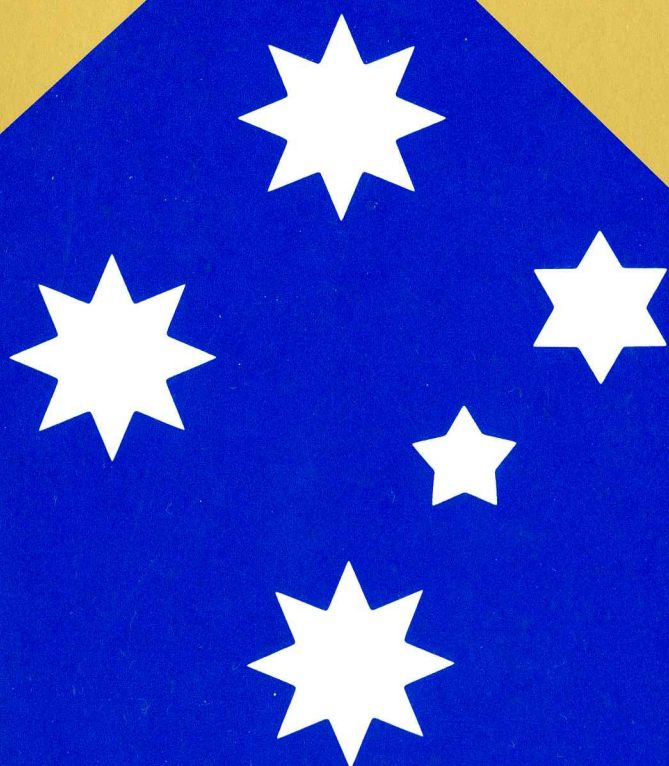


M O N A S H
U N I V E R S I T Y

Annual Report 1991



MONASH UNIVERSITY



AUSTRALIA

*In accordance with
Section 41 of
the Monash University Act
1958, as amended, I
submit the
report of the Council
for 1991.*

*For and on
behalf of the Council
G H Lush
Chancellor*

Report of the Council of Monash University for the period 1.1.1991 to 31.12.91

Monash University
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General information

Review of operations

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In 1991, Monash University has consolidated its standing as one of the world's great research universities and has expanded such that it is now a large and diverse institution of enormous potential. The mission of the university is to:

- foster scholarship, the pursuit of truth, and the advancement of knowledge and its dissemination by providing an environment that encourages excellence in both teaching and research;
- facilitate developments in teaching and research in which particular and outstanding Monash skills and potential can be identified;
- contribute to the enrichment and development of society, socially and economically;
- protect the university's standards of scholarship but also to consider new ideas and concepts fairly and objectively;
- encourage creativity, adaptation and innovation;
- contribute to the nation's future by pursuing international programs of academic quality especially with nations of the Asia-Pacific region.

We have consistently argued for the enhancement of standards through:

- providing high quality teaching to include income-generating activities as well as the major degree courses;
- reaffirming Monash's commitment to scholarship, including various forms of consultancy, technology transfer and income-generating activities in the university's research portfolio;
- vigorously pursuing outside research funding and strongly encouraging entrepreneurial initiatives;
- attracting the highest possible quality graduate and undergraduate students and providing greater access for disadvantaged students;
- creating an environment where academic, administrative and general staff can work with satisfaction and pride and appropriately rewarding staff performance;
- strengthening the management of the university particularly with reference to the roles of deans and heads of departments;
- actively developing interfaces with the university's alumni, the private and public sectors and the community in general;
- targeting the Western Pacific Rim as an area of special interest to Monash; and
- communicating the university's achievement in teaching and research to ensure that the community knows and understands what Monash stands for.

The enlarged university, resulting from a merger with the former Chisholm Institute of Technology, Gippsland Institute of Advanced Education and that proposed with the Victorian College of Pharmacy, is uniquely positioned to move ahead as an innovative, outward-looking, enterprising institution.

A distinguishing feature of the merger has been the reinforcement of the integrated organisational and academic structure of the university. Faculties, for the most part, constructed around departments and schools, are each managed by a full-time dean, appointed by Council. This integrative structure will continue to guide the academic and administrative organisation of the university to promote efficiency, relevancy, responsibility and accountability. It is particularly suitable organisationally for an academic institution as it encourages academic involvement in decision-making and encourages the decision-making process to take place in the faculties.

The change in the culture of the institution has been reflected in important reform in the governing bodies of the bicameral system following the end of the transitional year after the merger with the Chisholm and Gippsland institutes. The Professorial Board was replaced by the Academic Board with elected representatives of the academic staff and student body. The Council, no longer including external faculty representatives, worked in a most constructive and supportive way throughout the year to finalise merger details. The progress made would not have been possible without the demonstrated strong support of both Academic Board and Council.

The internationalisation of Monash intensified in the past year. The number of high-quality international students, mostly from Asia, increased. Two successful twinning programs in Malaysia were developed and similarly two others through distance education in Hong Kong and Singapore. The university appointed a pro-vice-chancellor to manage the international programs, including exchange relationships with other universities in the region, the exploration of the establishment of an off-shore campus, study abroad, the English Language Teaching Centre and a variety of international initiatives including the Monash University Foundation Year.

Distance education remained a high priority for the university as a whole. It is an alternative mode of entry into higher education which must broaden access by offering prospective students various modes of entry. Monash assumed the leadership of the tv open learning pilot project.

All undergraduate courses, particularly those on the Caulfield, Frankston and Gippsland campuses, experienced marked increase in demand with cut-off scores rising significantly. The postgraduate student population continued to strengthen, with increased interest being demonstrated from both Australian and international students. The number of graduate students is constantly increasing. Monash is fourth in Australia in relation to the number of APRA's won by each university.

A subcommittee of Academic Board, chaired by Professor P L Waller, was given the brief to review the policy structure and administration of research in the university.

The university's research efforts in 1991 were consolidated and strengthened by the award of five Cooperative Research Centres in the Faculty of Engineering — Catchment Hydrology, Hardwood Fibre and Paper Science, Advanced Ceramics Processing, Polymer Blends, and Australian Maritime Engineering. Together with the previously awarded CRC for Aerospace Structures, this now makes a total of six Cooperative Research Centres based in the Faculty of Engineering.

The university received approximately \$26 million from external granting bodies to support research in 1991. Substantial funding was attracted from major Commonwealth competitive granting bodies including the Australian Research Council (ARC), National Health and Medical Research Council (NHMRC) and Industry Research Development Board Grants (GIRD). These grants included:

- **ARC** A total of \$5.06M for new and continuing ARC large grants, representing an increase of 15.95 per cent from the previous year. A further \$1.116M was provided by the ARC for internal allocation under the Small Grants Scheme, and this was awarded to support 130 research projects. Under the Infrastructure Mechanism B Scheme, the ARC awarded \$577K to support four proposals submitted by eligible staff from the former Chisholm Institute of Technology and Gippsland Institute of Advanced Education. A further \$3.785M was awarded under the Infrastructure Mechanism C Scheme to support four Monash-based proposals and five proposals involving Monash.
- **NHMRC** A total of \$5.5M was awarded to support new and continuing NHMRC grants.
- **GIRD** Monash staff continued to be supported for their involvement in eight continuing GIRD grants, totalling \$5.9M for 1991.
- **Monash/CSIRO** A total of thirty collaborative research proposals involving Monash and CSIRO were supported with an allocation of \$100 000 made by each institution.

In 1991 the Monash Development Fund comprised \$3.25 million, an increase of more than \$1 million over the 1990 allocation. Projects were funded across a variety of fields consistent with the Monash strategy for the future. These included Asian studies, biotechnology, geographical information systems and communications engineering.

Seeding money was provided for several projects which proved successful in attracting substantial investment, both from private and public sector sources such as Telecom, Nixdorf Computers and the Pulp and Paper Manufacturers Federation of Australia. Special teaching initiatives supported by the fund included the new Graduate Diploma in Family Medicine by distance mode and continued support for the clinical program in the Faculty of Law. The fund was also used to provide institutional support for Cooperative Research Centres and for the three National Key Centres for teaching and research operating within the university. The Vice-Chancellor's Special Research Fund awarded 150 travel grants amounting to \$70 000 to support attendance by academic staff at international conferences.

The university was successful in winning substantial capital grants from Canberra. Major building projects have begun or are in an advanced stage of planning on all campuses. It is certainly the most ambitious program undertaken by the university since the early days of construction.

The profile discussions included DEET and VPSEC encouragement for Monash to consider the development of a campus at Berwick. Discussions continued with government and relevant community groups; the latter have been especially enthusiastic in their support for a Monash campus.

The university's annual budget has become an important part of the integrative planning of the university. The budget is a public document and is accompanied each year by a statement of university direction presented by the vice-chancellor accompanied by an additional explanatory statement by the comptroller. Some faculties have shown significant capacity to supplement their incomes by exploiting their high standard through outside grants and through programs for which full fees are paid.

The Vice-Chancellor's Award for Distinguished Teaching Scheme was introduced to recognise publicly and reward outstanding teaching performance by academic staff of the university. Three awards, each valued at \$5 000 will be presented at the final graduation of the following year.

A good deal of attention has recently been devoted to communications, both within the university and with the wider community, and improving communication about the quality of our courses to the public. A unified design format has been brought to our publications so that the university's public image is more clearly identified. The quality of publications has improved significantly, as has university advertising; this is widely recognised outside the university. Monash receives more media coverage than any other Victorian university.

In 1991 an important step was taken in the budgetary process. A key budget parameter was established by which 68.5 per cent of all revenue would be used for academic activities. This is the highest share in Australia. The remaining 31.5 per cent is used for funding the library, the computing centre and central administration. Consequently central administration economies of scale as a result of the merger are reflected in the budget.

Establishment

Regulation 7(a)

Monash University was established by an Act of the Victorian Parliament on 15 April 1958. A body politic and corporate known as 'Monash University', it has perpetual succession, a common seal and is capable in law of suing and being sued.

Objectives, functions, powers and duties

Objectives

Regulation 7(b)

The objectives of the university, as stated in section 5 of division 1 of the *Monash University Act* are:

- to provide facilities for study and education and to give instruction and training to all such branches of learning as may from time to time be prescribed by the statutes, including, without limiting the generality of the foregoing, pure science, applied science and technology, engineering, agriculture, veterinary science, medicine, law, arts, letters, education and commerce;
- to aid by research and other means the advancement of knowledge and its practical application to primary industry and commerce;
- to confer after examination the several degrees of bachelor, master and doctor and such other degrees and diplomas as are prescribed by the statutes; and
- to provide facilities for university education throughout Victoria by the affiliation of existing educational institutions to the university, by the creation of new educational institutions to be affiliated to the university, by the establishment of tutorial classes, correspondence classes, university extension classes and vacation classes and by such other means as the Council deems appropriate —

and in the giving of instruction and training in any branch of learning the university shall aim to foster a desire for learning and culture for a knowledge of the social and cultural as well as the technical and practical aspects of that branch of learning and an understanding of its relation to the whole of human life and knowledge.

Powers and duties

Regulation 7(b)

The governing authority of the university is the Council, the constitution of which is set out in division 2 of the act. The *Monash University (Chisholm and Gippsland) Act 1990* came into force on 1 July 1990 and substituted in division 2 of the act a new constitution of Council which came into effect on 1 July 1991. The latter act provided for a transitional council to hold office for twelve months, and defined its membership. The membership of the transitional council to 30 June 1991 was specified in the 1990 Annual Report. The Council manages and supervises the affairs of the university and is advised by its subordinate standing committees, other boards and committees, the vice-chancellor and senior offices of the university.

University services

Regulation 7(c)

The university provides post-secondary education and study facilities primarily to the Victorian community. The ten faculties located within the Monash campuses at Clayton, Caulfield and Frankston — Arts, Business, Computing and Information Technology, Economics Commerce and Management, Education, Engineering, Law, Medicine, Professional Studies, and Science — offer undergraduate and postgraduate degrees and diplomas. Monash University College Gippsland has seven schools including Applied Science, Business, Education, Engineering, Health Sciences, Social Sciences, and Visual Arts. In the past it has firmly established a regional orientation within Gippsland and

this regional role continues to be actively encouraged following the merger with Monash University.

In addition to the faculties and the college, there are centres which express the research interests of staff members and provide a specialised nucleus for postgraduate and some undergraduate study. Many of these act as a focus for interdisciplinary research. The work of the university is expanded and supported by affiliated institutions which cooperate in various ways with teaching and research programs at Monash.

