

2012

AUSTRALIAN CATHOLIC UNIVERSITY

ANNUAL REPORT



Australian Catholic University (ACU) was established in November 1990 through incorporation as a public company limited by guarantee, registered in the state of Victoria. It was subsequently recognised as a university under the *Australian Catholic University (Victoria) Act 1991* and provides this report to the Victorian Minister for Higher Education and Skills.

The University was formed through the amalgamation of the Catholic College of Education (NSW), the Institute of Catholic Education (Vic), McAuley College (Qld) and Signadou College of Education (ACT). Today, ACU has six campuses nationally: Brisbane (McAuley at Banyo), North Sydney (MacKillop), Strathfield (Mount Saint Mary), Canberra (Signadou), Ballarat (Aquinas) and Melbourne (St Patrick's).

A public university, recognised and funded by the Commonwealth Government, ACU is open to students and staff of all beliefs.

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Letter of transmittal

19 March 2013

The Hon. Peter Hall, MLC
Minister for Higher Education and Skills
2 Treasury Place
EAST MELBOURNE VIC 3002

Dear Minister

In accordance with the requirements of regulations under the *Financial Management Act 1994*, I am pleased to submit for your information and presentation to Parliament the Australian Catholic University Annual Report for the year ending 31 December 2012.

The Annual Report was approved by the Australian Catholic University Senate on 19 March 2013.

Yours sincerely



General Peter Cosgrove AC MC CNZM
Chancellor

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INTRODUCTION



CHANCELLOR'S FOREWORD

It is with great pleasure that I present the 2012 Annual Report, which documents and acknowledges many of the significant achievements of Australian Catholic University's staff and students over this past year.

ACU has been expanding its global network by partnering with several other universities and institutions such as Università Cattolica del Sacro Cuore in Milan, Pontificia Universidad Católica de Chile and De Paul University in Chicago. The agreements will facilitate staff-student and knowledge exchange, research collaboration and allow exploration of other opportunities for partnership.

As a young university, building our research fields to a position of genuine achievement in selected areas of strength and significant potential more widely is an ongoing ambition.

ACU's research strategy focuses on four areas of commitment to the community: Theology and Philosophy; Health; Education; and Common Good and Social Justice. This has been recognised by an increase in grant income over 2012, including the \$7.9 million Collaborative Research Network Grant, as part of a Federal Government initiative to foster excellence in research among higher education institutions. ACU has joined with partner institutions – the University of Melbourne, St Vincent's Health and the O'Brien Institute – to establish the Centre for Research Enhancement and Sustainability, a specialised centre that focuses on managing research development and collaboration. The Centre will specialise in cardiovascular research. ACU's performance in the Excellence in Research Australia awards recognises the University's developing research strength.

The ACU Senate has worked closely within the University to adopt important resolutions designed to guide the institution through a sometimes challenging political and economic landscape. The Senate has endorsed changes made by the Vice-Chancellor to key management positions. Three of ACU's most valued senior executives – Associate Vice-Chancellor (Melbourne), Chris Sheargold; Chief Operating Officer (COO), John Cameron; and Deputy Vice-Chancellor (DVC) of Research, Professor Thomas Martin – have retired after many years of dedicated service. A number of high calibre specialists were appointed to fill these roles: Dr John Ballard to the position of AVC (Melbourne), Dr Stephen Weller to COO, and Professor Wayne McKenna to DVC (Research). Additionally, we welcomed Professor Pauline Nugent to be our inaugural Provost, Julian Leeser to the new position of Director of Government, Policy and Strategy, and Professor Brian Fitzgerald as Executive Dean of our brand new Law Faculty.

Congratulations are due to Vice-Chancellor Professor Greg Craven on his appointment to the position of Deputy Chair of the Council of Australian Government's Reform Council. I extend my thanks and appreciation to Professor Craven for his inspirational leadership and to the dedicated staff and students of ACU.

I have great confidence that ACU will continue to thrive in 2013 and I am optimistic about the University's capacity to secure the future of our nation through the provision of world-class education.

General Peter Cosgrove AC MC CNZM
Chancellor





VICE-CHANCELLOR'S REPORT

Australian Catholic University (ACU) is well poised to meet the demands of continued growth and development following the sound preparation, execution and management of the University's gradual expansion plan.

ACU has spent considerable time preparing for the Government's higher education reforms, which finally took effect in 2012 and are designed to increase the participation of Australians in tertiary education. I am confident that our deliberate approach of gradual expansion has placed ACU in a healthy position to continue its journey of growth and development as a university of excellence and influence.

The adoption of ACU's Strategic Plan 2012-2014, endorsed by the University Senate at the end of 2011, has given us the framework and impetus to implement our vision to provide a leading institution of teaching and research for our staff and students.

In the four years since I started at ACU, student numbers have grown 45 per cent and staff numbers by 32 per cent. Not only is ACU the fastest growing university in Australia, it is now the largest Catholic university in the English-speaking world.

Key reforms, recommended by Denise Bradley's review of the higher education sector in Australia and implemented in 2012, include the provision of greater access to tertiary study for those from disadvantaged backgrounds and to increase the number of young Australian adults with a bachelor degree to 40 per cent by 2025. ACU is well placed to address these challenges as they reflect the University's Mission to make education accessible to all, particularly to those less fortunate, and our vision to be an institution defined by community engagement.

ACU has numerous programs to promote equity and diversity and to create pathways to university for those who may not have previously considered – or had the opportunity to engage in – tertiary studies. We have partnered with fellow institutions in New South Wales to participate in the Bridges to Higher Education, securing \$21.2 million of Federal Government funding for a Higher Education Participation and Partnerships Program. Other outstanding programs of note are: the Clemente Australia program aimed at providing tertiary studies for some of society's most marginalised people; the refugee program on the Thai-Burma border that offers tertiary education to Burmese refugees and migrant students; and the capacity-building projects in East Timor. These projects provide globally recognised qualifications and opportunities where they might not have existed before. They are an investment in the future and they also reinforce our commitment to our Catholic Mission of equality and access for all.

Not only has the University's growth seen a healthy rise in student numbers, but also in what we can provide for those students. Our extensive capital works programs are bearing great fruit – with acquisitions, new buildings, and renovations across all six campuses in three states and the Australian Capital Territory. The new and refurbished buildings are providing staff and students with much needed offices, teaching and learning spaces, clinical workplaces for practical experience, and modernised facilities. For example, the new \$70 million The Daniel Mannix Building in Melbourne was awarded a six-star green rating for its environmental credentials. Meanwhile, the concept plan for development of the Strathfield Campus is before the Joint Regional Planning Panels for consideration. However, not all of our infrastructure has been academic.

Two new chapels were also completed in 2012: the St Mary of the Cross MacKillop Chapel, dedicated to St Mary MacKillop, is tucked into the new Melbourne building, and Our Lady Seat of Wisdom Chapel sits within the North Sydney campus.

Among the new courses introduced in 2012 were: bachelor degrees in Speech Pathology, Global Studies, Occupational Therapy, International Development Studies, and the much anticipated launch of the Law Faculty that begins teaching in Melbourne in 2013 with Sydney to follow in 2014. Critical to our essence has been the introduction for all students of a Core Curriculum, which embodies the spirit of our identity and Mission, and benefits not only our students but the wider community.

ACU is committed to enhancing the student experience wherever possible, which is why we have re-introduced the Student Services and Amenities Fee. The fee is a student contribution for student-run organisations and amenities that form part of the non-academic but equally essential aspect of the university experience.

Finally, I would like to thank my colleagues, the hard-working staff whose talent and dedication are key to the successes of 2012. We recognise their contribution and constantly aim to build on and invest in providing the best workplace for academic and support staff.

Above all, I would like to thank Chancellor Peter Cosgrove too for his guidance and support for the University community.

Professor Greg Craven BA, LLB, LLM
Vice-Chancellor

THE UNIVERSITY

Foundation

Australian Catholic University (ACU) represents the accumulated achievements of 150 years of Catholic tertiary education. Growing from a historic base in teacher education, it now has more than 24,500 students across a variety of disciplines.

ACU is Australia's only university with a national dimension, with campuses in the national capital, Canberra, three state capitals – Sydney, Melbourne and Brisbane – and a regional campus in Ballarat. It is a medium-sized university by Australian standards, but with six relatively small campuses it is able to offer personalised education to its students.

The University's teaching operations are closely focused on disciplines classically falling within the Catholic intellectual tradition. These include theology, philosophy, education, health, the liberal arts and business. As a unifying theme, all are centred on human relationships and the promotion of the common good.

Correspondingly, the University's research is specialised in the areas of theology and philosophy, health (with a particular emphasis on care of the vulnerable), education and the multidisciplinary fields of social welfare and social justice.

History

ACU opened in January 1991 following the amalgamation of four Catholic tertiary institutions in eastern Australia. It was recognised as a university under the *Australian Catholic University (Victoria) Act 1991*.

The institutions that merged to form the University had their origins in the mid-1800s, when religious orders and institutes became involved in preparing teachers for Catholic schools and, later, nurses for Catholic hospitals.

More than 20 Catholic entities contributed through a series of amalgamations, relocations, transfers of responsibilities and diocesan initiatives to the creation of ACU.

Objectives

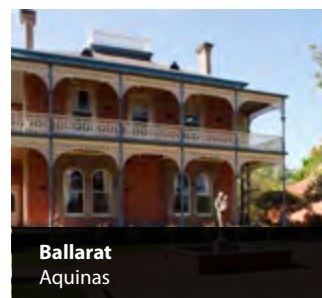
The objectives and powers of the University are provided through the constitution of Australian Catholic University Limited, which was incorporated as a public company, limited by guarantee and registered in the state of Victoria in November 1990.

For a detailed list of the University's objectives, visit www.acu.edu.au.

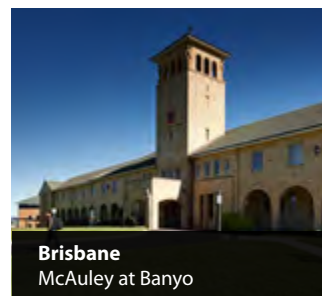
ACU is a public university, recognised and funded by the Commonwealth Government and, as such, its students are eligible for the Higher Education Contribution Scheme and Higher Education Loans Program (HECS-HELP). ACU welcomes students and staff of all beliefs.

Campuses

The University has six campuses in Australia – two in Sydney, and one each in Canberra, Melbourne, Brisbane and Ballarat.



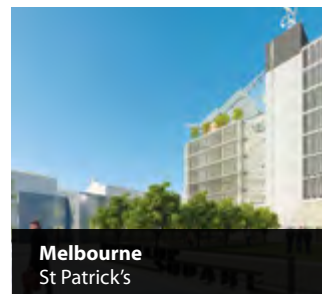
Ballarat
Aquinas



Brisbane
McAuley at Banyo



Canberra
Signadou



Melbourne
St Patrick's



North Sydney
MacKillop



Strathfield (Sydney)
Mount Saint Mary



FACULTIES AND AREAS OF STUDY

Introduction of the Core Curriculum

After two years of planning, the University commenced implementation of its Core Curriculum which, when fully implemented, will be a component of all ACU undergraduate degrees. The Core is comprised of five units: two University Core Curriculum units, one focused on the common good and the other on the dignity of all human beings; two course-specific core units which scaffold onto the University Core Curriculum units, and a community engagement unit. The first University Core Curriculum unit, *UNCC100: Our World: Community and Vulnerability*, was delivered to approximately 2,300 students in Semester 2, 2012, with the second, *UNCC300: Understanding Self and Society: Contemporary Perspectives*, to be delivered to approximately 7,000 students in Semester 2, 2013.

New courses

- The Faculty of Business offered Master of Professional Accounting (and its related Graduate Certificate and Graduate Diploma), Master of Business Administration (Executive) and Master of Occupational Health Safety and Environmental Management.
- New courses approved for offering in 2013/14 by the Faculty of Law include Laws, Arts/Laws, Global Studies/Laws, Business Administration/Laws, Commerce/Laws, Theology/Laws and Graduate Law.
- New courses approved for offering in 2013/14 by the Faculty of Education include Master of Indigenous Leadership and Engagement, Graduate Certificate and Graduate Diploma in Indigenous Leadership and Engagement, Bachelor of Education (Primary) Honours, Master of Teaching (Early Years), Master of Early Childhood Education, and Master, Postgraduate Certificate and Graduate Diploma in Leadership.
- The Faculty of Health Sciences established the School of Allied and

Public Health and launched the Bachelor of Occupational Therapy in 2012.

- Master of Business Administration (Health) – approved for launch 2013.
- The Faculty of Theology and Philosophy introduced Bachelor of Theology/Bachelor of Law, Graduate Certificate in Philosophy (Healthcare Ethics), Graduate Certificate in Theological Studies, Graduate Diploma in Theological Studies and Masters of Theological Studies.

Faculty of Arts and Sciences

Arts
 Arts (Business and Communication Studies)
 Arts (Psychology)
 Arts and Economics
 Clinical Counselling
 Counselling
 Counselling (Child and Adolescent)
 Creative Arts
 Environmental Science
 Global Studies (dual degrees)
 International Development Studies
 Liberal Studies
 Media
 Psychological Science
 Psychology
 Psychology (Educational and Developmental)
 Social Science
 Social Science (Psychology)
 Social Work (also Arts/Social Work and Theology/Social Work)
 Visual Arts and Design
 Youth Work

Faculty of Business

Accounting
 Financial Services
 Business Administration
 Business Administration (Indigenous Studies)
 Business Information Systems
 Commerce
 Human Resource Management
 Information Technology
 Marketing
 Occupational Health, Safety & Environmental Management

Faculty of Education

Arts Education
 Career Development

Early Childhood Education
 Early Childhood Teacher Education
 Educational Leadership
 Education and Training in Professional Contexts
 Gifted Education
 Inclusive Education and Disability Studies
 Indigenous Education
 Information and Communication Technology Education
 Literacy Education
 Mathematics Education
 Pastoral Care Leadership
 Primary Teacher Education
 Religious Education
 Secondary Teacher Education
 Science and Technology Education
 Teaching English to Speakers of Other Languages (TESOL)
 Wellbeing in Inclusive Schooling

Faculty of Health Sciences

Clinical Exercise Physiology
 Exercise and Health Science
 Exercise and Sports Science
 Health Science
 High Performance Sport and Business
 Midwifery
 Nursing
 Nursing (Practice Leadership)
 Nursing (Mental Health)
 Occupational Therapy
 Paramedicine
 Physiotherapy

Faculty of Law

Laws
 Arts/Laws
 Global Studies/Laws
 Business Administration/Laws
 Commerce/Laws
 Theology/Laws

Faculty of Theology and Philosophy

Ancient Languages
 Applied Ethics
 Biblical Studies
 Inter-religious Dialogue
 Leadership and Catholic Culture
 Liturgy
 Moral Theology
 Philosophy
 Practical Theology
 Spiritual and Pastoral Ministry
 Systematic Theology

INCREASE IN STUDENTS AND STAFF 2008–2012



GROWTH

Overall growth

The University was greatly encouraged again by strong growth in applications in 2012 for 2013. Steady growth over the past five years is evident from the key statistics below, and is forecast to continue with an increase in applications for 2013.

The increase was thought to be due to various factors including:

- new and revised courses;
- targeted and increasingly web-based approach to marketing;
- stronger University brand profile.

The 2012 figures of more than 24,500 enrolments, and more than 1740 (full-time equivalent) staff, compared with those of 2008, represent growth of 45 per cent in student numbers and 32 per cent in staff, with an increase of more than 24 per cent in academic staff. The corresponding growth in total income has been 85.54 per cent.

Domestic and international enrolments

Domestic applications and enrolments have continued to increase.

International enrolments reached a high of 3932 in 2011 from 3893 in 2010. A reduction in international numbers had been predicted for both 2011 and 2012, as part of an overall decline in international student demand for Australian education. However, there was only a slight drop this year, with 3604 international students enrolled in ACU programs in 2012.

HIGHLIGHTS OF 2012

Significant events during the year included:

- An increase in demand for ACU places, with first preferences for Commonwealth-supported places up more than 8 per cent from the previous year and total preferences up more than 10 per cent.
- ACU, in partnership with the University of Melbourne, St Vincent's Health and the O'Brien Institute (the CRN alliance), received \$7.9 million funding for a Collaborative Research Networks (CRN) project, Building Collaborative Research with Specific Focus on Cardiovascular Health.
- Professor Pauline Nugent appointed to the inaugural position of Provost, with an overall responsibility for the strategic leadership and operational delivery of the University's academic objectives.
- His Eminence George Cardinal Pell, along with the Honourable Joe Hockey, MPO, blessed and opened the University's Tenison Woods House in North Sydney. The 22-storey building will allow for an increase in student numbers.
- The Daniel Mannix Building was opened and blessed by The Archbishop of Melbourne, Most Reverend Denis Hart DD.
- ACU awarded a prestigious Employer of Choice for Women citation for the second year in a row.
- The Faculty of Law established as a new faculty in 2012.
- Vice-Chancellor Professor Greg Craven – an expert on federalism, government, public policy and constitutional law and history – appointed Deputy Chairman of the COAG Reform Council.
- ACU's MBA program awarded a four-star rating from the Graduate Management Association of Australia, which also gave the Faculty of Business the highest possible rating of five stars in the Academic Qualifications category.
- Launch of new Core Curriculum, which emphasises critical judgment, clear expression, ethical decision-making and concern for others, as individuals and as a community.
- Professor Brian Fitzgerald appointed the inaugural Executive Dean of the new Law Faculty; with Professor Patrick Heaven appointed first Dean of Research.
- Indigenous students Tracey Edwards and Lavinia Rossiter, received the Governor-General's Indigenous Student Teacher Scholarship, awarded annually to one student from each state and valued at \$25,000 per year for up to four years.
- International network expanded to Chile, Milan and Chicago, with the signing of agreements with the Pontificia Universidad Católica de Chile, Università Cattolica del Sacro Cuore (UCSC) and DePaul University.
- Professor Sandy Middleton became the first non-US recipient of the 2012 American Heart Association CVN Stroke Article of the Year Award for her study that found three simple protocols to be more effective than the current treatment for acute stroke patients.
- ACU joined forces with four Sydney Universities in a \$21.2 million initiative – *Bridges to Higher Education* – aimed at boosting the number of students from low socio-economic backgrounds in higher education.
- Marketing and External Relations staff won the Excellence in Marketing, Communication and Public Relations award from the Association of Tertiary Education Management (ATEM) for the 2011/2012 Change of Preference Campaign.

INCREASE IN STUDENTS AND STAFF 2008–2012

	2008	2012	Growth
Total student enrolments	17,034	24,663	44.8%
Equivalent full-time student load	11,547.1	18,047.3	56.3%
Total staff FTE	1,305.6	1,734.4	32.8%
Total academic staff FTE	718.9	892.9	24.2%
	2008 \$'000	2012 \$'000	Growth
Total income	175,929	326,417	85.5%
Government grants	120,833	247,487	104.8%
Fees and charges	33,826	51,151	51.2%
Other income	21,270	27,779	30.6%

PLANNING AND PRIORITIES

STRATEGIC PLAN 2012-2014

The Strategic Plan 2012-2014 has been developed through a series of University-wide consultation phases and focused meetings with key stakeholders.

The process started with the release of the Vice-Chancellor's discussion paper, *ACU Vision 2012-2014*, followed by the refresh of the planning framework, strategic goals, key result areas, suite of thematic maps, University performance indicators and targets, and organisational unit plan template.

The University Senate endorsed the "refreshed" strategic plan on 3 November 2011 and it was launched at the Executive Planning Group (EPG) meeting on 7 February 2012.

Planning framework

The University's planning framework has a cascading structure within the University. The Mission/Vision and Strategic Plan feed into the organisational unit plans of faculties, directorates, departments and teams, and inform the development of individual performance plans.

A suite of thematic maps and enabling plans supplement the ACU Strategic Plan 2012-2014.

The thematic maps further explain the University's position and direction with regard to a particular aspect of the University's strategy – such as student life, learning and teaching, research, identity and Mission, community engagement and sustainability.

The enabling plans – such as the enrolment plan, University budget and workforce plan – provide the details necessary to enable the University to properly respond to the Strategic Plan.

The planning framework has provided the University with an integrated system that helps align resources with the achievement of a well-defined set of strategic goals. This is supported by a series of regular reports monitoring the University's progress against the Strategic Plan.

Strategic goals

ACU Strategic Plan 2012-2014 has four high-level strategic goals:

- Student experience;
- Research and knowledge transfer;
- Catholic identity and Mission;
- Service delivery and enablers.

Each goal area is broken down into a number of more detailed key result areas that are linked to University performance indicators and targets.

Progress against the Strategic Plan

The Strategic Plan reporting system continues to monitor and assess the University's progress against the Strategic Plan. The reporting process incorporates quantitative and qualitative evidence from across the University to produce a biannual *Traffic Light Report*.

As at December 2012, the University had made good progress towards achieving the strategic goals of the Strategic Plan 2012-2014 with the majority of University performance indicators and targets considered on track and no major issues identified.

The University also undertakes an annual review of the University performance targets in consultation with relevant stakeholders, to ensure they remain current and reflect the changing nature of both the University's internal and external environment.

Strategic expenditure (STRATEX)

As part of the refreshed Strategic Plan 2012-2014, the University introduced a new strategic expenditure (STRATEX) process. STRATEX provides additional University funding for projects specifically aligned with the University's key result areas and indicators/targets. The Budget Advisory Committee reviewed applications for funding in 2012 before they were submitted to the Vice-Chancellor for approval.

Quality Management System

ACU's Quality Management System, which is based on the continuous cycle of planning, implementation, review and improvement (PIRI), is underpinned by

the University's commitment to ongoing review and improvement. The Planning, Quality and Risk Committee oversees the implementation of projects that are designed to ensure quality management across the University. Quality management, however, remains the responsibility of all staff and for this reason is integrated both within and across all organisational and operational areas.

The University's Quality Management Policy outlines ACU's approach to managing quality within the University.

PLANNING WITH GOVERNMENT

Mission-Based Compact 2011-13

The ACU Mission-Based Compact 2011-13 is an agreement between the Commonwealth and the University. It demonstrates a shared commitment to providing students with a high quality educational experience, as well as building research and innovation capability and international competitiveness.

The University is working towards achieving the targets set out in the Mission-Based Compact 2011-13, with the agreement ending on 31 December 2013. Some of the commitments include:

- increasing the number of students from low socio-economic status (SES) and Indigenous backgrounds;
- participating in the University Experience Survey (UES) and Course Experience Questionnaires (CEQ);
- improving research training and outputs;
- developing more collaboration with industry and universities, nationally and internationally.

The University's performance during 2011-2013 will inform the strategies and targets set for the next Mission-Based Compact 2014-16, which is already under development.

Growth of University enrolments

ACU plans to continue growing its student numbers to 25,000 by 2018. The University increased its total enrolments



by 8 per cent from 2011 to 2012 with the majority of its growth from domestic undergraduate enrolments. ACU's growth strategy has been directly in line with the Government agenda to increase participation in Australia's higher education system.

In 2012, the University developed a postgraduate strategy to increase postgraduate coursework enrolments. This included developing new flagship courses to meet domestic and international student needs. It is planned that the postgraduate strategy will start to be implemented in 2013.

Increasing University access

ACU is the inheritor of a Catholic tradition of social inclusion in education. ACU is committed to equitable participation, and has programs and alternative entry options specifically designed for students with disabilities and low-SES or Indigenous backgrounds. These programs position the University well in order to meet the Government's participation targets.

Increasing focus on widening University intake

With 13 per cent of its domestic undergraduates from a low-SES background in 2012, ACU increased this focus through:

- encouraging student aspiration at low-SES schools before Year 9 through partnerships with:
 - Catholic Education offices in Western Sydney, Wollongong and Broken Bay;
 - Victorian Tertiary Aspirations Network (TAN);
 - University of Ballarat;
 - Higher Education Forum in Queensland;
 - Sydney Widening Participation in Higher Education Forum.
- offering equity access pathways to ACU through:
 - targeting schools and groups with low-SES backgrounds;
 - initiatives to increase Indigenous student enrolments;

- flexible entry and access ACU schemes;
- Clemente Australia Program.
- Strategies to support enrolled students from low-SES backgrounds including:
 - Monitoring participation and achievement;
 - Tracking student cohorts to ensure successful interventions.

VICE-CHANCELLOR'S PRIORITY PROJECTS FOR 2012

- Adopting and implementing the refreshed University Strategic Plan.
- Management of the University growth agenda to achieve enrolment targets. This includes providing necessary human and financial resources, and support and planning for marketing and promotions.
- Management of government relations, including gaining continued government and opposition support for overall growth, promoting policies favourable to the University, developing an extended government relations capability.
- Managing the University Compact Process and interaction with the newly-established TEQSA (Tertiary Education Quality and Standards Agency).
- Managing major workforce and productivity reforms, including implementation of Enterprise Bargaining Agreement, academic workforce streaming program and performance management systems.
- Restructuring and refreshing University senior management and management structure, to reflect the current size and sophistication of the University.
- Further implement action leadership and development structures throughout the University by promoting the effective operation of the restructured academic board and improved staff leadership development initiatives.
- Building strategically on recent major research achievements and overseeing the advancement of research infrastructure.
- Increased post-graduate enrolments through overseeing the strategy to improve this traditionally weaker area for the University.
- Completion of the first stage – and the planning an implementation of further stages – of the Fitzroy Project for The Daniel Mannix Building.
- Implementation of the North Sydney precinct, including Tenison-Woods House, under the Sydney Master Plan.
- Begin the Brisbane Master Plan, for implementation 2013 and beyond.
- Continuing to identify new courses, markets and opportunities.
- Implementing enhanced procedures for students to give feedback on courses; and enhance the student life plan following Government initiatives for more funding.
- Rolling out the Core Curriculum, which ensures the University maintains its identity as part of the Catholic intellectual tradition, and overseeing the revision and implementation of the substantially improved Mission and identity plan.
- Developing strong partnerships with major international Catholic universities, including positioning the University in American Catholic University context as a natural source of support and ideas.
- Strengthening community partnerships and communication, including within the Church community.
- Continuing to extend the profile of the University by taking a major policy and leadership role within Universities Australia, especially regarding the on-going establishment of TEQSA.
- Continuing governance review by securing the constitution revisions approved in principle by the Australian Catholic University Limited company and examining the structure of the Company and University Senate in light of new Commonwealth High Education Standards.



two

GOVERNANCE



COMPANY STRUCTURE

The University is incorporated in Victoria as Australian Catholic University Limited, a public company limited by guarantee. His Eminence Cardinal George Pell AC is the President of Australian Catholic University Limited. The Company's members are the Catholic Archbishops of the Archdioceses of Sydney, Melbourne, Brisbane and Canberra-Goulburn, the Bishops of the Dioceses of Ballarat and Parramatta, congregational leaders of founding religious institutions and nominees of the Archbishops and the Bishop of Ballarat. Its constitution may be viewed on the University's website at www.acu.edu.au.

The University Senate is the governing body of the University. Members of Senate are the Board of Directors of Australian Catholic University Limited. Four Chapters, based in the Australian Capital Territory, New South Wales, Queensland and Victoria, provide an interface between the University and the local community. Chapters act as advisory bodies to the Senate. The local Archbishop appoints members of each Chapter. While the Chapters have no direct governance role in the University, the chair of each Chapter advises the annual general meeting of the Company on the attainment of the objects of the Company in each state/territory.

SENATE MEMBERS

The 16 members of Senate – the Board of Directors – are appointed in different ways. Three are ex-officio members (Chancellor, Pro-Chancellor and Vice-Chancellor); four are elected by members of the Company from nominations by each Chapter; four by members of the Company from nominations provided by members of the Company and the Senate; three by academic staff; and one each from general staff and students. The Chancellor and Pro-Chancellor are selected by the members of the Company, while the Senate appoints the Vice-Chancellor.

DIRECTORS' MEMBERSHIP OF EXTERNAL BOARDS

Bishop James Foley

Trust Corporation of the Roman Catholic Diocese of Cairns

General Peter Cosgrove

QANTAS Airways Ltd

QANTAS Superannuation Ltd

Cardno Ltd

Mr Stephen Noel Elder

Catholic Education Commission of Victoria Ltd

Catholic Capital Grant (Victoria) Ltd

COMMITTEES

Senate Committees

- Standing and Finance Committee
- Audit and Risk Committee
- Nominations Committee
- Honorary Awards Committee
- Academic Board

Standing Committees of Academic Board

- Academic Administrative Committee
- Academic Board Executive Committee
- Academic Regulations Committee
- Admissions Committee
- Calendar Committee
- Community Engagement Committee
- Courses and Academic Quality Committee
- Faculty Boards
- Indigenous Education Committee
- Indigenous Research Committee
- Internationalisation Committee
- University Learning and Teaching Committee
- University Medals Committee
- University Research Committee

MANAGEMENT STRUCTURE

The Vice-Chancellor, as the Chief Executive Officer of Australian Catholic University, is responsible for representing the University both nationally and internationally, and for providing its strategic leadership and management.

The Provost¹, the Chief Operating Officer² and two Deputy Vice-Chancellors have delegated responsibility for assigned areas of policy: Academic; Administration and Resources; Research; and Students, Learning and Teaching.

Associate Vice-Chancellors are based in Brisbane, Melbourne and Sydney. They act as the Vice-Chancellor's representative in their local region, as do the Campus Deans in Ballarat and Canberra.

The Vice-Chancellor is also assisted by the six faculty Executive Deans, the Academic Registrar and Directors with national portfolios. Each faculty is headed by a Faculty Executive Dean and supported by two Associate Deans.

There are Directors and Managers for each major area of the University's activities, as shown in the management structure chart on page 17.

Each campus has a student association and there is a national student body, Australian Catholic University National Students' Association (ACUNSA), which looks after the welfare of students and provides a voice for them.

¹ In accordance with clause 23.2 of the Constitution of Australian Catholic University Limited dated 31 May 2012, the Provost concurrently holds the title of Deputy Vice-Chancellor (Academic).

² This position replaced the role of Deputy Vice-Chancellor (Administration & Resources) in May 2012.



PRINCIPAL OFFICERS OF THE UNIVERSITY 2012

Chancellor

General Peter Cosgrove AC MC CNZM
Dip mil art psc (US) psc jssc NDC (I)

General Cosgrove was inaugurated as Chancellor of ACU in November 2010. He is the third Chancellor in the University's history, succeeding Brother Julian McDonald CFC AO.

General Cosgrove served in the Australian Army from 1965 and was Chief of the Australian Defence Force from July 2002 until his retirement in July 2005.

He was awarded the Military Cross for his service in Vietnam and, in 1974, was a major contributor to the restoration of Darwin after Cyclone Tracy.

He first leapt into the public consciousness when he headed the 9,000-strong multinational INTERFET force sent to restore order in East Timor. For his guidance, skill and sensitivity, he was appointed a Companion of the Military Division of the Order of Australia.

General Cosgrove also led missions in Afghanistan and Iraq and was involved in the rebuilding of the Indonesian province of Aceh after the 2004 tsunami.

In 2001, General Cosgrove was named Australian of the Year. He was awarded an honorary doctorate by ACU in 2009.

Pro-Chancellor

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

Mr Exell has been Pro-Chancellor of the University since November 2000 and is the previous Business Manager of the Catholic Archdiocese of Melbourne. He is Chair of the Standing and Finance Committee of the University.

Mr Exell was born in Melbourne and educated at Xavier College, Melbourne; Loyola College, Watsonia, as a Jesuit scholastic; and Australian National University.

Before joining the Catholic Archdiocese, he was Deputy Managing Director of the Australian Trade Commission. Mr Exell has served on the National Board of Employment Education and Training, on the Mercy Health and Aged Board, and as a member of the School Council of Xavier College. He was made a Member in the General Division of the Order of Australia in 1988.

Vice-Chancellor

Professor Greg Craven
BA, LLB (Hons) LLM (Melb)

Professor Craven, lawyer and academic, commenced as Vice-Chancellor of ACU in February 2008. An expert in public and constitutional law, he has published many journal articles and four books, including *Conversations with the Constitution* (University of New South Wales Press, 2004). A regular commentator in public debate, he is a columnist for *The Australian Financial Review* and *The Australian*, and a contributor to newspapers, journals and public forums.

Before his ACU appointment, Professor Craven was Deputy Vice-Chancellor (Strategy and Planning) of Curtin University in Western Australia, where he also held the positions of Professor of Government and Constitutional Law, and Executive Director of the John Curtin Institute of Public Policy.

Formerly Foundation Dean and Professor of Law at the University of Notre Dame (WA), Professor Craven was earlier a senior lecturer and reader in Law at the University of Melbourne. For three years, he was Crown Counsel to the Victorian Government, where he oversaw major legal policy reforms.

Following a series of thorough reviews, a management restructure, the introduction of new courses and faculties, strong growth in enrolments and an increasing emphasis on research during his four years as Vice-Chancellor of ACU, Professor Craven looks forward to implementing the new Strategic Plan 2012–2014.

Professor Craven is Deputy Chairman of The Council of Australian Governments (COAG), Vice-President of the Australian Higher Education Industrial Association (AHEIA) Executive Committee, Member of the National Catholic Education Commission (NCEC) and Chair of the Universities Australia Standing Committee on the Tertiary Education Quality and Standards Agency (TEQSA). Universities Australia is the peak body representing Australian universities.



Provost/Deputy Vice-Chancellor (Academic)

Professor Pauline Nugent
BAppSc (Lincoln Institute of Health Sciences) MEd (Monash)

Professor Nugent has a background in nursing, having graduated from St Vincent's Hospital in Melbourne. Her scholarly record includes publications, public lectures and conferences in nursing education, rural health, clinical research and health curriculum development as well as public funding of research development and evaluation projects worth more than \$5 million.

Professor Nugent was appointed to the inaugural Chair of Nursing Development at Deakin University in 2003, after serving as the Head of School of Nursing since 1997.

In 2007, she took up the role of Dean of Health Sciences at ACU. From 2007 to 2010, Professor Nugent helped the faculty grow in student load by 37 per cent, introduced Physiotherapy and Paramedicine, and established new research centres and domestic and international partnerships.

In 2009, Professor Nugent was named Victorian Telstra Business Woman of the Year.

Her external engagements include a directorship on the Board of Eastern Health in Victoria, four years as the Chair of the Board of Southern Health and numerous appointments to taskforces dealing with health workforce issues and nursing education.

Professor Nugent took up the position of Deputy Vice-Chancellor (Academic) in February 2011 and in June 2012 was appointed the inaugural Provost.

As Provost, Professor Nugent has led a number of key strategic initiatives, including introducing the new Faculty of Law, implementing ACU's unique Core Curriculum, as well as overseeing the University's innovative postgraduate strategy. In the wake of the Bradley reforms, she has facilitated the University's unprecedented growth in the Commonwealth supported places.



Deputy Vice-Chancellor (Research)

Professor Thomas Martin
BVSc DipVetPath MBA PhD (Syd) DipACLAM

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

He has a distinguished record in biomedical research and training and in research management. His research contributions include international publications and presentations on neurotoxicology, biomedical implants and orthopaedics, diabetes, and anaesthesia and analgesia. He has authored or co-authored applications resulting in \$5 million in grants for research infrastructure.

Professor Martin has also been a consultant to academic institutions and government on research policy and ethics, and was for many years on the editorial board of the *Journal of Comparative Medicine* and of the *Journal of the American Association for Laboratory Animal Science*.

Professor Martin's previous appointments include Department Chair at the Roswell Park Cancer Institute (New York), and Professor (Pathology) at the State University of New York.

His most recent previous appointment was at Columbia University, New York, as Associate Vice-President (Research), Professor (Pathology) and Director of the Institute of Comparative Medicine.

Professor Martin retired in January 2013.



