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

Vice-chancellor's statement 01

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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 VPSREC 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.
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.

**Regulation 7(a)**

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**Establishment**

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**Objectives, functions, powers and duties**

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**Objectives**

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.

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**Powers and duties**

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.

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**University services**

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.

**Membership of Council 1991**

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.

**Appointed by the Governor in Council**

Members of the Parliament of Victoria


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 Pizzeys 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

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 AASSA
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 MPSGB

Pro-vice-chancellor and Chief Executive Officer of Monash University College Gippsland
Thomas Kennedy BSc PhD Glas. GradDipEd CChem FRIC FAIM ARACI AIMMM MACE

Registrar
Anthony Langley Pritchard BSc DipEd Melb. BEd Qld

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

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

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 graduate 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 newsheet, Et cetera 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.

**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.
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

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 multifaceted 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.

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

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).
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

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

During 1991, Monash University staff submitted 1917 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**

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 CAFE 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 lead to a reduction in the number of carcinogenic substances held in the university.

**Industrial relations**

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**

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)  

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

Prices, rates and levies  

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  

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

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

### Appendix 2.1 Student enrolment summary 1990 and 1991

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### Appendix 2.2 Total student load (EFTSU) 1990 and 1991

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Appendix 2.3 Student load by course 1991

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Subtotal: 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

<table>
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<tr>
<th>Broad specialisation</th>
<th>Year</th>
<th>Higher degree</th>
<th>Post-graduate</th>
<th>Bachelor</th>
<th>Other award</th>
<th>Sub-total</th>
<th>Total</th>
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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

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<th>Caulfield/ Frankston</th>
<th>MUCG</th>
<th>Total all awards</th>
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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

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# Enrollment by Course and Year

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**Notes**
1990 Data for Monash University Clayton campus only
1991 Data for Clayton, Caulfield, Frankston and MUCG
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 following year of graduation; from 1988 graduates are listed in the Calendar; graduates 1979–80 are listed in the Calendar (volume one); graduates 1963–9 are listed in the 1970 Calendar.

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 Kinser
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
André Bayo Alfa
Traudi Allen
Lesley Patricia Alves
Pauline Armstrong
Jill Barnard
Anthony Patrick Barrett
Lisa May Bennetts
Stephen Bradbury
Robert John Brown
Chiat Naun Chew
Angela Virginia Costa
Mark James Dunbar
Warren Malcolm Dusting
Mark Christopher Ealey
Robyn Wendy Fletcher
Steven William Francis
Annabella Sok Ruan 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
Renae Just
Birgitta Elisabeth Kupisz-Aufder-Mark
Farkul Kurial
Hitoshi Mabuchi
Patricia Elizabeth Major
Kristine Elisabeth Mellens
Nadine Myatt
David Mark Nadel
Charles Ling Sii Nging
Rosemary Carol Oakes
Brian John O’Grady
Alice Joyce Oppe
Phan Thanh Luu
Shirley Robin Pope
Pippin Lenggono Eka Priatna
Virginia Ruth Pullin
Helen Russell Rayment
Sunee Sathaporn
Robyn Ann Sheppard
Robert James Smyth
Mary Berndette Steer
Margery Alison Taylor
John Andrew Tully
Mela Vatucawaqa
Geoffrey Joseph Wallis
Peter James Wellington
Peter Anthony Wells
Idevu Putsi Wijana
Stephen George Williams
Sally Louise Woods

Master of Environmental Science

George Anthony Canale
David Duncan Fraser
Douglas Keith Holmes
David William Low
Helen Locker 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 So-Lyn Lo

Graduate Diploma of Arts (Music)

Halimah Elaine Bragger

Graduate Diploma in Arts

Ibrahim Ambong

Honours Degree of Bachelor of Arts

Suzanne Ahn
Peter John Ahn
Nyree Patricia Crump
Katrina Duggan
Lachlan Thorold Macleod Dunn
Biruta Livija Flood
Artisits Harry Galatis
Colin Stuart Gault