Regulation 7(d)

The university operates in collaboration with the Commonwealth Government through the Department of Employment, Education and Training and with the State Government Ministry of Education and Victorian Post-Secondary Education Commission, in the funding, planning and administration of its work.

*Shared policy
responsibilities*

Membership of Council 1991

Regulation 7(e)

Between 1 July 1990 and 30 June 1991 a transitional council of the enlarged university in accordance with the *Monash University (Chisholm and Gippsland) Act 1990* was in existence and the membership was specified in the 1990 Annual Report. From 1 July 1991 to 31 December 1991 the following members constituted the University Council.

*Administrative
structure*

Appointed by the Governor in Council

Members of the Parliament of Victoria

The Hon. James Vincent Chester Guest MA Oxon. MBA Melb. Barrister-at-Law of Lincoln's Inn Barrister-at-Law (Vic.) MLC

Gerard Marshall Vaughan BE MEngSc PhD DipEd S. C. V. ARMIT ARACI MP

The Hon. Peter Ronald Hall BA DipEd MLC

Representing industrial, commercial, educational and community interests

Hugh Alexander Grayson CChem FRACI FIDA FAIM FMTC

Maria Gwendolene Keys BA Syd. MACS

Geoffrey Alistair Knights MA PhD Cantab.

William Austin Kricker AM BSc BE Syd. MBA NSW FAIM FIDA FIEAust

Sally McManamny RN BED LaT. FRCNA

Joan Melville McPhee MCom Melb. ACTTV

Helen Marion Nugent BA PhD Qld MBA Harv.

Paul Henry Ramler DipBus HonMBus C.I.T. ACIT

Elected by the graduates of the university

Anthony Henry May BEc LLB

Kay Christine Lesley Patterson BA Syd. PhD DipEd MAPsS

Elected by the professors

Anne Rosalie Edwards BA PhD Lond.

William Henry Melbourne BE Syd. PhD DIC Lond. FIEAust FRAeS FRGS

Richard Hal Snape BCom Melb. PhD Lond. FASSA

Elected by teaching staff other than professors

Frank Robert Burden BSc PhD Lond.

Brian John Costar BA PhD Qld.

Jennifer Strauss BA Melb.

Richard Lewis Whyte BA DipEd BED MEd Melb. TPTC

Ex officio

Chancellor

The Hon. Sir George Hermann Lush LLM *Melb.*

Vice-chancellor

Malcolm Ian Logan BA PhD DipEd *Syd.* FASSA

Appointed by the Minister for Education

Vacant

Monash University College Gippsland (co-option)

Crofton Lee Hatsell DipCE DipTCP FIEAust

Dennis John Shore BE MEngSc N.S.W. MIEAust

Co-opted members

Jennifer Ann Chandler BBus *V. I. C.* AFMI

Clive Keith Coogan AM MSc *Syd.* PhD *Brist.* FAIP FRSA

James Arnold Hancock OBE BCom *Melb.* FCA AASSA

June Margaret Hearn MA PhD *Melb.*

Jan Eric Kolm AO EngChem *Prague Tech. Uni.* HonDSc *Melb.* FRACI FAIM
FTS

Dorothy Ruth Pizzey BA BEd *Melb.* FACE

Robert Clive Tadgell LLB *Melb.*

Lionel Edward Ward BAgSc *W. Aust.* MSc PhD *Calif.*

Deans of faculties

Robert John Pargetter BSc MA *Melb.* PhD *LaT.* DipEd

Robert Porter BMedSc DSc *Adel.* MA BCh DM *Oxon.* FAA FRACP

Elected by non-academic staff

John Charles Blyth BAppSc *Melb.*

Margaret Ellen James MA DipEd *Melb.* PhD *LaT.*

Paul Kenneth Rodan BA *W. Aust.* MA *Qld* PhD

Elected by the students in the university

Paul Lloyd Baker BSc

As at 1 January 1992 there were two vacancies for undergraduate students

Senior officers

Regulation 7(e)

Visitor

His Excellency Dr Davis McCaughey, Governor of Victoria

Chancellor

The Hon. Sir George Hermann Lush LLM *Melb.*

Deputy chancellors

James Arnold Hancock OBE BCom *Melb.* FCA AASA

Geoffrey Alistair Knights MA PhD *Cantab.*



Vice-chancellor

Malcolm Ian Logan BA PhD DipEd Syd. FASSA

Deputy vice-chancellors

John Anthony Hay BA PhD *W. Aust.* MA *Cantab.* FACE

Geoffrey Norman Vaughan MSc *Syd.* PhD *Melb.* FRACI FPS FSHPA
MPSTGB

*Pro-vice-chancellor and Chief Executive Officer of Monash University College
Gippsland*

Thomas Kennedy BSc PhD *Glas.* GradDipEd CChem FRIC FAIM ARACI
AIMM MACE

Registrar

Anthony Langley Pritchard BSc DipEd *Melb.* BEd *Qld*

Comptroller

Peter Brian Wade BCom (Hons) MA *Melb.* FASA

Regulation 7(f)

Principal offices

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Melbourne 3000
Telephone: (03) 650 9140

Campus Director
Monash University — Caulfield Campus
900 Dandenong Road
Caulfield East 3145
Telephone: (03) 573 2328

Campus Director
Monash University — Frankston Campus
McMahons Road
Frankston 3199
Telephone: (03) 784 4152

Chief Executive Officer — Gippsland
Monash University College Gippsland
Switchback Road
Churchill 3842
Telephone: (051) 226 211

Regulation 7(g)

Publications

The university handbooks in eleven volumes contain information on the operations and governance of the university and details of courses and subjects offered. The *Research Publications* report, published annually, records the publications, conference contributions, public talks and higher degree theses by university staff and postgraduate students for the year. Copies of these publications may be obtained from the Monash University Bookshop or by

application to the Publishing and Advertising office, Monash University, Caulfield campus.

The Department of Communications, comprising the Publishing and Advertising, and Public Affairs offices, produced over 200 publications during the year.

The Public Affairs Office, which replaced the former Information Office, publishes a monthly newspaper, *Montage*, and an occasional single sheet flyer, the *V-C's Desk*. A weekly newssheet, *Etcetera* was published throughout 1991. These publications are distributed to all staff on all campuses. A quarterly magazine, *The Monash Quarterly*, was produced and mailed to alumni and the corporate section. A monthly newspaper, *Business Victoria*, was also published.

In 1991 Monash University College Gippsland produced a handbook which provided information on the operation and the governance of the college together with details of all courses and units offered. The college also produced a booklet entitled *Information for prospective students* which provided information to school leavers and others intending to take up full-time and part-time studies, primarily on campus in 1992. The Monash Distance Education Centre produced a guide to distance education courses offered largely by the university college, but also by other campuses of Monash University, in distance education mode. This publication also gave other information including costs, requirements for studying by distance education and methods of enrolment. The university college produces a weekly newsletter which is distributed to all staff of the college.

The Career Planning and Development Branch produces regular publications in the form of newsletters; *Careers Weekly* (fifty issues per annum), *Career Planner* (four issues per annum), and *Schools Update* (four issues per annum). Booklets available on an on-going basis include *Hints for job hunters*, *Interview questions*, *Reasons for choosing*, *On starting work*, and a report on an annual survey of graduate starting salaries.

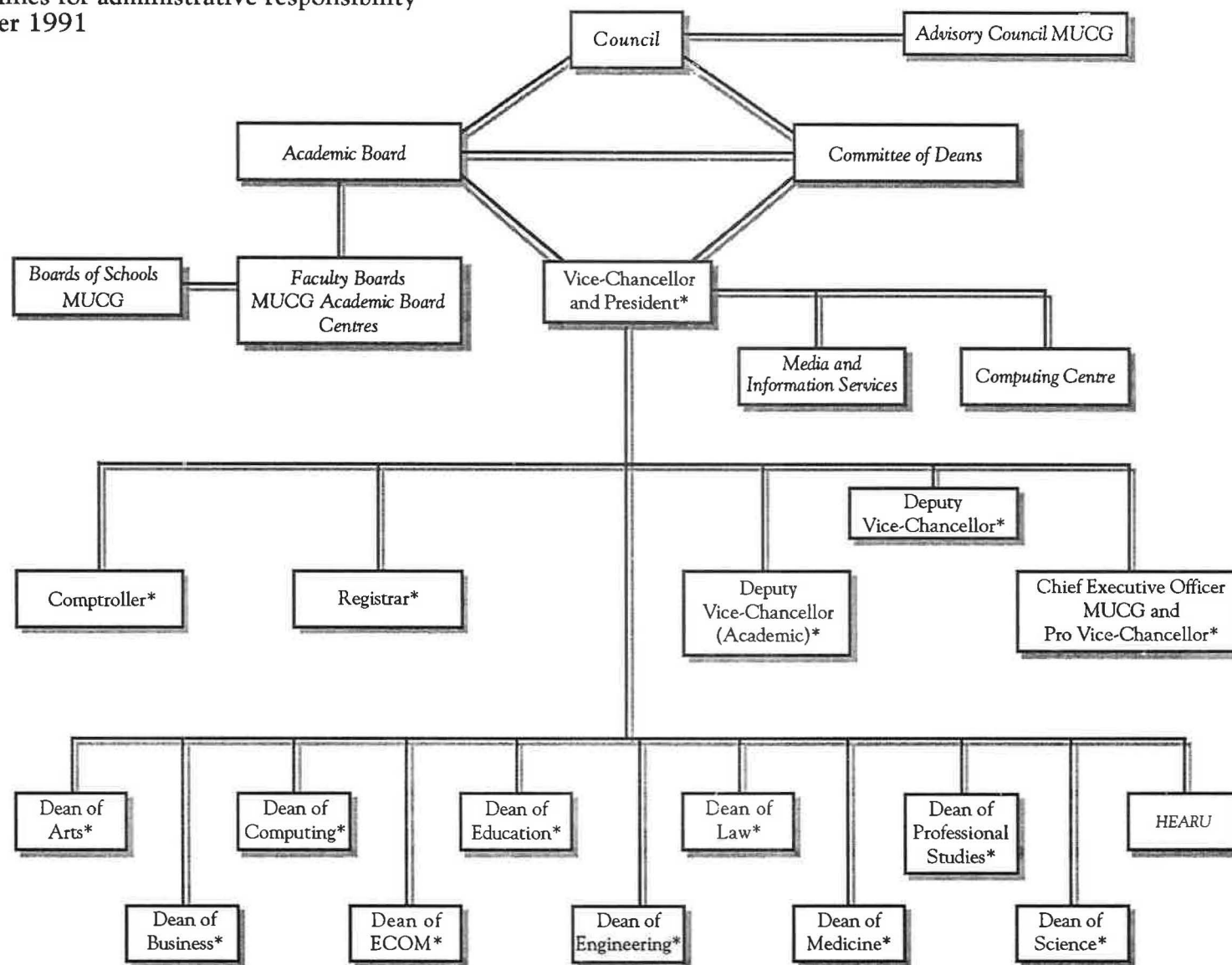
Companies, joint ventures and trusts

Regulation 7(h)

- Montech Pty Ltd (100%) handles commercial aspects of university intellectual property.
- Infertility Medical Centre Pty Ltd (70%) provides specialist medical services.
- Monash-ANZ Centre for International Briefing Pty Ltd (100%) provides consulting services to industry and government on international protocol and business.
- Sir John Monash Business Centre Pty Ltd provides teaching and conference facilities.

Reporting lines for administrative responsibility
at December 1991

Regulation 7(e) (iii)



1. Chart reflects reporting relationship only: DVC(A), DVC & PVC have policy responsibilities – eg, DVC(A) (academic issues including academic staffing) DVC (research , general staffing, student issues) PVC (distance education).

2. The officers starred(*) together constitute the Committee of Deans.

Operational objectives

Regulation 8(1)(a)

The completed merger of three institutions, Monash University, Chisholm Institute of Technology and the Gippsland Institute of Advanced Education, is generally regarded as successful. An enormously complicated and time-consuming exercise, it has produced an institution which is different from each of the three original parts. Monash University is now a large multi-strand institution of excellence, catering to the needs of a wide population of students as well as achieving high standards of consultancies and research. It is the multi-faceted nature of Monash that is recognised as the distinctive element upon which the university can continue to build. Through the institution's diverse programs of instruction, research and service, plus its geographically dispersed network of campuses, Monash is uniquely placed to respond to community expectations. Faculty and administrative leadership will manage the university to ensure balance among the diverse functions.

The overall goal of the university remains unchanged, and is based on its founding Act, which states that Monash University 'shall aim to foster a desire for learning and culture and for a knowledge of the social and cultural as much as the technical and practical aspects in branches of learning and an understanding of their relation to the whole field of human life and knowledge'. The university will also strive to aid by research and other means the advancement of knowledge and its practical application to primary and secondary industry and to commerce'.