Deputy Vice-Chancellor (Students, Learning and Teaching)

Professor Anne Cummins
BEd (Canberra CAE) MA (Macquarie) MEdL (ACU) GradDipEd (Religious Studies) (CCE Sydney)

Previously Dean of Students (2008–2009), Professor Cummins was appointed in 2009 to this portfolio, which includes the Office of Student Success, University Libraries, Academic Registrar and Student Administration, Student Engagement and Services Unit and the Learning and Teaching Centre.

Professor Cummins has had extensive experience in the governance of educational and not-for-profit organisations. Before joining ACU, she was the director of a professional services firm specialising in leadership and strategy for not-for-profit organisations and government departments.

She has held senior executive roles in Catholic education, including establishing the Human Resources and Leadership Division of the Catholic Education Office Canberra-Goulburn and as Principal of Merici College Canberra.

Professor Cummins is currently a director of Marist Youth Care and a member of the Council of St Ignatius' College Riverview. She is co-convenor of the Universities Australia Executive Women group, and serves on a number of sector committees.

Her present research interests are the development of flexible delivery methods of higher education and the support of diverse pathways to tertiary study. She consults to organisations undergoing significant cultural and organisational change.



Chief Operating Officer

John Cameron

MCom (Hons) (UNSW) CPA AIMM

Mr Cameron was appointed to the position of Deputy Vice-Chancellor (Administration and Resources) in 2009. In June 2012, he was appointed to the newly created role of Chief Operating Officer. He is responsible for non-academic administrative services in the University. He was previously Executive Director University Services and Director of Finance at ACU.

Mr Cameron is the Company Secretary and Public Officer of Australian Catholic University Limited. In that role he is also Secretary to the governing Senate and its committees, and is responsible for all governance and legal matters, including copyright and privacy.

Before joining ACU, Mr Cameron worked at the University of Technology, Sydney, from 1987 to 1998 as Director Financial Services, and at the University of New South Wales from 1973 to 1987 in several administrative positions. He has 39 years' experience in higher education administration. Mr Cameron retired in January 2013.

Associate Vice-Chancellors

Brisbane

Professor Jim Nyland

BA(Hons) (Bangor) MIS (MMU)
DEd (Derby)

Melbourne

Mr Chris Sheargold (retired 6 July 2012)

BA (Syd) AALIA

Dr John Ballard (appointed 16 July 2012)

BA (ANU) MHA (UNSW) DBA (Macquarie)

Sydney

Professor Marea Nicholson

BA (Macq) DipTeach (NewcastleCAE)
GradDipEdSt (NepeanCAE) MEd PhD
(USyd)

Campus Deans

Ballarat

Associate Professor Joe Fleming

BA (Melb) DipTeach (Box Hill) BEd
(LaTrobe) GradCertRE MEd PhD (ACU)

Canberra

Associate Professor Patrick McArdle

BTheol (SydCollDiv) STB STL
(CathInstSyd) GradDipEd (SAust) MEd
PhD (ACU)

Executive Deans

Faculty of Arts and Sciences

Professor Gail Crossley

BSc (Hons) PhD (Melb) Grad DipEd
(SydCAE)

Faculty of Business

Professor Elizabeth More AM

BA(Hons) (UNSW) GradDipMgt (CQU)
MCommLaw (Deakin) PhD (UNSW)

Faculty of Education

Professor Marie Emmitt

TITC (Toorak) BA BEd MEd (Monash)
FACE

Faculty of Health Sciences

Professor Michelle Campbell

BAppSc (Advanced Nursing) (Lincoln
Institute of Health Sciences) MNursStud
(LaTrobe) DNurs (LaTrobe)

**Faculty of Theology and
Philosophy**

Professor Anne Hunt FACE OAM

BSc (Melb) DipEd (MelbCE) BEd
(Monash) BTheol (YTU of MCD)
MSc (Ed) (Fordham) MA Theol (Catholic
Theological Union Chicago) DTheol
(MCD)

Faculty of Law

Professor Brian Fitzgerald

BA(Griffith) LLB(Hons)(QUT) BCL(Hons)
(Oxon) LLM(Harvard) PhD(Griffith)

Dean

Dean of Graduate Research

Professor Carmel Seibold

DipNursEd (College of Nursing) BA
(LaTrobe) MAppSc (Nursing) (LaTrobe)
DPhil (Sociology) (LaTrobe) RN RM

Dean of Research

Professor Patrick Heaven

BA (Stellenbosch) BA (Hons);
MA (Research) (Orange Free State)
D.Litt et Phil. (University of South Africa).

Directors and Managers

Academic Director

Professor David Spencer

BA (Macq.) LLB (Syd) GDLP (UTS)
LLM (UTS) LIM (Hons) (UTS) AIAMA

Academic Registrar

Ms Kathryn Blyth

BA (Canterbury) DipMgmt
(HenleyMgmtColl) MBA
(HenleyMgmtColl) MTEM (Melb)

Director, ACUcom

Mrs Debbie Wilson

CertIV Training and Assessment; City
Guilds Initial Certificate in Teaching
Basic Skills; Post Grad Cert Ed (Leeds
Polytechnic); BSc (Hons) (Cardiff)

**Director, Centre of Professional
and Executive Education**

Mr Tom Ristoski

BAAAdmin&Ec (Canberra) GradDipMgmt
(UNSW) MBA (Macq)

Director, Centre for Indigenous Education and Research

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

Director, Finance

Mr John Ryan
BBus (UTS) CPA

Director, Government Policy & Strategy

Mr Julian Leaser
BA(Hons) LLB (UNSW)

Director, Human Resources

Ms Diana Chegwiddden
BComm (EmpReIs) MComm (HRM& IR) (UWS)

Director, Identity and Mission

Fr Anthony Casamento CSMA
BA BSc (Psychology) (Hons) MA (UNSW) BTheol (CathInstSyd)

Director, Information Technology

Mr Paul Campbell
MBT (UNSW)

Mr Rick Van Haeften (Acting)
GradDip Science (Information Technology) (UNSW)

Director, Institute for Advancing Community Engagement

Professor Jude Butcher CFC
AM BA (Hons) MA (Hons) (Macq) PhD (U Syd)

Director, Institute for Catholic Identity and Mission

Associate Professor Patrick McArdle
BTheol (SydCollDiv) STB STL (CathInstSyd) GradDipEd (SAust) MEd PhD (ACU)

Executive Director, International

Mr Christopher Riley
BA (ANU) MBA (UNE)

Director, Learning and Teaching Centre

Professor David Johnston
BA (UNE) MEd (JCU) PhD (Curtin)

Director, Libraries

Ms Fides Lawton
BLibSci (University of the Philippines) MLibrarianship (UNSW) GradDipMgmt (Macq)

Director, Marketing and External Relations

Mr David Craig
BBus (UTS) MTEM (Melb) ACA

Director, National Church Life Survey Research

Associate Professor Ruth Powell
D Phil (Macquarie) BA (Hon) (ANU)

Director, Office of Planning and Strategic Management

Ms Evelyn Picot
BSoc St (Syd) MComm (CSU)

Director, Properties

Mr Con O'Donnell
BArch (Hons) (NSWIT) MBEEnv (UNSW) MBA (UWS)

Mr Paul Campbell (Acting)
MBT (UNSW)

Director, Research Services

Ms Anne Thoeming
BAppSc (Canberra) MEdLead (Macq)

Director, Strategic Projects

Ms Fleur Edwards
BEc (UWA) GradCertBus (UNDA) MMktg (UNSW) MTEM (Melb) FAMI CPM

Dr Judy Laverty (Acting)
BAppSc (Hons) (UNSW) MEd (UWS) PhD (UOW)

Executive Director, Public Policy Institute

Professor Scott Prasser
BA (Hons) MPA (Qld) PhD (Griffith)

Executive Manager, Office of Student Success

Ms Maria Hegerty
BEd GradDipSpecEd
GradDipComCounsel (Canberra) MEdLead (ACU)

General Counsel, Office of General Counsel

Ms Diane Barker
BA (Hons) (Syd) LLB (Hons) (Syd) GradDipLegPrac (College of Law)

Manager, Secretariat

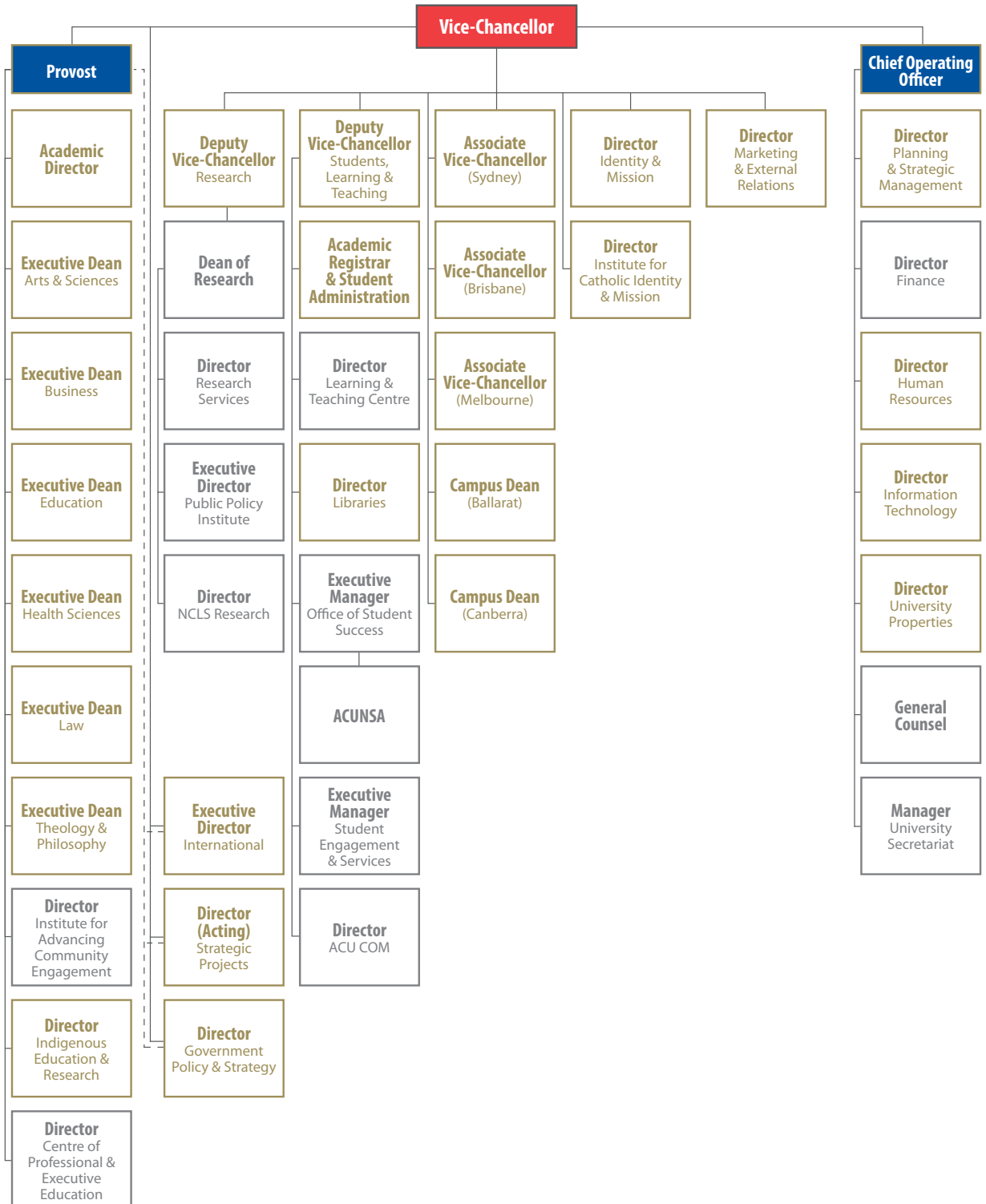
Ms Chrystal De Croos
BA (UNSW)

Project Leader, Student Engagement & Services

Mr Paul McJannett
B. Build Hons (UNSW) Diploma of Teaching, Tech (SCAE) Grad Dip Property Investment and Finance (PCA)



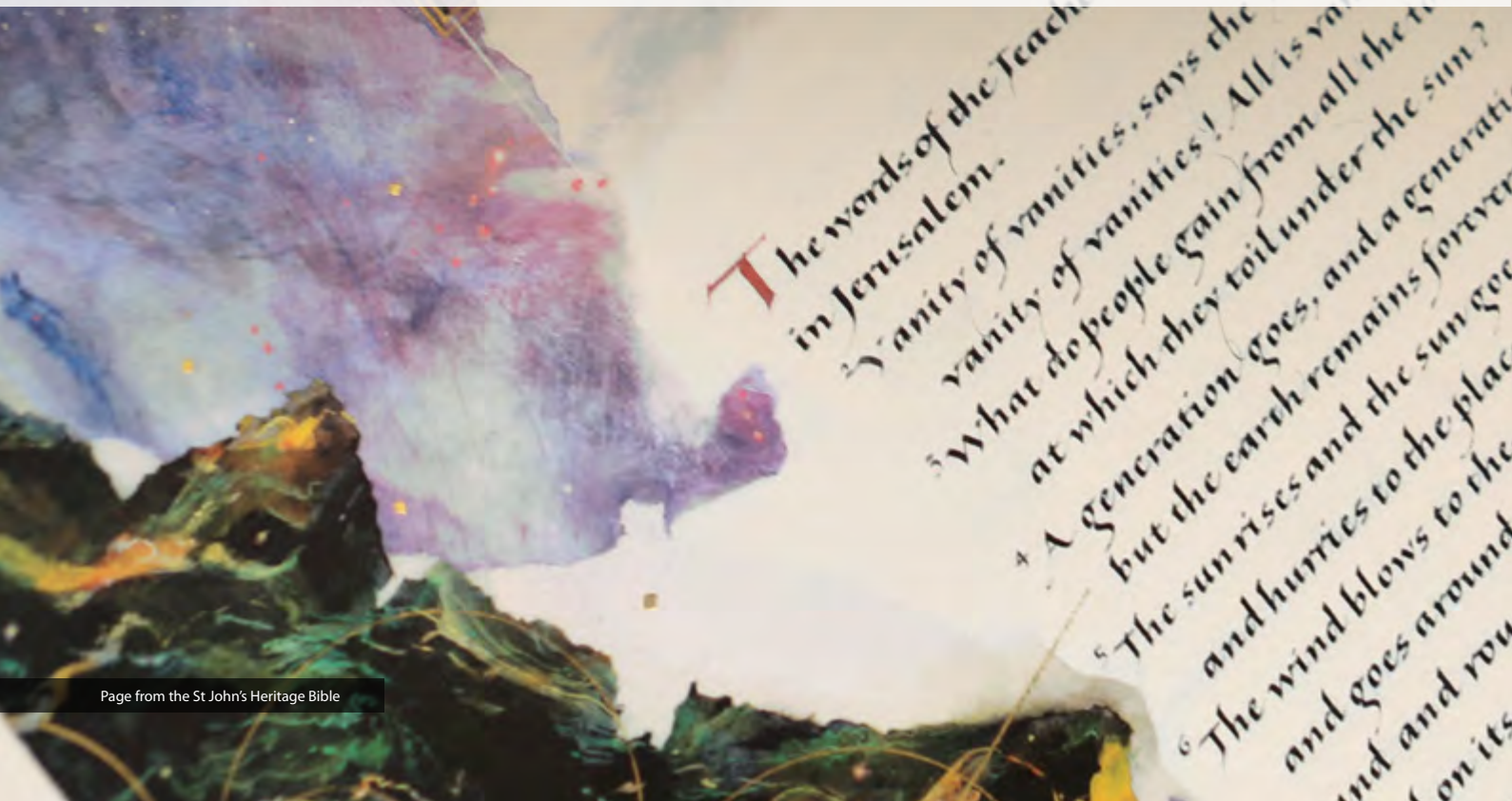
MANAGEMENT STRUCTURE UNDER THE VICE-CHANCELLOR IN 2012





three

MISSION AND IDENTITY



The words of the Teacher, the son of David, King
in Jerusalem.
Vanity of vanities, says the Teacher,
vanity of vanities! All is vanity.
What do people gain from all the toil
at which they toil under the sun?
A generation goes, and a generation
but the earth remains forever.
The sun rises and the sun goes
and hurries to the place
and goes around
and goes around
on its



MISSION STATEMENT

Australian Catholic University (ACU) shares with universities worldwide a commitment to quality in teaching, research and service. It aspires to be a community characterised by free inquiry and academic integrity.

The University's inspiration, located within 2,000 years of Catholic intellectual tradition, summons it to attend to all that is of concern to human beings. It brings a distinctive spiritual perspective to the common tasks of higher education.

Through fostering and advancing knowledge in education, health, commerce, the humanities, the sciences and technologies, and the creative arts, ACU seeks to make a specific contribution to its local, national and international communities.

The University explicitly engages the social, ethical and religious dimensions of the questions it faces in teaching, research and service. In its endeavours, it is guided by a fundamental concern for justice and equity, and for the dignity of all human beings.

ACU has a primary responsibility to provide excellent higher education for its entire diversified and dispersed student body. Its ideal graduates are highly competent in their chosen fields and ethical in their behaviour, with a developed critical habit of mind, an appreciation of the sacred in life and a commitment to serving the common good.

DIRECTORATE AND INSTITUTES TO ENACT THE MISSION

The Directorate of Identity and Mission, together with the Institute for Catholic Identity and Mission and the Institute for the Advancement of Community Engagement, contributes to the development, animation, and coordination of the University-wide process of maintaining and promoting the Catholic identity and mission of ACU.

The Directorate, with Fr Anthony Casamento CSMA as Director, through the Campus Ministry team, oversees programs and initiatives that engage students and staff in the understanding of our Catholic spiritual, intellectual and cultural traditions. In addition, the Directorate serves as a centre for service to the local Church, as well as supporting University-based programs which encourage interreligious understanding and dialogue. Each campus has a campus minister and chaplain, offering liturgies, staff and student faith formation programs, and other opportunities to engage with the University's Mission.

The Institute for Catholic Identity and Mission, under Director Associate Professor Patrick McArdle, has developed a Core Curriculum, implemented in 2012, based on two distinctive aspects of the Catholic Intellectual Tradition: understanding the human person and the duty to promote the common good. The Institute has also taken a leading role in promoting research in the Catholic Intellectual Tradition. Recently the Institute has been charged by the Vice-Chancellor with a key responsibility in relation to staff formation in the Catholic Intellectual Tradition.

The Institute for the Advancement of Community Engagement (IACE), directed by Professor Jude Butcher CFC, has continued to give priority to the University's commitment to work with poor and marginalised people and communities in Australia and beyond, through research and advocacy.

MISSION IN UNDERTAKINGS

The University continued to strive to have its Mission inform all undertakings, bringing considerations of ethical and social justice issues into the core activities of research and student learning. Through learning, teaching, research and community engagement ACU aims to empower vulnerable individuals and communities.

ACU's research centres, founded on concerns of quality of life for all communities and individuals, are detailed on page 55, and student involvement in community and social justice activities is explored on page 37.

- The University consecrated and opened two new chapels – Our Lady Seat of Wisdom Chapel on the North Sydney Campus and St Mary of the Cross MacKillop Chapel on the Melbourne Campus.
- The University executive team undertook a three-day leadership retreat on the topic of identity and Mission, facilitated by Fr Denis Holtschneider, President of DePaul University in Chicago, that focused on the Catholic identity and Mission of the University.
- Following this Retreat the Directorate and the Institute for Catholic Identity and Mission commenced planning for a broader agenda of formation for all staff. Various initiatives and workshops on the Catholic Intellectual Tradition for faculties and directorates were conducted in 2012.
- The University has continued its intellectual engagement with the broad network of Catholic universities around the world through its participation in events arranged by the International Federation of Catholic Universities and the Association of Catholic Colleges and Universities. This includes a commitment to send senior staff to workshops in Rome and Boston each year.
- Professional development was offered to all staff.
- Core Curriculum rolled out - both on campus and internationally (Florence).
- Acquired a copy of the St John's Heritage Bible – the only institution in the southern hemisphere to own a copy of this unique work of art and scholarship.

“My time in Baucau has inspired my future goals. I hadn’t done much work with kids before Future in Youth. Eventually I want to work with children with disabilities.” Samuel Agars

- Through the IACE the University engages in respectful relationships, mutual learning and decision-making with homeless and marginalized people, children and youth, and communities in Australia and developing nations, redefining problems in the light of new understanding and forging fresh solutions for them. Specific numerous ongoing programs in the broad areas of Beyond Difference, Beyond Disadvantage and Beyond Borders mark important initiatives for the IACE and the University.

COMMUNITY ENGAGEMENT

For students

- Tutoring and researching in homework and learning support programs.
- Working in literacy and numeracy programs for early childhood, primary and secondary pupils, and in local playgroups.
- Assisting in community sports and health projects in East Timor and local cricket clinics for young Australian players.
- Teaching in remote schools in Vanuatu
- Researching the effectiveness of mentoring initiatives for young people at risk.
- Helping in music days or holiday activities for isolated adults and disadvantaged children in local neighbourhoods.

For staff

- Administering or teaching courses in the highly successful Clemente program that operates from the majority of ACU’s campuses (see below).
- Teaching courses for refugees on the Thai-Burma border.
- Providing books and resources for “footpath libraries,” homeless shelters, refuges and prisons.
- Supporting students faculty-based community engagement.

Collaboration in East Timor

ACU’s community engagement program stresses a collaborative approach, rather than simply providing a service.

The Future in Youth program in Baucau, East Timor, recognises the necessity to seek advice and help from community leaders, local coaches and participants in order to ensure efforts to reduce communal distrust and anti-social activity are effective and sustainable.

After reaching out to more than 2,500 girls and boys, 137 coaches and 90 parents in Baucau, the results are promising. Formerly distrustful teams and communities are now competing fairly and respectfully. As one young participant said “I felt happy because we got to know our friends from other villages.”

Baucau is also home to the primary teachers’ college, *Instituto Católico para Formação de Professores* (ICFP). At independence in 2002, East Timor had few trained primary teachers and no primary teachers’ college to prepare more. Since 2003 ICFP, in partnership with ACU and the Marist Brothers and supported by generous donors like the eMerge Foundation, has prepared 317 primary Bachelor of Teaching and seven Master of Education graduates who are accredited by local authorities. Teachers in schools can also upgrade their qualifications at ICFP.

Homework and learning support

ACU students are involved in homework and learning support programs in Melbourne, Sydney, Brisbane and Ballarat, helping school children and parents establish personal and community ties.

A 2012 survey of 111 participants in Melbourne showed that a large majority of students who attended the program increased confidence, made new friends and improved their mathematics and literacy skills.

Positive attitudes are an added bonus pupils agree that learning is important and that staying at school offers the opportunity to achieve what they want. Many now consider attending university a possibility.

The program also helps parents form deep and supportive friendships across cultures and languages. As one parent says, “Although we speak different languages, we come together.”

ACU students benefit by gaining valuable workplace skills through developing relationships with children from different cultural backgrounds, experiencing work with vulnerable children, providing a stable adult relationship for them, and helping their parents support children’s learning.

In 2012, experience in the program led two tutors to transfer to Education courses.

Clemente Australia Program

In 2012 the Clemente program, pioneered in Australia by ACU and taught primarily by its Faculty of Arts and Sciences, entered its 10th year.

Clemente provides university education in humanities subjects for people suffering multiple disadvantage and social isolation. Reflection and critical discussion in humanities classes enables them to see beyond the constant pressures of life on the margins and to think and plan independently.

Just enrolling in a Clemente course requires decisions to act and to meet expectations. Continuing in the course brings social relationships with fellow students, lecturers and learning partners. The experience of learning at university level supports students in developing a new sense of hope, new views of themselves and enhanced capacity to take control of their lives.

Change at the individual level also brings an economic benefit to the country as a whole. In 2012 research supported by an ARC Linkage Grant showed that Clemente can save the community \$14,624 per student in health and justice costs, nearly three times the cost per student of running the program. The long-term human benefit to individual Australians, their families and the common good goes well beyond that.



MAJOR PUBLIC FORUMS

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

- *Mission Impossible? The role of a Catholic University in the promotion of a culture of life* public forum with Vice-Chancellor Professor Greg Craven;
- Australian Association of Catholic Bioethicists annual colloquium;
- Fr Robert Barron talks and public screenings across all ACU campuses;
- *Digital kids and their digital worlds: Ramifications for our young learners* public lecture;
- *Global Words* education seminar
- *The Transition from Primary School to Secondary School - How will I cope?* seminar, hosted by the Melbourne Psychology and Counselling Clinic;
- The inaugural Primary Teachers' Network professional learning event *M.E.S.H. Mapping: Your GPS to the new curriculum*, hosted at ACU;
- Annual Sir Harold Wyndham Public Lecture 2012 *The "good enough" education system*;
- Annual conference of the Australasian Philosophy of Religion Association, *Philosophy of Religion* with Professor Richard Kearney and Professor Kevin Hart;
- *The Simone Weil Lecture on Human Value* delivered by Professor Richard Kearney;
- *Creative Commons* public seminar with Executive Dean of Law, Professor Brian Fitzgerald;
- *Circumnavigating Napoleon* symposium with ACU's Adjunct Professor Edward Duyker at the National Gallery of Victoria;
- 30th Conference of the International Society of Biomechanics in Sport, hosted by the School of Exercise Science;
- Second Annual Bishop Joseph Grech Memorial Colloquium on Ethics and Migration;
- *Chance of a Lifetime* address by Cardinal Oscar Rodriguez Maradiaga;
- Blackfriars Lecture *Pathways to Leadership: Indigenous Inclusivity* with Ken Wyatt MP;
- Three Minute Thesis competition;
- *From Mechanisms to Practice*, the inaugural conference hosted by the School of Psychology ;
- *Fruits and Future of Vatican II* Symposium;
- *Writing the Sacred* conference with David Malouf;
- *More than one career* Law panel discussion;
- *Meant to be more* public talk with Leah Darrow;
- Plunkett Lecture 2012 *My brain, my mind and my body: stem cells, organ donation and end-of-life care*;
- The 17th Annual Values and Leadership Conference hosted by ACU's Centre for Creative and Authentic Leadership;
- *Christopher Coveny - Australian Exile* research seminar with Dr Anne Cunningham, hosted by the School of Arts and Sciences (NSW/ACT);
- *Life and Spirit in Shame* public lecture with Professor Anthony J. Steinbock;
- The inaugural Australian Competitive Research Symposium;
- ACU Voice lecture series;
- *Design and methodology of single-case research and behaviour assessment and positive behaviour support* public lecture with Professor Jim Halle from the University of Illinois;
- *The Writers Read*, short plays read by ACU drama students at The Wheeler Centre, Melbourne;
- *Politics as a vocation* public lecture with ACU Honorary Doctorate Professor Mary Anne Glendon, hosted by the Faculty of Law;
- *Human Rights and China Today* public lecture with Professor Mary Anne Glendon, hosted by the Faculty of Law.

RECOGNITION

During 2012, ACU was recognised for its work in the wider community;

- ACU's Future in Youth project which saw Exercise Science students and staff travel to East Timor for three weeks to run soccer programs with local youth. Taking with them sporting equipment generously donated by local Catholic schools, the students aimed to teach leadership, health, and life skills to children and young people through soccer. In just two years of operation the Future in Youth Program has reached out to more than 2,000 young people in Baucau;
- ACU was awarded a prestigious Employer of Choice for Women citation for the second year in a row. Meeting stringent criteria, the University was acknowledged by the Equal Opportunity for Women in the Workplace Agency as an organisation that is recognising and advancing women in the workplace;
- ACU, in partnership with the University of Melbourne, St Vincent's Health and the O'Brien Institute, has been awarded \$7.9 million in funding to develop and implement a suite of cardiovascular research projects. *The Building Collaborative Research with Specific Focus on Cardiovascular Health* project received the funding as part of the Collaborative Research Networks program, an initiative introduced by the Australian government to foster excellence in research among higher education institutions;
- Two students from ACU, Tracy Edwards and Lavinia Rossiter, were awarded exclusive teaching scholarships valued at \$25,000 per year, for up to four years. Awarded annually to one student from each state, the Governor-General's Indigenous Student Teacher Scholarship aims to assist and support Indigenous university students to obtain a teaching degree.



four

RESOURCES



GENERAL INCOME AND EXPENDITURE

The full financial statements of the University's operations in 2012 start on page 70.

Federal government funding

ACU's main sources of revenue are the Commonwealth Government Operating Grant, which is calculated from the negotiated student load; student fee revenue, generated largely from local postgraduate and international fee-paying students; profit from ACUcom (see page 43); and investment earnings. Of the total income for the University for 2012, (\$326,417), \$247,463 came from Federal Government Grants, including HECS.

AUSTRALIAN CATHOLIC UNIVERSITY FOUNDATION

Donors and supporters

ACU relies greatly on the generous contributions of donors and supporters, which are critical to the advancement of the University and are managed by ACU Foundation.

Donations support the University's academic initiatives, teaching and research projects, community engagement activities, student scholarships and other awards.

Major projects involving fundraising and partnerships

- ACU Research Three Minute Thesis (3MT) was sponsored throughout 2012 by the Co-op Bookshop, in order to help raise the profile of research at ACU. Prizes and travel were provided for research students to attend the 3MT grand final held in Melbourne.
- ACU continued its support of various projects in East Timor, particularly through the Future in Youth Project in Baucau run by ACU's School of Exercise Science. This is a soccer coaching program which benefits the health and wellbeing of youth in East Timor. Awarded the 2012 Vice-Chancellor's Award for Outstanding Community

Engagement, generous donors this year included the eMerge Foundation, Toll Group, Nylec Products, Melbourne Catholic Education Office, Campus Travel, the University and individual supporters. eMerge also continued its sponsorship of the Barefoot Nurses project and the Catholic Teachers' College which are projects of the Institute for Advancing Community Engagement (IACE).

- In 2012, the Sisters of Charity Foundation Scholarship supported two young women, who recently left out-of-home care, with their Nursing studies. The scholarship provided Commonwealth-supported tuition, textbooks, uniforms and community engagement.
- Catholic Club, Lidcombe (DOOLEYS), has partnered with ACU for many years. In 2012, it funded student scholarships and supported the work of the IACE. It also provided employment for ACU graduates.
- The Australian Catholic Superannuation and Retirement Fund sponsored ACU's 2012 graduation ceremonies, established four scholarships and continues to offer students valuable information through financial management seminars.
- Social Justice Youth Forums for senior secondary students were held in Brisbane, Sydney and Canberra. Among the many organisations and individuals invited to present were Caritas Australia, Catholic Mission and Saint Vincent de Paul Society.
- *256 Portraits of Aung San Suu Kyi* was exhibited at the McGlade Gallery, Strathfield Campus in August 2012 with the proceeds from the sale of the portraits to benefit the ACU Refugee Program on the Thai-Burma Border. ACU Libraries donated a portion of the late fees accrued in 2012 to the Program. The ACU Refugee Program is an initiative of the Faculty of Arts and Sciences, providing tertiary education to Burmese refugee and migrant students so that they have hope for a brighter future.

New and renewed scholarships

- In December 2012 The George Alexander Foundation (GAF) renewed its commitment to the Ballarat Campus through a \$300,000 grant. This gift will make it possible to provide five scholarships a year, each valued at \$15,000 (over three years); and ten \$2,500 bursaries per year until 2015. GAF program at ACU was established in 2007 by the George Alexander Foundation for the purpose of assisting outstanding rural and regional students especially those experiencing economic disadvantage, to achieve their undergraduate educational goals at the Ballarat Campus successfully.
- Yass Valley Aged Care Limited renewed its support for the Ron Clarke Memorial Scholarship in Canberra. The scholarship, worth \$5000 a year for two years and established in 2010 through a generous bequest from the late Ron Clarke, encourages and promotes high quality nurse training and careers in aged care nursing. The successful candidate will complete their graduate year as a paid employee at Horton House and Warmington Lodge, Yass, for 12 months.
- QIEC Super renewed its support of ACU Brisbane Education students by offering three scholarships with an increased value of \$2000 each to students undertaking teaching placements in rural or regional Queensland to encourage students to support remote communities.
- St Vincent de Paul National Council provided an Indigenous scholarship for Canberra, with the aim of increasing the number of Indigenous graduates, in professional fields, who have the potential and desire to influence for the better the choices, lifestyle and living conditions of Indigenous people.
- Victorian Private Geriatric Hospitals Pty Ltd. (VPGH Ltd.) provided full-tuition postgraduate scholarships for two commencing students to be able to obtain a Graduate Certificate in Clinical Practice (Aged Care).

- St John of God Ballarat Hospital increased its support of ACU's Ballarat Nursing students by increasing its scholarship and bursary. The Sister Cecily Dunne Scholarship rewards excellence in nursing practice and has a value of \$2500. The Sister Assumption Neary Bursary increased to \$2500 and is offered to encourage commencing students who have financial disadvantage.
- The Archdiocese of Brisbane has increased the number and value of Theology Scholarships available for postgraduate students annually. There are now two scholarships per annum worth \$2500 each.
- Mr Tony Carroll AM has increased his support for the Richard Charles Carroll scholarship available to Exercise Science students at ACU's Strathfield Campus for their outstanding commitment to community service.

ACU Foundation supporters

ACU is deeply grateful for the generosity of friends and benefactors who, in addition to their in kind support, provided \$715,250 in financial contributions in 2012.

ACU thanks the following businesses and organisations for their generous support in 2012:

- Association of Catholic School Principals Inc
- Australian Catholic Superannuation Retirement Fund
- Australian Nursing Federation
- Australian Taxation Office
- Bulldogs League Club Limited Trading as Canterbury
- Cabrini Health Australia
- Carroll & O'Dea Lawyers
- Catholic Education Office – Canberra and Goulburn
- CatholicCare - Sydney
- Christian Brothers Charingfield
- Christian Brothers Marsfield Community
- Christian Brothers Oceania Province Centre
- Consegna
- Council for Australian Catholic Women
- CPA Australia
- Dominican Sisters of Eastern Australia and the Solomon Islands
- DOOLEYS Lidcombe Catholic Club
- eMerge Foundation
- Flagship Communications
- Graduate Women Qld Inc.
- GreaterGood (Capital Region Community Foundation)
- Hip Pocket Workwear
- Holy Spirit Sisters
- Horton House Nursing Home
- Institute of Technology Education
- Marist Brothers - Sydney
- The Mater Hospital North Sydney
- Minter Ellison Lawyers
- Moore Stephens Sydney Pty Ltd
- NSW Minerals Council Ltd
- Nylec Products
- Parish of St Joseph and St Anthony
- Presentation Sisters Queensland
- QIEC Super
- Redemptorists
- Salesians
- Siloam Korean Presbyterian Church
- Sisters of Charity Foundation
- Sisters of Charity Health Service
- Sisters of Mercy – Ballarat East
- Sisters of Mercy – Melbourne
- Sisters of Mercy – Parramatta
- Sisters of St Joseph of the Sacred Heart
- Sisters of the Good Samaritan
- St Mary's Cathedral - Sydney
- St Vincent de Paul Society National Council
- St Vincent's Private Melbourne
- The Co-op Bookshop
- The George Alexander Foundation
- The Institute of Sisters of Mercy of Australia and Papua New Guinea
- The Victorian Private Geriatric Hospitals Pty Ltd
- Wexford Senate Bursary Trust
- Yass District Aged Care Ltd
- YSAS Pty Ltd

ACU also wishes to thank the following individuals for their kind and generous support:

- Ms Donna Caffrey
- Mr Tony Carroll
- Ms Maya Cranitch
- Mr J Dawson
- Mr Gilbert Donaldson
- Mr John Egan
- Ms Katherine Evans
- Ms Krishna Heffernan
- Mr Kyaw Hlaing
- Mr Tram Huynh
- Ms Jacqueline Ingham
- Mr Noel Jeffery
- Mr Frank Kelaher
- Mr Christopher Kelly
- Mr Duncan Maclaren
- Mr Shane Madden
- Mr Philip Mahony
- Dr Kyaw-Myint Malia
- Mr John Malone
- Mr Steven Maniaci
- Mr Mark McCall
- Ms Jane McMahon
- Mr John Mitchell
- Ms Janet Moyle
- Mr Ronald Mulock
- Mr Allan Myers AO
- Mr Terrance Patterson
- Ms Heather Pearsall
- Ms Cindy Sabharwal
- Mr Paul Stenhouse
- Brother Dan Stewart CFC
- Mr Patrick Stewart
- Ms Annalise Vogel
- Ms Phoebe Vonthethoff
- Mr Stephen Waite
- Ms Marylee Warburton
- Mr Lachlan Warner
- Mr Jano Yousseph



SCHOLARSHIPS AND BURSARIES

ACU is grateful to the following donors for their ongoing support of scholarships and bursaries in 2012. Students apply for these criteria based scholarships and bursaries which offer significant financial assistance to the recipients either annually or for the duration of their degree.

