



ANNUAL REPORT Volume One

2004

24.1m Research impact grows

19.1m

16.6m

a university for the **real** world®

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Staff overseas travel



Images relate to projects in the new Institute of Health and Biomedical Innovation (new technology could speed wound healing and reduce scarring), and the Information Security Institute (protecting users from Internet fraud).

Course information: for details of more than 220 QUT award courses visit studyfinder.qut.edu.au
QUT Blueprint visit: www.frp.qut.edu.au/perf/documents/qut_blueprint.pdf

Report of the QUT Council for 2004



Major General Peter Arnison

I take great pleasure in presenting this report for the year ending 31 December 2004 to the Honourable Anna Bligh, Queensland Minister for Education and the Arts, as required by the *Financial Administration and Audit Act 1977 (Qld)*.

I feel very privileged to serve as Chancellor of Queensland University of Technology. I would like to congratulate my fellow Council Members who recently took up their appointments to serve the University for the coming three years. I am confident that together we will make a significant contribution to the University and in so doing build on the impressive achievements of previous Councils.

I would especially wish to acknowledge the contribution of my predecessor, Dr Cherrell Hirst AO, who served as Chancellor for 10 years and on Council for 14 years. During this period Dr Hirst exerted an extraordinary influence on the University. She was supported and assisted by many former Council Members who similarly made significant contributions and worked with her for the benefit of QUT.

The Vice-Chancellor, Professor Peter Coaldrake, leads an impressive senior management team well supported by the University's dedicated academic and professional staff. Flowing from their efforts, QUT's reputation continues to grow and develop. Courses are in strong demand, graduates enjoy excellent career outcomes and the University's research profile is expanding. Of particular note was the recent establishment of new research institutes in Health and Biomedical Innovation, and in Information Security, details of which are featured in this report.

The University's future direction will be guided by the Vice-Chancellor's *QUT Blueprint*, which was developed following wide discussion and consultation within the University and endorsed by Council.

Our students continue to be central to all that we do at the University. They provide the stimulus to improve teaching and learning outcomes, to broaden and deepen our research efforts, and to build strong relationships with our local and regional communities.

I commend this report to our staff, students, alumni, donors, corporate partners, the professions, the business community, governments at all levels, our colleagues in the education and research sectors, the media and our international partners.



Major General (Ret'd) Peter Arnison AC, CVO
Chancellor
April 2005

At a glance

Teaching:

- QUT courses were in strong demand, attracting the highest market share of undergraduate first preferences in the State.
- Total enrolment was 39 919, including 5840 international students.
- QUT continued to be the nation's largest provider of degree graduates into full-time work.
- Senior lecturer Dr Noel Meyers won the early career academic category of the Australian Awards for University Teaching.
- Council approved charging of 'top-up' fees of up to 25 per cent to domestic undergraduate students from 2005.

Research:

- A Director was appointed for the new Institute of Health and Biomedical Innovation, and an Information Security Institute was established.
- QUT annual research income grew 26 per cent to \$24.1 million, well above the sector average.
- Research publications were ranked in the top 10 nationally, with annual growth of 15 per cent.
- A snapshot of 157 projects worth \$56 million were being managed through QUT's Office of Commercial Services in December 2004.
- A research partnership was established with Brisbane Airport Corporation, involving 18 projects.

Community service

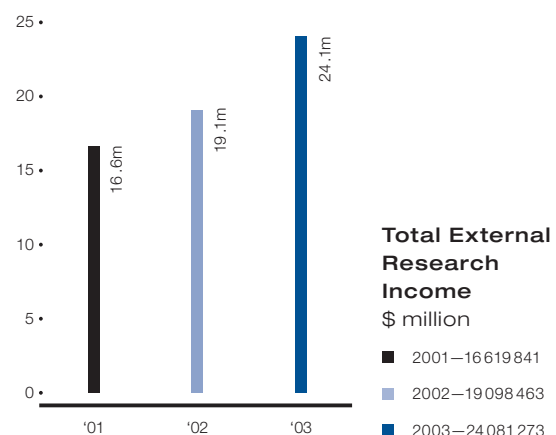
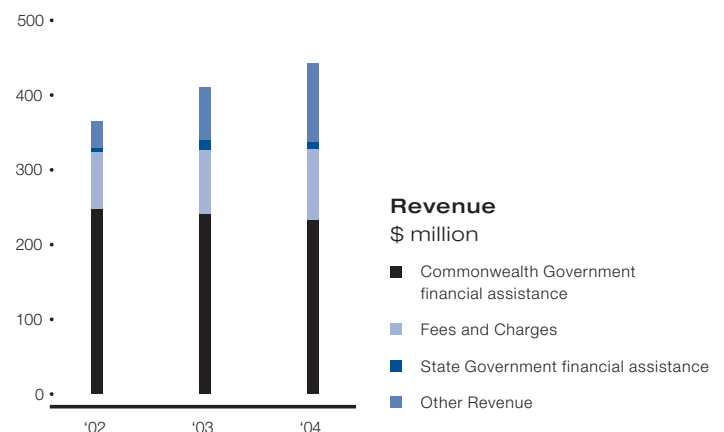
- Chancellor's Alumnus of the Year was Chris Sara, Principal of Cherbourg State School where QUT is engaging Indigenous youth in digital technology.
- Gardens Theatre, QUT Art Museum and Old Government House were well supported by the community and creative venues were expanded with the opening of the Creative Industries Precinct.
- The highly successful QUT Business Leaders' Forum continued with impressive speakers and strong attendance by the local business community.
- Internal grants worth \$200 000 supported QUT expert assistance in local and international community service projects.

Resources

- QUT reported a profit of \$33.2 million for 2004, representing an operating margin of 7.5 per cent.

(Note that the operating margin was affected by a one-off change to revenue brought about by the recognition of a donation received from The Atlantic Philanthropies in prior years. Without this adjustment of \$13.3 million, the operating margin would have been 4.6 per cent.)

- Major works at Kelvin Grove included completion of the Creative Industries Precinct, and commencement of the \$50 million Institute of Health and Biomedical Innovation building, and the Student Learning Support Centre.
- Internet access was enhanced for faster service and wireless access was introduced progressively.
- Key senior appointments included Deputy Vice-Chancellors (International and Development) and (Research and Commercialisation), and Deans of Business, Information Technology, and Law (see page 10).



The world in which we operate

Where we've come from

The strands of QUT's institutional history stretch back to the foundations of vocational and teacher education in Queensland in the mid-nineteenth century and are reflected today in the University's commitment to practicality and relevance in its teaching and research. In 1989 QUT was established by an Act of the Queensland Parliament that redesignated the Queensland Institute of Technology (QIT) as a university. QIT had a strong history of technical and professional education. In 1990 QUT amalgamated with the Brisbane College of Advanced Education.