The further development of the university's objectives, while taking account of the strengths of the merging partners, has remained consistent with the founding Act described above. To ensure its success, Monash University is developing its objectives along the following lines.

- **Research** Monash will strengthen its commitment to research by being: active in scholarship with a substantial number of identified national and international areas of research excellence; a leader in involvement in research, development and service with industry, commerce and state enterprises; active in establishing financial sources of research funding independent of those provided through regular government channels. Monash aims to encourage all staff to be active in research and/or scholarship; achieve and maintain a world class research standard in identified key fields; promote individual excellence in research; and strive for an optimum balance between pure and applied research. The university will effectively apply both internal and external resources to achieving these aims.

- **Teaching** Monash will be: committed to excellence in teaching and in being responsible to the needs of our client base, while devising ways acceptable to both staff and management to evaluate staff performance each year; continuing to offer a range of teaching programs extending for doctoral to undergraduate programs; a major provider of postgraduate professional education and training ranging from short courses to coursework masters degrees; a major centre in postgraduate research training.

Monash will promote tertiary education and provide equitable access to undergraduate courses for students, particularly in the south-east corridor area; endeavour to attract the best students from throughout Victoria; foster excellence in teaching; provide a range of teaching programs responsive to clients' needs, including professional upgrading, stronger academic links with TAFE, competency-based training and provision for international students; and proceed with the development of the proposal for the establishment of a Monash campus at Berwick.

Postgraduate teaching is of particular priority: Monash will strive to attract the best students, both nationally and internationally, to enrol in postgraduate degrees, especially in our fields of identified research strength.

- **Internationalisation** Monash will be: the strongest Australian university in Asian studies, languages and business, and have an appropriate balance of Asian and other perspectives in all degree programs; among the best known Australian universities throughout the world. Monash has a substantial international reputation, especially in Europe and the United States of America. In Asia and Asian studies Monash has an unrivalled reputation.



Further development of the internationalisation of Monash University will follow these routes: academic staff, departments and faculties will be encouraged to extend their international links and in particular attempt to mainstream Asia; the university will target universities in Asia and the Pacific, the USA, Europe and Canada, for the development of institution-to-institution collaborative agreements; the international promotion of Monash will continue, especially through innovative formats to exploit Monash's position in taking a broad lead on a new approach to the Pacific, rather than the conventional academic approach; the establishment of an off-shore Monash campus will be explored.

The broad objectives of these strategies are in teaching, students, research and development which will include the establishment of cooperative centres funded by private and university resources.

In 1991 the School of Health Sciences of Monash University College Gippsland commenced teaching in partnership with Hong Kong Polytechnic a degree course for registered nurses. The School of Business, also in conjunction with Hong Kong Polytechnic, began to teach the Bachelor of Business degree offshore in Hong Kong.

● *Alternative modes of delivery* Monash will be: a major provider of distance higher education programs, programs for upgrading professional qualifications, for retraining, and for satisfying the cultural and personal development needs of the adult community. Monash will achieve this aim by continuing to strengthen its distance education base, identifying and addressing opportunities for distance education provision, while exploring the application of new and innovative technology to teaching, in Australia and internationally.

The early success of the TV open learning project has established this mode as a viable mode of delivery for the future. Monash will play a vital role in further expansion of the project which could be used in conjunction with radio and at the same time be an essential element of a new generalist degree which will provide for students wishing to complete their whole degree through non-traditional forms of learning.

Distance education in Monash University is undergoing rapid growth and development. During 1991 there have been several new distance education initiatives by schools and faculties. These include the offering of the Bachelor of Applied Science (Computing) in Singapore, the offering of the Bachelor of Business (Multidiscipline) in Hong Kong and the development of the Diploma of Family Medicine for first offering in 1992. These have required additional resources as well as some adjustment of operating procedures and schedules. For instance, the Distance Education Centre (DEC) employed two full-time course developers in 1991. It has also operated a second composing pool over the college 1991-2 summer vacation period utilising one of the college microcomputer laboratories. Further full-time and part-time course developer positions have been established to further expand the instructional design input to courses from other campuses and to MUCG courses.

The number of students at Monash University enrolled in the distance education mode in 1991 totalled 4167.

Policy statements on development and production of distance education courses, course presentation in distance education and library support of distance education courses, developed by the DEC working party, have been recommended by the Distance Education Advisory Committee for adoption by the university Academic Board.

A new building project at the Gippsland campus, commenced late in 1991, will provide expanded space and facilities. The printery and despatch sections of the DEC will move into this building during the first half of 1992, followed by the administration, production administration, composing, and educational development and research units in early 1993.

From 1 August 1991, Associate Professor John Harris was seconded to the DEC for three years as head of Distance Education Development. Professor Harris has responsibility, under the director of the DEC, for the DEC's support of MUCG courses operating overseas and of distance education courses from the other campuses of the university.



- *Community and culture* Monash will continue to extend its cultural activities to be: an active cultural centre for the local and Melbourne communities. The southern and southeastern suburbs, and the Gippsland region, are major population centres. Monash provides, and will continue to develop, access to community facilities, performing and visual arts, and informal public education. Monash will continue to seek wide government and community participation in these valuable developments and activities.

- *The faculties* Monash is a faculty-based university with considerable autonomy and responsibilities devolved to the faculties. Now comprising ten faculties, Monash will continue the process of devolution and encourage faculties to develop their own objectives and strategic plans in ways that are consistent with and which implement the overall university objectives. The deans have a key role in their advisory capacity to the vice-chancellor on all major policy issues and in their implementing role in their faculties. The continuation of these arrangements with possible devolution of more responsibilities to deans is envisaged.

Academic developments and achievements

The university's course offerings were widened and diversified by the merger but, in addition, each faculty devoted considerable time and effort to the development of new courses at both undergraduate and postgraduate level. Planning and approval for the following new courses occurred: Bachelor of Arts (Asian Studies); Bachelor of Arts (European Studies); Bachelor of Arts (Social Sciences); Bachelor of Arts (Human Services); Bachelor of Arts (Honours); Bachelor of Arts Degree (with major in Mass Communications); Bachelor of Business (Business Administration); Bachelor of Business (Honours); Bachelor of Business (Accounting)(Honours); Bachelor of Business (Retail Management) by distance education; Bachelor of Nursing; Bachelor of Applied Science/Bachelor of Business (four year combined degree); Graduate Certificate in Critical Care Nursing; Graduate Certificate in Rehabilitation & Extended Care Nursing; Graduate Certificate in Accounting; Graduate Certificate in Business; Graduate Certificate of Business (Banking); Graduate Certificate of International Administration; Graduate Certificate in Engineering 1992/1993; Graduate Certificate of Education (Professional Development Studies); Graduate Diploma in Arts (Politics); Graduate Diploma in Communications; Graduate Diploma in Ceramic Design; Graduate Diploma in Financial Management; Graduate Diploma in Taxation; Graduate Diploma in Geotechnical Engineering; Graduate Diploma of Applied Science (Technology Studies); Graduate Diploma of Business (Banking); Graduate Diploma of Social Sciences (Counselling Psychology) (by distance education); Graduate Diploma of Education (Professional Development Studies); Master of Arts (Anthropology and Comparative Sociology); Master of Arts (Material Culture and Museum Studies); Master of Arts (Environment and Public Policy); Masters in Applied Psychology (Occupational/ Sport); Master of Business (Accounting); Master of Business (Banking and Finance); Master of Business (Manufacturing Management); Master of Business (Taxation); Master of Health Science.

Factors affecting achievement of operational objectives

Academic staff development

Regulation 8(1)(b)

The Higher Education Advisory and Research Unit (HEARU) is responsible for academic staff development, the provision of advice to assist administrative decisions, and for monitoring and commenting on the higher education sector in Australia and overseas. It is responsible directly to the vice-chancellor.

Academic staff development is met through the provision of advice and activities on all of the four campuses now associated with Monash University. Workshops on issues of interest to the staff are conducted throughout the year, with an increasing number being held within departments. All HEARU workshops are free to Monash staff.

The vice-chancellor's five teaching taskforce working parties reported to the Academic Board during 1991 and two projects which flowed from these

working parties have now been funded by the Department of Employment, Education and Training (DEET), under the supervision of HEARU staff.

A professional development program was accepted for funding by the National Staff Development Fund (Cathie Committee) which gave time-release to twenty academic staff to participate in a five-month, half-time program, designed to develop teaching, research, administration and community service.

Almost fifty programs attracted 800 attendances during 1991. A requirement that staff selection committees include at least one member trained in staff selection prompted a demand for staff-selection training, and while demand for courses was strong, 'Accounting for non-accountants' was exceptionally well supported.

Staff appraisal

The training of supervisors under the second tier award continued and by the end of the year only a small number remained who had not participated. The staff appraisal procedures project, funded by DEET, was completed to draft form by the end of the year. The project reflected the uncertainty which exists in the industrial relations area in higher education because of changing legislation and the likely introduction of a new award called 'Staff appraisal for developmental purposes'.

Regulation 8(1)(c)

The major changes during 1991 were the result of the conclusion of the interim year following the merger with Chisholm Institute of Technology and Gippsland Institute of Advanced Education. A new council came into being on 1 July following the expiration of the term of the interim council after twelve months. The Professorial Board, the major academic body of the university, was replaced by the Academic Board which included in its membership a wider representation of staff than the mainly professorial-based Professorial Board.

Regulation 8(1)(d)

No major external reviews were conducted during 1991.

New courses offered in 1991

Regulation 8(1)(e)(i)

Bachelor of Applied Science/Bachelor of Business; Bachelor of Computing (Honours); Bachelor of Teaching (Primary); Bachelor of Teaching (Early Childhood); Bachelor of Arts/Bachelor of Teaching; Bachelor of Nursing (Conversion); Bachelor of Letters; Bachelor of Engineering/Bachelor of Business; Graduate Certificate in Business; Graduate Certificate in Management; Graduate Certificate of Business (Banking); Graduate Certificate of Engineering; Graduate Certificate of Education (Professional Development Studies); Graduate Diploma in Offshore Engineering; Graduate Diploma in Structural Engineering; Graduate Diploma in Water Engineering; Graduate Diploma in Arts (Art History/Film Studies); Graduate Diploma in Arts (International Relations); Graduate Diploma in Family Medicine; Graduate Diploma in Venereology; Graduate Diploma in Education (Primary); Graduate Diploma in Arts (European Studies); Graduate Diploma in Arts (Music); Graduate Diploma of Applied Science (Technology Studies); Graduate Diploma of Business (Banking); Graduate Diploma of Social Sciences (Counselling Psychology) (by distance education); Graduate Diploma of Education (Professional Development Studies); Master of Family Medicine; Master of Psychology; Master of Arts (International Relations); Master of Arts (Japanese Interpreting and Translation); Master of Health Science; Master of Arts (History); Professional Doctorate in Education (EdD); Major in Mass Communications (within Bachelor of Arts degree).

Major changes

Major external reviews

Summary of operations



Other initiatives and operational achievements

Successful applications for Cooperative Research Centres in aerospace structures, maritime engineering, catchment hydrology, hardwood fibre and paper science, and polymer blends secured the Faculty of Engineering and its partners, government and industry funding worth \$58.6 million over seven years.

A significant number of fee-paying courses at postgraduate level were introduced in the School of Business at MUCG. The number of full-fee paying overseas students on campus increased from 1989, when there were virtually none of these students, to a point where in 1991 they formed some 6 per cent of the student population.

Major works

Regulation 8(1)(e)(ii)

On the Clayton campus of the university, construction of the new Civil Engineering building was completed and work commenced on the new general purpose building.

On the Frankston campus, work associated with construction of the new Technology building was progressing to schedule and will be completed by October 1992.

At the Caulfield campus, the documentation phase commenced on the first stage of the new General Teaching and Business School development project.

Major research activities

Regulation 8(1)(e)(iii)

During 1991, Monash University staff submitted 1 917 grant applications through the Office for Research. Nine hundred and seven grants were awarded funding in 1991 totalling \$25 697 563.

At Monash University College Gippsland particular emphasis was given to the development of research by academic staff and specific funds were set aside to sponsor this development.

ARC Large grants scheme In 1991, 219 grant applications were submitted to the ARC for funding in 1992. Monash staff were awarded sixty initial and twelve renewal grants totalling \$2 747 848 and together with continuing multi-year grants, a total of \$5 066 848 was awarded for 1992. This represented an increase of 15.95 per cent in funds over the 1990 allocation. University-wide faculty and departmental information sessions were organised by the Office for Research and researchers were provided with advice on the preparation of applications for the ARC large grants scheme.