Mr Allan Myers AO
 Archdiocese of Brisbane
 Australian Catholic Superannuation Retirement Fund
 Cabrini Health Australia
 Capital Region Community Foundation - GreaterGood
 The Co-op Bookshop
 Council of Catholic School Parents (NSW)
 Deputy Vice-Chancellor Students Learning and Teaching
 DOOLEYS Lidcombe Catholic Club
 Dr Robert Frater AO and Mrs Margaret Frater DSG
 eMerge Foundation
 The George Alexander Foundation
 Institute of Sisters of Mercy of Australia and Papua New Guinea
 Jim Murphy
 Laurie Daniels Family
 Mr Craig Malouf
 Mr John F Gleeson AM KSG and Family
 Mr John Mitchell
 Mr Tony Carroll AM
 Pratt Foundation
 Presentation Sisters Queensland
 QIEC Super
 Siloam Korean Presbyterian Church
 Sisters of Charity Foundation
 Sisters of Mercy Brisbane
 Sisters of Mercy Parramatta
 Sisters of St Joseph of the Sacred Heart Queensland

St John of God Ballarat Hospital
 St Vincent de Paul Society Broken Bay
 St Vincent de Paul Society National Council
 St Vincent's Private Melbourne
 The Joseph Byrne Estate
 The Mater Hospital North Sydney
 VPGH Ltd
 Wexford Senate
 Yass District Aged Care Ltd

AWARDS AND PRIZES

ACU is grateful to the following donors for their support of faculty awards and prizes in 2012. Outstanding students were recognised by their faculty for high achievement in the form of grants, plaques or industry memberships.

Agnew Family
 Alexander Family
 Association of Catholic School Principals
 Australian College of Educators
 Australian Computer Society Inc (NSW Branch)
 Australian Council for Educational Leaders
 Australian Council for Health, Physical Education & Recreation (ACHPER)
 Australian Literacy Educators' Assoc
 Australian Nursing Federation Award (VIC)
 Australian Psychological Society
 Australian Taxation Office
 Callinan Family
 Catholic Education Office (Archdiocese Sydney)
 Catholic Education Office - Canberra and Goulburn
 Catholic Schools Office (Diocese of Broken Bay)
 CatholicCare - Sydney
 Christian Brothers
 Council for Australian Catholic Women
 Country Education Foundation of Australia
 CPA Australia (NSW Division)
 CPA Australia (VIC Division)
 Diocese of Ballarat
 Dominican Sisters of Eastern Australia and the Solomon Islands
 Flagship Communications
 Graduate Women QLD Inc
 Institute of Industrial Arts & Technology Education
 Janet Moyle
 John Gleeson
 Loreto Sisters
 Marist Brothers - Sydney
 Moore Stephens Sydney Pty Ltd
 Mr Garry & Mrs Marie Gleeson
 NSW Minerals Council
 Order of Malta Association (Vic)
 Rotary Club of Ballarat South
 Royal College of Nursing Australia
 Royal Life Saving Society Australia (NSW)
 Sisters of the Good Samaritan
 St Vincent's Hospital (Sydney)
 The Mathematical Association of NSW
 Wiley Publishing
 Witt Family
 Zonta Club of Sydney North

INFRASTRUCTURE

- Construction of The Daniel Mannix Building (TDMB) (previously known as the National Centre for Health and Wellbeing) was completed in 2012. The nine-storey building is the centre piece of ACU's Fitzroy Precinct. Its design received a "6 Green Star – Education Design v1 Certified" rating from the Green Building Council of Australia (GBCA) and it has six wind turbines on the roof that provide an interesting addition to the Fitzroy skyline. The new building houses teaching and research for exercise science, midwifery and nursing, occupational therapy, paramedicine, psychology, and public health, as well as student amenities, a chapel and public clinics. The Saint Mary of the Cross Square, which will be complete in 2013, will provide open spaces for students, staff and public in the area between TDMB and Brunswick Street.
- Redevelopment of 32 and 34-36 Brunswick Street, Fitzroy, began in 2012 for completion in early 2013. The buildings will retain their heritage facade on Brunswick Street while providing modern office and teaching spaces. A Commonwealth government grant contributed to the redevelopment of 34-36 Brunswick Street.
- Refurbishment and expansion of the Melbourne Campus Library began in 2012, and is planned for completion in early 2013. It updates the current two floors and adds a third floor. The new library includes a law collection and will be ready to support ACU's Law program in 2013. The refurbished library will provide a fresh space for students to research, study and collaborate.
- Construction of the North Sydney Campus chapel was completed in 2012 and consecrated by Bishop Julian Porteous, Auxiliary Bishop for the Archdiocese of Sydney, as the Our Lady Seat of Wisdom Chapel. The chapel is dedicated to Our Lady Seat of Wisdom, the patron

of Catholic universities around the world. It is built in the Romanesque style and was designed to feel like small country chapel. It includes a reflection garden at the entry to the chapel and a Mary Garden featuring plantings associated with Our Lady, to the east.

- Acquisition and redevelopment of the 8-10 Berry Street, North Sydney site began in 2012. The redevelopment will add to the current three-storey building by adding an additional three storeys while refurbishing the whole building. The redeveloped building will provide cross-discipline facilities for teaching, research and public clinics. It is expected to be complete in early 2014.
- Construction of the ACU Health Clinic in Brisbane was completed in 2012. A Commonwealth government initiative funded by Health Workforce Australia (HWA), the ACU Health Clinic will increase clinical training capacity for students in the health disciplines, and has been designed for registered health professionals to supervise students on their clinical placement while providing health services to their clients.
- Planning and approval for a new development on the Brisbane Campus occurred in 2012. The revised Brisbane Campus master plan identified the development of a new building as a high priority. Known as Building T, it will provide more than 5000m² of additional teaching, research, and amenities space on the Brisbane Campus. Construction is planned to begin in 2013 and be completed late in 2014.

LIBRARIES

The Library's mission is to enable and enrich the teaching, learning and research endeavours of the University. In 2012, Library staff were responsible for key achievements in support of the University's strategic goals in four primary areas.

Enhancing student experience

- ACU's \$14 million refurbishment of the Melbourne Campus Library was nearing completion at the end of 2012 in time for the 2103 academic year.
- Planning is underway for the refurbishment of the existing North Sydney Campus Library, and refurbishments and enhancements continue to be made in the other campus libraries, including the provision of more individual and quiet study spaces as a response to student feedback and improvements to special needs rooms to provide additional privacy for students making use of speech-to-text software.
- The Library staff, under the leadership of Marianne Chauvet, received an ACU Teaching Development Grant to fund Leap into Learning (LIL) project, which aims to develop a dynamic, accessible online information literacy program to provide first-year students with the library skills needed for their studies. The project is a cross-unit collaboration involving staff from the Library, Academic Skills and the Learning and Teaching Centre.
- Over the last six months of 2012, ACU's Library law collection, comprising print collections at Melbourne and North Sydney Campuses and an extensive online collection, has been developed to satisfy the requirements of the Council of Australian Law Deans' Standards for 'the law library or law collection' in relation to both primary and secondary materials. (Council of Australian Law Deans (2009) *The CALD Standards for Australian Law Schools* at 5.4.) The online collection comprises the key Australian law online platforms from LexisNexisAU, Westlaw AU and CCH IntelliConnect and others. An emerging strength of the online collection is in the area of international law recognising the mandated Units: Comparative Legal Systems, International Human Rights Law, International Trade Law, Public and Private International Law.



The Liaison Librarian (Law) consulted Law academics regarding the trial and evaluation of online resources and the selection of books and will provide library orientation sessions during Law Induction Week.

- The e-book collection increased by 19 per cent to 178,365 and the e-journal collection by 20 per cent to 95,636. These include resources acquired to support new courses in 2013 including Law, Occupational Therapy and Speech Pathology.
- The number of entries to the campus libraries continued to rise, with more than 1.4M in 2012, compared to 1.34M in 2011 and 1.32M in 2010.
- The Library Print Disability Services staff worked closely with ACU's Equity and Disability Unit to improve access, participation and outcomes for students with disabilities by providing textbooks and course readings in accessible formats. Unit outlines and readings were also formatted in braille and tactile maps and maths games were created to assist students with vision impairment.
- The Library website now has its own top level navigation, making it one of the key websites for the University. The Library website was also updated to make it more accessible to users using mobile devices.

Supporting ACU research

- The Library and ACU Research Services continued a strong partnership to ensure compliance with government ERA and HERDC reporting requirements. Central to this partnership is the ACU Research Bank, an online repository managed by the Library and showcasing the research outputs of ACU staff. In 2012, 632 new ACU staff research outputs were uploaded into the ACU Research Bank. In addition, Research Bank began to focus on building open access content in the repository and implementing other repository developments such as Google indexing. The renewed focus on an open access institutional repository is timely in light of NHMRC and ARC

policy changes for the provision of open access to the output of funded research.

- The Library's support for the University's research priorities was strengthened with the appointment of a new Senior Librarian (Research Support & Copyright).
- The Library has been a key partner in the ACU Research Knowledge (ARK) project, Seeding the Commons Project, funded through Australian National Data Services (ANDS). ARK aims at developing a framework to support ACU research data management for the purpose of describing, preserving and reusing research data. The project, which began in July 2012 and continues until the end of February 2013, is a collaboration between ACU Research Services, the Library and IT.
- The Library organised a successful program of video conference presentations promoting open access to scholarly publications and research data, to celebrate international Open Access Week. The sessions attracted a lot of interest from among the University academic and research staff.

Catholic identity and Mission

- The Library acquired a number of significant new theological resources, including the Acta Sanctorum Database on the lives of saints, Early European Books Online, Digital Library of the Catholic Reformation, and the Digital Library of Classic Protestant Texts.
- ACU is the only organisation in Australia to acquire the seven-volume Heritage Edition of the St John's Bible, with funding and support from the Director, Identity and Mission, Fr. Anthony Casamento. The Saint John's Abbey and University, in Minnesota, commissioned calligrapher to the Queen, Donald Jackson, to work on the Bible, using techniques of calligraphy and hand illumination not used in more than 500 years. It is hoped that Jackson will conduct a public lecture for the University in 2013.

- The Library actively supported a number of community engagement programs, including donating a portion the Library's fine income to the Thai-Burma Border Project to furnish the library and information centre and to the East Timor Project to fund a teaching scholarship.
- Mark Mahony, Library Technician, was awarded the ACU Staff Award for Outstanding Community Engagement for successfully fostering an ongoing partnership between The Footpath Library (a non-profit organisation supplying library materials to homeless shelters, refuges, prisons, and directly to homeless and disadvantaged people at a weekly Street Library in Sydney's Martin Place) and Clemente Australia.
- Leticia Medwell, Team Leader, based in Ballarat, has been an active supporter of the Clemente program with her services being recognised by Associate Professor Joe Fleming, Campus Dean in Ballarat, and Professor Jude Butcher, Director, Institute for Advancing Community Engagement.

Enhancing services

- Contract negotiations for the implementation of Radio Frequency ID are being finalised for implementation across the six campus libraries in 2013. This enables quicker, easier and more intuitive borrowing processes and facilitates more cost-effective collection management systems and represents a significant strategic infrastructure for the future of the Library.
- Thanks to the efforts of the Associate Vice-Chancellor (Sydney), Professor Marea Nicholson, in obtaining approval from the North Sydney Council, the opening hours of the North Sydney Campus library were extended into Sunday, bringing services here into line with the other campus libraries and the sector.



The Daniel Mannix Building, Roof Garden



Feedback from the ACU community

- Our students express their need for more space in the library for quiet and group study. The latest available ranking data, from 2011, from the Council of Australian University Libraries, ranks ACU as 28th among 32 participating Australian and New Zealand university libraries in relation to floor space to student numbers ratio. The major building work in three of our campus libraries, as part of the University Campus Master Plan, and continued improvements in the other campus libraries will help address these issues.
- During the year the Library conducted the biennial Insync Library Client Satisfaction survey. Responses, benchmarked against other Australian and overseas universities, indicated that ACU had moved into the top 25% of surveyed libraries. ACU's Library staff rating had improved, provision of more quiet study space was identified as the highest priority for improvement while increased opening hours featured strongly in the comments. The survey ranked ACU amongst the top three universities in Australia for communication to students. The survey confirmed that our physical facilities need to be improved with ACU's libraries ranked low in a number of related variables.

IT INFRASTRUCTURE

With campuses in three states and the ACT, the University makes extensive use of video and phone conferencing, as well as online materials for administrative, faculty and University relations purposes, and for wider discussions and forums. Professional development for staff and eLearning also use these facilities extensively.

- Some courses are taught entirely online. On-campus courses have access to the Learning Environment Online (LEO), implemented in 2011, to supplement face-to-face teaching. This adds flexibility and interactivity, as materials can be accessed at any time, from any location and no special software or equipment is needed.
- Virtual classroom technology is used to break down distance barriers.
- A customer relationship management program is used for prospective student campaigns, event management and donor management.

ENVIRONMENTAL SUSTAINABILITY

ACU is committed to reducing the environmental impact of its operations and to integrating sustainability with its teaching, research and community engagement.

The University's fundamental concern for justice, equity and the dignity of all human beings aligns ACU with the concerns that underlie the concept of sustainability: that environmental degradation impacts most heavily on the poor and vulnerable and that current generations must ensure future generations have sufficient resources to meet their needs.

ACU advanced its sustainability program in 2012 in the key areas of water, energy and waste, with its projects strongly focused on sustainable facilities management and the development of sustainable buildings and campus refurbishments.

The University has initiated an Australian Standard level-two energy audit that will identify opportunities to save energy in the operations of each of its six campuses. The audit will deliver recommendations for more efficient lighting, heating, ventilation,

air-conditioning and building service management. These recommendations will in turn support a program of action to achieve the University's strategic energy reduction goal of 5% by 2014.

ACU continued its strict management of water consumption in 2012 to help maintain its position as one of Australia's most water-efficient universities. The University added a further 80,000 litres of water storage in 2012, to bring its total capacity for water storage to 580,000 litres.

Recycling programs were added to all campuses in 2012, with waste and recycling audits showing recycling rates of around 25% for most campuses, and a recycling rate greater than 75% for the Ballarat Campus. The extension of recycling programs doubled the number of bins distributed throughout the University.

The University also completed construction of The Daniel Mannix Building at the Melbourne Campus. The building has been awarded a 6-Star Green Star design rating by the Green Building Council of Australia, indicating world-leading design for sustainability. The design of the building will ensure that it uses around half a million fewer litres of mains water and generates half the amount of greenhouse gas than a similar, conventional building.



five

**ACADEMIC
REVIEW**



TEQSA UPDATE

Since January 2012, the Tertiary Education Quality and Standards Agency (TEQSA) regulates and assures the quality of the higher education sector. TEQSA registers and evaluates performance against the higher education standards framework, and providers must meet the threshold standards within this framework in order to remain within the higher education system.

TEQSA Mapping Project

The University adopted a proactive and 'business as usual' approach to the introduction of TEQSA and its regulatory functions.

ACU carried out a detailed mapping exercise against the threshold standards of the framework and implemented a number of initiatives to further enhance and assure the quality of its higher education provision.

The University also carried out a review of key indicators aligned with TEQSA's regulatory risk framework alongside the University's institution-specific management of risk.

ORGANISATIONAL UNIT REVIEWS

As part of the University's quality management system, organisational units participate in a continual cycle of review and improvement.

The Planning, Quality and Risk Committee is responsible for establishing the schedule of organisational unit reviews which normally operate on a five-year cycle and up to a maximum of seven years.

Additional reviews are undertaken in response to issues identified through the University's risk management framework and/or in response to strategic opportunities identified through the University's academic and business practices.

2012 Organisational Unit Reviews

The organisational unit reviews carried out in 2012 include the Faculty of Health Sciences, Finance Directorate and Student Administration. The reviews planned for 2013 include the Faculty of Theology and Philosophy, Centre for Indigenous Education and Research and Faculty of Business.

THE GOOD UNIVERSITIES GUIDE 2012

The 2013 edition of the Good University Guide (released late in 2012) gave ACU the maximum 5 stars for Indigenous participation. More than 380 indigenous students study at ACU across all five faculties, which puts the University in the "very high" category for the percentage of Indigenous students, compared with other Australian universities. In 2010, the University was one of the first in the country to introduce Indigenous staff research scholarships.

Meanwhile, ACU received four stars for:

- Staff qualifications
- Cultural diversity of the student body
- Domestic teaching quality
- Success in getting a job (for under- and post-graduate students)
- Graduate starting salary (for under- and post-graduates)
- Positive graduate outcomes (for undergraduates)
- Student demand (North Sydney Campus)

ALTERNATIVE ENTRY PROGRAMS

The University has developed flexible entry programs to offer the benefits of tertiary education more broadly. The objectives of the Bradley Review underpin our enrolment aims.

accessACU

The University has a number of flexible entry schemes designed to help achieve the government's target of 40 per cent

of 25- to 34-year-olds in Australia to be university-educated by 2025.

accessACU adds bonus points to current Year 12 students' ATARs for their application to ACU, based on a number of factors, including:

- completion of subjects relevant to the course to be studied
- geographic proximity to one of our campuses
- educational, socio-economic or rural disadvantage experienced in Year 11 or 12
- schools which have been designated as being disadvantaged.

ACUgate Equity Pathways

This year saw Equity Pathways continue its growth as well as consolidate its work. In 2011, the University developed ACUgate, a suite of programs funded by the Australian government under its Widening Participation agenda. This agenda requires all Australian public universities to increase enrolments of groups, such as those from low socio-economic status (SES) backgrounds, regional and rural backgrounds, Indigenous students and early school leavers, all traditionally under-represented in higher education.

ACUgate programs are grouped under three broad themes: Awareness, Aspirations and Access.

In order to deliver these programs, ACU formalised partnerships with schools in Queensland, Victoria, Australian Capital Territory, New South Wales and Tasmania. The number of partner schools increased from 40 nationwide in 2011 to 105 in 2012, with at least two ACUgate programs operating in each school.

Interesting to note is the success of the Principal's Recommendation Program, which has grown substantially from five students in 2011 to 91 in 2012. This program enables students who have experienced educational and social disadvantage through their school years to gain alternative access to ACU through recommendation by the principal in consultation with the ACU Equity Pathways Officer working with that school.

Other ACU pathways

- ACU's Early Achievers' Program (EAP) for school leavers recognises the achievements of applicants, including their community involvement, by making an early provisional offer to successful applicants. Prospective students who apply under the EAP are assessed on demonstrated capacity and potential for tertiary study before completion of Year 12.
- EAP for non-school leavers recognises achievements, including professional and community involvement, and makes early offers to successful non-school leaver applicants.
- The Aboriginal and Torres Strait Islander Access Scheme provides assistance through the ACU's Indigenous Support Units.
- The Elite Athletes' Program gives consideration to applicants whose high-level competition in sport has had an impact on their academic results, but who are regarded as having the ability to combine sporting ambitions with successful academic study.
- Mid-year entry is a popular option for undergraduate and postgraduate students, both local and international, and is available in an increasing number of courses.
- The University is investing in mutually beneficial pathway partnerships with the Vocational Education and Training (VET) sector and TAFE, and is working to strengthen its relationships with schools and workforce groups.
- Regional School Bonus allows applicants from rural and regional schools to automatically receive bonus ATAR points.

NEW MEMORANDA OF UNDERSTANDING AND PARTNERSHIPS

Faculty of Health Sciences

- Clinical School with Calvary Health Care established, Canberra.
- Clinical School with Mercy Hospital, Werribee, Melbourne.
- Joint Associate Professor of Nursing Research with St Vincent's Private Hospital, Melbourne.
- Chair in, and Professorship of, Ageing (Veterans and Community) with RSL LifeCare.
- Professor of Nursing Research with St Vincent's Hospital, Melbourne.
- Cardiovascular Research Centre with St Vincent's Hospital, Melbourne.
- Offering of the Master of Nursing (Practice Inquiry) with Hubei University of Chinese Medicine, People's Republic of China.

Faculty of Business

- Tryes4U.
- North Sydney Chamber of Commerce.
- Brisbane North Chamber of Commerce.

Faculty of Education

- ACU and Brock University Canada – *Student exchange agreement and Faculty/Academic staff exchange Agreement.*
- ACU and Fundacao Companhia de Jesus em East Timor – *capacity building in secondary teacher education.*
- Instit Cardinal Jean Margeot, Diocese of Port-Louis, Mauritius MOU – *MEd and other Ed courses.*
- ACU and Instituto Catolico para Formacao de Professores (Baucau, East Timor) – *capacity building in primary teacher education.*

- ACU and University of Verona – *cooperation agreement – for research in early childhood education.*
- ACU and Australian Lutheran College – *Pathway to teach in Lutheran schools.*
- ACU and Lutheran Education Australia – *provision of Lutheran Ed Leadership development program.*
- ACU and CEO Canberra/Goulburn, Trinity College Goulburn and ANU – *Birrang Centre for excellence in Science at Trinity College, Goulburn.*
- ACU and Catholic Teacher Education Consortium (CTEC) – *Northern and Western Pilot Project.*
- ACU and the Replay Group MOU – *pathway for Indigenous students into Bachelor of Education (Early Childhood and Primary).*
- ACU and Melbourne Conservatorium of Music, University of Melbourne – *collaboration in establishing academic links.*
- ACU and Sisters of Mercy Brisbane – *collaboration between Faculty of Education, Sisters of Mercy Brisbane and Notre Dame Institute of Education (Karachi).*

NEW COURSES

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

- Bachelor of Arts (Psychology) – Strathfield;
- Bachelor of Arts/Bachelor of Laws – Melbourne, North Sydney;
- Bachelor of Business Administration/ Bachelor of Laws – Melbourne, North Sydney;
- Bachelor of Commerce/ Bachelor of Laws – Melbourne, North Sydney;
- Bachelor of Creative Arts – Brisbane, Melbourne;
- Bachelor of Education (Primary) Honours;



- Bachelor of Global Studies / Bachelor of Arts – Strathfield, Melbourne;
- Bachelor of Global Studies/ Bachelor of Laws – Melbourne, North Sydney;
- Bachelor of Global Studies / Bachelor of Theology – Strathfield, Melbourne;
- Bachelor of International Development Studies – Strathfield, Melbourne;
- Bachelor of Laws – Melbourne, North Sydney;
- Bachelor of Theology/Bachelor of Laws – Melbourne, North Sydney;
- Graduate Certificate in Philosophy (Healthcare Ethics);
- Graduate Certificate in Professional Accounting;
- Graduate Certificate in Theological Studies;
- Graduate Certificate in Indigenous Leadership and Engagement;
- Graduate Diploma in Indigenous Leadership and Engagement;
- Graduate Diploma in Leadership;
- Graduate Diploma in Professional Accounting;
- Graduate Diploma in Theological Studies;
- Master of Early Childhood Education;
- Master of Indigenous Leadership and Engagement;
- Master of Leadership (to be offered at the Catholic Leadership Centre – Melbourne);
- Master of Professional Accounting;
- Master of Teaching (Early Years);
- Masters of Theological Studies;
- Postgraduate Certificate in Leadership;
- Postgraduate Diploma in Professional Psychology.

COURSE REVIEWS

Course reviews completed

- Bachelor of Education (Primary) (Indigenous Studies) (pending Academic Board approval)
- Associate Degree in Indigenous Education (pending Academic Board approval)
- Bachelor of Teaching/Bachelor of Arts (Indigenous Studies) (pending Academic Board approval)
- Certificate/Graduate Certificate and Graduate Diploma in Religious Education (pending Academic Board approval)
- Master of Education
- Postgraduate Certificate in Education
- Master of Teaching (Primary)
- Graduate Certificate in Applied Ethics
- Postgraduate Counselling programs
- Bachelor of Visual Arts and Design

Courses under review

- Bachelor of Education (Early Childhood and Primary)
- Associate Degree in Early Childhood Education

NEW SCHOOLS

- School of Allied and Public Health

EXECUTIVE EDUCATION

ACU Executive Education is the leadership and professional development centre of the University, working primarily with external clients in the corporate sector. Since its inception in late 2011, Executive Education has created customised leadership development programs for a wide range of organisations including TAFE NSW, Baxter Healthcare, Attorney General's Department and Employers Mutual. They also successfully pitched against some of Australia's leading Business Schools to secure a contract from the Australian government Department for Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) to deliver governance training to 400 board members from the disability sector throughout Australia.

In addition to customised programs, Executive Education leads a number of specialist award programs such as the Graduate Certificate in Leadership and Catholic Culture and Graduate Certificate in Healthcare Ethics. It is also progressively building a reputation for its capabilities in the Not-for-Profit sector following the launch in June 2012 of the Graduate Certificate in Management of Not-for-Profit Organisations, which has successfully attracted senior-level cohorts in both Sydney and Melbourne.

The focus for 2013 is on the launch of the Centre's flagship course, the Executive Certificate in Sustainable Enterprise, a next generation leadership program, and the development of the Healthcare Hub (www.healthcarehub.com.au) an online portal for nurses and health professionals to study and track their compulsory Continuing Professional Development (CPD) requirements. The aim is to create a range of short CPD programs that articulate in postgraduate awards.



six

STUDENTS



STUDENT STATISTICS

	2008	2009	2010	2011	2012
Total students (enrolments)	17,034	18,507	20,534	22,853	24,663
Equivalent full-time students	11,547.1	12,978.0	14,739.1	16,715.7	18,047.3
Enrolments by state/territory					
NSW	6,602	6,982	7,652	8,536	9,015
Victoria	5,515	5,992	6,661	7,577	8,312
Queensland	2,849	2,984	3,518	4,088	4,573
ACT	743	810	789	778	949
Virtual (off campus)	1,325	1,739	1,914	1,874	1,814
Enrolments by faculty					
Arts and Sciences	4,738	4,739	2,966	3,454	3,815
Business	–	–	2,407	2,848	2,815
Education	6,108	6,827	7,585	8,227	8,837
Health Sciences	5,379	5,531	6,097	6,801	7,797
Theology and Philosophy	–	514	510	515	508
Cross-institutional, Non-Award and Study Abroad	452	288	303	320	264
Research Services	357	355	383	440	468
ACUcom	–	253	283	248	159
Enrolments by course level					
Higher-degree research	357	355	383	440	468
Higher-degree coursework	2,037	2,124	2,400	2,657	2,869
Postgraduate coursework	1,901	2,069	2,051	2,003	1,909
Bachelor	11,068	12,586	14,298	16,424	18,022
Other undergraduate	825	829	818	767	626
Non-award	846	544	584	562	769
Enrolments by subset					
Female	12,315	13,414	14,865	16,513	17,811
Male	4,719	5,093	5,669	6,340	6,852
Indigenous	360	342	337	390	383
Full-time	9,494	10,888	12,643	14,315	15,567
International	3,775	3,652	3,893	3,932	3,604

STUDENT ACHIEVEMENTS

There were many student achievements in 2012 and the highlights are detailed below.

- In addition to the University's own scholarship awards, in 2012 ACU students held 23 Commonwealth Education Costs Scholarships, six Commonwealth Accommodation Scholarships and 20 Institution Equity Scholarships.
- The Vice-Chancellor's Student Award for Outstanding Community Engagement was awarded to Ms Catherine Shuttleworth, co-founder of SeeBeyondBorders (SSB) a not-for-profit organisation that improves access to quality education for children in Cambodia. This award recognised Ms Shuttleworth's community engagement, which has been highly successful in offering communities in Cambodia pathways of hope based upon integrated, holistic and sustainable education and community engagement.
- Graduating student of the Bachelor of Nursing/ Bachelor of Paramedicine course, Jess Cannane, was awarded the Ballarat Young Citizen of the Year Award, for her involvement with the Student Association on ACU's Ballarat Campus, the Aquinas Student Association (ASA), and the Ballarat Hockey Association.
- Georgia Corrie was selected as one of five nursing students from universities around Australia for the 2013 Emerging Nurse Leader (ENL) program. An initiative of Australian College of Nursing (ACN), the program identifies nursing students with a commitment to leadership in the health care industry through involvement in community engagement initiatives. Participants have access to a five-year fully-funded program of professional development in clinical, educational, academic and research settings – and are supported in their learning by highly skilled mentors.
- ACU students won a number of medals at the 2012 University Games. More than 100 students from all six campuses represented ACU at the Southern University Games in the La Trobe Valley and the Eastern University Games in Tamworth. Along with their sporting success, the students all coordinated to wear yellow in order to raise awareness for the Cancer Council's Call to Arms campaign.
- Tracey Edwards and Lavinia Rossiter were both recognised for dedication to their community with an exclusive teaching scholarship worth \$25,000. Awarded to one person from each state, the Governor-General's Indigenous Student Scholarship aims to assist and support Indigenous university students obtain a teaching degree. In return these teachers will act as role models in their local communities.
- Social work student Felix Machiridza, a Zimbabwean journalist living in Australia under a protection visa, received a scholarship from the Canberra Refugee Support in recognition of UN World Refugee Support.
- Kate-Lynd Sinatambou completed a year-long internship at Walt Disney World resort in Orlando. The Disney International College Program is a highly-competitive program offered to a limited number of international students.
- PhD student Peta Drury competed in the national finals of the 2012 Trans-Tasman Three Minute Thesis Competition (3MT). She was one of eight finalists, chosen from 43 higher degree research students from universities in Australia, New Zealand and the Pacific and presented her research on the management of fever, sugar and swallowing in acute stroke patients.
- Chancellor General Peter Cosgrove presented Dr Karen McLean with the 2011 ACU Award for Excellent in a PhD Thesis. The award, presented at the Ballarat Campus graduation ceremony, encourages and rewards high quality

research by doctoral scholars. Dr McLean's Thesis was entitled *A Story of Early Years Educators' Experiences of Technology and Literacy in Early Years Learning Environments*.

- Lesley Jones, Higher Degree Research student, was announced runner up for the 22nd European Early Childhood Education Research Association (EECERA) conference in Portugal as the student researcher of the year award.

STUDENT EXPERIENCE

Student extracurricular life includes:

- Campus Ministry programs;
- ACU Games, in which six campuses compete across sporting competitions;
- ACU has many partnerships with international universities offering study abroad opportunities;
- Student representative committees, clubs, sporting teams, choirs, dramatic and musical groups;
- Gold Duke of Edinburgh Award program;
- World Youth Day pilgrimage;
- Student Ambassador program, working at recruitment and public relations' events;
- Participation in community engagement programs such as the Future in Youth Program which teaches leadership, health and life skills through soccer in Baucau, are a hallmark of ACU's Mission and identity;
- Overseas teaching and the Summer School program.

STUDENT ENROLMENTS BY AGE

	2010	2011	2012
19 and under	5,596	6,600	7,557
20 to 24	7,137	8,028	8,530
25 to 29	2,686	2,948	3,073
30 to 39	2,463	2,578	2,748
40 to 49	1,647	1,693	1,734
50 to 59	839	835	859
60 and above	166	171	161
Total	20,534	22,853	24,663



Tracy Edwards and Lavina Rossiter with Her Excellency Ms Quentin Bryce, Australia's Governor-General

STUDENTS IN THE COMMUNITY

ACU students are active in the communities in which they live and study. Community involvement in 2012 included:

- A mosaic created by students and staff across the university to celebrate 25 years of Indigenous education at ACU.
- Yallbalinga students are driving NAPCAN's Growing Respect program in the Browerville community.
- ACU Indigenous social work student, himself a burns victim affiliated with the Peter Hughes Burns Foundation, facilitated at retreats helping other burn survivors integrate back into the community. He is involved in a Government hospital-based peer support group giving time and energy to burns survivors struggling in hospital and was also instrumental in working with a trouble youth, including accompanying him on the Kokoda trail.
- Students from all campuses helped create equity in education by tutoring and mentoring vulnerable children and youth in ACU's community-based homework support programs.
- Indigenous student mentoring program in Menindee Central School Enterprise Park engaged school-age students in coaching for maximum potential and Young Leadership programs in Broken Hill.
- Bachelor of Visual Arts and Design students (Strathfield) were selected to design the cover, poster and layout for the Australian Catholic Migrant and Refugee Office's 2012 Migrant and Refugee Kit – 'Migrants and the New Evangelisation'.
- Students from the Fitzroy community joined 'Hearts in Harmony', an innovative and inclusive music and choir community engagement.
- Since 2010, Bachelor of Exercise Science students have engaged more than 2500 young people, 137 coaches and 90 parents in the Future in Youth program, East Timor.
- Bachelor of Education students taught primary and secondary students at the Arep School in Sola, Vanuatu.
- Higher Degree Research students completed their thesis on community engagement programs such as the Homework Support programs in Fitzroy and Future in Youth, East Timor.
- Many ACU Indigenous students are members Aboriginal Education Consultants' Group (AECG) and engage with communities, schools and education providers as well as being on the boards of these institutions to change education for Aboriginal children.
- Nursing, Midwifery and Paramedicine students community engagement covered the globe including rural and regional Australia, Vanuatu, China, East Timor and the Philippines.
- 2's Company Mentoring Program supported young people, many from housing estates near ACU's Melbourne Campus, who may be considered to be vulnerable or at risk.
- Students from the School of Nursing, North Sydney Campus spent four weeks in Broken Hill to experience nursing in a rural setting.
- Students engaged with children and families from disadvantaged backgrounds at the Nano Nagle and Edmund Rice Camps.
- 3-Minute Thesis (3MT) competition assisted postgraduate students in developing academic and research communication skills.
- Student representatives attended the Australian and South East Asia Catholic Colleges and Universities (ASEACCU) ASEACCU Conference, with the theme *Contribution by Catholic Higher Education to Sustainable Development in the Modern World: From Service Learning to Social Enterprise* at Wenzao Ursuline College of Languages in Kaohsiung, Taiwan.
- Students undertook the Jane Goodall Institute's "Live the Change Challenge" – a fund-raising initiative that encourages people to take three simple actions every day, for 21 days, that will help make the world a better place.
- ACUSmart's Student2student on-campus mentoring program.

STUDENT SUCCESS

The Office of Student Success offers support through such initiatives as: academic skills advisers, online resources and publications; advice about campus life; support for student associations; counselling services; equity and disability support and career services, including the online job board ACU CareerHub.

Other programs provide pre-enrolment courses to prepare students for tertiary study and specific support units at each campus for Indigenous students.

2012 ATTENDANCE FIGURES – STUDENT SUPPORT SERVICES

Counselling	3,090 face-to-face sessions held with students
Academic Skills - consultations	4,278 students
Career Development Service – consultations and workshops	10,716 students

OTHER STUDENT SERVICES

In 2012, the University established the Student Engagement and Services unit to develop new and improved student services and amenities, on campus and online. These include:

- student service and amenities fee-funded initiatives, such as establishing on-campus sport, health and wellbeing programs, and planning for legal, tax and financial services in 2013.
- the staged development of student accommodation on all campuses. In November, the University signed a 20-year lease for a 154-bed student residence in Camperdown, Sydney.
- a student jobs-on-campus program.
- on-campus health clinics.

ENHANCING LEARNING AND TEACHING

Online learning

ACU has provided courses – primarily postgraduate – online since 2000. Other courses have a web-enhanced presence to supplement on-campus teaching.