Bachelor of Arts

Carolyn Joy Aaltonen
Belinda Elise Abair
Matthew Abul
Shahedra Chandra Akhil
Suazena Akinola
Betty Alexopoulos
Stephanie Amorosi
Teresa Maria Angelico
Veronica Angelidis
Samantha Ursula Agege
Conor Dalton Annelyse
Rosin Niamh Annelyse
Frieda Apostolopoulos
Lidia Antonietta Artico
Susan Louise Arthur
Karen Michelle Ashby
Gabrielle Marie Laure Austd-Barry
Colette Ann Baciah

Anna Louise Garfield
Connie Giannicos
Cerdwen 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 Krizinska
Michelle Linda Knight
Nadia Sophie Krivetz
Vivian Leung
Li Li Lien
Heather Lee Macaw
Victoria Jane Macellom
Roderick William Andrew Martin
Victoria Jane Matthews
Catherine Mary McKenzie
Sally Nettleship
Graeme Ellis Parker
Louise Marguerite Partos
David Paxton
Alanna Politi
Licia Graciela Regoczy
Marc Jorrit Reimer
Harald Michael Ruff
Mark Andrew Sainsbery
Alastair William Sandison
Rhiannon Ashley Saunders
Marcya Helen Schmidt
William Adams Schofield
Peter John Sharry
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 G Grille Ward
Catherine Warner
Alan John Warren
Kelly Weir
Jeremy James Whiteman
Jocelyn Ruth Winterton
Kerrie Judith Wittiglow
Anita Joan Wood
Shirley Yelland
Jodi Melinda Young
Claudia Maria Zammit
Walter A. Zavattiero
Frank Stephen Zelko

Birgitta Elisabeth Kreuzkamp
Annette Harres
David Mark Nadel
Charles Ling Sii Nging
Rosemary Carol Oakes
Brian John O’Grady