Where we are now

QUT is an Australian university with a global outlook, striving to create an international learning environment. With 40 000 students and over 3000 staff, the University is richly diverse and multicultural, teaching Australians from both Indigenous and non-Indigenous backgrounds and international students from more than 100 countries. Nearly 6000 international students attend courses at the University, paying tuition fees.

Academic programs range from university certificate through to doctoral level, with most enrolments in bachelor degrees. Undergraduate courses aim to give students a balance of theory and practical experience to prepare them for professional employment. As a 'university for the real world' QUT emphasises the employability of graduates and the applied nature of its research. This approach is reflected in the sustained strong demand for QUT's courses, success in collaborative research, and extensive community engagement. QUT continues to receive the largest share of first-preference applications for undergraduate courses in Queensland. About one-third of students attend part-time, bringing valuable real-world perspectives into the classroom.

As a university of technology, QUT faces expectations about its use of technology, and has course and research profiles that demand high levels of technological integration. The University seeks to use information and communication technologies in ways that pervade its academic work and supporting activities. It aims to develop relevant skills and capabilities in graduates and staff to enable them to use technology productively as members of the University and wider communities.

QUT has an annual budget of \$420 million (2004) and operates from four campuses: Gardens Point and Kelvin Grove in Brisbane's CBD, and Carseldine and Caboolture in the growth corridor stretching north of the city.

The world we face

The higher education environment, both locally and internationally, is complex and subject to ongoing change. During 2004 a considerable amount of work was undertaken by QUT to prepare for the first stage of implementation of Commonwealth Government reforms, including setting new student contribution levels and complying with the provisions of new legislation.

It is clear that further reforms to higher education are underpinned by a desire to direct public resources towards measurable quality, and to establish a more competitive higher education environment. While supporting the thrust of these changes, QUT acknowledges the difficulties and risks, for example, in establishing measures of quality teaching and research which provide national and even international comparability without compromising the diversity necessary for a vigorous and relevant university system. Future changes provide both challenges and opportunities for QUT and could have far-reaching implications for the existing, largely publicly based Australian system of higher education.

Introduction

From the Vice-Chancellor



Professor Peter Coaldrake Vice-Chancellor

The year 2004 was an important as well as a productive one for QUT. Over and above the impressive progress which QUT has continued to make in teaching and research and in building stronger links with our various communities, two activities absorbed much of our energy during the year. These were, first, the preparation for the implementation of major Commonwealth Government reforms to the university sector in general, and the funding of undergraduate education in particular; and second, the development of firm plans to implement the *QUT Blueprint*.

The direction of change in the higher education sector, including but not restricted to the reforms initiated by the Commonwealth Government, underlines the importance of the trajectory upon which QUT has been developing for some years. However, the sheer pace and extent of change and the acceleration of national and international competition, coupled with the prospect of major demographic changes to the academic workforce in coming years, called for a clearer articulation of our vision for the future. This was set out in the *QUT Blueprint*, approved by Council in late 2003. Our task in 2004 was to translate this vision into detailed plans and actions. These cover not only our core learning and teaching, and research and innovation activities, but also the enabling dimensions of people and culture, and finance and infrastructure. In the process, we reformulated our budget mechanisms and took some early steps toward the better integration of our future needs for physical and virtual infrastructure. We also moved to a much clearer set of key performance measures for the University.

Given this reworking of our planning arrangements, this annual report reflects a transitional period covered by our pre-existing 2003–2007 strategic plans. These plans are nonetheless consistent with *QUT Blueprint* goals: to provide outstanding learning environments and programs that lead to excellent outcomes for graduates, to undertake high-impact research and development in selected areas, and to strengthen and extend our strategic partnerships with professional and broader communities. The *Blueprint's* major themes of engagement, regeneration and experimentation are also reflected in the work of the University during 2004.

In research we have breathed new life into major partnerships and collaborations, most notably the development of University-level research institutes. The first of these is the new Institute of Health and Biomedical Innovation (IHBI), headed by Professor Jonathan Izant. Construction of the \$50 million IHBI facility also began in 2004. To this initiative we can add the State Government's support of a Medical Engineering Research Facility, our own establishment of an Information Security Institute, continued increase in overall research income and development of a major program to build research capacity through new appointments both at the professorial and lecturer levels.

QUT's reputation for high-quality and relevant teaching and learning was underpinned during 2004 by major efforts in course review, first-year experience, development of Indigenous and international perspectives in the curriculum, and ongoing expansion of online teaching. The diversity and quality of our community engagement was enhanced through the development of our Cultural and Creative Industries Precincts and by the many links that were developed at local, national and international levels between QUT and partner organisations.

I am confident that our achievements during 2004 will add another layer to the foundation for a successful future. They depend on the support and goodwill of our students, alumni and the University Council as well as, fundamentally, the contributions and talents of our academic and professional staff. It is a great privilege to work alongside such a committed and able group of people and I extend my thanks to all for their efforts and achievements in 2004.

A stylized, handwritten signature in black ink, appearing to read 'Peter Coaldrake'.

Peter Coaldrake

Governance

During 2004 significant governance initiatives were undertaken as part of the University's response to the *National Governance Protocols for Public Higher Education Institutions* issued by the Australian Government, and as continuous improvement activities relating to the Queensland Audit Office 2003 review of the performance management systems for governance and risk management at QUT. These initiatives included a 'Governance Framework' for the University and a 'Council Charter'.

The framework articulates for the first time how all relevant governance structures, policies and practices are integrated. It promotes better understanding of governance throughout the University, and specifically aims to assist Council and management in working together to effectively discharge their respective governance roles and responsibilities.

The charter assists Council in understanding its role and responsibilities, and provides the basis for future Council induction programs.

During the year, the University was required to submit an assessment of its compliance with the National Governance Protocols in order to qualify for additional funding. Good progress towards compliance was noted and the additional funding granted, but full compliance with the protocols will be required for the 2005 assessment to be successful.

QUT Council

QUT is governed by a Council of up to 22 members, constituted in accordance with the *Queensland University of Technology Act 1998* (functions and powers of QUT Council under the Act are detailed in Volume Two of this report).

QUT Council consists of official, appointed, elected and additional members (for Council Membership see page 9). Appointed and elected members serve a three-year term. Council's term expired on 20 November 2004, and a reconstituted Council met for the first time in December 2004. Council met seven times in 2004 for ordinary meetings, as well as, in February, for a half-day workshop focused on the changes introduced by the Australian Government *Higher Education Support Act 2003* and the *National Governance Protocols for Public Higher Education Institutions*.

During 2004 Council took a number of actions to assist it in carrying out its role, including the following.

