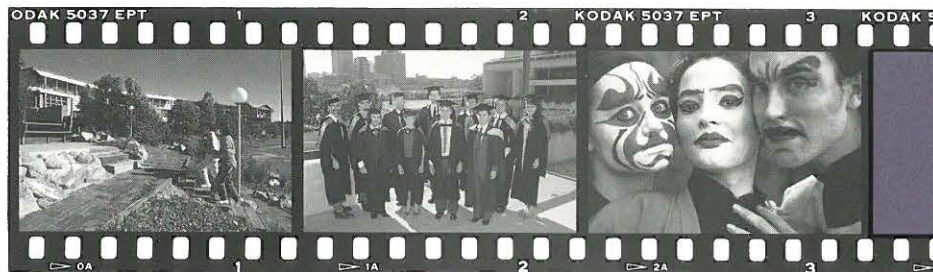
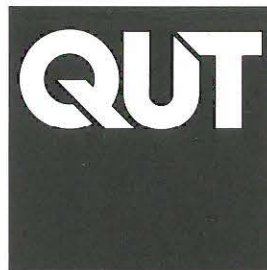
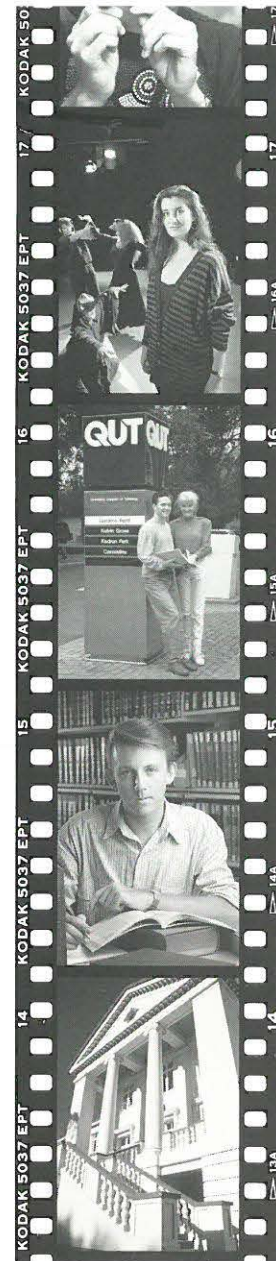
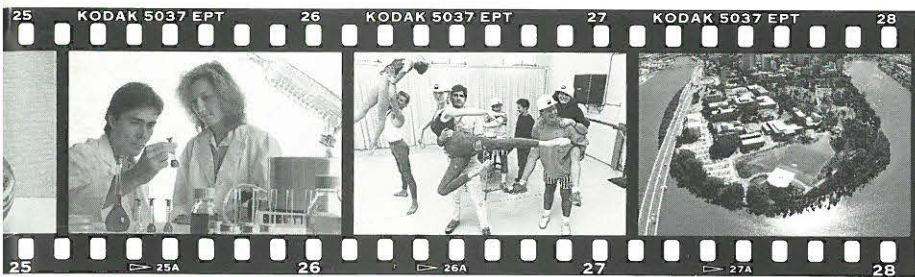


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## A UNIVERSITY FOR THE REAL WORLD



ANNUAL REPORT 1990

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**Q**UT's report for the calendar year 1990 was prepared to meet obligations under the "Queensland University of Technology Act 1988-90" and the "Financial Administration and Audit Act 1977-1991".

The report will also be mailed to people with an interest in QUT's achievements and in how almost \$100 million of taxpayers' funds was applied in the year. These people include leaders in education, business and government, and staff, students and alumni.

On 1 May 1990, Brisbane College of Advanced Education and QUT combined operations to form a new QUT of almost double the size and representing a wider range of disciplines. The 1990 year then represents the foundation year for the new QUT which accounts for the absence of historical comparative data in this report. Also, the report is organised according to the new, post-amalgamation academic/administrative structure of QUT which was approved in 1990 and effective from 1 January 1991.

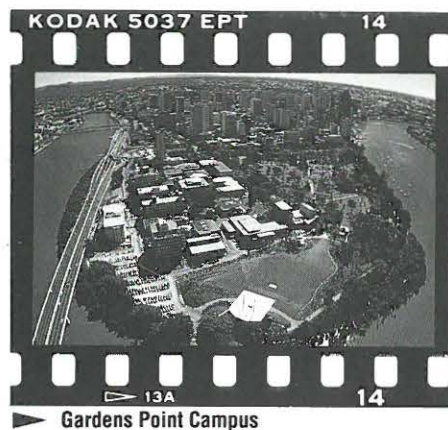
The report was due by 30 April 1991. It was delayed by problems associated with consolidation of information following one of the largest university amalgamations in Australia. The audit of accounts was not finalised until 2 August 1991.

In order to meet State Government cost-cutting guidelines on annual report production, the report was prepared and printed entirely within the University.

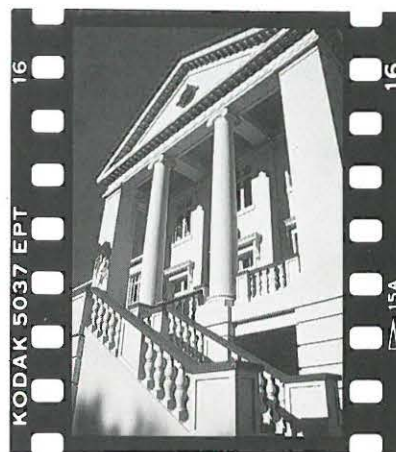
### QUT TODAY

QUT is one of Australia's newest and largest universities with 22 000 students and 2400 full-time staff. Quality of teaching, employability of graduates and applying research expertise for the benefit of the community are its prime concerns.

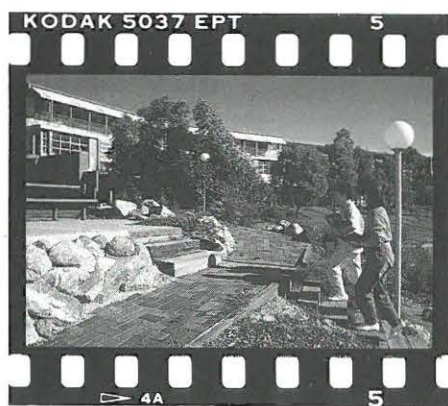
With an annual budget of \$190 million in 1991 (80 percent comes from the Commonwealth Government), the new QUT has four Brisbane campuses at Gardens Point (city), Kelvin Grove, Kedron Park and Carseldine, and a centre (in future a campus) on the Sunshine Coast. Most professional fields are covered by eight faculties: Arts, Built Environment and Engineering, Business, Education, Health, Information Technology, Law, and Science.



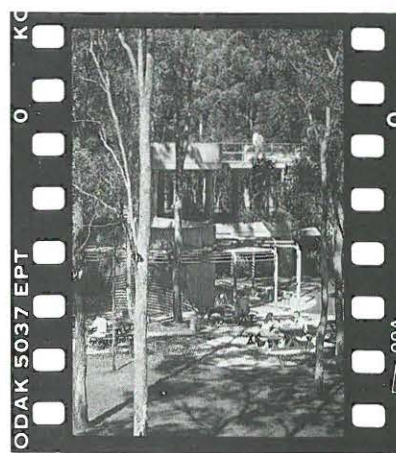
Gardens Point Campus



Kelvin Grove Campus



Kedron Park Campus



Carseldine Campus



Academic programs are offered from associate diploma through to doctorate levels, with most enrolments in bachelor degrees. Undergraduate courses aim to give students a balance of theory and practical skills to prepare them for professional employment. This is achieved through close involvement of employers and professional bodies in course planning and lecturing. Also, a large proportion (40 percent) of students attend part-time, providing real-world perspectives in the class room. Postgraduate programs provide for career development or pursuing research interests.

QUT is the most popular university in Queensland in terms of students expressing a first preference for undergraduate entry – there are between two and three applicants for each place available. It also has one of the best graduate employment rates of Australia's 37 universities.

The University serves Brisbane and Queensland primarily. Students are of high standard and include some of the brightest in the state. About 700 students (1991) come from overseas, paying full tuition fees.

In addition to the formal courses, the University conducts hundreds of short continuing education courses and seminars. These include updating courses for professionals, special training programs for organisations, and bridging programs in science and technology for university entry.

Complementing its education role, QUT has a strong record in applied research, consulting and testing services for industry and community groups. Turnover in research and expert consulting services exceeds \$10 million a year and has resulted in successful product development joint ventures worth millions of dollars in export income for Australia. Research activity is concentrated in 11 centres.

As well as academic buildings and laboratories, the QUT campuses have major library and computer facilities, dining, club and sporting amenities, and health, counselling and child care services. Over the next five years, a \$100 million building program will provide for substantial growth in enrolments and consolidate faculties following amalgamation. It will also provide the University's first student residences.

## HISTORY

QUT, formerly the Queensland Institute of Technology (QIT), was recognised by the State Government as a university in 1989. Then, in 1990, the Brisbane College of Advanced Education (BCAE) amalgamated with QUT, forming a large and diverse university. But QUT's roots go back to the beginnings of technical education and teacher education in Queensland early this century.

In 1965 the State Government established QIT to meet growing needs of industry for managers and technologists. Brisbane's only central-city campus, QIT took over professional courses of the Central Technical College, its predecessor on the same historic campus since 1914.

QIT evolved as a major, quality higher education institution, specialising in technology, business and law. From the beginning, employers and the professions were closely involved in the design and teaching of courses to ensure graduates had a balance of theory and practical skills to prepare them for the work place. Also, academics engaged in problem solving for industry, keeping their skills up to date and forming a solid applied research base for the future university.

The "Queensland University of Technology Act 1988" granted wider powers in academic programs and research ventures.

QUT's recent amalgamation partner, BCAE, had its origin in colleges of teacher education early this century but also included major fields of business, health and welfare, early childhood and the arts. BCAE had three north Brisbane campuses.

QUT and BCAE had in common the role of vocational education for the professions.



## QUT HIGHLIGHTS 1990

## Amalgamation

- ▶ BCAE combined with QUT to form one of Australia's largest universities
- ▶ a structure was finalised for the new QUT, reflecting its diversity
- ▶ most senior positions were filled under the new structure.

## Teaching

- ▶ students applying in 1990 made QUT Queensland's most popular university
- ▶ QUT rated second university in Australia for employment of graduates
- ▶ enrolments topped 20 400, 50.5 percent female, three percent from overseas
- ▶ eight new courses were introduced and three were upgraded
- ▶ four under-represented groups were targeted for improved access and support.

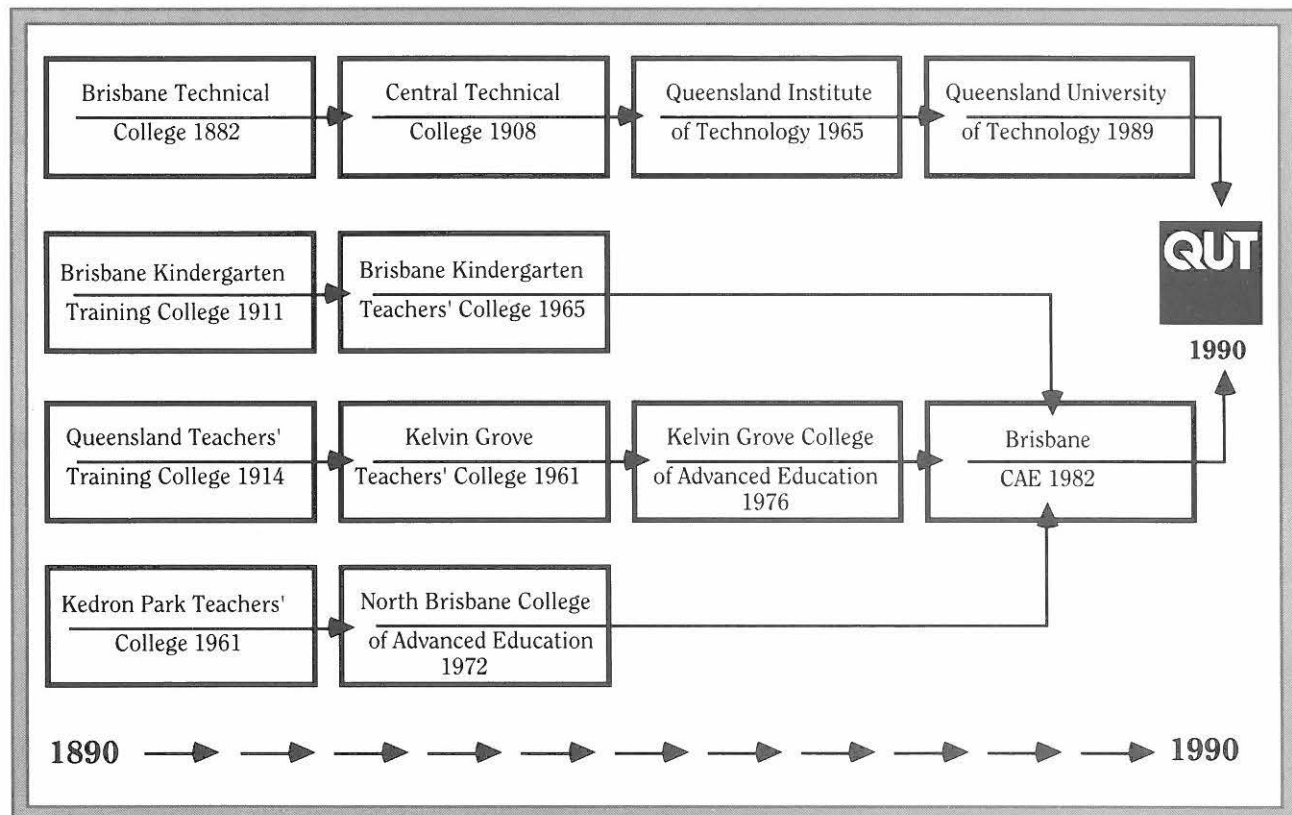
## Research

- ▶ QUT won \$750 000 in ARC grants compared with \$390 000 the year before
- ▶ the first \$976 000 was received from DEET for research infrastructure
- ▶ four applications were successful for National Teaching Company schemes
- ▶ four new University funded centres were approved.

## Service

- ▶ continuing education programs for the professions turned over \$1.5 million
- ▶ consulting and testing services to industry generated \$5.6 million
- ▶ a \$1.8 million national contract was won for training staff in aged care homes.

## DEVELOPMENT OF THE NEW OUT



## QUT COUNCIL MEMBERSHIP

**U**nder the QUT Act, the term of the inaugural QUT Council finished on 30 June 1990. Membership of the new Council from 1 July 1990 reflects the diversity of the amalgamated University. All members who served on Council in 1990, with details of their affiliations at that time, are listed below. Council, which decides QUT policy within the Act, met nine times during 1990.