ARC Small grants scheme The small grants scheme which provides \$5 000 to \$25 000 for laboratory departments and \$5 000 to \$15 000 for humanities, social sciences and mathematics continued to be assessed by the university, in accordance with ARC criteria. In 1991, \$1 111 596 was available to the university under the small grants scheme of which a base of \$30 000 was disbursed to each faculty and a further allocation was made to faculties. Of this allocation, 75 per cent was based on funds attracted by faculties in the previous ARC large grants round and 25 per cent on funds sought in the next ARC large grants round. A total of 382 applications was submitted in 1991 for support in 1992 and, of these, 130 grants were awarded.

ARC fellowships The university received four ARC Postdoctoral Fellowships out of the national allocation of fifty, two ARC Research Fellowships of which twenty-five were awarded nationally, one ARC Senior Research Fellowship out of fifteen national awards, three ARC Senior Research Fellowships (Industry) out of a national allocation of seven, and one ARC Reciprocal Research Fellowship with Germany of which five were awarded nationally.

ARC Research infrastructure grants The ARC continued to provide universities with research infrastructure funding as a way of returning some of the 'claw back' funds to tertiary institutions so that they would be directed to areas identified by the institution as a research priority. The ARC calculated the



infrastructure funds allocation on the basis of success of the institution in attracting support from Commonwealth competitive grants during 1989 and 1990. The university was allocated \$1 370 000 for 1991, of which \$250 000 was allocated to the library, \$250 000 was earmarked for ARC large equipment grant applications and the remaining \$870 000 was allocated to faculties in proportion to their success in attracting grants from designated Commonwealth competitive granting schemes.

ARC Infrastructure development grants — Mechanism B The Mechanism B scheme was designed to provide research infrastructure support to develop the research capacity of institutions from the former advanced education sector. Staff of the former Chisholm Institute of Technology and Gippsland Institute of Advanced Education submitted seven applications that reflected the strongest areas of research undertaken at the institutes. For 1991 four proposals were awarded funding with a total of \$577 200.

National Health and Medical Research Council grants Monash submitted a total of sixty-seven grants in 1991 for the 1992 round of which twenty-eight competing and sixty-six continuing NHMRC grants totalling \$5 507 401 were awarded in 1992.

NHMRC fellowships The university received one R Douglas Wright Award and one Neil Hamilton Fairley Fellowship in 1991 for commencement in 1992.

NHMRC large equipment grants Sixteen equipment grant applications were submitted to the NHMRC in 1991. Three grants worth \$150 037 were funded.

Monash University/CSIRO Collaborative research awards Monash and CSIRO both provided \$100 000 as part of this continuing collaborative scheme. Thirty awards were made from forty-seven applications for support.

DITAC generic technologies grants (GIRD) Monash staff continued to be involved in a large number of GIRD grants. Eight GIRD grants attracted \$5 948 995 for 1991.

Victorian Health Promotion Foundation Monash University received ten project grants totalling \$1 632 292 and three program grants worth \$1 933 183. The Victorian Health Promotion Foundation also awarded one overseas fellowship and one public health fellowship to staff of Monash University.

Vice-chancellor's conference travel grants The vice-chancellor made available \$67 790 to assist staff who wished to present papers at overseas conferences. Two rounds of applications were invited with a total of 150 grants awarded. The maximum level of travel grant awarded was \$700.

Cooperative Research Centres During 1991 the Faculty of Engineering was successful with five Cooperative Research Centre proposals. The first of these proposals, Aerospace Structures, was accepted in the first round of offers announced in March 1991. A further four (Hardwood Fibre and Paper Science, Polymer Blends, Catchment Hydrology, and Maritime Engineering) were approved in the second round of offers in December. The result was a large sum of government and industry funding over the next seven years. The total funding for the five centres amounted to \$164 million over seven years, of which the Commonwealth's cash contribution was \$56.8 million. The Monash share of the Commonwealth contribution was \$12.5 million as against a university commitment in cash and in kind of \$22.5 million — \$5.4 million of this from the Monash Development Fund.

Significant activities and achievements

Regulation 8(1)(e)(iv)

A \$600,000 grant was awarded by the Department of Community Services and Health for an Australia-wide research project to be run by Monash University and the National Heart Foundation. The main object of the project is to



examine the role of general practitioners in managing patients' heart disease risk factors. The Faculty of Medicine's Department of Community Medicine will coordinate the first phase over 1991 and 1992 and further funding will be sought to complete the program.

The Centre for Distance Learning at Monash University College Gippsland held the first national workshop on distance education in February. Distance education is a growth area in post-secondary education, and the workshop aimed to resolve distance education issues, plan programs and construct study materials. It offered a practical guide to the use of distance education techniques in training and staff development.

During February, the university launched the Victorian Centre for Image Processing and Graphics with a grant of nearly \$950 000 from the Victorian Government. The centre aims to provide educational, consultative and research opportunities appropriate to Victorian industry in all application areas of computer imaging.

A specialised health unit for people with intellectual disabilities, the first of its kind in Australia, was established at Monash University. An agreement, worth about \$750 000 over three years, was awarded by the Ministry for Community Services. Under the agreement, funds now used to employ medical officers in institutions will be redirected to the departments of Community Medicine at Monash and Melbourne universities to help develop expertise in medical practice for the intellectually disabled, as well as to undertake research in education.

During 1991, planning took place to offer first year university courses by television in 1992 under a Commonwealth Government project. The courses, which include business marketing, Australian studies and psychology will be offered by a consortium of universities led by Monash. The consortium includes the University of New England and the University of South Australia. A \$2 million contract was awarded to the Monash-led consortium by the Ministry of Higher Education and Employment Services.

During July, Monash held one of the biggest university open days in Australia.

Researchers at four universities, including Monash, combined in an international project to discover the causes of Sudden Infant Death Syndrome (SIDS) following the receipt of a grant for \$830 000 from the National SIDS Council.

For Monash University College Gippsland, the implementation of the merger meant a considerable degree of discussion by all members of staff of the relevance to their own activities of the changes which were being implemented. Mention has been made of the beginnings of development of research within the college, but considerable detailed change also took place in regard to staff levels, appointments and promotions, and in the movement towards standardisation of procedures and policies with other parts of the university.

The Victorian Education Foundation and the Australian Pump Manufacturers' Association gave a total of \$382 000 to establish a facility in the Department of Mechanical Engineering at the Caulfield campus of the university. The funds will be used to develop and present specialised courses at undergraduate and postgraduate level on pump design and application.

The growing importance of teaching methods in higher education was recognised by the university with the announcement of special annual prizes worth a total of \$15 000. The prizes, to be known as the Vice-Chancellor's Awards for Excellence in Teaching will consist of three prizes of \$5 000 and a plaque. The scheme is one of a series of recommendations made by working parties of the university's task force on teaching established in early 1990 to examine ways in which teaching methods at Monash could be improved.

During 1991, a great deal of work took place to coordinate and integrate into the Monash system the additional campuses acquired following the mergers in 1990. These included staffing agreements, planning for an integrated computer-based on-line student records system, university-wide telephone system, extension of university legislation, incorporation into the budgeting and finance system and so on.

The School of Graduate Studies in the Faculty of Education pioneered a major innovation in Australian postgraduate education during the year by



offering the first Australian professional doctorate. The Monash initiative was in its planning stages before the Government released a report by the National Board for Employment Education and Training recommending the introduction of professional doctorates to enhance and upgrade professional practices in Australia.

The university's first graduation ceremony held outside Victoria, took place in Kuala Lumpur during the year. A speech by Malaysia's Minister for Education, Dr Datuk Haji Sulaiman Daud, was delivered to the ceremony at which ninety-five Malaysian students took out their degrees. Guests of honour at the ceremony were the former king of Malaysia, the Raja of Perlis, and his wife. Their daughter, Melanie Putra, graduated with a Monash BA.

The Language and Learning Services Centre was opened at Caulfield campus during October. The centre will operate as a self-access centre with the intention of helping students improve their academic reading, writing and study methods.

During 1991 the Faculty of Science decided to discontinue the Bachelor of Applied Science course which had been operating on the Caulfield campus, and which had been 'inherited' as a consequence of Monash's merger with the Chisholm Institute. The decision was not an easy one, but on balance it was considered to be in the best interests of students, especially future ones, if they had access to the larger range of subjects and superior facilities of the Clayton campus. Staff, too, will benefit from the more genuine integration which comes from teaching a common undergraduate course free of any vestiges of the now defunct binary divide. The quota for the BAppSc has been transferred to the Clayton-based BSc, and certain subjects which had been the preserve of Applied Science have been made available to BSc students.

Nineteen ninety-one saw the closure of Prince Henry's Hospital and relocation of its sections of the departments of Medicine, Surgery and Psychological Medicine to Monash Medical Centre at Clayton.

Completion of the refurbishment of two floors of the former nurses' home at Box Hill Hospital, and the relocation there of a major component of the Alfred Hospital section of the Department of Medicine was also accomplished during the year. The remaining section of the Department of Medicine at Alfred Hospital will be strengthened by the appointment of a new professor of medicine at that hospital.

The Monash Institute for Reproduction and Development at the Monash Medical Centre at Clayton was established in 1991. This new institute, which will encompass the Centre for Early Human Development, will provide an international focus highlighting the strength in the field within Monash University.

In response to the recommendations of the Doherty Committee into Medical Education and the Medical Workforce, and in readiness for the process of accreditation by the Australian Medical Council, the Faculty of Medicine embarked upon a major revision of its courses leading to the degrees of Bachelor of Medicine and Bachelor of Surgery. The new curriculum is designed to make the course more clinically relevant from an earlier stage, and will have a greater emphasis on clinical and communication skills and community medicine, whilst still being underpinned by a solid scientific base.

The Bachelor of Business Systems — a cooperative education program between the university and industry — had its first graduates.

Industry and the Victorian Education Foundation made available funding to establish the Advanced Manufacturing Technology Centre (\$775 000) and a hydraulics laboratory (\$410 000) in the Department of Mechanical Engineering at Caulfield. The new hydraulics laboratory was quickly constructed after approval was granted in the latter half of 1991. With the closing of laboratories of various State and regional statutory bodies, it is expected that the laboratory will provide the majority of hydraulic modelling capacity for Victoria in the years to come.

As a result of a review of Asian studies within the university, an overarching body, the Monash Asia Institute, will coordinate and develop teaching programs, joint ventures with business and industry, research, international exchanges of academic staff and students in programs related to Asia. The university also adopted a recommendation of the review and appointed a pro-



vice-chancellor with special responsibilities for the international activities of the university.

The two careers departments experienced heavy demand prompted by rising concerns about employment prospects.

Major promotional activities

Regulation 8(1)(f)

During 1991 Monash University participated in over 250 activities involving secondary schools. These included eight Monash days in major feeder schools and two residential junior universities involving more than 500 Year 11 students.

Academic and administrative staff from all campuses contribute to the work with prospective students in addition to careers counsellors in the Course and Careers Centre at Clayton.

The university's major access and equity program, the DEET-funded Schools Link Program, was integrated across the four campuses during the year. The total number of student admissions in 1991 to courses at Monash from schools in the link program was just under 400. The program is designed to promote access to the university for students from low socio-economic groups and rural and isolated regions.

Publicity

Publicity for promotional activities and other functions and activities of the university was generated through 547 advertisements placed in national, metropolitan and local press. Other university publications which promote the university's activities include: *Courses at Monash* (published annually), the university's official publication describing undergraduate courses distributed widely to secondary school students and enquirers; *Montage* (published monthly), the university's newspaper, distributed to staff and major target audiences; *Business Victoria* (published monthly), a review of matters affecting business and industry, distributed to industry leaders; and *Schools Update* (published quarterly), distributed to secondary students and their advisers. The university also published numerous course and faculty brochures on various aspects of courses and services offered.

The overseas promotion of Monash University and the services it provides through the Centre for International Students forms an important part of the university's commitment to provide opportunities for international students to study at undergraduate and postgraduate levels. 1991 was a particularly busy and successful year in promoting offshore teaching and the development of international links. A large number of overseas visits took place during the year for promotional activities, through exhibitions, seminars and staff visits, overseas conferences, predeparture briefings for new students and related activities.

Monash continues to be a popular destination for students from overseas which was reflected in the high application levels. In 1991 2 912 international students enrolled at the undergraduate and postgraduate levels from some eighty countries. Traditionally, Malaysia, Singapore and Hong Kong provide the largest number of students, although the demand from other Asian countries is increasing as a result of the promotion of Australia and a shift away from Europe and the USA.