- A revised *Council Schedule of Authorities and Delegations* was approved. An important addition to the schedule was the inclusion of a reporting process, and a preamble which clearly articulates the principles by which Council delegates its responsibilities.
- Council appointed a panel in 2003 to review the operation of Council committees. The panel reported in June 2004 and all but one of its 33 recommendations were approved, with the majority implemented in the second half of 2004.
- Council underwent a formal evaluation for the first time in September, and this will be an annual process.
- Council approved a revised *Council Procedure 3 Election of Chancellor and Deputy Chancellor* as a prelude to the appointment of a new Chancellor.
- Proposed amendments to *Queensland University of Technology Act 1998* were considered as a consequence of the National Governance Protocols.

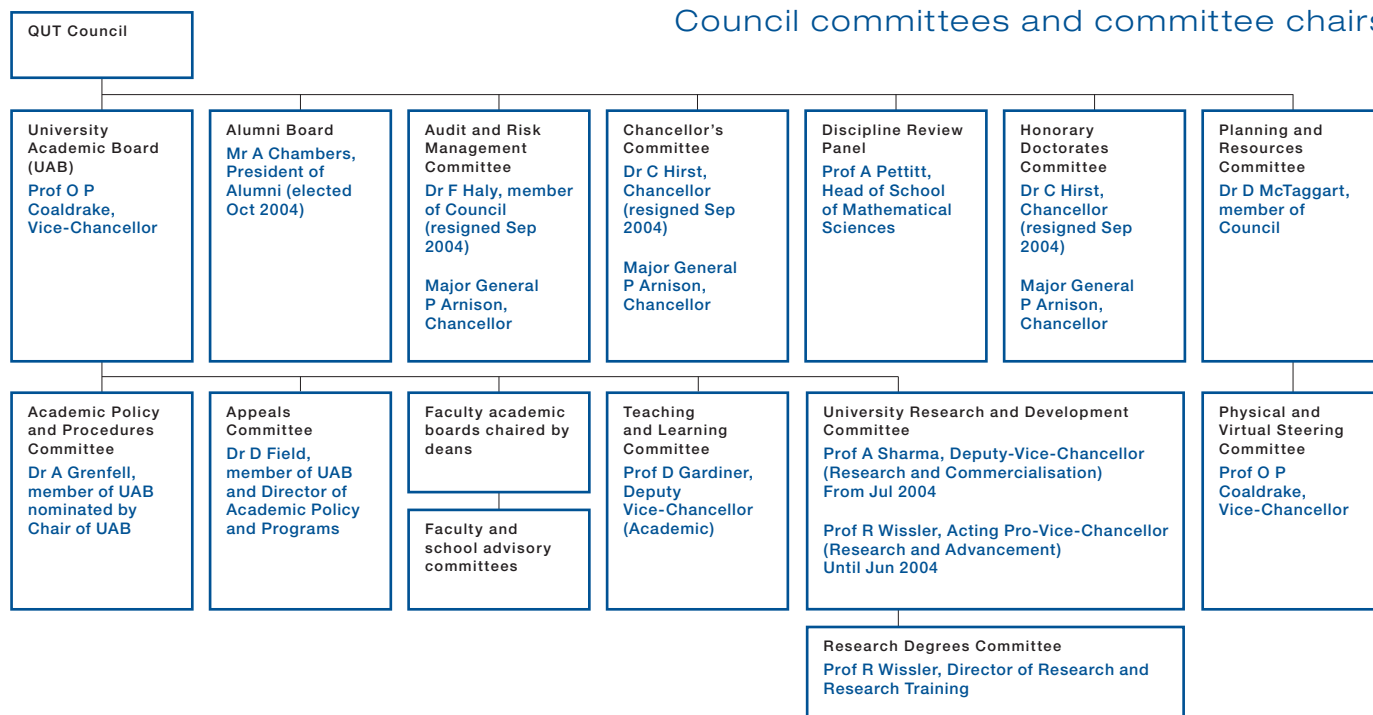
The new Chancellor, Major General Peter Arnison, was elected in September following the resignation of Dr Cherrell Hirst. Dr Hirst served as Chancellor from December 1994 to September 2004.

Other aspects of the University's operation which provide critical support to Council in its pursuit of good governance as articulated in the Governance Framework are outlined in the next few pages.

Council committees

Council has established a number of committees (see chart page 6) to assist in overseeing the various activities of the University. Additional information is provided on the Audit and Risk Management Committee due to its special role in corporate governance.

Council committees and committee chairs



Compliance

A compliance program has been in operation at QUT since 2002. Key elements of the program are a register of obligations, an annual compliance reporting process and a communication strategy (including targeted education and training activities) for developing a positive compliance culture.

A major development in 2004 was the inclusion of a risk-rating for each obligation in the register. This activity was fully integrated with the University's risk management processes and the introduction of quarterly reporting to Audit and Risk Management Committee.

The register currently includes 100 specific obligations, 85 of which are legislative based and 15 arise from other sources, including information standards. Of the 100 obligations, 36 are Commonwealth based, 63 Queensland based, and one University based. The Annual Compliance Report is forwarded to Audit and Risk Management Committee in March of each year, but information relating to the 2004 program follows:

- Thirty staff are currently identified as responsible officers. Sections with the heaviest compliance responsibilities include Facilities Management, Financial Services, Human Resources, and the faculties of Built Environment and Engineering, and Health.
- No compliance obligations were rated as having an extreme level of residual risk during the 2004 rating activity. Eight obligations, including various Information Standards and the *Public Records Act*, were rated as having a high risk level, relating mostly to either operational or financial risks.

Risk management

A new Risk Management Framework was implemented across the University in 2004 in conjunction with the new planning framework. The Risk Management Framework provides for the identification, assessment, management and reporting of risks at corporate, faculty/division and project levels. A total of 58 corporate risks have been endorsed, and 202 risks across faculties and divisions have been considered. Corporate risks focus on building research capacity, quality of teaching and learning, 'real-world' positioning and partnerships, scholarship and staffing, income, information systems, space, clinical teaching, security, load management, campus developments, compliance and reputation. Regular reporting to Audit and Risk Management Committee on risk management has commenced, and a system is being established to facilitate devolved risk assessment and reporting across business areas.

Business continuity management is being introduced across QUT. About 50 managers attended introductory sessions in business continuity and crisis management in late 2004, and several business areas are developing/refining business continuity plans for their critical processes.

Commercial entities

During 2004 Council was updated on the range of commercial entities with which the University has some involvement, including the approval of board members and appointment of a general manager for the wholly owned holding company, QUT Enterprise Holdings Pty Ltd. At the end of 2004, the University had interests in 37 commercial entities, having ceased

involvement with two entities during the year. A Register of QUT Entities/Shareholdings is regularly updated and will be provided to Council annually.

Internal audit

The Internal Audit Section resides within Chancellery, reporting to the Vice-Chancellor for administrative purposes and functionally responsible to the Audit and Risk Management Committee of Council. The Internal Audit function operates within the approved Internal Audit Charter and provides a whole-of-business support and advice role. Reviews are conducted across information technology, operational, compliance and financial areas. Investigations and ad hoc reviews are also undertaken as requested by senior management.