28
Joanne Louise Baldacchino
Debbie Baranovski
Julia Barber
Melissa Frances Bartal
Tianita Elizabeth Anitta Burtlau
Rowena Mary Bennett
John Leslie Berry
Helen Bettes
Carmilla Betts
Nancy Bicchieri
Hayley Ilana Blumenthal
Natalie Jeannette Bortignon
Christine Mary Boscaslat
Sally Catherine Bowe
Emmaline Jane Box
Joanne Michelle Boyle
Wesley James Branchflower
Andrew Clive Brinsmead
Valerie Lila Bucklow
Sophie Joan Burke
Jodie Maree Burns
Sharie Marie Butt
Rosanne Calder
Helen Elizabeth Calkoen
Louise Alexandra Callan
Louisa Elizabeth Campbell
Sandra Dawn Canning
Sarah Lise Jane Cannon
Melissa Louise Canty
Keith John Cardy
Catherine Marie 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 Connolly
Matthew Peter Corby
Catherine Elizabeth Couser
Maria Pia Covello
Andrew Ian Cox
Justine Winifred Creadon
Timothy Luke Crotchwaite
Marko Crejeticanin
Loredana D’Apote
Tina Dallos
Rina Dalhan
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
Susana Djilas
Emma Jane Donaldson
Joanne Elizabeth Donnelly
Megan Jane Douglas
Joan Norah Dowling
Leanne 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 Frohnmert
Jennifer Rosanne Fulton
Norma Kathleen Gaidekar
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
Spermonka Govic
Eleni Graham
Suelen Jane Green
Rachael Danielle Grigg
Jennifer Anne Grimwade
Matthew Nathan Groves
Gary Thomas Guest
Sylvia Guida
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 Heales
Louise Francis Heath
Eleanor Mathae Heinettjes
Hii Kwong Hua
Lorraine Hill
Robert David Watherston Hills
Lisa Jane Hodson
Margaret Angela Holleran
Rachel Anne Hopley
Matthew Wyatt Hopper
Diane Gaye Hubble
Lynne Hutchinson
Geoffrey Vernon Ingram
Megan Frances Isaac
Robyn Elize Jaffe
Steven Mark Joffe
Douglas William Peter Johns
Tanya Robynne Johnson
Anthea Jane Johnston
Gloria Lorraine Jones
Kylie Ann Jones
Amilios Kalimeris
Kaochareon Sasiporn
Mosoula Kapalacallis
Liz Karatzas
Mark Francis Karovic
Maria Kassions
Mandi Katz
Sally Kristina Keighery
Suzanne Maree Keil
Caroline Lucy Kelly
Emma Joanne Kelly
Simon Charles Kew
Joyce Key
Crichton Richard King
Jenny Kipatisou
Lara Louise Kirk
Katrina Jane Kirkland
Brian David Kitney
Brey Kokkalis
Anastasia Kontakopoulos
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 Lai
Annie Jacqueline Larsen
Sharon Lorraine Latham
Kerrie Marce Lavey
Suzanne Elizabeth Lawson
Nicholas Paul Leaver
Beryl Leavesley
Kevin Anthony Lenehan
David Peter Leonard
Phillip Daniel Leonard
Suzanne Gaye 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
Athenasia Longas
Julie Louey
Darren John Lowe
Desiree Clair Luca
Teresa Mary Lynch
Beryl Loris Macdonald
Karen Macdonald
Kathy Andrea Maldonado
Elffe Manolopoulos
Paraskevi Manth
Sotirios Mantis
Gerard Christian Markel
Marjorie Isabel Marris
Wendy Fiona Mason
Gaynor Anne Matthew
Lauren Matthews
Noreen Mary McCarthy
Boyd Gaisford McCurdy
Anna May McDonald
Jenelle Gaye McDonald
Katrina Mary McDonnell
Roham James McDowell
Georgia Margaret McEncroe
Richard Charles McEncroe
Sara Lisa McGeaugh
Kristina Fiona McGeetan
Katrina McGill
Claire Charlotte McGoldrick
Penelope Jane McKenzie
Catherine Marie McNamara
Peter Micic
Natalie Susan Mikkelsen
Samantha Louise Mikkelsen
Richard Shaun Gerard Milson
Jacinta Louise Moore
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
Tat Joel Chang
John Norman Cooke
Judith Helen Cooper
Diane Lynnette Forster
Randall Charles Gressett
Gurhan Gunes
Erik David Hopp
Hsu Ying Shan
Kok Chia Haw
Terence Lai Tung Kong
Lee Mun Yee
Lee Saang Yung
Terry Mach
Deepak Malhotra
Andrew John K. McLay
Chwee Ling Karen Pwee
Manjula Ravi Kumar
Rusdi Rusli
Mohini Lata Singh
Tse Bo Yue
Paul Douglas Waklcam
Ky Yan Benjamin Wang
Wang Wen-Hui
Po Ching Tracy Wu
Yeung Chun Hung
Yak Wan Cheng

Graduate Diploma in Business Technology
Lech Artur Antczak
John Bainbridge
Bernadette Mary Boundy
Debra Lisa Rae Burnet
Mandy Cheng
Bradley John Coughlan
Kit Ling Agnes Eng
Michael James Evston
Vali Maria Ghabadi
Ian Ross Gook
Donald Fan Loong Hiew
Rachel Jane Ingamells
Henry John Jung
Fook Kong Law
Marguerite Lee
Charles Ralph
Joanne Margaret Rankine

Graduate Diploma in Computing
Ann Andrews
Paul Howard Atkin
Fred Nenard Brkich
Chinh Thien Bui
John Dale Davenport
Simon Raymond Thomas Deller
Janusz Dutka
Gregory Robert Fisher
Hari Iac
Leone Maureen Lorenz
David Ashley McDermott
Jacqueline Patricia Phillips
Jeanette Sullivan
Richard William Tait
John Francis Vanderleest
Vas Varousiadis

Graduate Diploma in Digital Communications
Andrej Drosycz
Damian John Eagle
René Grois
Michael Neil Hildebrandt
Richard Riccio
Eng-Chong Tan

Graduate Diploma in Information Technology
Paramananda Chandrakumara
Goonettileke
Michael James Rowell