Following a successful trial, ACU's dynamic Learning Environment Online (LEO) was fully implemented across all units, courses and campuses for the start of the 2012 academic year. Staff are now able to access new tools including the plagiarism prevention software, Turnitin, and ePortfolio technology, Mahara.

The University also made a full transition to two online evaluation systems – Student Evaluation of Unit (SEU) and Student Evaluation of Teaching (SET), both replacing paper-based surveys.

Offline learning initiatives included:

- the development of a new assessment policy, which is embedded with key principles of good assessment.

- additional support for the teaching of large and diverse student groups.
- support for 94 academic and professional staff members to begin or complete units in ACU's nationally accredited teaching qualification, the Graduate Certificate in Higher Education.

EQUITY AND DIVERSITY

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

Students with disabilities

There were 1,098 students registered with the Equity and Disability Unit in 2012 – an increase of 21.4 per cent from 2011 figures. Of those, 426 were first time registrants. Services include provision by the library of study materials for students with print disabilities. The unit also supports academic staff through education adjustments for students with disabilities.

Clemente Australia program

The Clemente Australia program, established in 2003, aims to break the cycle of poverty and social injustice among disadvantaged people through university-level education delivered by ACU in partnership with community agencies.

To date, 564 people have taken part, with 122 students completing the four units of the Certificate in Liberal Studies, and making new life choices, including further learning.

Twenty-five Clemente graduates have continued studying undergraduate courses across all ACU campuses. Since the end of Semester 2, 2012, a further 10 graduates have applied for various Bachelor courses with ACU.

The University will see 13 Clemente graduands at the 2013 Autumn Graduation Ceremony.

EDUCATION FOR INDIGENOUS STUDENTS

Participation

ACU received the maximum five stars for Indigenous participation in *The Good Universities Guide 2012*. More than 380 Aboriginal and Torres Strait Islander students study at ACU across all five faculties, and in 2010 the University was one of the first in Australia to introduce Indigenous staff research scholarships, with successful applicants placed throughout ACU faculties.

Centre for Indigenous Education and Research (CIER)

This was the fourth year of operation for the Centre for Indigenous Education and Research (CIER). The Centre's Office of the Director is based at the Brisbane campus, with four Indigenous Higher Education Units (IHEUs) providing support to Indigenous students across ACU's six campuses: Dhara Daramoolen (Earth, Spirit) at Canberra Campus; Jim-baa-yer (To Learn – To Teach) at Melbourne and Ballarat Campuses; Weemala (Distant View) at Brisbane Campus; and Yalbalinga (Place of Learning) at North Sydney and Strathfield campuses.

The Centre is aligned with the strategic direction of ACU as detailed in the Indigenisation Thematic Map 2012 – 2014. The main focus areas for CIER to provide leadership and cultural input are: support for Indigenous students and staff; curriculum; research; and community engagement.

The Centre aims to contribute to these focus areas by: contributing to leadership at ACU through representation on committees, at key forums and on educational initiatives; improving support services for Indigenous students; evaluation and refinement of Indigenous support services; collaborating with Human Resources on career paths for Indigenous staff; embedding Indigenous perspectives in academic courses; promoting collaborative research partnerships; and increasing engagement with Indigenous communities.



Support for Indigenous students

The University encourages Indigenous people to enrol through the pathway and access programs. CIER provides support through its Indigenous Higher Education Units and the Indigenous academic coordinators that manage them, as well as with student support officers, residential officers and administrative staff. The support includes:

Academic: Helping Indigenous students develop academic writing and research skills; interviewing prospective Indigenous students through the Alternative Entry Scheme (AES) for Aboriginal and Torres Strait Islander peoples; coordinating the Indigenous Tutorial Assistance Scheme (ITAS), which helps Indigenous students, especially those living in remote areas, who do not have regular contact with lecturers and support staff; offering a program of academic, cultural and personal support for Indigenous students studying at ACU through the Individual Support Program for Indigenous Students; and CIER staff involvement in the development of Indigenous perspectives in curriculum, teaching and research across ACU courses further assist all ACU students to receive culturally competent and relevant education.

Meanwhile the Indigenous Higher Education Units: promote appropriate undergraduate and postgraduate courses for Indigenous students and community; provide information on scholarships and assist with applications; assist Indigenous students with administrative procedures; liaise between students and faculty staff and other areas of the university; coordinate the ITAS program including matching students with tutors; and provide access to computers

Personal: Encouraging positive self-esteem by building rapport and keeping in regular contact with students; working with Elders and Indigenous community members to build networks of cultural support for students during their studies; working with the Office of Student Success to facilitate Indigenous students to access services that support students;

recommending local Indigenous support services to students with specific needs or issues; supporting students to develop career and other aspirations.

Social: The IHEU staff provide a cultural and supportive environment to facilitate the successful completion of courses; celebrating significant dates on the Indigenous calendar, and providing details on community events outside ACU; Aboriginal and Torres Strait Islander art and community knowledge is represented on all ACU Campuses including an Indigenous reflection garden (Brisbane); an Aboriginal mosaic (Melbourne); and a reconciliation garden and message poles (Ballarat); IHEUs provide space for students to meet, gather their thoughts, rest and reflect; Informal and formal gatherings for ACU staff to learn and celebrate Aboriginal and Torres Strait Islander history, identity and community; staff provide Indigenous knowledge and act as a resource centre across the University, including providing formal cultural awareness training annually for ACU staff.

Acknowledging and celebrating culturally significant days such as NAIDOC Week, Reconciliation Week and the United Nations International Day of the World's Indigenous Peoples (August 9, 2012).

Indigenous specific courses

While Indigenous students are enrolled in many of ACU's mainstream courses across all faculty areas, there are several specific undergraduate courses designed to meet the needs of Indigenous students and their communities:

- Associate Degree in Business Administration (Indigenous);
- Associate Degree in Indigenous Education;
- Bachelor of Education (Primary) (Indigenous Studies);
- Bachelor of Midwifery (Indigenous).

Scholarships

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

- Council for Catholic Parents of NSW Scholarship;
- Nano Nagle Scholarship;
- Pratt Foundation Bursary;
- St Vincent de Paul Society (Broken Bay) Indigenous Student Scholarship (from 2012);
- St Vincent de Paul Society Dhara Daramoolen Indigenous Student Scholarship (ACT);
- Governor General Scholarship;
- St Vincent's Private Hospital Scholarship for Indigenous Nursing & Midwifery Students (VIC).

ACU INDIGENOUS GRADUATES IN 2012

In FT study	14.29%
Available for FT employment	57.14%
Seeking PT employment	0.00%
In PT employment, not available for FT employment	21.43%
Not available for employment or study	7.14%

Of those available for FT employment, percentage:

In FT employment	87.50%
Seeking FT employment, working PT	12.50%
Seeking FT employment, not working	0.00%

FT= full-time PT= part-time

- The Wexford Senate Bursary for Indigenous Postgraduate Students;
- Commonwealth Accommodation Scholarship
- Commonwealth Education Costs Scholarship
- Indigenous Access Scholarship

Community partnerships

In 2012, this included:

- Partnering with Equity Pathways to appoint three Indigenous Equity Pathways Officer positions to work with Indigenous secondary school students and promote interest in ACU courses.
- Engaging Aboriginal and Torres Strait Islander elders and respected community members in campus life through their involvement in Welcome to Country.
- Supporting the participation of elders in the National Aboriginal and Torres Strait Islander Higher Education Elders Alliance forums.
- Engaging with elders and local Indigenous community groups to collaborate with ACU to achieve specific goals, such as to establish an Indigenous bush garden and outdoor cultural space on campus.
- Partnering with five Sydney regional universities in the "Bridges to Higher Education" initiative.
- Participating in significant religious celebrations including the procession of the Relic of St Xavier.
- A continued partnership with ACU's Institute of Advancing Community Engagement and Equity Pathways working with disadvantaged community groups.
- Collaborating with Catholic Education Offices and Parents Councils to increase Indigenous participation in higher education, and continuing involvement with Aboriginal Catholic ministries.

Research and publications

Throughout 2012, CIER partnered with a number of faculties and institutes to deliver the following research projects:

- ALTC Grant (2010-2012) – Keeping On Track: teacher leaders for Indigenous postgraduate coursework students.
- Researching at the Cultural Interface – the ACU Indigenous Research Network.
- Beyond Pathways (2011-2013) (Parental & Community Engagement Project).
- LANE (Leadership Action in Numeracy Education), linked to the RoleM project.

CIER staff also attended and presented at both domestic and international forums on leadership and education.

CIER staff contributed to a number of publications during 2012 including:

- Frawley, J., Jackson, T. & Nobin, K. (2012). *Keeping on Track: Experiences of postgraduate coursework Indigenous Australian students and their lecturers*. International Higher Education Curriculum Design Review, Vol. 1, No. 1, 20-39.
- Frawley, J. & Fasoli, L. (2012). *Working together: Intercultural leadership capabilities for both-ways education*. School Leadership & Management: Formerly School Organisation, 32:4, 309-320.
- Calestani, M., White, N., Hendriks, J., and Scemons, D. (2012) *Religions of Native Peoples and Nursing*. In Fowler, M., Reimer-Kirkham, S, Sawatsky, R., and Johnston Taylor, E. (Eds.) *Religion, Religious Ethics and Nursing*. New York, NY : Springer Pub. Co
- Fredericks, B., Maynor, P., White, N., Fenwick, E., and Ehrich, L. (in press). *Living with the Legacy of Conquest and Culture: Social Justice Leadership for the Indigenous peoples of Australia and America*.
- White, N. (2012) Foreword: *Dreaming a New Earth*. G. Hall and J. Hendriks (eds).

INTERNATIONAL PROGRAMS

The University is committed to three areas of international engagement, designed to enhance the internationalisation of the curriculum, provide overseas opportunities for students and staff, and develop positive relationships with the international community.

International student recruitment and admission

ACU has students from more than 90 countries, with courses within the Faculty of Health Sciences being the most popular.

Major source countries

The chart shows the top 10 nationalities currently represented in degree programs at the University. In 2012, Nepal was again the top of this group, but with a small drop compared to 2011. China and India were second and third again, but with a significant decrease in numbers over 2012. These decreases were balanced by significant growth in new and emerging markets.

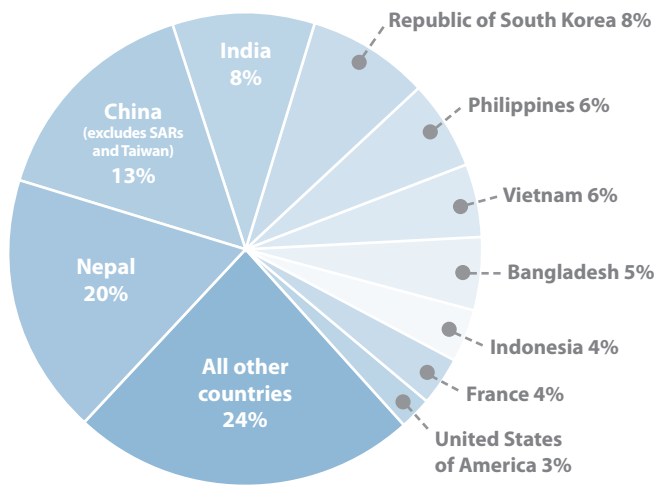
Enrolment trends

The market for international education in Australia continued to be a challenging one in 2012, with international enrolments across the higher education sector declining for the fourth year in a row. While ACU has maintained strong international enrolment numbers, there has been some decline over the past two years in on-shore enrolments although this has been balanced by a small growth in off-shore enrolments.



Introduction to the Core Curriculum in Florence, Italy

TOP 10 SOURCE COUNTRIES – ONSHORE ENROLMENTS 2012



ONSHORE INTERNATIONAL STUDENT ENROLMENTS

Level of course	2009	2010	2011	2012
Higher degree research	14	19	24	29
Higher degree coursework	421	373	377	336
Other postgraduate	80	86	79	38
Bachelor	2,072	2,292	2,259	2,046
Other undergraduate	478	398	371	200
Non-award	171	208	219	320
Onshore students total	3,236	3,376	3,329	2,969

OFFSHORE INTERNATIONAL STUDENT ENROLMENTS

Higher degree research	3	2	-	-
Higher degree coursework	45	44	58	78
Other postgraduate	88	104	113	59
Bachelor	202	216	204	167
Other undergraduate	25	111	152	202
Non-award	53	40	76	129
Offshore students total	416	517	603	635
Grand total	3,652	3,893	3,932	3,604

International partnerships

ACU has developed active partnerships with educational organisations in a diverse range of international locations. Some provide students in those locations with access to new higher education opportunities, while others support research collaboration, staff and student exchange, capacity-building and international community engagement. International partners include:

- Atma Jaya Catholic University, Indonesia
- Baucau Catholic Teachers' College (ICFP), East Timor
- Capital Medical University, China
- Catholic University of America
- Catholic University of Valencia, Spain
- DePaul University, USA
- Fairfield University, USA and York University, Canada - to support ACU's Refugee Education program on the Thai/Burma border
- Fundação Companhia de Jesus em East Timor, East Timor
- Heythrop College, University of London, UK
- Institut Catholique de Paris, France
- Pontificia Universidad Católica de Chile, Chile
- Pontificia Università San Tommaso d'Aquino – Angelicum, Italy
- Notre Dame Institute of Education, Pakistan
- Shanghai Institute of Health Sciences, Shanghai Jiao Tong University, China

International Core Curriculum

To support the introduction of the ACU Core Curriculum Program in 2012, the University has developed an International Core program to give students the opportunity to complete one of their core curriculum units at a partner university campus overseas. In 2012, Florence, Italy, became the first site for the International Core offered through our partnership with Fairfield University.

Twelve motivated ACU students went to Florence in July, 2012, for the three-week program. While there, they took part in an intensive program of studies, cultural excursions and community engagement. Each of the students worked with the city's Misericordia foundation, which has provided care and support to Florence's most vulnerable and elderly for the past nine centuries. The program was highly successful, and the University plans to develop a range of new International Core programs with key partners in other countries.

Student Life Art Project

During 2102, ACU International, in collaboration with counselling services at the Brisbane Campus, developed a short-term creative arts project, the *Student Life Art Project (SLAP)*, to foster collaboration and communication between domestic and international students.

With funding from Australian Education International (AEI) and project support from Universities Australia (UA), the *SLAP* explored themes related to understanding and student experience. An external facilitator, with art therapy and psychotherapy expertise, guided students in weaving their personal stories into art works expressing student life.

The *SLAP* also led to collaboration and community engagement opportunities with the Brisbane City Council.

Students gave presentations on the *SLAP* at the ACU Learning and Teaching Conference 2012; ISANA Victoria Annual Conference as part of the Universities Australia Enhancing the Student Experience Project Symposium 2012; and at the ISANA National Conference 2012 held in Auckland, New Zealand.

Student mobility

- In 2012, more than 200 ACU students from all campuses undertook University-endorsed international experiences, such as student exchange, study tours, clinical and professional placements, community engagement, and research. Many of these students received Vice-Chancellor's Travel Grants of up to \$2500 to help cover the cost of airfares to their program location. More than 60 students also received financial support through the Australian government's OS-HELP loan scheme.
- More than one-third of students who travelled overseas completed studies at an ACU partner university through our Study Abroad and Student Exchange programs. Most of these partner universities also sent one or more of their own students to ACU in 2012.
- As many students have commitments that prevent them from spending a full year or semester overseas, ACU offers short-term study abroad programs during the University's vacation periods, and demand for these shorter programs has increased rapidly. In 2012, students undertook short-term programs in China, France, Germany South Korea and the USA, with more programs available in 2013.
- The University has more than 70 exchange partner universities in Europe, Asia and the Americas. In 2012, new student exchange agreements were formalised with Brock University in Canada, Università Cattolica del Sacro Cuore in Italy, Ateneo de Manila University in the Philippines and Bellarmine University, USA.

Exchange partner institutions

Austria

FH Kufstein-Tirol University of Applied Sciences
FH Wiener Neustadt

Brazil

Pontifical Catholic University of Parana

Chile

Universidad Santo Tomas

Canada

Brock University
Nipissing University
St Thomas University
Wilfrid Laurier University

China

Capital Medical University

Finland

Rovaniemi University of Applied Sciences

France

Blaise Pascal University
ESC Chambery
ESPEME School of Business (campuses in Lille and Nice)
INSEEC Business and Communication Schools, Paris
Lille 2 University of Health and Law
Pôle ESG
Université Catholique de Lille
Université Catholique de Lyon/ESDES (Ecole de Management a Lyon)
Université Catholique de L'Ouest/ESSCA
Ecole de Management

Germany

Catholic University of Eichstatt-Ingolstadt
University of Applied Sciences, Konstanz
University of Freiburg
University of Heidelberg
University of Mannheim
State of Hessen partnerships with the Brisbane Campus:
Fachhochschule Frankfurt am Main
Fachhochschule Giessen-Friedberg
Fachhochschule Wiesbaden
Hochschule Darmstadt
Hochschule Fulda
Johan Wolfgang Goethe Universität Frankfurt am Main
Justus-Liebig-Universität Giessen
Philipps-Universität Marburg
Technische Universität Darmstadt
University of Kassel

Ireland

Mary Immaculate College,
University of Limerick
Waterford Institute of Technology



Visual Arts and Design student Steve Sassen, completed Disney's Creativity and Innovation course in Florida

Italy

University of Verona
 Università Cattolica del Sacre Cuore

Japan

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

Mexico

Universidad de Monterrey
 Universidad Iberoamericana, Puebla
 Universidad Marista de Mérida

South Korea

Catholic University of Daegu
 Catholic University of Korea

Spain

Universidad Pontificia Comillas

Sweden

Lund University College of Health
 Science
 Malmo University

Taiwan

Fu Jen Catholic University
 Providence University

The Netherlands

The Hague University
 VU Amsterdam

The Philippines

Ateneo de Manila University

Turkey

Fatih University

United States of America

Bellarmino University
 Catholic University of America
 Fairfield University
 Gannon University
 Georgetown University
 Georgia College
 Nazareth College of Rochester
 Notre Dame of Maryland University
 Regis University
 St John's University
 St Norbert College
 Santa Clara University
 State University of New York – Oswego
 University of Massachusetts Boston
 University of Miami
 University of North Carolina, Greensboro
 University of St Thomas
 West Virginia University

UK

University of Bradford
 University of Cumbria
 St Mary's University College
 University of Wales Institute, Cardiff

ACUCOM

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

Present responsibilities

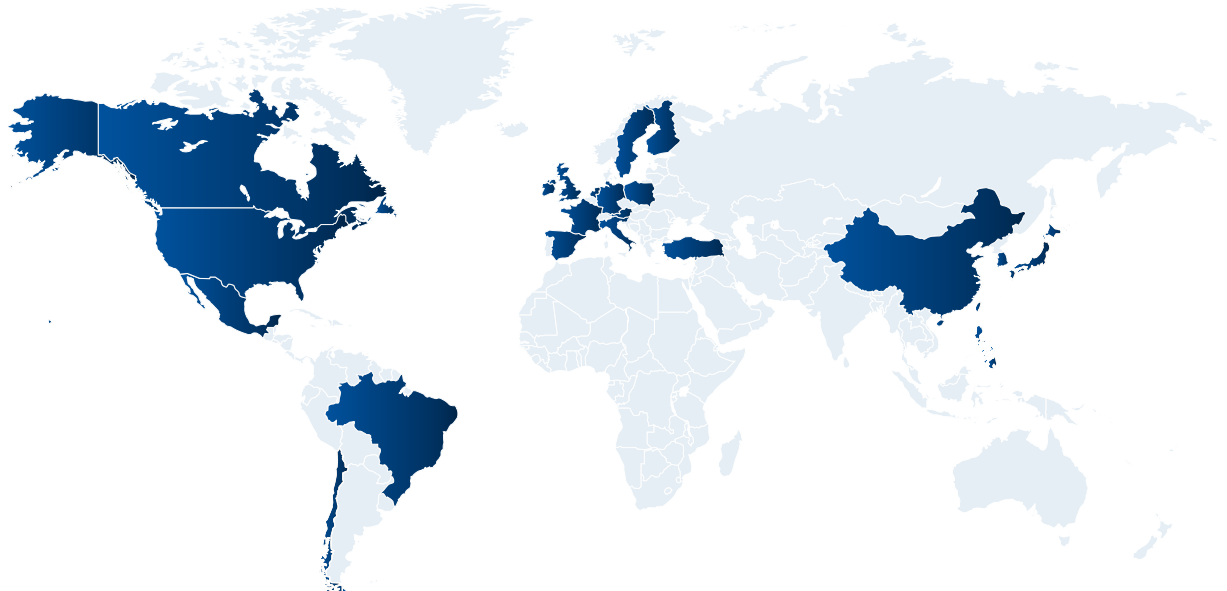
ACUcom is responsible for the operation of the University's Registered Training Organisation (RTO), onshore Vocational Education and Training (VET) courses and corporate training based on accredited VET courses.

2012 courses

ACUcom had approximately 400 students enrolled in courses in 2012. Courses included:

- Certificate IV in Nursing
- Certificate III in Education Support
- Certificate in Exercise Science
- Certificate III in Fitness Instruction
- Certificate IV in Frontline Management.
- Diploma of Nursing
- Introduction to Nursing (new in 2012)

NB: Middle managers of St Vincent's Private Melbourne (formerly St Vincent's & Mercy Private Hospital) received the Frontline Management Course; the Introduction to Nursing course provides students with the literacy and numeracy training needed to study the Diploma of Nursing.





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GRADUATES



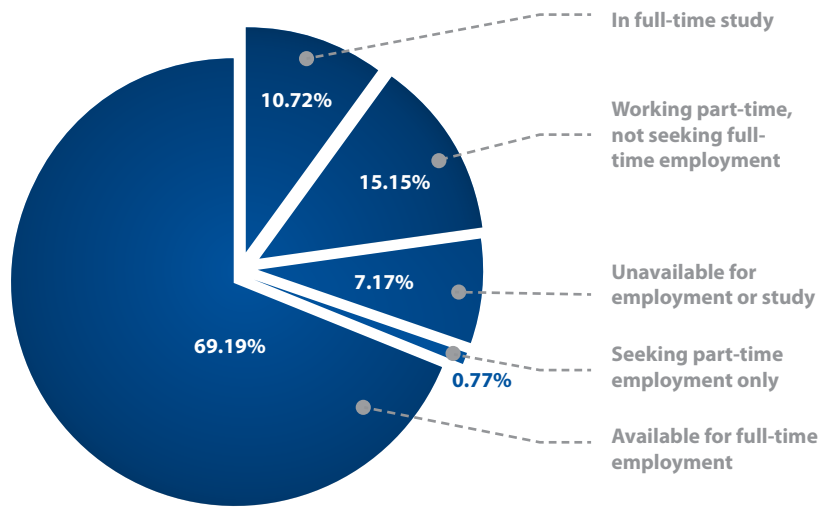
GRADUATE STATISTICS

	2008	2009	2010	2011	2012
Total graduates	3,936	3,925	4,194	4,304	4,754
Graduates by state or territory					
NSW	1,595	1,444	1,619	1,600	1,801
Victoria	1,359	1,311	1,389	1,328	1,587
Queensland	676	582	605	653	694
ACT	176	180	162	148	182
Online	130	408	419	575	490
Graduates by faculty					
Arts and Sciences	1,122	976	489	512	606
Business			559	529	530
Education	1,548	1,615	1,525	1,739	1,877
Health Sciences	1,231	1,302	1,449	1,327	1,548
Research Services	35	32	41	37	42
Theology and Philosophy			120	159	151
ACUcom			11	1	
Graduates by course level					
Higher-degree research	35	32	41	37	42
Higher-degree coursework	524	568	585	618	687
Other postgraduate	912	999	901	1,055	1,057
Bachelor	2,403	2,257	2,575	2,487	2,890
Other undergraduate	62	69	92	107	78
Graduate satisfaction with their student experience					
Good teaching	84%	83%	83%	78%	79%
Clear goals and standards	80%	80%	76%	72%	72%
Appropriate workload	71%	71%	73%	58%	58%
Appropriate assessment	77%	76%	53%	62%	61%
Generic skills	86%	86%	86%	81%	81%
Student services			83%	80%	80%
Overall satisfaction	86%	87%	86%	83%	83%
Graduate outcomes					
Of those available for FT employment:					
In FT employment	85%	83%	79%	77%	79%
Seeking FT employment, working PT	11%	13%	17%	18%	16%
Seeking FT employment, not working	4%	4%	5%	5%	5%

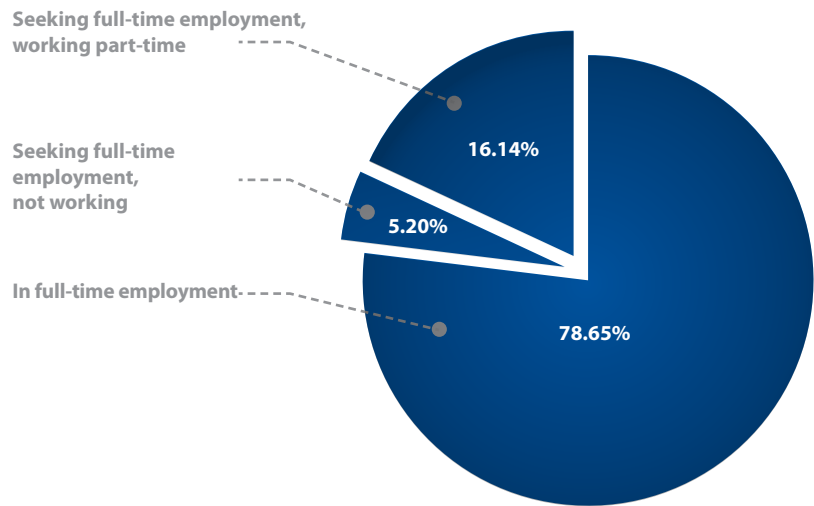
FT = full-time PT = part-time



2012 GRADUATE OUTCOMES



2012 GRADUATE OUTCOMES – THOSE AVAILABLE FOR FULL-TIME EMPLOYMENT





HONORARY DOCTORATES

In 2012, the recipients of the University's highest honour, the award of Doctor of the University (*honoris causa*) were:

- Mrs Helen Christine Williams for service to Catholic education (conferred 24 April);
- Dr John Herron for service to the community (4 May);
- Aunty Joan Patricia Hendriks for service to Indigenous education, reconciliation and justice (4 May);
- Archbishop Bruno Forte for service as a senior church leader and contemporary Italian theologian (9 July);
- Professor Francis Clooney for service for international scholarship in comparative theology (25 July);
- Professor Mary Ann Glendon for service in bioethics and human rights (4 December).

GRADUATES BEYOND CAMPUS

ACU, in partnership with Fairfield University in Connecticut and York University, Toronto, offers a Diploma in Liberal Studies to refugees and migrants from Burma (and now also Pakistan) in Thailand.

Thirty-seven students are enrolled at the ACU study centre near Mae Sot on the Thai-Burma border and nine in Ranong in southern Thailand, where the University partners with the Marist Fathers.

ACU has started a pilot scheme with foreign refugees from the Bangkok Refugee Centre, where all three students have fled persecution in Pakistan.

In 2012, all refugee and migrant students in Mae Sot and Ranong graduated with the Diploma in Liberal Studies. Some are now studying for degrees in Thai or European universities and others have jobs with non-governmental organisations (NGOs) working with refugee and migrant communities.

Providing tertiary education to these refugees illustrates how the University fulfils its mission to be "guided by a fundamental concern for justice, and equity and for the dignity of all human beings".

Other overseas students also graduated from ACU partner programs in 2012 - in business studies from the Caritas Francis Hsu College of Hong Kong and the Master of Educational Leadership in Mauritius.

ALUMNI RELATIONS

ACU's Alumni Office supports and encourages a lifelong connection between graduated students and the University.

With a global span of more than 70,000 graduates, the ACU Alumni Network includes political leaders, award-winning teachers, inspiring nurses and health professionals, renowned artists, and directors in the business and community sectors.

The 2012 Alumni Strategy focused on further developing the foundation of the University's alumni program.

The main objectives were to strengthen the established communication channels and increase alumni awareness within the University community, as well as ACU Alumni Network.

Key achievements include:

- An established alumni database, providing collated information of alumni contact and education details;
- Electronic communications sent to approximately 16,000 active email addresses;
- Validation of approximately 18,000 active alumni address records;
- Publication of two issues of the University's alumni magazine, *ACUalum*, in May and November;
- Greater priority to increasing online content and activity, regarding alumni communications and activities;
- Launch of the new-look alumni website, in line with the redesign and update of the University's website, to better enable two-way online communication with alumni;
- Developing ACU Alumni Chapter and Network Guidelines to establish engagement opportunities.



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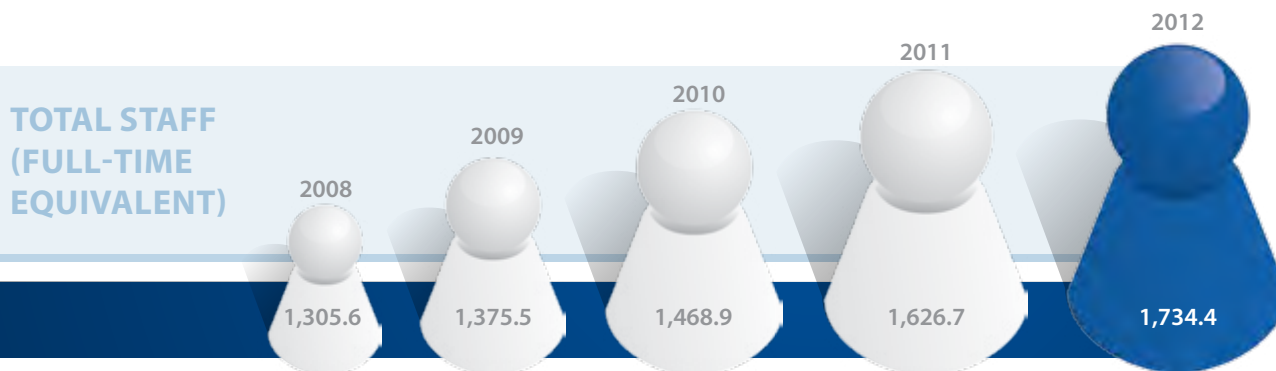
STAFF



STAFF STATISTICS

	2008	2009	2010	2011	2012
Total staff FTE	1,305.6	1,375.5	1,468.9	1,626.7	1,734.4
Total academic staff FTE	718.9	728.0	788.9	869.8	892.9
Academic staff FTE by level					
Vice-Chancellor, Deputy Vice-Chancellors	4.0	3.0	4.0	4.0	4.0
Professor (Level E)	35.3	37.8	49.3	65.5	75.5
Associate Professor (Level D)	49.2	51.4	60.1	67.0	63.7
Senior Lecturer (Level C)	105.1	113.0	122.4	130.6	141.4
Lecturer (Level B)	287.8	281.3	307.1	316.3	317.5
Associate Lecturer (Level A)	237.6	241.5	245.9	286.4	290.7
Staff FTE by state/territory					
NSW	573.0	563.2	592.4	644.9	703.5
Victoria	418.4	463.9	504.0	547.2	592.5
Queensland	244.1	271.9	293.3	331.1	347.7
ACT	70.1	75.5	77.6	80.8	89.1
Staff FTE by appointment term					
Full-time	828.0	883.0	958.0	1,057.0	1,166.0
Full-time fractional	165.3	185.9	196.0	201.6	200.3
Casual	312.3	306.6	314.9	368.1	368.1
Staff FTE by overall function					
Teaching and research	402.1	416.2	452.5	467.2	371.7
Teaching only	277.2	269.4	274.5	319.0	411.9
Research only	20.9	20.3	36.3	59.6	79.7
Other function	605.5	669.6	705.4	781.0	871.2

FTE = full-time equivalent



STAFF BY ORGANISATIONAL UNIT (FULL-TIME) EQUIVALENT

	Academic	General	Total
Vice-Chancellery	1.0	3.9	4.9
Associate Vice-Chancellors		7.6	7.6
Campus Deans	0.5	2.8	3.3
Identity and Mission	1.0	10.9	11.9
ACU International	7.9	40.8	48.7
Marketing and External Relations		40.0	40.0
Provost and Deputy Vice-Chancellor (Academic)	10.1	10.2	20.3
Faculty of Arts and Sciences	180.9	41.8	222.7
Faculty of Business	69.9	19.0	88.8
Faculty of Education	200.0	60.4	260.4
Faculty of Health Sciences	332.3	69.0	401.2
Faculty of Law	1.0		1.0
Faculty of Theology and Philosophy	57.5	13.1	70.6
Indigenous Education	11.9	13.4	25.3
Chief Operating Officer and Deputy Vice-Chancellor (Administration and Resources)	4.7	227.1	231.8
Deputy Vice-Chancellor (Research)	5.9	27.4	33.3
Deputy Vice-Chancellor (Students, Learning and Teaching)	1.0	241.8	242.8
Learning and Teaching Centre	7.4	12.4	19.8
Total	892.9	841.5	1,734.4

STAFF POLICIES

Internal revision

The University has several consultation procedures for human resources management and related policies that have been adopted in accordance with the Australian Catholic University Staff Enterprise Agreement, 2010–2013. In addition to consultation through the Australian Catholic University Staff Consultative Committee (the ACUSCC), staff members are invited to provide feedback about the operation of any HR policy or procedure at any time through advice to the Director Human Resources.

Implementation of the Enterprise Agreement

Following approval by Fair Work Australia, the Australian Catholic University Staff Enterprise Agreement, 2010–2013 (the agreement) took effect on 24 June 2011, and the University began the process of implementation.

In January 2012, the University implemented the restructure of academic salaries (Levels B and C) and general staff salaries (Levels 2, 3, 4, and 5). Also in early 2012, ACU finalised the first round of the Sessional Conversion process. Following the election of academic and general staff representatives in February, a new ACU Staff Consultative Committee (ACUSCC), with updated Terms of Reference, was constituted.

During 2012, the ACUSCC met on seven occasions, and it considered 16 change management proposals, which the University subsequently implemented. In addition, the ACUSCC considered, and the Vice-Chancellor approved, the following policies and procedures:

- Abandonment of Employment Policy
- Academic Promotions Policy and Procedures
- Academic Workloads Model for 2013
- ACU Health and Safety Wellbeing Policy
- Australian Defence Forces Reserve Leave Policy
- Community Service Leave Policy
- Employment of Casual Staff Policy
- Legal Requirement Policy
- Long Service Leave Policy



- Managing Performance Policy
- Misconduct and Serious Misconduct Policy
- Notice of Resignation or Retirement Policy
- On Call Arrangements for General Staff Policy
- Performance Review and Planning Program for Academic Staff Policy
- Performance Review and Planning for Professional Staff Policy
- Personal/Carer's Leave Policy
- Probation for Continuing Academic Staff Policy
- Probation for Fixed-Term Academic Staff Policy
- Probation for General Staff Policy
- Pre-Retirement Agreement Policy
- Recreational Leave Policy
- Recruitment and Selection Policy
- Separation from Employment at ACU for Medical Reasons Policy
- Staff Induction Policy
- Staff Transfers Policy
- Trade Union Training Leave Policy

Professional Development

The demand for learning and development remains strong and is growing. The University provides programs, workshops, and facilitations, aligned with the strategic direction, to support the leadership, professional, academic and personal development of staff.

The implementation of ACU's Leadership Competency Framework has resulted in targeted capability building in leadership, with locally delivered tailored programs designed and delivered to support the implementation in 2012. New programs are in development for 2013 to continue ACU's management and leadership development.

The University has established an ACU National Learnings Team with representation from all internal providers of Professional Development to explore ways to support an integrated whole-of-ACU approach to learning and development.

Staff survey

The University is preparing for the next staff 'myVoice' survey to be conducted in 2014. Results from the last survey conducted in 2011 were communicated at every level in the University, and organisational units are implementing action plans resulting from consultation with staff about the results. The implementation of these plans is expected to contribute to high levels of staff engagement in the next survey.

