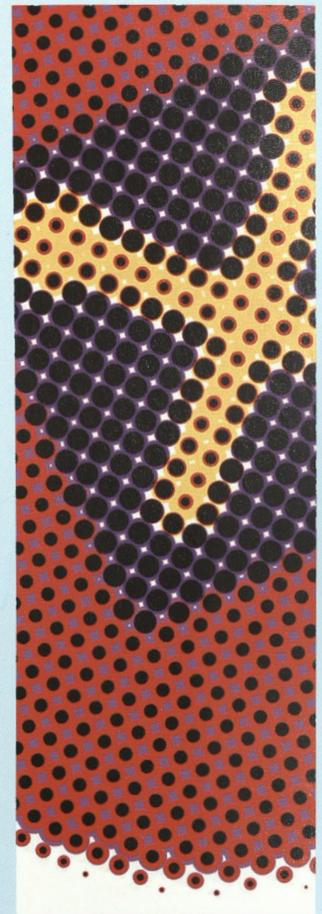
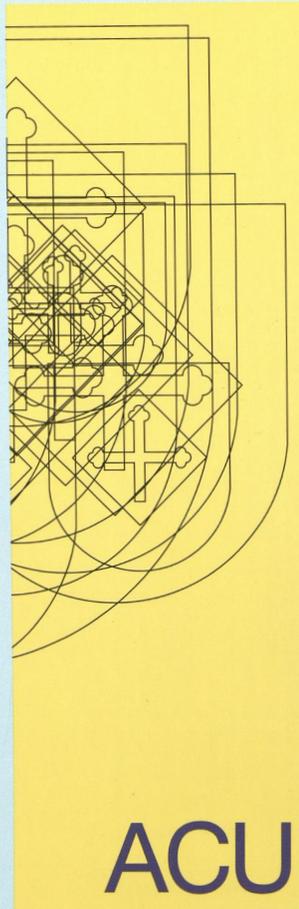
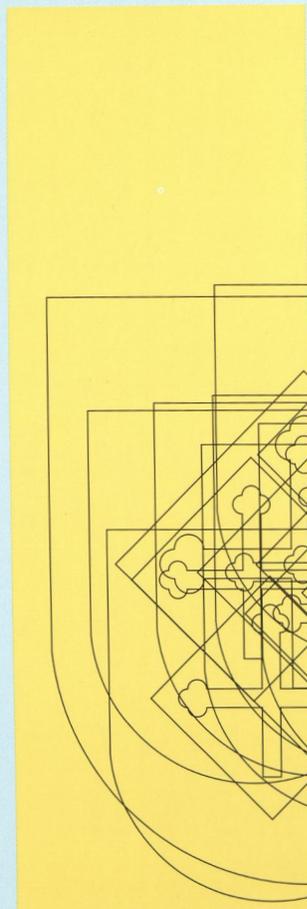
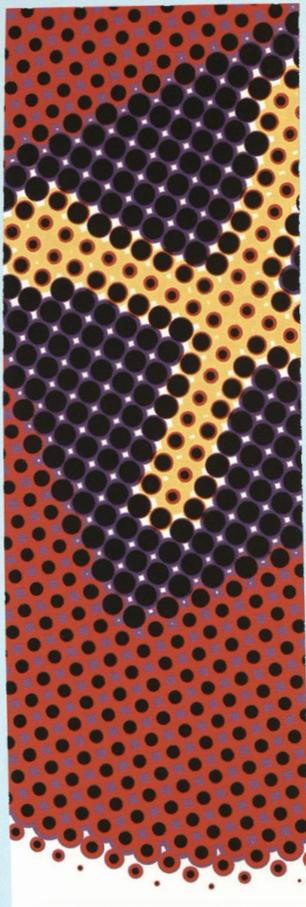




AUSTRALIAN CATHOLIC UNIVERSITY

ANNUAL REPORT 1999

H
378.
94
AUS



ACU Mission

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

The University's inspiration, located within 2000 years of Catholic intellectual tradition, summons it to attend to all that is of concern to human beings. It brings a distinctive spiritual perspective to the common tasks of higher education.

Through fostering and advancing knowledge in education, health, commerce, the humanities, the sciences and technologies, and the creative arts, Australian Catholic University seeks to make a specific contribution to its local, national and international communities. The University explicitly engages the social, ethical and religious dimensions of the questions it faces in teaching and research, and service.

In its endeavours, it is guided by a fundamental concern for justice and equity, and for the dignity of all human beings.

Australian Catholic University has a primary responsibility to provide excellent higher education for its entire diversified and dispersed student body.

Its ideal graduates will be highly competent in their chosen fields, ethical in their behaviour, with a developed critical habit of mind, an appreciation of the sacred in life, and a commitment to serving the common good.



Contents

Vice-Chancellor's Report – Page 2
Highlights of 1999 – Page 6
Finance Summary – Page 8
Report of Pro-Vice-Chancellor (Academic Affairs) – Page 9
Report of Pro-Vice-Chancellor (Quality and Outreach) – Page 10
International Education Office Report – Page 11
Report of Pro-Vice-Chancellor (Research) – Page 12
Faculty of Arts and Sciences Report – Page 13
Faculty of Education Report – Page 14
Faculty of Health Sciences Report – Page 15
Dean of Students Report – Page 16



*Cover:
Design from banners
prepared by architects,
Woods Bagot.
The four banners in the series
are on the opposite page.*



Vice-Chancellor's Report

*Presented to Annual General Meeting
of Members Australian Catholic University Limited,
14 April 2000*

Professor Peter Sheehan AO

Melbourne: Campus Consolidation

A milestone in the history of Australian Catholic University occurred in Melbourne on Monday 6 March 2000 with the beginning of the academic year at St Patrick's Campus. The successful completion of the consolidation of the two Melbourne campuses during 1999 is a tremendous achievement for the University. The Premier of Victoria, the Honourable Steve Bracks, will open the building on Friday 28 July. The Chancellor, His Eminence Cardinal E. Clancy, AC and the President, Most Reverend G. Pell DD, will also be involved in the formal proceedings.

Closing ceremonies were held at Mercy Campus on 2 December and at Christ Campus on 3 December 1999. These ceremonies provided a fitting opportunity to recognise the valuable contribution made to the University and its predecessor colleges by all those involved with these two campuses.

A fund raising campaign has been launched for St Patrick's Campus with an Appeal target of \$3 million to be raised from corporate and community donors, and Melbourne Catholic parishes. The Fundraising Campaign Committee is chaired by prominent businessman Mr John Ralph, AC and has the support of the Most Reverend G Pell DD, Archbishop of Melbourne.

St Patrick's Campus will provide improved educational opportunities by streamlining courses, facilities and services offered at its former suburban campuses. The Library includes an improved range of collections in electronic and print

format to facilitate research.

Particular attention has been given to the aesthetic and spiritual aspects of our new campus. St Patrick's presence as an educational institution in the centre of the business district projects our identity as a Catholic University visibly and strongly to the city's economic, artistic and intellectual community.



St Patrick's Campus, Melbourne, will be open for staff and students in 2000.

Sydney: MacKillop Campus

At the request of the Sisters of St Joseph, Australian Catholic University vacated the Mount Street, North Sydney premises mid 1999 to enable the Sisters to undertake development of their site. As a result of the move from Mount Street, the University undertook a building program in late 1999 to convert the gymnasium space in the Carroll Building, MacKillop Campus to provide additional accommodation.

