 2006 until the present, in collaboration with the School of Biological, Biomedical and Molecular Sciences (BBMS), the School of Health has provided leadership in (re)conceptualising, planning and implementing the University of Newcastle medical school model for the rural/regional Joint Medical Program (JMP) for delivery at UNE. UNE has only recently been able to appoint academic staff to the Joint Medical Program and the massive,

intensive development and scheduling of collaborative lectures, tutorials and programs was the responsibility of two UNE Schools: Health and BBMS. The development and scheduling of cross-UNE education and training sessions for Problem-based Learning (PBL) was part of the planning and implementation exercise.

The PVC/Dean and heads of schools encouraged the vision within the UNE community that the JMP was an exciting and innovative program that would enhance UNE's rural and regional health care and was a worthwhile investment for UNE and the regional/rural areas of Australia. In late May, the Australian Medical Council (AMC) acknowledged the preparedness of UNE to teach medical students by accrediting the new Bachelor of Medicine to be offered at the school.

SCHOOL OF LAW

In 2007, the School of Law continued to develop its research and teaching profile in accordance with its commitment to excellence.

Members of the school published widely, including several books. Staff also presented papers at international conferences. The school maintained an active seminar program and, together with History, hosted the annual Law and History conference in September.

In 2007, a project team formed around the school teaching and learning committee energetically pursued a major project, "LLB Graduate Aspirations and Curriculum Re-design", sponsored by a UNE Teaching Development Grant. A body of literature about learning law was collected together and drawn upon in publishing and distributing two discussion papers and a background paper in May 2007. The background paper was presented at a school retreat in July, and the two discussion papers were the subject of a full-day staff forum in August. The project has been widened to include the LLM and JD programs, and detailed consultation with individual staff at unit level commenced in December. The project team is working towards formulating recommendations in early 2008 for implementation in 2009.

Two Level B appointments (Amanda Kennedy and Karen Lee) were made, Julia Werren was promoted from Level A to Level B, and in August the school welcomed Melissa Brinselle as an Administrative Assistant. The school also farewelled Cathy Heath in November 2007 after seven years of service. Finally, Debbie Kelly commenced in the Law Library as the Senior Reference Librarian in October.



The Pat O'Shane Building at UNE, which houses the School of Rural Medicine.

SCHOOL OF RURAL MEDICINE

The School of Rural Medicine was established at UNE in 2007. The school aims to provide national and international leadership for innovation in rural practice, medical education and research. In 2008, the school will welcome its first cohort of students enrolled in the Bachelor of Medicine - Joint Medical Program offered by the University of Newcastle and the University of New England, in partnership with the Hunter New England Service (HNEAHS) and Northern Sydney Central Coast Area Health Service (NSCCAHS). This admission will coincide with an educational exchange between the School of Rural Medicine and School of Health and Naresuan University, Thailand. This program aims to assist in capacity building in medical education and health service research between the two countries.

An immense team effort has been required to achieve readiness for the JMP and the establishment of the school. The input of the Schools of Health and Science has been central to this process, with further input from the University of Newcastle, Hunter New England Area Health Service and local clinicians. Associate Professor John Nevin in particular worked tirelessly

to make the school ready for students and to foster linkages between the school and the medical community.

Highlights have included the accreditation of the Bachelor of Medicine degree with the Australian Medical Council and \$6.5 Million provided by the Commonwealth government and other money provided by the university for on-campus capital works to support the JMP. Eight problem-based learning (PBL) tutorial rooms have been constructed with an adjacent commonroom. A state-of-the-art 130-seat lecture theatre has been completed. The new anatomy lab is due to be opened in 2008. Hunter New England Health has committed \$113,000 for renovations to teaching facilities at Armidale Hospital.

The centrepiece of learning in the JMP is the problem-based learning vignette that is covered each week. Five clinicians from the local area (Michelle Guppy, Maree Puxty, Vicki Howell, Rod Martin and Ron Grant) have taken Senior Lecturer academic appointments to give two half days each week to act as PBL tutors. They will work with Dr Jim McFarlane and Dr Tom van der Touw from the Sciences at UNE and Dr Tom McHattie (staff specialist in O & G at Armidale Hospital) to provide eight PBL group tutors for semester one, 2008.

In second semester, Dr Gudrin Dieberg and Dr Pierre Moens from the School of Science and Technology will also act as tutors. Associate Professor Rafat Hussain will be Deputy Head of School and assist as year-one course coordinator with Dr Tom van der Touw. Professor Geoff Cutfield from the discipline of anaesthesia and intensive care at Newcastle, who has had extensive experience in PBL training, has also been most generous with his time in training our PBL tutors.

The school's anatomist will be Associate Professor Fiona Stewart, and the anatomy technical officer will be Amanda Lang, who has readied the laboratory for accreditation in January, 2008. Another key appointment was Joanne McRae as the year one manager. Ms McRae will be the link person for the students, lecturers, clinicians and all others associated with the course, to coordinate their activities.

There were more than 2500 applicants for the JMP program, shortlisted to 600, with 100 interviewed in Armidale in December 2007. The community has also been very generous in supporting the school, with one donor giving ten \$10,000 annual scholarships for the JMP.

Ms Trish Battin, as office manager, also played an invaluable role over the year.



The Oorala Building was completed for semester one, 2007.

Quality Management and Resources

FACILITIES MANAGEMENT SERVICES

The UNE Rural Medical School has been a priority in 2007, with the project being broken up into three stages and tendered separately. All stages will be complete for the start of teaching in 2008. The result is a state-of-the-art facility catering for all needs of medical students and staff.

The completion of the Oorala building for the start of Semester one, 2007, saw a renewed focus on Indigenous education at UNE. The building has provided quality video-conferenced teaching space allowing for remote participation in support teaching for Indigenous students. The building has quality student and staff support areas.

The Geology Building project is now well underway with completion expected in the first quarter of 2008. This project will allow for the consolidation of staff from the School of Human and Environment Studies and the School of Earth Sciences into a dedicated, refurbished building that will enhance cross-school teaching and make use of common facilities and teaching spaces.

The UNE School of Rural Medicine has been a priority this year with the project being broken up into three stages and tendered separately. All stages will be complete for the start of teaching in 2008.

An upgraded space management system was introduced in 2007 providing enhanced Space Management Reports which have assisted the senior executive in the planning processes for refurbishment and capital projects priorities. At present a geographical information systems (GIS) project is underway to locate all in-ground services to facilitate future maintenance operations.

Facilities Management Services has conducted a reorganisation through the outsourcing of mailroom and landscape services to outside providers. This has been successful with significant savings already being realised. Staff training continues to be a priority with courses in project management, facilities management and contract management being well attended by staff.

FINANCIAL SERVICES DIRECTORATE

During 2007, significant initiatives were introduced with the objective of providing cost-effective solutions across the university coupled with better service to end users.

Among the most significant of these were the sourcing and selection of multifunction devices (MFD's), to replace the university's aging fleet of photocopiers, and the implementation of the finance system upgrade. The adoption of the latest version of Finance One, the university's financial management system, now provides a more user-friendly application that allows faster navigation for users and the ability to provide more detailed information. After an exhaustive tender process, the university selected Ricoh Australia to replace its 152 aging photocopiers. This followed an

exhaustive audit and consultation process conducted amongst users. The installation of the MFD's commenced in October 2007 and is expected to be completed by the end of December 2007. The new fleet will provide the university with the most contemporary MFD technology introduced by any Australian university to date, including fully networked printing, scanning, faxing, cost-recovery and information management systems.

The university's corporate credit card software management system was upgraded, providing increased efficiencies and greater expenditure control with improved reporting facilities. Cardholders now have the ability to validate account transactions on a daily basis via an online facility.

Initial investigations have commenced into the implementation of an online travel booking facility designed to streamline the process of arranging and monitoring travel by university staff.

The Strategic Cost Management Project undertaken late in 2006 and early in 2007 produced data that has allowed accurate cost analysis and the capacity to benchmark the cost of services and activities against those of selected other universities. This is a significant, ongoing

project that will enhance performance and cost management across academic and administrative functions.

Risk management of financial activities has been a focus throughout the year, with all financial business processes under review with the objective of ensuring efficiencies and the identification and control of all associated risks. Staff from Financial Services have worked closely with the Risk Management and Audit Office in the management and control of the directorate's risks.

The last part of 2007 saw the appointment of Bill Colless to the position of Financial Controller and Director, Financial Services.

Services offered by the university's Vehicle Pool have been diversified this year with the objective of adding value to the university and its staff.

HUMAN RESOURCE SERVICES

2007 saw a number of large implementations and changes that involved significant input from Human Resource Services.

HRS staff were closely involved in assisting with the academic reorganisation process and administering its implementation. An upgrade of the university's human resource management

Kay Hemsall conducted the University of New England Staff Opinion Survey, which sought the opinions of staff members on a range of issues that affect their feelings of engagement with the university, its objectives, and its operations. Results will be available in 2008.



information system was required to align with the new structure.

A major strategic focus for HRS was to ensure that the university complied with the Higher Education Workplace Relations Requirements (HEWRRs), and gained the associated funding tied to meeting these requirements. As all HEWRRs requirements and deadlines have been met, the university expects a positive result, and a decision is expected during early 2008.

Another key HRS project in 2007 was to re-engineer HR record-keeping processes, progressively moving all hard copy records to the TRIM electronic system, and all HR policies and web records into the content management system.

The University of New England Workplace Agreement 2006-2008 has been successfully implemented, improving efficiencies, streamlining processes and reducing complexity. A suite of policies has been developed to underpin the agreement, and to ensure consistency, transparency and equity.

The University of New England academic reorganisation was implemented on July 19, 2007 in accordance with its schedule and without any disputation from affected staff or unions. This was a major workplace change achievement.

Major recruitment related projects completed during 2007 included building the first stages of a template to assist supervisors to write position statements covering a wide range of position types and across the ten levels of classification for general staff positions.

While the number of academic staff positions advertised has remained reasonably static, the number of general staff positions advertised dropped significantly during 2007, reflecting a continuing stringent internal approval process required prior to advertising positions.

	2006	2007
Academic	38	43
General	93	53
Executive	5	5
Total	135	98

In order to comply with the Higher Education Workplace Relations Requirements the university continues to offer Australian Workplace Agreements as an alternative to the university's workplace agreement.

During 2007, the Organisational Development Unit (ODU) continued to contribute to UNE's organisational and professional development environments

through providing consulting services and customised professional development courses. ODU's focus is to encourage, develop and support the university's staff, aligning organisational and individual goals. This focus will continue over the next three years as UNE pursues strategies for organisational renewal, performance measurement, assessment and recognition in accordance with the UNE Strategic Plan 2007-2010.

Other highlights from 2007 included:

- Implementation of the performance planning and review protocol
- Implementation of a staff opinion survey
- Redesign of the staff leadership program
- Two general support staff conferences
- Sponsorship of the Australian Women and Leadership Forum
- Development of a proposal for the establishment of a rewards and recognition framework to acknowledge outstanding work performance;
- Redesign and migration of the Organisational Development Unit and Human Resources web sites into the new content management system;



The IT Building at UNE.

- Development of a web-based toolkit for heads of school; and
- Continued development of online courseware

Despite significant occupational health and safety challenges during the year, including significant refurbishment and development activities across campus, no major incidents or emergencies were recorded. The OHS consultation process and the OHS Strategic Committee (OHSSC) worked effectively in 2007. Proactive risk management continued during the year.

In January, UNE was the first Australian university to commence recording incidents using the Alesco Human Resource Management Information System (HRMIS). Although a number of universities have indicated their intention to introduce the program, UNE is currently the only university using the software and is taking a lead role in testing and advice regarding development.

INFORMATION TECHNOLOGY

ITD had an extremely productive year in 2007. Following a review of services and an independent review of university-wide ICT services in early 2007, the directorate focused on risk reduction and alignment of services with organisational capacity and strategy.

Activities included commissioning new state-of-the-art computing infrastructure, with the capacity for key elements to fail without complete systems failure. This equipment includes an Enterprise Blade Server Farm, Linux Red Hat, Oracle Real Application Cluster (RAC), Storage Area Network with initial storage of 64 Terabytes, an Enterprise VMware environment and upgraded Citrix Server Farm.

Further risk reduction was achieved in the two IT server rooms with the installation of new air conditioning equipment, new 80Kva emergency power supplies and dual backup 220Kva diesel generator sets to provide power to each server room in the event of a sustained power failure.

The major infrastructure project of 2007 was the commencement of the network replacement project. This project was facilitated through the university successfully securing a grant of \$2.57M in 2006 and is intended to implement a wireless network and upgrade the existing wired network across campus.

During 2007, over 1700 individual items of network equipment were delivered. Detailed implementation planning is now well underway, with equipment installation commencing in late 2007 and progressing through 2008. A 54 Mbit/s secure wireless

network was implemented in the core of the main UNE campus and long-awaited email anti-spam and anti-virus appliances installed towards the end of 2007.

Major upgrades to the university's enterprise applications were undertaken with project teams successfully upgrading the Student Administration system, the Records Management system and the Financial Management system. Further upgrade projects commenced in 2007 for completion in 2008 include upgrades to the Human Resource Management system the Library Management system, the Learning Management system and the implementation of a new anti-plagiarism facility.

Significant progress was made with the continued migration of web content into the university's content management system and a major revision was undertaken to reflect the university's academic reorganisation completed.

Major enhancements and new applications have been launched through the myUNE student web portal, with usage statistics and user feedback reinforcing that UNE is delivering quality service and value to students at low cost in this environment.

The Business Intelligence Initiative commenced in 2006 was continued

UNE's new television commercial aired on regional TV (WIN, NBN and PRIME) and in metropolitan cinemas in late December and January. Produced by Jungle Boys for advertising agency TMP, the commercial has also been popular on Youtube.



through 2007 with the UNE Enterprise Data Warehouse commissioned in July to coordinate with the implementation of the UNE academic reorganisation.

Mr Brian Cameron was appointed as Director, Information Technology Services during 2007.

While 2008 will see new challenges as demand grows for delivery of online services, ITD will move to a strategic focus including evaluation and implementation of the recommendations of the external review and establish the cross-university Information Technology Plan as identified in the UNE Strategic Plan 2007-2010.

LEGAL OFFICE

The Legal Office is staffed by two lawyers, the university lawyer and an associate, as well as a contracts officer. The Legal Office handles the university's broad range of legal and commercial issues that arise both locally and internationally. It checks all contracts with the university and advises on issues arising from information technology, and intellectual property, as well as a broad range of governance issues. During the past year the Legal Office has focused on contractual and compliance issues.

MARKETING AND PUBLIC AFFAIRS

A desire to improve the marketing of UNE in an increasingly competitive environment resulted in the commissioning and completion of an external review and market research report. In addition, a review of the university's brand positioning was commissioned with the initial research phases completed in 2007. The outcomes of these reviews will be visible in 2008.

In late 2007, a new TV advertisement was developed and appeared on regional television, in metropolitan cinemas, and on YouTube. The advertisement was designed in such a way that it could be repurposed for different recruitment campaigns through the coming year. This campaign complemented radio advertising in Sydney and Brisbane. In addition, a short documentary was produced for European cable television, which will air in early 2008.

In light of the academic reorganisation completed in mid-2007, a market-centric, discipline-based approach to marketing materials was successfully trialled. This new approach will be implemented in 2008 for all materials, both print and electronic.

A centralised business development program was piloted in 2007. This

program expands the direct marketing of UNE into the postgraduate and distance education market, building on existing articulation pathways and educational partnerships, as well as the foundations of the successful Schools Liaison Program. Preliminary results are positive, with the program to be further developed in 2008.

STUDENT ADMINISTRATION AND SERVICES

The allocation of Workplace Productivity project funding enabled the implementation of a series of technological improvements and upgrades that increased the capacity of student administration in the electronic environment.

The new version (v10) of the Callista Student Information System went live on October 1, 2007. The successful upgrade, from the considerably older version 8, was the result of intensive planning and implementation work over several months between SA&S and ITD staff involving hardware and operating systems and exhaustive testing of functionality and interfaces with numerous UNE systems. The project was made all the more challenging by the concurrent upgrade of Finance One, and the interaction of essential functions



UNE's creative talent was on display at Lazenby Hall in December when the winners of the Student Assist and Services UNE 2007 Creative Arts Competition were announced.

with this system. The upgrade provides updated regulatory reporting functionality and increases the range of online services available to students.

The Course and Unit Repository (CAUR) is an electronic system and accompanying database designed for tracking modifications and approvals to the academic program and displaying approved courses and units on the web via a search facility. The web interface of the CAUR, in the form of the Course and Unit Catalogue, was greatly enhanced in time for the semester one, 2008 enrolment cycle, with the inclusion of more extensive course planning information to assist students with online enrolment. Planning commenced for the progressive introduction of the automated "workflow" management aspects of the CAUR to aid development and approval of the 2009 Academic Program.

During the first half of 2007, work continued on the rationalisation and standardisation of undergraduate course structures and rules, and these were approved by the UNE Council in July. Automation of most of the unit rules arising from these new course structures was achieved within Callista in time for students to enroll online for semester one, 2008.

The new online services environment provided under the upgraded version of Callista went live on October 15, and online enrolment for the majority of UNE's students commenced for 2008. Intensive efforts went into the preparation of the new online services functionality, automation of enrolment rules and publication of online and CDROM materials designed to assist students with their enrolments. By semester one, 2008 all but a few specialised student cohorts will have enrolled online.

The existing Customer Relationship Management (CRM) system, operating on a platform provided by RightNow Technologies, was re-launched under a new name: "SRM". Phase one of the project, involving the revamp of the AskUNE student information website, was completed in November, with the objective of increasing the potential for students to 'self-serve' for many administrative enquiries. Preparations commenced for phase two of the project, involving the comprehensive integration and management of administrative contacts with current and prospective students with the aim of increasing the efficiency and effectiveness of services to students.

Several Student Administration and Services staff participated in introductory and intermediate-level Six Sigma Business Process Improvement training with the aim of increasing their capacity to improve manual and automated administrative processes. Training in advanced SRM functionality commenced for selected staff from several administrative units in October. A suite of customer service measures was put in place to track Student Centre performance and mapping of several processes within Student Services is being carried out in preparation for business process improvement activities.

Student Services focused their efforts on reducing attrition, with a concerted effort that included Library, ITD and TLC staff. As UNE has a greater proportion of external students than most Australian universities, utilization of the Internet continued to be a high priority in the dissemination of information to students on what assistance is available and how the services can be accessed. New and revised policies based around student activities were developed, including the safe consumption of alcohol and methods for the early identification of, and assistance for, "at-risk" students.

The Agricultural Business Research Institute specialises in providing software and support for livestock improvement services internationally.



Partnerships and Related Entities

AGRICULTURAL BUSINESS RESEARCH INSTITUTE (ABRI)

The ABRI specialises in providing software and support for livestock improvement services internationally. ABRI has a 185-person team with about 70 of these based on campus, a further 15 in laboratories in Brisbane and Sydney, and the remainder located throughout regional Australia.

In 2007, ABRI has been active in rolling out a number of new software products in Australia and a number of overseas countries.

These include:

- ILR2 – A modern beef registry system for which the target market is 100 corporate clients across 10 countries.
- HerdMASTER – an on-farm recording system, particularly for cattle breeders.
- JASMaster – a supply management system that provides users with compliance with the requirements of the Japanese Agricultural Standard.

- In addition, ABRI's Dairy Express performance recording for dairy cattle has been installed in South Africa.

ABRI has two beef cattle breeding extension projects. They are:

- Tropical Beef Technology Services in northern Australia, and
- Southern Beef Technology Services in southern Australia.

Staffed by young graduates, these projects have brought high levels of success with education of cattle breeders and their advisers in modern techniques for beef improvement.

ABRI has also written the software to provide certification of beef heifers for export, particularly to Russia. The certification service itself is provided by the International Livestock Resources & Information Centre (ILRIC) which is also based on the UNE campus.

ABRI maintains close links with campus-based livestock research groups, particularly the Beef Cattle CRC and Animal Genetics and

Breeding Unit. ABRI is active in commercialising specific areas of the intellectual property coming out of these groups. The company's services are provided to a total of more than 60,000 clients.

On Australia Day, 2007, two of ABRI's Directors were awarded Membership of the Order of Australia for services to the beef industry. These were Mr Anthony Coates AM, a breeder of registered Santa Gertrudis cattle in central Queensland who completed his rural science degree at UNE in the early 1960s. Dr Keith Entwistle AM, a previous Dean of Science at UNE, received his award on the same day.

ABRI is a major corporate sponsor of the New England Conservatorium of Music (NECOM), which provides music education and performance opportunities to more than 3000 children in the New England area.

ABRI's Managing Director, Dr Arthur Rickards OAM is Chairman of NECOM and has been active in establishing a campus of NECOM in Inverell.

INTERNATIONAL LIVESTOCK RESOURCES AND INFORMATION CENTRE

ILRIC has successfully completed the research and development of all 12 of its \$9 million Major National Research Facility (MNRF) projects and has met all associated milestones.

The ILRIC facility has achieved all key performance objectives, including commercialisation of the MNRF products into global markets spanning some 14 countries and in some cases has taken a dominant market share in a very competitive environment. The sophistication of product and market acceptance of the MNRF projects demonstrates depth and cutting-edge science, technology and product diversity in the global stage in securing healthy market share in major markets around the world.

The MNRF Projects that were completed at ILRIC include:

- ILRIC/UNE high speed optical fibre communications network
- ILR2 - International Livestock Register 2
- HerdMASTER
- MISDI - Management Information System - Dairy Software

- VHR - Labmagic Online
- AGBU - Enhancing the efficiency of Production Software
- IRF - Foreign Aid, Investment & Social Capital in Developing Countries
- ANF - Corporate Branding & expo project feasibility report
- ILRIC - National Livestock Information Gateway
- Sirion - Global Satellite - based Livestock Tracking/Traceback system
- National Sheep recording system
- JAS - Japanese Agricultural QA Standard

ILRIC's current projects include:

- The Australian Cattle Genetics Export Agency
- The Australian National Cattle Genetic Export Standard

In August of 2006, ILRIC commenced an eight-month research and development program to develop and implement a National Beef Genetic Export Standard and a National Quality Assurance Certification Scheme for the Australian beef cattle export industry. In March 2007, ILRIC completed the development of a prototype of these

standards and was officially appointed by the signatories of the National Export Standard as the official National Certifying Body. ILRIC certified its first live-breeding cattle shipment into Russia in June 2007.

The Australian Cattle Genetics Export Agency (ACGEA) and the Australian Beef Cattle Genetics Export Standards have now received formal endorsement from all relevant peak industry bodies, including the Cattle Council of Australia, MLA, the Australian Live Exporters Council, LiveCorp and the Australian Registered Cattle Breeders Association, as well as 26 of Australia's major breed societies, which are now formal members of ILRIC.

The aim of this project is to develop and expand the application of a voluntary Beef Cattle Genetics Export Standard to encompass all Australian beef breeding cattle and genetic material and so enable the provision of national quality assurance certification of all relevant breeds for export.

There are several key dependencies of this project, which include strategic organisational structure and management in the supply chain for exporters, producers, breed societies and the whole of the export certification process. There

The National Marine Science Centre in Coffs Harbour is a joint venture of UNE and Southern Cross University specialising in the capacity development of students to enable them to meet the new challenges facing scientists and managers in conserving marine resources.



will be a need for change management in on-farm data recording, inspection processes and final certification as well as the establishment of a common standard across 30 different breeds and new breed society registers to record and certify a new category of commercial cattle for export. This new registered (1C) multi-sire group category will make up the majority of our elite (currently unregistered) beef herd and will be the largest beef breeding export category for Australia.

As a result of our success, in October this year ILRIC received a federal boost of \$550,000 from the Minister of Agriculture to further develop the National Genetics Export Standards.

NATIONAL MARINE SCIENCE CENTRE

The National Marine Science Centre (NMSC) was built from the Commonwealth Federation Fund and is located in Coffs Harbour and the Solitary Islands Marine Park. The centre was opened in 2002 and is a joint venture of the University of New England and Southern Cross University.

Teaching

The NMSC specialises in the capacity development of students to enable them to meet the new challenges facing scientists and managers in conserving

marine resources. The Undergraduate course addresses contemporary marine scientific issues such as large marine ecosystems, global climate change, marine biodiversity conservation and the sustainable management of ecosystems and resource users. These courses continue to be popular. This is a result of collaborative marketing of undergraduate opportunities by the NMSC and the partner universities, and the growing popularity of marine science subjects among students from a range of science and environment courses, in addition to those following Marine Science and Management programs.