### Chancellor

Mr V B PULLAR, BEng(Hons) *Qld*, FIEAust, MACE  
Chairman, South Bank Corporation  
Chairperson – Planning and Resources Committee

### Deputy Chancellors

Mr K J DAVIES, LS, FIS Aust, MAIC, JP  
Surveyor-General, Department of Lands  
Member – Planning and Resources Committee,  
Computing Planning Committee  
Completed term 30 June 1990

Mr J J W SIGANTO, BE *Qld*, FIEAust, MAIRAH,  
FASHRAE, RPEQ  
Chairman of Directors, Siganto and Stacey Pty Ltd  
Member – Planning and Resources Committee  
Appointed Deputy Chancellor 11 July 1990

### Nominees of the Minister for Education

Mr P D BEATTIE, BA LLB *Qld*  
Member Legislative Assembly  
Member – Planning and Resources Committee  
Appointed 1 July 1990

Mrs E A BYRNE HENDERSON  
Governing Director, Byrne Ford Pty Ltd  
Member – Staff Committee  
Completed term 30 June 1990

Mr K H DREDGE, BE *Syd.*, BEcon *Qld*, FIEA, FAIMM,  
MIRSQ  
Director and Executive General Manager – Metals,  
MIM Holdings Ltd  
Member – Planning and Resources Committee  
Appointed 1 July 1990

Mr E F F FINGER, BE *Qld*, MEngSc *NSW*, FIEAust,  
FAIM  
Director-General, Department of the Premier,  
Economic and Trade Development  
Member – Planning and Resources Committee  
Appointed 1 July 1990

Mrs M M L FORDE, LLB *Qld*, DipMedTech *Ottawa*  
Partner, Cannan and Peterson Solicitors  
Nominee of Council January – June 1990  
Nominee of Minister from 1 July 1990

Dr D K B FRASER, MBBS *Qld*, FRCP *Edin.*, FRACP  
Medical Superintendent, Royal Children's Hospital  
Chairperson – Staff Committee May – June 1990  
Member – Planning and Resources Committee  
Completed term 30 June 1990

Ms K A HART, BEdSt *Qld*, DipTeach *KGCAE*,  
LSDA *Trin.*  
Principal, Newmarket State High School  
Appointed 1 July 1990

Dr C HIRST, MBBS BEdSt *Qld*  
Medical Director, The Wesley Breast Clinic  
Member – Academic Committee, Planning and  
Resources Committee  
Appointed 1 July 1990

Mr L N LEDLIE, BEcon *Qld*  
Commissioner, Industrial Relations Commission  
Chairperson – Staff Committee  
Appointed 1 July 1990

Dr M D MAHONEY, MBBS *Qld*, FRACGP, FAIM  
State Director, RACGP Family Medicine Program  
Member – Biomedical Ethics Committee, Planning  
and Resources Committee  
Completed term 30 June 1990

Mr N C WATSON, ME *Qld*, FIE Aust, FAIM, MAICD  
Executive General Manager (Country Division),  
Telecom Australia  
Completed term 30 June 1990

### Nominee of the Director-General of Education

Mr L J DWYER, BA BEd MEdSt *Qld*, MA *Lond.*, FACE,  
PETA, ARA, QISEO  
Executive Director, Review and Evaluation  
Department of Education  
Member – Planning and Resources Committee

### Nominees of Council

Mr A R BAXTER, BSc DipEd *Qld*, MACS  
General Manager, UNISYS (Australia) Pty Limited  
Completed term 30 June 1990, reappointed  
22 August 1990

Mr D MARTINDALE, GradDipBus(IndRel) *BCAE*  
Assistant Secretary, Trades and Labor Council of  
Queensland  
Appointed 22 August 1990



### **Elected non-academic staff**

Ms L A HERON, BA *Qld*, GradDipLibSc *QIT*  
Campus Librarian, QUT Carseldine  
Member – Staff Committee  
Appointed 1 July 1990

Ms M McPHERSON, BA *ANU*, DipLib *NSW*  
Senior Librarian, QUT Gardens Point  
Appointed 1 July 1990

Mr W G RYAN, BSc(Hons) *Qld*, MAPsS, MAITEA,  
MAITD  
Staff Development Manager  
Member – Staff Committee  
Completed term 30 June 1990

### **Elected academic staff**

Associate Professor D BLACKMUR, BEcon(Hons)  
MLitSt PhD *Qld*, MACE  
Head, School of Human Resource Management and  
Labour Relations

Mr T G LEWIS, BSc BEd *Qld*, MSc *Aston*, MSc *Griff.*,  
Lecturer, School of Physics

### **Member – Staff Committee**

Dr S V McLEAN, DipTeach *BKTC*, BEdSt *Qld*,  
MEd PhD *Arizona*  
Senior Lecturer, School of Early Childhood  
Member – Academic Appeals Committee  
Appointed 1 July 1990

Professor G P PALMER, BSocSci *Birm.*, MSc *Lond.*,  
PhD *City*  
Director, Key Centre in Strategic Management  
Member – Academic Committee,  
Research Management Committee  
Completed term 30 June 1990

### **Elected students**

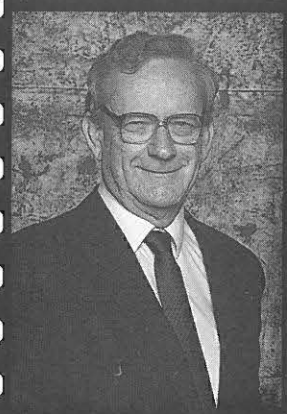
Ms L A CHESSER  
Member – Academic Committee  
Appointed 7 March 1990, resigned 21 February 1991

Ms R H DOO, DipTeach (Primary) *BCAE*  
Member – Academic Appeals Committee  
Appointed 1 July 1990

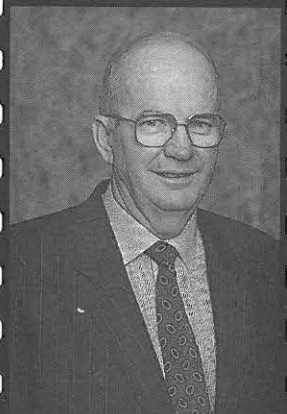
Mr M J KENNEDY  
Resigned February 1990

Mr J G KLUPP  
Completed term 30 June 1990

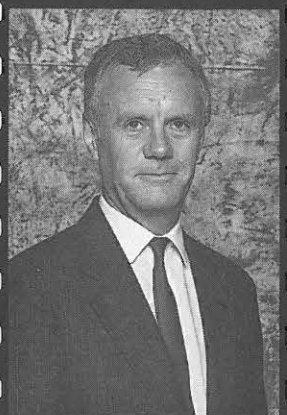
Mr V B Pullar, Chancellor



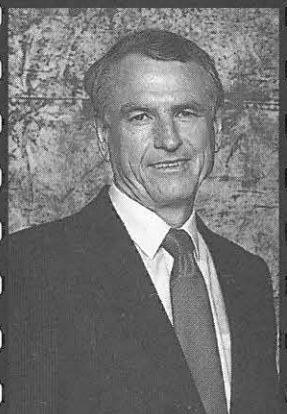
Mr J J W Siganto, Deputy Chancellor



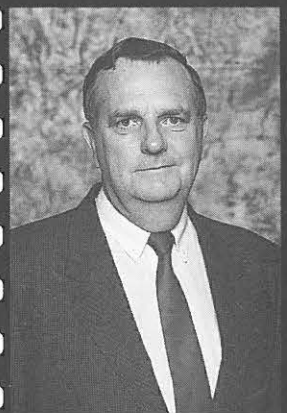
Professor R D Gibson, Vice-Chancellor



Professor T C Dixon, Deputy Vice-Chancellor



Mr B S Waters, Registrar



### Elected Convocation members

Mrs J P DUNLEAVY, BBus(PubAdmin) *QIT*, MBus(Mgt) *QUT*

Marketing Officer, Telecom Australia  
Member – Academic Committee, Convocation  
Standing Committee  
Appointed 1 July 1990

Miss M A MULDOON, GradDipEdAdmin *BCAE*, *FACEA*, *FQIEA*

Principal, State Special School, Royal Children's  
Hospital

Member – Academic Committee, Convocation  
Standing Committee  
Nominee of Minister January – June 1990  
Convocation member from 1 July 1990

Mr M G CATHCART, BBus(PubAdmin) *QIT*,  
GradDipTeach *BCAE*, *FAMI*, *AACS*

Partner, Hall Brown and Stephens  
Completed term 30 June 1990

Mr P J McGAHAN, BAppSc(IndChem)  
GradDipBusAdmin *QIT*

Manager, Warehouse and Distribution, Castlemaine  
Perkins Limited

Member – Planning and Resources Committee,  
Academic Committee  
Completed term 30 June 1990

### Executive

Professor R D GIBSON, BSc (Hons) *Hull*, MSc PhD  
*N'cle(UK)*, DSc *CNA*, *FIMA*, *FAIM*  
Vice-Chancellor

Chairperson – Management Committee  
Member – QUT Council, Planning and Resources  
Committee, Academic Committee  
Ex officio member of every QUT board and committee

Professor T C DIXON

Deputy Vice-Chancellor, BEd(Hons) MA *Qld*,  
LittM *NE*, PhD *RPI*

Chairperson – Academic Committee, Academic Appeals  
Committee, Research Management Committee  
Member – Management Committee, Planning and  
Resources Committee, Academic Committee,  
Staff Committee

Mr B S WATERS, BComm *Qld*, AAUQ(Prov)

Registrar  
Chairperson – Staff Committee  
Member – Academic Committee, Management

Committee, Planning and Resources Committee, Staff  
Committee

Secretary – QUT Council

Professor A CUMMING, MA(Hons) *Auck.*, PGCE *Lond.*,  
PhD *Otago*, FRHistS

Acting Pro-Vice-Chancellor (Academic)  
Chairperson – Academic Committee, Academic  
Processes and Rules Committee  
Member – Management Committee, Computing  
Planning Committee  
(Appointed 1 May 1990)

Professor O P Coaldrake, BA (Hons) PhD

Acting Pro-Vice-Chancellor (Research)  
Chairperson – Research Management Committee  
Member – Academic Committee, Management  
Committee, Planning and Resources Committee  
Resigned March 1990

Professor K F Bowman, LOsc, BScOptom MScOptom  
*Melb.*, FAAO

Acting Pro-Vice-Chancellor (Research)  
Chairperson – Research Management Committee  
Member – Academic Committee, Management  
Committee, Planning and Resources Committee  
Appointed 11 April 1990

### 1991 EXECUTIVE

The current executive of QUT, following appointments  
effective in 1991 to positions created in the new  
structure in 1990 is:

Vice-Chancellor – Professor Dennis Gibson

Deputy Vice-Chancellor – Professor Tom Dixon

Pro-Vice-Chancellor (Academic) – Professor Jan Reid

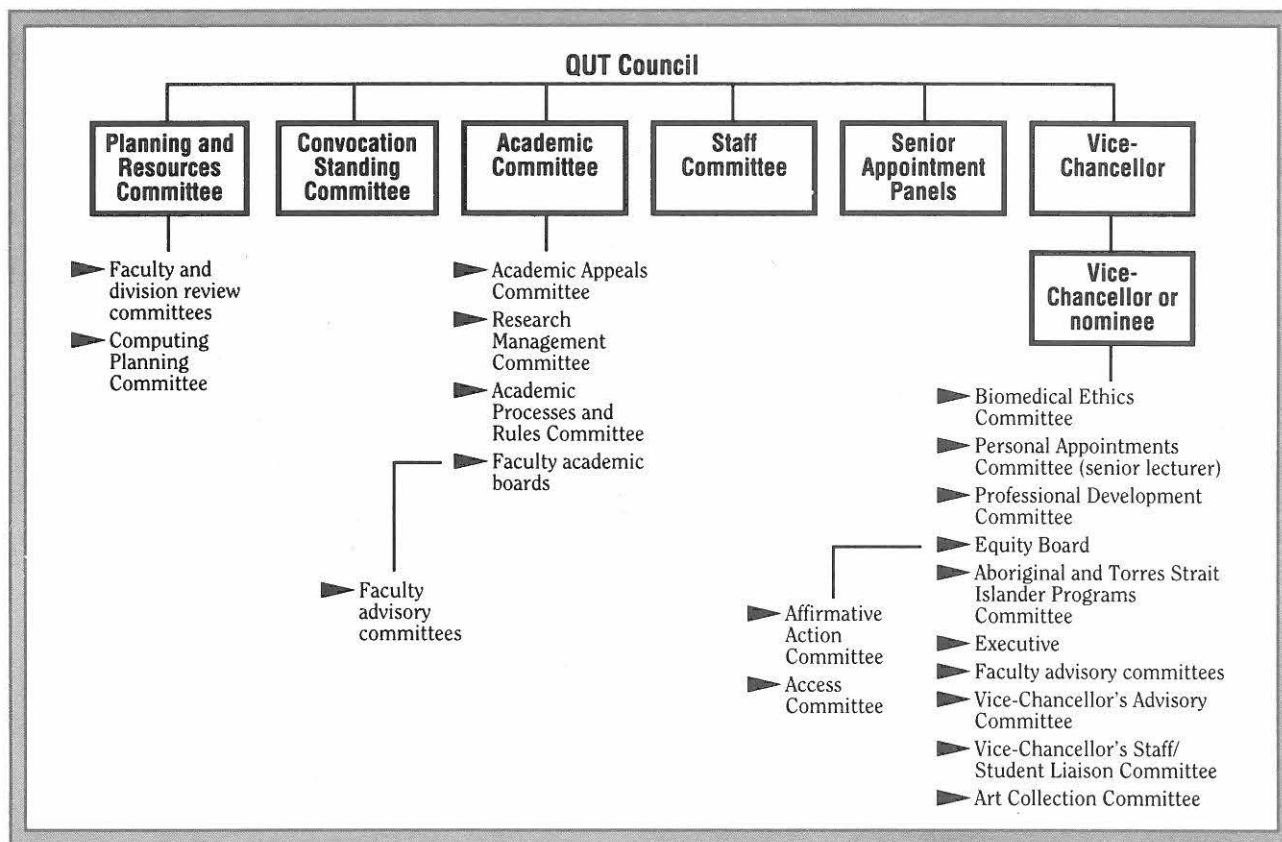
Pro-Vice-Chancellor (Research and Advancement) –  
Professor Millicent Poole

Registrar and Head of Division of Administrative  
Services – Mr Brian Waters

Planning and Budget Director – Mr Doug Brown



## QUT COMMITTEE STRUCTURE



## QUT MISSION AND GOALS

### Mission

The mission of QUT is to bring to the community the benefits of teaching, research, technology and service.

### Goals

Three goals derive from the mission: a teaching goal, a research goal and a service goal. The achievement of these goals will ensure that QUT plays a leading role in the intellectual, economic, social and cultural development of Queensland and Australia, and in the international community.

### Teaching goal

To ensure that its graduates possess knowledge, professional competence, a sense of community responsibility, and a capacity to continue their professional and personal development throughout their lives.

### Teaching objectives

QUT will promote:

- ▶ the pursuit of excellence in the attainment of skills and knowledge
- ▶ critical inquiry and intellectual debate
- ▶ the quality and range of students and achievement level of those who graduate
- ▶ the development of curricula relevant to its mission
- ▶ the teaching competence, professionalism and research capacity of staff
- ▶ a commitment to professionalism, ethical practices and the fostering of life-long learning by its graduates
- ▶ an environment which enhances learning for the broadest possible community
- ▶ the participation of industry, government and the professions in its educational programs.

### Research goal

To advance and apply knowledge germane to the professions and to the communities with which it interacts and relevant to the enhancement of economic, cultural and social conditions.

### Research objectives

QUT will promote:

- ▶ the quality and range of research undertaken

- ▶ the research capacity of staff and students
- ▶ the conduct of research relevant to social, cultural and economic needs and intellectual advancement
- ▶ the encouragement and support of creativity and innovation.

### Service goal

To contribute to the development of Australia's international responsibility and competitiveness; to enhance QUT's relationship with the professions; and to increase community awareness of issues through professional service and social commentary.

### Service objectives

QUT will promote:

- ▶ the transfer of research to cultural, social and economic ends
- ▶ the interaction with and service to professional organisations and the community, in Australia and internationally
- ▶ liaison with business, private and public.