Brisbane: Banyo Campus Development

In December 1999 the Minister for Education, Training and Youth Affairs, the Hon Dr David Kemp, MP confirmed the approval of an allocation of \$4m in 2002 to assist the University with the development of the Pius XII Seminary site at Banyo, and with the upgrading of information technology services across the University. Federal and State Government funding associated with the Banyo campus development now totals \$11m. In discussion with the Queensland Bishops, legal arrangements by which the University will have access to the seminary property have been finalised with the move to Banyo now planned for 2003.



Information Day for Career Advisors at Mount Saint Mary Campus.



Strategic Review

As part of the implementation of the Strategic Plan 1999-2008, a number of eminent professionals were interviewed to seek their perceptions of the University. This process proved to be extremely worthwhile and provided the basis for a number of major recommendations. Two recommendations in particular are being pursued – the identification of niche markets and the selection of a limited number of “Flagships” for the University. Following detailed Faculty and Committee discussion, the Strategic Review Committee has identified the following areas as Flagships for the University.

Faculty of Arts and Sciences

Early Christian Studies
Youth Studies

Faculty of Education

Spiritual, Moral and Religious Education
Catholic Educational Leadership
Lifelong Learning

Faculty of Health Sciences

Palliative Care

This strategy of identifying Flagship areas will project significant areas of excellence to our own internal and external communities with respect to areas highly relevant to our Mission.

Following on from the external perceptions initiative, an external marketing company, Marketshare, was commissioned to develop a Marketing Plan for the University to identify the key market opportunities for ACU and define a detailed marketing strategy.



Celebrating 25 years of service are Dr Peter Hancock cfc, Associate Professor Doug Hewitt, Mrs Noela Taylor, Associate Professor Jude Butcher cfc and Mr Joe Attard.

Support for East Timor

The University is providing support for East Timor in a number of ways. Four scholarships have been offered to East Timorese undergraduate students to study with ACU and a contribution was made towards the Caritas East Timor Emergency Appeal including funds donated by staff and students. Discussions have been held with DETYA about ways in which our commitment to East Timor might be carried forward most effectively.

The University has also met with a member of the “Authoritative Education Sub-committee of the National Council of Timorese Resistance” (CNRT) to discuss how ACU might assist in the educational reconstruction of East Timor.

Staff

A reorganisation of the University’s senior management has been developed. It recognises the pending retirement of Mr Richard Doyle, the University Secretary and Registrar (December 2000), and of Professor Wolfgang Grichting, the Pro-Vice-Chancellor (Research) (July 2000).

A new position of Executive Director, University Services has been created, the occupant of which will be responsible for all non-academic administrative functions of the University. Upon the retirement of Professor Grichting, the current Pro-Vice-Chancellor (Academic Affairs), Professor John Coll, will assume the role of Pro-Vice-Chancellor (Research) and will operate from Sydney. The position of Pro-Vice-Chancellor (Academic Affairs) will be based in Melbourne.

Recruitment action is also underway for the appointment of a Professor of Psychology, a position established by Senate in October 1999.

The appointment of the inaugural Chair in Children’s Sport and Exercise Science concluded at the end of 1999. The University will continue the partnership arrangement with the New Children’s Hospital for this Chair with the appointment of Dr Geraldine Naughton to this position at the Associate Professor level.

Review of Student Administration

An external review of Student Administration in ACU was undertaken in late 1999. The Chair of the Committee, Dr P. Hodgson, Pro-Vice-Chancellor (Public Affairs) at Charles Sturt University, submitted the Report on 11 February 2000. The Report has been widely discussed in the University. Staff feedback assisted the Core Planning Group and Academic Board in the formal consideration of the action recommended by the Review Committee. The Review has provided the University with a very helpful document which will assist ACU to further progress and enhance the delivery of services to its student body.

International Education

The University has developed a Strategic Plan for international education which establishes the objectives and targets for the generation of income from the enrolment of international fee-paying students over the next four years. Targets for student enrolments and income have been set and significant efforts have been made in the past year to improve the international marketing of University programs. The University is conscious of the need for income generated by international students to be balanced with the need to maintain the quality of its courses.

Industrial Relations

In order to foster the establishment of a constructive climate for the forthcoming enterprise bargaining process, a series of “listening” meetings were held during 1999 on all ACU campuses at which staff were given the opportunity to put forward their views on a wide range of matters.



Academic Programs

The University continues to develop its course profile and a number of new and exciting undergraduate and postgraduate courses have been approved in the last year. Developments include the introduction of a Bachelor of Business-Bachelor of Information Systems dual degree, a Bachelor of Theology (Honours) program, an integrated Master of Clinical Nursing and a Master of Midwifery. A number of fee-paying courses have also been approved including a Graduate Certificate in Science for Primary Teachers, a Graduate Certificate in Internetworking for Education and Bachelor of Hotel Management to be offered to international students in partnership with William Blue College.

A significant development for 1999 was the introduction of places for fee-paying students in domestic undergraduate courses in selected areas for the 2000 academic year; Academic Board has adopted guidelines for entry levels and fees.



Signadou Campus graduates.

Students

The University continues to attract an especially high level of interest in its courses.

Of the 10,335 students (EFTSU: 7,780) currently enrolled across the States: 7,751 students (EFTSU: 6,680) are in undergraduate programs, 2494 students (EFTSU: 1,060) are in postgraduate programs, and 90 students (EFTSU: 40) are in non-award studies.

The following figures are of interest:

- 55 Australian students are enrolled in fee-paying undergraduate courses
- 1004 Australian students are enrolled in fee-paying postgraduate courses
- 232 Australian students are enrolled in Doctoral studies
- 249 Overseas students are enrolled with the University – 124 off-shore, and 125 on-shore.

During 2000, over 3,000 students will graduate from ceremonies in Brisbane, Sydney, Canberra, Melbourne, Ballarat, Adelaide, Auckland and Hong Kong. Eight Doctoral awards are to be conferred: three Doctor of Education degrees (one in Brisbane and two in Sydney) and five Doctor of Philosophy degrees (one in each of Ballarat, Brisbane, Canberra, Sydney, and Melbourne).

The University Medal is to be awarded at the Brisbane graduation ceremony to a Bachelor of Arts (Honours) student. Faculty Medals are to be awarded in the Faculty of Health Sciences (Pass Medal), in the Faculty of Education (Pass Medal), and in the Faculty of Arts and Sciences (Pass and Honours Medals).

Honorary Degrees

During the graduation ceremonies to be held in 2000, Honorary Doctorates will be awarded to Mrs Leneen Forde, AC at a Brisbane ceremony, to Br Charles Howard, FMS and Ms Evelyn Scott at ceremonies in Sydney and to Sr Gabrielle Jennings, RSM in Melbourne. An Honorary Master of Arts is to be awarded to Rev Fr Val Patterson, MSC at our Canberra ceremony.

Bishop Carlos Belo, SDB, the Bishop of Dili, has accepted an invitation by Senate to have conferred on him an Honorary Doctorate. As Bishop Belo is unable to be in Australia at the appropriate time in 2000 the investiture will be delayed until 2001.

Agreements

The University has entered into a number of agreements with other institutions in the last year. A student and staff exchange agreement was signed with the State of Baden-Württemberg involving two networks of German Universities; "Statements of Intent" have been agreed with Beijing Adult Educational University and Central University for Nationalities. There are also possibilities for strong links between ACU's recently established Centre for Lifelong Learning and Beijing Adult Educational College.



Aquinas Campus graduation ceremony.