Research and development

There is an active postgraduate research contingent at the National Marine Science Centre. Two students were awarded their doctorates during 2007, and a significant number of research papers have been published.

The staff research themes at the NMSC are biodiversity of marine and estuarine habitats, patterns and biological processes in marine communities, human-induced impacts on marine systems, fisheries and marine park management and marine resource economics and management. Staff have prepared reports

and papers for a range of government agencies and presented in several international conferences.

In late 2006, the Hon Mark Vaile, Deputy Prime Minister awarded NMSC Sustainable Regions funding for marine culture. This funded renovations and drainage of the NMSC tank farm, emergency generator system, aquarium room and a seawater larval hatchery.

The director of the NMSC was invited to a GLOBEC climate change impacts on top ocean predators (CLIOTOP) workshop researching fisheries in the US and to deliver a conference paper in Mexico. NMSC completed an ACIAR feasibility project on the Papua New Guinea sea cucumber fishery.

Research Collaboration

NMSC completed two collaborative research projects for the Northern Rivers Catchment Management Authority (NRCMA) in partnership with Dept of Conservation and Climate Change, NSW Marine Parks Authority, and the University of Newcastle. Associate Professor Steve Smith led a small team in diving to compare inshore habitat and biodiversity in near-shore regions. He also has been continuing a research project on traditional harvesting at the



UNE's community radio station, TUNE!FM, enjoyed a successful year in 2007, attracting some 80 volunteers.

Arrawarra headland working with the local indigenous community.

Collaboration with NSW Department of Primary Industries' Fisheries, Conservation Technology Unit (CTU) based at the NMSC, has continued in 2007 producing joint research on mitigating fishery by-catch in commercial fisheries in NSW estuaries and into the impacts of improved recreational fishing practices on fish survival.

NMSC was awarded an APEC Marine Resources Conservation Working Group project: Understanding the Economic Benefits and Costs of Controlling Marine Debris in the APEC Region.

NMSC have also had a US intern student from the University of Washington NW US IE3 internship program.

NMSC School program and community projects

The NMSC also successfully completed a High Schools project under the Australian School Innovation in Science, Technology and Mathematics (ASISTM) Program working with inland schools to develop a coastal ecosystem learning excursion to Dorriggo and the NMSC.

Some 450 local primary and high school students showed interest in science through NMSC's work with the Australian

Museum to hold "Science in the Bush " at NMSC.

The NMSC Community Open Day was held in November and had 400 visitors. A sustainable recreational fishing experience for primary school students was opened in March by the Hon. Eric Abetz MP (Commonwealth Recreational Fishing Community Grants Scheme - DAFF).

SERVICES UNE LTD

2007 has been a difficult year for Services UNE, as the organisation has continued to struggle with the loss of income consequent to the introduction of voluntary student unionism (VSU).

Since VSU was introduced, Services UNE has placed a greater focus on student services such as accommodation, legal assistance, tax help, general advocacy and help for those most disadvantaged.

During the year, Services UNE reached an agreement in principle for the relocation of the United Campus Bookshop to the area where Services UNE currently operates. This will give UCB nearly twice its current workable space and result in an increase in the rent Services UNE receives.

In 2007, Services UNE not only hired professional marketing expertise, but

also budgeted for active marketing of functions at Booloominbah, the Bistro and the Belgrave Twin Cinema. The goal is to fully utilise the assets Services UNE possesses and to increase revenue following a careful analysis of the businesses under Services UNE's purview.

In the long term, Services UNE aims to be able to concentrate on the commercial aspects of the business and ultimately rely less on financial assistance from the university itself. This will remain a primary objective in 2008.

Services UNE introduced a change in management structure in 2007, which has simplified the overall organisation and attracted a professional and dedicated team that has pursued various initiatives, particularly with increased weddings and functions at Booloominbah and the Bistro and introducing new means of increasing turnover at the cinema, which remains a priority.

Other Services UNE businesses such as Sleek Hair Studio and the Second-Hand Bookshop continue to slightly better than break even. It is intended that moving the latter into Campus Essentials will be reflected in a more positive performance in 2008.

In 2007, Sport UNE benefited from financial support to the tune of \$400,000 provided by the university to underpin the maintenance and operation of the university's extensive sporting facilities.



Tune FM has had another successful year with some 80 volunteers working at the station and an increase in advertising within the boundaries of the station's licence.

SPORT UNE

2007 was a successful sporting year for UNE students and sporting teams at a local, regional and national level. It was also a challenging year for elected representatives and staff in "bedding down" operational and corporate governance changes following the implementation of Voluntary Student Unionism (VSU) by the Federal Government in 2006. Sport UNE's revised constitution was endorsed by the UNE council in late October.

2007 was Sport UNE's first full year of operation in a VSU environment, and Sport UNE benefited greatly from financial support of \$400,000 provided by the university to underpin the maintenance and operation of the university's extensive sporting facilities. During the year, UNE also received \$6.2 million in funding from the Federal Government's VSU Transition Fund for the following projects:

- \$300,000 for new gym equipment;

- \$2,300,000 for the development of a new multipurpose court and fitness precinct within the Indoor Recreation Centre;
- \$2,400,000 for the upgrading of the UNE Pool; and
- \$1,200,000 for the development of a club house with change room amenities and public toilets at the Bellevue Rugby Field.

Sport UNE has purchased new spin bikes and electronic cardio equipment and upgraded the pin-loaded weight equipment from the gym equipment fund. Major construction projects for the pool and multipurpose hall will commence in 2008.

Prior to undertaking the construction phase for major capital developments, Sport UNE commissioned a masterplan for the Indoor Recreation Centre to identify the best way to redevelop the centre and stage new developments in order to develop Sport UNE's facilities into one of the best regional sports, aquatic and fitness centres in Australia. Sutars Prior and Cheney Architects, in partnership with HM Leisure Planning, were engaged to undertake the sports centre masterplan, and quotes from architects to undertake the design and

construction of the new multipurpose hall were called for in December. The redevelopment of the sports facilities will be aimed at attracting greater community participation to ensure the ongoing financial viability of Sport UNE (following the loss of up to \$800,000 per annum in previous student fee income). To assist in raising additional funds to develop the pool into an aquatic centre, Sport UNE presented a submission to the State Government's Rural and Regional Taskforce, which met in Armidale in late October.

In addition to VSU Transition Funding for capital developments and equipment, Sport UNE also received a grant of \$64,250 from the Australian Sports Commission through the Regional University Sports Participation Fund. Sport UNE used this funding to support UNE Clubs participating in regional competitions and to fund the position of Sports Development Officer, with this position assisting with the coordination of Club sport, Intercollegiate sports programs and Twilight sports programs.

On the sporting front, the following achievements by university teams and individuals are noteworthy:

- Sport UNE fielded its largest team since 1993 at the Australian University Games on the Gold Coast. 150 student athletes represented UNE in 13 sports. Results included gold in rugby 7s (division 2); Silver in lawn bowls (division 1); and bronze in men's touch (division 2). Jane Brotherton, a Sport UNE Scholarship holder, won gold in the heptathlon and silver in shot put. Overall, UNE finished in third place (based on student enrolment levels). Seven students were selected in Australian University Green and Gold Merit Teams for their performances during the games.

- Daniel Williams, a member of UNE's lawn bowls team, won the State Triples Championships during the year and was named UNE's Sportsperson of the Year.

- St Albert's Rugby Union Football Club hosted the New England grand final at UNE's Bellevue oval and won both the 1st grade and reserve grade competitions.

- Earle Page College were the women's intercollegiate sports champions and won the Mary Bagnall Trophy.

- Duval won the President's Trophy in the intercollegiate men's competition.

Sport UNE's major program initiatives during the year included:

- The fourth-term twilight soccer competition experienced major growth (with 79 teams, up from 74 in 2006) with up to 800 players participating in this competition.

- The signing of a partnership agreement with NSW Rugby for the delivery of a range of junior development programs in the New England region. NSW Rugby Union's regional development Officer for New England is based at Sport UNE.

- The Sport UNE vacation care program has grown from 30 places per day to 45.

Support of community fundraising included:

- A 24-hour "Spinathon" organised by Sport UNE's group fitness team to raise funds for the Edward Isaac Leukaemia Trust.
- Support for Deb Warren's 750km tandem bike from Armidale to Bundanoon to raise funds for the

Quest for Life Centre supporting cancer patients and their family.

- Sport UNE continued its partnership with Northern NSW Football with state selection camps held at UNE during April and a junior development camp conducted in January featuring participation by 200 players.
- The State Archery Championship was hosted at UNE's Consett Davis playing fields in October.

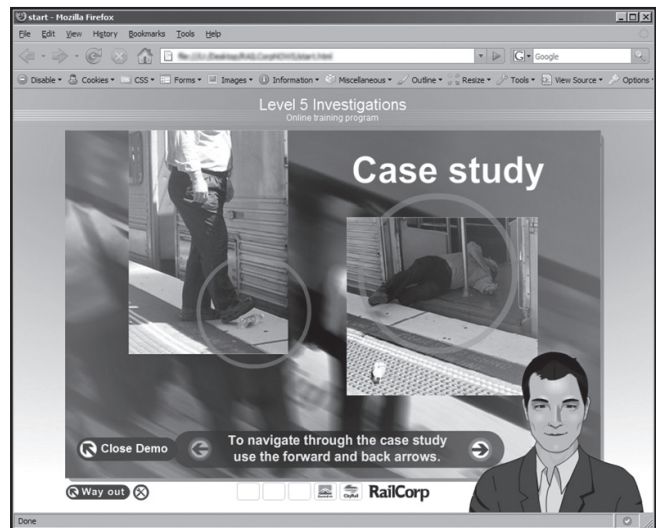
UNE PARTNERSHIPS PTY LTD

Richard Doyle, incoming managing director, commenced at the beginning of the year, following the retirement of Leonie Henschke after a 15-year involvement with UNE Partnerships.

UNE Partnerships is a controlled entity of the university, with 30 employees located in the Armidale Teachers' College building. UNE Partnerships is a Registered Training Organisation, offering 27 qualifications ranging from Certificate III to Advanced Diploma within the Australian Qualifications Framework.

In July, all staff participated in the Growing the Business conference at Coffs Harbour, focusing on our vision to become a leading education and

UNE Partnerships' online course for Level 5 Safety Incident Investigations - developed for RailCorp - was a finalist in the inaugural Northern Inland innovation Awards.



training solutions provider in Australia. UNE Partnerships has pursued this vision during 2007 to achieve:

- New business and customers in Australia and overseas
- Innovation in the design, development and delivery of solutions
- Standardisation of our processes to be business-like, accountable and outcomes focused
- Reprioritisation to focus on our customers and solutions to meet their business needs
- Pathways into UNE qualifications for our customers
- Closer relationship with UNE

In 2007, UNE Partnerships achieved a 10% increase in income, with the project and practice management programs continuing to be major contributors. Key achievements in 2007 included:

- Re-registered as a Registered Training Organisation by the NSW Vocational Education and Training Accreditation Board for a further five years (September 2012).
- Submission to the Senate Committee in relation to the

importance of extending FEE-HELP in the vocational education and training sector. UNE Partnerships demonstrated to the Senate Committee how its VET qualifications provide pathways to qualifications at UNE.

- Our organisational structure was restructured to three divisions, with the establishment of the new Business Development division.
- Strengthened the relationship with UNE through the learning pathways for our students to articulate to a university award.
- Provided funded training to the New England area through the NSW Department of Education and Training's 'NSW Skills Development Priorities 2007-2008' Strategic Skills Program. This funding gave people within the region the chance to acquire new skills to support employment opportunities and up-skill existing workers by improving capabilities in e-commerce, business management, and providing professional development to supervisors.
- Successful design and development of an online course for RailCorp,

a new client in 2007. This online course for Level 5 Safety Incident Investigations was launched in September. The internet-based training program was designed to be interactive, require minimal administration and meet legislative requirements. The project was a finalist in the inaugural Northern Inland Innovation Awards.

- UNE Partnerships was the 2007 Armidale Business Chamber award winner for education and training.
- UNE Partnerships strengthened its partnerships and alliances with a number of industry and professional organisations. These included the Australian Association of Practice Managers, Australian Institute of Project Management, Transport and Logistics Centre and Pollak Learning Alliance.
- Delivery of a range of customised programs to clients including the Aboriginal Employment Strategy, Australia Post, Australian General Practice Network, Australian Public Service Commission, Centrelink, Greater Building Society, St Vincents and Mater Health Sydney and Tiwest.



The university was a gold sponsor of the Australian Women in Leadership Forum delivered in Armidale in 2007. Shown here are graduates of UNE's Women in Leadership program in 2006.

Diversity, Access and Equity

The University of New England is committed to the principles of equity and social justice, welcomes and celebrates diversity and aims to provide an environment in which staff and students thrive.

In its current Strategic Plan 2007-2010 Achieving Regional and Global Impact, the university's vision and positioning statement includes the stated aim that in 2010 the university will be, and will be seen to be:

- Demonstrating and respecting excellence, innovation, collaboration, service, diversity, equity, sensitivity to Indigenous and other cultures, and environmental concern.

The university's achievements in improving the participation and career development of women were again acknowledged in 2007 by the award of the Employer of Choice for Women citation from the Equal Opportunity for Women in the Workplace Agency (EOWA). The university has held the citation continuously since 2002. As a result of successful strategies and continued steady improvement in the representation of women in most areas as reported in its last submission to EOWA, the university was granted a waiver from reporting for a two-year period and is due to report again in 2009.

During 2007, a number of opportunities for additional experience at higher levels and/or career advancement were taken up by women. After the resignation of the DVC (Academic) in June, the university librarian (a woman) was appointed to 50 per cent of the acting DVC role. As a result of the academic reorganisation in July and subsequent internal recruitment process, three of nine transitional head of school positions were won by women. Prior to the reorganisation, only one of the 16 head of school positions was held by a woman. A woman was also appointed to the position of director of Human Resource Services.

The representation of women on academic staff (40 per cent) has been maintained since 2004. Although female representation among academic staff above senior

lecturer showed a slight decline (from 21 per cent to 20 per cent) in the year to March 2007, representation at these levels has been 20 per cent or above over the past three years, a considerable improvement over representation of women among senior staff reported in 2003 (13.5 per cent). Women's representation among tenured staff is close to their overall representation among academic staff and has remained steady at 37 per cent since 2005 (from 34.6 per cent in 2003).

Women are well represented among general staff (60 per cent as at 31 March 2007). The downturn in women's representation in senior positions reported last year has reversed and women now represent 34 per cent of staff at HEO 10 and above (up from 25 per cent in 2006). The representation of women among continuing general staff (60 per cent) remains steady and is consistent with their overall representation.

A program specifically designed for academic women called Pathways to Careers and Promotion was offered again in 2007. The program was introduced in 2004 to address the

relatively low participation rate of women amongst applicants for study leave and promotion. Pathways to Careers and Promotion focuses on the career development of academic women and has the longer term goal of assisting women to prepare for promotion. In two half-day workshops participants heard and interacted with a number of senior academic women who gave presentations on a variety of issues relating to progressing an academic career. Participants identified gaps in their academic profiles and focused on aspects of their career in the broad areas of teaching, research and service that will address these. The program enabled direct contact with senior women and associated informal mentoring, as well as providing the opportunity for participating women to meet and form support networks amongst themselves. The workshops provide an environment for women to "legitimately" discuss strategies for balancing life and work demands, accessing or creating research opportunities, and focusing on areas of interest with a range of senior women. In 2007, the program included special guest speaker Dr Colleen Chesterman, an Adjunct Professor in the School

of Business at the University of Technology, Sydney. Dr Chesterman has published extensively on women's leadership in higher education and has conducted a ground-breaking research project on the impact of women in senior management positions. She presented an overview of women in the higher education sector, and discussed gender differences in academic career paths (such as the "time out" taken by many women in bearing and raising children) and the characteristics of workplace cultures that sustain and support women. Participants' feedback on the program was very positive and, of the women who were promoted in 2007, 73 per cent had participated in the program in this or earlier years.

An Administrative Support Staff Conference was offered twice in 2007. While both men and women are eligible to attend, the conference is seen to be of particular importance for women working in this female-dominated area.

The university was a gold sponsor of the Australian Women in Leadership Forum delivered in Armidale during the year. Thirty-eight academic and general staff women were among 120 women from a range of businesses and public sector organisations from

the region. The forum provided an important opportunity for women to meet together and identify and develop their leadership skills.

A leadership program that focused on enhancing personal and professional leadership skills together with the development of regular reflective practice was offered to all staff in 2007. Women comprised 67 per cent of staff participating in the program. For 2008, the program has been reviewed in conjunction with the School of Business, Economics and Public Policy and will provide six credit points of unspecified credit to a relevant range of university awards. An optional elective for women will be incorporated to address specific strategies for women.

Faculties continued to implement strategies to provide opportunities for women to act in positions at higher levels and the representation of women amongst those accessing such opportunities remained above their representation among academic staff. Various strategies to improve academic women's research and service profiles in preparation for promotion were also implemented. These include time release, grants and mentoring

opportunities. Women's representation among those applying for promotion in 2007 (44 per cent), and among those promoted (42 per cent) was higher than their overall representation among academic staff. Women were also well represented among successful applicants at senior levels. They comprised 56 per cent of those promoted to Level D and 25 per cent of those promoted to Level E.

The university continued to host the National Disability Coordination Officer (NDCO) Program for northern New South Wales, incorporating the New England, North West and North Coast. The Disability Coordination Officer developed and delivered a number of initiatives to improve coordination between services and to facilitate the provision of information to students making transitions into further education or employment. The position will be located in the School of Education at UNE from 2008.

As part of its strategic direction and commitment to principles of equal employment opportunity, the university provides internal avenues for complaint resolution. These procedures include an educational program that keeps staff informed of

what constitutes acceptable behaviour within the university environment, policies that cover unlawful harassment and discrimination, and avenues for speedy and confidential conflict resolution. The Employment Equity & Diversity Office also trains and supports a team of equal opportunity advisers, a diverse group of staff and students who are available to provide confidential advice, information and assistance on all aspects of equal opportunity, including harassment and discrimination. Equal opportunity advisers are also trained mediators. New members of the equal opportunity adviser team were recruited in 2007, and the first day of the three-day training program took place towards the end of the year. Further sessions are scheduled for early 2008.

Following the academic reorganisation in mid-2007, the equity framework across the university has been under consideration. In place of the former Faculty Equity Committees, the ten new schools will each have an equity committee. During the year a Directorates' Equity Committee was established to increase the representation of general staff, the majority of whom are situated within

directorates. One representative of each of the Schools' Equity Committees and one representative from the Directorates' Equity Committee will participate in the Vice-Chancellor's EEO Advisory Committee. The committee structure provides a comprehensive consultation framework and ensures a two-way flow of equity-related information.

In addition to the customised training provided to staff by the Employment Equity and Diversity Office, equity components are included in recruitment training, training for supervisors and heads of school, leadership programs and induction sessions for new staff. Targets have been set for completion of "EO Online: fair play", an interactive web-based equity training program that is available to all staff. The two-module program comprises real-life examples, scenarios, quizzes and learning summaries, provides comprehensive information for all staff and additional information including advice on grievance handling for staff with supervisory responsibilities. 'EO Online: fair play' has been incorporated into a number of training programs and is, in some cases, a prerequisite to further training.

Implementation of two equity initiatives launched in December 2005, the Ally Program and the Dignity and Respect in the Workplace Charter, continued in 2007. The Ally Program works to raise awareness and visibility of gay and lesbian issues and involves the training of groups of staff and students. After the two-part training, "Allies" are informed about and sensitive towards gay, lesbian, bi-sexual, transgender and intersex (GLBTI) people and their issues. This initiative is seen as particularly important given the university's regional location and the relative scarcity of services provided to these groups in the rural environment. There are now 48 Allies across campus and further training sessions are planned for 2008.

The Dignity and Respect in the Workplace Charter provides definitions of acceptable behaviour, the legislative instruments covering bullying in the workplace, and steps for adoption of the charter for a bullying-free workplace. The Dignity and Respect in the Workplace Charter was widely distributed across campus in 2006 and 2007, and implementation of the charter began with the first of

the five suggested steps, workplace consultation. Surveys on staff and student perceptions of discrimination and harassment were conducted by Faculty Equity Committees in collaboration with the Equity Office and the resulting reports on survey outcomes have been provided at university and faculty level. A series of training sessions titled "Creating Dignity & Respect in the Workplace" are scheduled for 2008.

CULTURAL DIVERSITY AND THE UNIVERSITY'S ETHNIC AFFAIRS PRIORITIES STATEMENT

The university has a strong commitment to the provision of an inclusive work and study environment, which values the contributions of our diverse university and wider communities and which reflects the Principles of Multiculturalism. Accordingly, and to ensure the university meets its requirements under the *Community Relations Commission and Principles of Multiculturalism Act 2000*, the *Annual Reports (Departments) Regulation Act 2000* and the *Annual Reports (Statutory Authorities) Regulation Act 2000*, managers and supervisors are requested to provide details of their

achievements in meeting the objectives of the university's Cultural Diversity Priorities Statement annually.

In 2007, 102 members of academic staff indicated they were from racial, ethnic and ethno-religious minority groups and 80 indicated their first language spoken as a child was other than English. These figures were based on an 84 per cent response rate from academic staff to the EEO Data Survey. Adjusted figures indicate that approximately 24 per cent of academic staff come from racial, ethnic and ethno-religious minority groups, and 19 per cent have a first language other than English, indicating a slight increase in the representation of these groups over figures reported for 2006.

Among general staff, 44 people indicated they were from racial, ethnic and ethno-religious minority groups and 30 people indicated that their first language spoken as a child was other than English. These figures were also based on an 84 per cent response rate to the EEO Data Survey. Adjusted figures show this represents approximately 7 per cent of academic staff and 5 per cent of general staff, a similar outcome to that reported for 2006.

The representation of people whose first language is other than English is in line with the NSW benchmark of 19 per cent among academic staff but is considerably lower among general staff, as could be expected in a regional centre. Representation of this group exceeds the representation of people indicating that a language other than English is spoken at home in the local government area of Armidale (4 per cent).

Adjusted figures show a slight increase in the representation of Indigenous Australians among general staff. Indigenous peoples made up around 1.9 per cent of general staff, slightly below the government target of 2 per cent and well below the percentage of Indigenous people in the local government area of Armidale (5 per cent). A further decline in the representation of Indigenous people among academic staff was recorded in 2007.

Indigenous Australians comprised 0.7 per cent of total academic staff as at March 31, 2007. Strategies for improving the representation of Indigenous Australians among university employees have been under

discussion during 2007 in the Vice-Chancellor's EEO Advisory Committee, and the recruitment of an Indigenous employment officer is planned.

The Faculty of Arts and Sciences has a dedicated Indigenous academic position. While this initiative was based on increasing Indigenous staff numbers in the faculty, the position also serves as a role model for Indigenous students who wish to pursue an academic career. The incumbent received an international scholarship in 2006 and a medal from the History Council of New South Wales for outstanding work in local history in 2007.

The university hosts the annual Archibald Memorial Public Lecture held in honour of a revered Aboriginal community member, Mr Frank Archibald. Actor and television presenter Rachael Maza Long provided the lecture in 2007. Other initiatives which address the university's commitment to the integration of Indigenous perspectives and content into relevant academic and administrative programs include a cross faculty research project, "Incorporating Knowledge of Indigenous Culture in

Law Curriculum” and the new Bachelor of Indigenous Studies, which targets Indigenous and non-Indigenous students and offers clear career-oriented pathways. The award will be offered for the first time in second semester 2008. The university is also exploring corporate sponsorship for a chair of Indigenous studies.

In line with the spirit of the university’s reconciliation statement, Marketing and Public Affairs have been liaising with the Premier’s Department and community organizations in 2007 to implement a midnight basketball tournament for local youth. The strategy will commence in early 2008.

The university continues to work towards improved intercultural communication and effectiveness. Leadership programs for staff and students included modules on diversity leadership, communication strategies and intercultural effectiveness. Staff involved in the delivery of programs to students from diverse cultural backgrounds were provided with cross cultural awareness training. For example, the Teaching and Learning Centre and English Language & International Services

(ELIS) participated in delivering seminars for teaching staff on the internationalisation of curriculum and institution, and teaching and supervising international students. In addition, in response to an increase in enrolments from students with a Muslim background, all ELIS staff attended a professional development session on the educational and pastoral care of Islamic students.