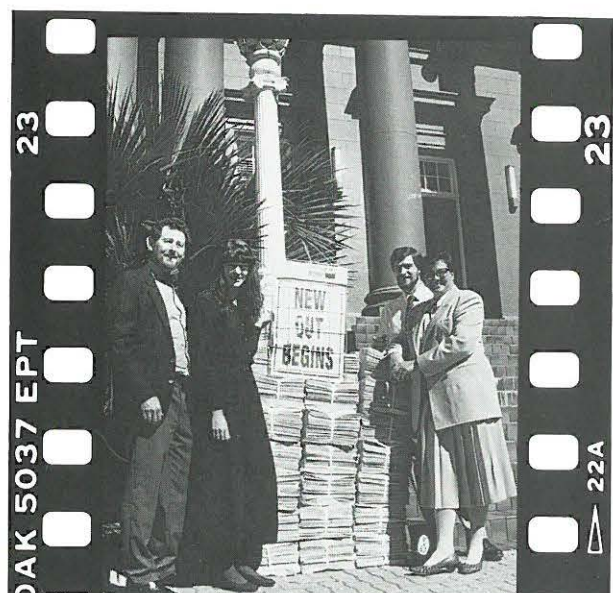
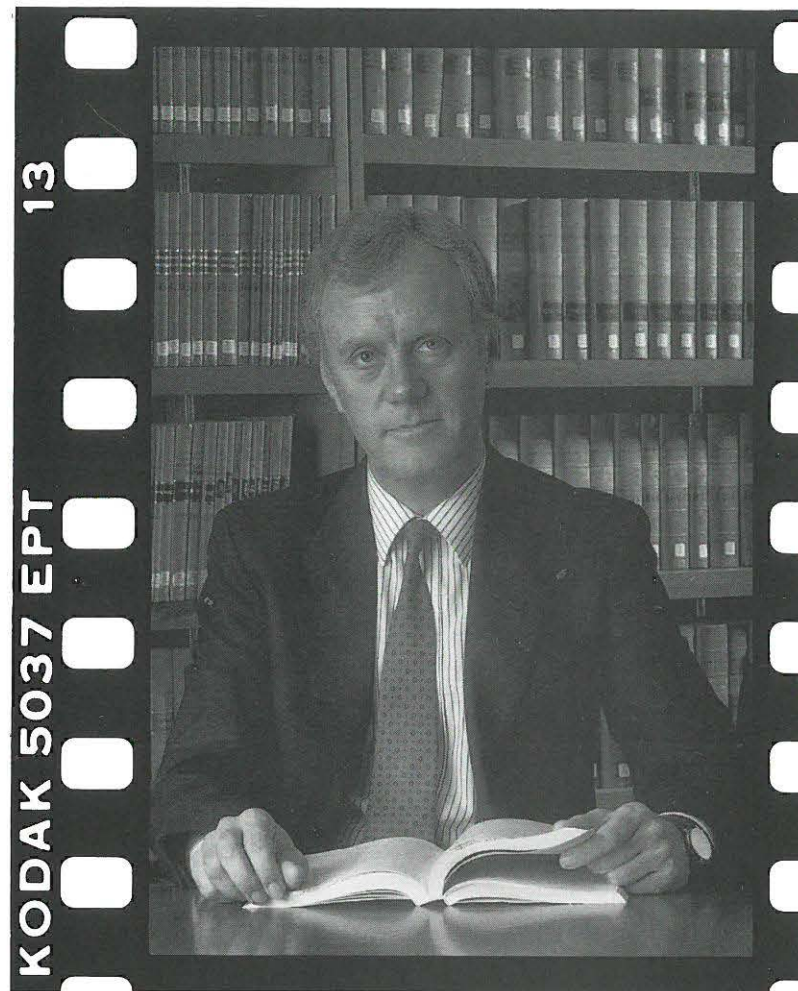
## OPERATING ENVIRONMENT

**A**malgamation issues at state and national levels in response to the Federal Government's White Paper on Higher Education policy statement (1988), requiring fewer, larger and more cost effective institutions, dominated the year. Enforced through funding measures, the policy was responsible for reduction in the number of institutions from 75 in 1988 to 37 in 1990. This came a decade after the then Liberal/National Government's "razor gang" forced amalgamations of many smaller institutions to cut administrative costs.

While a number of amalgamations floundered after initial public announcements, QUT became one of Australia's largest universities in 1990 through an amalgamation with Brisbane College of Advanced Education. Also one of the nation's largest amalgamations, QUT/BCAE was based on an "equal partners" agreement between similar sized institutions. A totally new organisational structure was created and the positions filled equitably, mostly by advertisement. This was a painful process for staff in the short term but QUT is emerging with a stronger reputation following a relatively smooth amalgamation.

In South East Queensland, amalgamations resulted in a regionalising of universities. The University of Queensland in the western suburbs absorbed the Gatton Agricultural College and sponsored the University College of Southern Queensland in Toowoomba; Griffith University on the southside of Brisbane has incorporated the Gold Coast College of Advanced Education; and QUT has campuses in the city and northern suburbs and a centre at Nambour (Sunshine Coast). Land was set aside by the State Government at Sippy Downs on the Sunshine Coast for a planned QUT campus. Federal capital funds will be required for this development.

Unmet demand for university places continued to be a major concern nationally, but school-leavers in Queensland had less opportunity to move on to university than those in other states. Unmet demand for eligible students in Queensland is estimated at more than 4000 places. For students applying in 1990 for 1991 entry, the number of first preference applicants to QUT undergraduate courses was the highest for any university in the state.



In negotiations with the Commonwealth Department of Employment, Education and Training, QUT was assured of reasonable growth within the national framework. More significant was the recognition that Queensland was underfunded compared with other states and that QUT was underfunded compared with more established universities. Special research infrastructure grants for former colleges of advanced education, including QUT, which need to develop a stronger research and postgraduate profile represent a genuine step toward equity in funding. By 1994, however, QUT must be in a position to win a sizeable share of government research grants on merit.

In addition to its nursing education responsibility, the State Government supplemented Commonwealth grants by funding 800 additional university places statewide (220 at QUT), making a modest impact on unmet demand. In 1990, it also committed additional funding to assist the introduction in 1991 of an Occupational Health and Safety degree at QUT, and police training courses at QUT and Griffith University.

A new system for tertiary entrance assessment was developed by a State Ministerial committee chaired by Professor Nancy Viviani. The system, effective for university entry in 1993, takes into account strengths in fields relevant to particular courses as well as an overall position. This will give a broader picture of student abilities than the existing Tertiary Entrance Score.

The National Institute of Labour Studies alerted the Commonwealth to an impending shortage of highly qualified academic staff. Related to this issue is pay scales for staff which are low by international standards and by comparison with professionals in industry. Australia's higher education system must make academic careers more attractive for advanced students and must be able to compete in this increasingly international market.

Australia's economic future is focussing on international trade links, particularly with Pacific Rim countries. Universities are playing an important role in establishing international links through student and staff exchanges, educating students from other countries, international consulting and continuing education programs. Now, as a large Australian university, QUT will market its international services more effectively to build on a significant 1990 base of almost 500 overseas students.



**P**lanning for and implementation of one of the largest university amalgamations in Australia dominated the 1990 year. In this context, QUT's stronger research performance and enhanced reputation generally (the most popular university in Queensland for admission applications in 1990 for 1991 entry) were even more significant.

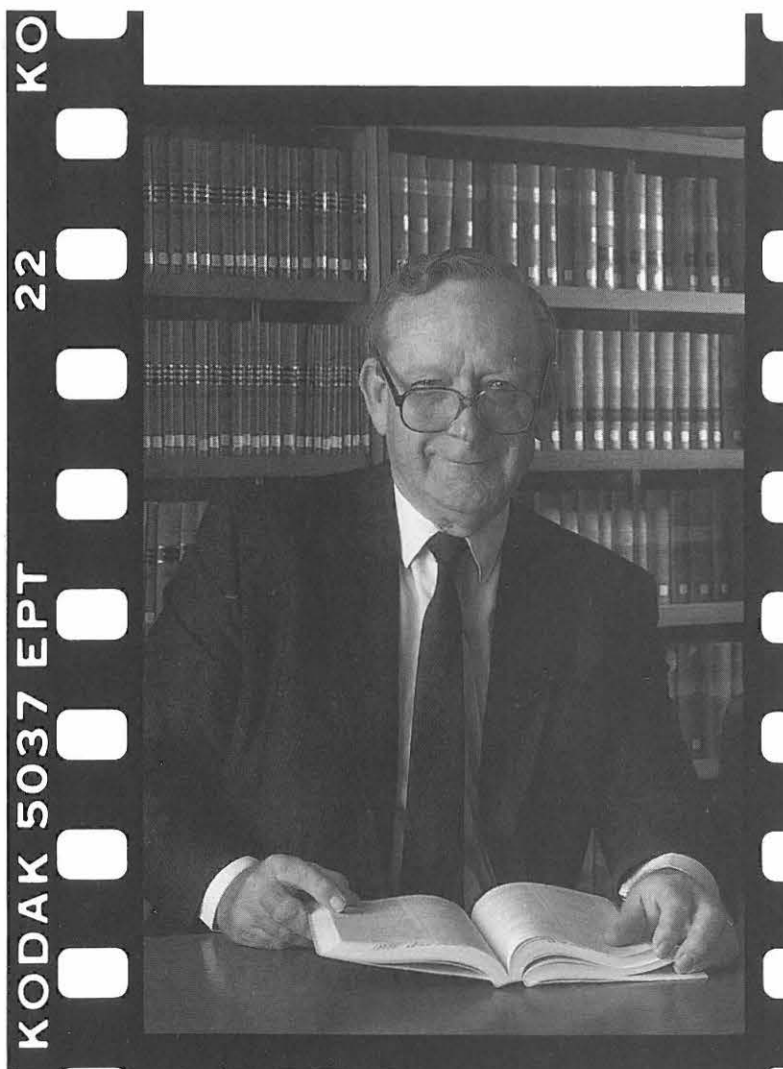
### Amalgamation

In October 1989 the Councils of the Brisbane College of Advanced Education (BCAE) and of QUT signed a Memorandum of Agreement to amalgamate the two institutions under the name Queensland University of Technology. Legislation enacting the amalgamation was passed by the Queensland Parliament on 29 March 1990. The amalgamated QUT came into effect on 1 May 1990. This report encompasses the activities of the original QUT (Gardens Point campus) to 30 April 1990 and of the amalgamated QUT from 1 May 1990 to 31 December 1990.

The broader portfolio of the new QUT will enable teaching, research and service goals to be applied over a comprehensive range of disciplines, with more effective marketing under one banner, especially internationally.

Much of the work of effecting the amalgamation was undertaken by the Consolidation Implementation Committee (CIC) established under the terms of the Heads of Agreement between the two institutions signed in 1989. From 1 May 1990, CIC reported to QUT Council. CIC established a number of working parties to develop recommendations on key amalgamation issues, the principal working parties being those examining academic organisational structure, non-academic organisational structure, mission and goals, the QUT Student Guild, overseas students, equity issues, and communication.

Between 1 May and 30 June the amalgamated QUT operated under an interim Council pending finalisation of elections and appointments to a new governing body. The new Council came into effect from 1 July. Mr Vic Pullar continued as Chancellor of QUT and Chairperson of Council in accordance with his five-year appointment to that position in November 1989. At its first meeting, held on 11 July 1990, Council elected Mr Bill Siganto as Deputy Chancellor for a one year period.





Extraordinary demands were placed on QUT staff and Council members during 1990. The normal business of providing quality teaching and research services was effectively pursued within the context of major organisational and structural changes which had an impact on staff and methods of operation at every level of the University.

The principal achievement of 1990 was to put in place the structure for the new QUT, one of Australia's largest universities. The new structure reflects a genuine amalgamation – the levelling of old structures, creation of an integrated structure which provides for a more comprehensive range of disciplines, and filling the positions in the new structure in an equitable manner. Implementation of the new structure continues in 1991.

Council approved a new Student Guild Constitution in August, effectively amalgamating the former Gardens Point Student Guild and the former BCAE Union.

The internal planning and budgeting process which had operated at Gardens Point for some years was extended to all organisational units in 1990.

### **Enrolments**

At the official statistical date of 31 March 1990, the institutions which were to form the amalgamated QUT enrolled a total of 20 421 students (15 438 equivalent full-time student units). Their attendance status was 11 597 full-time, 7338 part-time and 1486 external.

Postgraduate students accounted for 2691 (13 percent) of places. Undergraduate students numbered 17 497, and 233 students were in non-award courses.

Included in the total figures were 8914 commencing students, 7004 at undergraduate level of whom 68 percent were aged 21 or younger.

Ninety-five percent of students came from Queensland, two percent from other states and three percent from overseas. Overseas students were predominantly from Hong Kong, Malaysia, Fiji, Singapore, Taiwan and Indonesia but many other countries were represented.

The total enrolment was made up of 11 764 students (8817 EFTSU) from the QUT Gardens Point campus and 8657 students (6621 EFTSU) from the former BCAE campuses. A feature of the amalgamation was the new gender balance with 50.5 percent female students, compared with 38.5 percent for QUT Gardens

Point campus. The latter figure reflects the science and technology bias of the pre-amalgamation QUT, but it had been rising incrementally with the expansion of pre-registration nursing courses and ongoing programs to encourage more women to enter technology courses.

The attrition rate of students over two semesters in 1990-91 of 15 percent overall was higher for commencing students (22 percent) and for part-time students (19.5 percent) as might be expected.

### **Demand for entry**

Popularity of the University's courses influences the quality of students it attracts. This is an important contributing factor to employability of graduates, a key indicator for achievement of QUT's teaching goal.

The number of students applying for a QUT course as a first preference has increased progressively since the early 1980s, exceeding the number of places available by a ratio of two to one in recent years. The sum of first preference demand for entry to QUT and BCAE courses for 1990 entry was 12 522 for a combined total of 5995 undergraduate quota places. The fact that demand from students applying in late 1990 for 1991 entry to QUT was 25 percent higher than for 1990 entry was a strong endorsement for the amalgamation – QUT's market share of first preferences for university entry statewide rose from 28 percent to 31 percent, making it the most popular university in Queensland.

The excess of eligible students applying for a limited number of places at QUT has meant that minimum tertiary entrance scores have steadily risen for most courses. An indicator of the average quality of QUT students is the median TE score for entry which was 925 for 1990. A simplistic interpretation of this statistic would be that half the students come from the top 7.5 percent of the age 17 cohort in the state.

At postgraduate level, there were 3513 applicants for 1571 places in 1990. The number of applicants in 1990 for 1991 postgraduate entry soared to about 6000 for 1800 places.

### **Graduates**

The first graduation ceremony for the post-amalgamation QUT was held in October 1990 for students who completed courses mid-year. A ceremony was also held for the first time in Singapore for 10 graduates there.

During 1990 a total of 4615 students completed courses, 917 at postgraduate level. Ms Nancy Spencer became the first student to complete the PhD degree at QUT. Thirteen students were awarded University Medals and a further five students were granted Certificates of Outstanding Achievement.

Employability of graduates, as mentioned previously, is the cornerstone of QUT's teaching goal. *The Bulletin* magazine, reporting on a 1990 survey of graduates by the Graduate Careers Council of Australia, rated QUT as number two university in Australia in terms of new graduates finding employment in business, industry and government.

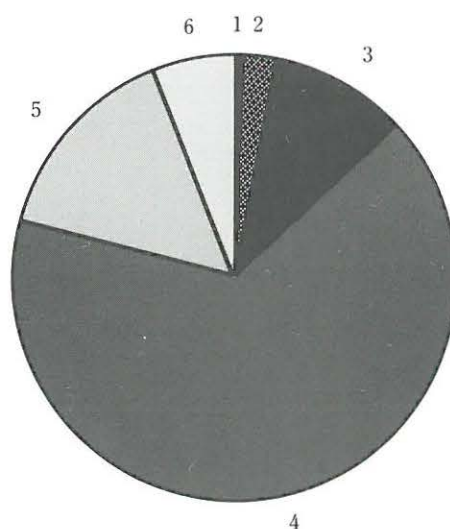
Combining results for QUT and BCAE, less than five percent of students who completed courses in 1989 had not found work by April 1990, their month of graduation.