The approach taken by Internal Audit in 2004 involved:

- emphasis on 'total audit approach'—a blend of compliance, operational, strategic and information technology reviews
- support for management through proactive preventative auditing rather than 'after-the-event' detective auditing (eg involvement in IT project steering committees)
- a focus on risk assessment and management
- advice to management on an effective and efficient internal control framework
- assistance to management in responding to emerging issues and the changing environment.

Some of the significant outcomes achieved by Internal Audit in 2004 that contributed to QUT's ambitions and top priorities as outlined in *QUT Blueprint* included:

- completion of the year 2004 Annual Audit plan resulting in 42 internal audits and 18 grant audit certifications
- enhanced accountability and governance through the impact of audits and reviews on the University's policies, procedures, internal controls and business processes (examples of audits undertaken were Authorities and Delegations for the Council and Vice-Chancellor, Contract Management, Student Fees, Risk Management within Laboratories, Private Paid Outside Work, Network Security Review, IT Governance Review of Built Environment and Engineering, QUT Financial Statements, and Creative Industries Precinct Pty Ltd)
- development of the Internal Audit Strategic Plan for 2005–2007
- early development of a Corruption and Fraud Control Plan including contribution towards the delivery of an integrity program for senior management
- significant contributions towards development and implementation of the QUT Risk Management Framework

and Business Continuity Management Framework, the IT Project Management Framework, and the Information Technology Security Framework.

As part of its ongoing role in directly contributing to the progress and strategic development of the University, Internal Audit also significantly increased its provision of independent advice and assistance through participation on steering committees for major projects, ad hoc advice and reviews.

QUT planning and quality frameworks

The University has a strong commitment to ensuring quality and continuous improvement in all its activities, which is underpinned by the University Quality Framework. The Quality Framework is founded on a continuous cycle of plan/implement/review/improve. The context in which the Quality Framework is applied stems primarily from the University's Planning Framework in which priorities and objectives are defined and strategies documented for implementation within a three- to five-year timeframe.

A new Planning Framework was implemented across the University during 2004. This framework provides for four QUT top-level plans (Learning and Teaching, Research and Innovation, People and Culture, and Finance and Infrastructure) which support the University's institutional plan *QUT Blueprint*. Individual faculties and divisions have developed three-year plans and budgets to assist the implementation of elements of the *QUT Blueprint* and top-level plans. A suite of key performance indicators, aligned with the strategic priorities of the *QUT Blueprint*, were formulated late in 2004, and these indicators will be critical in the high-level review of University performance, and in guiding further organisational improvements.

Risk management and corporate review implementation was integrated with reporting on plan outcomes for 2004, thus providing comprehensive feedback on the implementation of these activities.

Three faculties (Built Environment and Engineering, Law, and Health) were reviewed in 2004 through the implementation of a new Corporate Reviews Policy which is consistent with the audit approach adopted by the Australian Universities Quality Agency (AUQA). The policy requires the area under review to undertake self-assessment and prepare a performance portfolio. A predominantly external review panel visits the University to interview relevant stakeholders and prepares a report, including recommendations. Recommendations from reviews have been incorporated into the forward planning for these faculties.

In 2004, the University reviewed its quality assurance processes in preparation for an audit in 2005 by AUQA. The review formed part of a broader program known as the QUT Reality Check. This program heightened the awareness of quality issues and highlighted areas for improvement. The report on the review, the *QUT Performance Portfolio*, was submitted to AUQA in December 2004, providing the foundation for the 2005 audit.

Ethical conduct and corporate values

The current *QUT Code of Conduct – Guidelines for Ethical Conduct* was approved by QUT Council in 1998. The code applies to all employees of the University and to other 'officers' such as external committee members, adjunct and visiting academics, and volunteers acting on behalf of QUT, and outlines the ethical obligations of all staff. New staff are alerted to the code during induction and it is available online. A review of the code was conducted in 2004, and the revised code will be disseminated early in 2005.

The Corporate Governance Guidelines apply to members of Council and University-level committees. The guidelines describe the University's expectations of individual members and are designed to assist them to discharge their responsibilities in an ethical and responsible manner, including in regard to conflicts of interest.

The University recognises that the interests of public office and personal or other interests may come into conflict. A register of disclosed interests was established in 2002 to assist members of Council to identify in advance interests that may potentially come into conflict with those of the University. The register was expanded during 2004 to include declarations from members on all University-level committees, and the first item of business for these committees now requires members to declare any conflict with business items on the agenda. The University also has specific policies on conflicts of interest related to research activities and gifts.

The University Animal Ethics Committee, established in accordance with relevant State legislation and national protocols, reviews all teaching and research activities involving animals. The University Human Research Ethics Committee, established in accordance with relevant national protocols, reviews all research involving humans. The University's Biosafety Committee ensures relevant activity complies with the requirements of the national Gene Technology Regulator.

One public interest disclosure was received under the *Whistleblowers Protection Act 1994* in late 2004, and will be assessed in 2005.

Audit and Risk Management Committee

Audit and Risk Management Committee advises both Council and the Vice-Chancellor, as accountable officer, on the performance or discharge of functions and duties under the *Financial Administration and Audit Act 1977*, the *Financial Management Standard 1997* and the University's internal audit charter. Audit and Risk Management Committee's main functions are to:

- assess and contribute to the audit process, including evaluation and facilitation of the internal audit function
- oversee and approve financial and operational reporting
- review business risk as reported, including compliance, corruption and fraud.

The revised constitution for the committee, including change of name and terms of reference, was approved by Council on 21 July 2004. The committee membership in 2004 was:

External Council Member nominated by the Chancellor
(chair until 21 Jul)

Dr F Haly AO, AAUQ *Qld*, DUniv *QUT*, FCA, FASA, CPA
Consultant, Deloitte Touche Tohmatsu

External person with professional accounting expertise nominated by Council

Mr D Somerville
Partner, PricewaterhouseCoopers

External Council member nominated by Council

(chair 21 Jul–8 Sept, resigned from Council 8 Sept)
Dr C Hirst AO, MBBS *BEdSt Qld*, DUniv *SCU*, DUniv *Griff*,
FAICD, FAIM
Chancellor

Chancellor (chair from 9 Sept)

Major General P Arnison AC, CVO, BEc *Qld*, DUniv *QUT*,
DUniv *Griff*, DLetters *SQLd*, DLaws *Qld*, FAICD, ASIA

The Vice-Chancellor, the Executive Director Finance and Resource Planning, the Efficiency and Audit Director, and such other persons as determined by Audit and Risk Management Committee have rights of audience and debate but are not members of the Committee:

Vice-Chancellor

Professor OP Coaldrake BA(Hons) *JCU*, PhD *Griff*, FAIM, FRIPAA

Director, Efficiency and Audit

Ms S Patel BA(Accounting) *USP*, CPA, MIIA

Executive Director, Finance and Resource Planning

Mr P Sullivan BBus *BCAE*, FCPA

The Committee met six times in 2004. Dr Haly attended all meetings until his resignation, Dr Hirst attended all meetings until her resignation, Major General Arnison attended all meetings following his installation, and Mr Somerville attended five of six meetings.