SIGNIFICANT APPOINTMENTS IN 2012

- Ms Vicki Anderson – Associate Director, HR Strategy, People and Culture.
- Professor Kevin Ashford-Rowe – Director, Learning and Teaching Centre.
- Dr John Ballard – Associate Vice-Chancellor (Melbourne).
- Professor Rose Chapman - Professor of Emergency Nursing, School of Nursing, Midwifery and Paramedicine.
- Professor Nancy Low Choy – Professor of Physiotherapy (Aged Care and Neurological Rehabilitation), School of Physiotherapy.
- Professor Philip Clarke – Professor, Faculty of Law.
- Professor Mary Courtney – Professor and Head, School of Nursing, Midwifery and Paramedicine.
- Professor Colleen Doyle - Professor in Aged Care, School of Nursing, Midwifery and Para medicine.
- Professor Brian Fitzgerald – Executive Dean, Faculty of Law.
- Ms Carissa Haines – Manager, Office of the Provost.
- Professor Patrick Heaven – Dean of Research.
- Professor Christine Imms – Professor and Head, School of Allied and Public Health.
- Mr Rob Jazic – Associate Director, HR Business Systems.
- Dr Judy Laverty – Director, Strategic Projects.
- Mr Julian Leeser – Director, Government Relations and Policy.
- Mr Paul McJannett – Executive Manager, Student Engagement and Services.
- Professor Brian McKenna – Professor of Mental Health Nursing, School of Nursing, Midwifery and Paramedicine.
- Professor Pauline Nugent - Provost. Professor Nugent concurrently holds the position of Deputy Vice-Chancellor (Academic).
- Mr Patrick Player – Assistant Academic Registrar (Systems).
- Professor Jan Seruga – Professor and Head, School of Arts and Science NSW/ACT.
- Professor David Spencer – Academic Director, Office of the Provost.
- Professor Mary Jane Taylor – Professor and Head, School of Social Work.
- Professor Chris Winder - Professor in Occupational Health, Safety and Environment, Faculty of Business.
- David Craig – Acting Pro Vice-Chancellor, Canberra campus review and development of new vision.

HONOURS TO STAFF IN 2012

These included:

- Professor Sandy Middleton awarded the 2012 American Heart Association CVN Stroke Article of the Year Award for her study published in the Lancet in 2011.
- Ms Peta Drury was a finalist in the three-minute theses (3MT) at the University of Queensland.
- Ms Louyse Hamilton received the 2012 Scholarship for the Executive Women in Leadership Symposium (NSW).
- Associate Professor Orm Rush won the Lynlea Rodger ATF Press Theological Book prize, awarded to the most outstanding Theological Book authored by a theologian in the Australasian region.
- Dr Stefano Girola was awarded the Abbott Placid Memorial Scholarship for 2012.
- Professor James McLaren was a joint recipient of the 2012 Krister Stendahl Medal in Biblical Studies from the Graduate Theological Foundation, Indiana, USA.
- Professor Robert Gascoigne nominated at the Australian representative on the Asian regional committee of the Catholic Theological Ethics in World Church network.
- Dr Clare Johnson received a grant from the Australian Research Theology Foundation Inc. to support her research project *Archbishop Guilford Young: An Australian Catholic Liturgical Pioneer*.
- Dr Michael Theophilos OLT 2012 Citation for Outstanding Contribution to student Learning, for the project entitled *The adoption of innovative and exciting approaches to teaching biblical languages and theory*.
- Dr Alan Cadwallader was equal third place in the large section covering the broad disciplines of Humanities, Education and Business, in the Competitive Research Symposium Final.
- Dr Bronwen Neil elected a Fellow of the Australian Humanities Academy.
- Dr Ruth Sheridan one of 10 winners of the Manfred Lautenschlaeger Award 2013.
- Professor Gabrielle Lucy McMullen AM, and Dr Rosa (Mary Ellen) MacGinley OAM were honoured in the Queen's Birthday Awards.
- Professor Tracey McDonald was made a Member of the Order of Australia
- Professor Janet Hiller was awarded a Patron's award from the National Breast Council Foundation.
- Dr Jackie Coleman received the New South Wales Institute for Educational Research Beth Southwell Research Award 2012 for outstanding thesis.
- Dr Annie Mitchell received the Mathematics Education Research Group of Australasia (MERGA)'s Early Career Researcher Award for her paper *The four-three-four model: Drawing on partitioning, equivalence, and unit forming in a quotient sub-construct fraction task*.
- Associate Professor Joanna Zubrzycki and Kamilaroi woman, Bindi Bennet, received the Norm Smith Publication in Social Work Research Award for the publication of a collaborative research article in the Australian Social Work Journal.
- Dr Heather Forrest, Associate Dean Learning and Teaching, nominated for the Professor Walther Hug Swiss national research prize for her Doctoral thesis on recent changes in internet domain name law and policy.

Government awards

Ms Sandra Sterry received the Outstanding Education Community Service Award, presented by the Honourable Martin Dixon, Minister for Education, at the 2012 Victorian Education Excellence Awards which showcase the outstanding achievements and practice of early childhood and school teachers, leaders and education support officers in Victorian Government Schools.

Australian Government's 2012 Citations for Outstanding Contributions to Student Learning

- Dr Karen McLean, Faculty of Education, Ballarat, for building community partnerships that provide inspiring contexts for highly successful learning and teaching of primary school literacy education.
- Dr Michael Theophilos, Faculty of Theology and Philosophy, Melbourne for the adoption of innovative and exciting approaches to teaching biblical languages and history.
- Dr Sarah Wright and Dr Anthony Stokes, Faculty of Arts and Sciences, Strathfield for developing teaching approaches and resources in Economics that engage diverse students, enhance their learning and develop their generic skills.

Office for Learning and Teaching's 2012 Grants for Innovation and Development

- Professor Anne Gardner for a proposal titled *Educating nurse practitioners: advanced specialty competence, clinical learning and governance*. ACU is the lead university for this grant in collaboration with three other universities.
- Associate Professor Theda Thomas for a proposal titled *Renewing first year curricula for social sciences and humanities in the context of discipline threshold standards*. ACU is the lead university for this grant in collaboration with six other universities.
- Dr Mellita Jones for a proposal titled *School-based pedagogies and partnerships in primary science teacher education*. Deakin University is the lead university for this grant in collaboration with four other universities.



ACU's staff awards

Outstanding Community Engagement Award to a staff member

This year's ACU Staff Award for Outstanding Community Service was jointly awarded to Ms Naomi Wolf, Academic Co-ordinator, Jim-baa-yer, and Mr Mark Mahoney, Library Technician, Strathfield. Ms Wolf has been effective in establishing Indigenous Higher Education programs that provide significant community engagement for Indigenous and non-Indigenous Communities; while Mr Mahoney is the Library Support Manager for the Benjamin Andrew Footpath Library, bringing it to more than 60 locations, including homeless shelters, refugees, prisons and more.

2012 Vice Chancellor's Award for Outstanding Community Engagement

In 2012, this award went to Future in Youth, East Timor, a program from the School of Exercise Science, Faculty of Health Sciences. Future in Youth in Bacau is an innovative community capacity building program that engages young people through sport and was developed by Dr Ross Smith and Dr Paul Callery. The program has a number of key stakeholders, including ACU, Bacau Football Association, East Timor Football Association and the Football Federation of Australia.

Margaret Balint Award

Mr Duncan MacLaren from the Faculty of Arts and Science was awarded this year's Margaret Balint Award for his work and leadership within the Thai-Burma Refugee Program. The Vice-Chancellor presents this award each year to an ACU staff member in NSW in recognition of their significant contribution over and above their contract of engagement.

Vice-Chancellor's award for Outstanding Contribution to Student Learning

- Mr Stephen Guinea
- Mrs Miriam Tanti

ACU Citation for Outstanding contribution to student learning

- Ms Joanne Grainger
- Ms Ailish Gill
- Dr Cecelia Yeboah
- Dr Jan Kane
- Mrs Miriam Tanti
- Mr Adam Staples

ACU Early Career Research Grant

- Dr Melinda Smith
- Dr Michael Theopolis
- Dr Carolina Castano Rodriguez

Education Faculty Teaching Excellence Award

- Dr Wilhelmina Van Rooy
- Dr Sue McDonald

Faculty of Arts and Science Teaching Awards

- Ms Michelle Black, School of Arts and Sciences (NSW/ACT)
- Dr Xochitl de la Piedad Garcia, School of Psychology
- Dr Nell Musgrove, School of Arts and Sciences (Vic)

Vice Chancellor's Staff Appreciation Award for Canberra

- Ms Jill Burgess, School of Education (ACT)

ACU Good Practice in Assessment Prize are:

- Diverse Groups: Mrs Mary Gallagher and Mrs Theresa Shellshear (Canberra)
- Large Groups: Dr Wilhelmina van Rooy and Mrs Vicki Bredin (Strathfield)
- Rubrics: Ms Tracey Harris (Brisbane)
- Moderation and Equivalence: Ms Natalie Gamble and team (Brisbane)
- Group Work: Dr Catherine Bell (Melbourne)
- First Year: Mrs Coral Bayley (Melbourne)

The ACU award for Research thesis

- Dr Karen McLean

Research Award for Women Academic Staff

- Dr Lisa Milne

ACU Teaching Development Grants

- Dr David Lindley, Faculty of Business, North Sydney for *Style guide for the development of online teaching and assessment materials in informatics units.*
- Dr Clare Johnson, Faculty of Theology and Philosophy, Strathfield for *Learning the power of ritual: an investigation into experiential learning as a means of facilitating attitude shift in a compulsory undergraduate unit.*
- Dr Susan McDonald, Faculty of Education, Brisbane for *Flexible learning environments: Improving student engagement.*
- Professor Ruchira Ganguly-Scrase, Faculty of Arts and Sciences, Melbourne for *Re-presenting dispossession: refugees and forced migrants in a global perspective.*
- Ms Marianne Chauvet, Library, Strathfield for *Leap into Learning: an online information literacy program for first-year students.*
- Mr Stephen Guinea, Faculty of Health Sciences, Melbourne for *Exploring the benefits of a validated nursing framework for post-simulation debriefing for undergraduate midwifery and paramedical students.*
- Dr Tim McKenry, Faculty of Arts and Sciences, Melbourne for *The development of a multi-platform interactive application designed to develop competencies around industry-standard music and audio technology for undergraduates.*
- Dr Sue Webster, Faculty of Health Sciences, North Sydney for *Improving academic success: Evaluation of the BN Transition to Clinical Practice Module on the North Sydney campus.*



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RESEARCH



Leroy Gonsalves, an environmental science PhD student studying microbes

AREAS OF RESEARCH

ACU has created a specialised, growing and respected research environment focusing on four areas of central importance to the community:

- Theology and philosophy
- Health
- Education
- Common good and social justice.

The University has built research capacity to align with its unique identity and Mission. Elite researchers are concentrated into six University Priority Research Centres and emerging research strengths to create research synergy and optimise productivity.

Research data presented in this report is reflective of 2011 because final statistics for 2012 were not available at the time of writing.

University Priority Research Centres

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

RESEARCH STRATEGY

As part of ACU's commitment to increasing research productivity, quality and output, the overarching Research Support Strategy has been implemented to generate research activity at all academic levels. This holistic strategy includes:

- Recruiting a nucleus of Senior Proven Researchers in each faculty. In 2012, the Senior Proven Research teams self-reported two books, 15 book chapters and 33 journal publications.
- Developing Research Support Teams. 25 were in operation in 2012, and have and self-reported a combined total of 13 books; 20 book chapters; 60 journal articles; and 33 conference publications.
- Increasing targeted recruitment of emerging researchers.
- Providing training to current staff to increase research understanding, skill and capacity. Since April 2011, Research Services has facilitated 12 workshops (three were open to higher-degree research students).
- Upgrading Research Services to provide enhanced research support.
- Ongoing review of the research capacity, including the University Priority Research Centres and the implementation of strategic improvements.
- Recruitment of a Dean of Research to oversight the academic development of research at ACU.
- Expanding the Distinguished Visiting Research Fellowships Program.
- Establishing early career researcher support.
- Increased scholarships for research candidates – 36 scholarships awarded in 2012.

Other key programs included participation in the national Three Minute Thesis, development of the ACU Voice speaker series, and the ACU Competitive Research Symposium.

RESEARCH STATISTICS

Research income*

Australian competitive grants	\$1,299,917
Other public sector funding	\$2,402,240
Industry and other funding	\$3,852,600
Total	†\$7,554,757

Research output*

Books	13
Book chapters	78
Refereed journal articles	259
Refereed conference papers	66
Total	†† 416

*2011 figures. Research publication and income data for 2012 is being collected during the first quarter of 2013 for submission to the Department of Innovation, Industry, Science and Research.

† An increase in total income of 14% on the previous year.

†† An increase in total output of 5% on the previous year.

Excellence in Research Australia

The Federal Government's Excellence in Research for Australia (ERA) initiative, which ranks the research performance of Australian universities against a world standard, has recognised ACU as world standard in the disciplines identified as areas of focus and commitment in its Mission statement.

Academic disciplines at world standard are:

- medical and health sciences (2 digit code)
- philosophy and religious studies (2 digit code)
- religion and religious studies (4 digit code)
- nursing (4 digit code)
- historical studies (4 digit code)
- human movement and sports science (4 digit code)

¹ The two-digit Field of Research (FoR) code is the highest level of the Australian and New Zealand Standard Research Classification, it relates to a broad discipline field, for example, Physical Sciences (02) or History and Archaeology (21). A two-digit FoR code consists of a collection of related four-digit FoR codes. The four-digit FoR code is the second level of the ANZSRC hierarchy and relates to a specific discipline field of a two-digit FoR code. For example, Astronomical and Space Sciences (0201) or Archaeology (2101)

RESEARCH EVENTS

Collaborative Research Networks (CRN) Funding

In 2012, Australian Catholic University (ACU), in partnership with the University of Melbourne, St Vincent's Health, and the O'Brien Institute (the CRN alliance), received \$7.9 million funding for a Collaborative Research Networks (CRN) project, *Building Collaborative Research* with specific focus on cardiovascular health. This award is a wonderful outcome for ACU and its partners and is a reflection of the high quality research in which ACU is already engaged.

The CRN program is an initiative introduced by the government to foster excellence in research among higher education institutions. As institutions share knowledge and expertise through collaboration, the program aims to increase the capacity, efficiency, quality, and meaningful outcomes of research within Australia.

In this spirit, ACU has joined with its partner institutions to establish the Centre for Research Enhancement and Sustainability (CRES) with the aim of producing a best practice model for delivery of enhanced research outcomes. The CRN alliance will also grow its Cardiovascular Research Centre (CvRC) into a truly world standard centre for collaborative research into the prevention and treatment of cardiovascular disease.

The funding will enable these exciting initiatives to move forward as the alliance develops a sustainable research structure while relying on the strengths of each member in health research and practice.

ACU Voice

The free quarterly ACU Voice public speaker series examines topical issues through a guest lecture and expert panel discussion. The series, launched in 2011, is designed to encourage public debate, with audience members invited to engage with the panel through a Q&A session.

The topics are in line with the Mission and Vision of ACU, particularly ethical considerations of contentious issues. The four ACU Voice events for 2012 (Refugees: Human Rights and Our Ethical Obligations; Ethics and Euthanasia; Ethics of Climate Change; When Social Media Goes Bad) have achieved capacity audience with many more reached through advertising and promotion. The success of this year's speaker series has branded ACU as an institution that leads by example and maintains the vision of our Mission – 'to engage fully and dynamically with our society'.

Australian Competitive Research Symposium

In 2011, ACU initiated the Competitive Research Symposium (CRS) to establish a forum for the presentation of research and innovation at ACU and to improve the presentation skills of ACU researchers. Researchers had five minutes and up to three PowerPoint slides to present their research to an audience.

The CRS has grown to become the Australian Competitive Research Symposium (ACRS) - a competition between research staff from different universities. ACRS will be held annually, hosted by the previous year's winning university.

ACU hosted ACRS in 2012 with four universities taking part – ACU, Victoria University, Edith Cowan University and University of Ballarat. It is hoped that all seven benchmark universities (the above four plus University of the Sunshine Coast, University of Western Sydney and University of Canberra) will participate from 2013 and that the competition will continue to expand to include other Australian universities.

RESEARCH SERVICES

Research growth and ODVCR capacity

In 2012, new roles, including Research Systems Manager and Research Reporting Manager, were created in ACU Research, ensuring the adequacy of the research infrastructure to support our enterprise research endeavours. The research management system has been expanded to meet these needs and extended research reporting tools deployed to support information requirements.

Communications Officer (Research)

ACU Research and the Marketing and External Relations office jointly fund the position of Communications Officer (Research). This position has provided high-level marketing and communications support to ensure ACU stakeholders are informed of research projects and outcomes. The role also promotes research personnel and notable outcomes to the media and ACU stakeholders.

RESEARCH GRANTS AND FUNDING

Australian Research Council Discovery grants

- Professor Anne Gardner *Educating for health service reform: clinical learning, governance, and capability*: \$291,000
- Professor Patrick Charles Lionel Heaven *A longitudinal study into the development of personal vulnerabilities and well-being in adolescence*: \$263,099 was awarded to the Project via University of Western Sydney. No funds to be transferred to ACU
- Dr Nell Jane Musgrove *A Long History of Foster Care in Australia: hidden stories of growing up in foster care in the nineteenth and twentieth centuries*: \$197,000
- Professor Peter Rendell *Ageing, trust, and financial exploitation: social, emotional and cognitive mechanisms*: \$420,000 in total awarded to the Project and 50% may come to ACU via the University of Western Sydney.



Father Frank Brennan at ACU Voice

Australian Research Council Linkage grants

- Dr Noah Riseman *Serving our country: a history of Aboriginal and Torres Strait Islander people in the defence of Australia via Australian National University*: \$26,700 to ACU

Australian Research Council Linkage Infrastructure, Equipment and Facilities Grant

- Professor Brian Fitzgerald *The Australasian Legal Scholarship Library: New content and sophistication for a world-leading legal scholarship repository and citatory*: \$290,000 was awarded to the Project via University New South Wales. No funds to be transferred to ACU

Australian Research Council Centre of Excellence for Creative Industries and Innovation

- Professor Brian Fitzgerald *Australian Creative Innovation System via Queensland University of Technology*: \$240,000 to ACU.

National Health and Medical Research Council Grants

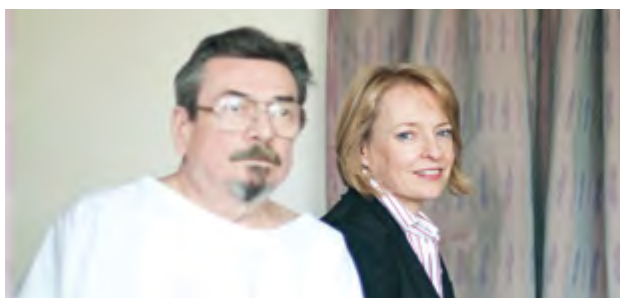
- Professor John Gleeson *Rates, patterns and predictors of long-term outcome in a treated first-episode psychosis cohort*; entire project \$1,344,905 via University of Melbourne, ACU: yet to be decided
- Professor John Gleeson *The HORYZONS project: Moderated Online Social Therapy for Maintenance of Treatment Effects from Specialised First Episode Psychosis Services MIRF*. Collaborative project with University of Melbourne; entire project \$931,520.95, ACU: yet to be decided
- Professor Janet Hiller *Changing policy and practice in healthcare*; entire project \$860,750; approximately \$81,341 to be transferred to ACU
- Professor Christine Imms *The best service at the best time: Improving the implementation of research for children with cerebral palsy*: \$865,853

- Professor Sandy Middleton *Very Early Rehabilitation in Speech: An RCT of aphasia therapy after stroke via Edith Cowan University*; entire project \$742,000.35; no funds to be transferred to ACU
- Professor Sandy Middleton *STROKE 123: A collaborative, national effort to monitor, promote and improve the quality of stroke care in hospitals and patient outcomes* via University of Melbourne; entire project \$1,200,000; no funds to be transferred to ACU.
- Professor David Thompson *Centre of Research Excellence to reduce inequality in heart disease* via Baker IDI; entire project \$2,493,649 over 5 years. ACU funds yet to be decided
- Professor David Thompson *Optimising heart disease prevention and management* via Baker IDI; entire project \$4,647,175 over 5 years. ACU funds yet to be decided

Other research awards

- **ASICS Oceania Industry Grant** Dr Kade Paterson *The kinetic, kinematic and metabolic effects of running shoe heel height during walking and running* \$11,212
- **AusAid Australian Leadership Award Fellowships** Professor Peter Steane and Professor John Rodwell *Developing Research Leadership Skills in a Philippines University* \$241,641
- **Australia India Institute** Professor Lynne Anne Bennington, Hitu Sood *Open Innovation management in high technology sector* via the University of Melbourne: \$19,890.33 over 2012.
- **Australian Research Theology Foundation** Professor Paul Oslington *Developing Theology within the Australian Research Policy Framework* \$7,000
- **Belmore Boys High School** Dr Sally Louise Humphrey *Supporting the development of literacies for learning across key learning areas (elk) of secondary school through genre based pedagogy 2012-2014* \$60,000
- **Cancer Council NSW** (Peter MacCallum Cancer Centre lead) Professor Janet Hiller *Inherited Cancer Connect Partnership (ICon)* \$1,959,761 awarded to the Project. ACU portion is to be decided.
- **Carlton Football Club** Professor Julie Anne Hides, Professor Warren Stanton, Dilani Mendis, Margot Sexton, Melinda Smith *Investigation of spinal, pelvic and thigh musculature and spinal angles in elite Australian Rules footballers: symmetry and function with and without low back pain and lower limb injury*: \$24,795
- **Catholic Diocese Maitland** Associate Professor Michael Bezzina, Ms Maureen Hemmings *Teaching of religion in Catholic Secondary Schools in the Diocese of Maitland-Newcastle* \$109,000
- **Catholic Education Office Ballarat** Dr Karen McLean *Bringing playgroups into schools* \$15,000
- **Catholic Education Office Sydney** Dr Robyn Elizabeth Bentley-Williams, Christine Grima-Farrell, Dr Janette Long, Dr Cath Laws *Special Education Immersion Program*: \$16,500
- **Catholic Education Office Sydney** Dr Cathie Anne Harrison, Sarah Heinrich, Dr Tracey Anderson *Early Formative Assessment (ELF)* \$85,000
- **Catholic Education Office Wollongong** Professor Jude Butcher *Religious literacy assessment research project* \$45,000
- **Catholic Education Office Sydney** Professor Robyn Cox, Adj Professor Maureen Walsh *Building the academic knowledge of secondary school students through a pilot implementation of the word generation program* \$53,454
- **Department of Families, Housing, Community Services and Indigenous Affairs** Professor Morag McArthur, Lorraine Thompson *National Analysis of Australia's Statutory Child Protection Workforce Trends and Approaches*: \$90,450

- **Department of Families, Housing, Community Services and Indigenous Affairs** Ms Lorraine Thomson, Professor Morag McArthur *Enhancing family and child well-being in central Australia* \$37,845.45
- **Department of Families, Housing, Community Services and Indigenous Affairs** Dr Justin David Barker, Ms Vicky Saunders, Professor Morag McArthur *Connecting the Dots: Service Delivery and Homelessness* \$176,000
- **Department of Families, Housing, Community Services and Indigenous Affairs** funding via Hanover Welfare Services Dr Justin David Barker, Professor Morag McArthur *What works for Children experiencing Homelessness and/or family violence* \$52,986
- **Department of Human Services** Professor Ruth Webber *Support for Older People with Intellectual Disability: Development of Web-based Training* \$90,000
- **Diabetes Australia** Dr Kylie Gaye Mosely *Determining barriers and strategies to increase physical activity in adults with type 2 diabetes in a primary care setting* \$58,993
- **DoHA Teaching and Research Aged Care Services (TRACS) Grants** via UTAS Professor Fran Julia McInerney *Wicking TACF Program* \$85,100
- **Education & Early Childhood Development Victoria** Professor Sheryl Ann Hemphill, Mr David Broderick *Suspension and Expulsion in Victorian Schools*: \$31,561
- **Education & Early Childhood Development Victoria** Professor Sheryl Ann Hemphill, Mr David Broderick *Bullying prevention policy in Victorian Schools* \$6,299
- **Education & Early Childhood Development Victoria** Ms Ann Patricia Downton *Mapping the Mathematics and Fractions and Decimals Online Interviews to Australian Curriculum: Mathematics* \$10,000
- **Healing Touch Worldwide Foundation** Dr Monica Lydia Nebauer *An Exploration of Healing Touch Practitioner's Experiences of Spirituality* \$5,000
- **Ian Potter Foundation** Dr Nick Trakakis *Australasian Philosophy of Religion Association (APRA) Conference*: \$6,000
- **Ian Potter Foundation** Dr Jeffrey Allan Hanson Kirkegaard in the *World Conference* \$10,000
- **National Stroke Foundation** Dr Kade Paterson, Miss Stephanie Vernon *Functional assessment using video game controllers - does it provide clinically worthwhile benefits?* \$3,000
- **National Stroke Foundation** Mr Eoin Patrick Quinn, Professor Nancy Low Choy *The benefits of an in-sole feedback device on walking quality and balance of stroke survivors* \$3,000
- **New Zealand Council of Educational Research via NZ Teachers Council** Associate Professor Joce Grace Nuttall *Evaluation of Guidelines for Induction and Mentoring and Mentor Teachers* \$22,440
- **OLT Innovation and Development Grant** Professor Anne Gardner, Ms Shane Lenson *Educating nurse practitioners: Advanced specialty competence, clinical learning and governance* \$220,000
- **Queensland State Government: Department of Science, Information, Technology, Information and the Arts** Dr Cliff Seery *A Scientific Basis for Calculating Pesticide Loads entering the Great Barrier Reef* \$16,298
- **SAX Institute** Associate Professor Liz Catherine McInnes, Professor Sandy Middleton *Determinants of effective clinical networks* \$22,510
- **South Australian Health** Professor Sue Kildea, Dr Helen Stapleton *MSIJC Scoping Paper: Researcher for Birthing on Country* \$45,455
- **St Vincent's Hospital Melbourne** Professor Linda Worrall-Carter, Karen Daws, Verena Schadewaldt *Implementing a depression pathway for cardiac patients: an audit of its uptake in the real world*: \$15,159
- **Telematics Trust** Associate Professor Susan Elizabeth Edwards *Digital technologies in early childhood education* \$20,000
- **The Australian Association of Mathematics Teachers Inc.** Associate Professor Vince John Wright, Ms Ann Downton, Professor Doug Clarke *Developing a research-based framework for mental computation* \$20,000
- **The Smith Family** Dr Ann Maree Gervasoni *Longitudinal Research Evaluation of Let's Count* \$100,000
- **The Trust Company Positive Ageing Program** Professor Fran Julia McInerney *Enhancing care staff and family member care planning engagement for people with advanced dementia* \$99,928
- **University of Qld via Brisbane Catholic Education** Associate Professor Vince Stephen Geiger *Sustaining Numeracy Curriculum Leadership: A Whole School Approach* \$25,500
- **Victorian Curriculum and Assessment Authority** Associate Professor Vince John Wright, Associate Professor Marj Horne, Professor Doug Clarke *Developing Research-Based Achievement Standards for Mathematics* \$9,091
- **2012 COVDIEN Infection Control Scholarship Program** Professor Anne Gardner, Ms Oyebola Fasugba, Ms Brett Mitchell *A point prevalence survey of healthcare associated urinary tract infections: Be cautious of CAUTI's but not haughty about HAUTI's* \$13,636
- **UNE via NSW Department of Education and Communities** Associate Professor Cal Durrant, Associate Professor Paul White *Evaluation of the impact of professional experience reform* \$115,300



Professor Sandy Middleton, NHMRC grant recipient for stroke rehabilitation research

VISITING RESEARCHERS

The University supports visits by internationally recognised scholars including:

- Dr Ian Ker, Senior Research Fellow in Theology, St Benet's Hall, Oxford University, UK
- Professor Donald A. Hagner, George Eldon Ladd Professor Emeritus of New Testament, Fuller Theological Seminary, California, USA.

ARK PROJECT

ACU Research Knowledge (ARK) Project, funded by a \$75,000 grant from Australian National Data Service (ANDS), will enable the University to develop a framework to support ACU research data management for the purpose of describing, preserving and reusing research data. ARK is a collaboration between ACU's Research Services, Library and IT and comes as part of the University's investment in resources and staff to strategically grow its research.

The key goals of the project are: contributing descriptions of 50 ACU research data collections to the Research Data Australia (RDA) repository; preparing and endorsing the draft for an ACU Research Data Management Policy; and introducing the ACU research community to Research Data Management, through a combination of seminars, road shows and online resources.

ACU researchers will benefit through ARK's improved data management system and by the dissemination of their valuable research to the national and international community. The project will also increase awareness of the value of research at the University, and allow for increased collaborative opportunities both internally and with external stakeholders.

The project began in July 2012 and will end in February 2013.

GRADUATE RESEARCH

Higher degree research enrolments have increased by about 5 per cent compared with 2011. The increase has predominantly been in the number of doctoral candidates. Part-time enrolments continue to exceed full-time enrolments, with 128 full-time and 340 part-time students enrolled in 2012.

RESEARCH STUDENTS HEADCOUNT 2012*

	Doctoral	Masters	Total
Arts and Sciences	69	16	85
Business	17	4	21
Education	176	29	205
Health Sciences	56	33	89
Theology and Philosophy	55	13	68
Total	373	95	468

*Data sourced from ACU Digest

RESEARCH STUDENT COMPLETIONS 2012*

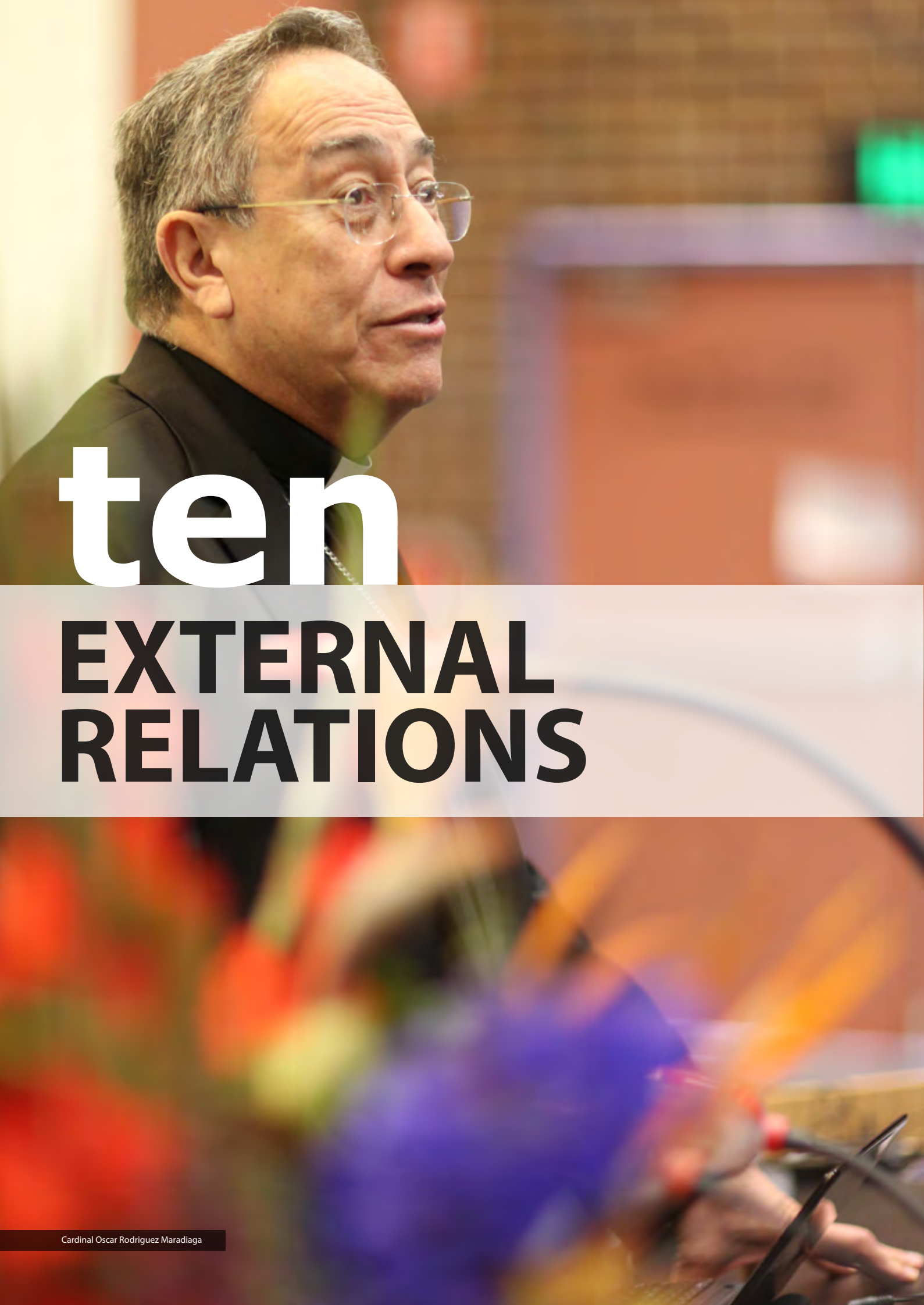
	Doctoral	Masters	Total
Arts and Sciences	13	2	15
Business	2	0	2
Education	13	0	13
Health sciences	3	6	9
Theology and philosophy	3	0	3
Total	34	8	42

*Data sourced from ACU Digest

Three Minute Thesis

In 2012, ACU participated in the national higher degree research competition Three Minute Thesis (3MT), which develops academic presentation and research communication skills.

First place in the ACU heat went to Peta Drury, a PhD student from the Faculty of Health Sciences, North Sydney Campus, who then competed in the 3MT National Finals against institutions from Australia, New Zealand and the South Pacific, where she was one of the eight finalists.



ten

**EXTERNAL
RELATIONS**



Fr Robert Barron

RELATIONS WITH GOVERNMENT

Key relations with government in 2012 included:

- The Vice-Chancellor Professor Greg Craven is Deputy Chairman of the Council of Australian Governments (COAG), Vice-President of the Australian Higher Education Industrial Association (AHEIA) Executive Committee, and Chair of the Universities Australia Standing Committee on the Tertiary Education Quality and Standards Agency (TEQSA). Universities Australia is the peak body representing Australian universities. Professor Craven also represents Universities Australia as a member of the Department of Industry, Innovation, Science, Research and Tertiary Education's (DIISRTE) National Advisory Group on Higher Education Data and Information.
- For the second consecutive year ACU was awarded the prestigious Employer of Choice for Women citation by Equal Opportunity for Women in the Workplace Agency (EOWA). This is a testament to the University's ongoing commitment to providing a working environment that assists women to reach their full potential.
- Students and staff who received awards and grants from the Government in 2012 included:
 - Professor Tracey McDonald, Professor of Ageing, was made a Member of the Order of Australia in the General division (AM) for services to nursing, particularly in the area of aged care, through advisory roles with the United Nations' Expert Groups on Social Policy and the development of public health and social welfare policy.

- Dr Michael Cole, School of Exercise Science, was appointed to the National Health and Medical Research Council's (NHMRC's) Postdoctoral Reference Group.
- ACU in partnership with the University of Melbourne, St Vincent's Health and the O'Brien Institute, was awarded \$7.9 million funding for a Collaborative Research Networks (CRN) project focused on enhanced research capacity and cardiovascular health.
- ACU in partnership with Ateneo de Manila University, Philippines, has been awarded an Australian Leadership Awards (ALA) Fellowship valued at \$242,000.
- Professor Christine Imms, Head of School, Allied and Public Health was awarded an NHMRC Partnership Projects Grant of \$865,853 for her research project *"The best service at the best time: Improving the implementation of research for children with cerebral palsy"*.
- Professor John Gleeson, Professor of Psychology, Faculty of Arts and Sciences, was named as collaborator on two successful University of Melbourne projects: *"The HORYZONS project: Moderated Online Social Therapy for Maintenance of Treatment Effects from Specialised First Episode Psychosis Services"* and *"Rates, patterns and predictors of long-term outcome in a treated first-episode psychosis cohort"*.
- Professor Sandy Middleton was named as a collaborator on the project *"Very Early Rehabilitation in Speech: An RCT of aphasia therapy after stroke"*, a grant worth \$742,000 and administered by Edith Cowan University.