### Academic developments

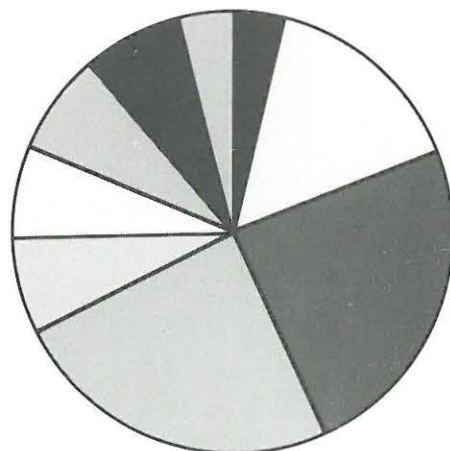
As a result of the amalgamation QUT became a more comprehensive provider of higher education in Queensland. The University's traditional disciplines in business, law, the design sciences and a range of technologies were complemented by new specialisations in business and the humanities, and broadened by the addition of courses in the performing and visual arts, early childhood, primary and secondary education, and social science.

Within this broader academic profile, course developments during 1990 increased the depth of course offerings. At postgraduate level, candidates for the PhD degree were accepted in a number of new discipline areas. New masters degree courses were introduced in Civil Engineering, Computer Engineering and Nursing and new graduate diploma courses commenced in Advanced Nursing Practice, Human Services Management and Interior Design.

At undergraduate level, a number of new degree courses provided more comprehensive education in existing QUT professional disciplines. The four year Bachelor of Education (Secondary) degree replaced previous three year diploma courses, the Bachelor of Applied Science (Podiatry) replaced the previous diploma and the Bachelor of Social Science degree was developed to provide a greater depth of training than formerly available in the associate diploma courses in Community Welfare and Residential Care. A new degree was introduced in Property Economics and a



Enrolments by course level



Enrolments by faculty

formal combined degree in Surveying/Information Management commenced.

The first educational profile for the amalgamated institution was submitted to the Department of Employment, Education and Training. In arguing the need for substantial growth, the University indicated to the Commonwealth Government that the student load (EFTSU) targets established for the new institution in 1991 and 1992 were inadequate to meet the pipeline growth of earlier intakes. While the Commonwealth did not revise targets for 1991-92 it provided for further growth in 1993, funded at a substantially higher level per student than previous years, and adjusted funding for 1991 and 1992.

The improved funding position for QUT was due to application of the Commonwealth's formula funding model developed during 1990, which recognised QUT as one of a number of significantly underfunded institutions in Australia.

QUT's bid for additional amalgamation implementation funding (\$4.35 million) was unsuccessful, but \$1.5 million was granted over three years from the National Priority Reserve fund for teaching infrastructure support.

In July QUT responded to the Queensland Government's review of tertiary entrance in Queensland. Recommendations of the Viviani report, proposing a more comprehensive measure of student performance and strengths in years 11 and 12, rather than one number, were generally supported by the University and adopted by the government effective for 1993 admissions.

The Higher Education Council's report on the Review of Australian Graduate Studies and Higher Degrees (Kwong Lee Dow report) was received in 1990. The report's recommendations are being taken into account in structuring QUT's postgraduate studies, particularly in the articulation of honours degrees, masters degrees and doctorates.

In August, Council approved a comprehensive set of rules, policies and procedures relating to the enrolment, assessment and progression of students within the amalgamated QUT. A subject credit point scheme was also approved for the University.

## **Continuing education**

Gross income from continuing education activities in 1990 was \$1.5 million. More than 90 courses or seminars were conducted with over 3400 participants. (Details in Volume 2 of this report.)

Plans were laid to improve further this service to the professions with a stronger continuing education program on all campuses in 1991 and more than 300 courses proposed.

Initiatives planned during 1990 included the introduction of graduate certificate courses, offering short management courses specifically tailored to industry needs, in-house training for companies designed to satisfy the requirements of the Training Guarantee scheme, and a drive to increase awareness of the benefits of undertaking individual QUT subjects as part of the visiting student program.

QUT was successful in gaining seven grants totalling more than \$500 000 through the Queensland Tertiary Education Foundation for specific development projects. These projects were all geared to extending specialist training to professional groups in Queensland. They included courses in data security and management education for local and country areas, and a course providing professional development for accountants in regional areas using communication technology.

## **Research and consulting**

QUT received a total of \$5.6 million from corporate and government bodies to conduct research, consulting and testing services. This was supplemented by internal funding to bring total expenditure on applied research activity to \$10.6 million in 1990.

The Australian Research Council announced grants in 1990 of \$750 000 to QUT projects for 1991. This compared with \$385 000 for 1990 projects. The University also received a \$976 000 grant from the Commonwealth to support research infrastructure within the institution's research centres and \$164 000 for special assistance to technological institutions.

Included among projects funded by the Commonwealth through competitive granting schemes were a study of mariculture (Australian Research Council \$32 000), a project investigating the genetic manipulation of bananas for resistance to the bunchy top virus (ARC \$42 000), and a project looking



at monovision contact lenses as an alternative to reading glasses (NH&MRC \$36 000).

QUT undertook specialised consultancy projects for government and industry including a report by Planning and Landscape Architecture for the Fraser Island Inquiry (\$37 000), a Communication Centre study on remote area television access (\$24 000), modifications to the MX free panel tests (\$10 000) in Electrical and Electronic Systems Engineering and a Surveying Department project on the design of an aircraft positioning system (\$86 000).

In partnership with companies, QUT won \$200 000 funding over two years for four projects under the national teaching company scheme. Under the scheme, graduate students work on a company project under academic supervision. The companies were Mincom Pty Ltd, Nanda Macaroni Products, Biocycle (Qld) Pty Ltd and TRAC Systems Australia.

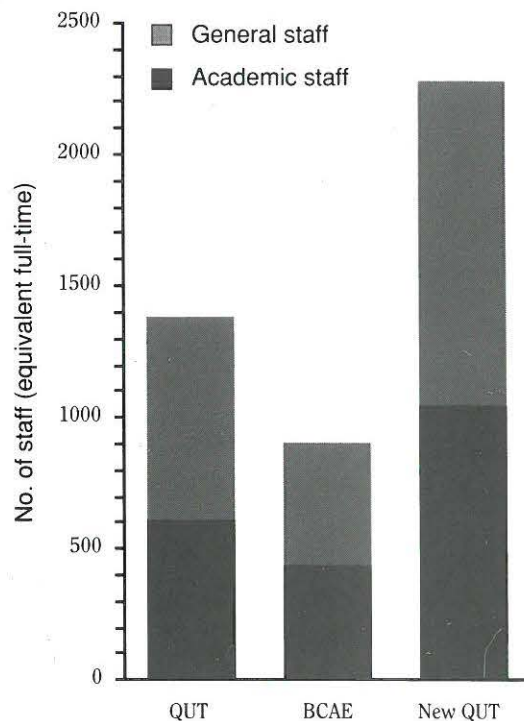
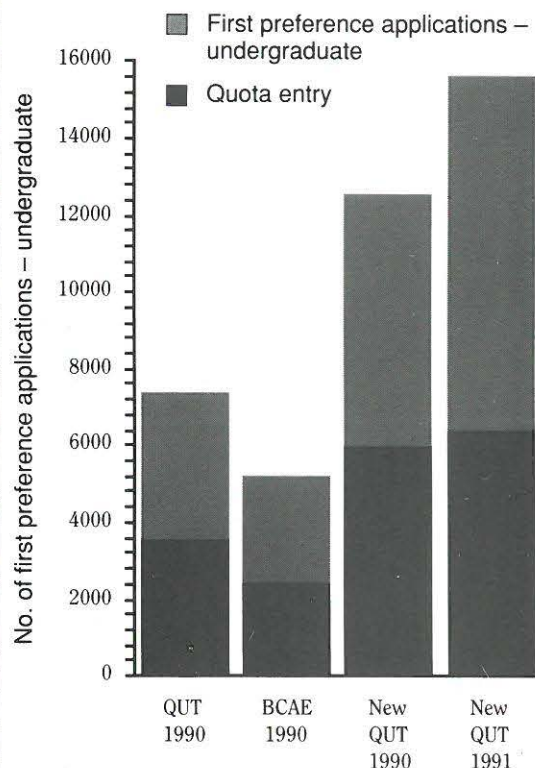
A CSIRO/QUT \$60 000 collaborative scheme continued to encourage the sharing of expertise on a number of research projects.

Commercial research activities included the GeneCo project for the Centre for Molecular Biotechnology (\$500 000) and the XL Graphics project in Electrical and Electronic Systems Engineering (\$64 200).

As a member of the Queensland Education Consortium, QUT participated in a number of successful tenders for international aid projects including an Asian Development Bank funded project in Laos (\$300 000) and Australian International Development Assistance Bureau funded projects in Papua New Guinea (\$2.7 million) and in Tonga (\$1.1 million).

The University was also the successful tenderer to the Commonwealth for a \$1.8 million project for the development of in-service training for nursing and personal care staff in non-government nursing homes. The Training and Resource Centre for Residential Aged Care (TARCRAC) was established within the Faculty of Arts at Carseldine campus.

Internal research funding included seeding grants to individual researchers as well as support for areas of major research concentration at QUT, University centres. University centre status was approved for centres in Physical Infrastructure, Medical and Health Physics, Maths and Science Education, and



Information Security, bringing the total to nine, plus two Australian key centres sponsored directly by the Commonwealth.

### **Staff**

At the reference date of 31 March 1990 the total number of equivalent full-time staff (FTE) employed by QUT was 2270, the sum of 1375 from the pre-amalgamation QUT and 895 from the former BCAE. The full-time teaching staff of 830 was supplemented by 214 full-time equivalent part-time and casual staff employed to provide lectures and tutorials. Thirty-three percent of all full-time teaching staff were at senior lecturer level or above and 13 percent of these were women.

In the personnel area the major challenges of 1990 were to develop effective academic and non-academic structures for the amalgamated QUT, to appoint staff to positions within the new structures in an open and equitable manner and to agree on personnel policies and procedures, drawing on past practice of the two former institutions.

In July, Council approved transitional arrangements to allow former BCAE staff to apply for appointment as professors and/or associate professors within the University under the same conditions which applied to former staff when the Institute became a university (QUT) in 1989. Following recommendations from the Professorial Advisory Committee in October, Council approved the appointment of three professors (Gerald Ashby, Alan Cumming and Paul Thomas) and eleven associate professors.

In October, Council approved an academic structure for QUT based on eight faculties (Arts, Built Environment and Engineering, Business, Education, Health, Information Technology, Law, and Science) and 36 schools within these faculties. Council also approved a non-faculty structure comprising the Chancellery (including the Department of Planning and Budget) and three divisions (Administrative Services, Information Services, and Research and Advancement).

During the final three months of 1990 the extensive process of filling all positions was pursued. This was done by invitation (only where it was clear that a position in the new structure matched up with a position in only one of the old structures), by internal

advertisement (in most cases) or by external advertisement. By late November, 35 of the 52 senior management positions within QUT had been filled (deans of faculties, heads of divisions, heads of schools/departments). Twelve senior positions were advertised externally including two pro-vice-chancellor positions.

The process of filling all other positions involved giving all staff the opportunity to express interest in available positions. This process placed enormous pressure on the University's Personnel Department and continued well into 1991.

A personal promotion scheme for academic staff resulted in promotion to professor for four (Ken Bowman, Gill Palmer, Kurt Kubik and Conor Reilly), to associate professor for one (Peter Swann) and to senior lecturer for six. Eleven academic staff received awards for Distinguished Academic Service in recognition of their contribution to teaching, research and administration.

A number of adjunct professors were appointed by Council for short attachments during 1990. These appointments included Mr Tony Lee of the Law Reform Commission (July to October), Mr David Cruickshank from the University of British Columbia Law Faculty (August to October), Professor Ted Kolsen, formerly from the University of Queensland Commerce and Economics Faculty (June to August), Associate Professor Ching-Kuang Clive Tzuang from the National Chiao Tung University Engineering Faculty (June to August) and Mr John Simpson from John Simpson and Associates, Architects (June to December).

Sponsored appointments included David Sherwin as MIM Professor of Maintenance Engineering, Bill Duncan as Feez Ruthning Professor of Property Law, and Christopher Gilbert as Henderson Trout Professor of Commercial Law.

Throughout 1990 the University maintained a high level of activity in both academic and non-academic staff development through in-house courses, procedural training sessions (for example, training staff likely to serve on interview panels), sponsoring professional development leave activities and assisting staff to upgrade qualifications.

Fulbright awards were won by Professor Bill Lim who was a visiting professor at Lehigh University,

Pennsylvania, lecturing in high-rise construction, and Dr Sue Johnston to study how teachers make curriculum decisions in the classroom at the University of Cincinnati.

## Equity

Equal opportunity officers participated in all amalgamation working parties and worked closely with Personnel Department to review personnel policies, ensuring enhanced equity in staff access to conditions of employment. An accouchement and parental leave policy was introduced in May, providing paid leave for parents with responsibility for new-born children. A recruitment and selection policy, incorporating a range of strategies to ensure primacy to the principle of merit in appointments, was introduced and widely publicised. This included special measures to be taken to increase numbers of under-represented groups in applicant pools.

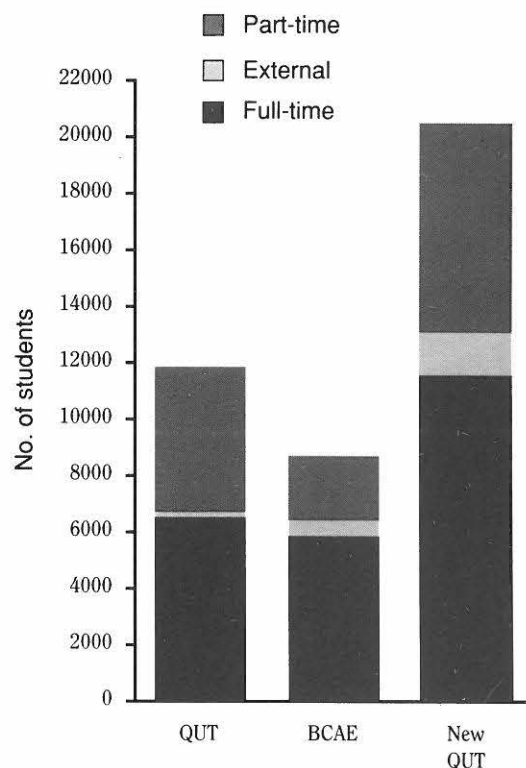
Council approved establishment of an Aboriginal and Torres Strait Islander Unit with teaching, research and support responsibilities. The unit provided support to over 100 students in 1990 and engaged in recruitment of ATSI students into a range of QUT courses for 1991.

Special programs were developed to improve access and retention in education for people with disabilities. A \$200 000 inter-institutional grant was awarded to QUT, The University of Queensland and Griffith University by the Commonwealth for improving access to higher education for people with disabilities.

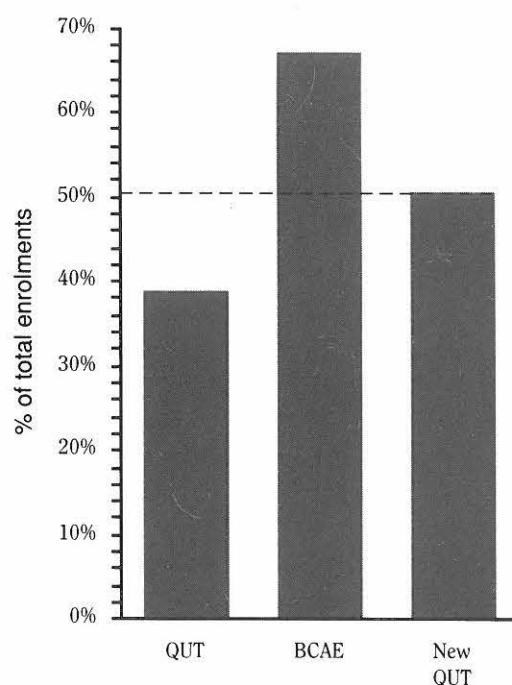
An equity plan targeted four groups under-represented in the student population: Aboriginal and Torres Strait Islanders, women in non-traditional areas, people from socioeconomically disadvantaged backgrounds and people with disabilities. A \$90 000 grant was received from the Commonwealth for projects to support those groups.