In the internationalisation of university activities, an increasing number of courses is being offered within overseas countries through distance education or by cooperative twinning arrangements with established government-appointed teaching institutions.

Through the Centre for International Students, the university has widened its international links with universities and colleges for the establishment of agreements for the exchange of students and staff and the usage of study abroad programs. In addition the centre's activities have been extended to include the organisation of campus visits by overseas delegations for familiarisation with the type of education and training available, support services and the wide range of facilities Monash offers to international students.



Legislation

Regulation 8(1)(g)

There was no legislation relevant to this regulation during 1991.

Regulations

Regulation 8(1)(h)

At each of the Council meetings throughout 1991, internal university legislation was passed in accordance with sections 28 and 29 of the Monash University Act. Most of this legislation related to degrees, diplomas and awards of the university. Full details may be obtained on application to the registrar of the university.

Persons employed

Regulation 8(1)(i)

A table detailing staff numbers for 1991 is attached as appendix 1.

The university's new approach to the handling of staffing matters involved regular meetings with staff and union officials at the local and state level. In addition, each of the three directors in Personnel Services provides a quarterly written report to Council and also reports regularly to Academic Board. During 1991 the following changes to staffing policies and procedures occurred:

- The human resources services function across campuses was further integrated with the implementation of the Monash Agreement providing common employment conditions for those general staff members on metropolitan campuses previously covered by the Universities General Staff Award and the Professional Administrative Clerical Computing and Technical Award. Administrative functions formerly located separately on the Caulfield and Clayton campuses, were centralised on the Clayton campus, while service delivery to the Caulfield and Frankston campuses was continued.
- New promotions procedures were prepared and implemented for academic staff of the greater Monash. Uniform conditions covering appointment procedures, leave and staff assessment were introduced for all academic staff in accordance with merger agreements. Principal lecturers of MUCG and the former Chisholm Institute have been reviewed for redesignation as reader or associate professor, while the special needs of lecturers of the former Chisholm Institute were met through a special transitional promotions process. Changes to academic staff classifications in line with merger and award restructuring agreements were implemented.
- The installation of a computerised leave module has been completed and leave entitlements have been reviewed. Information on annual and long-service leave entitlements are now automatically reported to staff members and heads of administrative units which facilitates control of leave liabilities.
- In the job evaluation area for general staff, funds have been allocated to establish a computer assisted job evaluation system (CAJE) on a local area network, initially as a bureau facility in the human resources office. Testing and installation of CAJE will continue in 1992.
- Academic and general staff appointment procedures have been improved, with responsibility for the selection process devolved to the selection committees responsible for considering applications and recommending appointments. The chair selection area was particularly busy in 1991 with a total of thirteen chairs and one deanship filled, including six personal chairs, two joint appointments, three externally funded and two established chairs.

Equal opportunity

During 1991, three major policy documents were developed to further the university's equal opportunity program. The Equal Opportunity Committee approved the *Monash University affirmative action program — objectives and strategies 1991-92*, which sets out detailed objectives and strategies in the areas of selection and promotion of staff, conditions of service, staff development,



management and decision-making, publicity and education and childcare services. The program was developed by a working party of the Equal Opportunity Committee, in consultation with staff in Career Planning and Development, the Higher Education Advisory and Research Unit and Human Resources Services and was launched by a guest speaker at an information session for staff held on each of the three metropolitan campuses. Strategies already implemented include training staff in the equal opportunity implications of selection, a career planning workshop for academic women and distribution of language guidelines. The vice-chancellor was able to report to the Affirmative Action Agency that the university had undertaken all the steps required by the *Affirmative Action (Equal Employment Opportunity for Women) Act 1986*.

The Child Care Sub-Committee of the Equal Opportunity Committee produced a strategy plan for the further development of child care services on all campuses. The plan was developed in consultation with child care providers attached to Monash and aims in the long term to achieve equivalent access to child care for staff and students on all campuses. The plan was considered by the Central Budgets Committee and provision made for increased funding for child care in the university's 1992 budget.

The Equal Opportunity Committee also established a sub-committee to review the sexual harassment grievance procedures. Council subsequently approved the *Sex-based harassment grievance procedures*, which widened the scope of grievances covered and provided for the vice-chancellor to appoint trained advisers on each campus to give confidential assistance to staff and students who believe they have been subjected to sexual harassment, sexist harassment or harassment on the basis of sexual preference. A formal procedure is also included, whereby a complaint may be considered by a panel and disciplinary action recommended if the complaint is substantiated.

The MUCG Equal Opportunity Committee worked closely in conjunction with the university's committees to ensure that policies and procedures were constantly reviewed to keep equivalence of opportunity throughout the whole university.

Pecuniary interests

Regulation 8(1)(j)

The *Monash University Act 1958* states that any member of the Council or of any committee appointed by the Council shall be disqualified from voting on subject matter in which the member has a direct pecuniary interest.

Overseas visits

Regulation 8(1)(k)

Officers of the university, in their respective roles, undertook various overseas trips during the year. All of these trips were related to the technical or procedural aspects of their employment or terms of appointment.

Occupational health and safety

Regulation 8(1)(l)

The year was noteworthy because of many significant events, trends and developments, most of which were positive. There was a number of positive events, trends and developments during the year. The number of WorkCare claims submitted in 1991 was 17 per cent lower than in the previous year, with the greatest reduction being achieved at the Clayton campus (22 per cent reduction).

The OHS structure of zone OHS committees was introduced at the Caulfield and Frankston campuses and the branch's occupational health service was extended to these campuses.

An extensive review of ionising radiation safety was completed and implementation of the review committee's fifty-nine recommendations was commenced. The review revealed that ionising radiation is used by several hundred staff and over one thousand students each year in approximately 170 laboratories in twenty departments. A major set of recommendations related to the provision of training for staff involved in the use of ionising radiation. As a first step the OHS Branch developed and conducted two training courses for departmental radiation safety officers late in 1991.



Work continued on the development of emergency procedures, the appointment of evacuation wardens and the installation and commissioning of new alert and evacuation systems in buildings which were previously without such hardware.

All fume cupboards at the Caulfield and Frankston campuses were assessed relative to the Australian Standard and risk levels for each have been calculated. A major refurbishment of the second year teaching laboratories in the Department of Chemistry at Clayton including the upgrading of fume cupboards in those laboratories to Australian Standard requirements and to ensure that all chemical storage complies with the requirements set out under the Dangerous Goods (Storage and Handling) Regulations was completed during the 1991/1992 summer semester.

A survey regarding the use of carcinogenic substances for which a warrant is required under the *Drugs, Poisons and Controlled Substances Act*, was conducted by the OHS Branch which led to a reduction in the number of carcinogenic substances held in the university.

Industrial relations

Regulation 8(1)(m)

During 1991 the Industrial Relations Branch was responsible, with assistance, for the successful implementation of significant salary increases for academic staff arising out of the Australian Industrial Relations Commission award restructuring decision.

Despite considerable discussion and negotiation between the parties at the national level, little progress was achieved towards award restructuring for general staff.

The Industrial Relations Branch implemented award restructuring decisions for nearly all the trades and services awards for some 600 trades staff across campuses of the university and successfully implemented the Voluntary Early Retirement Scheme which resulted in approximately fifty staff accepting offers of early retirement.

The branch organised two seminars on significant changes to the practice of human resources/industrial relations for Victorian human resource/industrial relations practitioners and initiated and ran workshops on disciplinary procedures for university general staff.

In addition, officers of the branch spent considerable time advising staff and managers to resolve employment, performance, redundancy and separation problems across the greater university and assisted Monash University College Gippsland by providing policy advice on industrial relations matters affecting that campus.

Regular meetings with local and state union officials served to address problems at an early stage and minimise industrial disruption across the university.

Significant progress was made during the year towards common industrial relations policies and procedures throughout the university.

Freedom of information

Regulation 8(1)(n)

The university received 144 requests under the *Freedom of Information Act* over the year, including one under section 39 of the Act. Twenty-two of the requests were for access to administrative, personnel or student records. Eleven requests for access were granted in full, nine were granted partial access and two were denied. The remaining 122 requests were for students' examination script books which, in most cases, were handled by giving full access by inspection or copy outside the Act. In addition, Monash University College Gippsland received two requests to which access was granted in full.

Appeals relating to the request under section 39 and two other requests will be heard together by the Administrative Appeals Tribunal in mid 1992.

Two requests from the previous year proceeded to final hearing stage at the Administrative Appeals Tribunal of Victoria. One of these was settled before the hearing commenced and the other was heard in August 1991.



Major committees (external)*Regulation 8(1)(o)*

There are no major committees established by Monash but external to the university, which deal with public policy matters.

Prices, rates and levies*Regulation 8(1)(p) & (q)*

Overseas students who successfully sought admission into courses were enrolled on a full-fee paying basis. In addition, a number of postgraduate courses were offered on a fee paying basis.

Major financial and performance statistics**Regulation 8(1)(r)**

The financial statement comprises a separate section of the report and the following summary tables are included as appendices to the report:

- Appendix 1 Staff numbers 1990 and 1991
- Appendix 2.1 Student enrolment summary 1990 and 1991
- Appendix 2.2 Total student load (EFTSU) 1990 and 1991
- Appendix 2.3 Student load by course 1991
- Appendix 2.4 Past course completions 1989 and 1990
- Appendix 2.5 Past course completions 1989 and 1990 totals by campus
- Appendix 2.6 Total enrolments by degree faculty 1990 and 1991
- Appendix 3 Graduates of the university 1991

Appendix 1 Staff 1990 and 1991 — full-time equivalent

	<i>Academic</i>			<i>Non-academic</i>			<i>Total</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Staff — 1990									
F/T & FFT*	505	1 293	1 798	1 253	954	2 207	1 758	2 247	4 005
Casual	97	119	216	70	25	95	167	144	311
Total	602	1 412	2 014	1 323	979	2 302	1 925	2 391	4 316
Staff — 1991									
F/T & FFT*	568	1 336	1 904	1 284	958	2 242	1 852	2 294	4 147
Casual	114	146	260	232	39	271	346	185	531
Total	682	1 482	2 164	1 516	997	2 513	2 198	2 479	4 678

* Full-time and fractional full-time staff — rounding errors apply

Appendix 2.1 Student enrolment summary 1990 and 1991

<i>Campus</i>	<i>Total enrolments 31.3.1990</i>			<i>Total enrolments 31.3.1991</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Clayton	7 948	7 946	15 894	8 463	8 401	16 864
Caulfield	{ 4 557	{ 5 204	{ 9 761	3 026	4 747	7 773
Frankston				1 846	946	2 792
MUCG	2 617	2 037	4 654	3 060	2 307	5 367
Monash University	15 122	15 187	30 309	16 395	16 401	32 796

Appendix 2.2 Total student load (EFTSU) 1990 and 1991

<i>Campus</i>	<i>31.3.1990</i>	<i>31.3.1991</i>
Clayton	14 060	14 751
Caulfield	{ 7 494	5 922
Frankston		2 388
MUCG	2 899	3 301
Monash University	24 453	26 362