The University Library provided flexible, open and equitable access to its information resources for all students and staff. Resources are collected in all formats and in a variety of languages. In 2007, podcasts on library services and the information search process were provided for students who favour non-textually-based learning styles, particularly those with rural/remote or Indigenous backgrounds. The Teaching and Learning Centre made significant improvements to the digital learning system, allowing the provision of more units in blended format, in addition to working with unit coordinators to develop more accessible materials. One-to-one support for staff whose first language is other than English was also provided by the Teaching and Learning Centre as required.

The ongoing review of curricula, teaching and learning strategies and the development of new approaches and content incorporated awareness of the value of diversity and strategies to respond appropriately in culturally diverse environments. A number of units offered in the Faculty of the Professions in 2007 specifically encourage cultural and linguistic sensitivity, for example, the unit EDEC 388 Inclusive Early Childhood Education examines current research on prejudice and bias in relation to ethnicity, language and race. Students learn how to plan and implement inclusive curricula in early childhood and early primary school settings. A significant proportion of students in this unit are from Aboriginal or non-English speaking backgrounds. The unit PDPS 288 Constructing Aliens: Refugees in Contemporary Australia aims to educate students in multicultural sensitivity and understanding of refugees, and PDPS 279 Images of Australia promotes enhanced understanding and the awareness required for operating effectively in a culturally diverse society.

Among the university’s on-campus accommodation options is Wright

Village, a facility catering to the needs of students from more than fifty different cultural backgrounds. On the national day for each country, the appropriate national flag is flown in the centre of the village. To improve cross-cultural understanding, International Services is involved in the development of orientation programs and ongoing activities for resident leaders in Wright Village and other university residences. The university's catering facilities and social events also aim to reflect the diversity of our student and staff populations.

As a strategy to encourage the participation and integration of staff and students from a wide variety of backgrounds, the university's Marketing and Public Affairs directorate facilitates, where possible, student employment throughout the organisation. People from a range of backgrounds are also employed to assist with careers markets and other marketing strategies. They receive relevant training and ongoing mentoring for the role. The directorate has raised the profile of multiculturalism in Open Day by including an

international focus. The directorate ensures that images used in all marketing materials reflect the diversity of the university's student body.

The university also offers a range of alternative entry schemes including the award-winning TRACKS program for Indigenous students and the Internal Selection Program (ISP). A new initiative developed in 2007 is the Pathways Enabling Course which includes amongst its objectives improving access and equity and making a positive contribution to rural and regional communities.

The course, which provides two foundation units covering basic academic skills, is undertaken concurrently with units from the undergraduate schedule.

The university's International Precinct works closely with the Armidale International Association (AIA). In 2007, the AIA instigated the International Café, which provides an opportunity for members of the Armidale community and international students to meet together in a relaxed and comfortable atmosphere to establish and foster

cultural exchange, social contacts and friendships. The English Language Centre provides a variety of accredited English language courses with a focus on the individual learning needs of students. The English Language Centre is an accredited IELTS test centre. Faculty mentors also support the language skills of all first year students, including students from non-English speaking backgrounds. Academic skills assistance includes English language support for all students in addition to essay writing and examination preparation.

In 2007, university-wide and faculty-based equity scholarships were made available to new undergraduate students who are members of equity groups. These included five UNE Country Equity Scholarships and two Faculty of Education, Health and Professional Studies Equity Scholarships. Two Equity Postgraduate Scholarships were also offered to members of equity groups. In addition, 105 Commonwealth Education Cost Scholarships and 84 Commonwealth Accommodation Scholarships were awarded in 2007.

Supplementary Information

RISK MANAGEMENT AND INTERNAL AUDIT

Risk Management is a key governance focus for the university, incorporating a comprehensive, coordinated and systematic approach supported through:

- The Corporate Risk Management Policy
- Alliance with the AS/NZS4360:2004 Standard for Risk Management
- An electronic risk register
- Regular communication
- Continued monitoring of risks/controls and consequences

Establishment of risk treatment plans and control enhancement procedures

During 2007, the Risk Management and Internal Audit Divisions were combined into one directorate, providing a clear avenue for the risk management process to inform internal audit processes. In 2007, a separate strategic risk register was introduced in addition to the establishment of an operational risk register directly aligning risks with the UNE 2007-2010 Strategic Plan.

Communication lines were enhanced through risk management coordinators in each area of the university with direct access to the electronic risk register. A progression of identified risks to the risk treatment stage, which developed treatment plans and control enhancements, was facilitated through the risk coordinators.

The annual review was conducted in October/November 2007 with regular audits through the electronic risk register being conducted throughout the year. These reviews found strong support and understanding for risk management throughout the university.

During 2007, the internal audit and risk management areas were amalgamated into the Risk Management and Internal Audit Directorate. This unit focused on developing best practice and processes that include management of the operational risk register and implementation of a strategic risk register. The internal audit function is governed by an internal audit charter which is available on the UNE intranet.

The internal audit function has independent status and is directly accountable to the Audit and Compliance Committee of the UNE council. The internal audit function

works closely with the risk management area to ensure the identification and management of all significant risks.

An annual audit plan has been developed with programmed audit reviews and includes a projected audit plan for the subsequent two years. The plan also allows for non-programmed audits when the need arises.

In 2007, internal audit was supplemented with outsourced internal audit functions for review of high-risk areas.

INSURANCES

The primary areas of the university's insurance program was renewed through Unimutual and Ausbrokers. These include Industrial Special Risks, Public and Products Liability, Professional Indemnity and Medical Malpractice. Other classes of insurance held include, but are not limited to, Corporate Travel, Personal Accident, Marine Hull, Marine Transit and Comprehensive Motor Vehicle.

UNIVERSITY OF NEW ENGLAND PRIVACY STATEMENT

UNE Policy

The university will collect personal information, manage and use it, and disclose it in a way that complies with relevant legislation. The NSW State Information Protection Principles^{*(1)} and the National Privacy Principles^{*(2)} will underpin all aspects the university's dealings with personal information. This policy shall apply to the university, its controlled entities and its affiliated bodies^{*(3)}.

^{*(1)} In the Privacy and Personal Information Protection Act 1998 (NSW)

^{*(2)} In the Privacy Act 1988 (Commonwealth) as amended in the Privacy Amendment (Private Sector) Act 2000

^{*(3)} Controlled entities and affiliated bodies are listed in the UNE Privacy Management Plan

The following statements are intended to communicate simply and clearly the university's intentions; a more comprehensive statement is found in the UNE Privacy Management Plan.

In collecting personal information the university will:

- only collect information for lawful purposes related to its function;
- only collect the information that is necessary and by lawful means;
- where possible only collect personal information that is provided by the individual to whom the information relates, collecting in a way that is not personally intrusive;
- where information is provided by someone else, ensure that collection has been authorised by the individual concerned, or by someone who is legally authorised to provide it on their behalf; and
- notify the individual concerned that personal information is being collected, either at the time of collection or as soon as practicable afterwards.

The university will declare to individuals from whom information is collected:

- the purpose for collecting the personal information;
- whether or not the collection is voluntary and any consequences for not providing it;
- how the information is to be held and the intended recipients;
- the name and address of any agency used to collect information on the university's behalf; and
- how individuals can obtain access to their information, check it for accuracy and completeness, and make application to correct it.

The university will manage personal information responsibly by:

- taking reasonable steps to ensure that personal information held is relevant to the purpose for which it was collected, accurate, up to date and not misleading;
- retaining personal information for no longer than necessary; then disposing of it securely in accordance with approved methods;
- protecting it from loss or unauthorised access, use, disclosure, or misuse; and from unauthorised modification;
- taking reasonable steps to prevent its disclosure without authorisation by external service providers; and
- only disclosing personal information outside the university or its affiliated bodies where:
 - its disclosure has been consented to by the individual to whom it relates; or
 - its disclosure is required by law and requested in an authorised written form; or
 - it is reasonably believed to be necessary to prevent or lessen a serious threat to life or health of any person.

The university's Privacy Management Plan is published on the Policies and related documents pages of the UNE Web pages.

Statistical Details of Internal Review

No requests for Internal Review were received in 2006.

FREEDOM OF INFORMATION

Statement of Affairs as of December 31, 2007

In accordance with Section 14 of the Freedom of Information Act 1989 (NSW), the University of New England (UNE) is required to publish an annual Statement of Affairs. UNE has included the Statement of Affairs in its 2007 Annual Report to facilitate its distribution and it should be read in conjunction with the Annual Report for a clear picture of UNE's affairs.

Structure and functions of UNE

UNE is a statutory body established under the University of New England Act 1993 (NSW). An organisational chart of UNE can be found at the front of the Annual Report 2007. There are a hierarchy of documents that prescribe how UNE is governed and managed:

- Legislation – University of New England Act 1993 (NSW) No 68 as updated 24 November 2005; Higher Education Support Act 2003 (Commonwealth).
- By-Laws – made under authority of the University of New England Act 1993 (NSW) and approved by the Governor of NSW.
- Rules – power is given by the Act/By Laws to the UNE Council to make rules, and to empower the Vice-Chancellor to make rules (a rule is an instrument of governance).
- Policies – policies are made in respect of matters that are within the powers under which rules are made. The Council has outlined the matters on which it retains authority and outlined the powers of the Vice-Chancellor to establish policies. A policy is a formal statement outlining how a matter is to be administered and/or regulated.
- Management plans – describe how a matter or a policy is to be arranged and/or managed, and are made by a director or a senior executive and approved by the supervisor of that office.
- Guidelines – are generally shorter documents that explain how a policy is to be enacted, and are made by a director or a senior executive and approved by that office's supervisor.
- Operating procedures – describe how a matter (which need not be a policy) is to be administered. These are made by a director or a senior executive and approved by that office's supervisor.

As stated in section 6 of the University of New England Act 1993 (NSW), the object of UNE is the promotion, within the limits of the university's resources, of scholarship, research, free inquiry, the interaction of research and teaching, and academic excellence. To achieve this object, UNE has the following principal functions:

- (a) the provision of facilities for education and research of university standard;
- (b) the encouragement of the dissemination, advancement, development and application of knowledge informed by free inquiry;
- (c) the provision of courses of study or instruction across a range of fields, and the carrying out of research, to meet the needs of the community;
- (d) the participation in public discourse;
- (e) the conferring of degrees, including those of Bachelor, Master and Doctor, and the awarding of diplomas, certificates and other awards;
- (f) the provision of teaching and learning that engage with advanced knowledge and inquiry; and
- (g) the development of governance, procedural rules, admission policies, financial arrangements and quality assurance processes that are underpinned by the values and goals referred to in the functions set out in this subsection, and that are sufficient to ensure the integrity of the university's academic programs.

The university has other functions as follows:

- (a) the University may exercise commercial functions comprising the commercial

exploitation or development, for the university's benefit, of any facility, resource or property of the university or in which the university has a right or interest (including, for example, study, research, knowledge and intellectual property and the practical application of study, research, knowledge and intellectual property), whether alone or with others,

- (b) the university may develop and provide cultural, sporting, professional, technical and vocational services to the community,
- (c) the university has such general and ancillary functions as may be necessary or convenient for enabling or assisting the university to promote the object and interests of the university, or as may complement or be incidental to the promotion of the object and interests of the university,
- (d) the university has such other functions as are conferred or imposed on it by or under this or any other Act.

The functions of the university may be exercised within or outside the State, including outside Australia.

The way the University functions affect the public

UNE affects the public through major functions such as conferring of degrees, enrolment of students, employment of staff, promotion of research and involvement in the general community. The public is defined here as staff and students (past, present and future) of UNE, along with people who have previously or are presently serving on committees and any interested members of the community.

How the public may participate in UNE's policy development

Any member of the public can influence UNE's policy development by:

- (a) becoming a member of the relevant committee that is responsible for policy formulation and change; or
- (b) approaching the Chair of the relevant committee and through them seeking to change policy; or
- (c) applying to the Vice-Chancellor in writing, requesting that a certain matter be raised or a policy be changed.

Members of the university community may attend the open sessions of the meetings of Council as observers. The committees of the university are listed in the university Handbook.

Kinds of documents UNE holds

Documents held by UNE are located primarily in the Records Management Office and also in central administration, faculties and schools. Many of these documents may be accessed through UNE's home web page free of charge at <http://www.une.edu.au/> and most UNE policies are available via the policy web page at <http://www.une.edu.au/rmo/policies/>. UNE documents include:

- (a) University-wide plans such as the 2007-2010 Strategic Plan;
- (b) Policies relating to areas such as academic governance, research, consulting and outside earnings, equity, the library, human resources, information technology and communications, finance, facilities management, risk management and Freedom of Information;
- (c) Minutes and agendas such as:

- (i) University of New England Council (open sessions) and its Committees (available from the Office of the Secretariat);
- (ii) Vice-Chancellor's Committees and the Equal Employment Opportunity Committee (available through the Vice-Chancellor's Unit);
- (iii) Academic Board and its Committees (available from the Office of the Secretariat);
- (iv) Other university committees such as the Space Management Committee (held in Facilities Management Services) and meetings of faculties and research centres (held in the office of the appropriate Dean of the Faculty or the Director of the Research Centre);
- (d) Reports such as the Annual Report and reports produced by the Equity Office, Research Services, Counselling Service, Sport UNE, residential colleges and various research centres. Copies of these reports may be obtained by approaching the relevant office or organisation.
- (e) Files. These are the major method of documentation and are held in a number of locations:
 - (i) Records Management Office is the central depository of files and holds student records, records on administration, correspondence, minutes of committees (including those of the University Council and Academic Board), policy files, research grant information, legal files, lease agreements and FOI records;
 - (ii) Office of the Secretariat holds rules for conduct of elections for members of Council; rules for the

use of the University Seal and Arms; Standing Orders for Council; Council Policies, terms of reference and membership of Council committees; minutes of Council and its committees, Constitution of the Academic Board, minutes of Academic Board and its committees.

- (iii) Faculties and Schools hold files on courses; individual departments; attendance in classes and practicals; applications for special examinations; applications for extensions for written and practical work; examination results; higher degree progress report forms; order of merit lists for prizes and scholarships; show cause lists; graduation identification listings; research proposals and grants; correspondence; and information on faculty committees and their members;
- (iv) Student Administration and Services holds records on selection criteria, academic progress of students, examination results, examination timetables, details of examination venues and supervisors, records relating to agendas and minutes of committees, biographical data of students, records of counselling sessions;
- (v) Human Resource Services holds files on individual staff members relating to their employment history at UNE, specific policy and working files and the functions managed by Human Resource Services (Equity, Industrial Relations, Organisational Development, Personnel Services);
- (vi) Research Services holds records relating to research grants and contracts, research ethics records relating to humans and animals, records relating

to the administration of PhD candidature and postgraduate scholarships and advice to external supervisors and examiners;

- (vii) Marketing and Public Affairs holds publicity records, marketing plans and policies, events records; the Development Office holds records relating to alumni of UNE, fundraising and community liaison matters.
- (viii) Financial Services holds financial records;
- (ix) College Residences hold resident files, correspondence, financial records;
- (x) Services UNE and Sport UNE hold records relating to their administration, membership, accounts and budget papers, constitutions and regulations, agenda and minutes and membership of committees, inventories, staff records, annual reports, correspondence, research documents and details of elections and referenda;
- (xi) Medical Centre holds records relating to medical histories, purchasing, administration and general correspondence; and
- (xii) Yarm Gwanga Childcare Centre holds client files and minutes of the Advisory Committee meetings.
- (f) Newsletters such as UNE's official newsletter, The UNE Experience, available free of charge.
- (g) Information and advertising brochures. Marketing and Public Affairs, Student Administration & Services and some individual faculties, schools and departments have publications available which contain more specific details on courses, prerequisites and enrolment

procedures for students. The Teaching and Learning Centre and the faculties hold leaflets and handouts pertaining to external students. The International Office holds comprehensive brochures on all courses available to overseas students and various publications designed to assist such students. All these are available free of charge upon application to the appropriate department.

Access arrangements, procedures and points of contact

As far as possible, UNE aims to avoid the need for the public to make formal applications under the Freedom of Information Act 1989 (NSW) to access UNE documents. There is no charge for access to documents outside the Freedom of Information Act 1989 (NSW).

General information about UNE is contained in UNE's Handbook and Annual Report. The Handbook contains the University of New England Act 1993 (NSW), By laws, a list of degrees, diplomas and certificates, principal officers and staff of UNE, members of the University Council and Academic Board and specific information about the institution. The Annual Report lists all UNE's major activities, statistics, financial statements, services and community involvement. The University of New England Handbook may be purchased through the United Campus Bookshop. Office hours are from 9.00am-5.00pm Monday to Friday and they can be contacted on (02) 6773 2289 or (02) 6772 3468, or by email at armidale@ucb.net.au or via the web at www.ucb.net.au. Copies of the University of New England Handbook are also held in Dixon Library and the Records Management Office.

Marketing and Public Affairs Office is able to answer enquiries of an informal nature and provide details of UNE's publications.

Office hours are from 9.00am-5.00pm Monday to Friday and they can be contacted on (02) 6773 3909 or email director-mpa@une.edu.au.

Enquiries about access to policy documents or student files should be made to the Manager, Records Management Office during office hours (normally 9.00am to 5.00pm) on (02) 6773 2140 or email rmo@une.edu.au.

Enquiries about access to staff employment files should be made to the Director, Human Resources Division during office hours (normally 9.00am to 5.00pm) on (02) 6773 2100 or email directorofhr@une.edu.au.

A Freedom of Information application is not necessary for an individual to access their own personal files except when they include documents which may be considered exempt under the Freedom of Information Act 1989 (NSW).

Applications under the Freedom of Information Act

For access to documents which are not available to the general public, a person may make an application to UNE under the Freedom of Information Act 1989 (NSW). Applications may be to access information or to seek amendment of personal records.

How to lodge an application

All applications must be in writing, accompanied by an application fee and directed to:

Freedom of Information Officer
Legal Office
University of New England
Armidale NSW 2351

The relevant processing fees are contained below.

Processing of applications

UNE must respond to all applications within 21 days. In addition to the application fee a processing charge may also be levied, although every effort will be made to minimise the cost of processing an application. If the applicant feels that the processing charges are unreasonable the fees may be challenged. The right to challenge is not abrogated if the charges are paid; this allows the applicant to proceed with the enquiry pending the outcome of the challenge.

Schedule of charges

Nature of application fee	Application processing charge	
Access to records by natural persons about their personal affairs	\$20*	\$30/hour after first 20 hours*
All other requests	\$30*	\$30/hour*
Internal review***	\$20*	Nil**
Amendment of records	Nil	Nil

* Subject to 50 per cent reduction for financial hardship and public interest reasons.

** Refunds may apply as a result of successful internal reviews and applications for amendment of records.

*** No application fees may be charged for internal reviews in relation to amendment of records.

FOI STATISTICS – NSW FREEDOM OF INFORMATION ACT, 1989

SECTION A New FOI applications

FOI requests	Personal	Other	Total
New	0	4	4
Brought forward	0	0	0
Total to be processed	0	4	4
Completed	0	4	4
Discontinued	0	0	0
Total processed	0	4	4
Unfinished	0	0	0
(Carried forward)			

SECTION B Discontinued applications

Reason for discontinuation	Personal	Other
Request transferred	0	0
Request withdrawn	0	0
Applicant failed to pay	0	0
Applicant failed to amend request that would have been an unreasonable diversion of resources	0	0

SECTION C Completed applications

Result of FOI Request	Personal	Other
Granted in full	0	2
Granted in part	0	0
Refused	0	1
No documents held	0	1
Completed	0	4

SECTION D Applications granted/available in full

Made available by	Personal	Other
Provided to applicant	0	2
Provided to medical practitioner	0	0
Available for inspection	0	0
Available for purchase	0	0
Library material	0	0
Deferred access	0	0
Combination of above	0	0
Total	0	2

SECTION E Applications granted/available in part

Made available by	Personal	Other
Provided to applicant	0	0
Provided to medical practitioner	0	0
Available for inspection	0	0
Available for purchase	0	0

Library material	0	0
Deferred access	0	0
Combination of above	0	0
Total	0	0

SECTION F Refused FOI applications

Reason refused	Personal	Other
Exempt	0	1
Deemed refused	0	0
Total	0	1

SECTION G Exempt documents

Why were the documents classified as exempt?	Personal	Other
--	----------	-------

Restricted documents

Clause 1 {cabinet documents}	0	0
Clause 2 {executive council documents}	0	2
Clause 4 {documents affecting law enforcement and public safety}	0	0
Clause 4a {documents affecting counter-terrorism measures}	0	0

Documents requiring consultation

Clause 5 {documents affecting intergovernmental relations}	0	0
Clause 6 {documents affecting personal affairs}	0	1
Clause 7 {documents affecting business affairs}	0	0
Clause 8 {documents affecting conduct of research}	0	0

Documents otherwise exempt

Schedule 2 {Exempt agency}	0	0
Clause 22 {documents confidential to Olympic committees}	0	0
Clause 23 {documents relating to threatened species, Aboriginal objects or Aboriginal places}	0	0
Clause 24 {documents relating to threatened species conservation}	0	0
Clause 25 {plans of management containing information of Aboriginal significance}	0	0
Clause 19 {private documents in public library collections}	0	0
Clause 11 {documents relating to judicial functions}	0	0
Clause 17 {documents subject to contempt}	0	0
Clause 18 {documents arising out of companies and securities legislation}	0	0
Clause 21 {exempt documents under interstate FOI legislation}	0	0
Clause 10 {documents subject to legal professional privilege}	0	0
Clause 13 {documents containing confidential material}	0	0
Clause 12 {documents subject to secrecy provisions}	0	0
Clause 14 {documents affecting the economy of the State}	0	0
Clause 15 {documents affecting financial or property interests of the State or an agency}	0	0
Clause 8 {documents affecting conduct of research}	0	0
Clause 16 {documents concerning operations of agency}	0	0
Clause 20, 22a, 26, etc. {other exemptions}	0	0
Total applications including exempt documents	0	1

SECTION H Ministerial Certificates

How many ministerial certificates were issued?

Ministerial Certificates issued	0
---------------------------------	---

SECTION I Formal consultations

How many formal consultations were conducted?

Formal of applications requiring formal consultation	0
Number of persons formally consulted	0

SECTION J Amendment of personal records

How many applications for amendment of personal records were agreed or refused?

Agreed in full	0
Agreed in part	0
Refused	0
Total	0

SECTION K Notation of personal records

How many applications for notation of personal records were made (s.46)?

Agreed in full	0
Agreed in part	0
Refused	0
Total	0

SECTION K Fees and costs

What fees were assessed and received for FOI applications processed (excluding applications transferred out)?

	Assessed Costs	FOI Fees Received
All completed requests	\$110	\$110

SECTION I Discounts allowed

How many fee waivers or discounts were allowed and why?

Type of Discount Allowed	Personal	Other
Public interest	0	0
Financial hardship – Pensioner/Child	0	0
Financial hardship – Non profit organisation	0	0

Totals	0	0
Significant correction of personal records	0	0

SECTION J Days to process

Elapsed Time	Personal	Other
0-21 days	0	3
22-35 days	0	0
Over 35 days	0	1
Total	0	4

SECTION K Processing Time

Processing Hours	Personal	Other
0-10 hrs	0	4
11-20 hrs	0	0
21-40 hrs	0	0
Over 40hrs	0	0
Totals	0	4

SECTION L Review and Appeals

Internal reviews	1
Ombudsman reviews	0
ADT reviews	0

Details of Internal Review Results

Bases of Internal Review	Personal		Other	
Grounds On Which	Upheld	Varied	Upheld	Varied
Internal Varied				
Access refused	0	0	1	0
Deferred	0	0	0	0
Exempt matter	0	0	0	0
Unreasonable charges	0	0	0	0
Failure to consult with third parties	0	0	0	0
Third parties's views disregarded	0	0	0	0
Amendment refused	0	0	0	0
Totals	0	0	1	0

All enquiries under the Freedom of Information Act to:

Freedom of Information Officer
Office of the Secretariat
The University of New England
Armidale NSW 2351

GUARANTEE OF SERVICE

The section in this Annual Report entitled Quality Teaching and Learning by the Pro Vice-Chancellor (Academic) describes the commitment of the university to continuous improvement in service standards to students, including a number of major projects.

CONSUMER RESPONSE

The university collects information from its students in a number of questionnaires that invite them to give their feedback on services provided and rate their satisfaction with their courses. Students are surveyed at commencement and part way through their course using internal surveys. Then at graduation students are surveyed via the Australia-wide Graduate Destination Survey/Course Experience Survey (GDS/CEQ) in which UNE participates. The results of the GDS/CEQ show that UNE rates very well by comparison with other universities

in student satisfaction and good teaching, and this is further recognised by the results of the Commonwealth Learning and Teaching Performance Fund process. Results from these surveys are addressed through the UNE Quality Assurance processes that are designed to ensure that any issues raised by students are addressed by improvement activities.