The University has entered into an agreement with the Bureau of Catholic Education in the Diocese of Mauritius for offering the Master of Educational Leadership program in Mauritius. An agreement has been formed with the Luther Seminary for the co-operative preparation of teachers at Lutheran Schools through our Aquinas Campus.

ACU entered into an agreement with NextEd Limited for the delivery of online units on the University's new website *ACUweb* for a three-year period. Units in Education, Management, Nursing and Theology will be offered online on a fee-paying basis. *ACUweb* was launched on 16 November 1999 at McAuley Campus.



Dr Tina Clifton, Sisters of Charity Health Service, and Professor Peter Sheehan, ACU, signed a new three year Memorandum of Understanding confirming their joint agreement for cooperation in nursing research and training in December 1999.

University Centres

The University Research Centre in Religious and Moral Education has been renamed the Cardinal Clancy Centre for Research in the Spiritual, Moral, Religious and Pastoral Dimensions of Education. Two new Centres have been established. In November 1999 the Social Policy and Advocacy Research Centre (SPARC) was established as a University Research Centre. SPARC recently presented a report on the environs of St Patrick's Campus which offers a comprehensive and penetrating analysis of the local area.

In February 2000 Academic Board approved the establishment of a Centre for Lifelong Learning. The Centre will operate nationally in respect to research and scholarship, teaching and learning programs, community service and policy advice. Professor Judith Chapman, Dean of Education will assist me in feeding its expertise directly into a Task Force for the "Business Higher Education Round Table" which has been asked to develop a position paper on Lifelong Learning for the consideration of Minister David Kemp.

Catholic Nature

The Goals Committee of the University has been instrumental in generating a great deal of activity on the Catholic nature of ACU. The Committee organised a public forum, held on 7 May 1999, to consider the encyclical *Fides et Ratio*. There were forums conducted in Sydney and Melbourne, on 12 and 15 November 1999 respectively, to coincide with the release of the report *Woman and Man: One in Christ Jesus*. The Lenten Lecture for 2000, entitled *The High Price of Earth Without Heaven in the New Millenium* was presented by Fr Frank Brennan, SJ on 8 March 2000.

The Goals Committee was also involved in detailed discussions with the architects for the new St Patrick's Campus on the design of furnishings and sacred images of a religious nature throughout the building, including the Chapel.

During 1999 the University introduced an Induction Program for all new employees. This Program emphasises a spiritual perspective and includes a module that is focused on the Mission of the University.

1999 was a tremendous year for the University, and I am proud to recognise its achievements.

P. W. Sheehan

Professor Peter W. Sheehan AO
Vice-Chancellor



Signadou Campus graduation ceremony.



Highlights of 1999

Honorary Doctorates

The degree of Doctor of the University was awarded to the Governor-General, Sir William Deane AC KBE, at a graduation ceremony in Sydney. The award was in recognition of his contribution to the Australian community.



The Chancellor, Cardinal Edward Clancy with the Governor-General, Sir William Deane.

Other recipients of Honorary Doctorates in 1999 were Dr Evelyn Billings AO and Dr John Billings AO for their contributions to medical science, and Emeritus Professor Rosemary Goldie AO in recognition of her work in promoting values intrinsic to the Catholic Church's mission in the 20th century.

Staff

Professor Tony Kelly CSSR was appointed the new Professor of Theology.

Associate Professor Peter Camilleri was appointed Rector of Signadou Campus.



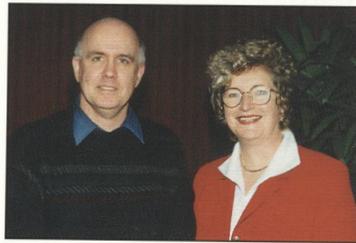
Associate Professor Peter Camilleri

An Induction Program for staff was launched by the Vice-Chancellor in May at Mount Saint Mary Campus.

Research

The School of Educational Leadership won a SPIRT Grant to conduct leadership research with the NSW Police Service, NSW Departments of Health and Education and Training, the Catholic Education Office (Parramatta Diocese) and the Australian Conference of Leaders of Religious Institutes (ACLRI).

The SPELL project received a grant from the ACT Department of Education and Community Services. The project, headed by Glenda Shopen, ACU, School of Education, in conjunction with ANU, is working to achieve better links between home and school in order to improve literacy and numeracy outcomes for children in the middle years of schooling.



Associate Professor Doug Clarke, Director ENRP Project and Ms Jill Cheeseman, Project Manager.

The Early Numeracy Research Project (ENRP) was expanded to include Catholic and Independent schools. The ENRP is an initiative of the Victorian Department of Education. It is a collaborative project between the Department of Education, the Catholic Education Office, the Association of Independent Schools (Victoria), ACU and Monash University. The project is based at ACU's Mathematics Teaching and Learning Centre in Melbourne, and is directed by Associate Professor Doug Clarke. ACU will now receive approximately \$1.483 million for the three years of the project.

Annual Lectures

The Most Reverend John Bathersby DD, Archbishop of Brisbane, delivered the annual Lenten Lecture at McAuley Campus on 17 February. The title of his address was *Young Australians, Easter Joy and a Reason for Hope*.



Professor Muredach Dynan, the Most Reverend John Bathersby DD, Archbishop of Brisbane, Professor Peter Sheehan, and Mr Jim Graham, at the Lenten Lecture

Mr Robert Fitzgerald, Community Services Commissioner for NSW, presented the 1999 Victor J Couch Lecture at MacKillop Campus on 25 October. Mr Fitzgerald spoke on *Winners and Losers in the New Social Contract for Australia – the emerging political, economic and social agenda*.



The late Dr Victor Couch (seated) with Mr Robert Fitzgerald, Professor John Coll and Professor Peter Sheehan, after Mr Fitzgerald delivered the 1999 Victor J Couch Lecture.

Sr Rosemary Crumlin RSM delivered the 10th annual Aquinas Lecture at Aquinas Campus on 6 October. Her lecture, *On the Brink: Changing Consciousness in Contemporary Art*, addressed current concerns regarding the spirituality of social awareness, the body and the earth.



Melbourne relocation

Major work began in early 1999 for the renovation and refurbishing of the building for the new Melbourne Campus. The new campus, St Patrick's Campus at Fitzroy, will be completed in time for the commencement of the academic year in 2000. It replaces ACU's two suburban campuses, Christ Campus in Oakleigh and Mercy Campus in Ascot Vale. Closing ceremonies were held for the two suburban campuses in December 1999. A fund raising appeal was launched to raise \$3 million to assist in the establishing of the new campus in Fitzroy.

Forums

Theologians and philosophers from ACU and other Catholic theological institutions took part in an ACU Forum on the papal Encyclical *Fides et Ratio* (Faith and Reason) at the Ryan Auditorium, MacKillop Campus on 6 May.

ACU conducted a public forum in Sydney and Melbourne in November to consider the findings of *Woman and Man: One in Christ Jesus - Report on the Participation of Women in the Catholic Church in Australia*. The report was published in August 1999. The forum was held to raise community awareness of the problems and opportunities of women's participation in the Church.

Excellence in Teaching

Excellence in Teaching Awards recipients for 1999 were Mrs Evelyn Anderson, School of Arts and Sciences (McAuley Campus); Associate Professor Denis McLaughlin, School of Educational Leadership (McAuley Campus); and Dr Helga Neidhart, School of Educational Leadership (Mercy Campus).

University Medallist

Sr Maria Louise Lawton RSM was awarded the University Medal at a Sydney graduation ceremony, where she also received the Faculty Honours Medal for the Faculty of Health Sciences.