Bachelor of Applied Science (Computing)
Peter John Dove
Evan Keith Jones
André John Mok
Robert Francis Pearson
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)
Michael de Murashkin
Philip Edward Godfrey
Sean Alexander Hiscock
Peter Anthony Huberts
Kathy Jankowiak
Leanne Margaret Karlich
Georgiana Levin
Justin Eardley McGill
Ching-Wah Mok
Raymond Patrick O'Brien

Klaus Peter Rötter
Blake Staizowski
Peter Robert Stewart
Martin James Taylor
Quoc Cuong Tran
Mark Anthony Van De Ven
Kim Maree Wenn
Danny Yik Lok Wong

Bachelor of Information Systems
John Edward Peter Carter
Chew Chiat Thian
Johnny Chu
Matthew Adam Collicoat
Scott Lachlan Fuhrmann
Stephen John Garran
Beverley Gail Halsall
Andrew Leigh Howard
Michael Jamieon Howard
Olivia Marguerite Kelly
Susan Ai Ling Khaw
Louise Mary Kinnaird
Alexander Henry Knipping
Priscilla Chung-Yee Kwok
Andrew Grant Labady
Matthew James Petris
Peta Julie Pickford
Vaughan Justin Rintoulle
Edward William Smith
Ronald Peter Speed
Mark Nicholas Tipper
Perry Wayne Versteegen
Martin Peter Windsor-Black

Faculty of Economics Commerce and Management

Doctor of Philosophy
Gitte Lindgaard
Nooraini Binti Mohamed Ismail
Tat Ting-Yean
Juergen Hermann Heinz Ude
Denise Ellen Welch
Wu Xiao Ping

Master of Business Administration
Darshan Ravindra Abeyesuriya
Ahn Sook-Heui
Heather Lynne Alisopp
Robert Bruce Anderson
Judith Rose Anglin
Christopher Arnold
Alan Charles Backholer
Gerardine Margaret Barry
Christopher Layton Bate
Susan Irene Bell
Robert Charles Belleville
Gadi Ben-Joseph
John Ashwin Bennett
Vivian Alexis Blacker
Gayle Patricia Brown
Colin Edward Buckland
John Neil Cameron
Chan Yin Leng
Lynette Ann Clatfield
Kelvin Hon Kin Cheuk
Juliana Chia Lee Hwa
Chiu Mei-Fong Estella
Graeme Jeremy Cliff
Gary Peter Coulter
Master of Economics

Julie Anne Jackson
Barry Ross Oliver
Don Ngnatilaka Rajapaksa Samaranayaka
Ranjit Singh S/O Ajit Singh
David Peter Wright-Neville

Master of Management

Chang Chao-Lin
Chan Kah Choon
Ni Lu Lu Pulu Kumalawati
Gopenathan Menon

Graduate Diploma in Accounting

Peter Joseph Bergin
Phillip Lee Flynn
Sam Gosios
Matthew Michael Howell
Clara Leung Ka Lam
Christina Haido Liosis
Paul Murphy
Roseline Peh Wei Hoon
John Wing Yang
Patricia Madeleine Young

Graduate Diploma in Business Administration (external)

Chan Ka Wong
Chan Tze Leung
Chau Wei Ying
Cheng Tung Kit
Cheung Sun Hong
Cheung Wai Kwong
Ching Kwong Chuen
Choi Tze Sang
Chiu Chi Ting
Chiu Cheung Hay
Ho King Hong
Hung Fan Sing
Kung Sin Man
Kwan Yiu Kwong
Lam Hung Cheong
Eric Lam Sing Mo
Randolph Lau Tak-Tai
Patricia Liu York Kwan
Law Yin Man
Desmond Lee Kwan Chuen
Lee Mo Lan
Kwok Wai Sing