In addition, individual units of study are evaluated by students on a regular basis, at least once every three years, and the results are fed back to teaching staff to address any issues that are raised. Lecturers and their heads of school are responsible for considering the results of evaluation of units by students and responding to them. Lecturers must present the results of student evaluation of their teaching when making an application for promotion. A Service Quality Unit provides the mechanism for immediate response to specific complaints made by students.

ENVIRONMENTAL MANAGEMENT PLAN

The university's Environmental Management Plan is supported by the UNE Environmental and Sustainability Policy and the Talloires Declaration,

both of which commit the University of New England to an active program of environmental protection and sustainability of operations.

The university's design standards have been revised to reflect the need for energy efficiency and sustainable design principals so as to achieve a minimum of a four-star green rating on all new building projects.

The university is actively considering a proposed from "Greening Australia" to acquire the carbon title to one of the university research rural properties. This will allow for the regeneration on the property of native tree species while allowing ongoing research in carbon absorption of native forest and pasture.

The "Energy Saving Action" submitted by the university to the NSW Government's Department of Energy, Utilities and Sustainability was accepted and is now subject to yearly review.

UNIVERSITY LAND SALES

There were no sales of any university controlled land in 2007.

Statistics

STATISTICS AT A GLANCE

Total number of students (persons) at UNE

(between 1 January, 2007 and 31 December, 2007)

Domestic students	16,656
International students	1,126
Total	17,782

Students commencing an award course 6,126

Graduates 3,588

Staff numbers

Academic staff	494
Administrative and support staff	733
Total	1,227

Total revenue (\$m)

Consolidated	205.9
UNE parent entity	190.1

STUDENTS IN 2007*

	Armidale		Other Centres	Total
	External	Internal		
Course Type				
Higher Degree Research	426	301	14	741
Postgraduate Coursework	4,214	149	193	4,556
Undergraduate	9,034	2,887	359	12,280
Non-award and other	201	4	-	205
Funding Source				
Research Training Scheme	396	211	13	620
Commonwealth supported	11,250	2,782	7	14,039
Domestic Fee	1,817	8	78	1,903
International Fee	320	338	468	1,126
Other	92	2	-	94
Attendance				
Full-time	3,006	2,955	399	6,360
Part-time	10,869	386	167	11,422
Students who commenced an award course				
	5,000	1,156	231	6,387
Gender				
Female	8,941	1,917	267	11,125
Male	4,934	1,424	299	6,657
Residency Status				
Domestic Resident	13,555	3,003	98	16,656
International Student	320	338	468	1,126
Source of Students (home address at enrolment)				
New England and NW NSW	1,270	1,229	2	2,501
NSW North Coast	1,226	692	10	1,928
Sydney	3,113	181	35	3,329
Remainder of NSW	3,400	711	17	4,128
Southern Queensland	905	59	2	966
Brisbane	749	19	3	771
Remainder of Queensland	319	35	1	355
Other States and Territories	2,226	71	31	2,328
Overseas (Domestic)	350	13	4	367
Overseas (International)	317	331	461	1,109
Age Profile				
Under 21	316	1,254	30	1,600
21-24	1,854	1,381	209	3,444
25 and Over	11,705	706	327	12,738
Total Students at 31 December, 2007	13,875	3,341	566	17,782
Total Students at 31 December, 2006	13,309	3,558	987	17,854

* reporting year January 1, 2007 to December 31, 2007

LOAD BY FACULTY AT 31 DECEMBER 2007

	Undergraduate	Coursework Postgraduate	Higher Degree Research	Total
Arts				
Arts - General	5.5	0.1	-	5.6
Classics, History and Religion	370.1	55.6	20.3	446.1
English, Communication and Theatre	422.4	26.0	13.5	461.8
Human and Environmental Studies	313.5	92.4	13.1	418.9
Languages, Cultures and Linguistics	374.9	90.0	8.0	472.9
Music	65.9	1.0	5.3	72.2
Psychology	255.3	27.9	11.8	294.9
Social Science	421.4	37.9	15.9	475.2
Faculty Total	2,228.9	330.9	87.8	2,647.6
Economics, Business and Law (EBL)				
EBL - General	5.1	-	-	5.1
Economics	381.2	74.2	16.5	471.9
Grad School of Business Admin	-	-	0.3	0.3
Law	853.1	90.8	6.5	950.4
New England Business School	542.1	251.1	14.9	808.1
Faculty Total	1,781.6	416.0	38.3	2,235.9
Education, Health and Professional Studies (EHPS)				
Education	1,003.3	398.3	46.1	1,447.7
EHPS general	0.5	-	-	0.5
Health	305.1	158.1	30.9	494.1
Practice Teaching/Practicum	151.3	41.2	-	192.4
Professional Development and Leadership	400.4	78.5	42.5	521.5
Faculty Total	1,860.6	676.1	119.6	2,656.2
Sciences				
Biological, Biomedical and Molecular Sciences	320.8	6.5	23.6	351.0
Environmental Sciences and Natural Resources Management	250.7	64.6	46.7	362.0
Mathematics, Statistics and Computer Science	299.0	94.5	7.2	400.7
Rural Science and Agriculture	163.1	23.7	43.7	230.5
The Sciences—General	10.4	2.3	-	12.6
Faculty Total	1,043.9	191.6	121.3	1,356.8
Faculties after July 1, 2007				
Arts and Sciences	-	2.8	8.8	11.6
The Professions	-	-	3.8	3.8
Centres				
Animal Genetics and Breeding Unit	-	-	4.3	4.3
Asia Centre	-	-	0.2	0.2
Centre for Ecological Economics and Water Policy Research	-	-	2.6	2.6
Institute for Rural Futures	-	-	0.8	0.8
National Marine Science Centre	-	-	1.6	1.6
Oorala Centre	15.0	-	-	15.0
Teaching and Learning Centre	-	-	0.2	0.2
Centres Total	15.0	0.0	9.6	24.6
Load by funding source				
Publicly funded	6,372.5	918.3	311.7	7,602.5
Domestic Fee	193.8	484.6	1.0	679.4
International Fee	344.5	214.4	76.5	635.3

STAFF AT 31 MARCH 2007

Staff in faculties and centres

	Female	Male	Total
Professor (E)	8	46	54
Associate Professor (D)	17	49	66
Senior Lecturer (C)	47	70	117
Lecturer (B)	85	106	191
Tutor (A)	27	23	50
Total academic in faculties and centres	184	294	478
Senior administrative/technical	12	23	35
Administrative/technical	122	57	179
Total in faculties and centres	318	374	692

Staff in management, administration and support sections

	Female	Male	Total
Executive and Deans	1	6	7
Senior Managers	4	8	12
Academic	10	3	13
Management/Senior administrative and technical	49	56	105
Administrative and technical	249	149	398
Total	313	222	535

UNE Total at 31 March 2007	631	596	1,227
UNE Total at 31 March 2006	662	628	1,291

FINANCIAL YEAR ENDING 31 DECEMBER 2007

	2006	2007
	\$m	\$m
Total revenue (excluding controlled entities)	176.4	190.1
Government core resources		
Operating grant including capital	50.1	57.1
Research training scheme	8.2	7.9
Institutional grant for research	3.5	3.4
Research infrastructure	2.1	1.8
Other operating resources	3.5	5.4
Learning and teaching performance fund	2.2	1.5
Capital development pool	3.6	5.1
Government core resources as percentage of total revenue	41.5%	43.2%
Other income		
HECS contributed by students	37.6	39.1
Domestic student tuition fees	7.5	7.3
International student fees	11.2	10.4
External income for research programs	18.0	15.0
Consultancies	0.6	0.8

University of New England



**Financial Report
for the year ended
31 December, 2007**



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

UNIVERSITY OF NEW ENGLAND AND CONTROLLED ENTITIES

To Members of the New South Wales Parliament

I have audited the accompanying financial report of University of New England (the University), and the University and controlled entities (the consolidated entity), which comprises the balance sheet as at 31 December 2007, and the income statement, statement of changes in equity and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes. The consolidated entity comprises the University and the entities it controlled at the year's end or from time to time during the financial year.

Auditor's Opinion

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the University and the consolidated entity as of 31 December 2007, and of their financial performance and their cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005
- complies with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2007 Reporting Period', issued by the Australian Government Department of Education, Employment and Workplace Relations, pursuant to the *Higher Education Support Act 2003*, the *Higher Education Funding Act 1988* and the *Australian Research Council Act 2001*.

Council's Responsibility for the Financial Report

The Council is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Council as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

My opinion does *not* provide assurance:

- about the future viability of the University or the consolidated entity,
- that they have carried out their activities effectively, efficiently and economically, or
- about the effectiveness of their internal controls.

Independence

In conducting this audit, the Audit Office has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.



G J Gibson FCPA
Assistant Auditor General

28 April 2008
SYDNEY

University of New England

Report by the Members of the Council

The members of the Council present their report on the consolidated entity consisting of the University of New England and the entities it controlled at the end of, or during, the year ended 31 December 2007.

Members

The following persons were members of the Council of the University of New England during the whole of the year and up to the date of this report:

Associate Professor Herman Beyersdorf
Mr John Cassidy
Ms Fiona Giuseppe
Mr James Harris
Ms Kay Hemsall
Ms Jill Hickson
The Hon William Lloyd Lange
Associate Professor Jeanne Madison
Ms Ann Maurer
Ms Jan McClelland
Professor Alan Pettigrew - Vice-Chancellor
Dr Laurie Piper
Rev Judy Redman
The Hon Richard Torbay MP
Mr Leslie Wells
Mr Scott Williams

The following persons were appointed members in 2007 and continue in office at the date of this report:

Dr Col Gellatly (appointed 2 July 2007)
Professor Eilis Magner (appointed 5 February 2007)

The following persons were members in 2007:

Professor Majella Franzmann (resigned 5 February 2007)

Meetings of Members

The numbers of meetings of the members of the University of New England's Council and each Committee of Council and Committee reporting to Council held during the year ended 31 December 2007, and the numbers of meetings attended by each member is attached.

Principal Activities

During the year the principal continuing activities of the University consisted of:

- (a) the provision of facilities for education and research;
- (b) the provision of courses of study across a range of disciplines;
- (c) the conferring of degrees at Bachelor, Master and Doctoral levels as well as the awarding of other diplomas and certificates;
- (d) the encouragement, dissemination and advancement of knowledge through free enquiry;
- (e) participation in public discourse;
- (f) administration in support of teaching, learning and research activities; and
- (g) community engagement in cultural, sporting professional, technical and vocational services.

There were no significant changes in the nature of the activities of the University during the year.

Review of Operations

A review of the operations of the University of New England during the year is provided in the Vice Chancellor's report.

Significant Changes in the State of Affairs

No significant changes in the nature of the activities of the consolidated entity occurred during the year.

Matters Subsequent to the End of the Financial Year

There has not been any matter or circumstance, other than that referred to in the financial statements and notes following, that has arisen, significantly affected, or may significantly affect, the operations of the University, the results of those operations, or the state of affairs in future financial years.

Likely Developments and Expected Results of Operations

In 2006, the University, following extensive consultation, announced plans for the restructuring of UNE's Academic Organisational Structure and released its Strategic Plan for 2007 - 2010, Achieving Regional and Global Impact.

During 2007 the reorganisation of Faculties and Schools of the University were completed with the replacement of four Faculties with two Faculties, the Faculty of the Professions and the Faculty of Arts and Sciences. Transitional Heads of Schools and academic Directors for these schools were put in place following an internal recruitment process. An international recruitment process for the permanent Heads of Schools and for new positions for the smaller Senior Management Team reporting directly to the Vice-Chancellor were advertised internationally during late 2007.

The establishment of the new Faculties and Schools has enabled surplus buildings to be decommissioned for demolition. The costs of their decommissioning and a provision for their removal have been included in the 2007 annual accounts.

In July 2006, the Prime Minister announced the establishment of a joint medical programme between the University of New England and the University of Newcastle in conjunction with Hunter New England Area Health Service. The Commonwealth approved funding for 80 student places, 20 at the University of Newcastle and 60 at the University of New England, with admissions to commence at the beginning of the 2008 academic year.

The University of New England completed its capital upgrade programme for the Medical school on schedule with the first intake of students commencing in early 2008.

Environmental regulation

During the year there were no significant environmental regulations of the University other than that referred to in the financial statements and notes following.

The significant environmental regulations to which the University is subject are as follows:

- Environmental Planning and Assessment Act 1979 No 203
- Environmental Planning and Assessment (Affordable Housing) Act 2000 No 29
- Environmental Planning and Assessment (Infrastructure and Other Planning Reform) Act 2005 No 43
- Environmental Trust Act 1998 No 82
- Environmental Hazardous Chemicals Act 1985 No 14
- Heritage Act 1977 No 136

Insurance of officers

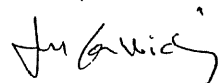
In 2007, the University held comprehensive insurance policies in relation to Directors and Officers, Industrial Special Risk (including machinery breakdown), Professional Indemnity, Motor Vehicle, Personal Accident (including travel), Goods in Transit, Marine and Workers' Compensation.

The annual premium of \$40,250 for Directors and Officers Insurance covered the period 1 November 2006 to 31 October 2007. Insurance has been renewed for the period 1 November 2007 to 31 October 2008 at a cost of \$51,350.

Proceedings on behalf of the University

There are no material matters resulting in claims against the university that are required to be reported in this Report or in the financial report.

This report is made in accordance with a resolution of the members of Council of the University of New England.



Mr J.M. Cassidy
Chancellor
Member of Council of the University of New England
Armidale NSW
11 April 2008

Council Meeting Attendance

In 2007, there were seven Council meetings. Attendance was as follows:

Council Member	No of Meetings Attended	
	Possible	Actual
Associate Professor Herman Beyersdorf	7	6
Mr John Cassidy	7	7
Professor Majella Franzmann (resigned 5/2/2007)	0	0
Dr Col Gellatly	4	3
Ms Fiona Giuseppi	7	6
Mr James Harris	7	7
Ms Kay Hemsall	7	6
Ms Jill Hickson	7	6
The Hon William Lloyd Lange	7	4
Associate Professor Jeanne Madison	7	7
Professor Eilis Magner	7	7
Ms Ann Maurer	7	6
Ms Jan McClelland	7	6
Professor Alan Pettigrew	7	7
Dr Laurie Piper	7	5
Rev Judy Redman	7	6
The Hon Richard Torbay, MP	7	4
Mr Leslie Wells	7	7
Mr Scott Williams	7	7

Standing Committee of Council - Attendance Record

Committee Member	No of Meetings Attended (out of 7 unless otherwise indicated) #
Mr John Cassidy	5
Ms Fiona Giuseppi	3 (out of 3)
Mr James Harris	6
Professor Alan Pettigrew	7
Professor Eilis Magner	6
Dr Laurie Piper	5
Mr Scott Williams	6

Audit and Compliance Committee - Attendance Record

Committee Member	No of Meetings Attended (out of 7 unless otherwise indicated) #
Mr John Cassidy	6
Ms Fiona Giuseppi	7
Mr James Harris	7
The Hon William Lloyd Lange	5
Ms Ann Maurer	4
Professor Alan Pettigrew	5
Mr Scott Williams	7

Infrastructure (Buildings and Grounds) Committee - Attendance Record

Committee Member	No of Meetings Attended (out of 8 unless otherwise indicated) #
Mr John Cassidy	5
Mr James Harris	8
Ms Kay Hemsall	7
Ms Jill Hickson	3
Professor Eilis Magner	5
Professor Alan Pettigrew	6
Dr Laurie Piper	7

Finance Committee - Attendance Record

Committee Member	No of Meetings Attended (out of 10 unless otherwise indicated) #
Associate Professor Herman Beyersdorf	7
Mr John Cassidy	7
Ms Fiona Giuseppi	10
Mr James Harris	9
Professor Eilis Magner	7
Ms Ann Maurer	6
Professor Alan Pettigrew	8
Mr Scott Williams	10

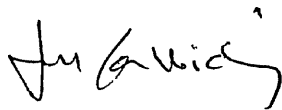
Data for Council members only

University of New England

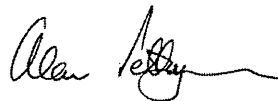
FINANCIAL REPORT

In accordance with a resolution of the Council of the University of New England and pursuant to Sections 41C (1B) and (1C) of the Public Finance and Audit Act 1983, we state that:

- 1 The financial report represent a true and fair view of the consolidated financial position of the University and its controlled entities at 31 December 2007 and the result of their operations and transactions of the economic entity for the year then ended;
- 2 The financial reports have been prepared in accordance with the provisions of the New South Wales Public Finance and Audit Act 1983 and the Commonwealth's Financial Statement Guidelines for Australian Higher Education Providers for the 2007 Reporting period;
- 3 The financial reports have been prepared in accordance with Australian Accounting Standards, including the Australian Accounting Interpretations, and other authoritative pronouncements of the Australian Accounting Standards Board;
- 4 We are not aware of any circumstances which would render any particulars included in the financial report to be misleading or inaccurate;
- 5 There are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due;
- 6 The amount of Commonwealth financial assistance expended during the reporting period was for the purpose(s) for which it was provided; and
- 7 The University has complied in full with the requirements of various programme guidelines that apply to the Commonwealth financial assistance identified in these financial report.



Mr J.M. Cassidy
Chancellor



Professor A. Pettigrew
Vice-Chancellor

Being Councillors of the University authorised in accordance with a resolution of Council pursuant to 41C(1C) of the Public Finance and Audit Act, as amended.

University of New England
Armidale, NSW
11 April 2008

Income statement

For the year ended 31 December 2007

		Consolidated		Parent entity	
	Notes	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Revenue from continuing operations					
Australian Government financial assistance					
Australian Government grants	3	105,236	91,418	105,236	91,418
HECS-HELP - Australian					
Government payments	3	31,930	30,997	31,930	30,997
FEE-HELP	3	2,827	1,878	2,827	1,878
State and local Government financial assistance	4	2,140	1,324	2,140	1,324
HECS-HELP - Student Payments		7,178	6,600	7,178	6,600
Fees and charges	5	41,934	45,209	31,132	34,689
Investment income	6	3,413	2,721	2,727	2,191
Royalties, trademarks and licences	7	693	299	693	299
Consultancy and contracts	8	817	586	817	586
Other Revenue	9	9,534	10,225	5,440	6,728
Total revenue from continuing operations		205,702	191,257	190,120	176,710
Gain on disposal of assets		14	-	-	-
Shares of net results of associates and joint venture partnership accounted for using the equity method		46	7	-	-
Other Income	9	145	-	-	-
Total income from continuing operations before deferred Government superannuation contributions		205,907	191,264	190,120	176,710
Deferred Government Superannuation Contributions		(21,700)	(27,123)	(21,700)	(27,123)
Total revenue and income from continuing operations		184,207	164,141	168,420	149,587
Expenses from continuing operations					
Employee related expenses	10	115,120	113,313	106,412	104,923
Depreciation and amortisation	11	12,295	11,810	11,453	11,044
Repairs and maintenance	12	8,692	3,933	8,523	3,770
Finance costs	13	122	155	98	116
Losses on disposal of assets		2,243	252	2,237	272
Other expenses	14	63,360	60,207	57,430	54,207
Total expenses from continuing operations before deferred employee benefits for superannuation		201,832	189,670	186,153	174,332
Deferred Employee Benefits for Superannuation	10	(21,700)	(27,123)	(21,700)	(27,123)
Total expenses from continuing operations		180,132	162,547	164,453	147,209
Operating result before income tax		4,075	1,594	3,967	2,378

Income statement (continued)

		Consolidated		Parent entity	
	Notes	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Income tax expense		-	-	-	-
Operating result from continuing operations		4,075	1,594	3,967	2,378
Operating result from discontinued operations		-	1,619	-	-
Operating result after income tax for the period		4,075	3,213	3,967	2,378
Operating result attributable to minority interest		-	-	-	-
Operating result attributable to members of the University of New England	28(b)	4,075	3,213	3,967	2,378

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

Balance sheet

As at 31 December 2007

		Consolidated		Parent entity	
	Notes	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
ASSETS					
Current assets					
Cash and cash equivalents	15	40,880	36,594	34,295	28,960
Receivables	16	8,004	7,091	5,464	5,066
Inventories	17	608	998	317	672
Other non-financial assets	19	5,729	5,875	5,527	5,598
Biological assets	21	461	769	461	769
Total current assets		55,682	51,327	46,064	41,065
Non-current assets					
Receivables	16	74,996	96,693	74,902	96,602
Other financial assets	18	3,986	2,313	2,385	2,096
Investments accounted for using the equity method	20	7,045	6,999	-	-
Property, plant and equipment	22	219,371	213,939	212,957	211,453
Intangible assets	23	7,641	8,164	6,965	7,481
Total non-current assets		313,039	328,108	297,209	317,632
Total assets		368,721	379,435	343,273	358,697
LIABILITIES					
Current liabilities					
Trade and other payables	24	2,353	2,262	1,109	897
Borrowings	25	344	692	286	634
Provisions	26	31,749	27,270	30,642	26,193
Other liabilities	27	18,522	17,931	17,359	17,083
Total current liabilities		52,968	48,155	49,396	44,807
Non-current liabilities					
Borrowings	25	703	339	609	228
Provisions	26	82,208	106,705	81,293	106,006
Total non-current liabilities		82,911	107,044	81,902	106,234
Total liabilities		135,879	155,199	131,298	151,041
Net assets		232,842	224,236	211,975	207,656
EQUITY					
Parent entity interest					
Reserves	28(a)	28,895	27,743	28,865	27,743
Retained surplus	28(b)	203,947	196,493	183,110	179,913
Total equity		232,842	224,236	211,975	207,656

The above balance sheet should be read in conjunction with the accompanying notes.