## Advertising campaign

To mark the amalgamation and to make the community aware of the diversity and philosophy of the new university, QUT launched a modest advertising campaign in the Brisbane market based on the slogan "a university for the real world". The television campaign, featuring individual students, employers and staff making simple statements about QUT, was supported by press advertisements. The 15-second TV commercials were produced within the University.



Enrolments



Female enrolments



### Fabric and finance

Total income received by QUT in 1990 was \$147.9 million. Of this, \$90.6 million came from Commonwealth operating grants and \$8.1 million was provided by the Queensland Government for undergraduate nurse education.

Other funds won from the Commonwealth on a competitive basis included \$1 million to assist with amalgamation, \$452 000 for special research and key centres, \$213 000 for postgraduate awards, \$976 000 for research infrastructure and \$355 000 in Australian Research Council grants.

Revenue from fees paid by QUT's 490 overseas students in 1990 was \$2.8 million. The Commonwealth's Higher Education Contribution Scheme, introduced in 1989, gave students the option of "up front" payment or deferring repayment into the taxation system. Over \$4 million was received directly from students in 1990 under the HECS system.

Research, consultancy and continuing education continued its steady growth, generating \$5.6 million in income, and investment income of \$4.7 million reflected the higher grant levels and interest rates obtainable in 1990.

An overall rise in expenditure in 1990 reflected the heavier student load and greater research and development activity with business, industry and government. Recurrent expenditure on teaching and teaching support approached \$100 million and on research activity, \$10.6 million.

The introduction in 1989 of early retirement schemes for staff resulted in payments in excess of \$300 000 being made in 1990.

Renovation of the Chemistry Building continued in 1990 with a further \$3.1 million expended. Other major building projects on Gardens Point campus included the Nursing Building and Information Technology Building, costing \$4.3 million in 1990.

### QUT Foundation

Fund raising activities of the QUT Foundation secured \$770 000 for the University in 1990, bringing the total since its establishment in 1987 to \$3 million. The funds support QUT academic infrastructure and research activities.

Membership of the Foundation grew from 976 to 1425, with an additional 205 associate members who are full-time students. (Report page 30.)

### Art collection

QUT maintains Queensland's fourth largest public art collection with more than 800 international and Australian paintings, sculptures and other works.

During 1990, thirty-eight works of art were acquired through purchase and donation to augment this resource. Twenty-two works by Helen Lillecrapp-Fuller were a generous gift of the artist. The major purchase was a porcelain vase *Rainforest with light rain* 1990 produced by Queensland artists Errol Barnes and William Robinson. Other important purchases were a folio of 12 linocuts by Barbara Hanrahan, a ceramic urn by Alan Peascod and a porcelain still life arrangement by Gwyn Hanssen Pigott. In July, works from the collection were exhibited at Central Plaza One.

Through the QUT Foundation, \$12 000 was raised towards the Art Collection Catalogue Project. Grants totalling \$19 000 were received from the Regional Galleries Association of Queensland and Visual Arts/Craft Board of the Australia Council.

### Acknowledgments

The contribution of former members of Council, whose term of office ceased on 30 June 1990, is gratefully acknowledged. In particular, QUT acknowledges the major contributions made by Mr Kevin Davies, as a Council member and Deputy Chancellor of QUT and by Dr David Fraser a former Chairman of the BCAE Council before joining the QUT Council. QUT was saddened by Dr Fraser's sudden death in October 1990.

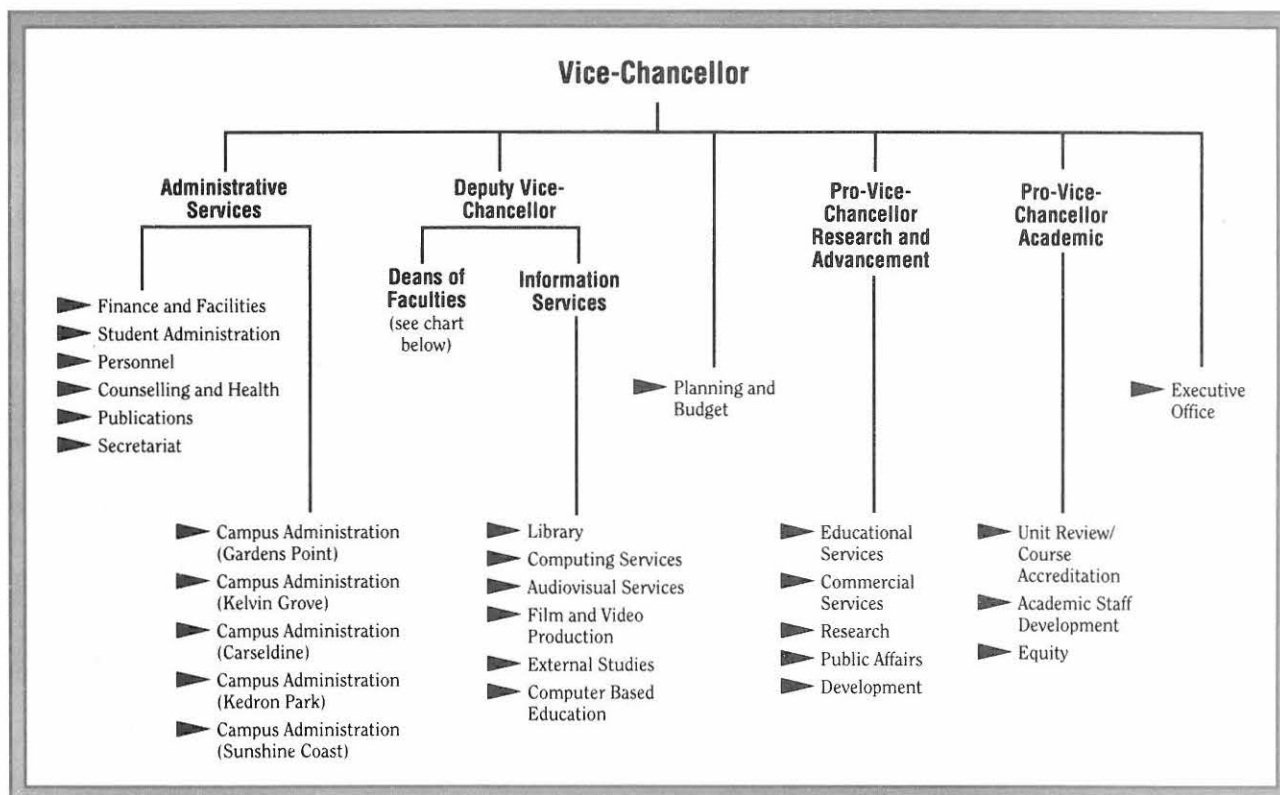
The University appreciates the continuing support of an extensive network of employers and professional people working in business and government who serve on QUT committees at all levels and, in many cases, directly assist in the education of our future professionals.

In the year in which foundations were laid for the new University, the time and effort put in by industry representatives, by members of Council, by the University executive, and by the staff generally were extraordinary, ensuring a strong and exciting future for QUT.

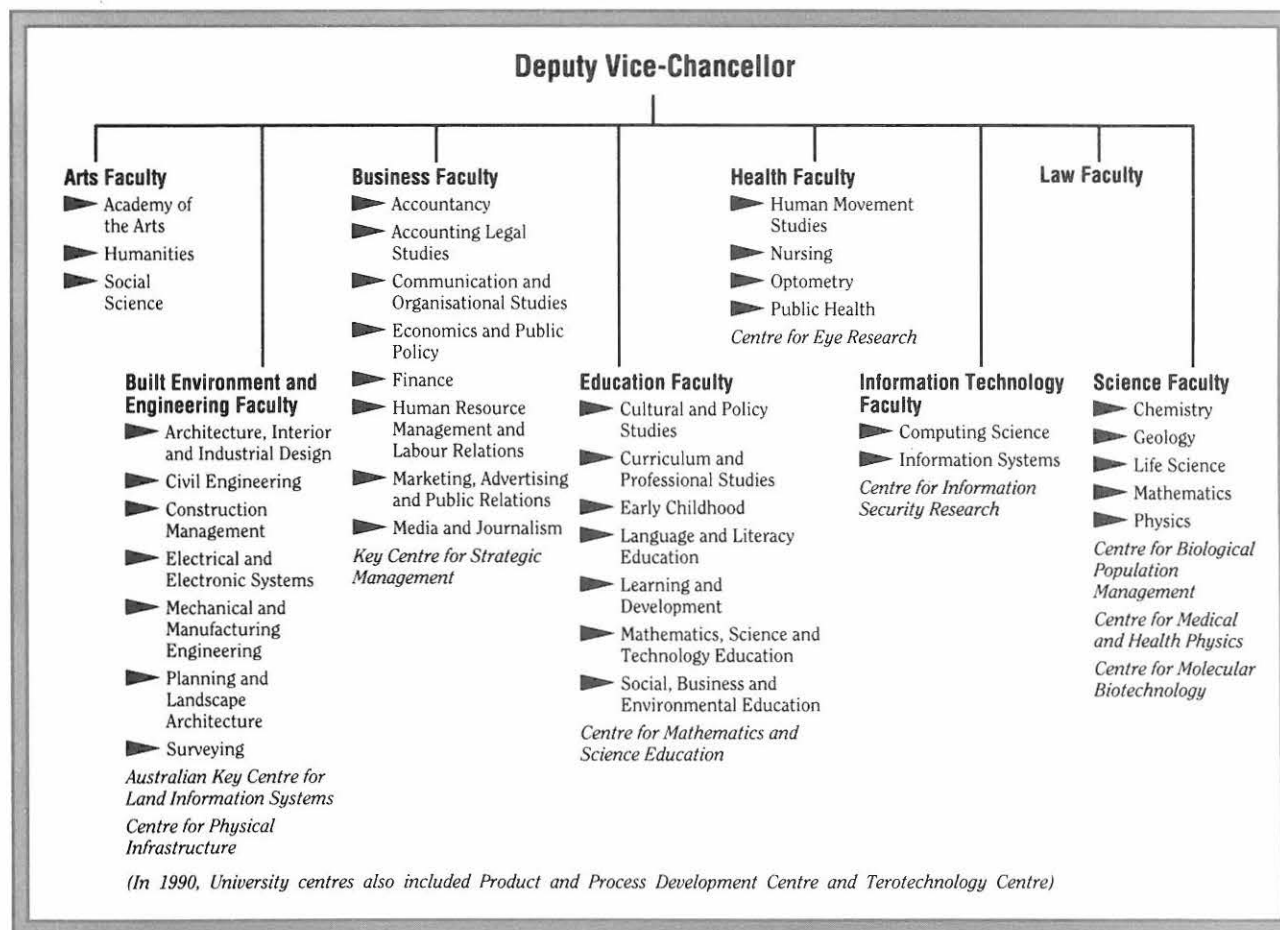
**Victor B Pullar**  
Chancellor

# ORGANISATIONAL STRUCTURE

## ADMINISTRATION



## ACADEMIC



## FACULTY HIGHLIGHTS

### Faculty of Arts

The new Academy of the Arts became a multi-campus operation with the inclusion of the former Expressive Arts Department at Carseldine campus.

Three course initiatives were: the Bachelor of Arts (Music) enrolled 30 students from 200 applicants state-wide; a BA honours year was offered for the first time with five students in drama and two in visual arts; and a foundation year across all drama courses was introduced.

The BA (Music) attracted a greater number of applicants of higher standard for the 1991 intake. Awareness of the course was further increased by music workshop tours to several schools throughout the year.

Drama honours student, Wesley Enoch, received the AMP Youth Arts Award for his work on contemporary Aboriginal art and the development of a shared culture in Australian society.

The academy continued its course development with the accreditation of the Master of Arts (Drama) and the Master of Arts (Visual Arts).

The public profile of QUT performing and visual arts courses was enhanced by workshop facilities and a student-operated art gallery in Merivale Street, South Brisbane. The workshop was leased to house the foundation year of the visual arts program and allowed better coordination of teaching and practical work. The gallery was the venue for several exhibitions by students and graduates during the year.

A policy of continuing professional practice for staff was reinforced by major exhibitions and performances which included mixed-media specialist Ms Helen Lillecrapp-Fuller's exhibition at Savode Gallery in October and Dr Rod Wissler's performances for the TN Theatre Company in *Speed-the-Plow* and *Brief Lives* for which he received a Matilda Awards commendation, and the Royal Queensland Theatre Company's *Gilgamesh* at The Gap quarry.

Community involvement expanded with workshop tours and dance performances in regional centres, and consultancies for IBM, Australia Post, the satellite television network TSN 11, the Australian College of Education, the Education Department and conference production for its Education Curriculum conference. Drama project work involving mock-ups of domestic

violence and hostage situations was undertaken with the Police Tactical Response Group and the Police Academy.

During 1990 staff and students were involved in a total of almost 150 dance, drama and music public performances while visual arts students and staff exhibition days totalled 200.

The School of Health and Welfare Studies - which became a core part of the larger School of Social Science from the beginning of 1991 - continued its emphasis on scholarship and teaching in the social science areas.

Two new courses were introduced during the year. The Bachelor of Social Science degree attracted over 270 first-preference applicants for the available 90 places. Keen interest was also registered for 1991 enrolment with over 700 applicants.

A decision was taken to plan for a strand in Aboriginal and Torres Strait Islander Services to complement existing strands of Child and Family Services, Youth Services, Disability Services, Aged Services, Ethnic Services and Corrective Services.

The two-year, part-time Graduate Diploma of Social Science was offered for the first time in 1990. Some 28 applicants were accepted from more than 70 who applied.

The Associate Diploma of Social Science (Community Welfare) and the Associate Diploma of Social Science (Residential Care) were phased out at the end of 1990. TAFE is developing an Associate Diploma of Applied Science to meet this need.

Programs planned but deferred included a Master of Social Science (Family Therapy) and the Rehabilitation strand of the Graduate Diploma of Social Science (Counselling).

During the year the school attracted an Australian Government \$1.8 million grant to conduct the national Training and Resource Centre for Residential Aged Care (TARCRAC) for nursing and personal care staff in non-government nursing homes.

The school continued to work closely with the Department of Family Services and Aboriginal and Islander Affairs by running the joint one-year certificate course in Child Care. The Family Therapy Clinic also continued to operate on the Carseldine campus.



### Faculty of Built Environment and Engineering

Demand for courses in the Faculty of Built Environment and Engineering remained high in 1990. The cut-off in engineering degree programs stood at 870 and for built environment degree programs at over 900. Some 30 associate diploma holders upgraded their qualifications to degree level.

The result of a long-term campaign to increase female enrolments was a boost from six percent in 1989 to over seven percent in 1990. In absolute terms 204 women enrolled in first year in 1990, up from 134 in 1989.

The number of fee-paying overseas students increased from 17 in 1989 to 49 in 1990. The majority came from Singapore and Malaysia under a scheme which allows the students to convert their diploma into a degree at QUT.