Sr Maria Louise Lawton RSM, with her brother, Justin.

Online education

ACUweb, an online education initiative of ACU, went online in November delivering University-accredited courses to students both domestically and internationally. ACUweb is backed by the technological infrastructure of NextEd Limited. Courses delivered online include Education, Management, Nursing and Theology.

Software gift

The University received a specialist computer software package and training assistance to support ACU's business and information systems courses from SAP AG.



Below, Dr Lyn Coulon, National Manager, Educare 2000, with the first cohort of graduates of Educare 2000 Certificate in Leadership program: Mrs Heather Austin, Mrs Susan Gallagher and Mrs Monica Whelan.



Support for East Timor

The Vice-Chancellor presented a cheque for more than \$6000 to Caritas Australia for the East Timor Emergency Appeal. Support was offered to ACU's Indonesian students and the Vice-Chancellor announced the offering of undergraduate scholarships to Timorese Students to study at ACU for three years.



Professor Peter Sheehan, Vice-Chancellor, presenting the cheque to Mr Tom Story, National Director, Caritas Australia, for East Timor.

German agreement

An agreement was made between ACU and the German state of Baden-Württemberg to facilitate cooperation and student and staff exchange between ACU and the nine universities in Baden-Württemberg.

Left, Professor Jack Flanagan, Head, ACU Sub-Faculty of Business and Informatics, Mr Michale Haynes, 2nd year Bachelor of Business student, Ms Marianne Starkey, Director of SAPIent College, Ms Sarah Tucker, 2nd year Bachelor of Business student and Mr John Warne, Business and Operations Manager, SAPIent College.



1999 Finance Summary

This review summarises operating revenue and expenses and the year-end financial position of the University. The full 'Financial Statements and Reports', including 'Independent Auditors' Report to the Members of Australian Catholic University Limited', is published separately.

Table A shows operating budget and actual revenue and expenditure figures for 1999 with budget projections for 2000. The charts also illustrate the source and use (by

functional areas) of operating funds in 1999.

The University is in a sound financial position. In 1999 ACU Ltd achieved a surplus, before abnormal income, of \$5.1 million (\$3.6 million surplus in 1998). Total operating revenue was up by \$3.0 million (3.8%) on 1998 and expenditure increased by \$1.5 million (2.1%). The surplus includes a budgeted \$1.3 million in partial repayment of the \$3.9 million cost of the 1997 Voluntary Separation Scheme.

The financial statements show a \$0.9 million working capital deficit (1998, \$1.2 million surplus), as a consequence of financing requirements for the St Patrick's Campus building project. Despite the deficiency, there are sufficient revenue commitments from government and undrawn debt facilities to ensure the University is able to meet its obligations as they fall due.

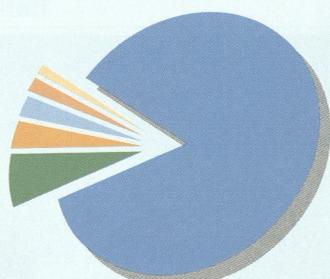
The achievement of new sources of revenue remains a high priority. The 1999 Revenue chart illustrates the University's heavy dependence on Commonwealth Grants. During 1999, non-government income increased by \$1.8m (17.5%), which compares very favourably with the \$0.7 million (6.8%) decline experienced in 1998. New sources of income must be found if the University is to sustain current levels of activity. The potential cost impact of current enterprise bargaining negotiations is a further incentive to improve the range and size of alternative income sources.

There were \$92.3 million of net assets held by the University at 31 December 1999, an increase of \$5.8 million (6.7%). Property, Plant & Equipment grew by \$16.2 million (18.2%), reflecting the acquisition and development of St Patrick's Campus. The Melbourne "signature campus" opens for business in February 2000.

Table A

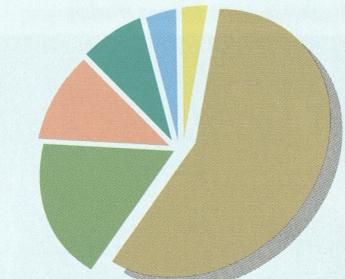
	1999 Budget \$K	1999 Actual \$K	2000 Budget \$K
Commonwealth Grants	65,249	68,419	66,975
Other Grants	66	1,408	66
General Service Fees	2,383	2,057	2,400
Other Tuition Fees	4,743	5,448	4,106
Interest Received	600	700	600
Other Income	1,355	2,660	1,330
Total Operating Revenue	74,396	80,692	75,477
Salary & Associated Costs	52,391	53,898	53,858
Non-Salary Items	20,705	21,706	20,319
Total Operating Expenditure	73,096	75,604	74,177
Operating Surplus	1,300	5,088	1,300

1999 Revenue



Commonwealth Grants	84.8%
Other Tuition Fees	6.8%
Other Income	3.3%
General Service Fees	2.5%
Other Grants	1.7%
Interest Received	0.9%

1999 Expenditure



Academic Activities	57.9%
Administration & other General Services	18.0%
Building & Grounds	10.2%
Libraries	7.4%
Other Academic Support Services	3.5%
Student Services	2.9%



Report of Pro-Vice-Chancellor (Academic Affairs)

As Senior Officer, New South Wales and Australian Capital Territory

The Campuses

The new Staff Induction Program *Exploring the Mission* was commenced in 1999 and was well received by staff.

Twenty-five year service awards presentations were made to Tony d'Arbon, Tim O'Hearn, Peter Bastian, Mary Grant and Joyce Martin. The Margaret Balint Award went to Marea Nicholson.

The annual Victor J Couch Lecture was delivered by Robert Fitzgerald, Community Services Commissioner (New South Wales) on the topic *Winners and Losers in the New Social Contract for Australia – the emerging political, economic and social agenda*.

MacKillop Campus

A major redevelopment of the gymnasium area had to be planned for construction in 2000 as a result of the need to relocate ACU activities from the Mount Street Annex mid-way through 1999. Activities involving Nursing wards and some Human Movement laboratories and a large auditorium had to be accommodated in the Carroll Building for second semester.

Mount Saint Mary Campus

The original Mount Royal building and the external appearance of all the older buildings were refurbished and repainted and a major program of grounds upgrade undertaken. Wheelchair access has now been provided to more than 85% of the possible access campus venues and all teaching space is now air conditioned. The campus has been used for a number of exhibitions, including the final year Art students exhibition in the refurbished Creative Arts Building and the inaugural TECO-99 exhibition by the Technology students.

Signadou Campus

Associate Professor Peter Camilleri was appointed Rector of Signadou in April 1999. He continues to hold the Headship of the School of Social

Work in Canberra. He replaces Associate Professor Tim O'Hearn who occupied the position since the departure of Professor David Parker. With the appointment of Susan Love as Manager, Campus Operations, the campus has a new feel and vitality. The property has been refurbished and the grounds improved immeasurably.

Professor Maev O'Collins was appointed as Adjunct Professor to the School of Social Work.

The campus hosted a number of important fora during the year:

- Seminar by Professor Herman Lombaerts of the Catholic University of Leuven, Belgium *Religious Education: Interpreting a Tradition in Contemporary Culture*.
 - Seminar by Professors Katja Forssen and Veli-Matti Ritakallio, University of Turku, Finland *Social Work, Social Policy and Poverty in Australia and Finland*.
 - Seminar by Professor Danilo Ceccarelli-Morolli, Professor of Canon Law at the Pontifical Oriental Institute in Rome *The Origins of Law in the Church: Religious and Historical Foundations*.
 - Reconciliation Discussion Circle organised by Professor Maeve O'Collins.
 - In conjunction with the Catholic Education Office and the campus, a Roundtable Discussion on *Woman and Man: One in Christ Jesus*.
- In 1999 the gift of Mrs. Phyllis Boyd of her husband's last sculpture *'Jacob wrestling with the angel'* was formally handed over to the University.