Statement of changes in equity

For the year ended 31 December 2007

	Consolidated		Parent entity	
Notes	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Total equity at the beginning of the year	224,236	213,602	207,656	198,820
Gain on revaluation of land and buildings, net of tax	-	6,512	-	6,354
Change in fair value of available-for-sale financial assets	352	104	352	104
Share of revaluation of land and buildings by joint venture, net of tax	-	805	-	-
Equity of newly acquired entity	4,179	-	-	-
Net income recognised directly in equity	4,531	7,421	352	6,458
Operating result for the year	4,075	3,213	3,967	2,378
Total recognised income and expense for the year	8,606	10,634	4,319	8,836
Total equity at the end of the year	232,842	224,236	211,975	207,656

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

Cash flow statement

For the year ended 31 December 2007

		Consolidated		Parent entity	
	Notes	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Cash flows from operating activities					
Australian Government Grants received		137,936	127,785	137,936	127,587
State Government Grants received		2,140	1,324	2,140	1,324
HECS-HELP - Student payments		7,178	6,600	7,178	6,600
Receipts from student fees and other customers		58,482	63,265	43,506	48,731
Dividends received		54	46	54	46
Interest received		3,107	2,491	2,637	1,981
Payments to suppliers and employees (inclusive of goods and services tax)		(180,307)	(185,948)	(165,307)	(165,955)
Interest and other costs of finance paid		(117)	(193)	(98)	(163)
GST recovered/paid		(5,990)	-	(5,864)	(5,093)
Net cash provided by / (used in) operating activities	ii)	22,483	15,370	22,182	15,058
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment		490	3,390	431	712
Proceeds from controlled entity		436	-	-	-
Payments for property, plant and equipment		(17,723)	(10,869)	(17,311)	(10,222)
Payments for financial assets		(1,384)	(1,304)	-	-
Net cash provided by / (used in) investing activities		(18,181)	(8,783)	(16,880)	(9,510)
Cash flows from financing activities					
Repayment of borrowings		(15)	(1,905)	-	(1,181)
Repayment of finance leases		(1)	(886)	33	(851)
Net cash provided by / (used in) financing activities		(16)	(2,791)	33	(2,032)
Net increase / (decrease) in cash and cash equivalents		4,286	3,796	5,335	3,516
Cash and cash equivalents at the beginning of the financial year		36,594	32,798	28,960	25,444
Cash and cash equivalents at the end of the financial year	i)	40,880	36,594	34,295	28,960

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

Notes to the Cash Flow Statement

i) Components of cash

For the purposes of the Cash Flow Statement, the University considers cash to include cash on hand and deposits at call. Cash as shown in the Cash Flow Statement is reconciled to the Balance Sheet as follows:

	Consolidated		Parent entity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Cash	3,881	4,892	3,034	3,757
Deposits at Call	36,999	31,702	31,261	25,203
Cash as at end of reporting period	40,880	36,594	34,295	28,960

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ii) Reconciliation of operating result after income tax to net cash flow provided by / (used in) operating activities

	Consolidated		Parent entity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Operating result for the period	4,075	3,213	3,967	2,378
Depreciation and amortisation	12,282	11,810	11,453	11,044
Provision for impaired receivables	65	(473)	71	(463)
Deferred Superannuation Contribution Income	(21,700)	(27,123)	(21,700)	(27,123)
Deferred Superannuation Contribution Expense	21,700	27,123	21,700	27,123
Share in Operating Result of Joint Venture	(46)	(7)	-	-
Net (gain) / loss on sale of non-current assets	4,815	(1,361)	4,811	271
Increase/(Decrease) in Payables and Prepaid Income	(222)	1,321	196	2,124
Increase/(Decrease) in Provision for Employee Entitlements	(25,004)	(29,662)	(25,184)	(29,362)
Increase/(Decrease) in Provision for Annual Leave	1,418	(131)	1,335	(175)
Increase/(Decrease) in Other Provisions	3,585	3,225	3,585	3,228
Increase/(Decrease) in Trust Funds	291	170	291	170
(Increase)/Decrease in Receivables and Prepaid Expenses	20,803	27,335	21,302	25,984
(Increase)/Decrease in Inventories	421	(70)	355	(141)
Net cash provided by / (used in) operating activities	22,483	15,370	22,182	15,058

Notes to the financial statements

For the year ended 31 December 2007

University of New England
2007 Financial Report

Notes to and forming part of the financial statements

	Note
Summary of Significant Accounting Policies	Note 1.
Disaggregated information	Note 2.
Income	<p>Note 3. Australian Government financial assistance including HECS-HELP and other Australian Government loan programmes</p> <p>Note 4. State and Local Government financial assistance</p> <p>Note 5. Fees and charges</p> <p>Note 6. Investment income</p> <p>Note 7. Royalties, trademarks and licences</p> <p>Note 8. Consultancy and contracts</p> <p>Note 9. Other revenue and income</p>
Expenses	<p>Note 10. Employee related expenses</p> <p>Note 11. Depreciation and amortisation</p> <p>Note 12. Repairs and maintenance</p> <p>Note 13. Finance costs</p> <p>Note 14. Other expenses</p>
Assets	<p>Note 15. Cash and cash equivalents</p> <p>Note 16. Receivables</p> <p>Note 17. Inventories</p> <p>Note 18. Other financial assets</p> <p>Note 19. Other non-financial assets</p> <p>Note 20. Investments accounted for using the equity method</p> <p>Note 21. Biological assets</p> <p>Note 22. Property, plant and equipment</p> <p>Note 23. Intangible assets</p>
Liabilities	<p>Note 24. Trade and other payables</p> <p>Note 25. Borrowings</p> <p>Note 26. Provisions</p> <p>Note 27. Other Liabilities</p>
Equity	Note 28. Reserves and retained surplus
Other Notes	<p>Note 29. Key management personnel disclosures</p> <p>Note 30. Remuneration of auditor</p> <p>Note 31. Contingencies</p> <p>Note 32. Commitments</p> <p>Note 33. Controlled entities</p> <p>Note 34. Interest in Joint Ventures</p> <p>Note 35. Financial risk management</p>
Acquittal DEEWR Financial Assistance	
effective 37.	<p>Note 36. Acquittal of Australian Government financial assistance</p> <p>Note 38. Related parties</p>

Notes to and forming part of the Financial Report

Note 1. Summary of Significant Accounting Policies

(a) Basis of Accounting

University of New England ("the University") is a "statutory body" in terms of the Public Finance and Audit Act, 1983. The Financial Report of the University is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards (AAS), other authoritative pronouncements of the Australian Accounting Standards Board (AASB), the Public Finance and Audit Act 1983 and the Public Finance and Audit Regulation 2005.

Pursuant to the Higher Education Funding Act 1988, the University has presented the accounts in the format required by the Financial Statement Guidelines for Australian Higher Education Providers for the 2007 Reporting Period, as issued by the Department of Education, Employment and Workplace Relations (DEEWR). The only exception being that the management information system utilised by the University, has precluded the Institution from complying with DEEWR requirements for disclosure of, superannuation and pension breakdowns in note 10.0.

The Consolidated Financial Report of the University of New England has been prepared in accordance with the historical cost convention and, except where indicated, do not reflect current valuations of non-monetary assets. It has been prepared on a full accrual accounting basis.

The consolidated financial report has been prepared in accordance with Australian Equivalents to International Financial Reporting Standards, including Australian Accounting Interpretations. Australian Accounting Standards contain requirements specific to not-for-profit entities that are inconsistent with international Financial Reporting Standard requirements.

Report Format

Where an accounting term is used, and is not defined below, the definition contained in the Australian Accounting Standards applies.

Academic means members of staff, whether full-time or part-time, who are employed wholly or principally in teaching and/or research or to whom such persons are responsible in relation to their teaching or research. It excludes members of staff (e.g. technicians, research assistants, etc.) employed wholly or principally in support of other members of staff who are employed in research.

ARCA means *The Australian Research Council Act* 2001.

Australian Government Financial Assistance means financial assistance provided by the Australian Government under the HESA, the HEFA and the ARCA.

Buildings and Grounds means expenses relating to the planning, design, repair and maintenance of the plant, equipment and buildings of the institution and the maintenance of its grounds.

DEEWR means the Australian Government Department of Education, Employment and Workplace Relations.

Entity - Parent or Economic have the same meaning as defined in paragraph 11 of Australian Accounting Standard, AASB 101 *"Presentation of Financial Statements"*.

Executive means the Chief Executive Officer and/or any person in a senior management position considered to be part of the University's executive group who is directly accountable and responsible for the strategic direction and operational management of the entity.

FEE-HELP is the Higher Education Loan Programme that provides a loan to eligible students, who are not Commonwealth supported, for part or all of their tuition fees for units of study undertaken with a body which is approved as a higher education provider under the HESA.

HECS-HELP was formerly known as HECS. HECS-HELP provides eligible Commonwealth supported students with assistance in paying their student contribution amount for Commonwealth supported units of study. It provides a loan to cover their student contribution and/or a discount if they choose to pay all, or at least \$500, of their student contribution up-front.

Higher Education means University as defined by the Australian Bureau of Statistics. See definition of University below.

HECS means Higher Education Contribution Scheme.

HEFA means the *Higher Education Funding Act* 1988.

HEP means an Australian institution of higher education as defined by section 4 of the *Higher Education Funding Act 1988* and/or an Australian higher education provider approved under Division 16 of the *Higher Education Support Act 2003*.

HESA means the *Higher Education Support Act* 2003.

Institution means an Australian Institution of higher education as defined by section 4 of the *Higher Education Funding Act* 1988.

Non-academic means members of staff who are not academic staff

Remuneration has the same meaning as defined in paragraph Aus 9.1 of Australian Accounting Standard AASB 124 "Related Party Disclosures".

Responsible Person means a person in a position of fiduciary responsibility including trustees and members of governing bodies of the economic entity of the University.

State Government means State or Territory government.

VET (Vocational Education and Training) means units of a higher education provider which are designated vocational education and training courses.

University means units mainly engaged in providing university undergraduate or postgraduate teaching or research. (ABS definition.)

(b) Principles of Consolidation

The Consolidated Financial Report combines the Financial Report of all entities that comprise the economic entity, being the University of New England and its controlled entities as defined in AASB 127 "Consolidated and Separate Financial Statements". AASB 127 defines control as "the power to govern the financial and operating policies of an entity or business so as to obtain benefits from its activities."

The effects of all material transactions, between entities included in the consolidated accounts, have been eliminated in full. The entities, which have been consolidated are: UNE Partnerships Pty Limited, Agricultural Business Research Institute (company limited by guarantee), International Livestock Research & Information Centre Ltd (company limited by guarantee), Services UNE Limited (company limited by guarantee), The University of New England Sports Association (Sport UNE), UNE Vision Pty Limited and Remarkspdf Pty Ltd (formerly UNE Rural Properties Pty Ltd).

The purchase method of accounting is used to account for all business combinations, including business combinations involving entities or businesses under common control, regardless of whether equity instruments or other assets are acquired. Cost is measured as the fair value of the assets given, equity instruments issued or liabilities incurred or assumed at the date of exchange plus costs directly attributable to the acquisition.

(c) Authorisation of the Financial Report

The consolidated financial report for the year ended 31 December 2007 was authorised for issue in accordance with a resolution of the Council on 11 April 2008.

(d) Changes in Accounting Policies

During 2005, UNE changed its accounting policy to comply with AIFRS. These standards were implemented to the financial statement retrospectively. The University has consistently applied all accounting policies applicable under AIFRS in 2007.

(e) Reclassification of Financial Information and Comparatives

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

(f) Valuation of Non-Current Assets (includes Biological)

Items of property, plant and equipment have been recognised in the Financial Report as follows:

(i) Land and Buildings

Land controlled by the University was revalued (Desktop Update) as at 31 December 2006 by L.M.Knight AAPI, DURP a registered Land Valuer.

The value determined herein is the Fair Value of the Asset for accounting (Financial reporting) purposes in accordance with AASB 1041 "Revaluation of Non-Current Assets" and AASB 116 "Property, Plant and Equipment". The concept of "Fair Value" is founded on the belief that market measurement of the highest and best use of an asset is consistent with rational economic behaviour, being that the seller will always seek the best price and the buyer that offers the best price will always be the buyer that has the highest and best use of the asset. This determination proceeds on that basis.

Buildings controlled by the University were revalued as at 31 December 2005, by Edward Rushton Australia Pty Ltd and represent written down fair value, in accordance with AASB 116 "Property, Plant and Equipment" para 31-42. Buildings were previously revalued as at 31 December 2002

The University has adopted the Gross Valuation Method in bringing to account the reinstated new value and subsequent Accumulated Depreciation for Buildings.

(ii) Biological Assets (Current)

In accordance with AASB 141 "Agriculture" UNE has classified Livestock as a Biological Asset net of point-of-sale costs.

(iii) Plant and Equipment

Plant and equipment, including computer software, with an initial purchase price of \$5,000 or greater, owned by the University, as at 31 December 2007, has been recognised at written-down acquisition cost in accordance with Treasury guidelines. Assets purchased for less than \$5,000 are expensed and 'attractive' items recorded. Plant and Equipment owned by the subsidiaries of the University are valued at original cost less accumulated depreciation in accordance with accounting standards.

(iv) Library Collections

A valuation of the UNE Library Books and Periodicals was provided by Australia Pacific Valuers as at 31 December 2005 at Fair Value.

(v) Museums and Other Collections (including Works of Art)

The University's Museums and Other Collections, existing as at 31 December 2007, have been recognised in the accounts following an independent valuation.

Works of Art were revalued, at 31 December 2004, by the New England Regional Art Museum. The revaluation resulted in the establishment of an Asset Revaluation Reserve for Works of Art. The previous valuation was provided by the New England Regional Art Museum in 2000.

(vi) Infrastructure Assets

Infrastructure assets, existing at 31 December 2007, were revalued by L M Knight & Co and represent the written down replacement costs. The previous valuation was provided by L M Knight & Co during 2003.

The report was prepared for Financial Reporting purposes having regard to the requirements of the then AASB 1041 "Revaluation of Non-Current Assets" and AASB 116 "Property, Plant and Equipment". The carrying amount identified herein is considered to represent the Fair Value determined for the Infrastructure items being the current replacement cost less accumulated depreciation.

(vii) Research and Development, Patents, Trademarks and Licences and Other Assets

Costs incurred are deferred to future periods to the extent that such costs are expected, beyond any reasonable doubt, to be recoverable. Deferred costs are amortised from the commencement of the sale of these materials, on a straight line basis, over the period of their expected useful life.

(viii) Intangible Assets

UNE recognises intangible assets in accordance with AASB 138 "Intangible Assets". Those intangible assets with a definite useful life are amortised over the period of their remaining useful life on a straight line basis.

(ix) **Impairment of Assets**

UNE conducts regular impairment reviews in accordance with AASB 136 "Impairment of Assets". Items of plant, property and equipment are assessed for impairment when there is an indication that impairment may have occurred whilst intangible assets are reviewed on annual basis for impairment.

(g) **Revaluation of Non-Current Assets**

In the normal course of events, revaluations of non-current assets will occur at three yearly intervals.

(h) **Depreciation**

Depreciation is calculated on a straight line basis to write off the net cost or revalued amount of each item of property, plant and equipment over its expected useful life. Land, Buildings under construction, Rare Books and Museums/Collections are not subject to depreciation. Estimates of remaining useful lives are made on a regular basis for all assets. In 2007, the life expectancy of a specific building has been reduced to 10 yrs while a new item of infrastructure has been identified to have a life expectancy of 10 yrs.

Buildings 10 - 60 yrs,	Furniture and Fittings - 10 yrs,
Infrastructure 10 - 60 yrs,	Other Plant and Equipment - 7 - 10 yrs,
Computing Implementation Costs & Software - 10 yrs,	Computing Equipment / Software - 3 - 5 yrs,
Motor Vehicles - 5 yrs,	Research and Development - 3 yrs,
Patents, Trademarks and Licences - 10 yrs,	Intangible Assets - 10 yrs,
Library Collection - 10 yrs,	Biological Assets (NA)

(i) **Inventories**

All inventories are stated at the lower of cost and current replacement cost, in accordance with AASB 102

"Inventories" unless otherwise indicated. Costs are assigned to individual items of stock on the following basis:

Inventory Type and Valuation Method

Printing and Binding Materials - FIFO
Petrol and Oils - Average Cost
College Stores - FIFO
Central Stores - Motor Pool - FIFO/Average Cost
Fodder and Produce - Average Cost
Other Stocks - FIFO

(j) **Non-Current Assets Constructed by the University**

The cost of non-current assets, constructed by the University, includes the cost of all direct labour and materials used in construction and interest on borrowings whilst under construction

(k) **Maintenance and Repairs**

Maintenance, repair costs and minor renewals are charged to the Income Statement in the period in which the expenses are incurred.

(l) **Investments**

Investments are classified in the following categories: financial assets at fair value through profit or loss, receivables, deposits at call, term deposits, listed shares and unlisted shares. The classification depends on the purpose for which the investments were acquired.

Interests in listed and unlisted securities were brought to account at market value for the first time in 1995, previously at cost. As these investments are not traded, this class of asset will be revalued periodically in accordance with University policy, and dividend income recognised when received. All interest, accrued at year end, has been brought to account. At 31 December 2007, the University had total investments under management of \$33,646,056 (2006: \$27,298,982).

Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term.

Receivables

Receivables are non derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the balance sheet date which are classified as non-current assets.

Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the University's management has the positive intention and ability to hold to maturity.

Fair Value

Shares are revalued each year at current market value on 31 December

Increases or decreases in the value of non-current asset investments are required, by Australian Accounting Standards, to be credited directly to the asset revaluation reserve unless they are reversing a previous decrement charged to the Income Statement, in which case, the increment is credited to the Income Statement. Decreases in the value of non-current asset investments are charged as investment losses, in the Income Statement, unless they reverse a previous increment credited to asset revaluation reserve, in which case, the decrement is debited to the asset revaluation reserve.

Where no ready market exists for investments, they are carried at the lower of cost or estimated recoverable amount, with any decrements charged to the Income Statement as investment losses.

Impairment

The University assesses at each balance date whether there is objective evidence that a financial asset of group c financial assets is impaired.

(m) Employee Benefits

The 2007 liability has been calculated as follows:

Annual leave, Sick Leave and Long Service Leave

Annual leave is treated as a current liability. Long service leave expected to be settled within twelve months is treated as a current liability and where settlement is expected beyond twelve months this is treated as a non-current liability. No material liability exists for sick leave. The long service leave liability is calculated for employees from date of appointment, inclusive of balances transferred from within the industry.

Employee benefits for untaken annual leave are accrued using the nominal method, at current pay rates, including appropriate salary on costs.

On 23 January 2008 UNE received an actuarial valuation of the accrued long service leave liability as at 31 December 2007 from KPMG Actuaries Pty Ltd Sydney. The actuarial estimate of the long service leave liability amounted to \$18.244m (comprised of \$15.461m current and \$2.783m non-current liability). The estimate was calculated on the basis of a \$16.849m net liability plus superannuation and on-costs of \$1.395m. The discounting of the future liability was based on yields obtainable from Commonwealth government bonds of various terms corresponding to the terms of the LSL cash flows. The discount rate used was gross of tax and in accordance with the requirements of AASB 119 "Employee Benefits". UNE has relied upon the results of this assessment to determine the balance of its long service leave provisions.

(n) Insurances

The University uses outside insurance for the following classes of cover
Workers Compensation; Industrial Special Risks; General and Products Liability; Professional Indemnity; Medical Malpractice; Motor Vehicle; Corporate Travel; Marine Hull; Marine Cargo; Student Personal Accident, Directors and Officers, Contract Works, Public Liability and Asbestos Liability.

The policies for the insurances are current.

(o) Trade Receivables and Impairment

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost less provision for impairment. The terms of trade for trade receivables is 30 days from invoice date, unless specific contract arrangements deem otherwise.

The provision for impaired receivables is made in accordance with AASB 137 "Provisions and Contingent Liabilities." All bad debts are written off in the year in which they are recognised and are charged against the Income Statement

Provision for impaired receivables is established by reference to any doubts as to the collectability of debts. This examination covered all classes of debtors. The Provision for impaired receivables, at 31 December 2007, was for UNE Parent \$533,289 (2006: \$462,709).

(p) Cash

For the purposes of the Cash Flow Statement, cash includes deposits, at call, which are readily convertible to cash on hand and which are used in the cash management function on a day-to-day basis, net of outstanding bank overdrafts.

(q) Financial Instruments

Financial Instruments give rise to positions that are a financial asset of either the University or its counterpart and financial liability (or equity instrument) of the other party. For the University, these include cash at bank, receivables, investments, creditors, and borrowings. In accordance with AASB132 "Financial Instruments: Presentation", information is disclosed in note 35.0, in respect of the credit risk and interest rate risk of financial instruments. All such amounts are carried, in the accounts, at net fair value unless otherwise stated. The specific accounting policy, in respect of each class of such financial instrument, is stated hereunder.

Classes at cost

Cash, Receivables, Creditors, Borrowing
Other Amounts Owing

Other Classes at University Discretion

Listed and Unlisted Share

(r) New Australian Accounting Standards issued but not effective

(i) The University did not early adopt any new accounting standards that are not yet effective.

(ii) New Accounting Standards have not been adopted and are not yet effective are as set out in the schedule under note 37.

The University has assessed the impact of these new Standards and Interpretations and considers the impact are as set out in the schedule.

(s) Joint Ventures and Co-operative Research Centres

The University uses the equity method prescribed under AASB 131 "Interest in Joint Ventures", to account for its interest in National Marine Science Centre Pty Limited.

The University is a core support partner in research centres for Meat Quality and Sustainable Production of Cotton. The implications of AASB 131 "Interest in Joint Ventures" have been determined as not applicable for the current reporting period and, as such, their provisions have not been applied to these centres

Investments in joint venture entities are accounted for, in the consolidated financial reports, using the equity method. Under this method, the consolidated entity's share of profits or losses of the joint venture entity is recognised as revenue in the consolidated Income Statement. Further information is disclosed in note 34.0.

(t) Revenue Recognition

UNE recognises revenue in accordance with AASB 118 "Revenue". Revenue is measured as fair value of the consideration received or receivable. In general, revenue is recognised, where it can be reliably measured, in the period to which it relates. However, where there is not an established pattern of income flow, revenue is recognised on a cash receipts basis.

(u) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset, or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to ATO is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows, arising from investing and financing activities, which are recoverable from, or payable to, the ATO, are classified as operating cash flows.

(v) Leased Non-Current Assets

Leased plant and equipment, over which the University or its controlled entities assume substantially all the risks and benefits of ownership, are classified as finance leases. Other leases are classified as operating leases.

Finance leases are capitalised. A lease asset and lease liability, equal to the present value of the minimum lease payments, are recorded at the inception of the lease. Capitalised lease assets are amortised on a straight line basis over the term of the relevant lease, or where it is likely the consolidated entity will obtain ownership of the asset, the life of the asset. Lease liabilities are reduced by repayment of principal. The interest components, of the lease payments, are charged to borrowing costs in the Income Statement.

For 2007, the interest expense associated with Finance Leases was \$97,927 (2006: \$97,253).

Payments made under operating leases are charged against profits, in equal instalments, over the accounting periods covered by the lease terms.

(w) Presentation in Australian Currency

All amounts are expressed in Australian currency

Notes to the financial statements
31 December 2007
(continued)

Note 2. Disaggregated information
Geographical [Consolidated Entity]

	Revenue		Results		Assets	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Australia	203,156	187,625	3,541	769	368,466	378,744
Asia	1,258	2,226	265	591	166	573
US/Canada	754	677	136	137	50	70
Other	739	484	133	97	39	48
	205,907	191,012	4,075	1,594	368,721	379,435

Note 3. Australian Government financial assistance including HECS-HELP and other Australian Government loan programmes

		Consolidated		Parent entity	
	Notes	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
(a) Commonwealth Grant Scheme and Other Grants					
	36.1				
Commonwealth Grant Scheme#		57,092	50,055	57,092	50,055
Indigenous Support Fund		751	706	751	706
Equity Support Programme		627	546	627	546
Workplace Reform Programme		826	785	826	785
Workplace Productivity Programme		2,519	589	2,519	589
Learning & Teaching Performance Fund		1,506	2,218	1,506	2,218
Capital Development Pool		5,122	1,065	5,122	1,065
Collaboration and Structural Reform Programme		71	375	71	375
Total Commonwealth Grant Scheme and Other Grants		68,514	56,339	68,514	56,339
(b) Higher Education Loan Programmes					
	36.2				
HECS-HELP		31,930	30,997	31,930	30,997
FEE-HELP		2,827	1,878	2,827	1,878
Total Higher Education Loan Programmes		34,757	32,875	34,757	32,875
(c) Scholarships					
	36.3				
Australian Postgraduate Awards		1,281	1,259	1,281	1,259
International Postgraduate Research Scholarship		236	251	236	251
Commonwealth Education Cost Scholarships		719	487	719	487
Commonwealth Accommodation Scholarships		907	541	907	541
Total Scholarships		3,143	2,538	3,143	2,538
(d) DEEWR - Research					
	36.4				
Institutional Grants Scheme		3,370	3,478	3,370	3,478
Research Training Scheme		7,946	8,201	7,946	8,201
Systemic Infrastructure Initiative		-	2,570	-	2,570
Research Infrastructure Block Grants		1,766	2,095	1,766	2,095
Regional Protection Scheme		584	510	584	510
Implementation Assistance Programme		46	-	46	-
Australian Scheme for Higher Education Repositories		101	-	101	-
Commercialisation Training Scheme		69	-	69	-
Graduate Skills Assessment		150	200	150	200
Total DEEWR - Research Grants		14,032	17,054	14,032	17,054
(e) Voluntary Student Unionism					
	36.5				
VSU Transition Fund		3,900	-	3,900	-
Support for Small Businesses		380	-	380	-
Total VSU		4,280	-	4,280	-
(f) Australian Research Council					
(i) Discovery					
	36.6(a)				
Project		1,698	1,607	1,698	1,607
Total Discovery		1,698	1,607	1,698	1,607
(ii) Linkages					
	36.6(b)				
Infrastructure		-	175	-	175
Projects		646	906	646	906
Total linkages		646	1,081	646	1,081

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

Notes to the financial statements

31 December 2007

(continued)

Note 3. Australian Government financial assistance including HECS-HELP
and other Australian Government loan programmes (continued)