Appendix 2.3 Student load by course 1991

Rank	Code	Course	Campus	Faculty	1991 EFTSU	% of total
1	0002	BA	Cl	Arts	2 636	10.00
2	0050	BSc	Cl	Science	1 896	7.19
3	0023	BEc	Cl	Ecom	1 459	5.54
4	0032	BE	Cl	Engineering	1 106	4.20
5	CBA	BBus(Accounting)	Ca/Fr	Business	1 008	2.64
6	0040	MBBS	Cl	Medicine	899	3.41
7	0080	BA/LLB	Cl	Arts/Law	732	2.78
8	CBP	BAppSc(Computing)	Ca/Fr	Comp&InfoTech	715	2.02
9	GBB	BBus(Multidiscipline)	Gi	MUCG	669	2.54
10	CBD	BA(Multidiscipline)	Ca/Fr	Professional St	607	1.52
11	0091	BEc/LLB	Cl	Ecom/Law	598	2.27
12	CDQ	DipAppSc(Nursing)	Ca/Fr	Professional St	594	2.25
13	GBT	BA(Social Science)	Gi	MUCG	458	1.74
14	CBM	BBus(Marketing)	Ca/Fr	Business	411	1.56
15	0085	BSc/BE	Cl	Sci/Engineering	395	1.50
16	CBN	BBus(Banking & Finance)	Ca/Fr	Business	385	1.46
17	CBJ	BAppScComp/BBusAcct	Ca/Fr	Bus/Comp&InfoTech	271	0.76
18	CBS	BAppSc(Multidiscipline)	Ca/Fr	Science	268	1.02
19	CDP	DipTeach(Primary)	Ca/Fr	Education	253	0.96
20	CBW	Engineering (common first yr)	Ca/Fr	Engineering	253	0.96
21	GBS	BAppSc	Gi	MUCG	239	0.91
22	0004	BSocWk	Cl	Professional St	229	0.87
23	0078NC	MEdSt	Cl	Education	228	0.87
24	0017NC	MA	Cl	Arts	223	0.85
25	GDN	DipAppSc(Nursing)	G	MUCG	217	0.82
26	0051	BSc(Hons)	Cla	Science	215	0.82
27	0003	BA(Hons)	Cl	Arts	206	0.78
28	0047N	PhD — Medicine	Cl	Medicine	205	0.78
29	CIG	BA(Graphic Design)	Ca/Fr	Professional St	199	0.75
30	GAW	AssocDipWelfSt	Gi	MUCG	198	0.75
31	0074N	GradDipEd	Cl	Education	195	0.74
32	0188	BComp	Cl	Comp&InfoTech	194	0.74
33	0028FC	MBA	Cl	Ecom	192	0.73
34	GDT	DipTeach(Primary)	Gi	MUCG	184	0.70
35	CBR	BAppSc(Digital Technology)	Ca/Fr	Comp&InfoTech	180	0.68
36	0057N	PhD — Science	Cl	Science	175	0.67
37	CBK	BBus(Management)	Ca/Fr	Business	173	0.65
38	CBF	BA(Fine Art)	Ca/Fr	Professional St	153	0.58
39	CBE	BEng(Electrical-Comp.)	Ca/Fr	Engineering	151	0.57
40	0102	BIS	Cl	Comp&InfoTech	149	0.57
41	0017NR	MA	Cl	Arts	148	0.56
42	0061	LLB	Cl	Law	144	0.55
43	0086	BSc/LLB	Cl	Science/Law	139	0.53
44	GAC	AssocDipAppSc(Computing)	Gi	MUCG	139	0.53
45	CPP	GradDipComputing	Ca/Fr	Comp&InfoTech	131	0.50
46	GBU	BAppSc(Nursing)	Gi	MUCG	128	0.49
47	CBC	BA(Ceramic Design)	Ca/Fr	Professional St	115	0.44
48	CJM	BA/BBus(Marketing)	Ca/Fr	Professional St/Business	112	0.42
49	CIT	BBus(International Trade)	Ca/Fr	Business	111	0.42
50	CIM	BBus(Manufacturing Mgt)	Ca/Fr	Business	111	0.42
51	CBV	BEng(Civil-Computing)	Ca/Fr	Engineering	111	0.42
52	CDC	DipTeach(Early Childhood)	Ca/Fr	Education	110	0.42
53	0020N	PhD — Arts	Cl	Arts	108	0.41
54	CID	BAppSc(Technology[Design])	Ca/Fr	Professional Studies	106	0.40
55	GBV	BA(Visual Arts)	Gi	MUCG	104	0.40
Subtotal					21 336	80.93
All other Monash University courses					5 026	90.07
Total course load					26 362	100.00
Campus Cl — Clayton						
Ca/Fr — Caulfield/Frankston						
Gi — Gippsland						

Appendix 2.4 Past course completions 1989 and 1990

<i>Broad specialisation</i>	<i>Year</i>	<i>Higher degree</i>	<i>Other than higher degree</i>			<i>All awards</i>	
			<i>Post-graduate</i>	<i>Bachelor</i>	<i>Other award</i>	<i>Sub-total</i>	<i>Total</i>
Arts, humanities and social sciences	1989	105	71	771	842	947	
	1990	85	83	1 631	96	1 810	1 895
Business, administration, economics	1989	104	15	432	447	551	
	1990	141	136	937	62	1 135	1 276
Education	1989	133	297	297	430		
	1990	100	428	104	170	702	802
Engineering, surveying	1989	47	1	197	198	245	
	1990	53	49	308	2	359	412
Health	1989	25	13	180	193	218	
	1990	16	6	231	159	396	412
Law, legal studies	1989	11	22	277	299	310	
	1990	11	20	276	7	303	314
Science	1989	59	5	667	672	731	
	1990	67	193	1 338	21	1 552	1 619
Total	1989	484	424	2 524	0	2 948	3 432
	1990	473	915	4 825	517	6 257	6 730
Number of students for which completions are being reported	1989	484	424	2 489	0	2 913	3 397
Number of students for which completions are being reported	1990	473	915	3 934	517	5 366	5 839

1989 Data — Monash University Clayton campus only
1990 Data — Monash University Clayton, Caulfield, Frankston, MUCG.

Appendix 2.5 Past course completions 1989 and 1990 — Totals by campus

<i>Broad specialisation</i>	<i>Year</i>	<i>Campus</i>			<i>Total all awards</i>
		<i>Clayton</i>	<i>Caulfield/ Frankston</i>	<i>MUCG</i>	
Arts, humanities and social sciences	1989	947			947
	1990	1 416	307	172	1 895
Business, administration, economics	1989	551			551
	1990	613	496	167	1 276
Education	1989	430		430	
	1990	409	166	227	802
Engineering, surveying	1989	245			245
	1990	197	131	84	412
Health	1989	218			218
	1990	237	126	49	412
Law, legal studies	1989	310			310
	1990	302	12		314
Science	1989	731			731
	1990	1 187	396	36	1 619
Total	1989	3 432			3 432
	1990	4 361	1 634	735	6 730
Number of students for which completions are being reported	1989	3 397			3 397
Number of students for which completions are being reported	1990	3 470	1 634	735	5 839

1989 Data — Monash University Clayton campus only
1990 Data — Monash University Clayton, Caulfield, Frankston, MUCG.

Appendix 2.6 Total enrolments by degree faculty 1990 and 1991

Faculty by level	Full-time				Part-time				External				Total			
	Female		Total		Female		Total		Female		Total		Female		Total	
	1990	1991	1990	1991	1990	1991	1990	1991	1990	1991	1990	1991	1990	1991	1990	1991
Arts																
Higher degree	196	229	343	379	216	247	376	440					412	476	719	819
OTHHD	2 014	1 875	2 773	2 638	700	653	965	912					2 714	2 528	3 738	3 550
Total Arts	2 210	2 104	3 116	3 017	916	900	1 341	1 352					3 126	3 004	4 457	4 369
Arts/Ecom																
OTHHD		48		74		1		2					0	49	0	76
Total Arts/Ecom		48		74		1		2					0	49	0	76
Arts/Law																
OTHHD	406	488	600	712	35	40	57	59					441	528	657	771
Total Arts/Law	406	488	600	712	35	40	57	59					441	528	657	771
Business																
Higher degree		0		1		14		63					0	14	0	64
OTHHD		925		1 892		627		1 733		38		153	0	1 590	0	3 778
Total Business		925		1 893		641		1 796		38		153	0	1 604	0	3 842
Bus/Comp&InfoTech																
OTHHD		96		256		7		39					0	103	0	295
Total Bus/Comp&InfoTech		96		256		7		39					0	103	0	295
Comp&InfoTech																
Higher degree		5		24		20		79					0	25	0	103
OTHHD		368		1 245		207		854					0	575	0	2 099
Total Comp&InfoTech		373		1 269		227		933					0	600	0	2 202
Ecom																
Higher degree	69	37	160	150	83	89	345	343					152	126	505	493
OTHHD	760	652	1 755	1 473	128	135	302	310					888	787	2 057	1 783
Total Ecom	829	689	1 915	1 623	211	224	647	653					1 040	913	2 562	2 276
Eccm/Engineering																
OTHHD	7	10	61	63		0	4	4					7	10	65	67
Total Ecom/Engineering	7	10	61	63		0	4	4					7	10	65	67
Ecom/Law																
OTHHD	187	214	541	581	3	4	17	19					190	218	558	600
Total Ecom/Law	187	214	541	581	3	4	17	19					190	218	558	600
Education																
Higher degree	142	128	226	211	276	315	426	483					418	443	652	694
OTHHD	172	496	249	640	245	313	314	410					417	809	563	1 050
Total Education	314	624	475	851	521	628	740	893					835	1 252	1 215	1 744
Engineering																
Higher degree	14	21	151	155	3	8	111	130					17	29	262	285
OTHHD	138	241	1 014	1 876	9	33	55	276					147	274	1 069	2 152
Total Engineering	152	262	1 165	2 031	12	41	166	406					164	303	1 331	2 437

Appendix 3 Graduates of the university

Graduates 1963–9 are listed in the 1970 Calendar (volume one); graduates 1970–4 are listed in the 1975 Calendar; graduates 1975–8 are listed in the 1979 Calendar; graduates 1979–80 are listed in the 1981 Calendar; graduates 1981–7 are listed in the Calendar published in the year following the year of graduation; from 1988 graduates are listed in the Annual Report in the year of graduation.

Faculty of Arts

Doctor of Philosophy

Geoffrey Roland Lewis Barthold
Ross Francis Cooper
Nicholas Alfred Eckstein
Thomas Joseph Egan
Patricia Ann Gray
Peter Francis Howard
David Andrew James
Angela Elizabeth Kirsner
Julian Lamont
Le Tuan Hung
Carol Lorraine Mathew
Catherine Elizabeth Rigby
Grant Bernard Stillman
Helen Anne Tebble
Neil Lawton Thomas

Master of Arts

Margaret Helen a'Beckett
Sally Elizabeth Addison
Andre Bayo Ala
Traudi Allen
Lesley Patricia Alves
Pauline Armstrong
Jill Barnard
Anthony Patrick Barrett
Lisa May Bennetts
Stephen Bradbury
Robert John Breen
Chiat Naun Chew
Angela Virginia Costa
Mark James Dunbar
Warren Malcolm Dusting
Mark Christopher Ealey
Robyn Wendy Fletcher
Steven William Francis
Annabella Sok Kuan Fung
Erika Antje M Gaudlitz
Anita Rose Gibbons
Patricia Mary Gormley
Hamish Rolf Green
Lisa Jillian Hames-Brooks
Lillian Regina Hampel
Annette Harres
Flora Patricia Hawkins
Rodney Bevan James
Renate Just
Birgitta Elisabeth Kreuzkamp
Faruk Kural
Hitoshi Mabuchi
Patricia Elizabeth Major
Kristine Elisabeth Mellens
Nadine Myatt
David Mark Nadel
Charles Ling Sii Ngung
Rosemary Carol Oakes
Brian John O'Grady

Alice Joyce Oppen
Phan Thanh Luan
Shirley Robin Pope
Pipien Lenggon Eka Priatna
Virginia Ruth Pullin
Helen Russell Rayment
Sunee Sathaporn
Robyn Ann Sheppard
Robert James Smyth
Marie Bernadette Steer
Margery Alison Taylor
John Andrew Tully
Mela Vatucaawaqa
Geoffrey Joseph Wallis
Peter James Wellington
Peter Anthony Wells
Idewa Putu Wijana
Stephen George Williams
Sally Louise Woods

Master of Environmental Science

George Anthony Canale
David Duncan Fraser
Douglas Keith Holmes
David William Low
Helen Locher Quilligan
Christine Anneliese Marie Sicker
Edwin Roscoe Taylor
Andrew Tytherleigh

Diploma in Asian Studies

Chao Pei Naohisa Shoji

Graduate Diploma of Arts (Applied Japanese Linguistics)

Michiko Okamoto

Graduate Diploma of Arts (Applied Linguistics)

Weinan Li

Graduate Diploma of Arts (Australian Tourism)

Helen Olivia Atkins
Edward Byron Holdaway
Elizabeth Su-Lyn Lor

Graduate Diploma of Arts (Music)

Halimah Elaine Brugger

Graduate Diploma in Arts

Ibrahim Ambong

Honours Degree of Bachelor of Arts

Suzanne Ahn
Peter John Boss
Nyhree Patricia Crump
Katrina Duggan
Lachlan Thorold Macleod Dunn
Biruta Livija Flood
Aristidis Harry Galatis
Colin Stuart Gale