As Chair of the Academic Board

The Academic Board during 1999 recommended a range of course changes and course introductions to Senate for approval.

- The Board endorsed a procedural document *Promotion to Reader and/or Associate Professor (Level D)* and commenced discussion on a process to make it possible for staff to be promoted to Professor. All Professors are now members of the Academic Board.

- The Board resolved to allow Pass degree graduates transferring from recognised institutions to undertake Honours. Honours is the entrance to a research career and this was an important policy change.
- Discussions commenced on plans to introduce a program in the area of Information Literacy. A committee was created and reported to the Board during 1999.
- The Faculty of Education outlined the structure of the Faculty, Functions and Responsibilities after a major review by the new Dean, Professor Judith Chapman.
- Philosophy was established as a cross-Faculty School within the Sub-Faculty of Philosophy and Theology.
- Establishment of a Chair in Psychology was recommended by the Board following a review by the Australian Psychological Society.
- The Board created a Standing Committee which develops papers for the Board and recommends on matters to the Board between meetings. Professor Sue Rowley from the University of New South Wales became the external Board member during 1999.
- An agreement was approved by the Board for the offering of Master of Educational Leadership in Mauritius.
- A fee-paying partnership between William Blue College and Australian Catholic University in offering a Bachelor of Hotel Management was endorsed by the Board.
- An East Timor Working Group was set up to advise the University on appropriate responses to be made on the East Timor situation.

Professor John Coll

Pro-Vice-Chancellor (Academic Affairs)



Professor John Coll



Report of Pro-Vice-Chancellor (Quality and Outreach)

As Senior Officer in Queensland

Queensland Developments

Five schools at McAuley Campus, *Arts & Sciences, Business and Informatics, Education, Nursing and Theology* now provide a growing array of undergraduate and postgraduate courses which are attracting many students who perceive the quality of teaching-learning and support at the campus highly. These perceptions are reflected in the five-star ratings from graduates in respect of course experience, employment rates of graduates and academic support. *The Centre for Early Christian Studies*, which is located at the campus, has established a national and international profile among scholars in this field.

Plans for New Campus

The University decided to bring forward the planned commencement date for the new Queensland campus to be located at the 100-acre site presently occupied by the Pius XII Seminary at Banyo. This decision was made in the context of additional capital funding support from the Commonwealth Government bringing the total DETYA funding to \$5million. The State Government had previously committed funds of \$6million. These major contributions by Governments have made it possible to plan for the new campus to be completed for the commencement of the 2003 academic year.



Professor Muredach Dynan

Academic Staff Development

The *Academic Staff Development Unit*, directed by Associate Professor Paul Chesterton, continues to play a central role in relation to professional development of academic staff. The Unit ensures the co-ordination of academic development across Faculties and other key areas of operation. The Unit also offers a range of specific opportunities for professional development including two initiatives:

- Skills training for academic staff in the design and teaching of *online education* courses.
- *Information Literacy Training Program*. This program has been developed in close collaboration with the Library with the intention of preparing incoming students with skills in accessing and using electronic modes of information.

Another area which is proving popular with increasing numbers of academic staff is that of *student surveys of teaching-learning*. Over 20 academic staff were granted Outside Study Programs generally for periods of six months.

ACUcom

ACUcom, the community education arm of ACU, with offices and teaching facilities in each of Sydney, Melbourne and Brisbane campuses had a very successful year with substantially increased revenue. The Director, Valerie Hoogstad (Sydney), is supported by ACUcom Managers Paul Conway (Brisbane) and Margaret Cross (Melbourne). ACUcom expanded enrolments in international programs, including English language (ELICOS). Corporate training programs for executive personnel in major employment bodies have been further developed particularly in Sydney. DETYA has continued to fund a major Literacy program which is offered in each of the three State capital cities.

Online Education Project

The University launched ACUweb, an exciting new venture for the online delivery of Master's and professional development courses though the internet. A partnership agreement with NextEd Pty Ltd provided for efficient worldwide delivery of courses using an integrated software platform developed by NextEd, offered on a network of servers located in key countries around the world. The ACUweb Co-ordinator, Alison Blair, has worked with staff from each Faculty to ensure a smooth commencement to this Project.

Quality Management

The University continues to give high priority to the implementation of systematic quality management procedures throughout the institution. The *Quality Management Committee* has been established to replace the two preceding committees. Each of the Faculties and other organisational areas has undertaken the process of reviewing its quality procedures as an integral part of the process of implementation of the University Strategic Plan.

With the publication of a DETYA sponsored report on Benchmarking for Australian Universities, consideration has been given to refining appropriate benchmark performance indicators. The Quality Officer, Richard Clifford, visited the UK Quality Assurance Agency and several universities in Britain and New Zealand to compare procedures and to learn from the experiences of university systems in these countries.



Indigenous Education

The number of enrolments of Aboriginal and Torres Strait Islander students at ACU has risen to the highest level ever, with over 200 enrolments on a full-time or part-time basis. The three Indigenous support units, Jim-Baa-Yer (Victoria), Weemala (Queensland) and Yalbalinga (New South Wales) continue to provide an excellent support network for students and staff engaged in a wide range of programs. Numbers of graduates, retention and completion rates are well above the national averages for Indigenous students at universities in Australia. The Director of Yalbalinga, Ken Ralph, and the Co-ordinator of Weemala, Nereda White, each play important roles in the NSW and Qld Catholic Education Commissions respectively.

International Education

The University has given a high priority to the expansion of enrolments of fee-paying international students in award courses over the next triennium. This year was marked by a substantial increase in numbers of students and the prospects for further increases are excellent over the next few years. Details are provided in a separate report from the Director of International Education, Tony McKittrick.

ACU has active exchange agreements with about 20 universities – including Catholic universities – in Europe, North America and Asia. The Vice-Chancellor and I met with senior representatives of three higher education institutions in Beijing during a visit in November arranged by Caritas Hong Kong. Agreements were signed with two of these institutions, and it is hoped to develop these links over the next two years.

Professor Muredach Dynan
Pro-Vice-Chancellor
(Quality and Outreach)

Report of International Education Office

In 1999 the International Education Office (IEO) focused on planning and implementing a strategy to increase ACU's profile through cooperative links with selected overseas universities and to recruit more international students from Asia, Europe, the USA and Latin America. As part of this strategy a business plan was developed which set out targets for the next four years.

The marketing contract with International Student Services (ISS) was renewed. ISS has undertaken to target recruitment of students from Hong Kong, Indonesia, Japan, Korea, Thailand, Taiwan and Latin America. The IEO itself is targeting India, Europe (Sweden, France and Germany) and the United States of America.

The first recruitment mission to India was undertaken in September. That mission focused on promoting the Master of Information Systems (MIS) as well as the University's programs in Business, Management, Education and Nursing. The seminar and information sessions conducted during the mission were very well attended and a considerable volume of applications for MIS enrolment in the year 2000 has been received.