Honours Degree of Bachelor of Economics

Blair Buchanan Burkit
Derek Alan Burnell
Helen Jane Campbell
Chooi Tsui Kheng
Daniel Bernard Clough
Blair Robert Comley
Anthony Cussen
Nektarios Filippis
Derek Andrew Francis
Hugh Henry Gordon-Clark
Wendy Joy Hamill
David Nicholas Heath
Christopher Douglas James
Neville Darren James
Katie Karanika
Peter Austin Kavanagh
Michael William Kelleher
Mark Heinrich Kreutzer
Michael Tian Yoong Lee
Jillian Peta Murphy
Mylnh Ngoc Nguyen
Dawn Patricia Oldham
Mark Robert Picton
David Arthur Potter
James Peter Skeigh
Katherine Sarah Spiey
Jane Margaret Stagoll
Tan Sian Teck
Virginia Louise Wiseman
Yang Li Lian
Yeo Seng Chye
Daniel Benjamin Zavattiero
Kyriacos Nicholas Zervas

Bachelor of Economics

Christopher Paul Adams
Peter Stuart Adamson
Anastasia Alexopoulos
Christopher Douglas Alkmade
Steven Andrew Allan
Duncan Stuart Angas
Mark Jurgen Anwender
Vicki Apokis
Georgina Apostolopoulos
Robert Luke Arambasic
Dana Argyropoulos
Justine Libby Arnott
David Justin Arter
Cameron John Bacon
Timothy Richard Bard
Peter James Balsarini
Darren John Barber
Richard Herbert Barber
Low Eu Fai  
Jeffrey Yee Leong Low  
Troy Patrick Lynch  
Fiona Jane Macfarlane  
Alice Christine Macklin  
Joanne Louise Maiden  
Jason Anthony Mahoney  
Glenn David Maint  
Mak Lai Yan  
Benedict Michael Malady  
Michael George Malakellis  
Dina Malathounis  
Shaun Richard Manuell  
Jonathan Matthias Marcard  
Richard Michael Marshall  
Raeleene Maria Maxwell  
Stephen Michael McDonald  
Nicola Jane McGrath  
Kelly-Ann Lesley McKinnis  
Naomi June McLinden  
Andrea Carol McNamara  
John Christopher McNiel  
Daniel Richard Meagher  
Gideon Metzler  
David Herbert Meyer  
Olivia Dominique Miech  
David William Mitchener  
Zaid Muhseni  
John Maxwell Lloyd Mollard  
Liliane Yasmine Moran  
Ian Craig Morden  
Malcolm Ivan Morris  
Jane Louisa Joy Morrison  
Moy Kehn Choy  
Kate Victoria Mulligan  
Nicholas John Murphy  
Fiona Mary Murray  
David James Nelson  
Sandra Romana Nemeth  
Ronnie Ng Heng Yik  
Ng Seong Fai  
Ng Suu Cheong  
Brett Mathew Nicholls  
Chris Nimerakiotakis  
Nathan Robert Watt Niven  
Jennifer Nossol  
Lisa Margaret Nunn  
Sean Christopher O’Brien  
Andrew John O’Hara  
Sharon Michele Okun  
Jeanette Michelle O’Meara  
Enn Sook Ean Ong  
Gisella Maria Orfanelli  
Peter Robert Orton  
Ow Yin Yee  
Kylie Michelle Page  
Sheryl Lynne Page  
George Harry Palatianos  
Kathy Papioanou  
Andrew George Papas  
Terry Papas  
Karen Maria Parsons  
Andrew Gerard Penton  
Michael David Petrie  
Phang Chow Yeh  
Phang Sweet Ping  
Jodie Pincinis  
Nicole Jane Pope  
Scott Douglas Pendegast  
Elizabeth Anne Priddle  
Mark Anthony Pulli  
Jonathan Lewis Rado  
Stuart Anthony Rainsford  
Gregory John Rako  
Amanda Louise Ralph  
Craig Leslie Rawson  
Ashton Mark Reid  
Brett William Rice  
Maria Rigogioanni  
James William David Riley  
Neil Duncan Robertson  
Peter Andrew Robertson  
Michael Visat Rochanakij  
Darren Samuel Joseph Rockman  
Bradley John Rodgers  
Anthony Rossi  
Jason Robert Rough  
Noel James Rowland  
Nicole Esther Rubens  
Justin Deon Rudzki  
Gilion Peter Rush  
Kevin James Ryan  
Ramona Helen Saligari  
John Andrew Salvaris  
Tommy Sam Yuin Sing  
Saw Lip Khat  
Natalie Suzette Scales  
Justin William Scanlon  
Charles Irving Schneeberger  
See Jooi Liang  
Vivian Sha Wai-Yin  
Daniel Howard Sharp  
David Miles Simons  
Angela Maree Singh  
Nicholas Peter Skrekas  
Michael Allison Slonis  
Benjamin Davis Smith  
Melissa Jane Smith  
Dean Adam Smorgon  
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Francis John Miller
Randall Aron Mushinsky
James Nabamkes
Justin Charles Negri
Yu-Tze Ng
Samuel Geoffrey Beauchamp Patten
Adrienne Pratt
Patrick Brian Ronchi
Nicholas Roubos
Gavan Barry Scott
Andrew Wai-Ming Sec
Ogilvie Neil Thom
Michelle Liza Thomas
Monica Tomkin
Ellie Tutungi
Meagan Lorraine Worthington