Council membership in 2004

Chancellor (Chair)

Major General P Arnison 2/2
(term commenced 9 Sept)
AC, CVO, BEc DLaws *Qld*, DUniv
QUT, DUniv *Griff*, DLetters *SQLd*,
FAICD, ASIA

Dr C Hirst 5/5
(resigned 8 Sept)
AO, MBBS BEdSt *Qld*, DUniv
SCU, DUniv *Griff*, FAICD, FAIM

Deputy Chancellor

Mr K Hilless* 7/7
BE(Elec) *Qld*
Chairman, Ergon Energy

Vice-Chancellor

Prof O P Coaldrake 7/7
BA(Hons) *JCU*, PhD *Griff*, FAIM,
FRIPAA

Nominees of the Governor in Council

Dr T Cutler 1/1
(term commenced 21 Nov)
BA(Hons) *Melb*, PhD *NSW*,
DUniv *QUT*
Principal, Cutler and Company
Pty Ltd.

Dr C Dillon 1/6
(term ended 20 Nov)
Policy Advisor, Indigenous
Business Consulting

Dr F Haly 4/4
(resigned 21 Jul)
AO, AAUQ *Qld*, DUniv *QUT*, FCA,
FASA, CPA
Consultant, Deloitte Touche
Tohmatsu

Mr S Keim 7/7
BA LLB(Hons) *Qld*
Barrister, Higgins Chambers

Mrs L Lavarch
(resigned 16 Jan)
MP, LLB GradDip(Legal Practice)
QUT
State Member for Kurwongbah

Ms C Male 1/1
(term commenced 21 Nov)
MP, DipT
State Member for Glasshouse

Dr E Mellish 6/7
EdD(Leadership) *QUT*
Director, Mellish and Associates

Mr C Sarra 1/1
(term commenced 21 Nov)
DipTeach BEd MEd *QUT*
Principal, Cherbourg State
School

Ms U Schreiber 1/1
(term commenced 21 Nov)
BA *GCM*
Deputy Director-General, Policy
Division, Department of the
Premier and Cabinet

Mr J Varghese 4/6
(term ended 20 Nov)
BA(Hons) BDivinity *Qld*, DipEd
MBA *Melb*
Director-General, Department of
Primary Industries and Fisheries

Ms R Vilgan 1/1
(term commenced 21 Nov)
BBus *QUT*
Chief Executive Officer,
Government Superannuation
Office

Ms J Withey 5/6
(term ended 20 Nov)
LLB BA *Qld*, GradDip(Legal
Practice) *QUT*
Consultant, McCullough
Robertson Lawyers

Nominee of the Director-General of Education

Mr N Whittaker 6/7
BComm *JCU*, CertCivEng *QIT*
Assistant Director-General,
Education Queensland

Nominees of Council

Mr K Dredge 5/6
(term ended 20 Nov)
BE(Chem) *Syd*, BEc *Qld*
Chair, Tarong Energy
Corporation

Dr D McTaggart 5/6
(term ended 20 Nov)
BEc *ANU*, MA PhD *Chicago*,
FAICD, FAIM
Chief Executive Officer,
Queensland Investment
Corporation

Elected Professional Staff

Ms H Goss 6/6
(term ended 20 Nov)
DipTeach BAppSc *CQU*
Associate Director, Online
Teaching
Manager, Software, Multimedia
and Internet Learning
Environments

Ms D Redfern 1/1
(term commenced 21 Nov)
BA WA, BA(Hons)
GradCert(SciencesComm) *CQU*,
DipEd *Syd*, MATEM
Dean's Office Coordinator,
Faculty of Built Environment and
Engineering

Miss S Smith 6/6
(term ended 20 Nov)
BComm *Griff*, MEdAd *Qld*
School Administration Officer,
School of Electrical and
Electronic Systems Engineering

Mr M Waterworth 1/1
(term commenced 21 Nov)
BSci *Lond*
Web Support Programmer,
Division of Technology,
Information and Learning
Support

Elected Academic Staff

Dr R Cope 7/7
CertT *Sydney TC*, BEd(Hons)
JCU, MEdSt *Qld*, PhD *QUT*
Practicum Academic
Coordinator, School of Learning
and Professional Studies

Mr R Daniels 7/7
BA(SocWk) BA(Econ) MSPD *Qld*,
Lecturer, School of Humanities
and Human Services

Prof K J Gough 1/1
(term commenced 21 Nov)
PhD MSc *Well*
Professor, Faculty of Information
Technology

Ms L Wiseman 6/6
(term ended 20 Nov)
LLB(Hons) *QUT*, LLM *Lond*
Senior Lecturer, Law School

Elected Students

Ms S Fentiman 5/6
(term ended 20 Nov)
President, QUT Student Guild

Mr R Ginard 3/3
(term 21 Jul–20 Nov)
General-Secretary, QUT Student
Guild

Mr M Peters 3/3
(resigned 5 Jul)
General-Secretary, QUT Student
Guild

Elected Alumni

Dr G Drummond 1/1
(term commenced 21 Nov)
Dip(CEng) GradDip(BusAdmin)
DUniv *QUT*, FAIE, MIEAUST,
FAIM, MAICD
Professional Director

Mrs M-C Grady 1/1
(term commenced 21 Nov)
BBus(HRM) MBus *QUT*, MAIM
Consultant, SMS Management
and Technology

Ms A McDiarmid 2/6
(term ended 20 Nov)
LLB *QUT*, LLM *Monash*
Barrister

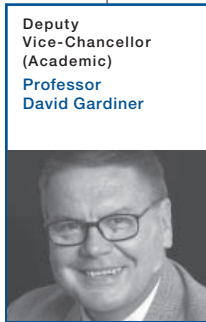
Mr M Thatcher 6/6
(term ended 20 Nov)
BSc(Hons) *Qld*, BAppSc(Comp)
MAppSc(Comp) *QUT*, MACS
Chief Information Officer, Mater
Health Services

Secretary

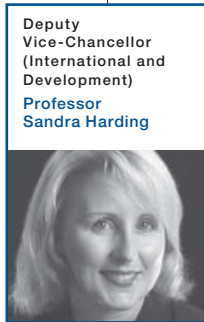
Dr C Dickenson 7/7
BBus *QUT*, PhD *Qld*
Registrar