Initiatives were undertaken to capture a share of the growing Study Abroad market in the USA. One of these resulted in the establishment of an agreement to recruit fee-paying students from the State University of New York (SUNY) system and elsewhere. This will be facilitated via the SUNY Oswego Campus. There are about 300,000 students enrolled in the SUNY system. Another initiative was the formation of a partnership with one of the largest study abroad agencies in the USA, Beaver

College, to recruit internship students. Beaver College was attracted to the University because of its reputation and experience with experiential learning programs.

Professor Peter Sheehan (Vice-Chancellor), Professor Gabrielle McMullen (Rector, Aquinas Campus) and Professor Peter Carpenter (Dean, Faculty of Arts and Sciences) travelled to Germany for the signing ceremony to mark a formal agreement with the State government in Baden-Württemberg, Germany, for student exchange. The agreement will open up exchange opportunities in nine universities in that State for ACU students. Staff will also be encouraged to visit.

A new suite of international student information material, all with a common theme and colour codings, was published. This included a new International Student Guide, tuition fee schedules, country specific admission criteria and course information sheets. In addition, the Study Abroad Guide was up-dated with a new cover designed by ACU Visual Arts student, Mr Christian Olea. The International Student web site was also up-dated and expanded.

Tony McKittrick
Director of International Education



Mr Tony McKittrick



Report of Pro-Vice-Chancellor (Research)

As Senior Officer in Victoria

In reporting on my Victorian responsibilities for 1999, I will focus on the major project in Melbourne. Aquinas Campus in Ballarat continued to play an important role in meeting a regional need and making a unique contribution to the University.

1999 was a year to remember for ACU in Victoria. The closure of the Christ and Mercy campuses in Melbourne marked the end of a fond association with generous friends and familiar facilities. This became necessary in order to consolidate the two old campuses at our new St Patrick's Campus in Fitzroy.

Staff from the two campuses finally came together. It is now so much easier to work together in both research and teaching. There is now a critical mass, greater expertise and a significantly larger resource base, particularly in the library. The quality of the new building to be occupied is obvious: it is architecturally pleasing and light filled, clean and air conditioned. Indeed the entire environment is so pleasant that it will be difficult not to arrive early and leave late. Last but not least we were glad because St Patrick's is next door to a large number of institutions that are central to our efforts to establish a vibrant research culture and climate and to provide ever more and better opportunities to learn.



Professor Wolfgang Grichting

Unfortunately, we had to say farewell to respective birth places in Oakleigh and Ascot Vale. The thought that these cherished places should soon give way to modern developments was painful particularly since they had served so well the Institute of Catholic Education and the fledgling University with their determination to educate nurses and teachers for both the Catholic and wider community. As attractive as St Patrick's may be it cannot suppress nostalgia.

The evidence is overwhelming: the goodwill and enthusiasm of all our staff make it clear that St Patrick's is the best thing that could have happened to ACU at this critical time when economic pressures and educational changes challenge the very foundation of universities as we have come to know them.

Research

To understand and appreciate the research commitment and output of ACU staff at the present time it is helpful to recall the early years of the University when most staff had mainly been hired to teach, when less than one in five staff held a doctoral qualification, when research grants were beyond the grasp of most staff, when libraries with multiple copies of basic text books catered for undergraduate students, when computer equipment was virtually unknown and research policies were deemed irrelevant. All this has now changed.

Staff are now appointed and promoted on the basis of their contribution to both teaching and research; in less than ten years the proportion of staff with doctoral qualification has more than doubled; postgraduate research students have quadrupled, successful research grant applications have grown nine fold. Further, the libraries now provide electronic access to more than two thousand full-text international journals. Last but not least, all staff

members have a computer, have ready access to e-mail and to various site licenses to engage in qualitative and quantitative research. In a nutshell, research at ACU until about five years ago was almost entirely individualized and now evidence of an institutionalized research culture is demonstrably present.

The Institute for the Advancement of Research as well as the various Research Centres have come of age. Staff are recruited from both inside and outside the University and provided with a focus for reflection, discussion, research and writing. A three-year contract with the Australian Catholic Bishops Conference to analyze the data from the Catholic Church Life Survey is but one of the highpoints of the Institute. The anticipated launch of the Centre for Women's History, Spirituality and Theology further mirrors ACU's concurrence with *Ex corde Ecclesiae* that the University is a place for research where scholars scrutinize reality with the methods proper to each academic discipline and so contribute to human knowledge and collective betterment.

Professor Wolfgang L Grichting
Pro-Vice-Chancellor (Research)



Faculty of Arts and Sciences Report

Key Developments

The past year saw several key developments within the Faculty of Arts and Sciences. In May 1999 Rev Professor A J Kelly CSsR commenced duty as Professor of Theology and Head of the Sub-Faculty of Theology. Following a lengthy period of consultation and discussion, the Faculty recommended that a School of Philosophy be established within the Sub-Faculty, to be renamed the Sub-Faculty of Philosophy and Theology. In October 1999 the University Senate approved these recommendations.

The Faculty developed and publicised a Strategic Implementation Plan 2000-2002 to guide the Faculty's key activities in the triennium.

In August, Lady Deane and Cardinal E B Clancy launched the book "Woman and Man: One in Christ Jesus" (Harper Collins) in a nationally televised ceremony at the National Press Club. A number of past (Dr M P MacDonald, Sr M Malone sgs) and present (Professor G L McMullen) staff had played key roles in the production of this book while the Dean had chaired the research investigation into the participation of women in the Catholic Church in Australia for the Australian Catholic Bishops' Conference which resulted in the publication of the book.



Fourth-year Bachelor of Education student, Christian Olea, Ms Judith Carroll, School of Arts and Sciences (NSW), and Professor John Coll, at the 1999 Student Art Exhibition at Mount Saint Mary Campus.

Courses

In 1999, the Faculty developed a new dual degree program Bachelor of Business/Bachelor of Information Systems, a fee-paying Bachelor of Hotel Management in partnership with William Blue College and new Honours degree strands in Asian Studies and Theology.

As well, the Faculty continued its cycle of course reviews including the following: Bachelor of Science, renamed Bachelor of Environmental Science, Bachelor of Social Science (Family Studies), renamed the Bachelor of Psychology, the Graduate Certificate in Physics, the Master of Arts in Theological Studies, the Master of Social Science, the Master of Management course structure and the undergraduate sequence in Family Studies.

By year's end, the Faculty had more than 2000 EFTSU in its undergraduate courses, a further 155 EFTSU in its postgraduate courses and 78 persons in PhD or MPhil programs. The Faculty grossed \$847,000 from its fee-paying courses in 1999, up from \$717,000 in 1998, a rise of 15 percent. As well, the Faculty taught almost 1200 EFTSU for the Faculties of Education and Health Sciences. 670 students graduated from the Faculty's courses in 1999.

Staffing

Five staff (Drs D Sim, J McLaren, S Bullock, N Saintilan, L Farrell) were promoted to Senior Lecturer and two staff (Drs M Prentis and J Bessant) became Associate Professors, Dr Bessant being given the title of 'Reader'. Three staff (Drs L Sanzogni, M Wynn and A Moss CFC) were granted tenure. Seven staff received secondments to the Institute for the Advancement of Research while Associate Professor G A Cox was seconded as Acting Director of Music at St Patrick's Cathedral. Seven staff were granted Outside Studies Program Leave.

Research and Publications

Two staff (Assoc Prof P Allen and Dr L Edwards) won ARC Large Grants while Dr N Saintilan, and Dr B Tobin, and Rev Dr A Fisher OP won SPIRT grants. A further nine staff won ARC Small Grants, the total of ARC funding from these three sources being \$261,660. Staff also won a further \$154,000 in research funds from other sources. Some 31 postgraduate research students received funds from the Faculty to aid their research.