Anna Louise Gatfield
Connie Giannicos
Ceridwen Anna Kemsley Gunner
Therese Anne Hannan
Carolyn Jane Harden
Amanda Judith Hawkins
Jennifer Mary Howell
Neroli Jan Hudson
Paul Joseph Johnson
Peter Kevekordes
Natalie Rebecca King
Rose Kizinska
Michelle Linda Knight
Nadia Sophie Krivetz
Vivian Leung
Li Li Liem
Heather Lee Macaw
Victoria Jane Maclellan
Roderick William Andrew Martin
Victoria Jane Mathews
Catriona Mary McKenzie
Sally Nettleship
Graeme Ellis Parker
Louise Marguerite Partos
David Patston
Angela Politis
Lucia Graciela Regoczy
Marc Jorrit Reimer
Harald Michael Ruff
Mark Andrew Sainsbery
Alistair William Sandison
Rhiannon Ashley Saunders
Mareya Helen Schmidt
William Adams Schofield
Peter John Sharpy
Joan Barbara Sheridan
Jacqueline Shields
Lesley Kaye Speed
Jenny Louise Stilwell
Lesley Frances Sutherland
John Francis Swain
Shirley Tanner
Andrea Pauline Tomkinson
Sarah Turnbull
Anne-Marie Gabrielle Ward
Catherine Warner
Alan John Warren
Kelly Weir
Jeremy James Whiteman
Jocelyn Ruth Winterton
Kerrie Judith Wittingslow
Anita Joan Wood
Sheryl Yelland
Jodi Melinda Young
Claudia Maria Zammit
Walter A. Zavattiero
Frank Stephen Zelko

Bachelor of Arts

Carolyn Joy Aaltonen
Belinda Elise Aarons
Matthew Abud
Shailendra Chandra Akhil
Snezana Akinola
Betty Alexopoulos
Stephanie Amorosi
Teresa Maria Angelico
Veronica Angelidis
Samantha Ursula Angevin
Conor Dalton Annesley
Roisin Niamh Annesley
Frieda Apostolopoulos
Lidia Antonietta Arrico
Susan Louise Arthur
Karen Michelle Ashby
Gabrielle Marie Laure Autard-Barry
Colette Ann Bacash

Joanne Louise Baldacchino
 Debbie Baranovski
 Julia Barber
 Melissa Frances Bartal
 Titian Elizabeth Anitta Bartlau
 Rowena Mary Bennett
 John Leslie Berry
 Helen Bertes
 Camilla Bett
 Nancy Bicchieri
 Hayley Illana Blumenthal
 Natalie Jeannette Bortignon
 Christine Mary Boscarato
 Sally Catherine Bowe
 Emmaline Jane Box
 Joanne Michelle Boyle
 Wesley Charles Branchflower
 Andrew Clive Brinsmead
 Valerie Lila Bucklow
 Sophie Joan Burke
 Jodie Maree Burns
 Sharie Maree Butt
 Roxanne Calder
 Helen Elizabeth Calkoen
 Louise Alexandra Callan
 Louisa Elizabeth Campbell
 Sandra Dawn Canning
 Sarah Lise Jane Cannon
 Melissa Louise Canty
 Keith John Carmody
 Catherine Maree Carr
 Julie Marie Carr
 Dorothy Muriel Carter
 Lindy Castan
 Felicia Mei Ling Chia
 Eileen Yee-Ling Chia
 Maria Christopoulos
 Michelle Gaye Clarke
 Georgia Lynne Clarkson
 Jacqueline Clegg
 Martin Thomas Clutterbuck
 Pamela Georgina Cole
 Timothy John Collett
 Jerome Bernard Collopy
 Mark Ivan Condon
 Ryann Timothy Connell
 Andrea Lee Conry
 Matthew Peter Corby
 Catherine Elizabeth Cousen
 Maria Pia Coviello
 Andrew Ian Cox
 Justine Winifred Creedon
 Timothy Luke Crosthwaite
 Marko Cvjetanin
 Loredana D'Apote
 Tina Daflos
 Rina Dahan
 Maria Daniele
 Deborah Jean Davison
 Matthew Robert Dawson
 Alison de Niese
 Samantha Valerie De Silva
 Melissa Ilana de Vries
 Steven Joe De Wit
 Salvatore Anthony Di Camillo
 Penny Diamantopoulou
 John Dickie
 Timothy Frank Dilnot
 Spase Paul Dimitrov
 Gregor Stranton Dixon
 Suzana Djilas
 Emma Jane Donaldson
 Joanne Elizabeth Donnelly
 Megan Jane Douglas
 Joan Norah Dowling
 Leonie Margaret Doyle
 David Andrew Drummond
 Josick Marie-Francoise Duhau

Phoebe Rebecca Dunn
 Milica Durkovic
 Michael Will Anthony Dyer
 Elizabeth Anne Edgar
 Christine Ann Elliott
 Kerrie Leanne Engel
 Claire Maree Falconer
 Grant William Finlay
 Kirsty Elizabeth Henrietta Ford
 Elizabeth Anne Fortune
 Tobias Anthony Fowler-Oates
 Vanessa Lee Fox
 Anna Elizabeth Francis
 Susan Rosemary Francis
 Timothy Scott Fraser
 Alexandra Elizabeth Frohnert
 Jennifer Rosanne Fulton
 Norma Kathleen Gaidzkar
 Justine Louisa Galante
 Anthony John Gallagher
 Chad Michael Gates
 Jacqui Lee Gates
 Kristen Anne Gaynor
 Natalie Neomi Gilbert
 Mary Teresa Gilligan
 Kay Amanda Gilmore
 Fiona Gray Glover
 Nicole Marianne Goldman
 Shirley Ann Good
 John Joseph Goodman
 Spomenka Govic
 Eleni Graham
 Suellen Jane Green
 Rachael Danielle Grigg
 Jennifer Anne Grimwade
 Matthew Nathan Groves
 Gary Thomas Guest
 Sylvia Guidara
 Veronica Teresa Hahn
 Melinda Hall
 Andrew David Hamilton
 Michael Dixon Hands
 Michelle Gaye Hansen
 Victor Peter Hansom
 Megan Jane Harrison
 Melinda Anne Hause
 Samantha Jane Hazlett
 Andrew Falconer Heale
 Louise Francis Heath
 Eleanor Mathea Heintjes
 Hii Kwong Hua
 Lorraine Hill
 Robert David Watherston Hills
 Lisa Jane Hodson
 Margaret Angela Holleran
 Rachael Anne Hopley
 Matthew Wyatt Hopper
 Diane Gaye Hubble
 Lynne Hutchinson
 Geoffrey Vernon Ingram
 Megan Frances Isaac
 Robyn Elsie Jaffe
 Steven Mark Joffe
 Douglas William Peter Johns
 Tanya Robyne Johnson
 Anatheia Jane Johnston
 Gloria Lorraine Jones
 Kylie Ann Jones
 Aimilios Kalimeris
 Kaocharern Sasiporn
 Moskoula Kapsalaicis
 Liz Karatzas
 Mark Francis Karlovic
 Maria Kassionis
 Mandi Katz
 Sally Kristina Keighery
 Suzanne Maree Keil
 Caroline Lucy Kelly

Emma Joanne Kelly
 Simon Charles Kew
 Joyce Key
 Creighton Richard King
 Jenny Kiparisou
 Lara Louise Kirk
 Katrina Jane Kirkland
 Brian David Kitney
 Betty Koklanis
 Anastasia Kontaxopoulos
 Katrina Koutouvas
 Despina Koutsakis
 Michael Andrew Kral
 Thomas Kress
 Jayan Krishnan
 Athanasia Kyriacopoulos
 Glenda Elizabeth Laby
 Trudi Anne Laidlaw
 Dimitra Lais
 Adam Yung Lam
 Patsy Lam
 Wendy Lam Shan Shan
 Elizabeth Mary Lamden
 Annie Jacqueline Larsen
 Sharon Lorraine Latham
 Kerrie Maree Lavey
 Suzanne Elizabeth Lawson
 Nicholas Paul Leaver
 Beryl Leavesley
 Kevin Anthony Lenehan
 David Peter Leonard
 Philip Daniel Leonard
 Suzanne Gae Leslie
 Kate Amanda Levi
 Suzanne Lillian Lewis
 Tsai-Chun Liao
 Constantina Dina Liberis
 Adele Eng-Tze Lim
 Janis Geik Peng Lim
 Irene Lim Hui Peng
 Sylvie Litteri
 David Walter Locke
 Livia Teresa Lo Giudice
 Athanasia Longas
 Julie Louey
 Darren John Lowe
 Deidre Clair Luca
 Teresa Mary Lynch
 Beryl Loris Macdonald
 Karen Macdonald
 Katty Andrea Maldonado
 Effie Manolopoulos
 Paraskevi Manta
 Sotirios Mantzis
 Gerard Christian Markel
 Marjorie Isabel Marriss
 Wendy Fiona Mason
 Gaynor Anne Matthew
 Lauren Matthews
 Noreen Mary McCarthy
 Boyd Gaisford McCurdy
 Anna May McDonald
 Jenelle Gaye McDonald
 Katrina Mary McDonnell
 Rohan James McDowell
 Georgina Margaret McEncroe
 Richard Charles McEncroe
 Sara Lisa McGaughey
 Kristina Fiona McGeehan
 Katrina McGill
 Claire Charlotte McGoldrick
 Penelope Jane McKenzie
 Catherine Marie McNamara
 Peter Micic
 Natalie Susan Mikkelsen
 Samantha Louise Mikkelsen
 Richard Shaun Gerard Milsom
 Jacinta Louise Moore

Jenny Kate Morris
 William Henry Mountford
 Douglas John Muirden
 Michele Alyda Mulder
 Chantal Esther Mullett
 Emer Murphy
 Dianne Lynette Murray
 Greta Dawn Nabbs
 Mary-Elizabeth Errington Nash
 Alida Natoli
 Vaughan Francis Neale
 Kim Narelle Newey
 Jennifer Jane Newman
 Joanna Christina Nicholas
 Angela Christina Nicholls
 Shaani Jane Niel
 Slavica Nikoloski
 Katherine Amanda Nixon
 Kay Frances Oglethorpe
 Jennie Elizabeth Oliver
 Rebecca Therese Opie
 Maureen Patricia O'Reilly
 John Orlando
 Alessandra Vanna Orsini
 Felicity Constance O'Shea
 David Asotau Pa'apa'A
 Raymond Sydney Palmer
 Irene Pano
 Heather Papatsikas
 Richenda Lilian Gertrud Papps
 Gloria Merle Parker
 Judith Margaret Parslow
 Andrew James Parsons
 Norman William Charlie Pascoe
 Elizabeth Jane Patrick
 Julie Margaret Phillips
 Liesl Maria Pica
 Carolyn Jane Pickett
 Timothy Roland Piesse
 Jacqueline Lisa Pillinger
 Guido Piotti
 Jason Thomas Platts
 Bernard James Plunkett
 Fiona Elizabeth Porter
 Alison Kathryn Poskitt
 Marie Michel Potamidis
 Louise Ruth Price
 Kerin Louise Priddle
 Ana Isabel Quiroga
 Therese Ann Ralph
 Rosemary Redston
 Amie Michelle Reeves
 Daniel Sigmund Reichwald
 Maurice Kenneth Richardson
 Timothy Rayment Riches
 Paul Damien Robertson
 John Frederick Roche
 Kerry Joy Roder
 Fraser Alexander Ross
 Leesa Jane Rowley
 Angela Rud
 Michelle Anne Ryan
 Adriana Maria Salerno
 Tania Teresa Saroto
 Benjamin John Schofield
 Troy Andrew James Schooneman
 Barbara Seccombe
 Adam Mitchell Seedsman
 Lisa Frances Sheehan
 Flur Victoria Shelley
 Anne Victoria Silberbauer
 Theophanis Simandirakis
 Sandra Susan Sirianni
 Tatia Michelle Sloley
 Linda Meredith Smith
 Dorota Sokolowski
 Petra Hannelope Sommer
 Suzanne Nicole Sorrell