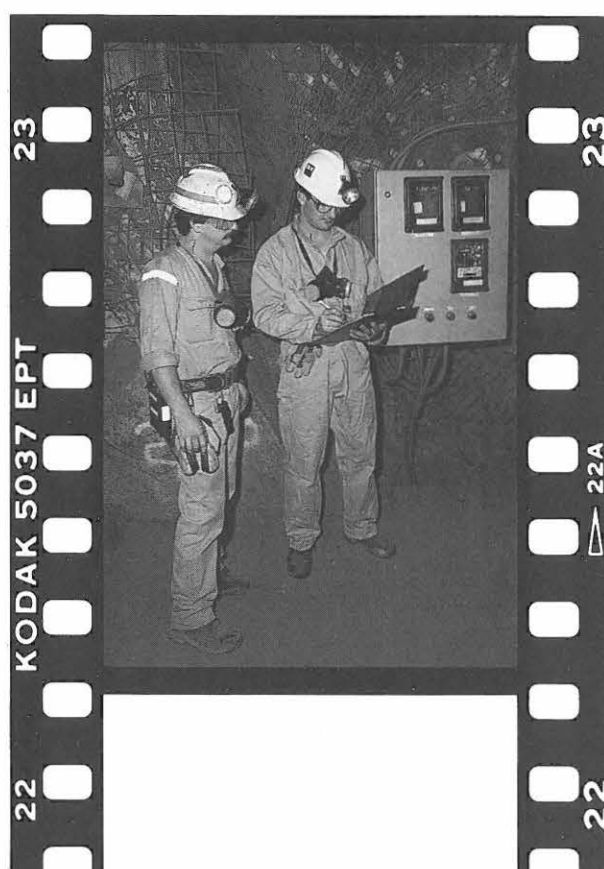
Postgraduate enrolments increased from 333 in 1989 to 364 in 1990. The faculty won Australian Research Council grants of \$112 000, QUT Research and Development grants worth \$67 400, and a research contract from the National Energy Research Development and Demonstration Council valued at \$300 000.

Working in conjunction with industry, the faculty earned \$1.2 million from contract research, consulting, continuing education and testing. Projects included evaluating new products for industry and members of the public.

An exhibition of work by final year industrial design students was held in the Queensland Museum. A device to aid in the correction of posture, designed by a graduate diploma student, was subsequently taken up by a manufacturing company and the faculty is carrying out further developmental work on it. Another design, involving a noise cancellation device for industrial workers is also being developed further with the long-term intention of producing a commercial product.

The faculty continues to encourage staff development. Thirty of the 128 academic staff are studying for higher degrees. Twenty-eight staff members took professional experience leave in 1990, the majority to overseas universities or research establishments.

Publications by staff rose from 112 in 1989 to 124 in 1990.



## Faculty of Business

The faculty made strong advances in the postgraduate area in 1990. The first five students were enrolled in the new PhD program. The Fund Raising strand in the Graduate Diploma in Communication Practice was launched and quickly filled its quota. Also, a Professional Accounting strand in the very popular Master of Business Administration degree and a postgraduate honours course in Accountancy were developed and approved for introduction in 1991.

At undergraduate level, an Asian Studies strand in the Bachelor of Business was introduced on the Kedron Park campus and filled its quota of 25 commencing students. A Film and Television strand in the Bachelor of Business (Communication) degree was approved for introduction in 1991. The second year of the Bachelor of Business (Accountancy) was offered for the first time on the Sunshine Coast campus.

Consistent with QUT's stronger commitment as a University to staff development, 30 staff received assistance in postgraduate studies through relief from normal lecturing load. One staff member completed a PhD and three others expected to complete doctorates in the first half of 1991. Several enrolled in doctorates during the year.

The research output including papers for publication in learned and professional journals and for presentation at professional conferences increased significantly. The Key Centre for Strategic Management conducted a popular series of lunch-time seminars and undertook a heavy program of research projects. The Corporations Centre was formed within the faculty, immediately receiving national recognition through its publication of the much needed *Incorporated Associations Manual*. The manual covers information and procedures necessary for the good conduct of incorporated, not-for-profit organisations.

During the year, the faculty published two editions of each of the *Accounting Research Journal* and *Imago*, three editions of the *Australian Journal of Communication*, and four editions of *Q-Biz*. Professor Bruce Molloy launched his first book, *Before the Interval*, and coedited another, *Queensland Images*, both on Australian film. Associate Professor Len Granato also had his journalism text, *Newspaper Feature Writing*, published.

Building modifications enabled accommodation of 13 extra staff on Kedron Park and Gardens Point campuses.

Additional micro-computer and desktop publishing work stations were installed and 60 micro-computers were upgraded to enable students and staff to run modern statistical packages.

## Faculty of Education

Three schools concerned with teacher education and broader issues of education existed throughout 1990: Early Childhood Studies, Teacher Education (Primary), and Teacher Education (Secondary). For most of 1990 staff were concerned with planning the organisational structure of the new Faculty of Education effective from 1 January 1991.

The faculty structure, comprising Schools of Early Childhood (which has retained its integrated form); Language and Literacy Education; Learning and Development; Mathematics, Science and Technology Education; Social, Business and Environmental Education; Cultural and Policy Studies; Curriculum and Professional Studies was accepted by staff.

The Faculty of Arts will offer subjects in Faculty of Education programs involving the creative arts while the Faculty of Health will offer subjects in Faculty of Education programs involving physical education and human ecology. Disciplines within the teacher education programs have become the responsibility of discipline based faculties such as arts, science, health and business. This, then, was a major reorganisation giving the faculty greater flexibility to respond to the needs of the professions it serves.

Service to the profession is of central importance to the faculty. This is reflected in the development and review of degrees, diplomas and graduate diplomas. Teacher education programs for early childhood and primary teachers have, until recently in Queensland, consisted of three-year diplomas. In the absence of federal funding for a four-year program, a three year Bachelor of Teaching degree was developed for 1991 with generous provisions for the transfer of current Diploma of Teaching students into the program.

The newly developed Bachelor of Education degree, an integrated and sequential program, began in 1990. The Graduate Diploma of Education, a pre-service course for secondary teaching, underwent a major review and

was accredited for a further five years. Applicants well exceeded quota places for the Master of Education degree with specialisations in Leadership, Research and Mathematics Education.

The national reputation of the School of Early Childhood Studies was further enhanced with development of a Graduate Diploma in Early Childhood Management and a Graduate Diploma of Arts in Early Childhood.

Located within the Education Faculty, the Centre for Mathematics and Science Education achieved University centre status and the Centre for Applied Studies in Early Childhood became a faculty centre. This recognition of research concentrations will assist the faculty in meeting the needs of prospective PhD and professional doctorate students.

Consulting services were provided to the Queensland Education Department and to other bodies such as the Board of Teacher Registration. The School of Early Childhood was a major provider of advice and materials to James Cook University and Cairns TAFE in conjunction with the Remote Area Teacher Education Program. The faculty continued to implement teacher induction and student teacher exchange programs and to deliver remediation programs.

The year was one of "per angusta ad augusta".

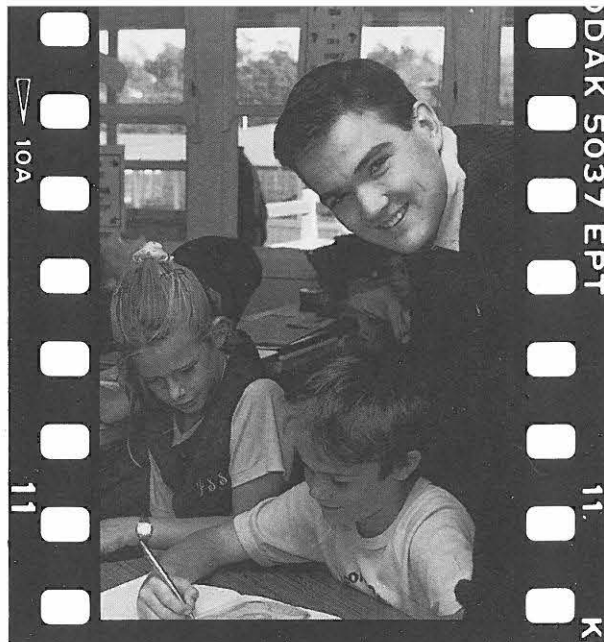
### Faculty of Health

The Bachelor of Applied Science (Podiatry) was introduced in 1990, replacing the diploma. Also, a number of programs were developed for introduction in 1991. These included a new degree in Nursing, and a new degree in Occupational Health and Safety. The latter was developed with the aid of a \$450 000 grant from the State Government's Division of Accident Prevention.

The Bachelor of Applied Science (Environmental Health) was re-accredited and revised to ensure integration with the new Occupational Health and Safety degree.

The faculty also contributed to the development of a four-year Bachelor of Education (Secondary) course with a major and minor in both home economics and physical education.

At postgraduate level, QUT provided the Health Management component of the new Master of Public





Health course beginning in 1991 in conjunction with Griffith University and the University of Queensland.

The external mode of the Graduate Diploma of Health Science (Health Education) was reviewed with students from as far afield as Darwin, Broome and Hobart interviewed to provide feedback for future course developments. The external course is one of only two operating in Australia.

Additional accommodation was provided for expansion of the School of Nursing with first year pre-registration students rising from 50 in 1990 to 220 in 1991.

The School of Public Health received funding from the Better Health Commission Workplace Nutrition program. Grants from the Dairy and Wheat industries provided funding for two full-time masters students and one PhD student.

The School of Optometry appointed Professor Steve Whittaker from the Pennsylvania College of Optometry as Adjunct Professor for five months. Also, two visiting scholars from Hong Kong spent time working in the Centre for Eye Research.

Through this centre, staff were successful in obtaining competitive grants for research totalling \$252 000 in 1990. In addition, \$150 000 in research infrastructure funding was received from the Department of Employment, Education and Training.

The School of Human Movement Studies was developed during 1990. Collaboration between two former departments resulted in a grant of \$15 000, allowing four staff members to develop a longitudinal study in physical growth and development.

Among continuing education courses run by the faculty was a course in the management of hazardous materials in emergency situations for the Chemistry Unit of the Bureau of Emergency Services. Fourteen courses catered for some 600 delegates.

The Meals on Wheels organisation received assistance through projects undertaken by nutrition and dietetics students. Continuing education classes in creative catering and pattern making, including a January summer school, were run for teachers and the general community.

## **Faculty of Information Technology**

The faculty was particularly successful in 1990 in gaining research funding and expanding research activities. The Information Security Research Centre (ISRC) attained University centre status effective from 1991 and continued in its world-leading role in this emerging research and postgraduate education field. Among international researchers to visit the centre was the faculty's first adjunct professor, Professor Jack Carroll of the University of Western Ontario.

The first Australian Research Council (ARC) grants were received by groups in ISRC for work in the analysis of cryptographic systems and investigation of the security of encryption/protection telecommunications protocols in computer networks, particularly in the banking and finance industries. Internal grants were also received from QUT. The School of Information Systems received continuing support for its joint research project with the Department of Surveying on expert systems for marine applications. Professor John Gough, Head of School of Computing Science, received an ARC grant in the area of fail safe exception handling.

Research infrastructure funding was gained by the ISRC to enable the development of a Secure Data Network Laboratory for research and postgraduate education. A proposal for a Cooperative Research Centre (CRC) was also submitted in conjunction with Griffith and Bond Universities.

Research funded by the Department of Employment, Education and Training was carried out in two areas - part-time student use of computer managed learning, and the education of librarians and teacher librarians on aspects of multiculturalism.

The Modula-2 compiler development group achieved a number of milestones. The Gardens Point Modula (GPM) compiler and associated tools have been ported to a variety of UNIX systems. As well as the original HP9000/800 (precision architecture) version, GPM now offers a consistent, high quality compiler environment across all popular UNIX work stations, leading to significant marketing success.

In teaching, the first students were taken into the Computing Science honours program.

Development of the Master in Information Technology, an honours year in the Bachelor of

Business (Computing) and a Graduate Certificate in Data Security, and the redesign of the Graduate Diploma in Library Science were completed, allowing their introduction in 1991. A student liaison officer was appointed to administer the expanding cooperative education scheme under which students undertake relevant paid work in industry for a year before the final academic year.

Staff presented papers, seminars and courses at international conferences, undertook commercial consultancies and contributed to professional associations. Associate Professor Alan Underwood is president of the Australian Computer Society and was involved in national and international activities on its behalf. Professor Gough continued as the Australian representative of the International Standards working group for Modula-2 standardisation.

### Faculty of Law

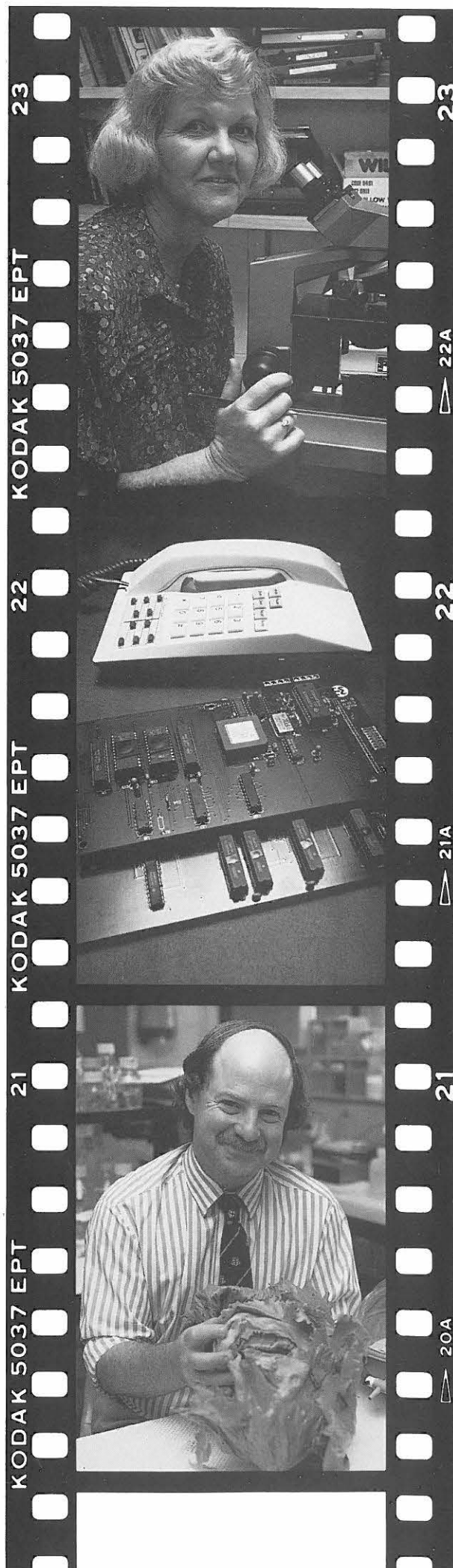
The QUT Faculty of Law began 1990 with the largest-ever first-year intake in Australasia. The record undergraduate enrolment of 450 stretched resources, even in the new building officially opened in May by the Premier.

Key management and senior positions finalised during the year included the first two profession-funded appointments, Professor Bill Duncan as Feez Ruthning Professor of Property Law and Professor Chris Gilbert as the Henderson Trout Professor of Commercial Law. Each was appointed a co-director of the newly established Centre for Commercial and Property Law.

The centre is the faculty's first research facility. In its first few months of operation, it produced several publications and conducted a number of continuing education seminars and workshops. To promote research goals, Associate Professor Razeen Sappideen, was appointed Director of Research and Postgraduate Studies.

In its second year of operation the Master of Laws by course work became the largest in Queensland with 50 new candidates added to the 1989 intake of 35.

Following revision of the Master of Laws rules, approval was given for a new Master of Legal Practice degree - the first in Australia. It will be available to those who obtain meritorious passes in the Graduate Diploma in Legal Practice course. The new masters



course will facilitate applied research in areas of legal practice.

During the year, the faculty hosted extended visits of two adjunct professors - Professor David Cruickshank from British Columbia and Professor Tony Lee, previously a visiting professor at the University of Western Australia.

The 1990 graduating class achieved distinction with the highest number of first class honours graduates ever produced. Individual success was achieved by Mr Damian Clothier, a member of the winning QUT team in the state finals of the Family Moot Competition, who was judged the best individual mooter in the national competition. Recent graduate, Mr Brian Fitzgerald won a scholarship to Oxford University.

The faculty's computing plan is providing every staff member who wants a personal computer with access.

Senior lecturer, Mr Ian Wilson, continued his national and international computing and law consultancies.