RELATIONS WITH STAKEHOLDERS

With founding institutions

A number of founding institutions, particularly those that formerly trained teachers and nurses for Catholic schools and hospitals, are involved in the University's activities. Their representatives continue to be invited to various functions such as book launches, concerts, art exhibitions, forums and special lectures, such as, but not limited to, the ACU Voice lecture series.

With the wider Catholic Church

ACU is a member of the International Federation of Catholic Universities (200 institutions worldwide).

Every campus at ACU continues to offer opportunities for Catholic students to confirm and practise their faith. Students have access to various liturgical celebrations including the participation in masses, retreats and other activities. At the same time, students from other faiths and beliefs are offered the opportunity to participate in the various University forums on religion and general interfaith relations.

Since its inception, ACU has developed significant partnerships with the Catholic Church in Australia and overseas, as well as partnerships focusing on teaching, learning and research with Catholic education, healthcare and welfare agencies. These partnerships enable ACU staff and students to further develop their skills and experience in schools, hospitals as well as welfare and social justice groups. Information about these activities is detailed throughout this report.

- ACU hosted and supported a number of Catholic Church related events in 2012 including the launch of the Australian Catholic Bishops Conference Annual Social Justice Statement (Sydney); the consecration of the St Mary of the Cross Chapel in Melbourne by Archbishop of Melbourne, Most Reverend Denis Hart DD; the Inaugural Bishop Joseph Grech Memorial Colloquium on Ethics and Migration (Melbourne); Australian Association of Catholic Bioethicists annual colloquium (Melbourne); Social Justice Youth Forums (Brisbane, Sydney and Canberra); The Australian Catholics Young Journalist Award; Fruits and Future of Vatican II Conference (Melbourne);
- ACU hosted Fr Robert Barron's exclusive tour of Australia. The Chicago-based priest has cemented his reputation as one of the great communicators of the Gospel in our corporate culture. In hosting Fr Robert in Australia, ACU engaged in the new evangelisation and continued its commitment to maintain a strong and visible relationship to the Catholic intellectual tradition.
- Cardinal Oscar Rodriguez Maradiaga SDB, President of Caritas Internationalis, Archbishop of Tegucigalpa, Honduras, gave an address at ACU's Strathfield Campus to the public followed by a Q&A session.
- A sponsorship agreement between Cradio and ACU was formed. Cradio is Australia's only Catholic online radio and podcasting service providing free access to a growing variety of Catholic programs.
- The Vice-Chancellor regularly hosts networking events for priests and others working in the Catholic Church to join with relevant ACU staff for a meal and a chance to exchange ideas.
- Each campus regularly welcomes its local bishop or archbishop to say mass on campus; local bishops and archbishops conduct our graduation masses for all campuses.
- Thirteen students from ACU worked for Misericordia, a volunteer lead welfare organisation in Florence, Italy. The students were in Florence for three weeks, completing a unit of study through Fairfield University and serving on Misericordia's frontline as part of the University's new Core Curriculum. Classes are run by Fairfield – a Jesuit university in the United States – and are led by research experts in social justice, ethics, human rights, and political science.

With alumni

Details of the University's Alumni program are on page 47.

With benefactors

Information on ACU Foundation and donors may be found on page 23.

With prospective students

Each ACU campus offers University Experience events, such as "Be a Nurse for a Day" as well as open days/nights, HSC enrichment days and information sessions.

In 2012, the University launched a new user-friendly website, which offers a visually pleasing experience and variety of relevant information.

Fun, youthful and professional television commercials highlighting the strengths of each faculty ran throughout the year. The advertising campaign continued in print and featuring on public transport and billboards around each campus.

Marketing and External Relations staff, working with current students acting as student ambassadors, visited many schools and major educational and career expos on the east coast. See table on following page for details.

PUBLIC RELATIONS

Marketing and External Relations (MER) coordinates publications, media, communications, marketing, social media, student recruitment, alumni relations, fundraising and development for the University.

MER's Director, David Craig, is involved in strategic thinking and planning within the University, and staff on each of the six campuses have regular meetings to ensure a coordinated approach.

In 2012 MER was awarded the Excellence in Marketing, Communication and Public Relations award by the Association for Tertiary Education Management (ATEM). The award was received for the 2011/2012 Change of Preference Campaign. MER was also a finalist in the Education category of the Australian Marketing Institute (AMI) 2012 awards.

Marketing materials published in 2012 include:

- course guide and promotional materials for undergraduate and postgraduate students
- promotional materials for various initiatives, including orientation week, scholarships, early achievers' and pathways programs
- a monthly e-newsletter, *ACU Update*; quarterly magazine, *Insight*; and bi-annual alumni magazine, *ACUalum*
- regular media releases
- annual reports.



ACU's *InSight* magazine produced in 2012

COMMUNITY ENGAGEMENT

This report includes many references to ACU's ongoing community engagement programs, particularly in chapters 3, 6, 8 and 10.

As of semester two 2012, ACU launched a Core Curriculum. The full Core Curriculum consists of five units for undergraduate students to build awareness about community, vulnerability, self and society. One of the core units is a Community Engagement Unit. The unit aims to draw the entire Core experience together and offer students the opportunity live the Core in action.

ACU continued to remain strong in demonstrating the University's Mission and identity during 2012.

Cultural contacts

This year saw staff across ACU work to strengthen relationships with schools, community groups and the Church.

The University's art galleries displayed a range of indigenous, rural, local and overseas artists. They also exhibited works from current Art and Design students and school students. Exhibitions included but weren't limited to the Annual Clancy Prize; STATIC Bachelor of visual Arts and Design Graduate Show; Visionaries Artists Exhibition; Pastel Society of Australia – Winter; and the photography competition Pixel Prize.

Choirs in Brisbane and Melbourne are mostly made up of students enrolled in the ACU's School of Arts and Sciences but are also open to all current students, interested students from other tertiary institutions, alumni, staff and members of the wider musical community. Each year the choirs perform at a number of University events including graduations and scholarship presentations. They are also involved in their local communities.

SCHOOLS VISITED BY RECRUITMENT TEAM

	2010	2011	2012
QLD	146	150	225
NSW	118	120	115
ACT	50	49	31
VIC	163	187	229
Total	477	506	600

ACU'S PARTICIPATION AT MAJOR CAREERS EXPOS

	2010	2011	2012
QLD	17	16	8
NSW	25	27	29
ACT	9	7	9
VIC	24	18	28
Total	75	68	74

Note: The QLD figures have significant decrease from previous years. There are two main reasons for this decrease; schools are holding their own expos rather than merging together for a major event and ACU did not travel to the regional expos as they had previously participated in.

A large, colorful stained glass window is the background of the page. The window features a central crown with three points, surrounded by floral and geometric patterns in shades of blue, red, yellow, and green. The light from the window creates a soft, colorful glow across the page.

ACU

**FINANCIAL
REPORTS 2012**

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2012

The directors present their report together with the financial report of Australian Catholic University Limited (the Company) for the year ended 31 December 2012 and the auditors' report thereon.

Directors

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

Assoc. Prof M. Bezzina

BA(Hons), DipEd, MEdStuds(RE), PhD
Lecturer
13 May 2011 (18 January 2013)

Mr John Joseph Carroll

BBus MAppFin, CPA MAIPM
Financier
19 May 2006

General Peter Cosgrove AC MC CNZM

Former Defence Force Chief
5 November 2010

Professor Gregory Joseph Craven

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

Mr Stephen Noel Elder

BEd (Vic(Aust)), DipEd (LaT), FAIM
Educational Administrator
23 May 2008

Mr Edward William Exell AM

BA (Hons) (Melb), BEc (ANU)
Retired Administrator
30 September 1996

Most Reverend Bishop James Foley

DD, DPh (Leuven)
Catholic Bishop
30 September 1994

Ms Maria Hegerty

BEd, DipTeaching, GradDipComCounsel,
GradDipSpecEd, MEdLead
Executive Manager
13 May 2011

Ms Joanna Rijs

Student
1 January 2012
(31 December 2012)

Ms Samantha Herdman

Student
1 January 2013

Professor Margot Hillel OAM

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

Professor James McLaren

MA (Melb), DPhil (Oxf)
University Lecturer
16 June 2010

Ms Moira Therese Najdecki

BA (ANU), DipEd (CCA), MA
(English) (UNSW), GradDipRE (ACU),
MEdLeadership (ACU)
Educational Administrator
19 May 2006

Mr David Brian O'Connor AM

BA (UNE), PACert (Syd Tech Coll)
Retired Public Servant
14 April 2000

Ms Bernadette Marie Therese Steele

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

Ms Margaret Mary Vider

Retired Health Professional
21 May 2010

Dr Daniel White

BA, DipEd, Grad Dip (Religious Studies),
MEd (Leadership), MEd (Religious
Education), EdD (ACU), FACEL
Province Secretary
13 May 2011

DIRECTORS' REPORT CONTINUED

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

Vice-Chancellor

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

Provost & Deputy Vice-Chancellor (Academic)

Professor P. Nugent
RN, BAppSc NEd (Lincoln Inst) MEdSt (Monash)
14 February 2011

Deputy Vice-Chancellor (Students Learning and Teaching)

Professor A. Cummins
BEd (Canberra CAE) MEd (Macquarie) MEdL (ACU) GradDipEd (Religious Studies) (CCE Sydney)
1 July 2009

Deputy Vice-Chancellor (Research)

Professor W. McKenna
BA (Hons), PhD (Leeds)
4 February 2013

Executive Dean, Faculty of Arts and Sciences

Professor G. Crossley
BSc (Hons) PhD (Melb), DipEd (SydCAE)
1 January 2005

Executive Dean, Faculty of Business

Professor E. More AM
BA (Hon 1) (UNSW), PhD (UNSW), Grad Dip Mgt (UCQ), MComLaw (Deakin)
29 March 2010

Executive Dean, Faculty of Education

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

Executive Dean, Faculty of Health Sciences

Professor M.T. Campbell
PhD Nursing (La Trobe), MNursing (La Trobe), BAppSci Nursing (Lincoln Inst)
13 June 2011

Executive Dean, Faculty of Law

Professor B. Fitzgerald
BA (Griffith), LLB(Hons) (QUT), BCL(Hons) (Oxon), LLM (Harvard), PhD (Griffith)
19 March 2012

Executive Dean, Faculty of Theology and Philosophy

Professor A. Hunt OAM
DTheo (MCD), MEd (FORD), MTheo (CTU)
1 July 2009

DIRECTORS' MEETINGS

The number of directors' meetings (including meetings of committees of directors) and the number of meetings attended by each of the directors of the Company during the financial year are:

	Senate Meetings		Standing and Finance Committee Meetings		Honorary Awards Committee Meetings		Audit & Risk Committee Meetings	
	A	B	A	B	A	B	A	B
Assoc. Prof. M Bezzina	2	4	-	-	-	-	-	-
Mr JJ Carroll	3	4	7	7	-	-	2	2
General P Cosgrove	3	4	-	-	1	1	-	-
Professor GJ Craven	4	4	7	7	1	1	-	-
Mr SN Elder	4	4	6	7	-	-	1	2
Mr EW Exell	4	4	7	7	-	-	-	-
Most Rev Bishop J Foley DD	3	4	-	-	-	-	-	-
Ms M Hegerty	4	4	-	-	-	-	-	-
Professor ML Hillel OAM	4	4	-	-	1	1	-	-
Prof. J S McLaren	4	4	7	7	-	-	-	-
Ms M Najdecki	4	4	4	7	-	-	2	2
Mr DB O'Connor AM	4	4	6	7	0	1	2	2
Ms J Rijs	4	4	-	-	-	-	-	-
Ms B M T Steele	4	4	-	-	1	1	-	-
Ms M M Vider	4	4	4	7	-	-	-	-
Dr D J White	3	4	-	-	-	-	-	-

A Number of meetings attended B Reflects the number of meetings held during the time the director held office throughout the year

Principal activities

The principal activities of Australian Catholic University Ltd. during the course of the financial year were those of a university operating at both an undergraduate and postgraduate level on six campuses across the states of Queensland, New South Wales, Victoria and the Australian Capital Territory. The University also undertook formal entrepreneurial activities through the conduct of special non-award and fee-paying courses including offshore programs in Hong Kong. The University has links in a number of other countries including the United States, Indonesia, Pakistan and East Timor.

Review and result of operations

There is a positive result for the year ended 31 December 2012 of \$39.57million (m) (2011 \$11.09m). In relation to revenue, there is a significant increase in Commonwealth Government Financial Assistance largely comprising Commonwealth Grants Scheme, \$39.58m and Student HECS HELP, \$16.45m. The grant increase reflects growth in Commonwealth-funded students and the impact of full funding per student. (In 2010 and 2011, the Commonwealth Government contribution was limited to a maximum of 10% above the agreed student

load.) Other Operating Revenue, excluding Finance Income and Deferred Government Contributions for Superannuation increased by \$9.15m and includes an increase in fees and charges of \$4.86m.

Expenditure on cash-related salaries increased by \$25.57m (16.1%). Non-salary cash expenses increased by \$7.33m (10.7%).

The Supplementary Income Statement provided at page 111 separately identifies revenue and expenditure for both operating activities and capital activities. The overall positive result of \$39.57m comprised a deficit on Operating activities of \$12.61m and a surplus on Capital activities \$52.18m.

Finance income for the year is \$1.19m, down from \$4.28m in 2011. The reduction is largely due to the use of cash reserves to fund several large capital expenditure initiatives, including purchase of the Tenison Woods (formerly NCR) building in North Sydney and construction of the Daniel Mannix building in Melbourne. Investments at balance date were held in bank deposits.

The utilisation of cash reserves to fund capital works also impacted on the Working Capital position with a deficit of \$41.52m (\$25.32m deficit in 2011).

Significant changes in the state of affairs

Implementation of the University's Capital Planning Program to accommodate current and planned growth in student and staff numbers continued in 2012. Expenditure includes the purchase of 8-10 Berry St at North Sydney (\$6.15m) and construction of the Daniel Mannix building in Melbourne (\$41.25m, 2012, and \$20.6m, 2011).

In late 2012, the University utilised a portion of the \$70m loan facility, held with the University's bankers, to strengthen its cash position. Further use of the facility is expected during 2013 as the University continues to implement its capital planning program.

FINANCIAL HIGHLIGHTS

	2012 (\$'000)	2011 (\$'000)
Commonwealth Government Grants	241,241	182,506
Deferred Superannuation Contribution Income	6,222	2,172
Other Operating Revenue	77,767	68,616
Finance Income	1,187	4,281
Salary Cash Expenses	(184,836)	(159,264)
Non-Salary Cash Expenses	(75,659)	(68,327)
Non-Cash Expenses (Depreciation, Amortisation and Provisions)	(26,354)	(18,895)
Operating Result for the Period	39,568	11,089
Working Capital Surplus/(Deficit)	(41,521)	(25,319)

Environmental regulation

The Company's operations are not subject to any significant environmental regulations under either Commonwealth or State legislation. However, the Directors believe that the Company has adequate systems in place for the management of its environmental requirements and is not aware of any breach of these environmental requirements.

Matters subsequent to the end of the financial year

There are no other items, transactions or events of a material or unusual nature that have arisen in the interval between the end of the financial year and the date of this report that are likely, in the opinion of directors, to affect significantly the operations of the Company, the results of these operations, or the state of the Company in subsequent financial years.

Directors' interests and benefits

Directors' interests and benefits are set out in notes 20 and 21.

Indemnification of directors and officers

During the year, the Company renewed an agreement with its insurers to provide indemnification for all the directors and officers of the Company (as listed in this report), against all liabilities to another person (other than the Company) that may arise from their position as directors and officers.

Directors' and officers' liability cover

During the year, the Company paid insurance premiums of \$51,900 (2011: \$57,680) in respect of directors' and officers' liability insurance contracts for directors and officers of the Company. The insurance provides cover against claims made by reason of any wrongful act committed or alleged to have been

committed by a director or officer of the Company during the year. The Company has not entered into an agreement indemnifying the current auditors, KPMG, against any claims by third parties.

Proceedings on behalf of the Company

There are no proceedings being pursued on behalf of the Company.

Lead auditor's independence declaration

The lead auditor's independence declaration is set out on page 69 and forms part of the director's report for the financial year ended 31 December 2012.

Non-audit services

Amounts paid to the Company's auditors for non-audit services are outlined in note 5.

The Directors of the Company are satisfied, based on advice from the Audit and Risk Committee, that the non-audit services provided are compatible with the general standard of independence for auditors imposed by the *Corporations Act 2001*, and do not undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants, as they did not involve reviewing or auditing the auditor's own work, acting in the management or decision-making capacity for Australian Catholic University, acting as an advocate for Australian Catholic University or jointly sharing risks and rewards.

Rounding off

The Company is of a kind referred to in ASIC Class Order 98/100, dated 10 July 1998, and in accordance with that Class Order, amounts in the financial report and directors' report have been rounded off to the nearest thousand dollars, unless otherwise stated.

Signed in accordance with a resolution of the Directors:



Mr E W Exell

Director
19 March 2013
Sydney



General P Cosgrove

Director
19 March 2013
Sydney

LEAD AUDITOR'S INDEPENDENCE DECLARATION

Lead Auditor's Independence Declaration under Section 307C of the Corporations Act 2001

To: the directors of Australian Catholic
University Limited

I declare that, to the best of my
knowledge and belief, in relation to the
audit for the financial year ended
31 December 2012 there have been:

- (i) no contraventions of the auditor
independence requirements as
set out in the Corporations Act 2001
in relation to the audit; and
- (ii) no contraventions of any applicable
code of professional conduct in
relation to the audit.



KPMG



Kevin Leighton

Partner

Sydney

19 March 2013

AUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2012

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2012

	Notes	2012 \$'000	2011 \$'000
Revenue from Continuing Operations			
Commonwealth Government Financial Assistance Excluding HECS HELP	2.1	148,485	108,291
Higher Education Contribution Scheme (HECS-HELP)			
Student Contributions	25.2	10,431	9,189
Commonwealth Payments	2.1	76,059	60,848
FEE-HELP	2.1	4,299	4,178
SA-HELP	2.1	1,967	–
State and Local Government Financial Assistance	2.2	24	24
Fees and Charges	2.3	51,151	46,291
Superannuation – Deferred Government Contributions		6,222	2,172
Consultancy and Contract Research	2.5	5,974	5,057
Other Revenue	2.6	20,618	17,244
Total Revenue from Continuing Operations		325,230	253,294
Expenses from Continuing Operations			
Employee Benefits	3.1	197,450	166,921
Depreciation and Amortisation	3.2	13,740	11,238
Buildings and Grounds Maintenance	3.3	5,332	5,661
Other	3.4	70,256	62,314
Total Expenses from Continuing Operations		286,778	246,134
Operating Result from Continuing Operations		38,452	7,160
Finance Income and Expense			
Finance Income	2.4	1,187	4,281
Finance Expense	4	(71)	(352)
Total Finance Income and Expense		1,116	3,929
Operating Result Before Income Tax		39,568	11,089
Income Tax	1(c)	–	–
Operating Result for the Period	18	39,568	11,089

The income statement is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 75-79.

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2012**

	Note	2012 \$'000	2011 \$'000
Operating Result for the Period		39,568	11,089
Other Comprehensive Income			
Gain/(loss) on revaluation of land and buildings		-	-
Gain/(loss) on value of available for sale financial assets	17	(49)	(49)
Other Comprehensive Income for the Period		(49)	(49)
Total Comprehensive Income		39,519	11,040
Attributable to:			
Members		39,519	11,040
		39,519	11,040

The statement of comprehensive income is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 75-79.

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AUDITED FINANCIAL STATEMENTS CONTINUED

BALANCE SHEET AS AT 31 DECEMBER 2012

	Notes	2012 \$'000	2011 \$'000
Current Assets			
Cash and Cash Equivalents	6	11,527	11,188
Trade and Other Receivables	7	3,043	4,832
Other Financial Assets	8	–	1,589
Other Assets	10	7,892	4,880
Total Current Assets		22,462	22,489
Non-Current Assets			
Other Investments	9	1,231	1,162
Property, Plant and Equipment	11	297,364	222,861
Intangible Assets	12	45,278	46,094
Other Assets	10	32,519	26,262
Total Non-Current Assets		376,392	296,379
Total Assets		398,854	318,868
Current Liabilities			
Trade and Other Payables	13	12,515	6,327
Employee Benefits	14	24,489	21,811
Other	16	26,979	19,670
Total Current Liabilities		63,983	47,808
Non-Current Liabilities			
Employee Benefits	14	33,819	26,237
Borrowings	15	15,000	–
Other	16	7,023	5,313
Total Non-Current Liabilities		55,842	31,550
Total Liabilities		119,825	79,358
Net Assets		279,029	239,510
Equity			
Reserves	17	279,029	239,510
Retained Earnings	18	–	–
Total Equity		279,029	239,510

The balance sheet is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 75-79.

AUDITED FINANCIAL STATEMENTS CONTINUED

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2012

	Notes	General Reserve \$'000	Asset Revaluation Reserve \$'000	Available for Sale Financial Assets Revaluation Reserve \$'000	Contribution from Members \$'000	Total Equity \$'000
2012						
Balance at 1 January 2012		167,303	14,816	433	56,958	239,510
Comprehensive Income for the Period						
Profit or Loss	18	39,568	-	-	-	39,568
Total Other Comprehensive Income for the Period		-	-	(49)	-	(49)
Total Comprehensive Income for the Period		39,568	-	(49)	-	39,519
Contribution from Members	17	-	-	-	-	-
Balance at 31 December 2012		206,871	14,816	384	56,958	279,029
2011						
Balance at 1 January 2011		156,214	14,816	482	56,958	228,470
Comprehensive Income for the Period						
Profit or Loss	18	11,089	-	-	-	11,089
Total Other Comprehensive Income for the Period		-	-	(49)	-	(49)
Total Comprehensive Income for the Period		11,089	-	(49)	-	11,040
Contribution from Members	17	-	-	-	-	-
Balance at 31 December 2011		167,303	14,816	433	56,958	239,510

The statement of changes in equity is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 75-79.

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AUDITED FINANCIAL STATEMENTS CONTINUED

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2012

	Notes	2012 \$'000	2011 \$'000
Cash Flows from Operating Activities			
Grant Revenue			
Commonwealth Government		154,349	115,928
Higher Education Contribution Scheme			
Student Payments		10,431	9,189
Commonwealth Payments		80,630	61,406
Other Inflows		86,950	72,016
Cash Receipts in the Course of Operations		332,360	258,539
Cash Payments in the Course of Operations		(267,915)	(232,545)
Interest Received		1,187	4,113
Interest and Other Costs of Finance		(32)	–
Net Cash from Operating Activities	23(ii)	65,600	30,107
Cash Flows from Investing Activities			
Payments for Property, Plant and Equipment		(81,672)	(92,029)
Proceeds from Sale of Non-Current Assets		40	16
Proceeds from/Payments for Investments		1,471	73,371
Net Cash Used in Investing Activities		(80,161)	(18,642)
Cash Flows from Financing Activities			
Proceeds from Borrowings		15,000	–
Repayment of Borrowings		(100)	(100)
Net Cash (Used in)/Provided by Financing Activities		14,900	(100)
Net (Decrease)/Increase in Cash Held		339	11,365
Cash and Cash Equivalents at the Beginning of the Financial Year		11,188	(177)
Cash and Cash Equivalents at the End of the Financial Year	24(ii)	11,527	11,188

The statement of cash flows is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 75-79.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2011

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The Directors of the Company comprise the Senate of the University and the terms senator and director are interchangeable. Australian Catholic University Ltd (the Company) is domiciled in Australia and is not for profit. The financial report was authorised for issue by the directors on 19 March 2013.

The significant policies which have been adopted in the preparation of this financial report are:

(a) Basis of preparation

Statement of compliance

The financial report of the Company is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards (AASB's) adopted by the Australian Accounting Standards Board, the Corporations Act 2001, and the disclosure requirements within the Guidelines for the Preparation of Annual Financial Statements for the 2012 Reporting Period by Australian Higher Education Institutions issued pursuant to the *Higher Education Support Act 2003*.

The financial report of the Company complies with International Financial Reporting Standards (IFRS) and interpretations adopted by the International Accounting Standards Board (IASB).

The financial statements were authorised for issue by the Senate on 19 March 2013.

Use of estimates and judgement

The preparation of a financial report in conformity with Australian Accounting Standards requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors

that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and future periods if the revision affects both current and future periods.

Information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant impact on the amount recognised in the financial statements are described in: Note 14 measurement of defined superannuation obligations; and Note 1(g) measurement of make good/rectification costs.

Functional and presentation currency

The financial statements are prepared in Australian dollars, which is the Company's functional currency.

The Company is the kind referred to in ASIC Class Order 98/100, dated 10 July 1998, and in accordance with that class order, all financial information has been rounded to the nearest thousand unless otherwise stated.

Historical cost convention

The financial statements have been prepared on the basis of historical costs except for freehold land and buildings, and financial instruments classified as available for sale. These have been stated at fair value.

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

The accounting policies below have been applied consistently to all periods presented in these financial statements except where stated.

(b) Revenue recognition

Commonwealth Government financial assistance

Commonwealth Grant Scheme and HECS-HELP income is recognised on an accrual basis whereby it is credited to the University's income statement in the financial year in which the goods and services are provided in exchange for the grant received.

Higher Education Loan Program

In 2005, the Commonwealth Government introduced the Higher Education Loan Programme (HELP) which was made up of three schemes:

- The Higher Education Contribution Scheme (HECS-HELP);
- FEE-HELP for local postgraduate and undergraduate students studying in full-fee courses and;
- OS-HELP for students completing a component of their course overseas.

An additional loan programme, SA-HELP, was introduced in 2012 for local postgraduate and undergraduate students to assist with payment of the Student Services and Amenities Fee.

Revenue from HECS-HELP, FEE-HELP and SA-HELP is recognised in the period to which the payment relates. Cash inflows and outflows for OS-HELP are recognised as a payable or receivable to/from government.

Other tuition fee income

Other tuition fee income is generated from fee-paying courses for local and overseas students. Revenue is recognised in the same period as the courses for which the fee income is derived. Pre-payments for courses being held in the next teaching year are treated as deferred income and recorded as revenue in the following financial year when the course is provided.

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

Donations and bequests

Donations and bequests received, which are not subject to conditions under a specific trust deed, are recognised as revenue when they are received.

Interest income

Interest income is recognised as it accrues using the effective interest method.

Asset sales

The net gain on asset sales is included as other income and the net loss as an expense. The profit or loss on disposal of assets is brought to account at the date the unconditional contract is signed.

Emerging-Cost Superannuation supplementation from government

Funding from government for Emerging-Cost Superannuation supplementation is no longer reported under Australian Government revenue, nor are the related contributions recorded as an expense as this is in effect an agency arrangement. In accordance with AASB119, Employee Benefits, this amount and off-setting expenditure is disclosed in the notes to the Financial Statements (Refer Note 14).

(c) Taxation

The Company is a University and the Commissioner of Taxation has granted it an exemption under section 50-5 of the Income Tax Assessment Act 1997.

The Company is not subject to income tax or capital gains tax but is liable for other taxes in accordance with Federal and State legislation.

(d) Cash and cash equivalents

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

Short-term deposits of less than a term of 90 days are classified as cash.

(e) Trade and other receivables

Student assistance program

Student loans are generally settled within a 12-month period and are carried at amounts due. The collectability of debts is assessed at balance date and bad debts are written off directly to the income statement. Specific provision is made for any doubtful accounts. The carrying amount of student loans approximates net fair value.

Sundry receivables

Sundry receivables are recognised when expenditure is incurred by the Company and requires reimbursement by a third party. The carrying amount of sundry receivables approximates net fair value.

(f) Investments

Interest-bearing deposits, debentures and bank bonds

Interest-bearing deposits, debentures, bank bonds and bank bills are measured at amortised cost using the effective interest method.

Other companies

Investments in listed and unlisted shares are classified as "available for sale" securities and are carried at fair value (See Note 1(p)). Changes in fair value are recorded in the Share Revaluation Reserve except for impairment losses which are recorded directly through the income statement.

When shares governed by a trust deed are sold, the profit or loss on disposal is recognised against a trust fund liability. All other share profits and losses on disposal are recognised in the income statement.

(g) Property, plant and equipment

Freehold Land and buildings are shown at fair value, based on periodic valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the re-valued amount of the asset.

Increases in the carrying amounts arising on revaluation of freehold land and buildings are credited to the Asset Revaluation Reserve in equity. To the extent that the increase reverses a decrease previously recognised in the income statement, the increase is first recognised in the income statement. Decreases that reverse previous increases of the same asset class are first charged against revaluation reserves directly in equity to the extent of the remaining reserve attributable to the asset class; all other decreases are charged to the income statement.

All other property, plant and equipment are stated at historical cost less accumulated depreciation and impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the asset. Cost also includes those costs directly attributable to bringing the asset to its working condition, and an estimate of the cost of dismantling and removing the asset. The estimate of dismantling costs is based on prior experience in exiting similar sites or locations.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

Depreciation

Depreciation is recognised in the income statement on a straight-line basis over the estimated useful lives of each part of an item of property, plant and equipment. The depreciation rates used for each class of asset in the current and comparative year are as follows:

Freehold Buildings	3%
Improvement to Intangible Rights to Occupy Buildings	3%
Furniture and Fittings	20%
Computer Equipment	33%
Plant and Equipment	20%
Motor Vehicles	10%

The assets' residual value and useful life is reviewed and adjusted, if appropriate, at each balance sheet date.

An asset's carrying amount is impaired to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. See note 1(h). Gains and losses on disposal are determined by comparing proceeds with the carrying amount. These are included in the income statement. When re-valued assets are sold, it is Company policy to transfer the amounts included in the Asset Revaluation Reserve in respect of those assets to retained earnings.

Land is not depreciated. Depreciation on other assets is calculated using the straight-line method to allocate the cost or re-valued amount, net of residual value, over the estimated useful life.

Works of art

Acquisitions are carried at cost and no depreciation is charged in respect of these assets.

Leased plant and equipment

Leases of plant and equipment under which the Company assumes substantially all the risks and benefits of ownership are classified as finance leases. Other leases are classified as operating leases.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Operating lease expenses are charged against profits in equal instalments over the accounting periods covered by the lease term, except where an alternative basis is more representative of the pattern of benefits to be derived from the leased property.

(h) Impairment of assets

Impairment arises when an asset's carrying amount exceeds its recoverable amount. Recoverable amount is defined as the higher of an asset's (or cash-generating unit's) fair value, less costs to sell and value in use. Value in use is (i) the present value of the future cash flows expected to be derived from an asset or cash generating unit or (ii) the depreciated replacement cost of the asset when the future economic benefits of an asset of a not-for-profit entity are not primarily dependent on the asset's ability to generate net cash inflows and where the entity would, if deprived of the asset, replace its remaining future economic benefits.

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. Impairment losses are recognised in the income statement unless an asset has previously been re-valued, in which case the impairment loss is recognised as a reversal of the revaluation with any excess recognised through the income statement. For assets with an indefinite useful life the recoverable amount is estimated at each balance date.

(i) Intangible assets

Intangible assets consist of the rights to occupy land and buildings that have been granted at nominal rates for a determined period or in perpetuity. The intangible rights are initially recorded at their fair value. Rights to occupy buildings are amortised at the lesser of 3% or the period of the term of the agreement. Where a right of occupancy agreement exists and stipulates the time period, the asset, including rights to occupy land, is amortised over the period of the right. Indefinite life intangibles are tested annually for impairment.

(j) Trade and other payables

Liabilities are recognised for amounts to be paid in the future for goods or services received, whether or not billed to the Company. Trade accounts payable are normally settled within 30 days. The carrying amount of accounts payable approximates net fair value.

(k) Borrowings

Other loans

Other loans are carried on the balance sheet at amortised cost. Interest expense is recognised on an effective interest basis.

(l) Employee benefits

Wages, salaries, annual leave and sick leave

The provisions for employee entitlements to wages, salaries and annual leave represent the amount which the Company has a present obligation to pay resulting from employees' services provided up to the balance date.

The provisions have been calculated based on wage and salary rates at which they are expected to be paid and includes related on-costs. The carrying amount of the provisions approximates net fair value.

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

Long-service leave

The liability for employee entitlements to long service leave represents the present value of the estimated future cash outflows to be made by the employer resulting from employees' services provided up to the balance date. The liability is calculated from a staff member's commencement date allowing for the probability that the member will complete seven years of service. Staff members with seven years of service or more are included as current liabilities; those with fewer than seven years of service are included as non-current liabilities.

Liabilities for employee entitlements for members with fewer than seven years of service are discounted using the rates attaching to national government securities at balance date, which most closely match the terms of maturity of the related liabilities. The carrying amount of the provision approximates net fair value.

In determining the liability for employee entitlements, consideration has been given to the Company's experience with staff departures. Related on-costs have also been included in the liability.

Superannuation funds

The Company contributes to a range of employee superannuation funds. Company contributions are recognised within employee expenses in the income statement. Refer also Note 14.

Unfunded superannuation

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the beneficiaries of the Emergency Services and State Superannuation Scheme on an emerging-cost basis. This arrangement is evidenced by the *State Grants (General Revenue) Amendment Act 1987*, *Higher Education Support Act 2003* and subsequent amending legislation. By letter dated 15 December 2005, DEST (now Department of Industry, Innovation, Science, Research and Tertiary Education, DIISRTE) confirmed the Australian Government considers the current arrangements have established a pattern of past practice and future intent that has created a valid expectation on the part of universities that the Department on behalf of the Australian Government will discharge the superannuation liability.

Accordingly, the unfunded liabilities have been recognised in the Balance Sheet under Provisions with a corresponding asset recognised under Non-Current Assets. The recognition of both the asset and the liability consequently does not affect the year-end net asset position.

(m) Funds held in trust

Donations and bequests received that are subject to conditions under a specific trust deed, are held in trust on behalf of that specific donor and are not recognised as revenue by the Company. Unless specified in the trust deed, any net earnings on these funds are recognised as revenue by the Company.

(n) Going concern

The financial statements have been prepared on a going concern basis, which contemplates continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.

There is a deficit in working capital at balance date of \$41.52m (2011; \$25.32m deficit). The change is largely due to cash outlays on planned capital expenditure programmes. A loan facility is in place with the University's bankers to assist with the financing of cash outlays. Refer to note 15 for further details in relation to the facility.

Forecast surplus cash flows will be managed to ensure funds are available to meet commitments as they fall due. Where necessary, cash surpluses will be supplemented by funds drawn against the existing loan facility.

In addition to this, current employee entitlements include amounts of long service leave for which there is not an unconditional right to defer settlement although the majority is not expected to be settled within one year of reporting date.

(o) Goods and services tax

Revenues and expenses are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of the acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated with the amount of the GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the balance sheet.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flow arising from investing and financing activities, which is recoverable from, or payable to, the ATO is classified as an operating cash flow.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

(p) Fair value

Fair value of an asset is the amount for which that asset could be exchanged between knowledgeable, willing parties in an arm's length transaction. The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

The fair value of financial instruments traded in active markets (such as publicly-traded derivatives, and trading and available-for-sale securities) is based on quoted market prices at the balance sheet date. The quoted market price used for financial assets held is the current bid price; the appropriate quoted market price for financial liabilities is the current ask price.

The fair value of financial instruments that are not traded in an active market (for example, unlisted shares) is determined using valuation techniques with assumptions that are based on market conditions existing at each balance date.