In 1999, staff in the Faculty published 11 books, 24 book chapters, 98 journal articles, 10 conference papers, 6 musical compositions and 1 compact disc.

Staff continued in a wide range of community service activities throughout 1999.

Professor P G Carpenter,
Dean, Faculty of Arts and Sciences



Professor Peter Carpenter



Dr Richard Proulx, visiting lecturer, with Dr Diane Gome, School of Arts and Sciences (Vic) and Associate Professor Geoffrey Cox, School of Arts and Sciences (Vic) viewing the growing collection of hymnals in the Percy Jones Music Research Collection.



Faculty of Education Report

Initiating a period of Revitalization

During the course of 1999 the Faculty embarked upon a process of review and revitalization. The first major step in this process involved the identification of the Faculty's Strategic goals for 1999 – 2002. These included goals in the areas of:

- Learning and Teaching
- Scholarship and Research
- Internationalisation
- Financial Management
- Catholic Identity and Mission
- Student Services and Student Needs
- Community Service and Outreach
- Staffing
- Management
- New Initiatives and Niche Markets

Reviewing Academic Programs

Consistent with the Faculty's Strategic Goals, the Faculty in 1999 embarked upon a review of all its major academic programs and courses. Through such reviews the Faculty of Education at Australian Catholic University will build upon its strengths in teaching and learning, enhancing student satisfaction and ensuring academic rigour and professional relevance.



Professor Judith Chapman

Strengthening Research and Scholarship

At the same time as the Faculty was working to consolidate its traditional strengths in teaching and learning, initiatives and incentives were put in place to strengthen its work and reputation in Research and Scholarship. During 1999 Faculty Board Standing Committee for Research and Research Degrees initiated a series of workshops to assist staff in writing submissions for research grants. The Committee also took steps to improve the recording and monitoring of students enrolled in research degrees. In 1999 there was a significant increase in the amount of money generated by staff through successful submissions for research grants.

Enhancing Catholic Identity and Mission

The Faculty of Education adheres to Gospel values and commitment to social justice in various ways. The work of staff in the School of Religious Education and the Cardinal Clancy Centre for Research in the Spiritual, Moral, Religious and Pastoral Dimensions of Education is internationally recognized and in 1999 their reputation attracted international scholars of the highest calibre to engage in their programs. Liaison between staff at Australian Catholic University and Catholic employing authorities in the Catholic community has been instrumental in developing new approaches to the teaching of religious education in schools.

Improving Student Services

Pastoral care and concern have framed the provision of student services and support. In 1999 financial support from the Faculty was given to assist students with physical disabilities to gain better access to campus services. Improving the ways we hear the student voice and respond to student concerns has been set as a major priority for 2000.

Extending Community Outreach

Community outreach and service, particularly service to the Catholic community, has been a major concern. A special priority for 1999 was the development of the area of community and service learning in our teaching and learning program. Staff have also been engaged in conceptualizing this field as an important area for research and scholarship. It is proposed that in years to come this will become a special feature of the teacher education program at ACU.

Identifying of Niche Markets

The refining of structures, offerings and practices were a key aspect of Faculty operations in 1999. An inherent part of this was our identification of the Faculty niche markets in the areas of:

- Active citizenship, community and social learning
- Education Leadership
- Inclusive Education
- Indigenous Education and Cross-cultural Education
- Numeracy and Mathematics Education
- Religious Education / Catholic Schooling
- Lifelong Learning

Professor Judith Chapman AM
Dean, Faculty of Education



ACU graduates employed in primary schools in the Archdiocese of Sydney with Br Kelvin Canavan, Executive Director of Schools.



Faculty of Health Sciences Report

1999 was a significant year in the Faculty's development. The Faculty implemented a new structure identifying five Schools congruent with its disciplines and geographical representation. There are three Schools of Nursing, one School in each of New South Wales, Victoria and Queensland, and two Schools of Human Movement, one in Victoria, the other in New South Wales. The new structure was welcomed as an opportunity to focus, consolidate and strengthen discipline specific teaching, learning and research activities whilst maintaining cross-School linkages and inter-disciplinary collaboration.

Following the University's Review of the ACU Strategic Plan, the Faculty proceeded to identify various challenges, opportunities and strategies, such as implementing a new learning paradigm, promoting a research culture, increasing flexible learning opportunities for students, and identifying niche markets.

Course development and review

Following on from the successful introduction of two national postgraduate nursing courses in 1998, namely Nursing Leadership and Nursing Practice, the Faculty further adopted a national approach to course development. A new Master of Clinical Nursing course was developed and approved for introduction in 2000. This course articulates with two other new courses, i.e. the Graduate Diploma and Graduate Certificate in Clinical Nursing, which will replace the courses that are currently offered that pertain to diverse specialty practice areas. Another new initiative was the development of a Master of Midwifery course also for introduction in 2000, which will articulate with the existing Graduate Diploma in Midwifery.

On-line teaching/learning

Consistent with the aim of increasing flexible course delivery the Faculty welcomed the opportunity to prepare Master's level units of study for initial on-line delivery in 2000 through ACUweb, served by the NextEd platform. It is expected that the Faculty will continue to expand its on-line courses in the future in order to increase access to postgraduate studies for health professionals by alternative modes of course delivery and utilising advanced information and communication technology.

Internationalisation

The Faculty continued to strengthen international links and activities. The Faculty's long-standing collaboration with Caritas Francis Hsu College, Hong Kong, provided the impetus for the exploration of further initiatives in the area of off-shore postgraduate nursing courses. The Faculty worked with Caritas Francis Hsu College staff to prepare for introduction of the Master of Nursing Leadership course, which was approved by the Hong Kong Accreditation Authority. In addition, students in the Bachelor of Nursing course currently offered in Hong Kong undertook their studies in the second year of the current program.

Research and consultancy

Through implementation of the research development plan the Faculty continued to foster a research culture and strengthen its research



Mr Peter Wiebe, School of Human Movement (NSW) demonstrates Pedar Mobile Foot Pressure Analysis equipment to Human Movement research students.

and publication profile. A number of staff were encouraged and supported by the Faculty Research Initiative Scheme, funded by the Vice-Chancellor's Initiative Fund. The scheme assisted in preparation of applications for research grants and submission of publications. Other Faculty research development activities included canvassing staff development research needs, implementation of a Faculty mentorship scheme, and the conduct of intensive workshops to assist with research application processes involving staff and potential industry partners in each state. Further research highlights included the considerable success by Faculty staff in gaining research grant funds in excess of \$125,000 for projects during the year. Staff continued to provide various consultancies and community service consistent with their diverse areas of expertise.

There were a number of notable research-related awards and scholarships to staff, including Ms Kate White (Palliative Care Achievement Award); Dr Peggie McBride (New Investigator's Award); Dr Jodie Stocks (Research Fellowship at the NASA Ames Research Centre, USA). Another research highlight was Dr Janet Currie's project to investigate the physiological benefits of pram-walking for new mothers, and the successful launch of this health program that was reported in the media. A consultancy highlight was Ms Imke Fischer's work in curriculum development in Sri Lanka, funded by the World Bank.