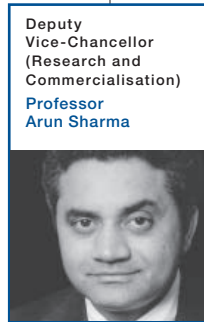
How we are organised



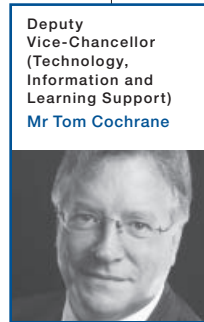
- Academic Policy and Programs
- Oodgeroo Unit
- Deans of Faculties



- Development
- QUT International College
- QUT International
- International Relations
- QUT Precincts



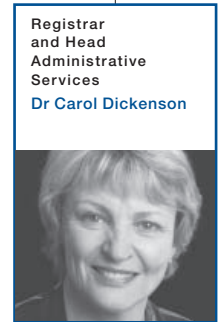
- Commercial Services
- Research and Research Training



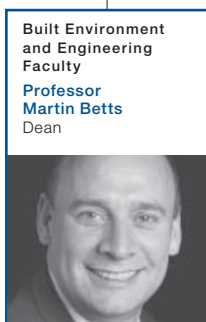
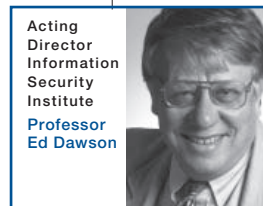
- Information Technology Services
- QUT Printing Services
- Library Services
- Teaching and Learning Support Services



- Corporate Performance
- Financial Services
- Strategic Information and Analysis



- Equity
- Facilities Management
- Human Resources
- Marketing and Communication
- Secretariat
- Student Business Services
- Student Support Services

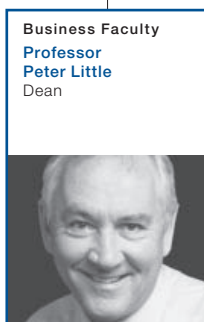


- Design
- Engineering Systems
- Urban Development

Cooperative Research Centre for Construction Innovation

Cooperative Research Centre for Engineering Asset Management

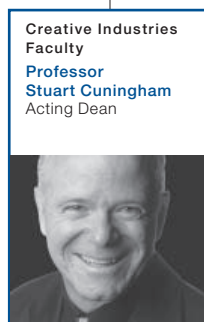
Centre for Built Environment and Engineering Research



- Accountancy
- Advertising, Marketing and Public Relations
- Economics and Finance
- Management
- International Business
- Brisbane Graduate School of Business

Australian Centre for Business Research

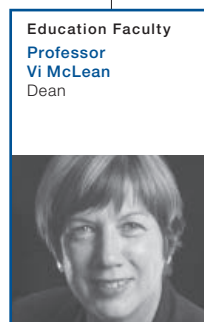
Centre of Philanthropy and Nonprofit Studies



- Acting and Technical Production
- Communication Design
- Creative Writing and Cultural Studies
- Dance
- Fashion
- Film and Television
- Journalism
- Media and Communication
- Music and Sound
- Performance Studies
- Visual Arts

Cooperative Research Centre for Interaction Design

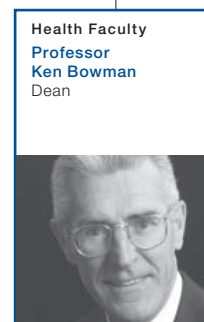
Creative Industries Research and Applications Centre



- Cultural and Language Studies in Education
- Early Childhood
- Learning and Professional Studies
- Mathematics, Science and Technology Education

Centre for Mathematics, Science and Technology Education

Centre for Learning Innovation



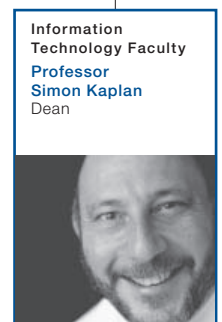
- Human Movement Studies
- Nursing
- Optometry
- Psychology and Counselling
- Public Health

Centre for Accident Research and Road Safety—QLD

Centre for Health Research

Centre for Palliative Care Research and Education

National Centre for Classification in Health



- Software Engineering and Data Communications
- Information Systems

Centre for Information Technology Innovation

Mission and goals

QUT's mission is to bring to the community the benefits of teaching, research, technology and service. In 2004 QUT pursued this mission with goals set for teaching, research and community service. This annual report documents our progress to date in meeting these goals.

Reporting against strategic plans

In addressing these goals, QUT has four distinct elements to its strategic plan, namely: Teaching and Learning, Research and Innovation, Community Service, and Resources.

For the purposes of this report, Resources is broken down into Finance and Capital Resources, Information Resources and Staff. Other support function plans include Student Support and Equity.

Teaching

Goal

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

Performance indicators

- Social justice profile of graduates
- Positive graduate outcomes (employability and further study)
- Graduate satisfaction

Research

Goal

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

Performance indicators

- External research income
- Research publications
- Higher degree research graduates

Community service

Goal

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

Performance indicators

- Level of activity in the community
- Quality of service provided to the community
- Awareness of the University's contribution to the community

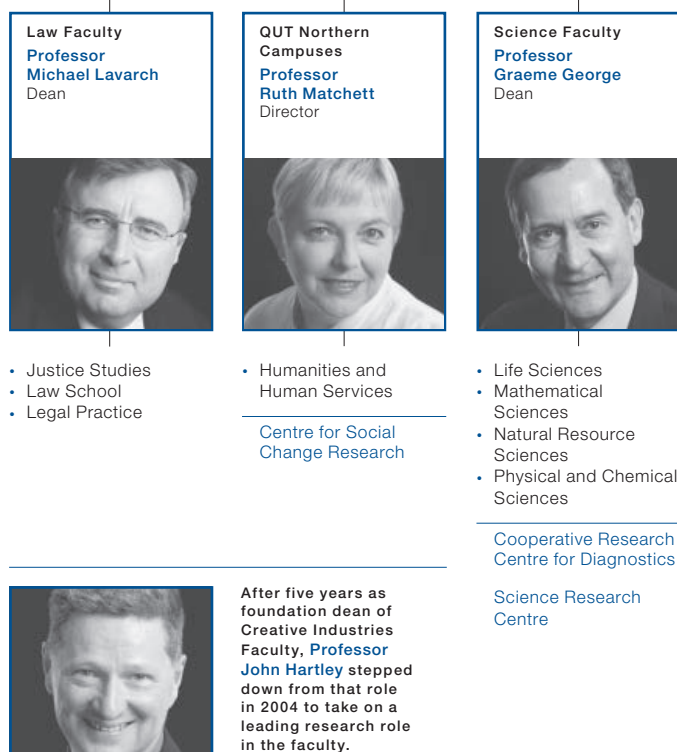
- Executive Office
- Internal Audit

ATN member

QUT is a member of the Australian Technology Network (ATN) of universities that share QUT's vocational heritage and applied nature. Other members are the University of Technology Sydney, RMIT University, the University of South Australia and Curtin University of Technology.