	Consolidated		Parent entity	
Notes	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
(g) Other Australian Government financial assistance				
Co-operative Research Centres	2,917	3,289	2,917	3,289
Other Research Financial Assistance	6,324	8,714	6,324	8,714
Non-Research Financial Assistance	3,682	795	3,682	795
Total other Australian Government financial assistance	12,923	12,798	12,923	12,798
Total Australian Government financial assistance	139,993	124,292	139,993	124,292
Reconciliation				
Australian Government grants [a + c + d + e + f + g]	105,236	91,417	105,236	91,417
HECS-HELP - Australian Government payments	31,930	30,997	31,930	30,997
Other Australian Government loan programmes [FEE-HELP]	2,827	1,878	2,827	1,878
Total Australian Government financial assistance	139,993	124,292	139,993	124,292
(h) Australian Government Grants received - cash basis				
CGS and Other DEEWR Grants	68,641	58,338	68,641	58,338
Higher Education Loan Programmes	32,564	34,205	32,564	34,205
Scholarships	3,142	2,531	3,142	2,531
DEEWR research	14,032	17,054	14,032	17,054
Voluntary Student Unionism	4,280	-	4,280	-
ARC grants - Discovery	1,698	1,615	1,698	1,615
ARC grants - Linkages	646	1,082	646	1,082
Other Australian Government Grants	12,923	12,994	12,923	12,796
Total Australian Government Grants received - cash basis	137,926	127,819	137,926	127,621
OS-HELP (Net)	8	(34)	8	(34)
Total Australian Government funding received - cash basis	137,934	127,785	137,934	127,587
Note 4. State and Local Government financial assistance				
State Government Financial Assistance for various purposes were received by the University during the reporting period	2,140	1,324	2,140	1,324
Note 5. Fees and charges				
Course fees and charges				
Fee-paying overseas students	10,408	11,246	10,408	11,246
Fee-paying domestic postgraduate students	3,234	2,645	3,234	2,645
Fee-paying domestic undergraduate students	944	2,290	944	2,290
Fee-paying domestic non-award students	211	231	211	231
Other domestic course fees and charges	4,875	4,923	38	498
Total course fees and charges	19,672	21,335	14,835	16,910
Other non-course fees and charges				
Amenities and service fees	594	555	594	555
Student service fees	47	1,675	47	1,675
Parking fees	203	205	203	205
Conference income	831	598	831	598
College Residential Rental	11,207	11,530	11,207	11,530
Other Fees and Charges	9,380	9,311	3,415	3,216
Total other fees and charges	22,262	23,874	16,297	17,779
Total fees and charges	41,934	45,209	31,132	34,689
Note 6. Investment income				
Investment Income	3,359	2,675	2,673	2,145
Dividend Income	54	46	54	46
Total investment income	3,413	2,721	2,727	2,191
Note 7. Royalties, trademarks and licences				
	693	299	693	299
Note 8. Consultancy and contracts				
Consultancy	345	329	345	329
Contract research	472	257	472	257
Total consultancy and contracts	817	586	817	586

Notes to the financial statements
31 December 2007
(continued)

	Notes	Consolidated		Parent entity	
		2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Note 9. Other revenue and income					
Other revenue					
Donations and bequests		669	832	668	832
Scholarships and prizes		33	53	33	53
Non-government grants		1,884	2,429	1,884	2,429
Sundry trading income		6,948	6,911	2,855	3,414
Total other revenue		9,534	10,225	5,440	6,728
Other income					
Other revenue		145	-	-	-
Total other income		145	-	-	-
	Notes	Consolidated		Parent entity	
		2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Note 10. Employee related expenses					
Academic					
Salaries		40,137	39,027	40,137	39,027
Contribution to superannuation and pension schemes		5,887	7,550	5,887	7,550
Payroll tax		3,060	2,923	3,060	2,923
Worker's compensation		310	222	310	222
Long service leave expense		1,404	1,151	1,404	1,151
Annual leave		2,988	2,525	2,988	2,525
Total academic		53,786	53,398	53,786	53,398
Non-academic					
Salaries		45,569	44,870	38,382	37,920
Contribution to superannuation and pension schemes		6,538	6,425	5,949	5,713
Payroll tax		3,215	3,221	2,813	2,804
Worker's compensation		340	261	285	202
Long service leave expense		1,309	1,092	1,292	1,104
Annual leave		3,957	3,597	3,693	3,381
Other (Allowances, penalties and fringe benefits tax)		406	449	212	401
Total non-academic		61,334	59,915	52,626	51,525
Total employee related expenses		115,120	113,313	106,412	104,923
Deferred government employee benefits for superannuation		(21,700)	(27,123)	(21,700)	(27,123)
Total employee related expenses, including deferred government employee benefits for superannuation		93,420	86,190	84,712	77,800
Note 11. Depreciation and amortisation					
Depreciation					
Buildings		4,556	4,489	4,535	4,469
Infrastructure		544	364	544	364
Furnitures and Fittings		168	163	157	149
Plant and Equipment		1,242	1,168	842	796
Computer Equipment		783	670	735	647
Motor Vehicles		170	132	66	71
Library Collection		2,758	2,554	2,758	2,554
Total depreciation		10,221	9,540	9,637	9,050
Amortisation					
Intangibles		1,383	1,351	1,141	1,096
Leasehold improvements		16	21	-	-
Plant & equipment under finance leases		675	898	675	898
Total amortisation		2,074	2,270	1,816	1,994
Total depreciation and amortisation		12,295	11,810	11,453	11,044
Note 12. Repairs and maintenance					
Buildings		3,703	836	3,703	836
Heritage Assets		37	54	37	54
Infrastructure		1,056	46	1,056	46
Library Collection		1	4	1	4
Plant/furniture/equipment		828	848	695	723
Contracts		2,779	1,664	2,779	1,664
Grounds		81	125	81	125
Computer Service Costs		171	318	171	318
Other		36	38	-	-
Total repairs and maintenance		8,692	3,933	8,523	3,770

Notes to the financial statements
31 December 2007
(continued)

Notes	Consolidated		Parent entity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Note 13. Finance costs	122	155	98	116
Reconciliation of Finance costs				
Finance lease interest rate	122	155	98	116
Less : amount capitalised	-	-	-	-
Total finance costs expensed	122	155	98	116
Note 14. Other expenses				
Scholarships, grants and prizes	6,613	6,795	6,612	6,792
Non-capitalised equipment	3,129	2,848	3,043	2,740
Advertising, marketing and promotional expenses	2,024	1,625	1,681	1,259
Utilities	3,564	4,871	3,310	4,710
Inventory Used	5,071	5,471	3,697	3,567
Postal and Telecommunications	2,595	2,794	2,059	2,209
Travel and Entertainment	5,792	5,671	5,149	4,894
Books, Serials and Other Library Media	2,137	1,954	2,117	1,943
Operating Lease Rental Charges	562	3,087	461	2,981
Consultants	4,512	3,027	4,062	2,119
External Contributions	3,503	2,449	3,503	2,450
Catering Services	4,370	4,145	4,370	4,145
Fees for Services	10,778	12,147	10,399	11,707
Net Losses on derecognition of assets	2,574	-	2,574	-
Foreign exchange loss	41	3	41	3
Bad Debts	119	194	57	157
Doubtful debts	65	(455)	71	(463)
Other Expenditure	5,911	3,581	4,224	2,994
Total other expenses	63,360	60,207	57,430	54,207
Note 15. Cash and cash equivalents	1(p)			
Cash on hand	16	23	3	8
Cash at bank	4,280	4,869	3,031	3,749
At call investments	1(l)	36,584	31,261	25,203
Total cash and cash equivalents		40,880	34,295	28,960
Note 16. Receivables				
Current				
Trade and Other Debtors	8,594	7,614	5,998	5,529
Less: Provision for impaired receivables	1(o)	(590)	(534)	(463)
Total current receivables		8,004	5,464	5,066
Non-current				
Trade and Other Debtors	94	91	-	-
Deferred government contribution for superannuation				
* emerging cost of superannuation	74,902	96,602	74,902	96,602
Total non-current receivables		74,996	74,902	96,602
Total receivables		83,000	80,366	101,668

* The Commonwealth Government has a commitment to fund Superannuation obligations, relating to past service by university employees in the state superannuation schemes, based on the fact that since 1987 the Commonwealth has met this commitment and at this point of time there is no reason to suggest that it will not continue to do so.

As at 31 December 2007, trade receivables of the group with a nominal value of \$8,004m (2006: \$7,091m) were impaired and fully provided for:

Movements in the provision for impaired receivables are as follows:

As at 1 January	(523)	(996)	(463)	(926)
Charge for the year	(881)	(463)	(881)	(463)
Written Off	814	936	810	926
	(590)	(523)	(534)	(463)

Notes to the financial statements
31 December 2007
(continued)

	Notes	Consolidated		Parent entity	
		2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Note 17. Inventories	1(i)				
Current					
Printing / binding materials		181	182	95	93
Petrol and oils		9	15	9	15
Central stores - Motor Pool		3	3	3	3
College stores		7	3	7	3
Fodder and produce		144	484	144	484
Other stocks		264	311	59	74
Total current inventories		608	998	317	672
Note 18. Other financial assets	1(l)				
Non-current					
Summary of portfolio as at 31 December:					
Shares in Private Companies *		2,811	1,426	1,210	1,209
Available for sale		1,175	887	1,175	887
Total non-current other financial assets		3,986	2,313	2,385	2,096
* Shares and units not traded in the market place					
Note 19. Other non-financial assets					
Current					
Accrued Income		1,489	1,434	1,447	1,347
Prepaid Expenses		4,240	4,441	4,080	4,251
Total current other non-financial assets		5,729	5,875	5,527	5,598
Note 20. Investments accounted for using the equity method					
Interest in joint venture entity - NMSC	34	7,045	6,999	-	-
Total investments accounted for using the equity method		7,045	6,999	-	-
Note 21. Biological assets					
Trees		5	5	5	5
Livestock		456	764	456	764
Total biological assets		461	769	461	769
Reconciliation of changes in the carrying amount of biological assets					
Balance as at 1 January		769	1,228	769	1,228
Purchases		41	37	41	37
Sales		(349)	(496)	(349)	(496)
Balance as at 31 December		461	769	461	769

Notes to the financial statements
31 December 2007
(continued)

Note 22. Property, plant and equipment

Consolidated	Infrastructure \$'000	Freehold land \$'000	Freehold buildings \$'000	Buildings & Infrastructure under construction \$'000	Plant and equipment \$'000	Motor Vehicles \$'000	Computer equipments \$'000	Furnitures & fittings \$'000	Leasehold improvements \$'000	Leased plant & equipment \$'000	Library Collections \$'000	Library rare books \$'000	Museums & collections at valuations \$'000	Works of Arts \$'000	MIS Works in Progress \$'000	Total \$'000
At 1 January 2006																
- Cost	2,000	60	815	596	15,968	1,112	4,999	2,393	609	5,797	24,650	-	99	6	-	59,104
- Valuation	11,741	15,466	378,050	-	-	-	-	-	-	-	-	1,867	3,767	998	-	411,889
Accumulated depreciation	(620)	-	(242,402)	-	(11,268)	(713)	(3,815)	(1,663)	(33)	(1,930)	-	-	-	-	-	(262,444)
Net book amount	13,121	15,526	136,463	596	4,700	399	1,184	730	576	3,867	24,650	1,867	3,866	1,004	-	208,549
Year ended 31 December 2006																
Opening net book amount	13,121	15,526	136,463	596	4,700	399	1,184	730	576	3,867	24,650	1,867	3,866	1,004	-	208,549
Accumulated depreciation change on revaluation	1,001	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,001
Depreciation written back on disposal	14	-	176	-	14	9	29	(8)	-	448	90	-	-	-	-	772
Transfers	408	-	(245)	(163)	477	(24)	(53)	-	(207)	-	-	-	-	-	-	193
Revaluation surplus	2,289	3,064	-	-	-	-	-	-	-	-	-	-	-	-	-	5,353
Additions	1,242	-	625	2,551	1,089	277	1,202	120	-	369	2,160	-	-	-	698	10,333
Assets included in a disposal group classified as held for sale and other disposals	(218)	-	(270)	-	(14)	(60)	(33)	-	-	(1,118)	(90)	-	-	-	-	(1,803)
Depreciation charge	(364)	-	(4,489)	-	(1,168)	(132)	(670)	(163)	(21)	(898)	(2,554)	-	-	-	-	(10,459)
Closing net book amount	17,493	18,590	132,260	2,984	5,098	469	1,659	679	348	2,668	24,256	1,867	3,866	1,004	698	213,939
At 31 December 2006																
- Cost	59	60	1,569	2,984	16,571	1,692	6,085	2,498	382	5,047	26,720	-	98	6	698	64,469
- Valuation	17,434	18,530	377,505	-	-	-	-	-	-	-	-	1,867	3,768	998	-	420,102
Accumulated depreciation	-	-	(246,814)	-	(11,473)	(1,223)	(4,426)	(1,819)	(34)	(2,379)	(2,464)	-	-	-	-	(270,632)
Net book amount	17,493	18,590	132,260	2,984	5,098	469	1,659	679	348	2,668	24,256	1,867	3,866	1,004	698	213,939

Notes to the financial statements
31 December 2007
(continued)

Note 22. Property, plant and equipment (continued)

Consolidated	Infrastructure \$'000	Freehold land \$'000	Freehold buildings \$'000	Buildings & Infrastructure under construction \$'000	Plant and equipment \$'000	Motor Vehicles \$'000	Computer equipments \$'000	Furnitures & fittings \$'000	Leasehold improvements \$'000	Leased plant & equipment \$'000	Library Collections \$'000	Library rare books \$'000	Museums & collections at valuations \$'000	Works of Arts \$'000	MIS Works in Progress \$'000	Total \$'000
Year ended 31 December 2007																
Opening net book amount	17,493	18,590	132,260	2,984	5,098	469	1,659	679	348	2,668	24,256	1,867	3,866	1,004	698	213,939
Depreciation written back on disposal	-	-	5,079	-	464	105	425	23	-	172	-	-	-	-	-	6,268
Transfers	125	-	2,379	(2,508)	(62)	(77)	713	4	-	-	-	-	-	-	(681)	(107)
Derecognition	-	-	(2,574)	-	-	-	-	-	-	-	-	-	-	-	-	(2,574)
Additions	4,931	-	712	7,922	2,213	180	3,271	96	-	68	2,162	-	31	-	182	21,768
Assets classified as held for sale and other disposals	-	-	(7,420)	-	(473)	(195)	(431)	(23)	-	(419)	-	-	-	-	-	(8,961)
Depreciation charge	(544)	-	(4,556)	-	(1,309)	(127)	(802)	(168)	(23)	(675)	(2,758)	-	-	-	-	(10,962)
Closing net book amount	22,005	18,590	125,880	8,398	5,931	355	4,835	611	325	1,814	23,660	1,867	3,897	1,004	199	219,371
At 31 December 2007																
- Cost	5,114	60	4,660	8,398	18,264	1,625	9,754	2,607	368	4,696	28,882	-	129	6	199	84,762
- Valuation	17,434	18,530	360,775	-	-	-	-	-	-	-	-	1,867	3,768	998	-	403,372
Accumulated depreciation	(543)	-	(239,555)	-	(12,333)	(1,270)	(4,919)	(1,996)	(43)	(2,882)	(5,222)	-	-	-	-	(268,763)
Net book amount	22,005	18,590	125,880	8,398	5,931	355	4,835	611	325	1,814	23,660	1,867	3,897	1,004	199	219,371

Notes to the financial statements
31 December 2007
(continued)

Note 22. Property, plant and equipment (continued)

	Infrastructure \$'000	Freehold land \$'000	Freehold buildings \$'000	Buildings & Infrastructure under construction \$'000	Plant and equipment \$'000	Motor Vehicles \$'000	Computer equipments \$'000	Furniture & fittings \$'000	Leasehold improvements \$'000	Leased plant & equipment \$'000	Library collections \$'000	Library rare books \$'000	Museums & Collections at valuations \$'000	Works of Arts \$'000	MIS Works in Progress \$'000	Total \$'000
Parent entity																
At 1 January 2006																
- Cost	2,000	-	-	596	13,298	972	4,744	2,234	-	5,797	24,650	-	99	6	-	54,396
- Valuation	11,741	15,466	378,050	-	-	-	-	-	-	-	-	1,867	3,767	998	-	411,889
Accumulated depreciation	(620)	-	(242,423)	-	(9,226)	(849)	(3,650)	(1,556)	-	(1,930)	-	-	-	-	-	(260,254)
Net book amount	13,121	15,466	135,627	596	4,072	123	1,094	678	-	3,867	24,650	1,867	3,866	1,004	-	206,031
Year ended 31 December 2006																
Opening net book amount	13,121	15,466	135,627	596	4,072	123	1,094	678	-	3,867	24,650	1,867	3,866	1,004	-	206,031
Accumulated depreciation change on revaluation	1,001	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,001
Depreciation written back on disposal	14	-	176	-	14	9	29	-	-	448	90	-	-	-	-	780
Transfers	408	-	(245)	(163)	-	-	-	-	-	-	-	-	-	-	-	-
Revaluation surplus	2,289	3,064	-	-	-	-	-	-	-	-	-	-	-	-	-	5,353
Additions	1,242	-	624	2,551	867	194	1,179	116	-	369	2,160	-	-	-	697	9,999
Assets included in a disposal group classified as held for sale and other disposals	(218)	-	(270)	-	(14)	(25)	(29)	-	-	(1,118)	(90)	-	-	-	-	(1,764)
Depreciation charge	(364)	-	(4,469)	-	(796)	(71)	(647)	(149)	-	(898)	(2,554)	-	-	-	-	(9,948)
Closing net book amount	17,493	18,530	131,443	2,984	4,143	230	1,626	645	-	2,668	24,256	1,867	3,866	1,004	697	211,452
At 31 December 2006																
- Cost	59	-	624	2,984	14,151	1,140	5,894	2,350	-	5,047	26,720	-	98	6	697	59,770
- Valuation	17,434	18,530	377,505	-	-	-	-	-	-	-	-	1,867	3,768	998	-	420,102
Accumulated depreciation	-	-	(246,686)	-	(10,008)	(910)	(4,268)	(1,705)	-	(2,379)	(2,464)	-	-	-	-	(268,420)
Net book amount	17,493	18,530	131,443	2,984	4,143	230	1,626	645	-	2,668	24,256	1,867	3,866	1,004	697	211,452

Notes to the financial statements
31 December 2007
(continued)

Note 22. Property, plant and equipment (continued)

	Infrastructure \$'000	Freehold land \$'000	Freehold buildings \$'000	Buildings & Infrastructure under construction \$'000	Plant and equipment \$'000	Motor Vehicles \$'000	Computer equipments \$'000	Furniture & fittings \$'000	Leasehold improvements \$'000	Leased plant & equipment \$'000	Library collections \$'000	Library rare books \$'000	Museums & Collections at valuations \$'000	Works of Arts \$'000	MIS Works in Progress \$'000	Total \$'000
Parent entity																
Year ended 31 December 2007																
Opening net book amount	17,493	18,530	131,443	2,984	4,143	230	1,626	645	-	2,667	24,256	1,867	3,866	1,004	697	211,451
Depreciation written back on disposal	-	-	5,079	-	464	96	424	23	-	172	-	-	-	-	-	6,258
Transfers	126	-	2,379	(2,508)	-	-	680	4	-	-	-	-	-	-	(681)	-
Derecognition	-	-	(2,574)	-	-	-	-	-	-	-	-	-	-	-	-	(2,574)
Additions	883	-	710	7,923	1,818	36	3,165	81	-	68	2,162	-	31	-	183	17,060
Assets classified as held for sale and other disposals	-	-	(7,420)	-	(473)	(161)	(431)	(23)	-	(419)	-	-	-	-	-	(8,927)
Depreciation charge	(543)	-	(4,535)	-	(842)	(66)	(735)	(157)	-	(675)	(2,758)	-	-	-	-	(10,311)
Closing net book amount	17,959	18,530	125,082	8,399	5,110	135	4,729	573	-	1,813	23,660	1,867	3,897	1,004	199	212,957
At 31 December 2007																
- Cost	1,068	-	3,713	8,399	15,496	1,015	9,308	2,412	-	4,696	28,882	-	129	6	199	75,323
- Valuation	17,434	18,530	360,775	-	-	-	-	-	-	-	-	1,867	3,768	998	-	403,372
Accumulated depreciation	(543)	-	(239,406)	-	(10,386)	(880)	(4,579)	(1,839)	-	(2,883)	(5,222)	-	-	-	-	(265,738)
Net book amount	17,959	18,530	125,082	8,399	5,110	135	4,729	573	-	1,813	23,660	1,867	3,897	1,004	199	212,957

Notes to the financial statements
31 December 2007
(continued)

	Consolidated		Parent entity	
Notes	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Note 23. Intangible assets				
1(f)viii				
Development Cost				
At 1 January				
Cost	14,898	14,494	12,484	11,800
Accumulated amortisation and impairment	(6,734)	(5,976)	(5,003)	(3,907)
Net book amount	<u>8,164</u>	<u>8,518</u>	<u>7,481</u>	<u>7,893</u>
Year ended 31 December				
Opening net book amount	8,164	8,518	7,481	7,893
Additions	860	997	625	684
Amortisation charge	(1,383)	(1,351)	(1,141)	(1,096)
Closing net book amount	<u>7,641</u>	<u>8,164</u>	<u>6,965</u>	<u>7,481</u>
At 31 December				
Cost	15,556	14,898	12,907	12,484
Accumulated amortisation and impairment	(7,915)	(6,734)	(5,942)	(5,003)
Closing Net book amount	<u>7,641</u>	<u>8,164</u>	<u>6,965</u>	<u>7,481</u>
Note 24. Trade and other payables				
Current				
OS-HELP Liability to Australian Government	-	-	-	-
Trade Payables	2,352	2,262	1,108	897
Refundable Receipts	1	-	1	-
Total current trade and other payables	<u>2,353</u>	<u>2,262</u>	<u>1,109</u>	<u>897</u>

Notes to the financial statements
31 December 2007
(continued)
Consolidated
Parent entity

Notes	Consolidated		Parent entity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Note 25. Borrowings				
Current				
Commercial Loan				
Other	24	58	-	-
Total commercial loan	24	58	-	-
Finance Lease (i)				
Other	34	-	-	-
National Australia Bank	134	589	134	589
Westpac Banking Corporation (Honeywell)	152	45	152	45
Total finance lease	320	634	286	634
Total current borrowings	344	692	286	634
Non-current				
Commercial Loan				
Other	26	50	-	-
Total commercial loan	26	50	-	-
Finance Lease				
Other	68	61	-	-
Westpac Banking Corporation (Honeywell)	514	-	514	-
National Australia Bank	95	228	95	228
Total finance lease	677	228	609	228
Total non-current borrowings	703	278	609	228
Total borrowings	1,047	970	895	862
(i) Secured by the assets leased (note 22)				
The following facilities are available as at balance date:				
- Master lease agreements - \$3million				
- Credit card facility - \$1million				
Defaults or breaches				
During the current and prior years there were no defaults or breaches on any of the borrowings				
Note 26. Provisions	1(m)			
Current				
Annual leave				
The estimated liability, as at 31 December, is fully provided. Movements in the provision are :				
Balance brought forward from prior year	7,027	7,179	6,236	6,411
Add : Current Year Provision	6,820	6,047	6,681	5,905
Less : Payments from Fund	(5,372)	(6,199)	(5,346)	(6,080)
Balance as at 31 December	8,475	7,027	7,571	6,236
Long service leave				
The estimated liability, as at 31 December, is fully provided. Movements in the provision are :				
Balance brought forward from prior year	16,088	16,686	15,932	16,547
Add : Current Year Provision	2,726	2,419	2,696	2,254
Less : Payments from Fund	(3,150)	(2,887)	(3,167)	(2,869)
Balance as at 31 December	15,664	16,218	15,461	15,932
During 2006 the Vice-Chancellor announced changes to the academic organisation and operation of the University. The implementation of these changes commenced in 2007 and will continue through 2008.				
Staffing	3,115	2,757	3,115	2,757
Other	4,495	1,268	4,495	1,268
Total Current Provision	31,749	27,270	30,642	26,193

Notes to the financial statements
31 December 2007
(continued)

	Consolidated		Parent entity	
Notes	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Current provisions expected to be settled within 12 months				
Employee benefits				
Annual Leave	8,475	6,535	7,571	5,744
Long service leave	3,339	3,346	3,136	3,060
Staffing	3,115	2,757	3,115	2,757
Other	4,495	1,268	4,495	1,268
Subtotal	19,424	13,906	18,317	12,829
Current provisions expected to be settled after more than 12 months				
Employee benefits				
Annual Leave	-	492	-	492
Long service leave	12,325	12,872	12,325	12,872
Subtotal	12,325	13,364	12,325	13,364
Total current provisions	31,749	27,270	30,642	26,193
Summary movements current provisions				
Movements in the Provision Account are:				
Balance brought forward from prior year	27,270	24,722	26,193	23,755
Current year movement in provision				
- Annual Leave	1,442	(152)	1,335	(175)
- Long Service Leave	(548)	(468)	(471)	(615)
- Staffing	358	1,960	358	1,960
- Other	3,227	1,208	3,227	1,268
Total Current Provisions	31,749	27,270	30,642	26,193
Non-current Provisions				
Employee benefits				
Long service leave				
The estimated liability, as at 31 December, is fully provided. Movements in the provision account are:				
Balance brought forward from prior year	3,294	3,628	2,594	2,693
Add : Current Year Provision	227	(229)	-	-
Less : Payments from Fund	177	(105)	189	(98)
Balance as at 31 December	3,698	3,294	2,783	2,595
Deferred government benefits for superannuation				
State Superannuation Scheme (SSS)				
Liability	188,201	201,473	188,201	201,473
Less : Equity	(111,532)	(103,457)	(111,532)	(103,457)
	76,669	98,016	76,669	98,016
State Authorities Superannuation Scheme (SASS)				
Liability	24,699	24,031	24,699	24,031
Less : Equity	(28,006)	(26,877)	(28,006)	(26,877)
	(3,307)	(2,846)	(3,307)	(2,846)
State Authorities Non-Contributory Scheme (SANCS)				
Liability	5,690	6,123	5,690	6,123
Less : Equity	(4,150)	(4,692)	(4,150)	(4,692)
	1,540	1,431	1,540	1,431
Total deferred government benefits for superannuation	74,902	96,601	74,902	96,601
Accrued Liability Professorial Superannuation	3,608	6,810	3,608	6,810
Total Superannuation Liability	78,510	103,411	78,510	103,411
Total Non-current provisions	82,208	106,705	81,293	106,006
Summary movements employee benefits				
Movements in the Provision Account are:				
Balance brought forward from prior year	106,705	135,687	106,006	134,752
Current year movement in provision				
- Professorial Superannuation	(3,202)	(1,525)	(3,202)	(1,525)
- Other Superannuation	(21,700)	(27,123)	(21,700)	(27,123)
- Long Service Leave	405	(334)	189	(98)
Total Non-current provision for Employee Benefits	82,208	106,705	81,293	106,006

Notes to the financial statements
31 December 2007
(continued)

Notes on Superannuation

The University makes superannuation contributions on behalf of employees to six (6) superannuation schemes. Four schemes are contributory schemes, that is employee contributions are matched with employer contributions. Those schemes are:

State Superannuation Scheme (SSS)
State Authorities Superannuation Scheme (SASS)
UniSuper
UNE Professorial Superannuation Fund

The other two schemes are principally constructed for the capturing of mandatory employer superannuation support as determined through an industrial award, NSW State legislation or the Federal Government's Superannuation Guarantee legislation. Those schemes are :

State Authorities Non-contributory Scheme (SANCS)
UniSuper Accumulation Super 1 Scheme

Only two schemes accept new members

UniSuper - Defined Benefit Plan or Investment Choice Plan
UniSuper Accumulation Super 1 Scheme

UniSuper

The superannuation scheme currently available to staff members is UniSuper (formerly Superannuation Scheme for Australian Universities SSAU). This is a defined benefit superannuation scheme with the entitlements of the scheme being fully met by UniSuper from contributions paid by the University and its employees.