Sharelle Lenore Spencer
 Maria Spizzirri
 Bonnie Marree Standen
 Katherine Stathis
 Maria Stavrianakis
 Kyla Sharon Stephan
 Sarah Jane Stephens
 Timothy Charles Bondfield Stephens
 Anne Therese Stewart
 Chanie Carolyn Stock
 Cheryl Leanne Story
 Kevin Richard Streets
 Ellen Sung Kok Yin
 Jonathan James Surbeck
 Deneille Janine Sutton
 Michael Szuc
 Elaine Tan
 Wai Seze Tang
 Elizabeth Ann Taylor
 Teh Seh Cha
 Shivani Thamotherampillai
 Bruce Hamilton Theobald
 Helen Theodoridis
 Joanne Maree Thompson
 Lise Agnete Hagedorn Toft
 Jennifer Allen Trezise
 Michele Troha
 Jennifer Margaret Trudinger
 Jasmine Tselios
 Maryanne Veronica Vagg
 Melanie Anne Van
 Meurs-Jacobsen
 Melanie Sonya Van Twest
 Catherine Janet Veevers
 Mandy Verga
 Gail Irene Vickers
 Jeremy Paul Vadim Vinogradov
 Ariana Dia Viviani
 Duc Minh Vo
 Kirsten Ann Von Bibra
 Natalia Vyshnevny
 Alan Gordon Wain
 Genevieve Ruth Wainwright
 Sarah Jane Wall
 Jeremy Rupert Walsh
 Caroline Stephanie Ward
 Sarah Elizabeth Waters
 Emma Jane Derham Watson
 Lerida Maxine Watt
 Michelle Annette Webb
 Cynthia Jean Webster
 Shirley Lynette Weekes
 Penelope June Weller
 Amanda Sarah Whitfort
 Anna Louise Wilkinson
 Juliet Catherine Williams
 Christina Maria Windisch
 Anthony Wada Winston
 Sandra Dorothy Winter
 Jenny Yen Ling Wong
 David Cameron Macmillan Wood
 Janine Wright
 Anthoula Xanthis
 Yeo Lee Nya
 Suzanne Louise Yeo
 Ernest Zanatta
 Faddy Zouky

Faculty of Business

Master of Business (Marketing)

Stuart Nevin Vawser

Graduate Diploma in Accounting

Brenton James Buchanan

Graduate Diploma in Agribusiness

Timothy Alan Douglas
 Graeme Arthur Lukey
 John Daniel Ridley
 Donald Neil Walscott

Graduate Diploma in Banking & Finance

Sharon Lee Ayres
 Gerhard Martin Correa
 Allan Thomas Griffin
 Norman Peter Hall
 Nikolaos Kallinikios
 Matina Karvounaris
 Philip George Knight
 Lorentz Chock-Hing Lam
 Bernard Joseph Laufenberg
 Peter Then-See Lee
 David Charles Lyon
 Jonathan Craig Pooley
 Terence Irwin Simpson
 Stephen Michael William Smith
 Elaine Sng
 Shanmugalingam Sockalingam
 Michael Thomas Tracey
 Stephen Michael Winfield
 Edward John Wigglesworth

Graduate Diploma in International Business

Albert Francis Xavier de Sousa
 Asha Lakshminarayanan Doss
 Ralph Giuliano
 Stephen Charles Rex Hanlon
 Andrew John Wardle

Graduate Diploma in Marketing

Craig Henry Brown
 Therese Anne Cain
 Susan Deirdre Crumlin-Shugg
 Ruth Suzanne Frydman
 Mark John Meade
 Julia Athalie Nelson

Graduate Diploma in Taxation

Maria Baker
 Ian Boo
 John Brazzale
 Craig Charlton
 Hung Xuan Chau
 Steven Stelios Demosthenous
 Warrick Simon Farrow
 David John Finn
 Swee Hin Alex Fong
 Anthony Kevin Gleeson
 Nicholas Richard Irvine
 Robert Worrall Jones
 Eric Peter Klein
 Geoffrey Hugh Legge
 Vicki Malioris
 Soulla McFall
 Eileen McGregor

Amilcar Albino Moreno
 Tan Minh Pham
 Gary Adair Scott
 Maxwell John Sloane
 Jeffrey Smith
 Craig James Young

Bachelor of Business (Accounting)/Bachelor of Computing (Information Systems)

Dale James Barkla
 Caroline Mulyati Margono
 Fiona Helen Minchinton
 Harnam Thandi

Bachelor of Business (Accounting)

Mahendran Ananthakumar
 Glenn Darren Arnott
 John Arvanitis
 Philip Roy Baker
 Piera Biondo
 Georgina Caroline Boyd
 Ellen Patricia Brown
 Sean Clinton Buntine
 Peter Damian Callanan
 Scott Nicholas Duncan Campbell
 Lorry Carrozza
 Michael Joseph Caruana
 Patricia Con
 Joan Connell
 Martine Elise Cooper
 Nicholas Luke Cosgrave
 Ourania Darmakis
 Virginia June D'Elia
 Nanette Dorothy Dulcy Desaubin
 Elizabeth Duncan
 Kristi Lynne Duncan
 Andrew Murray Fisher
 Philip Anthony Gilderdale
 Heather Gael Gillespie
 Peter John Golding
 Daniel Martin Edward Haley
 Jane Loretta Harris
 Rohan James Harry
 Michael John Hooper
 David John Hynes
 Mohamed Hussein Ibrahim
 Joanne Isabella
 Rosa Jom
 Marc Kalb
 Nigel Johnathon James King
 Wayde Michael King
 Jeffrey David Klein
 Michael Damian Knaap
 Monika Kuklinski
 Yiota Lambrou
 Nadia Therese Leopold
 Garry John Lewis
 Guat Lean Lim
 Elizabeth Ann Little
 Gary Keith Locke
 Andrew Robert Lowe
 John David McNerney
 Simon William McMahon
 Bruce Pringle Mitchelhill
 Brett Anthony Mitchell
 David Nathan Morris
 Helen Lesley Mullineux
 Thi My Phuong Nguyen
 Jennie (Tjimi) Nheu
 Helen Kristine Niemcow
 Eric Philip Notere

Gregory John O'Brien
 Wayne John Paravicini
 Debra Marie Parisse
 Helen Parry-Hodgins
 David Percival
 Frank Rapinett
 Susan Winifred Reynolds
 Graham Roberts
 Nicole Lea Roberts
 Karen Ann Roe-Niblett
 Kylie Joy Salter
 Andrew Richard Seamer
 Keryn Lisa Shilkin
 Gregory William Simcock
 Shane Julian Sinn
 Nagalingam Sivalingam
 Mark Thomas Smith
 Amanda Louise Sole
 Ying Ying Tan
 Philip Lindsay Taylor
 Tony Temas
 Heath Yong Khim Teoh
 Catherine Anne Toms

Bachelor of Business (Banking & Finance)

Paul Stuart Baddeley
 Anton Joseph Bond
 Paul Joseph Camilleri
 Lisa Maree Cavanagh
 Samantha Jane Cheetham
 Deborah Anne Collins
 Jennifer Louise Crompton
 Alfredo Di Vito
 Minh Dieu
 Andrew James William Foad
 David MacRae Fry
 Amanda Jane Lamb
 Ning Ning Lau
 Shui Man Andrew Lee
 David George Leeton
 Christopher Bryan Lefebvre
 Craig Neville McLeod
 David Robert Nanfra
 Chiew Gee Ong
 Jonathon Stephen Ong
 Magdaline Papadopoulos
 Nirupa Nayantara Bernadine Paul
 Peter Rallis
 Michael Andrew Rosenbaum
 Craig Marc Saalman
 Andrew Coupar Watson Sleeman
 Arik Star
 Christopher Dean Stokie
 Beata Bernadette Wacek
 Antony Geoffrey Walter

Bachelor of Business (Business Administration)

Timothy James Bilham
 Vincent Paul Brancatisano
 Katie Louise Burren
 David Michael Field
 Julianne Pearl Hill
 Letitia Mary Townsend
 Darren Leslie Wright

Bachelor of Business (Management)

Brendan Andrew Betchley
 David Martin Kroll
 Peter Bruce Marshall
 John Halsey Trevorah

Rita Frances Viapiano
 Jean Vipadi

Bachelor of Business (Marketing)

Justin Dene Abrahams
 Traci Leigh Alford
 Kenneth Stuart Blake
 Emily Bradley
 Fiona Campbell Chambers
 Steven Anthony Chau
 Edmond Andrew Coady
 Prudence Frances Crowe
 Georgina Fitzgerald Doyle
 Peter Francis Esse
 Mia Lucy Forbes
 Rachelle Gold
 Robert Louis James Harpur
 Rebecca Louise Healey
 Sara Louise Sweetland Henderson
 Denis Jon Hickey
 Tiffany Lesley Hill
 Kristen Robyn Hinrichsen
 Ian John Hughes
 Rajeev Jain
 Shaun Edward James
 Melissa Jayne Jenkin
 Ian Bruce Kerr
 Peter Ronald King
 Asspa Makas
 Katherine Anne Malan
 Richard Laurence Ogilvie
 David Jonathan Opat
 Natalie Ann Reiter
 Samantha Jane Roach
 Kylie Georgina Robertson
 Nerissa Mary Rutledge
 Christopher John Ryan
 Melissa Jane Sayer
 Kiro Stojanowski
 Victor Stranges
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 Gregory Francis Thompson
 Theron Vassiliou
 Andrew John Vidler
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 Barbara Anne Wansbrough
 Nicholas Graeme Weideman

Bachelor of Business (Office Administration)

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 Brendan Joseph Farrell
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 Pia Gregg-Stewart
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 Prudence Louise Harrison Pratt
 Jennifer Marie Razga

Associate Diploma in Marketing

Murray Clive Drinnan
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 Darren William O'Loughlin
 Daryl John Owens
 John Graeme Tamblyn
 Ian Alexander Tate
 Tony James Traynor
 Klaas Joseph Van De Garde

Associate Diploma in Secretarial Studies (Legal)

McGregor John Dixon
Katrina Alison Lane
Marita Frances Simpson

Associate Diploma in Secretarial Studies (Medical)

Kim Oanh Ly

Faculty of Computing and Information Technology

Master of Computing

Gail Bourne
Jana Dospisil
Christina Wai-Lan Lim

Diploma in Business Systems

Jeffrey Goh Siong Seng
Lee Boon Siew
Jenny Wai Yee Wat

Graduate Diploma in Business Systems

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John Norman Cooke
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Randall Charles Gressett
Gurhan Gunes
Erik David Hopp
Hsu Ying Shan
Kok Chia Haw
Terence Lai Tung Kong
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Rusdi Rusli
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Wang Wen-Hui
Po Ching Tracy Wu
Yeung Chun Hung
Yak Wan Cheng

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Kit Leng Agnes Eng
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Graduate Diploma in Computing

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Rene Groiss
Michael Neil Hildebrandt
Richard Riccio
Eng-Chong Tan

Graduate Diploma in Information Technology

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Goonetilleke
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Bachelor of Applied Science (Computing)

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Evan Keith Jones
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Ayre Leon Shapiro
Patrick Stephen Andrew Wise

Bachelor of Business Systems

Tania Louise Tischmann

Bachelor of Computing (Digital Technology)

Duc Tuan Nguyen

Bachelor of Computing (Information Systems)

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Sean Alexander Hiscock
Peter Anthony Huberts
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Master of Economics

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Master of Management

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Graduate Diploma in Business Administration (external)

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 Karen Maria Parsons
 Andrew Gerard Penton
 Michael David Petrie
 Phang Chow Yeh
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 Neil Duncan Robertson
 Peter Andrew Robertson
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 Anthony Rossi
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 Gilston Peter Rush
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 John Andrew Salvaris
 Tommy Sam Yui Sing
 Saw Lip Khai
 Natalie Suzette Scales
 Justin William Scanlon
 Charles Irving Schneeberger
 See Jooi Liang
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 Daniel Howard Sharp
 David Miles Simons
 Angela Maree Singh
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 Dean Adam Smorgon
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 Soo Yuit Weng
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 Tracey Soon Suan Gaik
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 Mark Cameron Spain
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 Tiong Choon
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Leslie John Turner
Philippe Abel Tuyau
Rosa Ann Vardon

Penelope Vatmanidis
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Wang Shi Jing
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Andrew Francis Williams
Sally Cameron Willox
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Soula Antonopoulos
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 Symone Elizabeth Turnbull
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 Andrea Nicole Winter
 Katherine Elizabeth Wishart
 Karin Wolfs
 Rebecca Louise Woods
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 Gianna Maree Youl

Diploma in Art and Design

Dianne Elizabeth Sumner

Associate Diploma of Arts (Ceramic Design)

Steven Douglas Riddick

Associate Diploma of Arts (Police Studies)

Gerard Brady
 Marlene Coff
 Bruce Raymond Dickie
 Russell Scott Fletcher
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 Steven Thomas Rosewarne
 Robert Alan Shaw
 Hamish Stuart Smith
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Associate Diploma of Arts (Welfare Studies)

Robyn Eve Anastasiou
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 Samantha Jane Fowler
 Jane Elizabeth Fraser
 Glenys Emily Layton
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 Nancy Ellen Norton
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Doctor of Science

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Doctor of Philosophy

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Master of Psychology

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Graduate Diploma in Applied Polymer Science

Ryszarda Ostaszkiwicz
Paddy Waduge

Honours degree of Bachelor of Science

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