The faculty responded to the need for post-Fitzgerald Inquiry reforms by establishing a Justice Studies Unit, undergraduate degree and consultancies. The degree was supported by a \$100 000 grant by the Queensland Tertiary Education Foundation. A service teaching contract negotiated with the Queensland Police Service is worth a minimum of \$4.2 million over the next three years.

In keeping with social responsibility goals the extended secondment of Mr Robert Sibley to the Special Prosecutor's Office was approved and lecturer, Ms Lindy Willmott, was seconded as a full-time member of the Queensland Law Reform Commission.

An extensive continuing education program of seminars and workshops was carried out. Joint ventures were formed with the Queensland Law Society to produce a training video on claims prevention and to publish a new annual journal *The Annual Review of Queensland Law*.

In conjunction with the QUT Foundation more than \$100 000 was raised from the profession to supplement faculty funds.

### **Faculty of Science**

Achievements in the promotion and review of science undergraduate courses included significant increases in TE cut-off scores for many science courses,

completion of a Department of Employment, Education and Training funded project on the evaluation of the science cooperative education program and establishment of two faculty advisory committees. Student attrition rates also were contained.

Planning and promotion of special offerings resulted in increased numbers of students in bridging courses to gain degree entry and in the cooperative education program which gives students a year's paid, relevant work experience before the final year of the degree.

Negotiations continued with regard to new strands for the science multi-disciplinary degree and the creation of joint degrees with other disciplines. The number of postgraduate enrolments was encouraging and 10 students undertook the new honours year in Geology.

Actions taken to maintain quality teaching included the securing of a \$65 300 National Priority Reserve Fund grant to develop an integrated system of course/career education for science students, continuance of the Dean's Award scheme for high-achieving staff, introduction of the Staff Technical Experience Placement program for non-academic staff, the use of the Vice-Chancellor's service teaching initiative grant of \$100 000 to develop application of Computer Based Education, and the formation of the Science Service Teaching Committee.

Plans to improve the research ability of the faculty were advanced by the preparation of submissions for two new research centres (in the School of Mathematics), full-time staffing for all science research centres, and a status upgrade to University centre for the Medical and Health Physics Centre. In 1990, the faculty gained ARC mechanism B infrastructure grants of \$162 700.

Responding to the call for improved efficiency and effectiveness of tertiary institutions, the faculty obtained a government grant to investigate the application of total quality management principles at a university. Three projects were undertaken in the areas of management, teaching and equipment.

The renovation of E Block for the School of Chemistry was completed in 1990.



## DIVISIONAL HIGHLIGHTS

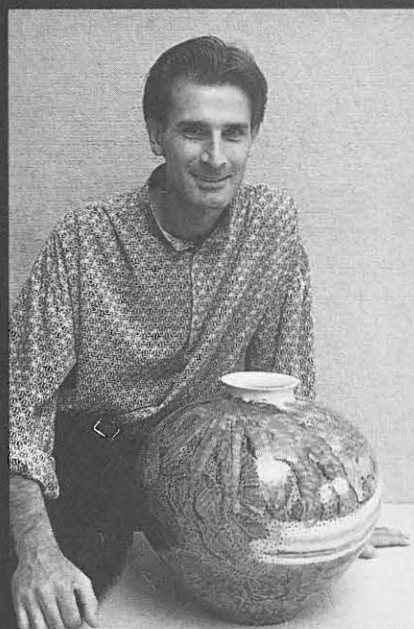
### Division of Administrative Services

The division, effective from 1 January 1991, comprised the Division of Central Services, augmented by its counterpart units from the former Brisbane College of Advanced Education campuses. During what was an unusual and taxing year, it maintained essential services at a constantly satisfactory level and played a major role in planning and effecting the amalgamation, and in consolidating and modifying policies, practices and systems with a view to unifying the new University with expedition and efficiency.

The former BCAE administrative units contributed significantly under the interim arrangements. In the area of management computing/systems development, a consolidated action plan for the total area was pursued from mid-1990. The division's 1991 action plan stressed the service and support role of the division and emphasised its primary aims over the next five years were to develop an integrated computer based management information system and to provide comprehensive and user friendly manuals of administrative policy and practice.

In the area of equity the division undertook to pursue the QUT's revised policy on staff recruitment and selection actively. Training courses were provided and the new joint goal setting and review process was promoted as a means of encouraging higher levels of interest among female staff in applying for senior administrative positions. These initiatives have resulted in a heightened awareness and acceptance of the University's decision to target gender balance as its prime activity in the areas of equal employment opportunity and affirmative action. However, opportunities for appointment and promotion at senior levels are limited and dramatic changes in profiles will not occur. The division has promoted the University's policy on gender balance on committees and responses are monitored carefully.

The joint goal setting and review process which helps identify staff development needs was a voluntary activity, not yet widely embraced within the division. Nevertheless, the Staff Development Section was very active in conducting well-attended training programs of various types and the QUT Study Assistance Scheme was well utilised by staff of the division.



### **Division of Information Services**

The newly formed Division of Information Services recorded significant achievements in 1990 to meet the challenge of expansion.

The development of the library collection continued with Commonwealth research infrastructure funds being used to buy research materials suitable for approved University research centres. A special grant allowed the development of collections to support the growth in nursing student numbers, and expenditure on periodicals increased.

The high-speed computing network grew to meet the demands of the Australian Academic and Research Network linking Australian universities to each other and to overseas networks.

Specific initiatives strengthened the research and teaching performance of QUT. The Advanced Information Retrieval Skills unit taught in the library significantly improved the research skills of students.

The Computer Based Education facility achieved a remarkable 90 percent increase in use during the year, further enhancing the reputation of this QUT innovation both within Australia and overseas.

Implementation of a CD-ROM network gave a significant boost to the range of information services available to support faculties.

The Academic Staff Development Unit received considerable attention in line with Commonwealth policy. Personnel grew significantly to meet the demand from academic staff. A high priority was given to teaching evaluations. A review of the implementation of Joint Goal Setting and Review practices in faculties was also conducted.

The Educational Television Unit followed its development plan formulated in 1988-89. Among its productions was the "real world" series of television commercials for QUT.

Preparations to meet the needs of a multi-campus operation demanded particular attention. Computing and library facilities were reviewed and the groundwork laid for the development of integrated systems in 1991. Communication issues such as the development of an integrated voice/data network were studied.

### **Division of Research and Advancement**

The new division is broadly responsible for making the expertise of QUT available to the external community. It does this by promoting research activities, by organising activities which share expertise, and by engaging alumni and the community generally in the activities of the University.

The division consists of five sections, each of which is responsible for an aspect of the divisional mission. These are the Offices of Research, Commercial Services, Educational Services, Public Affairs, and Development.

The Office of Research promotes the research goal of the University. It acts as contact for external granting bodies, and oversees QUT's internal funding for research. During 1990, the office achieved spectacular increases in grant applications and in grants awarded. The total number of grant applications handled by the office exceeded 500, with applications being made to more than 200 granting bodies.

The usual barometer of success in research funding is grants received from the Australian Research Council. According to this measure, QUT's research performance improved by a factor of two in 1990. Some of the increase in number of applications may be attributed to the increase in staff numbers due to amalgamation. However, the increase also reflects a change in the research culture of the institution, mediated by the efforts of the Division of Research and Advancement.

The Office of Commercial Services deals with the intellectual property of the University, and manages commercial research and consultancy projects. It administers a large number of projects including one GIRD (Industry Research and Development) grant. During 1990 the work of the office showed steady growth. Highlights of the year included four successful applications for National Teaching Company Scheme grants.

The Office of Educational Services is now responsible for all continuing education courses, and the overseas marketing of QUT courses. During 1990 each of these activities expanded significantly. The office organised 90 continuing education courses involving more than 3400 participants. Some 250 full-fee paying, overseas students were recruited during 1990, for the 1991

academic year. This reflects a turnover of approximately \$8 million in export earnings.

The activities of the Public Affairs Office were centred around amalgamation, positioning the new, expanded University in the market place. A media campaign based on the slogan "a university for the real world" received strong recognition with internal and external audiences. The University newspaper *Inside QUT* was published twice a month instead of monthly and increased circulation from 8000 to 15 000 to facilitate internal communication and external awareness of QUT activities. QUT's editorial profile in media also increased markedly.

The Development Office is responsible for the University's relations with the business community and other potential donor groups. Through the QUT Foundation and the alumni organisations it provides mechanisms for members of the community and graduates to have continuing involvement with QUT. Graduates of all of the former institutions which combined over the years, eventually under the QUT banner, are counted as members of the alumni. During 1990, the donation income of the Foundation remained stable, a good result in the prevailing economic climate.





## QUT FOUNDATION

During 1990 the Foundation:

- secured \$771 000 for investment in a wide variety of QUT initiatives
- extended service to Foundation members, with growth in membership from 976 to 1425 paid members, and an additional 205 associate members (full-time students)
- identified new areas for investment in the amalgamated QUT, securing initial income to the art collection and identifying new prospects for performing arts, education and aged care
- extended service to Alumni chapters, including an increase to the size and regularity of *QUT Links*, the news magazine for graduates.

Since 1987, the QUT Foundation has worked with QUT staff to secure \$3 million income for tangible improvements to the teaching and applied research programs of the University.

Leading graduates, corporate and other associates continue to give generous support to QUT's efforts to meet Queensland's and Australia's need for highly skilled professionals who are well-equipped to put knowledge into practice.

Increasingly important to QUT's effectiveness as "a university for the real world" are our linkages among graduates, students, relatives of both, and other close associates who are providing substantial advisory and financial support through Convocation, the Alumni chapters and the Foundation.

As QUT continues to reach out to the local, national and international community, the involvement of our closest supporters proves its value to enhance the quality of our programs.

### Quality teaching

Queensland Tertiary Education Foundation added a major grant of \$120 000 to the support of surveying industry and government organisations for the Survey Practice Course, to extend the offering of the course interstate and overseas.

This funding brings the real benefit to Queensland of QUT's becoming the centre for registration of surveyors for practice through this innovative program.

In order to encourage the very best performance among students of the University's applied and professional programs, substantial support was provided for scholarships, bursaries and prizes.

Student awards secured to provide support for "top" students include the AGL Honours Bursary in Geology, the Thomson Adsett and Partners Bursary in Architecture and three Elders IXL Bursaries for financially disadvantaged students.

New prize endowments were generously provided by Astra Panels Pty Ltd, a family company long associated with QUT for the Charles O Schloman Memorial Prize in Chemistry and the Michael P Schloman Memorial Prize in the Built Environment.

Additional practical focus on quality teaching was assured through the continued support for teaching positions, including the Senior Lecturer in Banking and Finance sponsored by ANZ, the QCL Visiting Professor in Concrete Technology and the renewed support for the Besser Lectureship in Construction.

### Enhanced applied research

Fully funded chairs in Maintenance Engineering, Quality Management and Urban Studies were provided by MIM Holdings Limited, the Queensland Government and the Brisbane City Council respectively.

Each of these commitments will ensure that the applied research and teaching programs in these areas at QUT provide the real benefits which the development and application of practical new methods bring.

Focus for research in Property and Commercial Law is being further enhanced through partnerships with Henderson Trout and Feez Ruthning to support chairs in these fields.

Support for applied research also includes sponsored research fellowships such as BP provides and postgraduate research scholarships, such as MIM's scholarships in maintenance engineering.

### Performance

Income for the year was \$771 000, which records a solid performance by the QUT Foundation, especially since the past year was one in which an understandable preoccupation of the University was to ensure a successful amalgamation.

By securing income to QUT above the Federal Government grants, the QUT Foundation has again provided substantial support to University initiatives. Before the end of 1990, \$700 000 was transferred to the University for academic infrastructure and research activities.

A measure of the satisfaction with QUT's servicing of investors is the increasing number of renewed investments, even in difficult economic times.

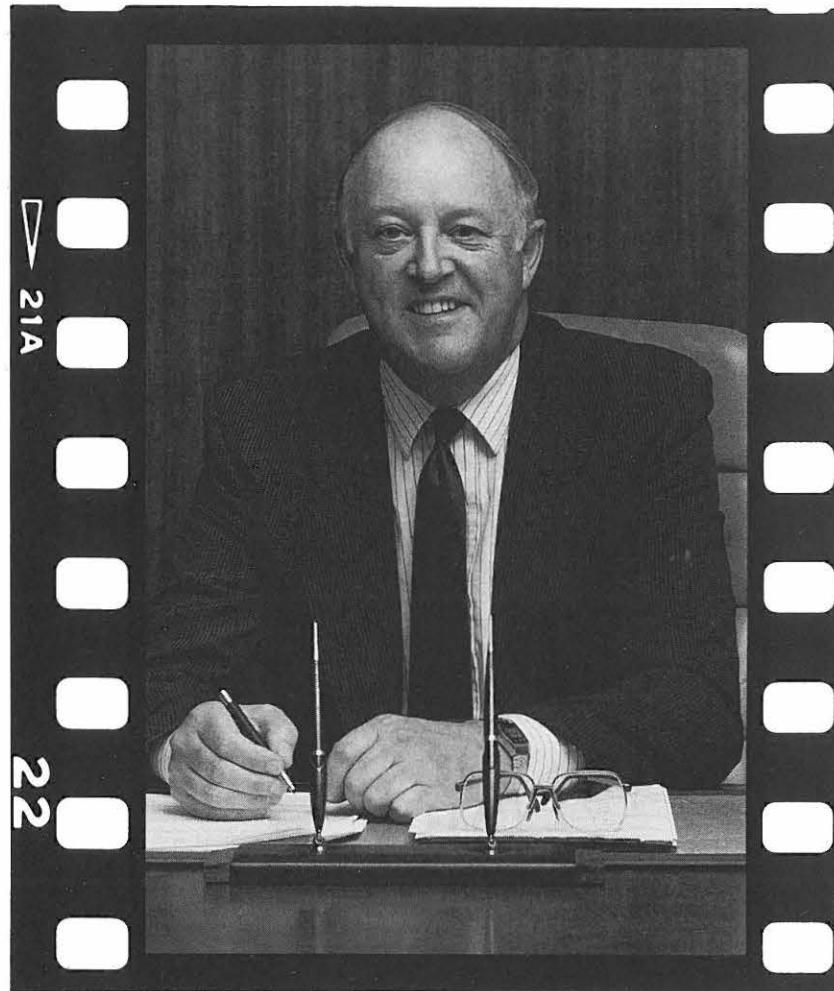
### **The future**

Strategies to extend the effectiveness of the Foundation's personal linkage with investors and members are being implemented.

Increased personal contact at the most senior level between investors and QUT senior management is also seeing an increase in "repeat business".

The involvement of a growing number of investors and members in regular personal contact with the QUT community will continue to be our first concern in the years ahead.

**W H Blair**  
President



## FINANCIAL SUMMARY

### For the year ended 31 December 1990

The financial summary shows the operations of the Gardens Point campus for 1990 and the operations of the former Brisbane College of Advanced Education campuses following amalgamation with QUT, from 1 May 1990.

The audited financial statements of the University are in Volume 2 of the annual report.

### Operating Fund expenditure 1990

The Operating Fund expenditure reflects the University's objectives:

- ▶ to resource academic organisational units to match unprecedented growth in student load
- ▶ to consolidate an emerging research infrastructure
- ▶ to further develop library, computing and staff development areas
- ▶ to meet demands placed on central administration by growth in teaching and research programs
- ▶ to provide for the fabric required to meet operational growth.

### Fixed assests

valued at 31 December 1990

	1990 \$
Buildings	227,556,555
Equipment	36,498,895
Furniture	10,058,926
Building works in progress	3,327,257
Land	333,000
Works of art	1,312,712
Resource material	34,477,138
<b>Total fixed assests</b>	<b>\$313,564,483</b>

Note: Buildings and furniture are valued at insured replacement cost. Equipment and works in progress are valued at historical cost.