The market value of property is the estimated amount for which a property could be exchanged on the date of valuation between a willing buyer and a willing seller in an arm's length transaction after proper marketing wherein the parties had each acted knowledgeably, prudently and without compulsion.

(q) New standards and interpretations not yet adopted

The following standards, amendments to standards and interpretations have been identified as those which may impact the entity in the period of initial application. They are available for early adoption at 31 December 2012, but have not been applied in preparing this financial report.

AASB 9 Financial Instruments (2010) - *AASB 9 Financial Instruments (December 2010)* becomes mandatory for the Company's 2015 financial statements and could change the classification and

measurement of financial assets as well as the classification and measurement of certain financial liabilities. The Company does not plan to adopt this standard early and the extent of the impact of adopting the standard has not been determined.

AASB 10 Consolidated Financial Statements, *AASB 11 Joint Arrangements*, *AASB 12 Disclosure of Interests in Other Entities*, *AASB 127 Separate Financial Statements (2011)*, *AASB 128 Investments in Associates and Joint Ventures (2011)* and *AASB 2011-7 Amendments to Australian Accounting Standards*.

- In August 2011, the AASB released a suite of six related standards: *AASB 10 Consolidated Financial Statements*, *AASB 11 Joint Arrangements*, *AASB 12 Disclosure of Interests in Other Entities*, *AASB 127 Separate Financial Statements (2011)* and *AASB 128 Investments in Associates and Joint Ventures (2011)* and *AASB 2011-7 Amendments to Australian Accounting Standards*. These new and revised standards aim to improve the accounting requirements for consolidated financial statements, joint arrangements and off-balance-sheet activities. These standards will become mandatory for the Company's 31 December 2013 financial statements. The Company does not expect these standards to have a significant impact.

AASB 13 Fair Value Measurement - becomes effective on 1 January 2013 and more clearly defines how to measure fair value when required to by other AASBs and details further disclosure requirements. The Company does not plan to early adopt this standard and does not expect the standard to have a significant impact on the financial statements.

AASB 119 Employee Benefits - becomes effective on 1 January 2013 and details changes to the accounting methodology for some defined benefit schemes. The Company does not plan to early adopt this standard and has not as yet determined the effect of this standard on the financial statements.

(r) Related party disclosures

The revised *AASB 124, Related Party Disclosures*, became mandatory in the year ending 31 December 2011. The changes relate mainly to disclosure requirements for government-related entities and the definition of a related party. There were no significant additional disclosures required as a result of adoption of this standard. Refer note 21 for related party disclosures.



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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

2. REVENUE

	Notes	2012 \$'000	2011 \$'000
2.1 Commonwealth Government Financial Assistance			
Commonwealth Grants Scheme and Other Grants			
Commonwealth Grants Scheme	25.1	138,050	98,469
Indigenous Support Fund	25.1	1,176	1,176
Equity Support Programs	25.1	93	62
Transitional Cost Program	25.1	19	39
Capital Development Pool	25.1	–	1,148
Promotion of Excellence in Learning and Teaching	25.1	27	–
Partnership and Participation Funding	25.1	712	1,855
Total Commonwealth Grants Scheme & Other Grants		140,077	102,749
DEEWR-Scholarships			
Australian Postgraduate Awards	25.3	1,037	464
International Postgraduate Research Scholarships	25.3	46	62
Commonwealth Education Costs Scholarships	25.3	271	(350)
Commonwealth Accommodation Scholarships	25.3	157	(80)
Indigenous Access Scholarships	25.3	18	(30)
National Priority Scholarships	25.3	58	33
Total DEEWR-Scholarships		1,587	99
DIISR Research			
Joint Research Engagement Program	25.4	826	699
Research Training Scheme	25.4	1,934	1,774
Infrastructure	25.4	105	82
Commercialisation Training Scheme	25.4	–	4
Sustainable Research Excellence in Universities	25.4	160	93
Total DIISR Research		3,025	2,652

	Notes	2012 \$'000	2011 \$'000
Other Capital Funding			
Better Universities Renewal Fund	25.5	–	196
Teaching and Learning Capital Fund	25.5	2,324	705
Total Other Capital Funding		2,324	901
Total DEEWR and DIISR Excluding HELP (a)		147,013	106,401
Higher Education Loan Program (HELP)			
HECS-HELP Commonwealth Payments	25.2	76,059	60,848
FEE-HELP	25.2	4,299	4,178
SA-HELP	25.2	1,967	–
Total Higher Education Loan Program		82,325	65,026
Total DEEWR and DIISR Including HELP		229,338	171,427
Australian Research Council			
Discovery – Projects (Large Grants)	25.6	298	571
Linkage – Projects	25.6	45	204
Total Australian Research Council (b)		343	775
Other Commonwealth Government Financial Assistance			
DEEWR		1,129	1,115
Total Other Commonwealth Government Financial Assistance (c)		1,129	1,115
Total Commonwealth Government Financial Assistance		230,810	173,317
Total Commonwealth Government Financial Assistance Excluding HELP (a + b + c)		148,485	108,291
Australian Government Grants Received – Cash Basis			
OS-HELP (Net)	25.7	71	(100)
Superannuation Supplementation	25.8	1,293	1,484
Total Australian Government Funding Received – Cash Basis		1,364	1,384

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

2. REVENUE CONTINUED

	2012 \$'000	2011 \$'000
2.2 State & Local Government Financial Assistance		
Deferred Government Grant (Properties)	24	24
2.3 Fees and Charges		
Fee-Paying Overseas Students	35,844	36,730
Fee-Paying Non-Overseas Postgraduate Students	5,782	4,777
Fee-Paying Non-Overseas Undergraduate Students	32	160
Other		
Non-Overseas Students Undertaking Non-Award Courses	427	412
Rental Charges	4,695	2,270
Charges for Student Accommodation	1,246	1,109
Registration Fees	2,735	542
Library Fees	120	125
Late Fees	270	166
Total Fees and Charges	51,151	46,291
2.4 Finance Income		
Interest	1,187	4,281
Total Finance Income	1,187	4,281
2.5 Consultancy and Contract Research		
Consultancy Fees	146	266
Industry Research Grants	5,828	4,791
Total Consultancy and Contract Research	5,974	5,057
2.6 Other Revenue		
Offshore Programs	54	138
Other Program Income	4,966	5,637
Other Grants – Health Workforce Australia	2,827	1,257
Other Grants – Other	5,725	1,202
Donations and Bequests	169	1,119
Net Gain on Disposal of Property, Plant and Equipment	101	1
Other Income	6,776	7,890
Total Other Revenue	20,618	17,244

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

3. EXPENSES

	2012 \$'000	2011 \$'000
3.1 Employee Benefits		
Academic		
Salaries		
Academic	87,507	75,939
Contributions to Superannuation and Pension Schemes		
Deferred Employee Benefits for Superannuation	3,519	1,235
Funded	11,198	9,750
Payroll Tax	4,610	3,986
Workers' Compensation	577	421
Long-Service Leave Expense	2,543	1,967
Annual Leave Expense	490	1,012
	110,444	94,310
Deferred Superannuation Expense	1,080	1,230
Total Academic	111,524	95,540
Non-Academic		
Salaries		
Non-Academic	67,234	57,595
Contributions to Superannuation and Pension Schemes		
Deferred Employee Benefits for Superannuation	2,703	937
Funded	9,370	7,971
Payroll Tax	3,858	3,258
Workers' Compensation	482	344
Long-Service Leave Expense	2,172	1,618
Annual Leave Expense	1,187	888
	87,006	72,611
Deferred Superannuation Expense	213	254
Total Non-Academic	87,219	72,865

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

3. EXPENSES CONTINUED

	Note	2012 \$'000	2011 \$'000
Total Academic and Non-Academic			
Salaries			
Academic		87,507	75,939
Non-Academic		67,234	57,595
Contributions to Superannuation and Pension Schemes			
Deferred Employee Benefits for Superannuation		6,222	2,172
Funded		20,568	17,721
Payroll Tax		8,468	7,244
Workers' Compensation		1,059	765
Long-Service Leave Expense		4,715	3,585
Annual Leave Expense		1,677	1,900
		197,450	166,921
Deferred Superannuation Expense	14	1,293	1,484
Total Academic and Non-Academic		198,743	168,405

3.2 Depreciation and Amortisation

Depreciation of Buildings – Freehold		2,814	1,001
Amortisation of Intangible Rights to Occupy Buildings		816	815
Depreciation of Improvements to Intangible Right to Occupy Buildings		3,645	3,329
Depreciation of Leasehold Property Improvements		1,885	1,866
Depreciation of Furniture and Fittings		1,018	623
Depreciation of Plant and Equipment		3,514	3,554
Depreciation of Motor Vehicles		48	50
Total Depreciation and Amortisation		13,740	11,238

3.3 Buildings and Grounds Maintenance

5,332 **5,661**

3.4 Other Expenses

Advertising, Promotions and Publicity		2,315	2,289
Appointment Costs		996	1,077
Cleaning and Waste Collection		2,678	2,627
Computer Software and Services		4,261	3,252
Consultancy Fees		4,157	4,061
Hire of Equipment and Facilities		1,087	968
Insurance		1,675	1,316
Library Acquisitions		4,403	3,383
Net Loss on Disposal of Property, Plant and Equipment		107	3
Minor Equipment		1,501	1,713

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

3.4 Other Expenses continued

	2012 \$'000	2011 \$'000
Offshore Administration	2,263	2,198
Operating Lease Rental Expenses	1,952	1,826
Printing – Outside Printers	927	1,193
Publications, Subscriptions and Memberships	1,044	1,251
Rent	7,935	6,894
Scholarships and Prizes	2,704	2,527
Security Services	1,389	1,157
Staff Development	817	818
Stationery	528	594
Telecommunications	2,100	1,816
Travel	8,228	7,626
Utilities	2,741	2,452
Other Expenses	14,448	11,273
Total Other Expenses	70,256	62,314

4. FINANCE EXPENSES

	Note	2012 \$'000	2011 \$'000
Blackfriars Purchase Unwind of Discount		–	11
Make Good on Leased Premises Unwind of Discount	16(a)	(106)	341
NAB Loan Interest		33	–
NAB Loan Fees		144	–
Total Finance Expenses		71	352

5. AUDITORS' REMUNERATION – KPMG

	2012 \$	2011 \$
Audit of the Company	128,817	124,225
Other Audit and Related Services		
Grant/Research Acquittal	44,000	25,900
Compliance Audit – Student Revenue Process	–	30,200
Sun System IT Control Audit	10,876	–
National Code Audit	25,885	–
	80,761	56,100
Other Services		
Recruitment Assistance	133,334	184,658
Corporate Debt Advice and Financial Modelling	–	146,318
Total Remuneration	342,912	511,301

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

6. CASH AND CASH EQUIVALENTS

	2012 \$'000	2011 \$'000
Cash on Hand	40	40
Cash at Bank	692	637
Term Deposits	10,795	10,511
Total Cash and Cash Equivalents	11,527	11,188

7. TRADE AND OTHER RECEIVABLES

	2012 \$'000	2011 \$'000
Current		
Sundry Receivables	2,639	2,634
Accrued Income	404	1,681
Student Assistance Program	–	15
OS-HELP Receivable	–	84
Net GST Receivable from ATO	–	418
Total Trade and Other Receivables (Current)	3,043	4,832

8. OTHER FINANCIAL ASSETS

	2012 \$'000	2011 \$'000
Current		
Interest Bearing Deposits	–	1,589
Total Other Financial Assets	–	1,589

9. OTHER INVESTMENTS

	2012 \$'000	2011 \$'000
Non-Current		
Available for Sale – Investments in Other Entities		
Shares in Listed Companies	726	657
Shares in Other Companies	505	505
Total Other Investments (Non-Current)	1,231	1,162

10. OTHER ASSETS

	Note	2012 \$'000	2011 \$'000
Current			
Prepayments		7,838	4,826
Lease Paid in Advance		54	54
Total Other Assets (Current)		7,892	4,880
Non Current			
Right to Reimbursement from Commonwealth Government for Unfunded Superannuation Liability	14	28,194	21,972
Lease Paid in Advance		4,158	4,213
Other Receivables		167	77
Total Other Assets (Non-Current)		32,519	26,262

Refer to Note 14 for an explanation of the right to reimbursement from the Commonwealth Government for the unfunded superannuation liability.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

11. PROPERTY, PLANT AND EQUIPMENT

	Notes	2012 \$'000	2011 \$'000
Land – Freehold			
At Directors' Valuation		34,209	30,159
	11(a)	34,209	30,159
Buildings – Freehold			
At Directors' Valuation		141,142	71,198
Accumulated Depreciation		(3,815)	(1,001)
	11(a)	137,327	70,197
Improvements to Intangible Right to Occupy Buildings			
At Cost		132,289	110,439
Accumulated Amortisation		(37,419)	(33,773)
	11(a)	94,870	76,666
Leasehold Improvements			
At Cost		20,602	14,618
Accumulated Depreciation		(7,082)	(5,381)
	11(a)	13,520	9,237
Furniture and Fittings			
At Cost		8,042	5,482
Accumulated Depreciation		(3,501)	(3,336)
	11(a)	4,541	2,146
Plant and Equipment			
At Cost		30,109	28,882
Accumulated Depreciation		(19,940)	(21,305)
	11(a)	10,169	7,577
Motor Vehicles			
At Cost		661	696
Accumulated Depreciation		(294)	(412)
	11(a)	367	284
Works of Art			
At Cost		1,087	767
	11(a)	1,087	767
Work in Progress			
At Cost		1,274	25,828
	11(a)	1,274	25,828
Total Property, Plant and Equipment		297,364	222,861

four

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

11. PROPERTY, PLANT AND EQUIPMENT CONTINUED

Basis of valuation

A full valuation of Freehold Land and Buildings was undertaken by CB Richard Ellis Pty Ltd as at the end of 2010. The Directors have considered the fair value of the properties in the light of that valuation, any changes in use of the

Company's properties, current market fluctuations and any acquisitions made during the year (Note 1a). Any subsequent additions and alterations have been included at cost.

(a) Reconciliations

Reconciliations of the carrying amounts for each class of property, plant and equipment are set out below:

	Land – Freehold	Buildings – Freehold	Improvements of Intangible Right to Occupy Buildings	Leasehold Improvements	Furniture and Fittings	Plant and Equipment	Motor Vehicles	Works of Art	Work in Progress
2012									
Opening Balance	30,159	70,197	76,666	9,237	2,146	7,577	284	767	25,828
Additions	4,050	6,688	21,849	6,252	3,413	6,129	156	320	38,702
Transfer from WIP	–	63,256	–	–	–	–	–	–	(63,256)
Revaluation Increment/ (Decrement)	–	–	–	–	–	–	–	–	–
Depreciation	–	(2,814)	(3,645)	(1,885)	(1,018)	(3,514)	(48)	–	–
Disposals	–	–	–	(84)	–	(23)	(25)	–	–
Closing Balance	34,209	137,327	94,870	13,520	4,541	10,169	367	1,087	1,274
2011									
Opening Balance	24,259	17,257	75,483	9,389	1,809	7,584	289	607	4,597
Additions	5,900	53,941	4,512	1,714	960	3,549	62	160	21,231
Revaluation increment/ (Decrement)	–	–	–	–	–	–	–	–	–
Depreciation	–	(1,001)	(3,329)	(1,866)	(623)	(3,554)	(50)	–	–
Disposals	–	–	–	–	–	(2)	(17)	–	–
Closing balance	30,159	70,197	76,666	9,237	2,146	7,577	284	767	25,828

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

12. INTANGIBLE ASSETS

	Intangible Right to Occupy Land \$'000	Intangible Right to Occupy Buildings \$ '000	Total \$'000
2012			
Cost	40,411	28,383	68,794
Accumulated Amortisation			
Opening Balance	(4,469)	(18,231)	(22,700)
Amortisation	–	(816)	(816)
Closing Balance	(4,469)	(19,047)	(23,516)
Carrying Amount at 31 December 2012	35,942	9,336	45,278
2011			
Cost	40,411	28,383	68,794
Accumulated Amortisation			
Opening Balance	(4,469)	(17,415)	(21,884)
Amortisation	–	(816)	(816)
Closing Balance	(4,469)	(18,231)	(22,700)
Carrying Amount at 31 December 2011	35,942	10,152	46,094

Under the terms of the trust deeds between the Company and the owners of the properties held in trust, the Trustees of the Roman Catholic Church for the Archdioceses of Brisbane, Canberra and Goulburn, Melbourne and Sydney, the Company has a right to occupy the properties in perpetuity if used for educational purposes.

13. TRADE AND OTHER PAYABLES

	2012 \$'000	2011 \$'000
Accrued Expenses	12,263	6,282
Sundry Creditors	252	45
Total Trade and Other Payables	12,515	6,327

14. EMPLOYEE BENEFITS

	2012 \$'000	2011 \$'000
Current		
Provision for Annual Leave	12,034	10,357
Provision for Long-Service Leave	12,455	11,454
Total Employee Benefits (Current)	24,489	21,811
Non-Current		
Provision for Long-Service Leave	5,625	4,265
Provision for Superannuation	28,194	21,972
Total Employee Benefits (Non-Current)	33,819	26,237

four

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

Long-service leave

The classification of current employee provisions include amounts for which there is not an unconditional right to defer settlement by one year. Despite the classification of a component of long-service leave as a current liability, the Company does not expect the full amount to be settled within one year of reporting date.

Superannuation

The Company contributes to the following employee superannuation funds:

Fully funded schemes

- UniSuper
- Catholic Superannuation Fund (formerly two funds) National Catholic Superannuation Fund and ii) Catholic Superannuation Fund
- Australian Catholic Superannuation and Retirement Fund (formerly Catholic Superannuation and Retirement Fund)
- Emergency Services and State Superannuation Scheme (formerly State Superannuation Fund of Victoria) – Accumulation account
- First State
- Australian Super Pty Ltd

Partly funded or emerging-cost schemes

- State Authorities Superannuation Scheme (Part 2) (NSW)
- Emergency Services and State Superannuation Scheme (formerly State Superannuation Fund of Victoria).

Unisuper

UniSuper adopted the multi-employer provisions outlined in AASB 119 in the provision of information to employers. The multi-employer provisions allow employers with defined benefit obligations to report on a defined contribution basis, with some additional information. AASB 119 states that this is the appropriate solution in cases where:

- the employer does not have access to the information required; or
- there is no reliable basis for allocating the benefit liabilities, assets and costs between employers.

Clause 34 of the UniSuper Trust Deed

Under Clause 34 of the Trust Deed, if the Actuary's report indicates that the actuarial funding measures have fallen below particular levels, UniSuper's Board will advise the University and its members that a four-year monitoring period has been triggered. A monitoring period is triggered if the Accrued Benefits Index (ABI) is below 100% or the Vested Benefits Index is below 95%.

At the end of the four-year monitoring period, if the Actuary's report indicates that the Fund's actuarial funding measures are below the levels specified in Clause 34 of the Trust Deed, UniSuper's Board must consider whether it is in the interests of the Defined Benefit Division (DBD) members as a whole to reduce benefits payable.

An initial monitoring period was triggered in December 2008 and ends in December 2012. The actuarial review of the DBD as at 30 June 2012 indicated that the actuarial funding measures remained below levels that trigger a monitoring period. The ABI was 92.8% and the VBI 85.3%. (There was some improvement in the second part of the year with the ABI at 95.7% and the VBI at 88.0% as at November, 2012.).

UniSuper is undertaking detailed contingency planning to prepare for a number of possible outcomes should the Board make a decision that changes to members' benefits are required. This is likely to occur in the first quarter of 2013.

Two further monitoring periods have been triggered, the first beginning in June 2011 and ending in June 2015 and the second beginning in June 2012 and ending in 2016. Benefit reductions could be considered at the end of either or both monitoring periods.

The University has been advised by UniSuper that it is clear that the UniSuper DBD is a defined contribution fund for the purposes of AASB 119, although it does remain a defined benefit fund for other purposes and continues to require actuarial oversight.

Additional information required by AASB 119

As at June 2012, the assets of the DBD in aggregate were estimated to be \$2,010.8 million (2011 \$907 million) in deficiency of vested benefits. The vested benefits are benefits which are not conditional upon continued membership (or any factor other than leaving the service of the participating institution) and include the value of CPI indexed pensions being provided by the DBD.

As at 30 June 2011, the assets of the DBD in aggregate were estimated to be \$906.8 million (2011 \$427 million) in deficiency of accrued benefits. The accrued benefits have been calculated as the present value of expected future benefit payments to members and the CPI indexed pensioners which arise from membership of UniSuper up to the reporting date.

The Vested Benefit Index (VBI) rose to 88.0% as at 19 November, 2012 (85.2% as at 30 September, 2011) and Accrued Benefit Index (ABI) fell to 95.7% as at 19 November, 2012 (96.3% as at 30 September, 2011). The VBI is a statistical index of the financial position of the DBD. It measures the capacity of the DBD to pay out all member benefits from existing assets in the unlikely event that all were to leave the DBD at the same time. The ABI is considered to be a more realistic measure of the DBD's financial position than the VBI, as it takes into account the expected pattern of members' actually joining, contributing to and leaving the Fund against assets required to ensure that all members' benefits are available when they fall due.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

(i) The vested benefit and accrued benefit liabilities were determined by the Fund's actuary, Russell Employee Benefits, using the actuarial demographic assumptions outlined in their report dated 15 November 2012 on the actuarial investigation of the DBD as at 30 June 2012. The financial assumptions used were: (table across)

	Vested benefits	Accrued benefits
Gross of tax investment return – DBD pensions	5.85% pa	7.50%pa
Gross of tax investment return – commercial rate indexed pensions	3.40% pa	3.40% pa
Net of tax investment return – non pensioner members	5.25% pa	6.70% pa
Consumer Price Index	2.75%pa	2.75%pa
Inflationary salary increases short term (1 years)	5.00% pa	5.00% pa
Inflationary salary increases long term	3.75% pa	3.75% pa

(ii) Assets have been included at their net market value, i.e. allowing for realisation costs.

(iii) Clause 34 Reductions to Division A and Division B where UniSuper assets are insufficient:

(a) If, after an actuarial investigation and valuation of UniSuper, the Trustee considers that Unisuper is, or may be, insufficient to provide benefits payable under the Deed, the Trustee must notify each employer.

(b) If, after the next two succeeding actuarial investigations and valuations of UniSuper (made in a period of not less than 4 years) the Trustee still considers that UniSuper is or may be insufficient to provide the benefits payable under the Deed, the Trustee must consider whether to reduce the benefits (including benefits in the course of payment) payable under Division A and Division B on a fair and equitable basis based on current market conditions and outlook, as well as the actuary's report and any other relevant information, before making any decision to reduce benefits.

(c) Notwithstanding anything in this Clause 34, if the Trustee believes that UniSuper is or may be technically insolvent, the Trustee must comply with Superannuation Law.

Emergency Services and State Superannuation Scheme (formerly State Superannuation Fund of Victoria)

The latest actuarial investigation of the Emergency Services and State Superannuation Scheme was conducted at 30 June 2009 by D. Knox (Mercer), FIAA. As at that date the scheme carried total liabilities, including liabilities for members' benefits in excess of the value of the scheme's assets. Hence, unfunded superannuation liabilities exist that are recognised in the financial statements of the scheme.

The notional share of the scheme's unfunded liabilities attributed to the Company is assessed by the Government Superannuation Office to be \$28,194,000 as at 30 June 2012 (\$21,972,000 as at 30 June 2011). Information of the scheme's position is only provided at 30 June.

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the beneficiaries of the State Superannuation Scheme on an emerging cost basis. This arrangement is evidenced by the *State Grants (General Revenue) Amendment Act 1987*, *Higher Education Support Act 2003* and

subsequent amending legislation. By letter dated 15 December 2005, the Department of Education, Science and Training (DEST) confirmed that the

Australian Government considers the current arrangement establishes a pattern of past practice and future intent that has created a valid expectation on the part of universities that the Department on behalf of the Australian Government will discharge the superannuation liability. Therefore a non-current receivable equal to the scheme's unfunded liabilities attributed to the Company has been recognised. DIISRTE provides annual supplementation (2012: \$1,293,000, 2011: \$1,484,000) to cover emerging costs of the Emergency Services Superannuation Scheme.

The following information has been provided by the Emergency Services and State Superannuation Scheme in accordance with the requirements under AASB 119.

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

	2012 \$'000	2011 \$'000
Net Liability		
Fair Value of Plan Assets	3,807	3,966
Accrued Benefit Liability	(27,772)	(22,712)
Net Liability Before Contributions Tax	(23,965)	(18,746)
Tax Liability on Future Contributions	(4,229)	(3,226)
Net Liability	(28,194)	(21,972)

	2012	2011
Actuarial Assumptions		
Discount Rate	3.0%	5.2%
Expected Return on Assets	8.0%	8.0%
Rates of Future Salary Increases	4.0%	4.0%
Rates of Pension Increases	2.5%	2.5%

The demographic assumptions include the future rate of death, disablement, resignation and retirement. The same assumptions as last year have been used and are detailed in the 'Emergency Services and State Superannuation Scheme Experience Review 2004-2009'.

15. BORROWINGS

	2012 \$'000	2011 \$'000
Non-Current		
<i>Unsecured</i>		
NAB Loan Facility	15,000	-
Total Non-Current Unsecured Borrowings	15,000	-

a) Financing arrangements

Unrestricted access was available at balance date to the following lines of credit:

<i>Bank Loan Facilities</i>		
Total Facilities	70,000	-
Used at Balance Date	15,000	-
Unused at Balance Date	55,000	-

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

16. OTHER LIABILITIES

	Note	2012 \$'000	2011 \$'000
Current			
Grants Received in Advance		14,981	10,698
Fees Received in Advance		8,932	5,458
Other Income Received in Advance		1,037	1,809
Deferred Grant Income (Properties)		24	24
Sub-Total Deferred Revenue		24,974	17,989
Funds Held in Trust			
Net GST Payable to ATO		228	–
Loan – Purchase Blackfriars Site Canberra		–	100
OS-HELP Payable		71	–
Total Other Liabilities (Current)		26,979	19,670
Non-Current			
Deferred Grant Income (Properties)		648	672
Lease Liabilities		3,668	2,150
<i>Leasehold Make Good Provision</i>	16 (a)	2,707	2,491
Total Other Liabilities (Non-Current)		7,023	5,313
(a) Reconciliation			
Leasehold Make Good Provision			
Balance at Beginning of Financial Year		2,491	2,092
Provisions Made During the Year		409	201
Provisions Reversed During the Year		(87)	(143)
Unwind/Adjust Discount		(106)	341
Balance at End of Financial Year		2,707	2,491

Make good is required for leased premises. There are no significant uncertainties in the calculation or utilisation of the provisions.



17. RESERVES

	Note	2012 \$'000	2011 \$'000
General Reserve			
Balance at Beginning of Financial Year		167,303	156,214
Add Transfers from Retained Earnings	18	39,568	11,089
Balance at End of Financial Year		206,871	167,303
Asset Revaluation Reserve			
Balance at Beginning of Financial Year		14,816	14,816
Add/(Less) Increment/(Decrement)		-	-
Balance at End of Financial Year		14,816	14,816
Available for Sale Financial Assets Revaluation Reserve			
Balance at Beginning of Financial Year		433	482
Write Back Revaluation on Disposal of Listed Shares		(123)	-
Add/(Less) Revaluation Increment			
Listed Shares Revaluation Reserve		74	(49)
Balance at End of Financial Year		384	433
Contribution from Members			
Balance at Beginning of Financial Year		56,958	56,958
Balance at End of Financial Year		56,958	56,958
Total Reserves		279,029	239,510

Nature and purpose of reserves

General

The amount standing to the credit of the general reserve includes the accumulation of prior-period and current-year profits for non-specific purposes and revenue for capital grants even though assets acquired may not be fully written down.

Asset revaluation

The asset revaluation reserve includes the net revaluation increments and decrements arising from the revaluation of freehold land and buildings.

Available for sale financial assets revaluation reserve

Share re-valuation reserve includes increments and decrements arising from changes in fair value of shares classified as available for sale.

Contribution from members

The amount reflects the contribution by members of rights to occupy and use land and buildings not owned by the University.

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

18. RETAINED EARNINGS

	Note	2012 \$'000	2011 \$'000
Retained Earnings at beginning of year		–	–
Operating Result		39,568	11,089
Transfer to general reserve	17	(39,568)	(11,089)
Retained earnings at the end of the year		–	–

19. COMMITMENTS

	2012 \$'000	2011 \$'000
(a) Capital Expenditure Commitments		
Capital Expenditure Commitments not provided for in the financial statements and payable:		
Within one year	20,200	45,531
Total Capital Expenditure Commitments	20,200	45,531
(b) Non-Cancellable Operating Lease Expense Commitments		
Future operating lease commitments of premises, plant and equipment, not provided for in the financial statements and payable:		
Within one year	5,640	5,053
One year or later and no later than five years	26,705	19,249
Greater than five years	16,509	3,658
Total Non-Cancellable Operating Lease Expense Commitments	48,854	27,960

The Company leased equipment and machinery under operating leases expiring in a range from one to five years. The Company also leased commercial premises with an expiry range of one to 12 years.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

20. DIRECTORS' AND KEY MANAGEMENT PERSONNEL DISCLOSURES

Remuneration of Board Members

No Directors' fees are payable. The number of directors of the Company whose compensation from the Company or any related party falls within the following bands:

	2012	2011
Nil	11	11
\$1 – \$9,999	–	1
\$10,000 – \$19,999	1	–
\$80,000 – \$89,999	–	1
\$100,000 – \$109,999	–	1
\$140,000 – \$149,999	–	2
\$150,000 – \$159,999	1	1
\$160,000 – \$169,999	1	–
\$170,000 – \$179,999	1	–
\$180,000 – \$189,999	1	1
\$840,000 – \$849,999	–	1
\$1,030,000 – \$1,039,999	1	–
Total compensation paid, or payable or otherwise made available to all directors of the Company from the Company or any related Party	1,729,255	1,676,860

Remuneration of key management personnel

In addition to the board members, other key management personnel of the Company receiving compensation from the Company or any related party falls within the following bands:

\$210,000 – \$219,999	–	1
\$220,000 – \$229,999	1	2
\$230,000 – \$239,999	1	–
\$240,000 – \$249,999	–	1
\$250,000 – \$259,999	2	1
\$270,000 – \$279,999	1	1
\$310,000 – \$319,999	–	3
\$320,000 – \$329,999	1	–
\$330,000 – \$339,999	2	–
\$360,000 – \$369,999	1	–
\$410,000 – \$419,999	1	–
\$600,000 – \$609,999	–	1
\$840,000 – \$849,999	–	1
\$1,030,000 – \$1,039,999	1	–
Total compensation paid, or payable or otherwise made available to all executive officers of the Company from the Company or any related party.	4,051,008	3,834,129
Short-term employee benefits	3,556,697	3,423,944
Post-employment benefits	494,311	410,185
	4,051,008	3,834,129

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

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

21. RELATED PARTIES

Directors

The names of each person holding the position of Director of the Australian Catholic University Limited during the financial year are:

Associate Professor M. Bezzina, Mr J.J. Carroll, General P. Cosgrove, Professor G.J. Craven, Mr S.N. Elder, Mr E.W. Exell, Most Reverend Bishop J. Foley, Ms M. Hegerty, Ms S. Herdman, Professor M. Hillel, Associate Professor J. McLaren, Ms M.T. Najdecki, Mr D.B. O'Connor, Ms J. Rijs, Ms B.M. T. Steele, Ms M. M. Vider, Dr D. White.

Details of Directors' compensation are set out in Note 20. Total amounts transacted with related parties are as follows

	2012 \$'000	2011 \$'000
Catholic Archdiocese of Melbourne	913	796

All related party transactions are at arm's length.

22. FINANCIAL INSTRUMENTS DISCLOSURE

Interest rate and liquidity risk

Interest rate risk

The following tables disclose the income-earning financial assets and interest-bearing financial liabilities and the periods in which they mature. The Company manages fluctuations in interest rates by placing funds in both long- (greater than 1 year) and short-term (less than 1 year) deposits across a number of institutions.

The University has entered into a debt facility with the National Australia Bank beginning 8 February 2012. The loan facility is for a five-year period and consists of two tranches. An amount of \$70m is available for the first three years which reduces to \$30m for the remaining two years. The facility is a revolving credit type facility that allows funds to be drawn and repaid as required.

Liquidity risk

The following tables also contain the contractual maturities of financial liabilities, including estimated interest payments and excluding the impact of netting agreements.

NOTES TO THE FINANCIAL INSTRUMENTS DISCLOSURE CONTINUED

	Carrying Amount \$'000	6 Months or Less \$'000	6 to 12 Months \$'000	1 to 2 Years \$'000	2 to 5 Years \$'000	More Than 5 Years \$'000	Total Contractual Amount \$'000
2012							
Financial Assets							
Cash	11,527	11,527	-	-	-	-	11,527
Trade and Other Receivables	3,043	3,043	-	-	-	-	3,043
Other Investments	1,231	-	-	-	-	1,231	1,231
	15,801	14,570	-	-	-	1,231	15,801
Financial Liabilities							
Trade and Other Payables	12,515	12,515	-	-	-	-	12,515
Loans	15,000	-	-	-	15,000	-	15,000
Grants in Advance	14,981	14,981	-	-	-	-	14,981
Fees in Advance	8,932	3,079	4,434	1,236	183	-	8,932
	51,428	30,575	4,434	1,236	15,183	-	51,428
2011							
Financial Assets							
Cash	11,188	11,188	-	-	-	-	11,188
Trade and Other Receivables	4,832	4,826	6	-	-	-	4,832
Other Investments	1,589	1,000	589	-	-	-	1,589
Other Financial Assets	1,162	-	-	-	-	1,162	1,162
	18,771	17,014	595	-	-	1,162	18,771
Financial Liabilities							
Trade and Other Payables	6,327	6,327	-	-	-	-	6,327
Loans	100	-	100	-	-	-	100
Grants in Advance	10,698	10,698	-	-	-	-	10,698
Fees in Advance	5,458	1,322	3,748	375	13	-	5,458
	22,583	18,347	3,848	375	13	-	22,583

The Company does not account for any fixed-rate financial assets and liabilities at fair value through profit and loss. Therefore a change in interest rates at the reporting date would not affect profit or loss. A change in interest rates of 100 basis points would have increased or decreased the Company's equity by the order of \$121,000 (2010: \$750,000).

The exposure of the Company's borrowings to interest rate changes and the contractual repricing dates at the balance dates are as follows

	2012 \$'000	2011 \$'000
1 – 5 years	15,000	-
Non-Current Borrowings	15,000	-

The Company does not account for any fixed rate financial assets and liabilities at fair value through profit and loss. Therefore a change in interest rates at the reporting date would not affect profit or loss. A change in interest rates of 100 basis points would have increased or decreased the Company's equity by the order of \$2,900 (2011 \$121,000).

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NOTES TO THE FINANCIAL INSTRUMENTS DISCLOSURE CONTINUED

Foreign exchange risk

Given the minimal exposure to foreign currencies, it is the current policy of the Senate not to hedge foreign exchange risk.

Credit risk exposure

Management has a credit policy in place and the exposure to credit risk is monitored on an ongoing basis. Credit evaluations are performed on all customers requiring credit over a certain amount. The entity does not require collateral in respect of financial assets.

Investments are allowed only in liquid securities. Transactions involving derivative financial instruments are with counterparties with whom the Company has a signed netting agreement as well as sound credit ratings. Given their high credit ratings, management does not expect any counterparty to fail to meet its obligations.

At the balance sheet date there were no significant concentrations of credit risk. The maximum exposure to credit risk is represented by the carrying amount of each financial asset, including derivative financial instruments, in the balance sheet. These are detailed in the table across.

Net fair values of financial assets and liabilities

The carrying amounts of on-statement financial assets and liabilities approximate fair value.