UniSuper is not considered to be controlled by the University and therefore the net shortfall (excess accrued benefits over assets) has not been included in the University's accounts.

State Superannuation Scheme

The University contributes to the State Superannuation Scheme, a non compulsory scheme for academic and general staff, in respect of present and former employees who are, or were, members of the Fund. The Fund was closed to new staff on 30 June 1985.

Notes to the financial statements
31 December 2007
(continued)

State Authorities Superannuation Scheme

On 1 April 1988, the State Authorities Superannuation Scheme commenced, and on 1 July 1989 all members of the State Public Service Superannuation Fund were transferred compulsorily to that scheme. This scheme was closed to new members on 31 December 1992.

An emerging liability exists, for superannuation, for staff who were members of the former State Public Service Superannuation Fund, due to the funding formula imposed by DEEWR on the University. This scheme was incorporated into the State Authorities Superannuation Scheme.

State Authorities Non-Contributory Superannuation Scheme

The State Authorities Non-Contributory Superannuation Act 1988, provides the governing regulations for this scheme which commenced on 1 April 1988. The Act names the University as a scheduled employer and staff, as a member of either SSS and SASS schemes, have a 3% benefit accrued in this scheme. Staff who have this 3% benefit are exempted under the Award Plus Plan Award 1988 (a federally registered industrial award) in accordance with clause 9(b) namely:

"The terms of this Award shall not apply to..... Employees in respect of whom the employer contributes or is required to contribute a superannuation payment to a State or Commonwealth or Territory Government Superannuation Scheme provided that employees who contribute to UniSuper shall not be exempt."

Should this scheme be closed to NSW Universities, the UniSuper Accumulation Super 1 Scheme provisions would be invoked which would not materially change the level of employer contributions. Unlike other STC Trustee Corporation schemes, the responsibility for meeting the superannuation liability is not met on an emerging cost basis, as the Commonwealth Government provides total funding in the University's Operating Financial Assistance.

The University provides for superannuation, based on information and a formula provided by Pillar Administration, in respect of contributors to the State Superannuation Scheme, the State Authorities Superannuation Scheme and the State Non-contributory Scheme.

The Commonwealth Government, in the State Grants (General Revenue) Amendment Act 1987, has indicated that it will meet the cost of State Superannuation Schemes in excess of 14 per cent of superannuable salaries.

Provision for other Superannuation

There are deferred or potential for deferred liabilities, in respect of schemes administered by Pillar Administration, and the schemes' actuary has determined the following liabilities, with equity balances, being supplied by the Corporation.

In arriving at the assessment, the actuary adopted the following assumption:

- Rate of investment (after tax and investment related expenses) 7.6% for 2007;
- Rate of salary increases 4.0% pa to June 2008; 3.5% pa thereafter
- Rate of increase in the Consumer Price Index (all groups) 2.5% for 2007.

Notes to the financial statements
31 December 2007
(continued)

Additional notes on Professorial Superannuation

The University Council approved, on 15 February 1995, the purchase of a corporate trustee vehicle for the Fund to become a 'Regulated Superannuation Scheme' as prescribed in the Superannuation Industry (Supervision) Act 1993. The Company, UNE Professorial Superannuation Fund Pty Ltd, was established on 1 April 1996 as a successor to the University of New England Professorial Superannuation Scheme. This scheme was closed to new members in October 1987. Once the transfer of the members from the Scheme into the new fund was complete, the Fund was also closed to new members.

Trustees of Australian Prudential Regulation Authority ("APRA") regulated superannuation funds were required to be licensed by 30 June 2006. As UNE Professorial Superannuation Pty Limited ("the former trustee") decided not to apply for a licence, it undertook the process of outsourcing the Fund's trusteeship to an external trustee.

The former trustee signed a Deed of Retirement and Appointment dated 7 June 2006, therefore retiring as the trustee of the University of New England Professorial Superannuation Fund on that day.

Following a due diligence process, the former trustee recommended the appointment of Corporate Combined Superannuation Pty Ltd ("CCSL") to the University, which accepted the former trustee's recommendation. Due to unforeseen circumstances, the appointment of CCSL was not able to take place by 30 June 2006. In order to facilitate the interim operation of the Fund, the former trustee provided an undertaking to APRA which enabled it to continue to manage the Fund members until CCSL's appointment on 28 September 2006.

As a consequence of the above action, the University relinquished its control over the Fund. As in the previous year, the University has recorded only the net liability owed by the University to the Fund.

The Fund provides both defined benefits and accumulation benefits. The accumulation benefits are fully funded. The terms of the Fund provide for the payment of non-contributory and additional contributory pensions to members of the Fund on their retirement.

In arriving at the assessment for 2007, the actuary adopted the following assumption:

- Average retirement age to be 60 years
- For current members until pensions commence:
 - Rate of investment return (net of income tax) 8.3% pa
 - Rate of salary increases 4.0% pa
- For current members after pensions commence and for current pensioners:
 - Rate of investment return (net of income tax) 8.3% pa
 - Pension indexation 4.0% pa

The Non-Contributory (NCP) pensions are entirely unfunded. The Additional (ACP) and Voluntary Spouses (VSP) pensions are funded according to member contributions. In addition, the University matches any member contributions for the VSP. Any excesses, existing in the ACP or VSP, are made available to reduce future funding of either the VSP or alternatively reduce the unfunded NCP.

Notes to the financial statements
31 December 2007
(continued)

	Consolidated		Parent entity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Note 27. Other Liabilities				
Current				
(i) Accrued Liabilities				
Salary Related	3,457	3,099	3,457	3,099
Other Accrued Expenditure	6,970	4,450	6,294	4,450
	<u>10,427</u>	<u>7,549</u>	<u>9,751</u>	<u>7,549</u>
(ii) Monies Received in Advance				
Financial Assistance in Advance	3,338	5,580	3,338	5,580
Fees in Advance	3,954	4,290	3,467	3,442
	<u>7,292</u>	<u>9,870</u>	<u>6,805</u>	<u>9,022</u>
(iii) Trust Funds				
Security Deposits	6	5	6	5
Employee Deduction Clearing Accounts	87	39	87	39
Associated Entities	143	134	143	134
Other	567	334	567	334
	<u>803</u>	<u>512</u>	<u>803</u>	<u>512</u>
Total current other liabilities	<u>18,522</u>	<u>17,931</u>	<u>17,359</u>	<u>17,083</u>
Total other liabilities	<u>18,522</u>	<u>17,931</u>	<u>17,359</u>	<u>17,083</u>
Note 28. Reserves and retained surplus				
(a) Reserves				
Revaluation Reserve - Investments	1,121	769	1,121	769
Revaluation Reserve - Buildings	9,412	8,642	9,412	8,642
Revaluation Reserve - Land	11,000	11,000	11,000	11,000
Revaluation Reserve - Infrastructure	7,166	7,144	7,144	7,144
Revaluation Reserve - Works of Art	188	188	188	188
Soccer scholarship fund reserve	8	-	-	-
Total reserves	<u>28,895</u>	<u>27,743</u>	<u>28,865</u>	<u>27,743</u>
Movements				
Asset revaluation reserve - Investments				
Balance 1 January 2007	769	665	769	665
Increment on revaluation	352	104	352	104
Balance 31 December 2007	<u>1,121</u>	<u>769</u>	<u>1,121</u>	<u>769</u>
Asset revaluation reserve - Buildings				
Balance 1 January 2007	8,643	8,714	8,643	8,714
Transfer to/from retained surplus on disposal	770	(72)	770	(72)
Balance 31 December 2007	<u>9,413</u>	<u>8,642</u>	<u>9,413</u>	<u>8,642</u>

Notes to the financial statements
31 December 2007
(continued)

Reserves Continued

	Consolidated		Parent entity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Movements				
Asset revaluation reserve - Land				
Balance 1 January 2007	11,000	7,936	11,000	7,936
Increment on revaluation	-	3,064	-	3,064
Balance 31 December 2007	11,000	11,000	11,000	11,000
Asset revaluation reserve - Infrastructure				
Balance 1 January 2007	7,144	3,966	7,144	3,966
Increment on disposal of assets	-	3,178	-	3,178
Balance 31 December 2007	7,144	7,144	7,144	7,144
Asset revaluation reserve - Works of art				
Balance 1 January 2007	188	188	188	188
Increment on revaluation	-	-	-	-
Balance 31 December 2007	188	188	188	188

(b) Retained surplus

Movements in retained surplus were as follows:

Retained surplus at 1 January	196,493	192,133	179,913	177,352
Write off Revaluation Reserve for Demolition of Buildings (AASB 116)	(770)	342	(770)	183
Retained surplus of newly acquired entity	4,149	-	-	-
Share of revaluation of land and buildings by joint venture entity	-	805	-	-
Net Operating Result for the year	4,075	3,213	3,967	2,378
Retained Surplus at 31 December	203,947	196,493	183,110	179,913

(c) Nature and purpose of reserves

Revaluation Reserve

The asset revaluation reserve is used to record increments and decrements, on the revaluation of non-current assets, as described in accounting policy note 1(f).

Notes to the financial statements
31 December 2007
(continued)

Note 29. Key management personnel disclosures

(a) The names of each person holding the position of Member of Council during the year were:

Associate Professor H Beyersdorf	Professor E Magner (appointed 5/2/07)
Mr J M Cassidy (Chancellor)	Ms A Maurer
Professor M Franzmann (expiry of term 5/2/07)	Ms J McClelland
Dr C Gellatly (appointed 2/7/07)	Professor A Pettigrew (Vice-Chancellor)
Ms F Giuseppe	Dr L Piper
Mr J Harris	Rev J Redman
Ms K Hempsall	The Hon R Torbay MP
Ms J Hickson	Mr L Wells
The Hon W L Lange	Mr S Williams
Associate Professor J Madison	

(b) Remuneration of Board Members and Executives

	Consolidated		Parent entity	
	2007	2006	2007	2006
	No.	No.	No.	No.
Remuneration of Board Members				
Nil to \$9,999	53	32	19	26
	53	32	19	26
	\$'000	\$'000	\$'000	\$'000
Aggregate Remuneration of Board Members				
Total Aggregate Remuneration	11	3	5	3
Remuneration of executive officers	No.	No.	No.	No.
\$130,000 to \$139,999	4	1	1	-
\$140,000 to \$149,999	1	-	-	-
\$150,000 to \$159,999	2	1	1	-
\$160,000 to \$169,999	-	1	-	1
\$170,000 to \$179,999	-	1	-	1
\$180,000 to \$189,999	-	2	-	2
\$190,000 to \$199,999	-	-	1	1
\$200,000 to \$209,999	1	1	1	1
\$210,000 to \$219,999	1	-	1	-
\$220,000 to \$229,999	1	-	1	-
\$230,000 to \$239,999	-	3	-	3
\$260,000 to \$269,999	1	-	1	-
\$320,000 to \$329,999	1	-	1	-
\$360,000 to \$369,999	-	1	-	1
\$370,000 to \$379,999	-	-	-	-
\$400,000 to \$409,999	-	1	-	1
\$430,000 to \$439,999	1	-	1	-
	13	12	9	11
	\$'000	\$'000	\$'000	\$'000
Aggregate Remuneration of executive officers				
Total Aggregate Remuneration	3,098	2,870	2,395	2,584

Notes to the financial statements
31 December 2007
(continued)

(c) Related party transactions

The University had no material related party transactions for the year ended 31 December, 2007. The University does act as supply agent for its subsidiaries, however these transactions are accounted for on a non profit basis and balances are eliminated on consolidation.

During the year, ended 31 December 2007, the University paid sitting fees to University Council Members totalling \$5,150.

Note 30. Remuneration of auditors

During the year, the following fees were paid for services provided by the auditor of the parent entity, its related practices and non-related audit firms:

	Consolidated		Parent entity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Assurance services				
1. Audit services				
Fees paid to The Audit Office of NSW:				
Audit and review of financial reports and other audit work under the <i>Public Finance and Audit Act, 1983</i> and the <i>Corporations Act 2001</i> .	257	218	195	161
Total remuneration for audit services	257	218	195	161
2. Non-audit services				
<u>Audit-related services</u>				
Fees paid to The Audit Office of NSW:				
Quality assurance	1	4	-	-
Total remuneration for audit-related services	1	4	-	-

Note 31. Contingencies

At balance date, no proceeding had been identified as being progressed on behalf of UNE.

At balance date, no contingent liabilities or contingent assets of a material nature to the university or its controlled entities had been identified.

Notes to the financial statements
31 December 2007
(continued)

Note 32. Commitments

(a) Capital Commitments

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

	Consolidated		Parent entity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Property, Plant and Equipment Payable:				
Within one year	10,003	2,061	10,003	2,061
Later than one year but not later than five years	-	-	-	-
Later than five years				
Total capital commitments	10,003	2,061	10,003	2,061
(b) Lease Commitments				
(i) Operating Leases				
Within one year	147	277	6	150
Later than one year but not later than five years	620	244	6	12
Later than five years	217	95	-	-
Total operating leases	984	616	12	162
(ii) Finance Leases				
Within one year	373	707	339	673
Later than one year but not later than five years	736	280	675	246
Later than five years	-	27	-	-
Total finance leases	1,109	1,014	1,014	919
Total lease commitments	2,093	1,630	1,026	1,081

No lease arrangements, existing as at 31 December, contain contingent rental payments, purchase options, escalation clauses or restrictions imposed by lease arrangements including dividends, additional debt or further leasing.

(c) Other expenditure commitments

Other 2007 Commitments

The value of orders, for goods and services placed, but not filled, as at 31 December 2007, total \$3,101,710.

(2006: \$1,807,639). Expenditure for these orders is expected to occur in 2008.

In addition, during 2007, the University entered into contracts for the following operating expenditures:

Within one year	10,203	14,234	10,203	14,234
Later than one year but not later than five years	20,050	19,106	20,050	19,106
Later than five years	-	1,505	-	1,505
Total other expenditure commitments	30,253	34,845	30,253	34,845

(d) Remuneration commitments

There are no remuneration commitments for senior executives other than the normal employment contract provisions available to general staff under work place agreements.

Notes to the financial statements
31 December 2007
(continued)

Note 33. Controlled entities

The consolidated financial statements incorporate the assets, liabilities and results of the following controlled entities in accordance with the accounting policy described in note 1(a):

The incorporated entities, that meet the "control" test and which have been consolidated, are UNE Partnerships Pty Limited, Agricultural Business Research Institute (company limited by guarantee), International Livestock Research & Information Centre Ltd (company limited by guarantee), Services UNE Limited (formerly UNE Union Ltd), UNE Vision Pty Limited and Remarkspdf Pty Ltd (formerly UNE Rural Properties Pty Ltd). None of these entities have any subsidiary holdings.

Similarly, the unincorporated entity University of New England Sports Association (Sports UNE) meets the control test from 01 January 2007.

Name of Entity

UNE Partnerships Pty Ltd

UNE Partnerships Pty Ltd is the commercial company of the University of New England (Armidale) and the University owns 100% interest in the entity. The principal activities of the company in 2008, included the commercialisation and delivery of education and training programs.

The Agricultural Business Research Institute

The Agricultural Business Research Institute (ABRI) was incorporated in Australia as a public company limited by guarantee, on 11 January 1993. The principal activities of the company are to provide data processing services, computer software products and educational services to improve the productivity and efficiency of agribusiness and rural based industries.

International Livestock Resources And Information Centre Ltd

International Livestock Resources And Information Centre Ltd (ILRIC) was incorporated, in Australia as a public company limited by guarantee, on 2 July, 2002. The principal activities of the company is to provide research, educational and informational services for the livestock industry.

Services UNE Limited (formerly UNE Union Ltd)

Services UNE Limited (formerly UNE Union Ltd) is an Australian Public Company limited by guarantee. The company is a controlled entity of the University of New England, effective from 1 October 2005.

UNE Vision Pty Limited

UNE Vision Pty Limited was incorporated in Australia on 24 May 2007 as a proprietary company limited by shares and the University of New England (UNE) owns 65% interest in the entity. The company has not traded since it incorporated on 24 May 2007.

Remarkspdf Pty Ltd (formerly UNE Rural Properties Pty Ltd)

Remarkspdf Pty Ltd (formerly UNE Rural Properties Pty Ltd) was incorporated in Australia on 9 September 2005 as a proprietary company limited by shares and the University of New England (UNE) is the parent entity. The company has not traded since it incorporated on 9 September 2005.

Sports UNE

VSU had a significant impact on Sports UNE's operations resulting in the University of New England Sports Association reporting a net loss of \$471,299 for the year ending 31 December 2006. As a result the University of New England has provided \$400,000 annual support to the operations of Sport UNE since 1 January 2007.

Concurrently the management and staffing model was changed with the Executive Director reporting through the Chief Executive Officer to the University of New England while continuing to receive the support of the Sports UNE Board of Management.

The University of New England Sports Association (Sports UNE) is currently an unincorporated entity. The UNE Council has confirmed that Sports UNE became an incorporated entity of the University.

The objective of Sports UNE is to provide sporting and recreational facilities and activities for students and staff of the university and for the wider community and to facilitate sporting and recreational activities at the regional and national

Financial Accounts for Subsidiaries

The financial accounts for the subsidiaries, which form part of the University's annual report tabled in Parliament, are available on the University's website www.edu.au.

Notes to the financial statements
31 December 2007
(continued)

Note 34. Interest in Joint Ventures

The University has adopted AASB 131 "Interests in Joint Ventures" to calculate an equity interest in the net assets of the joint venture.

National Marine Science Centre Pty Limited

University of New England has 50% interest in a joint venture entity called National Marine Science Centre Pty Limited.

The principal activities, of the joint venture, are to integrate education, environmental research, fisheries research, management, ecotourism and public interpretive facilities.

The company was incorporated in Australia on 23 June 2000 and the joint venture arrangements were finalised on 6 September 2000.

Information, relating to the joint venture entity presented in accordance with the accounting policy described in note 1(s), is set out below:

The National Marine Science Centre Pty Ltd has no subsidiary holdings.

	National Marine Science Centre Pty Limited	
	2007 \$'000	2006 \$'000
Share of partnership's assets and liabilities		
Current assets	1,224	901
Non-current assets	6,490	6,559
Total assets	7,714	7,460
Current liabilities	669	461
Non-current liabilities	-	-
Total liabilities	669	461
Net Assets	7,045	6,999
Share of partnership's revenues, expenses and results		
Revenue	1,554	1,375
Expenses	1,508	1,368
Net operating result before income tax	46	7
Retained earnings attributable to National Marine Science Centre Pty Limited:		
As at beginning of the financial year	6,999	6,187
Share in operating result for the current year	46	7
Share of increment on revaluation of property	-	805
At the end of the financial year	7,045	6,999
Movement in the carrying amount of investment in National Marine Science Centre Pty Limited:		
Carrying amount at beginning of financial year	6,999	6,187
Share of net operating result	46	7
Share of increment on revaluation of property	-	805
Carrying amount at end of financial year	7,045	6,999

Note 35. Financial risk management

The economic entity's accounting policies, including the terms and conditions of each class of financial asset and financial liability, both recognised and unrecognised at balance date, are as follows:

(a) Market Risk

(i) Terms and conditions

Recognised Financial Instruments	Balance Sheet Note	Accounting Policies	Terms and Conditions
Financial Assets			
Receivables	16	Receivables are carried at nominal amounts due less any provision for impairment	Accounts Receivable credit terms are 30 days
Deposits At Call	15	Term Deposits are stated at cost	Bank Call Deposits interest rate is determined by the official Money Market
Term Deposits	15	Term Deposits are stated at cost	Term deposits are for a period of up to one year. Interest rates are between 5.61% and 7.21%. Average maturity of 70 days.
Listed Shares	18	Listed Shares are carried at bid price	
Unlisted Shares	18	Unlisted Shares are carried at the lower of cost or recoverable amount	
Financial Liabilities			
Borrowings	25	These borrowings were paid out in full in 2006. No borrowings were taken up in 2007.	
Finance Leasing	25	The lease liability is accounted for in accordance with AASB 117.	Interest rates per market and schedules. Between 6.84% and 8.22%.
Creditors and Accruals	24 & 27.1	Liabilities are recognised for amounts to be paid in the future for goods and services received, whether or not invoiced to the economic entity.	Creditors are normally settled on 30 day terms

Note 35. Financial Instruments - continued

(ii) Foreign exchange risk

The economic entity undertakes certain transactions denominated in foreign currencies. These transactions expose the economic entity to exchange rate fluctuations.

As the University recognises all transactions, assets and liabilities in Australian dollars only, the University has minimal exposure to foreign exchange risk.

(iii) Price risk

The economic entity has no direct exposure to equity securities or commodity price risk.

To manage its price risk arising from investments in equity instruments, the University has delegated the risk management to treasury Corporation and has also diversified its portfolio. Diversification of the portfolio is done in accordance with the limits set by the University Investment Policy.

(iv) Cash flow and fair value interest rate risk

The economic entity invests in term deposits with various financial institutions and is exposed to interest rate risk arising from normal interest rate variations.

The University's interest rate risk arises primarily from investments in long term interest bearing financial instruments, due to the potential fluctuation in interest rates. In order to minimise exposure to this risk, the University invests in a diverse range of financial instruments with varying degrees of potential returns.

(v) Summarised sensitivity analysis

The following table summarises the sensitivity of the economic entity's financial assets and liabilities to interest rate risk.

(b) Credit Risk

Credit risk is the risk of financial loss, arising from another party, to a contract or financial position failing to discharge a financial obligation thereunder. The Economic Entity's maximum exposure, to credit rate risk, is represented by the carrying amounts of the financial assets included in the Consolidated Balance Sheet.