Professor Elizabeth Cameron-Traub,
Dean of Health Sciences



Professor Elizabeth Cameron-Traub



Dean of Students Report

Student Life

Activities to enhance community life include:

- Leadership training for SRC members on each campus.
- Very successful Orientation camps are run on some campuses, helping first year students with what is a critical introduction to university life.
- Students benefit from the pastoral presence of Student Services staff and receive support and advice on a range of personal and academic issues.
- Voluntary courses are offered to students – grief workshops, stress and time management, liturgy workshops.

Social Justice Initiatives

Students are encouraged to reach out to others in the wider community through financial and personal support for charities, St Vincent de Paul activities, and through running camps for disadvantaged students. A well supported appeal for East Timor was held, and special prayer and reflection ceremonies were held for Indigenous Reconciliation week.

Sporting Life

Kieran Gallagher was selected for the Australian Universities athletics team for the World Games in Spain. ACU sent touch football teams, and individual competitors to the Australian University Games and each campus supports teams to attend their State University Games.



Sr Rosemary Lewins OP

Equity / Equal Opportunity

ACU continued to ensure that support for students in equity categories was mainstreamed. Increasing numbers of students with disabilities are studying at ACU and benefiting from our policies and the dedicated support of Disability Advisers. Funds for disability access to Campus buildings have been set aside to ensure that long term improvements can be achieved.

Projects planned in 1999 for implementation in 2000 included:

- ACU equity scholarships for first year students in need of support.
- A project to improve the understanding of university education for lower secondary students in Western Sydney.

The Equal Opportunity unit provides trained observers on University Promotions and Tenure committees. Training in the awareness of and principles for dealing with sexual harassment is also provided.

The Equity and Equal Opportunity Unit develops the Equity Plan which is included in the University's profile and provides the equity initiatives for the future. The Annual Affirmative Action Report reports on progress towards ACU goals in affirmative action for women.



The Catholic Education Commission of the Archdiocese of Canberra and Goulburn awarded scholarships to 10 fourth-year Education students. In 1999 the awards were named after Mrs Mary Uhlman who was a teacher, principal and consultant in Catholic education from 1960 to the early 1990s. (L to R): Sharon Cox, Deidre Murphy, Brendan Dobinson, Mary Sixsmith, Lisa Hill, Mark Bazzana, Mary Uhlman, Deborah Hattingh, Lana Read, Kim-Ann Walters and Debbie Hoffman.

Student Services

Campus Ministry

Campus Ministry initiates and supports weekly liturgy and prayer on campus, and contributes to University liturgical celebrations. Ministers actively support the community life of ACU through pastoral care and community building with both staff and students.

Counselling Services

Counselling Services support students and staff with personal counselling and provide vital assistance with financial and accommodation needs and career advice

Academic Skills

The Academic Skills Unit provides individual and group workshops to enhance tertiary literacy for students, both undergraduate and postgraduate. A number of projects were initiated including gaining an initiatives grant to undertake research on *Writing in Disciplines: Partnerships in Learning* and a project: *Writing up Research* to develop material to be used by post graduate students and staff.

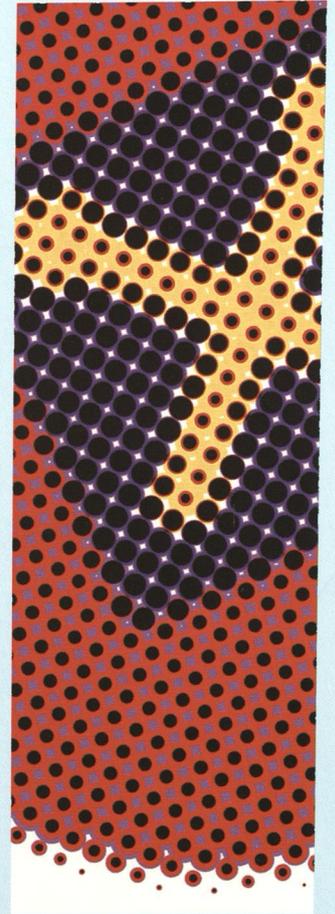
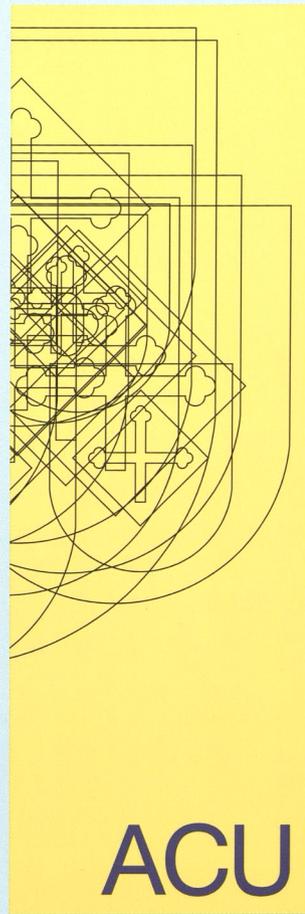
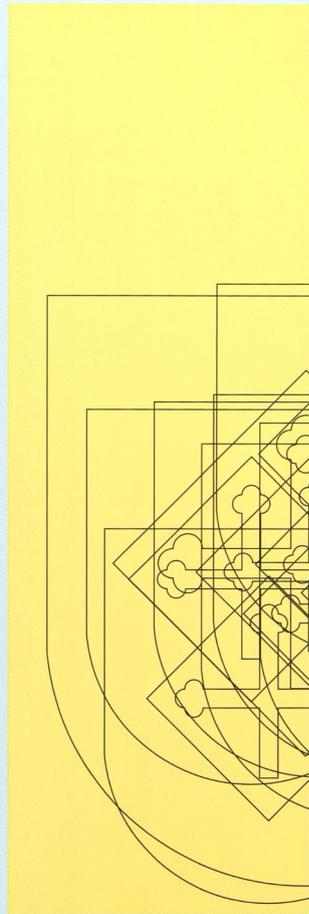
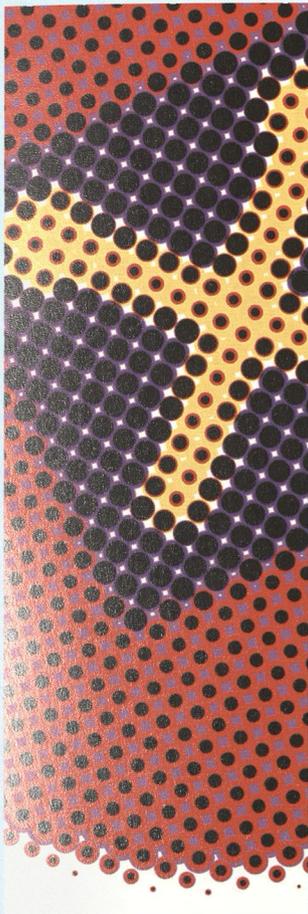
Benchmarking

An external student services survey was conducted in 1999. This survey titled *Student Services: ACU: Student and Staff Perceptions*, was conducted by the Centre for Studies of Higher Education (University of Melbourne). These data were helpful in planning future directions for Student Services and meeting external targets of effectiveness.

Induction of Staff

A comprehensive program of induction was developed and launched by Personnel and other Staff of ACU. A particular focus of the program is a module on Exploring the University's Mission. This interactive module will be offered on each campus, each semester. Campus Ministers are integrally involved in this project.

Sr Rosemary Lewins, OP,
Dean of Students and Director of Ministry and Director, Equal Opportunity and Equity



Vice-Chancellery

Australian Catholic University
40 Edward Street
North Sydney NSW 2060

Telephone (02) 9739 2929
Facsimile (02) 9739 2905