Faculty of Professional Studies
Master of Arts
John Boris Germov
Marie Elizabeth Meggitt
Master of Arts (Librarianship)
Peter Anthony Busch
Zofia Moczulski
Marie Curie-Sklodowska

Master of Social Work
Margaret Lilian Lynn

Graduate Diploma of Arts (Applied Psychology)
Synedon Fionna Jeannine Barabash
Patricia Anne Flanagan
Isabel Lesman
Sharon Leona McLachlan
Mark William Polglaze
Susan Ann Reif
Lyndel Grace Sawchyn
Jacquelyn Maree Ungricht

Graduate Diploma of Arts (Ceramic Design)
Wendy Maree Reiss
Paul Dean Eli Sanders

Graduate Diploma of Arts (Fine Art)
Karen Rowena Hawtrey Hepworth
Gregory John Orr
James Dimitrios Paskos
Geoffrey John Ricardo

Graduate Diploma of Arts (Human Services Administration)
Danice Kurmic Ratry Chanty
Youhorn Chea
Danny Gillich
Timothy Ian Matheson
Barry Philip Pearce
Leanne Margaret Pemberton
Russell Joseph Taylor

Bachelor of Social Work (with honours)
Henry Ross Dowling

Bachelor of Arts/Bachelor of Business (Banking & Finance)
Kylie Frances Herbst

Bachelor of Arts/ Bachelor of Business (Business Administration)
Timothy Thurstan Spearsman

Bachelor of Arts/Bachelor of Business (Management)
Stavros Demetriou

Bachelor of Arts/ Bachelor of Business (Marketing)
Samantha Octavia Louise Dugdale
Richard Graeme Wood Howarth
Genevieve Ann Hoyle
Robert Neil Kellner
Rita Marigialli
Andrew Rae Rahni
Louise Mary Rayner-Laver
James Edward Robinson
Linda Ann Williams

Bachelor of Arts
Peter Andrinopoulos
James Peter Angliss
Louise Gabrielle Ashby
Janet Athanasia
Anthony Berton
Victoria Blakston
Marina Bondarcev
Anthony James Brenan
cada Brooks
Audrey Anne Bujdoss
Geraldine Patricia Cleven
Con Dias
Julie Louise Finacci
Jatice Kathleen Flavin
Jo-Anne Fleischer
June Margaret Gale
Gayle Frances Gledhill
Stephen Paul Gledhill
John Joseph Bartholomew Hearn
Sarah Jorkowicz
Margaret Mary Kennedy
Kar Madam
Roslyn Kuss
Amanda Mary Lake
Monique Mary Lane
Karlene Hedwig Lang
Catherine Christine Brigitte Le Forestier
Fiona Nicole Lockett
Lois Norma Logan
Lynelle Joy Mahomed
Nives Diana Gina Marelic
Stephen Mazurkiewicz
Craig Ross McKenzie
John Mik acid
Sarah Jane Milford
Paula Lee Milsom
Lisa Anne Molony
Justin Daniel Nielsen
Debbie Karen Oliver
Debra Lynne Prendergast
Anthony John Quirke
David Rothstadt
Violet Alice Schroeder
Colleen Spence
Diana Sophia Statius
Katrina Elizabeth Steel
Marnie Stroud
David Bryan Sutcliffe
Kelvin Tigue
Julie Faye Tulloch
Linda Ann Van Draanen
Francisco Maria Verheyden
Carol Lynette Williams