### Cash balances and investments

as at 31 December 1990

	1990 \$
Cash at bank or on hand	O/D 3,677,914
Investments	
Short-term	43,011,890
Long-term	9,600
<b>Net fund balances</b>	<b>\$39,343,576</b>

## SUMMARY OF ALL FUNDS FOR THE YEAR ENDED 31 DECEMBER 1990

	Balance 1 Jan 1990 \$	Receipts \$	Payments \$	Balance 31 Dec 1991 \$
Operating Fund	10,224,654	109,761,565	100,010,761	19,975,458
Equipment Grant Fund	9,460	—	9,460	—
Capital Projects Fund	1,765,111	6,855,441	8,040,629	579,923
Special Activities Fund	277,142	23,668,689	15,360,941	8,584,890
Trust Fund	5,674,070	21,924,332	18,746,587	8,851,815
Research Fund	267,220	3,441,622	2,357,352	1,351,490
<b>Totals</b>	<b>18,217,657</b>	<b>165,651,649</b>	<b>144,525,730</b>	<b>39,343,576</b>

Note: The difference between total receipts figures above and below is due to grants received in advance and inter-fund transfers shown above but excluded below.



## OPERATING FUND EXPENDITURE

	1990
1. Academic activities	61.2%
2. Overheads	6.1%
3. Library	7.7%
4. Computing	4.5%
5. Student services	1.1%
6. Buildings and grounds	6.1%
7. Administration	12.1%
8. Other	1.2%

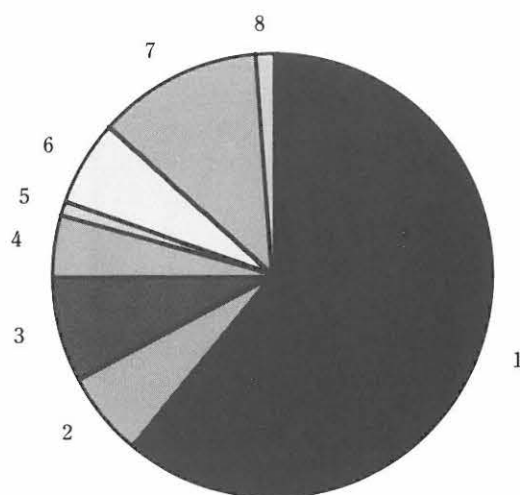
## ANALYSIS OF CASH FLOW

### Receipts

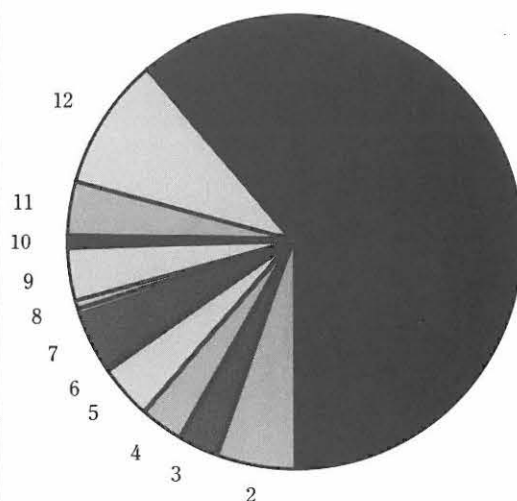
	1990 (\$x1000)
1. Commonwealth grants	90,635
2. State Government grants	8,102
3. Higher Education Contribution Scheme	4,058
4. Interest earnings	4,698
5. Research, consulting, testing services	5,623
6. Donations	429
7. Bookshop sales	6,564
8. Fees for services	1,035
9. Tuition fees (overseas students, etc)	5,702
10. Continuing education, seminars	1,540
11. Other income	5,633
12. BCAE surplus 1 May 1990	13,856
<b>Total</b>	<b>\$147,875</b>

### Payments

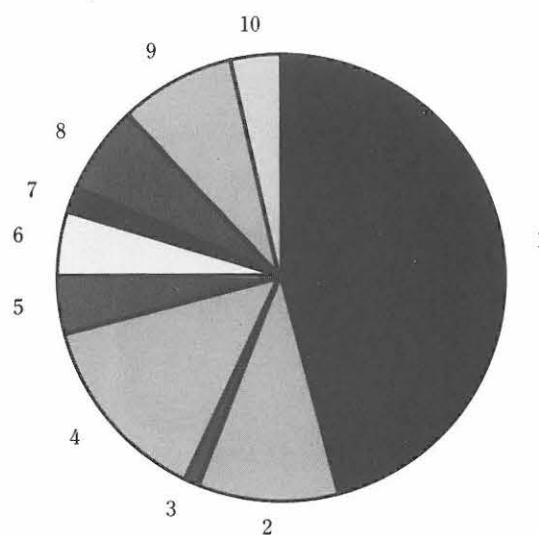
	1990 (\$x1000)
Recurrent teaching costs	
1. Academic activities	59,056
2. Academic services	12,965
3. Student services	1,083
4. General administrative services	17,639
5. Overheads	5,875
6. Trust Fund	5,557
7. Equipment	2,592
8. Capital works	8,027
9. Research, consultancy services	10,604
10. Bookshop	4,675
<b>Total</b>	<b>\$128,073</b>



Operating Fund Expenditure



Receipts



Payments

## COURSES

**Faculty of Arts**

Counselling ■  
 Dance ★ ●  
 Drama ● ◆ ▲  
 Music ●  
 Social Science –  
     Human Services ● ■  
 Visual Arts ● ◆ ▲

**Faculty of Built Environment and Engineering ▲ >**

Aerospace Engineering ●  
 Architecture ●  
 Built Environment ● ▲  
 Civil Engineering ★ ● ■ ▲  
 Computer Engineering ● ■ ▲  
 Construction and Building Project Management ● ■  
 Electrical Engineering ★ ●  
 Electronic Systems Engineering ●  
 Electronic Systems Engineering/Computing ●  
 Industrial Design ● ■  
 Interior Design ● ■  
 Landscape Architecture ● ■  
 Manufacturing Engineering/Business Management ●  
 Mechanical Engineering ★ ●  
 Mechanical and Manufacturing Engineering ●  
 Municipal Engineering ■  
 Property Economics ●  
 Quantity Surveying ●  
 Surveying ● ■  
 Surveying/Information Management ●  
 Urban and Regional Planning ● ■  
 Urban Design ■

**Faculty of Business >**

Accountancy ● ■ ◆ ▲  
 Administration ■ ▲  
 Advertising ● ■

Audiovisual Communication ● ■  
 Banking and Finance ●  
 Business Administration ● ■ ▲  
 Communication ● ■ ◆  
 Economics ●  
 Film and Television Production ●  
 Fund Raising ■  
 Human Resource Management ●  
 Industrial Relations ★ ■ ▲  
 International Business ●  
 Journalism ● ■  
 Management ● ◆ ▲  
 Marketing ● ▲  
 Organisational Communication ● ■  
 Organisational Studies ●  
 Public Administration ●  
 Public Relations ● ■

**Faculty of Education ▲ >**

Child Care ●  
 Early Childhood ● ■  
 In-service ●  
 – Computer Education ■  
 – Curriculum ■  
 – Early Childhood ■  
 – Research ▲  
 – Resource Teaching ■  
 – Teacher-Librarianship ■  
 Primary ● ■  
 Secondary ● ■

**Faculty of Health ▲ >**

Environmental Health ●  
 Health Administration ●  
 Home Economics ●  
 Health Education ■  
 Health Information Management ●  
 Nursing ● ■ ▲  
 Nutrition and Dietetics ■  
 Occupational Health and Safety ● ■  
 Optometry ●  
 Podiatry ●

Public Health ▲

**Faculty of Information Technology ▲ >**

Business Computing ★ ● ■ ◆  
 Commercial Computing ■  
 Computer Science ● ■ ◆ ▲  
 Information Management ●  
 Library Science ■

**Faculty of Law ● ▲ >**

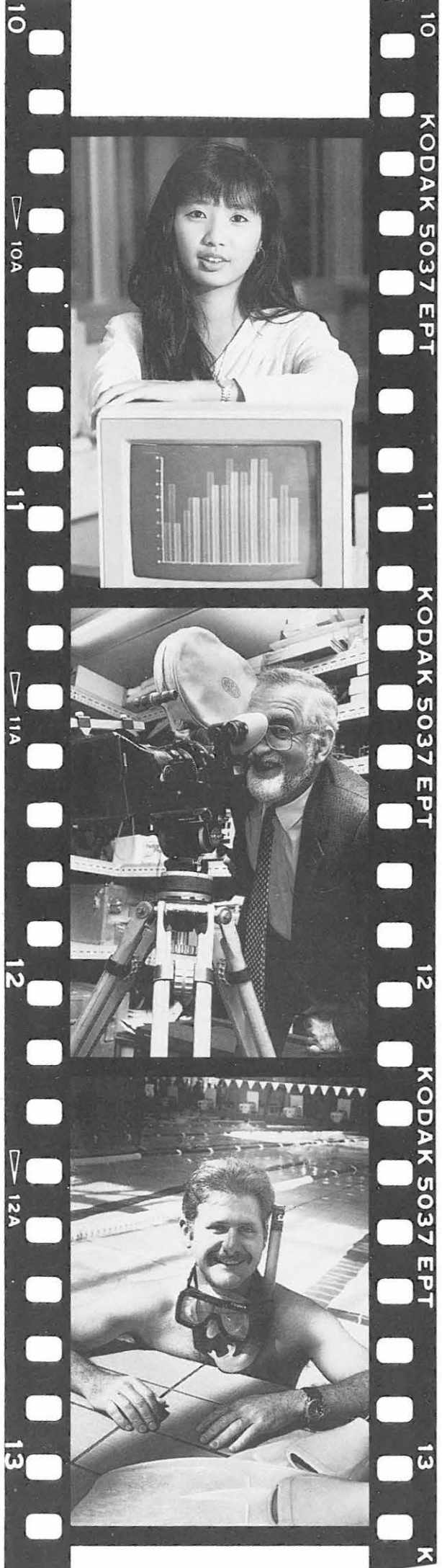
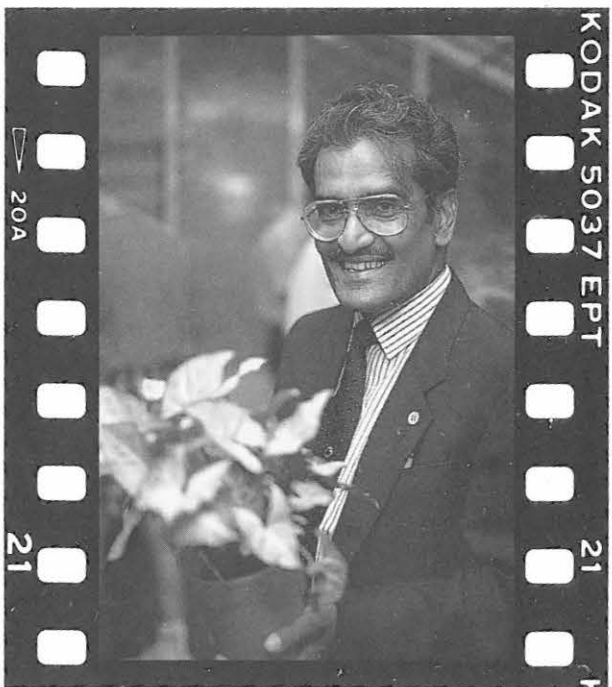
Accountancy/Law ●  
 Computing/Law ●  
 Court/Parliamentary Reporting ★  
 Justice Studies ●  
 Legal Practice ■ ▲

**Faculty of Science ● ▲ >**

Biochemistry ● ◆  
 Biology ★ ● ◆  
 Biotechnology ● ■ ◆  
 Chemistry ★ ● ◆  
 Clinical Laboratory Techniques ★  
 Geology ● ◆  
 Mathematics ● ◆  
 Medical Laboratory Science ● ◆  
 Medical Physics ◆ ▲  
 Medical Radiation Technology ●  
 Medical Ultrasound ▲  
 Microbiology ● ◆  
 Physics ●

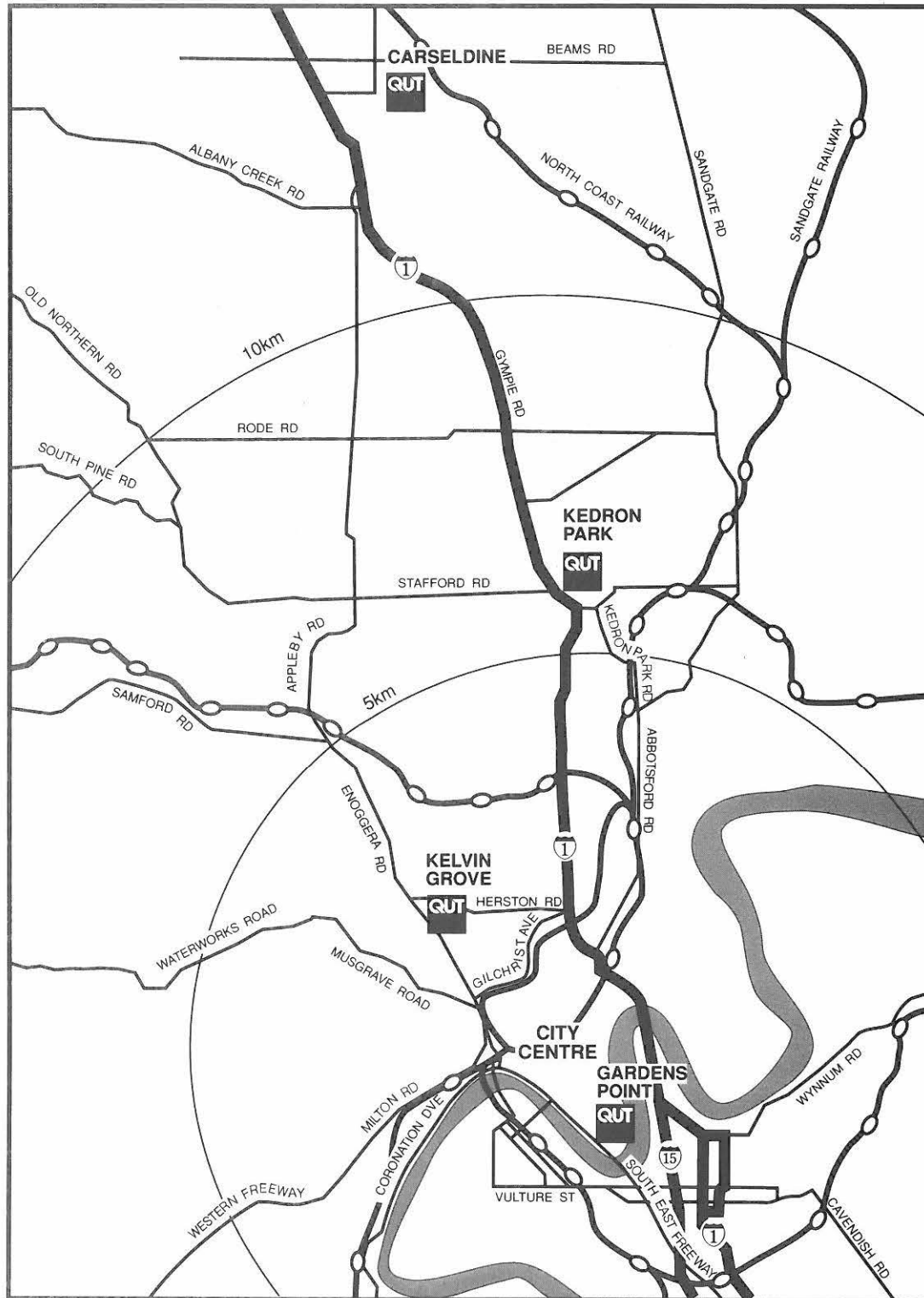
**LEGEND**

PhD >  
 Masters degree ▲  
 Honours degree ◆  
 Graduate diploma ■  
 Bachelor degree ●  
 Associate Diploma ★





## QUT BRISBANE CAMPUSES







Queensland University of Technology