CRC participants

In addition to the four Cooperative Research Centres based at QUT and shown in this chart, the University is a participant in another four: Poultry, Railway Engineering and Technology, Satellite Systems, and Sugar Innovation.



Teaching and Learning



Professor David Gardiner, Deputy Vice-Chancellor (Academic)

Highlights

- QUT undergraduate courses were in strong demand, attracting 11 000 first preferences for about 9000 places—the highest market share for any university through the Queensland Tertiary Admissions Centre. Double degrees continued to be popular and additional student places were offered in Commonwealth priority areas of nursing and teaching.
- Total enrolment was 39 919 (28 314 EFTSU), including 14 703 commencing students. Postgraduate students represented 21 per cent. Attendance was 57 per cent full-time, 34 per cent part-time and 9 per cent external. Females comprised 55 per cent.
- Graduating students numbered 9175, including 113 doctoral, 2743 other postgraduate, and 6319 undergraduate.
- The University ranked first among Brisbane universities, second in Queensland, and seventh nationally for Indigenous student access and participation.
- Overall course attrition, the percentage of students in a year who leave their course without graduating, was down marginally in 2004 to 17.9 per cent, but research student attrition was up 2 per cent to 23.6 per cent.
- International enrolments increased in PhD and Study Abroad programs. Overall, international enrolments grew 4.5 per cent over 2003 to 5840.
- The innovative Student Electronic Portfolio, a web-based tool which allows students to catalogue and present materials as evidence of course and career skills they have developed at university, was successfully piloted.
- Of three QUT applications to the 2004 Australian Awards for University Teaching, Dr Noel Meyers (Science) won the inaugural Early Career Academic Award category, and Associate Professor Joanne Wood was a finalist in the Biological Sciences Health and Related Studies Award category.
- The QUT Awards for Institutional Advancement in Learning and Teaching were introduced to recognise and reward project teams involved in significant initiatives designed to enhance and improve the quality of learning and teaching at QUT. Also, the Vice-Chancellor's Distinguished Teaching Award Scheme was expanded to incorporate categories of individual, team, beginning, postgraduate and casual.

- The Teaching Capabilities Framework, a comprehensive framework for developing teaching capabilities across the University and a resource offering practical guidelines to assist academics, was launched in May.
- As part of a commitment to quality and continuous improvement, external reviews of QUT's Teaching and Learning Development Grant schemes (Large and Small) and the Distinguished Teaching Award Scheme were conducted to explore how the schemes could contribute more effectively to the quality of teaching and learning at QUT.
- QUT Council approved charging of 'top-up' fees to domestic undergraduate students of up to 25 per cent of HECS (except education and nursing courses), from 2005.
- The decision was made to relocate the University's Caboolture operation from leased Council premises to a permanent campus on land owned by TAFE from the start of 2005, with a wider range of courses including business, education[^], arts^{*}, social science^{*} and creative industries^{*}
- Carseldine offerings in business, information technology and science were revised from specific multi-year programs to generic first-year only programs.

^{*}first year only, [^]first year and second year middle years schooling.

Outcomes and achievements against objectives of 2003–2007 plan

Objective 1. Develop better understanding of our students and how they learn

- The development of the Graduate Destinations Survey Reporting Database resulted in more accessible reports for faculties, allowing better analysis of this data to aid course improvement.
- CEQuery was launched giving faculties access to rich qualitative data collected as part of the Course Experience Questionnaire survey of graduates. Trialling of a pre-CEQ survey in a number of faculties was successful and all faculties will use this in 2005.
- The Oodgeroo Unit and faculties continued work on Indigenous perspectives in the curriculum (a project funded by a Large Teaching and Learning Grant).

- An Australian Technology Network of Universities (ATN) Teaching and Learning Committee Benchmarking project was conducted, exploring ways of using online learning, usage/access patterns, induction effectiveness, learning activities and strategies for which students engage online teaching (OLT). Results will be published in 2005.
- The Business Advantage Program, through which the Business Faculty offers students development opportunities beyond the curriculum, proved highly successful.

Objective 2. Build on strengths to develop better learning environments

- The University established a Physical and Virtual Steering Committee with oversight and coordination of these domains to better meet the needs of students and staff in learning and teaching.
- Survey results showed that more than 80 per cent of students were satisfied with the OLT system (including 40 per cent who were very satisfied).
- The Course Materials Database, which gives students online access to high-demand learning materials, was expanded to more than 31 000 documents.
- As part of the equity program for students from lower socioeconomic backgrounds 353 PCs were provided in 2004—almost double the number provided in 2003.
- Implementation of the OLT Review recommendations commenced following a proposal at the University Teaching and Learning Committee that activities be focused according to the themes: government and development, scholarship and pedagogy, faculty/school-based actions, student development, and technical and infrastructure.

Objective 3. Facilitate students' transition to university study

- The First Year Experience program continued to focus on the needs of first-year students, resulting in reduced attrition and improved completion rates in a number of areas.
- Two Teaching and Learning Development Large Grants totalling \$284 000 focused on teaching large classes and the student transition experience: *First Year Learning and the Assessment of Graduate Capabilities: Creating Environments for Engaging Students in Becoming Self Directed and Reflective Learners* (Faculty of Information Technology), and *Enhancing the Transition of First Year Students in Science* (Faculty of Science).

Objective 4. Improve staff development in the area of teaching

- The Human Resources Department, and Teaching and Learning Support Services (TALSS) Department continued to offer a range of staff development activities for academic staff including programs relating to applying for promotion, career mapping and focusing, and early career academics.
- A specially funded program to recruit, orient, and develop a cohort of early career academics was developed by Human Resources with the sponsorship and support of the Deputy Vice-Chancellor (Academic) and the Deputy Vice-Chancellor (Research and Commercialisation).
- The QUT Teaching Fellows Scheme was revised and expanded. Sixteen new fellows were recruited to TALSS in both the original scheme and the new 'Community of Practice' scheme. The fellows will focus on the implementation of outcomes from the corporate review of OLT. Fellows' presentations were conducted at Teaching and Learning Committee sessions and at a symposium at the end of 2004. Fellows serve on reference committees, working parties, and grants and awards panels.
- The Teaching Capabilities Framework was launched as a comprehensive framework for developing teaching capabilities across the University and as a resource offering practical guidelines to assist academics.
- The Casual Academic Teaching and Learning Development Program was offered on two occasions in 2004 with 600 staff attending. A faculty re-orientation session was added to the program in 2004, providing casual academic staff with an opportunity to connect with teaching and learning initiatives, and colleagues within their faculties.