For the University, the only material exposure exists in related entity debtors.

For UNEP, ABRI, ILRIC, Services UNE Limited (formerly UNE Union Ltd), Sport UNE, UNE Vision Pty Limited and UNE Rural Properties Pty Ltd no material exposure exists to any individual creditor or class of financial asset.

(c) Liquidity Risk

Liquidity risk refers to the risk that, as a result of operational liquidity requirements, the University:

- will not have sufficient funds to settle a transaction on the due date
- will be forced to sell financial assets at a value which is less than their worth
- may be unable to settle or recover a financial asset at all

The finance committee monitors the actual and forecast cash flow of the economic entity on a regular basis, ensuring that sufficient cash reserves are held to meet the ongoing operations and obligations of the economic entity as they fall due.

(d) Net Fair Values of Financial Assets and Liabilities

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

The economic entity has no derivative financial instruments.

The University's financial assets and liabilities included in current and non-current assets, and current and non-current liabilities, in the Balance Sheet, are considered to be carried at amounts that approximate net fair value.

Notes to the financial statements
31 December 2007
(continued)

Note 35. Financial risk management

Summarised sensitivity analysis

The following table summarises the sensitivity of the Group's financial assets and financial liabilities to interest rate risk, foreign exchange risk and other price risk.

31 December 2007	Carrying amount	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-1%		+1%		-1%		+1%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial Assets													
Cash	4,296	(67)	67	67	67	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Investments-Term Deposits	36,584	(335)	(335)	335	335	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Receivables	13,733												
Receivable - Commonwealth debtor	74,902												
Receivables - Related Entities	94												
Listed Shares	1,175												
National Marine Science Centre	7,046												
Unlisted Shares	2,810												
Total Financial Assets	140,640												
Financial Liabilities													
Borrowings	1,048	-	-	(1)	(1)								
Creditors	2,353												
Other Amounts Owing	18,522												
Total Financial Liabilities	21,923												
Total increase / (decrease)	118,717	-	-	-	-	-	-	-	-	-	-	-	-

Notes to the financial statements
31 December 2007
(continued)

Financial risk management (continued)

Comparative figures for the previous year are as follows:

31 December 2006	Carrying amount	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-1%		+1%		-1%		+1%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial Assets													
Cash	4,892	(46)	(46)	46	46	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Investments - Term Deposits	31,702	(308)	(308)	308	308	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Receivables	12,966												
Receivable - Commonwealth debtor	96,602												
Receivables - Related Entities	91												
Listed Shares	887												
National Marine Science Centre	6,999												
Unlisted Shares	1,426												
Total Financial Assets	155,565												
Financial Liabilities													
Borrowings	971	-	-	-	-								
Creditors	2,262												
Other Amounts Owing	17,931												
Total Financial Liabilities	21,164												
Total increase / (decrease)	134,401	-	-	-	-	-	-	-	-	-	-	-	-

Notes to the financial statements
31 December 2007
(continued)

Note 36. Acquittal of Australian Government financial assistance

36.1 DEEWR - CGS and Other DEEWR Grants

Parent entity (University) Only

		Commonw'lth Grant Scheme#		Indigenous Support Fund		Equity Support Programme		Workplace Reform Programme		Workplace Productivity Programme		Learning & Teaching Performance Fund	
		2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)		57,219	52,053	-	706	627	546	826	785	2,519	589	1,506	2,218
Net accrual adjustments		(127)	(1,998)	751	-	-	-	-	-	-	-	-	-
Revenue for the period	3(a)	57,092	50,055	751	706	627	546	826	785	2,519	589	1,506	2,218
Surplus / (deficit) from the previous year		1,998	-	73	-	279	-	-	-	585	-	1,549	-
Total revenue including accrued revenue		59,090	50,055	824	706	906	546	826	785	3,104	589	3,055	2,218
Less expenses including accrued expenses		56,964	48,057	686	633	220	267	826	785	1,965	4	1,988	669
Surplus / (deficit) for reporting period		2,126	1,998	138	73	686	279	-	-	1,139	585	1,067	1,549

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

**DEEWR - CGS and Other DEEWR Grants
(continued)**

		Capital Development Pool		Collaboration & Structural Reform Programme		Total	
		2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)		5,122	1,065	71	375	67,890	58,337
Net accrual adjustments		-	-	-	-	624	(1,998)
Revenue for the period	3(a)	5,122	1,065	71	375	68,514	56,339
Surplus / (deficit) from the previous year		548	2,174	375	-	5,407	2,174
Total revenue including accrued revenue		5,670	3,239	446	375	73,921	58,513
Less expenses including accrued expenses		4,541	2,691	141	-	67,331	53,106
Surplus / (deficit) for reporting period		1,129	548	305	375	6,590	5,407

Notes to the financial statements
31 December 2007
(continued)

36.2 Higher Education Loan Programmes

		Parent entity (University) Only							
		HECS-HELP (Australian Government payments only)		FEE-HELP		Total		OS-HELP	
		2007	2006	2007	2006	2007	2006	2007	2006
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)		30,451	32,727	2,112	1,478	32,563	34,205	8	(34)
Net accrual adjustments		1,479	(1,730)	715	400	2,194	(1,330)	(8)	34
Revenue for the period	3(b)	31,930	30,997	2,827	1,878	34,757	32,875	-	-
Surplus / (deficit) from the previous year		2,376	646	20	420	2,396	1,066	(14)	20
Total revenue including accrued revenue		34,306	31,643	2,847	2,298	37,153	33,941	(14)	20
Less expenses including accrued expenses		33,409	29,267	3,542	2,278	36,951	31,545	(9)	34
Surplus / (deficit) for reporting period		897	2,376	(695)	20	202	2,396	(5)	(14)

36.3 Scholarships

		Parent entity (University) Only									
		Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Costs Scholarships		Commonwealth Accommodation Scholarships		Total	
		2007	2006	2007	2006	2007	2006	2007	2006	2007	2006
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)		1,281	1,259	236	245	719	487	907	541	3,143	2,532
Net accrual adjustments		-	-	-	6	-	-	-	-	-	6
Revenue for the period	3(c)	1,281	1,259	236	251	719	487	907	541	3,143	2,538
Surplus / (deficit) from the previous year		179	103	-	7	134	14	121	17	434	141
Total revenue including accrued revenue		1,460	1,362	236	258	853	501	1,028	558	3,577	2,679
Less expenses including accrued expenses		1,276	1,183	236	258	435	367	617	437	2,564	2,245
Surplus / (deficit) for reporting period		184	179	-	-	418	134	411	121	1,013	434

Notes to the financial statements
31 December 2007
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36.4 DEEWR Research

DEWR Research		Parent entity (University) Only												
		Institutional Grants Scheme		Research Training Scheme		Systemic Infrastructure Initiative		Research Infrastructure Block Grants		Regional Protection Scheme		Implementation Assistance Programme		
		2007	2006	2007	2006	2007	2006	2007	2006	2007	2006	2007	2006	
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)		3,370	3,478	7,946	8,201	-	2,570	1,766	2,095	584	510	46	-	
Net accrual adjustments		-	-	-	-	-	-	-	-	-	-	-	-	
Revenue for the period		3(d)	3,370	3,478	7,946	8,201	-	2,570	1,766	2,095	584	510	46	-
Surplus / (deficit) from the previous year			-	-	-	-	2,507	-	-	-	-	-	-	-
Total revenue including accrued revenue			3,370	3,478	7,946	8,201	2,507	2,570	1,766	2,095	584	510	46	-
Less expenses including accrued expenses			3,370	3,478	7,946	8,201	2,507	63	1,766	2,095	584	510	33	-
Surplus / (deficit) for reporting period			-	-	-	-	-	2,507	-	-	-	-	13	-

DEEWR Research (continued)

		Parent entity (University) Only									
		Australian Scheme for Higher Education Repositories				Commercialisation Training Scheme		Graduate Skills Assessment		Total	
		2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)		101	-	69	-	-	200	150	200	14,032	17,054
Net accrual adjustments		-	-	-	-	-	-	-	-	-	-
Revenue for the period	3(d)	101	-	69	-	-	200	150	200	14,032	17,054
Surplus / (deficit) from the previous year		-	-	-	-	200	-	200	-	2,707	-
Total revenue including accrued revenue		101	-	69	-	350	200	350	200	16,739	17,054
Less expenses including accrued expenses		10	-	-	-	231	-	231	-	16,447	14,347
Surplus / (deficit) for reporting period		91	-	69	-	119	200	119	200	292	2,707

Notes to the financial statements
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(continued)

36.5 Voluntary Student Unionism

		Parent entity (University) Only					
		VSU Transition Fund		Support for Small Businesses		Total	
		2007	2006	2007	2006	2007	2006
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)		3,900	-	380	-	4,280	-
Net accrual adjustments		-	-	-	-	-	-
Revenue for the period	3(e)	3,900	-	380	-	4,280	-
Surplus / (deficit) from the previous year		-	-	-	-	-	-
Total revenue including accrued revenue		3,900	-	380	-	4,280	-
Less expenses including accrued expenses		160	-	122	-	282	-
Surplus / (deficit) for reporting period		3,740	-	258	-	3,998	-

36.6 Australian Research Council Grants

		Parent entity (University) Only					
		Projects		Indigenous Researchers Development		Total	
		2007	2006	2007	2006	2007	2006
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)		1,700	1,615	-	-	1,700	1,614
Net accrual adjustments		(2)	(7)	-	-	(2)	(7)
Revenue for the period	3(f)(i)	1,698	1,608	-	-	1,698	1,607
Surplus / (deficit) from the previous year		480	576	-	11	480	587
Total revenue including accrued revenue		2,178	2,184	-	11	2,178	2,194
Less expenses including accrued expenses		1,652	1,704	-	11	1,652	1,714
Surplus / (deficit) for reporting period		526	480	-	-	526	480

Parent entity (University) Only

		Infrastructure		Projects		Total	
		2007	2006	2007	2006	2007	2006
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)		-	175	639	907	639	1,082
Net accrual adjustments		-	-	7	(1)	7	(1)
Revenue for the period	3(f)(ii)	-	175	646	906	646	1,081
Surplus / (deficit) from the previous year		-	-	294	394	294	394
Total revenue including accrued revenue		-	175	940	1,300	940	1,475
Less expenses including accrued expenses		-	175	671	1,006	671	1,181
Surplus / (deficit) for reporting period		-	-	269	294	269	294

Notes to the financial statements

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(continued)

Note 37. New Australian Accounting Standards issued but not effective

The following new accounting standards and Interpretations have been adopted by the Australian Accounting Standards Board but are not yet effective. These standards, where applicable, will be applied on the application dates listed.

Note 1: Statement of significant accounting policies (continued)

Title	Standard affected	Application Date	Nature and impact of impending change
AASB7, AASB 2005-10	AASB 7 Financial Instruments Disclosures	1-Jul-07	Revises disclosure for financial instruments. No material change to the accounting policy anticipated. The amendments will result in changes to the financial instruments disclosures included in the financial report.
2007-1	Amendments to Australian Accounting Standards arising from AASB Interpretation 11 [AASB 2]	1 Mar07	Only applicable to companies issuing share-based payments. Therefore, no impact expected.
2007-2	Amendments to Australian Accounting Standards arising from AASB Interpretation 12 [AASB 1, AASB 117, AASB 118, AASB 120, AASB 121, AASB 127, AASB 131 & AASB 139]	1 Jan 08	Revised accounting for service concession arrangements that is private public partnerships. These amendments are not expected to impact this financial report.
AASB 8, 2007-3	Amendments to Australian Accounting Standards arising from AASB 8 [AASB 5, AASB 6, AASB 102, AASB 107, AASB 119, AASB 127, AASB 134, AASB 136, AASB 1023 & AASB 1038]	1 Jan 09	Revised segment reporting requirements. These amendments have no impact.
2007-4	Amendments to Australian Accounting Standards arising from ED 151 and other amendments: AASB 1,2,3,4,5,6,7,102,107,108,110,112,114,116,117,118,119,120,121,127,128,129,130,131,132,133,134,136,137,138,139,141,1023, 1038	1 Jul 07	Restores options in accounting standards. These amendments are expected to reduce the extent of some disclosures.
2007-5	Accounting standards to Australian Accounting Standards arising from AASB 2007-05	1-Jul-07	This amendment changes AASB 102 inventories' so that those held for distribution by Not-for-Profit Entities are measured at cost, adjusted when applicable for any loss of service potential. The University does not expect and financial impact when the Standard is first applied on or after 1 July 2007.
2007-6	Amendments to Australian Accounting Standards arising from AASB 123, [AASB 1, AASB 101, AASB 107, AASB 111, AASB 116 & AASB 138 and Interpretations I & 12]	1 Jan 09	The amendments to AASB 123 require that all borrowing costs associated with a qualifying asset are capitalised. The impact of this change has still yet to be determined.
2007-7	Amendments to Australian Accounting Standards: AASB 1, AASB 2, AASB 4, AASB 5, AASB 107, AASB 128	1 Jul07	Restores options in accounting standards. The amendments are not expected to affect this financial report.
AASB 2007-8	Amendments to Australian Accounting Standards arising from AASB 101	1-Jan-09	The amendments arise from the issuance in September 2007 of a revised AASB 101 Presentation of Financial Statements, as a result of the issuance by the IASB of a revised IAS 1 Presentation of Financial Statements
AASB 2007-9	Amendments arising from review of AASB 27,29,31	1-Jan-09	This amendment continues development by the Standards Board of a common frame work for both Profit and Not-for Profit Entities. This is not expected to impact upon these financial statements.

Notes to the financial statements

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(continued)

New Australian Accounting standards (continued)

AASB 1049	Financial Reporting of General Government Sectors by Governments	1-Jul-08	The issue of AASB 1049 is part of the Australian Accounting Standards Board's (AASB's) implementation of a Financial Reporting Council (FRC) broad strategic direction. The standard does not have broader implications beyond general government (GGS) Sector. The Board will consider in due course the extent to which its decisions on GGS financial reporting comprising whole of government financial reporting, the PNFC sector and the PFC sector, as well as phases 2 and 3, comprising financial reporting by government departments, statutory bodies, local governments, universities, government business enterprises and other public sector entities.
AASB-8	Operating segments	1-Jan-09	This standard applies to for-profit entities whose debt or equity instruments are traded in a public market or that files, or is in the process of filing, its financial statements with a securities commission or other regulatory organisation for the purpose of issuing any class of instruments in a public market. This standard is not applicable to the university.
AASB 1048	Interpretation and Application of Standards	30-Sep-07	This standard identifies the Australian Interpretations and classifies them into two groups required - those that correspond to an IASB Interpretation and those that do not. Entities are to apply to each relevant Australian Interpretation in preparing financial reports that are within the scope of the Standard.
AASB's 1, 102, 107, 108, 119, 112, 113, 116, 118, 119, 120, 121, 127, 128, 129, 131, 134, 136, 137, 138, 141	Adopt the IASB Standards	1 Jul 07	AASB's Standards have been changed to adopt the IASB Standards by replacing relevant existing AASB Standards with Australian Standards equivalent to the International Financial Reporting Standards (IFRSs) of the IASB. While some may effect the disclosure in future financial reports none are expected to have no material impact or a financial impact.
AASB 101	Amendment associated with AASB 7	1-Jan-09	Associated with the introduction of AASB 7 a number of accounting standards were amended to reference the new standard or remove the present disclosure requirements.
AASB 132, 114, 117, 133, 139, 4,1023, 1038	Amendments associated with AASB 7	1-Jul-07	while some may effect the disclosure in future financial reports none are expected to have
AASB Interpretation 4	Determining whether an Arrangement contains a lease (revised)	1-Jan-08	This Interpretation was revised and issued in February 2007 to specify that a public to private service concession meets the scope requirements of AASB Interpretation 12 'Service Concessions Arrangements' as issued in February 2007, it would not be required within the scope of Interpretation 4. At the balance date the university has not entered into any public-to-private service arrangements resulting in no impact when the Interpretation is first applied.
Interpretation 11	Group and Treasury Share Transactions	1-Mar-07	This Interpretation addresses whether certain types of share based payment transactions with employees (or other suppliers of goods and services) should be accounted for as equity-settlements or cash settled transactions under AASB 2. This interpretation is not expected to impact upon the University's financial reports.

Notes to the financial statements

31 December 2007

(continued)

New Australian Accounting standards (continued)

AASB Interpretation 12	Service Concession Arrangements	1-Jan-08	This Interpretation gives guidance on the accounting by operators (usually a private sector entity) for public-to-private service concession arrangements. It does not address the counting by grantors (usually a public sector entity). At balance the University has not entered into any public-to-private service concession arrangements resulting in no impact when the Interpretation is first applied.
Interpretation 13	Customer Loyalty programmes	1-Jul-07	This Interpretation gives guidance on accounting for customer award credits and is not applicable to the university.
Interpretation 14	AASB 19 - the limit on Defined Benefit Asset, Minimum funding requirement and their interaction	1-Jan-08	This Interpretation applies to all post-employment defined benefits and their long term employment defined benefits. This interpretation is not expected to impact upon these financial statements.
Interpretation 113	Jointly Controlled Entities - Non Monetary Contributions by Ventures	1-Jul-07	This Interpretation deals with Venture accounting for non monetary contributions to a Joint Controlled interest in the Joint Controlled Entity. This interpretation is not expected to impact upon these financial statements.
Interpretation 129	Service Concession Arrangement: Disclosures	Feb-07	This Interpretation requires specific disclosure in the notes accompanying financial statements about services concession arrangements entered into whether as grantor or an operator. This interpretation is not expected to impact upon these financial statements
Interpretation 1003	Australian Petroleum Resource Rent Tax	30-Jun-08	This will have no impact upon these financial statements.
Interpretation 1038	Contributions by Owners Made by Wholly Owned Public Sector Entities	Dec-07	This Interpretation does not apply to a government controlled not-for-profit entity
AASB 116	Property, Plant and Equipment	1-Jul-07	AASB 116 is a compiled standard that incorporates amendments of 2007-4. No impact upon the financial statements is expected .
AASB 123	Borrowing costs	1-Jan-09	This standard requires capitalisation of certain borrowing costs. No impact upon these financial statements is expected.
AASB 132	Financial Instruments Presentations	1-Jul-07	This standard incorporates amendments of 2007-4. No impact upon these financial statements is expected .
AASB 1004 and 1050	Contributions' and 'Administrative Items'	1-Jul-08	AAS 27, 29, 31, with amendments are relocated into AASB 1004. No impact upon these financial statements is expected.
AASB1049	PASS 1049 - Financial Reporting of General Government Sectors by Governments	1-Jul-08	Mandates reporting requirements for the General Government Sector. This standard does not directly impact these whole of government statements.
AASB 1051	Land Under Roads	1-Jul-08	This standard concerns the recognising and reporting of land under roads by certain entities. No impact upon these financial statements is expected.
AASB 1052	Disaggregated disclosures	1-Jul-08	This standard only applies to general purpose financial statements of local government and government redevelopment of a common framework.

Note 38. Related parties

(a) Parent entities

The ultimate parent entity within the group is the University of New England which is incorporated in Australia. The ultimate Australian parent entity is the University of New England.

(b) Subsidiaries

Interest in subsidiaries are set out in note 33.

(c) Key management personnel

Disclosures relating to directors and specified executives are set out in note 29.

(d) Transactions with related parties

Transactions with related parties are on normal terms no more favourable than those available to other parties unless otherwise stated. These are eliminated in full on consolidation.

(f) Guarantees

There have been no guarantees given

(g) Terms and conditions

Related party outstanding balances are unsecured and have been provided on interest-free terms. Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

" End of Audited Financial Statements "

Additional Information

Budgetary Income Statement For the year ended 31 December 2007

	Actual 2007 \$'000	University Budget 2007 \$'000	Variance 2007 \$'000	Budget 2008 \$'000
Income from continuing operations				
Australian Government financial assistance	105,236	90,323	14,913	90,160
State and local Government financial assistance	2,140	1,500	640	2,200
Higher Education Contribution Scheme				
FEE-HELP	2,827	2,203	624	2,254
Commonwealth Payments	31,930	30,093	1,837	32,253
Superannuation - deferred government contributions	(21,700)	(600)	(21,100)	-
HECS-HELP - Student Payments	7,178	2,203	4,975	7,000
Fees and charges	31,132	35,283	(4,151)	36,094
Investment income	2,727	1,563	1,164	2,100
Royalties, trademarks and licences	693	500	193	138
Consultancy and contracts	817	700	117	820
Other Revenue	5,440	5,392	48	8,004
Gain on disposal of fixed assets	-	-	-	350
Total revenue from continuing operations	168,420	169,160	(740)	181,373
Expenses from continuing operations				
Employee related expenses	106,413	107,553	(1,140)	108,428
Depreciation and amortisation	11,453	11,700	(247)	11,807
Finance costs	98	300	(202)	98
Losses on disposal of assets	2,237	-	2,237	-
Other expenses	65,953	52,193	13,760	60,459
Expenses before deferred items	186,154	171,746	14,408	180,792
Deferred government employee benefits for superannuation	(21,700)	(2,740)	(18,960)	-
Total expenses from continuing operations	164,454	169,006	(4,552)	180,792
Operating result	3,966	154	3,812	581
Retained Earnings at beginning of financial year	179,913	177,488	2,425	165,907
Adjustments to Opening Retained Earnings	(770)		(770)	
Retained Earnings at End of financial year	183,109	177,642	5,467	166,488

Budgetary Balance Sheet

As at 31 December 2007

	University			
	Actual 2007 \$'000	Budget 2007 \$'000	Variance 2007 \$'000	Budget 2008 \$'000
CURRENT ASSETS				
Cash and cash equivalents	34,295	17,946	16,349	28,014
Receivables	5,464	7,806	(2,342)	7,962
Inventories	317	1,200	(883)	1,200
Other non-financial assets	5,527	-	5,527	-
Biological assets	461	-	461	-
Total current assets	46,064	26,952	19,112	37,176
Non-current assets				
Receivables	74,902	121,967	(47,065)	124,403
Other financial assets	2,385	1,828	557	1,923
Property, plant and equipment	212,957	213,549	(592)	215,547
Intangible assets	6,965	7,893	(928)	7,983
Total non-current assets	297,209	345,237	(48,028)	349,856
Total assets	343,273	372,189	(28,916)	387,032
Current liabilities				
Trade and other payables	1,109	1,006	103	1,006
Borrowings	286	-	286	-
Provisions	30,642	10,344	20,298	10,654
Other liabilities	17,359	14,092	3,267	14,364
Total current liabilities	49,396	25,442	23,954	26,024
Non-current liabilities				
Borrowings	609	-	609	-
Provisions	81,293	155,949	(74,656)	166,777
Total non-current liabilities	81,902	155,949	(74,047)	166,777
Total liabilities	131,298	181,391	(50,093)	192,801
Net assets	211,975	190,798	21,177	194,231
EQUITY				
Reserves	28,865	13,156	15,709	27,743
Retained surplus	183,110	177,642	5,468	166,488
Total equity	211,975	190,798	21,177	194,231

Budgetary Cash Flow Statement for the year ended 31 December 2007

	Actual 2007 \$'000	University Budget 2007 \$'000	Variance 2007 \$'000	Budget 2008 \$'000
Cash flows from operating activities				
Australian Government Grants received	133,654	103,152	30,502	109,360
State Government Grants received	2,140	-	2,140	2,200
HECS-HELP - Student payments	7,178	-	7,178	7,000
Receipts from student fees and other customers	43,506	69,184	(25,678)	67,340
Dividends received	54	-	54	46
Interest received	2,637	1,563	1,074	2,100
Payments to suppliers and employees (inclusive of GST)	(165,307)	(161,135)	(4,172)	(175,041)
GST recovered/paid	(5,864)	(300)	(5,564)	-
Net cash inflow (outflow) from operating activities	17,998	12,464	5,534	13,005
Cash flows from investing activities				
Proceeds from sale of property, plant and equipment	431	-	431	-
Payments for property, plant and equipment	(17,311)	(20,925)	3,614	(13,804)
Net cash inflow (outflow) from investing activities	(16,880)	(20,925)	4,045	(13,804)
Cash flows from financing activities				
Repayment of borrowings	-	-	-	-
Repayment of finance leases	33	-	33	-
Net cash inflow (outflow) from financing activities	33	-	33	-
Net increase (decrease) in cash and cash equivalents	1,151	(8,461)	9,612	(799)
Cash and cash equivalents at the beginning of the financial year	28,960	26,407	2,553	28,813
Cash and cash equivalents at the end of the financial year	34,295	17,946	12,165	28,014