	Carrying Amount	
	2012 \$'000	2011 \$'000
Cash	11,527	11,188
Trade and Other Receivables	3,043	4,832
Other Financial Assets	-	1,589
Other Investments	1,231	1,162
Total	15,801	18,771

DEBTORS AGING

	Carrying amount	
	2012 \$'000	2011 \$'000
Current	896	1,898
30 days	347	121
60 days	151	108
90 days	570	136
Greater Than 90 Days	1,079	2,569
Total	3,043	4,832

No doubtful debt provisions have been recorded. All debtors are deemed recoverable.

A) FAIR VALUE

	2012		2011	
	Carrying Amount \$'000	Fair Value \$'000	Carrying Amount \$'000	Fair Value \$'000
Financial Assets				
Cash	11,527	11,527	11,188	11,188
Trade and Other Receivables	3,043	3,043	4,832	4,832
Other Investments	1,231	1,231	1,589	1,589
Other Financial Assets	-	-	1,162	1,162
	15,801	15,801	18,771	18,771
Financial Liabilities				
Trade and Other Payables	12,515	12,515	6,327	6,327
Loans	15,000	15,000	100	100
Grants In Advance	14,981	14,981	10,698	10,698
Fees In Advance	8,932	8,932	5,458	5,458
	51,428	51,428	22,583	22,583

NOTES TO THE FINANCIAL INSTRUMENTS DISCLOSURE CONTINUED

23. EQUITY

No share capital has been issued by the Company as it is a company limited by guarantee. The number of members of the Company as at 31 December 2012 was 23 (2011: 23). The liability of each member is limited to \$50.

24. NOTES TO THE STATEMENT OF CASH FLOWS

(i) Reconciliation of cash

For the purposes of the statement of cash flows, cash includes cash on hand and at bank. Cash as at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

	2012 \$'000	2011 \$'000
Cash on Hand	40	40
Cash at Bank Net of Unpresented Cheques	11,487	11,148
Total	11,527	11,188

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

24. NOTES TO THE STATEMENT OF CASH FLOWS CONTINUED

(li) Reconciliation of Operating Profit After Income Tax to Net Cash Provided by Operating Activities

	2012 \$'000	2011 \$'000
Operating Profit After Income Tax	39,568	11,089
<i>Add/(Less) Items Classified as Investing/Financing Activities:</i>		
(Profit) on Sale of Non-Current Assets	(101)	(1)
Loss on Sale of Non-Current Assets	106	3
<i>Add/(Less) Non-Cash Items:</i>		
Depreciation and Amortisation	13,740	11,238
Lease in Advance	55	54
Discount on Blackfriars Loan	–	11
Unwind Discount on Make Good Provision	(106)	340
<i>Amounts Set aside to (utilised from) Provisions:</i>		
Employee Entitlements	4,038	3,321
Make Good of Lease Premises	322	59
Net Cash Provided by Operating Activities Before Change in Assets and Liabilities	57,622	26,114
<i>Change in Assets and Liabilities:</i>		
(Increase)/Decrease in Accrued Income	1,277	3,043
(Increase)/Decrease in Sundry Debtors	(5)	(1,322)
(Increase)/Decrease in Prepayments	(3,012)	(514)
(Increase)/Decrease in Students Assistance Program	15	–
(Increase)/Decrease in Other Assets	(90)	(77)
Increase/(Decrease) in Grants in Advance	4,438	1,500
Increase/(Decrease) in Fees in Advance	3,473	(413)
Increase/(Decrease) in Accrued Expenses	181	1,583
Increase/(Decrease) in Sundry Creditors	207	40
Increase/(Decrease) in Funds in Held in Trust	125	54
Increase/(Decrease) in Other Income in Advance	(772)	594
Increase/(Decrease) in Deferred Income (Properties)	(24)	(24)
Increase/(Decrease) in Net GST	647	(647)
Increase/(Decrease) in Lease Liabilities	1,518	176
Net Cash Provided by Operating Activities	65,600	30,107

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

25. ACQUITTAL OF COMMONWEALTH FINANCIAL ASSISTANCE

25.1 Commonwealth Grants Scheme and Other Grants

	Note	Commonwealth Grants Scheme		Indigenous Support Fund		Equity Support Programs		Transitional Cost Program	
		2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)		141,122	96,515	1,176	1,176	93	62	19	39
Net accrual adjustments		(3,072)	1,953	-	-	-	-	-	-
Revenue for the period	2.1	138,050	98,468	1,176	1,176	93	62	19	39
Surplus/(deficit) from the previous year		-	-	-	-	-	-	-	-
Funds available for reporting period		138,050	98,468	1,176	1,176	93	62	19	39
Less expenses including accrued expenses		(138,050)	(98,468)	(1,176)	(1,176)	(93)	(62)	(19)	(39)
Surplus/(deficit) for reporting period		-	-	-	-	-	-	-	-

	Note	Capital Development Pool		Promotion of Excellence in Learning and Teaching		Partnership and Participation Funding	
		2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)		-	1,148	385	-	860	1,855
Net accrual adjustments		-	-	(358)	-	(148)	-
Revenue for the period	2.1	-	1,148	27	-	712	1,855
Surplus/(deficit) from the previous year		-	-	-	-	-	-
Adj Surplus/(deficit) from the previous year		-	-	-	-	1,748	-
Funds available for reporting period		-	1,148	27	-	2,460	1,855
Less expenses including accrued expenses		-	(1,148)	(27)	-	(2,460)	(107)
Surplus/(deficit) for reporting period		-	-	-	-	-	1,748

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

25. ACQUITTAL OF COMMONWEALTH FINANCIAL ASSISTANCE (CONTINUED)

25.2 Higher Education Loan Program (HELP)

Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)
Plus contributions actually received from students
Total received
Net accrual adjustments
Revenue for the period
Surplus/(deficit) from the previous year
Funds available for reporting period
Less expenses including accrued expenses
Surplus/(deficit) for reporting period

25.3 Scholarships

Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)
Net accrual adjustments
Revenue attributed to the period
Surplus/(deficit) from the previous year
Funds available for reporting period
Less expenses including accrued expenses
Surplus/(deficit) for reporting period

25.4 Commonwealth Research Financial Assistance

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

Note: Reported surpluses for JRE, RTS, Infrastructure, ASHER, IAP, CTS and SRE.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

	HECS-HELP		FEE-HELP		SA HELP	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
	78,344	61,406	4,563	3,457	1,940	-
	10,431	9,189	-	-	-	-
	88,775	70,595	4,563	3,457	1,940	-
	(2,285)	(558)	(264)	721	27	-
	86,490	70,037	4,299	4,178	1,967	-
	-	-	-	-	-	-
	86,490	70,037	4,299	4,178	1,967	-
	(86,490)	(70,037)	(4,299)	(4,178)	(1,967)	-
	-	-	-	-	-	-

Note	Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Costs Scholarships		Commonwealth Accommodation Scholarships		Indigenous Access Scholarships		National Priority Scholarships	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
	903	734	64	62	10	(89)	5	72	18	(30)	58	33
	134	(270)	(18)	-	261	(261)	152	(152)	-	-	-	-
2.1	1,037	464	46	62	271	(350)	157	(80)	(18)	(30)	58	33
	-	186	22	13	-	552	-	180	(13)	17	33	-
	1,037	650	68	75	271	202	157	100	5	(13)	91	33
	(1,037)	(650)	(68)	(53)	(271)	(202)	(157)	(100)	(7)	-	(12)	-
	-	-	-	22	-	-	-	-	(2)	(13)	79	33

Note	Joint Research Engagement Program		Research Training Scheme		Infrastructure		Australian Scheme for Higher Education Repositories		Commercialisation Training Scheme		Sustainable Research Excellence in Universities	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
	826	699	1,934	1,774	105	82	-	-	-	4	160	93
	-	-	-	-	-	-	-	-	-	-	-	-
2.1	826	699	1,934	1,774	105	82	-	-	-	4	160	93
	-	-	-	-	16	18	-	43	27	23	-	-
	826	699	1,934	1,774	121	100	-	43	27	27	160	93
	(826)	(699)	(1,934)	(1,774)	(121)	(84)	-	(43)	-	-	(160)	93
	-	-	-	-	-	16	-	-	27	27	-	-

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NOTES TO THE FINANCIAL STATEMENTS CONTINUED

25. ACQUITTAL OF COMMONWEALTH FINANCIAL ASSISTANCE (CONTINUED)

25.5 Other Capital Funding

	Note	Better Universities Renewal Fund		Teaching and Learning Capital Fund	
		2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)		-	-	-	-
Net accrual adjustments		-	196	2,324	705
Revenue for the period	2.1	-	196	2,324	705
Surplus/(deficit) from the previous year		-	-	-	-
Funds available for reporting period		-	196	2,324	705
Less expenses including accrued expenses		-	(196)	(2,324)	(705)
Surplus/(deficit) for reporting period		-	-	-	-

25.6 Australian Research Council

	Note	Discovery – Projects (Large Grants)		Linkage – Projects (Including Strategic Partnerships with Industry and APAI)	
		2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)		862	571	211	204
Net accrual adjustments		(564)	-	(166)	-
Revenue for the period	2.1	298	571	45	204
Surplus/(deficit) from the previous year		134	4	150	209
Adjusted Surplus/(deficit) from the previous year		-	-	-	(11)
Funds available for reporting period		432	575	195	402
Less expenses including accrued expenses		(432)	(441)	(195)	(252)
Surplus/(deficit) for reporting period		-	134	-	150

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

25.7 OS-HELP

	Notes	2012 \$'000	2011 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)		371	282
Cash Spent During the Reporting Period		(300)	(382)
Net Cash received	2.1	71	(100)
Cash Surplus/(Deficit) from the Previous Period		(84)	16
Adj to Cash Surplus/(deficit) from the previous period		84	
Cash Surplus/(Deficit) for Reporting Period	7 & 15	71	(84)

25.8 Superannuation Supplementation

	Note	2012 \$'000	2011 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	2.1	1,293	1,484
Cash Spent During the Reporting Period		(1,293)	(1,484)
Net Cash received		-	-
Cash Surplus/(Deficit) from the Previous Period		-	-
Cash Surplus/(Deficit) for Reporting Period		-	-

CERTIFICATION OF FINANCIAL STATEMENTS

DIRECTORS' DECLARATION

In the opinion of the directors of Australian Catholic University Limited:

- (a) the financial statements and notes, as set out on pages 67-107, are in accordance with the Corporations Act 2001, including:
 - (i) giving a true and fair view of the financial position of the Company as at 31 December 2012 and of its performance, as represented by the results of its operations and its cash flows, for the financial year ended on that date; and
 - (ii) complying with Australian Accounting Standards and the Corporation Regulations 2001; and
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and
- (c) the amount of Commonwealth grants expended during the reporting period was for the purposes for which it was granted.

In addition, we are not aware at the date of signing these statements of any circumstances, which would render any particulars included in the statements to be misleading or inaccurate.

Dated at Sydney this 19th day of March 2013.

Signed in accordance with a resolution of the directors:



Mr EW Exell
Director



General P Cosgrove
Director

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF AUSTRALIAN CATHOLIC UNIVERSITY LIMITED

REPORT ON THE FINANCIAL REPORT

We have audited the accompanying financial report of Australian Catholic University Limited (the Company), which comprises the statement of financial position as at 31 December 2012, and the income statement and statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, notes 1 to 25 comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

Directors' responsibility for the financial report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error. In note 1, the directors also state, in accordance with Australian Accounting Standard AASB 101 *Presentation of Financial Statements*, that the financial statements comply with International Financial Reporting Standards.

Auditors' responsibility

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

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

We performed the procedures to assess whether in all material respects the financial report presents fairly, in accordance with the *Corporations Act 2001* and Australian Accounting Standards, a true and fair view which is consistent with our understanding of the Company's financial position and of its performance.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

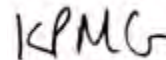
Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

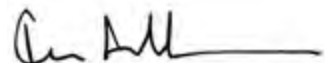
AUDITORS' OPINION

In our opinion:

- (a) the financial report of Australian Catholic University Limited is in accordance with the *Corporations Act 2001*, including:
 - (i) giving a true and fair view of the Company's financial position as at 31 December 2012 and of its performance for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards and the Corporations Regulations 2001.
- (b) the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.



KPMG
Sydney



Kevin Leighton
Partner
19 March 2013
Sydney

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DISCLAIMER

The additional financial information presented on page 112 is in accordance with the books and records of Australian Catholic University Limited which have been subjected to the auditing procedures applied in our statutory audit of the Company for the year ended 31 December 2012. It will be appreciated that our statutory audit did not cover all details of the additional financial information. Accordingly, we do not express an opinion on such financial information and no warranty of accuracy or reliability is given.

In accordance with our Firm policy, we advise that neither the Firm nor any member or employee of the Firm undertakes responsibility arising in any way whatsoever to any person (other than the Company) in respect of such information, including any errors or omissions therein, arising through negligence or otherwise however caused.



KPMG

Sydney

19 March 2013

SUPPLEMENTARY INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2012

	Notes	Operating \$'000	Capital \$'000	Total \$'000
Revenue from Continuing Operations				
Commonwealth Government Financial Assistance Excluding HELP	2.1	96,492	51,993	148,485
Higher Education Contribution Scheme (HECS-HELP)				
Student Contributions	25.2	10,431	–	10,431
Commonwealth Payments	2.1	76,059	–	76,059
FEE-HELP	2.1	4,299	–	4,299
SA-HELP	2.1	1,967	–	1,967
State Government Financial Assistance	2.2	24	–	24
Fees and Charges	2.3	48,070	3,081	51,151
Superannuation – Deferred Government Contributions		6,222	–	6,222
Consultancy and Contract Research	2.5	5,974	–	5,974
Other Revenue	2.6	6,323	14,295	20,618
Total Revenue from Continuing Operations		255,861	69,369	325,230
Expenses from Continuing Operations				
Employee Benefits	3.1	197,450	–	197,450
Depreciation and Amortisation	3.2	4,587	9,153	13,740
Buildings and Grounds Maintenance	3.3	5,332	–	5,332
Other	3.4	62,296	7,960	70,256
Total Expenses from Continuing Operations		269,665	17,113	286,778
Operating Result from Continuing Operations		(13,804)	52,256	38,452
Finance Income and Expense				
Finance Income	2.4	1,187	–	1,187
Finance Expense	4	–	(71)	(71)
Total Finance Income and Expense		1,187	(71)	1,116
Operating Result for the Period		(12,617)	52,185	39,568

additional INFORMATION

WHISTLEBLOWERS PROTECTION ACT 2001 (VIC)

Australian Catholic University (the University) has developed policies and procedures for reporting disclosures under the Whistleblowers Protection Act 2001 (Vic). No disclosures were made to the University during 2012.

No disclosures were referred during 2012 by the University to the Ombudsman for determination as to whether they were public interest disclosures.

No disclosed matters were referred to the University in 2012 by the Ombudsman.

No disclosed matters were referred during 2012 by the University to the Ombudsman to investigate.

No investigations of disclosed matters were taken over by the Ombudsman from the University during 2012.

No requests were made under Section 74 during 2012 to the Ombudsman to investigate the disclosed matters.

There were no disclosed matters that the University declined to investigate during 2012.

There were no disclosed matters that were substantiated on investigation.

Freedom of information

The University did not receive any applications under the Freedom of Information provisions of the *Victoria Health Record Act 2001*. The FOI provisions of this act apply to all private-sector organisations located in Victoria.

Associates/commercial ventures

The institution has no associates/commercial ventures for consideration in risk management.

Consultancies

The University engaged 361 consultancies with total payments during 2011 of less than \$100,000, totalling \$53,074,676.46, and five consultancies with total payments during 2011 of greater than \$100,000, totalling \$1,082,112.05

FINANCIAL MANAGEMENT ACT 1994 (FMA)

Financial statements:

- contain such information as required by the Minister
- are prepared in a manner and form approved by the Minister
- present fairly the financial transactions of the department or public body during the relevant financial year to which they relate
- present fairly the financial position of the department or public body as at the end of that year
- are certified by the accountable officer in the manner approved by the Minister.

Risk management

During 2012, the Risk Management Model of the University was reviewed and updated in line with the Australian/New Zealand Standard (AS/NZS ISO 31000:2009). The University's risk management practices are now based on an enhanced model that incorporates a Risk Appetite Statement, Risk Management Policy, Risk Management Procedure and a Risk Treatment Plan Template.

The revised Risk Management Model was launched at the ACU Leadership Retreat in August 2012, and followed with a number of workshops with senior managers and organisational units as part of an implementation plan.

Each organisational unit is responsible for maintaining an Organisational Unit Risk Register that is continually monitored with annual updates provided to the Planning, Quality and Risk Committee.

The development of the University-wide Risk Register is based on sector analysis, consultation with senior staff and input from organisational units. The register is a 'living document' which is updated regularly and reviewed by the Senate's Audit and Risk Committee.

In April 2012, the Planning and Quality Committee's responsibility was extended to include the University's management of risk and was renamed the Planning, Quality and Risk Committee. The committee works to further develop, implement and integrate the University's planning, quality and risk management systems. This includes processes to assure the quality of higher education provision is in line with the Higher Education Standards Framework and the Tertiary Education Quality and Standards Agency (TEQSA).

Australian/New Zealand Risk Management Standard Statement

I, John Ryan, certify that Australian Catholic University has risk management processes in place consistent with the Australian/New Zealand Risk Management Standard (AS/NZS ISO 31000:2009) and an internal control system is in place that enables the executive to understand, manage and satisfactorily control risk exposures. The audit committee verifies this assurance and that the risk profile of Australian Catholic University has been critically reviewed within the past 12 months.



John Ryan
Director of Finance
Australian Catholic University
31 March 2013

Grievance management/ complaints

The University continues to be proactive in ensuring staff are aware of their rights and responsibilities in relation to harassment, discrimination and bullying. The U@ACU induction workshops, attended by all new staff members, include a session that focuses on these issues. New staff members also undertake compulsory online training in workplace behaviour. The Eliminate Workplace Bullying compliance levels for 2012 were 74 per cent, and for Workplace Discrimination and Harassment the compliance levels were 71 per cent.

In 2012, Discrimination and Harassment Advisers (DHAs) received refresher training to provide them with updated information on discrimination and harassment legislation and case law, and allowed for information-sharing and networking. This training recognises that DHAs play a vital part in the University's grievance management process.

Quarterly briefings, "Dealing with Discrimination" and "Bullying and Harassment" were conducted by videoconference in 2012. The sessions provided staff members and supervisors with practical and proactive ways to deal with concerns regarding discrimination, harassment and bullying.

The University also provided opportunities for staff to learn skills in more effectively managing their working relationships through courses such as:

- Manage and Defuse Challenging Situations
- Building High Performance Teams
- Leading Virtual Teams
- Strategic Recruitment and Selection
- Communication Excellence
- Indigenous Cultural Diversity – Valuing the Difference
- Service Brilliance

Advancement of women in the workplace

Throughout 2012, ACU continued to hold the status of Equal Opportunity for Women in the Workplace Agency (EOWA) Business Achievement Award winner for 'Leading Organisation for the Advancement of Women (more than 800 employees)'. The Award was presented in 2011 and applied for two years. Further, ACU's outstanding achievement in EOWA reporting in 2011 resulted in a waiver from reporting in 2012.

Under the new *Workplace Gender Equality Act 2012*, future reports on ACU's gender equality outcomes will focus on both men and women in the workplace. ACU is well positioned for these changes in gender equality reporting, as the generous 12-month's paid parental leave policy for the primary care giver has had a steady uptake by male staff members in 2012. Further, in 2012 ACU achieved a 100% retention rate of staff returning to work after parental leave, a 9% increase from 2011.

ACU representation of women in ACU's workforce increased to 69.4% with greater representation at senior levels. Gender representation at executive levels is now balanced, with half of ACU's senior leaders being women. In June 2012, the University appointed a Professor Pauline Nugent to the inaugural position of Provost.

This increase in balanced gender composition at higher levels of the University has increased women's pay equity to a rate of 89.47% across academic and professional staff.

Indigenous Cultural Diversity-Respecting the Difference Training Workshops

These workshops are an ongoing initiative of the University's Indigenous Employment Strategy. They were held in August and September 2012, and co-facilitated by guest presenter Cleonie Quayle and the Indigenous Employment Officer. The workshop highlights included presentations from Centre for Indigenous Education and Research staff and members of the local Indigenous Community for each campus to ensure there was local context. Evaluation of the workshops was extremely positive.

Paid parental leave scheme

The University continues to have one of the country's most generous paid parental leave schemes, offering mothers 12 weeks' leave on full salary followed by 60 per cent of their salary for 40 weeks. In addition, fathers are able to access three weeks' leave on full salary. The new Enterprise Agreement now provides all eligible staff members who are the primary caregiver access to paid parental leave at the rate of 60 per cent of their salary for 40 weeks. The paid parental leave schemes operate in addition to the Government's Paid Parental Leave scheme, which was implemented in 2011.

ADDITIONAL INFORMATION CONTINUED

Occupational health and safety (OH&S)

The University continues to effectively support the health, safety and wellbeing of its staff and students. To ensure consistency with the new harmonised Work Health and Safety (WHS) Act, a WHS Harmonisation Implementation project team is revising key WHS policies and procedures. A major outcome of the project was the Vice-Chancellor's approval in December 2012 of the new ACU WHS & Wellbeing Policy.

Key strategic WHS matters were reported to the Senate and the Executive Planning Group, to ensure their understanding and knowledge of WHS matters, potential WHS risks across the University, and their legislated duties and responsibilities.

During 2012, the University held WHS induction sessions at all campuses, with local managers and supervisors playing an important role. WHS compliance online training supplements the induction sessions, and since the introduction of this online training program in 2009, ACU has achieved a compliance rate of 93% for the WHS Legal Compliance Course, and 77% for the WHS Management Course.

Staff participation in the 2012 Staff Influenza Vaccination Program remained strong, with a total of 466 ACU staff (31% of eligible staff) receiving vaccinations.

The University's Employee Assistance Program (EAP), using ACCESS Programs, provides ACU staff and their immediate families with access to confidential professional counselling services, and helps staff with any personal or work-related problems. In 2012, 5.2% of eligible staff used the service. ACCESS Programs also delivered a series of half-day workshops on managing and diffusing challenging situations at all six campuses.

Public funds

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

COMPETITION AND CONSUMER ACT AND NATIONAL COMPETITION POLICY

Australian Catholic University acknowledges its obligations under the *Commonwealth Competition and Consumer Act 2010* (the Act) and National Competition Code.

All staff have been made aware of the University's obligations, however staff only in identified roles undertake the online training and therefore understand their personal obligations under the Act.

The University practises competitive neutrality in relation to relevant significant business activities. Identified staff are required to undertake *Competition and Consumer Act* training to keep up to date with current legislation

Quality assurance and ESOS Act

Australian Catholic University complies with the *Education for Overseas Students Act 2000*, the National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students 2007 and the *Queensland Education (Overseas Students) Act 1996*. The University provides a national compliance coordinator, responsible for conducting regular compliance audits to affirm we meet our legislative requirements.

BUILDING ACT 1993

All building works are designed to comply with the *Building Act 1993*. To ensure all new buildings and works relating to existing buildings comply with current building standards and codes, where required, the projects are referred to an independent building surveyor for certification. When certified, the plans are lodged with the local municipal council for information.

When required, building surveyors issue a Certificate of Occupancy or a Certificate of Final Inspection upon completion of works.

When building practitioners are engaged to carry out works for the University, only registered building practitioners are used and registration is confirmed prior to engagement. Registration is maintained during the engagement and there have been no cases of building practitioners becoming deregistered while engaged by the University.

Works carried out by external consultants or contractors are not exempt from the 10-year liability cap. Works performed wholly by University staff are covered by the University's professional indemnity insurance, up to a limit of \$10 million per any one claim.

Additional information available on request

As required under the *Financial Management Act 1994* (Vic), details on the items below are available on request from:

Chief Operating Officer
ACU North Sydney Campus
PO Box 968
North Sydney NSW 2059

- Changes in prices, fees, charges, rates and levies
- Declarations of pecuniary interests
- Overseas visits
- Shares held by senior officers
- Industrial relations

COMPLIANCE INDEX

The Annual Report of Australian Catholic University is prepared in accordance with:

FMA	<i>Financial Management Act 1994 (Vic)</i>
FRD	A-IFRS Financial Reporting Directions
SD	Standing Directions of the Minister for Finance issued under the <i>Financial Management Act 1994 (Vic)</i>
AAS	Australian Accounting Standards
AASB	Australian Accounting Standards Board
ETRA	<i>Education and Training Reform Act 2006</i>
PAEC	Decision of Public Accounts and Estimates Committee of Parliament
RUG	Victorian Government Response to the Review of University Governance
ESOS	<i>Education Services for Overseas Students Act 2000</i>
DEEWR	Commonwealth Government Department of Education, Employment and Workplace Relations.

No.	Clause	Disclosure	Page
Standing Directions for the Minister for Finance (SD)			
1	SD 4.2(g)	The Report of Operations of the institution should: <ul style="list-style-type: none"> • Include qualitative and quantitative information on the operations of the institution • Be prepared on a basis consistent with the financial statements prepared by the Public Sector Agency pursuant to the <i>Financial Management Act 1994</i> • Provide users with general information about the entity and its activities, operational highlights for the reporting period, future initiatives and other relevant information not included in the financial statements 	2–121, 75, 114
2	SD 4.2(h)	Report of Operations is prepared in accordance with Financial Reporting Directions	75, 108, 109
3	SD 4.2(j)	Report of Operations is signed and dated by Chancellor or equivalent and includes date of Council Meeting at which Annual Report was approved 19th March 2013	68, 108
4	SD 4.2(a)	Financial statements are prepared in accordance with: <ul style="list-style-type: none"> • Australian Accounting Standards (AAS and AASB standards) and other mandatory professional reporting requirements • Financial Reporting Directions • Business Rules 	75, 79, 108
5	SD 4.2(b)	Financial statements available, including: <ul style="list-style-type: none"> • Income Statement • Balance Sheet • Statement of Recognised Income and Expense • Cash Flows Statement • Notes to the financial statements 	70 72 70, 71 74 75–107
6	SD 4.2(c)	Signed and dated statement by Accountable Officer stating that financial statements: <ul style="list-style-type: none"> • present fairly the financial transactions during reporting period and the financial position at end of the period • were prepared in accordance with Standing Direction 4.2 (c) and applicable Financial Reporting Directions • comply with applicable Australian Accounting Standards (AAS and AASB standards) and other mandatory professional reporting requirements 	108

COMPLIANCE INDEX CONTINUED

No.	Clause	Disclosure	Page
7	SD 4.2(d)	Financial statements are expressed in the nearest dollar except where the total assets, or revenue, or expenses of the institution are greater than: <ul style="list-style-type: none"> • \$10,000,000, the amounts shown in the financial statements may be expressed by reference to the nearest \$1,000; and • \$1,000,000,000, the amounts shown in the financial statements may be expressed by reference to the nearest \$100,000 	68
8	SD 4.2(e)	The financial statements were reviewed and recommended by the Audit Committee or Responsible Body prior to finalisation and submission	69, 108, 109, 110
9	SD 4.5.5 (NEW)	Attestation on compliance with the Australian/New Zealand Risk Management Standard	112

A-IFRS Financial Reporting Directions (FRD)

10	10	Disclosure Index	115–117
11	11	Disclosure of Ex-gratia Payments	n/a
12	07A	Early Adoption of Authoritative Accounting Pronouncements	n/a
13	17A	Long-Service Leave Wage Inflation and Discount Rates	84, 90
14	19	Private Provision of Public Infrastructure	n/a
15	21A	Responsible Person and Executive Officer Disclosure in the Financial Report	97
16	22B	Standard Disclosures in the Report of Operations	98, 99, 100
17	25	Victorian Industry Participation Policy in the Report of Operations	n/a
18	26A	Accounting for VicFleet Motor Vehicle Lease Arrangements on or after 1 February 2004	n/a
19	102	Inventories	86, 87, 88
20	104	Foreign currency	100
21	106	Impairment of assets	77
22	107	Investment properties	n/a
23	109	Intangible assets	77, 89
24	110	Cash Flow Statements	74, 101, 102
25	112A	Defined benefit superannuation obligations	90, 91, 92
26	113	Investments in Subsidiaries, Jointly Controlled Associates and Entities	n/a
27	114	Financial Investments	76, 86

Department of Education, Employment and Workplace Relations (DEEWR)

28	FRD 22B DEEWR	Within the context of the strategic directions as outlined in the institution's Strategic Plan, the report should set out: <ul style="list-style-type: none"> • The operational and budget objectives of the institution for the financial year • Performance against those objectives including significant activities and achievements during the year • The report should use appropriate performance indicators and ideally include some comparative analysis including, but not limited to: <ul style="list-style-type: none"> – Enrolments, graduations, student performance (eg progression/attrition) – Student satisfaction, graduate outcomes, access and equity – Enrolment flexibility, student demand, staff profile, research performance and financial performance position 	95–107
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No.	Clause	Disclosure	Page
29	DEEWR	The Annual Report should contain information with respect to the governance and administrative structure of the institution including: <ul style="list-style-type: none"> • The names of the members of the Council and their method of appointment term of office, years served on Council, qualifications and experience, membership of other boards, disclosure of interests, information on the Committees of the Council, number of meetings attended by each member • The names of occupants of senior offices and a brief description of the area of responsibility of each office • Details of indemnity for members of Council and senior officers. 	11–17, 65, 66, 67, 68, 108, 109
30	DEEWR	Outline of student and staff grievance procedures and number of complaints made to, and investigated by, the Ombudsman	113
31	DEEWR	Details of information available on the institution's website, including locations of current and previous annual reports	122
32	DEEWR	Compliance of financial statements with the <i>Financial Statement Guidelines for Australian Higher Education Providers for 2007 Reporting Period</i> issued by DEEWR	64–110
Financial Management Act 1994 (Vic) (FMA)			
		Financial statements:	112
33	49(a)	• Contain such information as required by the minister	
34	49 (b)	• Are prepared in a manner and form approved by the minister	
35	49 (c)	• Present fairly the financial transactions of the department or public body during the relevant financial year to which they relate	
36	49 (d)	• Present fairly the financial position of the department or public body as at the end of that year	
37	49 (e)	• Are certified by the accountable officer in the manner approved by the minister	
Government Response to the Review of University Governance (RUG)			
38	RUG	Statement outlining that public funds allocated to the University have been allocated to the purposes specified by the Government or other public funding body. Statement is audited by the Auditor-General	114
39	RUG	University Council's risk management strategy	112
40	RUG	Summary of financial performance of Associates and Commercial Ventures	n/a
Education Services for Overseas Students Act 2000 (ESOS)			
41	ESOS	Statement indicating compliance with <i>ESOS Act 2000</i> and the National Code (National Code 2007 – of Practice for Registration Authorities and Providers of Education and Training Sections C and D) to Overseas Students (National Code 2007)	114
Education and Training Reform Act 2006 (ETRA 2006)			
42	ETRA 2006, s. 3.2.8	Statement on compulsory non-academic fees, subscriptions and charges payable in the preceding financial year	n/a
Decision of Public Accounts and Estimates Committee of Parliament (PAEC)			
43	PAEC (December 1997)	Financial and other information relating to the institution's international operations	40–43, 82

state indexes

VICTORIA



Australian Catholic University has two campuses in Victoria: one in Ballarat and one in Fitzroy, Melbourne. Since the University is run as a single entity, with six campuses in four states/territories, the financial information is not broken down by state/territory.

Much of the information in the Report of Operations (pages 1–63) includes specific mentions of states and campuses. All staff, student and graduate statistics are broken down by state/territory and by faculty.

Events of the year are detailed in the body of the report. The many significant occasions in 2012 for the Victorian campuses included:

- construction of The Daniel Mannix Building
- launch of the Faculty of Law.

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



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NEW SOUTH WALES



North Sydney Campus



Strathfield Campus

Australian Catholic University has two campuses in New South Wales: one in the North Sydney business district and one in Strathfield, an established suburb of western Sydney. Since the University is run as a single entity, with six campuses in four states/territories, the financial information is not broken down by state/territory.

Much of the information in the Report of Operations (pages 1–63) includes specific mentions of states and campuses. All staff, student and graduate statistics are broken down by state/territory and by faculty.

Events of the year are detailed in the body of the report. The many significant occasions in 2012 for the New South Wales campuses included:

- construction of the North Sydney Campus Chapel
- Bachelor of Arts (Psychology) launched at Strathfield campus.

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

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state indexes

QUEENSLAND



Australian Catholic University has one campus in Queensland, at Banyo, a northern suburb of Brisbane.

Since the University is run as a single entity, with six campuses in four states/territories, the financial information is not broken down by state/territory.

Much of the information in the Report of Operations (pages 1–63) includes specific mentions of states and campuses. All staff, student and graduate statistics are broken down by state/territory and by faculty.

Events of the year are detailed in the body of the report. The many significant occasions in 2012 for the Brisbane Campus included:

- construction of the ACU Health Clinic
- continuing strong cultural links with the community, in choral and other music, drama and art exhibitions.

The following index provides a list of general information about the Brisbane Campus and where to find it.

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AUSTRALIAN CAPITAL TERRITORY



Canberra Campus

Australian Catholic University has one campus in the Australian Capital Territory, in Canberra.

Since the University is run as a single entity, with six campuses in four states/territories, the financial information is not broken down by state/territory.

Much of the information in the Report of Operations (pages 1–63) includes specific mentions of states and campuses. All staff, student and graduate statistics are broken down by state/territory and by faculty.

Events of the year are detailed in the body of the report.

Significant events at the Canberra Campus during 2012 included:

- continued involvement in public debate by the Public Policy Institute, based in Canberra, and its executive director, Professor Scott Prasser
- involvement in community development projects with community service providers and through sport.

The following index provides a list of general information about the Canberra Campus, and where to find it.

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contacts

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Australian Catholic University
PO Box 968 North Sydney
NSW 2059 Australia

Tel +61 2 9739 2540

Fax +61 2 9739 2978

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our_university/publications](http://www.acu.edu.au/about_acu/our_university/publications)

Annual reports online

The 2012 report and those for
2004–2011 are available online at:
www.acu.edu.au/annualreports

Campus contacts

The contact details for each of ACU's
six campuses are available on the back
cover of this report.

**Please note that all figures in the
2012 Annual Report are correct as
at 9 September 2012.**

Ballarat Campus (Aquinas)

www.acu.edu.au/ballarat

Tel +61 (0)3 5336 5300 Fax +61 (0)3 5336 5305

1200 Mair Street Ballarat Vic 3350

PO Box 650 Ballarat Vic 3353 Australia

Brisbane Campus (McAuley at Banyo)

www.acu.edu.au/brisbane

Tel +61 (0)7 3623 7100 Fax +61 (0)7 3623 7105

1100 Nudgee Road Banyo Qld 4014

PO Box 456 Virginia Qld 4014 Australia

Canberra Campus (Signadou)

www.acu.edu.au/canberra

Tel +61 (0)2 6209 1100 Fax +61 (0)2 6209 1105

223 Antill Street Watson ACT 2602

PO Box 256 Dickson ACT 2602 Australia

Melbourne Campus (St Patrick's)

www.acu.edu.au/melbourne

Tel +61 (0)3 9953 3000 Fax +61 (0)3 9953 3005

115 Victoria Parade Fitzroy Vic 3065

Locked Bag 4115 Fitzroy MDC Vic 3065 Australia

North Sydney Campus (MacKillop)

www.acu.edu.au/northsydney

Tel +61 (0)2 9739 2368 Fax +61 (0)2 9739 2342

40 Edward Street North Sydney NSW 2060

PO Box 968 North Sydney NSW 2059 Australia

Strathfield Campus (Mount Saint Mary)

www.acu.edu.au/strathfield

Tel +61 (0)2 9701 4000 Fax +61 (0)2 9701 4105

25A Barker Road Strathfield NSW 2135

Locked Bag 2002 Strathfield NSW 2135 Australia

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

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