Bachelor of Arts (Craft)
Helen Elizabeth Lewis

Bachelor of Arts (Fine Art)
Helen Allisio Brook
Yvette Suzanne Dumergue
Gary Engelhardt
Martin George Fehres
Heather Gay Griffiths
Heidi Knopfle
Peter Clare Justin Martin
John Charles Power
Safla Georgina Ross
Cherie Browyn Sollars
Vicki Evdokia Stegiannis
Catherine Monique Tyrwhitt

Bachelor of Arts (Graphic Communication)
Samuel Lee

Bachelor of Arts (Graphic Design)
Robin Brian
Catherine Anne Collins

Bachelor of Arts (Police Studies)
Dary Godfrey Cullen
James Patrick McCaffrey
Michael Stefanovic

Bachelor of Social Work
Cynthia Maria Stephenson

Bachelor of Technology (Design)
Craig Anthony Caspersz
Robert John Charlton
Andrew John Stolp
Paul Anthony Van Roemburg

Diploma of Applied Science (Nursing)
Julie Aaron
Sandra Christine Abbott
Julie May Anderson
Sharni Maree Arnhard
Sarah Louise Astbury
Kerrie Atyco
Christine Jane Bainbridge
Beryl Phyllis Baker
Michelle Anne Bate
Jayne Louise Beard
Joanne Maree Beerre
Katharine Elizabeth Beery
Catherine Maree Bilson
Leanne Michelle Black
Diane Jean Blues
Maree Boag
Lisa Jane Boschen
Sharon Lesley Bourke
Rowena Kate Bridgford
Tracey Joanne Buchanan
Joanna Kathryn Butman
### Diplomas in Art and Design

<table>
<thead>
<tr>
<th>Name</th>
<th>Degree</th>
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<tbody>
<tr>
<td>Judyine Narelle Quin</td>
<td>Diploma in Art and Design</td>
</tr>
<tr>
<td>Claudine Rait</td>
<td>(Ceramic Design)</td>
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<tr>
<td>Valerija Ramac</td>
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<td>Jason Alexander Reckie</td>
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<td>Susan Jane Ritchie</td>
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<td>Christopher Matthew Robertson</td>
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<td>Jean Ross</td>
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<td>Ilmgaard Marguerite Seipp</td>
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<td>Kyrstie Yvonne Spratt</td>
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<td>April Stevenson</td>
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<td>Karin Wolfs</td>
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<td>Dianne Elizabeth Summer</td>
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### Associate Diploma of Arts (Police Studies)

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<tbody>
<tr>
<td>Gerard Brady</td>
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<td>Marlene Coff</td>
<td>(Police Studies)</td>
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<td>Bruce Raymond Dickie</td>
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<td>Russell Scott Fletcher</td>
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<td>Hamish Stuart Smith</td>
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<td>Mark Andrew Standish</td>
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<td>Barry Joseph West</td>
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### Associate Diploma of Arts (Welfare Studies)

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<tr>
<td>Robyn Eve Anastasiou</td>
<td>Diploma of Arts</td>
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<tr>
<td>Coral Rose Christiansen</td>
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<td>Ambrose Thomas Crowe</td>
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<td>Angela D’Usto</td>
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<td>Samantha Jane Fowler</td>
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<td>Jane Elizabeth Fraser</td>
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<td>Glenys Emily Layton</td>
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<td>Victoria Carey Lewis</td>
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<td>Nancy Ellen Norton</td>
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<td>Debra Anne Rose</td>
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<tr>
<td>Sue Vu</td>
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<tr>
<td>Ivan Sinclair Watts</td>
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</table>

### Faculty of Science

#### Doctor of Science

- **Edwin George Westaway**

#### Doctor of Philosophy

- **Alex Agroti**
- **Despina Anastasiou**
- **Alfred Kurt Anders**
- **Robbyn Annamhod**
- **Jennifer Glenda Baird**
- **Jane Barling**
- **Michael James Barry**
- **Trevor Robert Burridge**
- **Chen Jinling**
- **Myungsook Chung**
- **Robbyn-Maree Coy**
- **David Leonard Dowe**
- **Jennifer Claudette Dutton**
- **Russell Anthony Stewart Fiedler**
- **Frances Joan Guyett**
- **Karen Kevekordes**
- **Peter Robert John Leeton**
- **Harley James MacKenzie**
- **Paul Matthew**
- **John Raymond Miles**
- **Graham Alan Mills**
- **Keith George Mortimer**
- **Nicholas Alan O’Conner**
- **Olga Marce Paravagua**
- **Peter Michaelovich Pavlov**
- **Murray Rudman**
- **Gregory Raymond Savage**
- **Nereda Christine Evelyn Shute**
- **Escanuza Elizabeth Tadelen**
- **Barbara Ethel Wagstaff**
- **Vicor John Wall**
- **Christopher Leslie Waring**
- **Ian David Watkins**

#### Master of Applied Science

- **Geoffrey McDonald Day**

#### Master of Psychology

- **Jeanette Craig Stevenson**

#### Master of Science

- **Isadora Weng Yee Anderson**
- **Nimpan Bangun**
- **Goh Chew-Lam**
- **Andrew Neil Davies**
- **Alan Wilfred De Ville**
- **Waxyl Droadowski**
- **Fiona Marie Guest**
- **Wafaa Hassan**
- **Mohamed Abdul Huq**
- **Robert Bruce Johnston**
- **Ibolya Barbara Ilona Nyulasi**
- **Philip James Owen**
- **Carmel Ann Pilotti**
- **Simon Nicholas Platts**
- **Robert Ross Premier**
- **John Rigopoulos**
- **Gregory Philip Bochlin**
- **Christopher John Ryan**
- **Ivana Josefina Kuraja Tiric**
- **Stephen Peter Vanni**
- **Darren John Wells**
- **Zhihong Wu**

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[43]
Graduate Diploma in Applied Polymer Science
Ryszarda Ostaszkiewicz
Paddy Waduge

Honours degree of Bachelor of Science

Yalcin Adal
Linda Jacqueline Adams
Jennifer Marie Allison
Rubina Alpitsis
Andrew Richard Amiet
John Joseph Bower
David James Aylmer
Rubina Alpitsis
Linda Jacqueline Adams
Vicky Andritsos
Andrew Patrick Bainbridge
Catherine Jane Baird
Carmelina Apicella
Christopher Richard Andersen
Keith Raymond Bambery
Suzanne Therese Blackwell
Simon Peter Barrett
Jacqueline Patricia Bates
David John Bebbington
Rebecca Ann Bennett
Suzanne Therese Blackwell
Peter Blachonette
Joanne Ireland
Gary Michael Day
Gayle Maree Davey
Carol Anne Delaney
Gregory Alan Findlow
Helen Pothoulakis

Polymer Science

Evangelos Boloutis
David John Bebbington
Rebecca Ann Bennett
Suzanne Therese Blackwell
Peter Blachonette
Joanne Ireland
Gary Michael Day
Gayle Maree Davey
Carol Anne Delaney
Gregory Alan Findlow
Helen Pothoulakis

Graduate Diploma in Applied Science

David Edward Cannon
Theo Mertzzanidis
Jerubah Indralojini Sabaratnam
Zulkellefie Sahni
Paul Morris Vorchheimer
Dean Andrew Whitmore

Bachelor of Applied Science

David Edward Cannon
Theo Mertzzanidis
Jerubah Indralojini Sabaratnam
Zulkellefie Sahni
Paul Morris Vorchheimer
Dean Andrew Whitmore

Bachelor of Science

Martin Andrew Abolins
Andrew George Adams
Boyd Campbell Adamson
Kaye Rosemary Adnams
Anthony Pascal Sow Chin Ah-Lit
Sonja Raphaella Ahrens
Huzefa Akbarally
Anthony Chelvam Alfred