Opportunities for enhancement

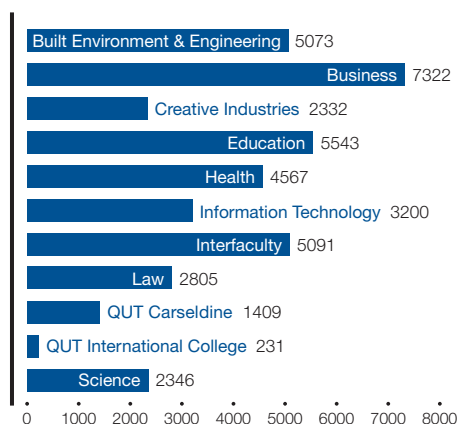
In pursuing the Teaching and Learning Plan, the following opportunities for enhancement are identified.

- The University will continue to review courses and units with a view to further rationalisation. Course quality assurance will be enhanced including more rigorous assessment of demand.
- Following the review of Teaching and Learning Grants and Award Schemes, strategies to develop greater focus and cohesion in relation to reward and recognition for academic staff will be developed.
- The review of CEQ and GDS data requires strengthening at the discipline level and the pre-CEQ survey will be implemented across faculties.

- Improvements to systems and processes around the creation, approval, management and delivery of course and unit information (CoRbis Project) will continue.
- Teaching development programs for sessional and early career academics will be expanded.
- QUT will strengthen internationalisation of the curriculum and further integrate Indigenous perspectives in the curriculum.
- The focus on and coordination of workplace learning will be enhanced.
- Further integration of the virtual and physical teaching environments is required, including implementation of the OLT Review recommendations.

Benchmarking activities

The 2004 ATN Evaluation of Online Learning Project, which involves all the ATN universities in surveying staff and students on their uses and perceptions of online learning, was implemented during September and October 2004. Over 20 000 students completed the surveys, making this the largest student survey of online learning conducted in Australia. More than 800 staff also took part in the survey. A report is expected in early 2005.



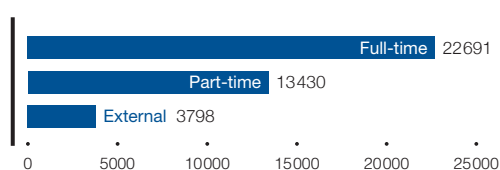
Enrolments by faculty 2004

Grand total 39 919



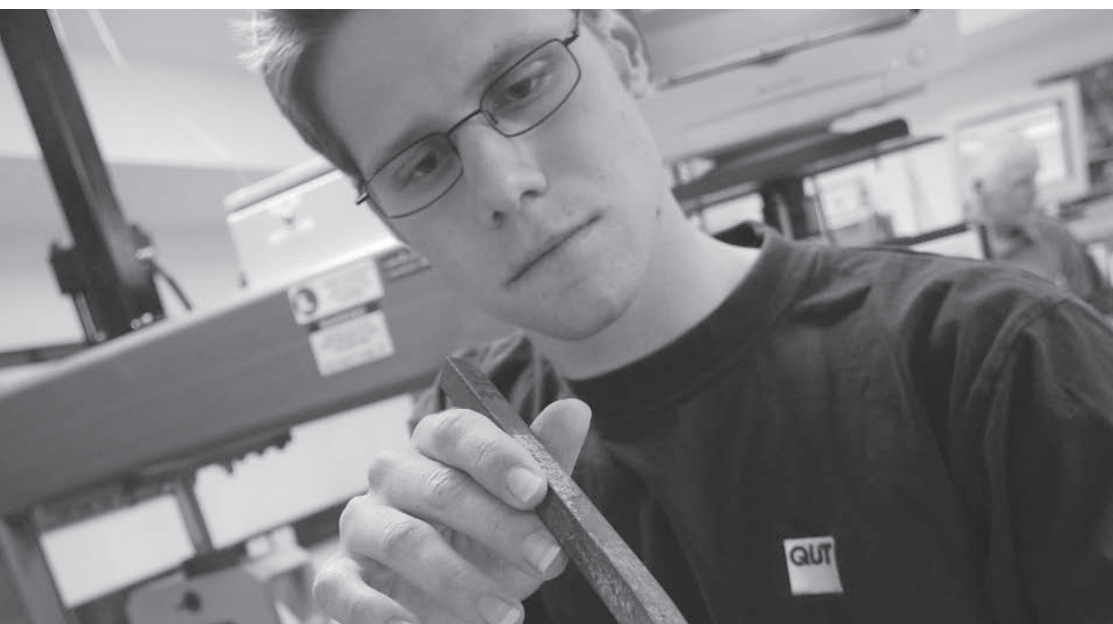
Enrolments by course level 2004

Grand total 39 919



Enrolments by attendance 2004

Grand total 39 919



Final-year civil engineering student Jared Stubbs at work in the new Student Experiential Learning Centre.



James Blonco and Nicole McDougall are part of the growing number of students studying forensic science at QUT.

Social justice profile of graduates

	2001 No.	2001 %	2002 No.	2002 %	2003 No.	2003 %
Total graduates*	6613		6927		7245	
ATSI	43	0.7	33	0.5	52	0.7
NESB	209	3.2	227	3.3	154	2.1
Low SES	639	9.7	709	10.2	647	8.9
Women in non-traditional fields (undergraduate only)	212	3.2	212	3.1	965	13.3
Total Equity Graduates	1103	16.7	1181	17.0	1818	25.1

* Excluding fee-paying overseas students

Note: A proportion of the variation in figures between years is due to DEST definitional, element and coding changes over time. Most notably, the increase in women in non-traditional fields between 2002 and 2003 reflects the inclusion of the 'Management and Commerce' broad field of education within the equity group. Using the previous definition for women in non-traditional fields, this figure would have been 218.

Positive graduate outcomes

	2001 %	2002 %	2003 %
Full-time employment	61	63	65
Full-time study	15	14	20
Total Positive Outcomes	76	77	85

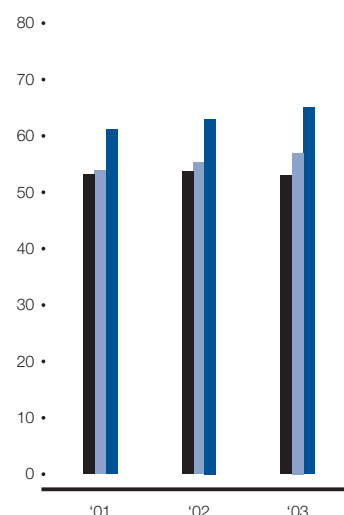
Data source: GCCA Graduate Destinations Survey

*Figures for 2003 refer to students who completed their courses in 2003 and were surveyed in 2004.

Graduate satisfaction

Ratings of Overall Satisfaction	2001 %	2002 %	2003 %
Agreed/Strongly Agreed	61.7	62.5	63.7
Undecided	27.4	26.9	27.3
Disagreed/Strongly Disagreed	10.9	10.6	9
Total	100	100	100

Data source: GCCA Course Experience Questionnaire



Comparison of graduate activity

Percentage (%)

Full-time employment of graduates

- National
- Queensland
- QUT

Research and Innovation



Professor Arun Sharma, Deputy Vice-Chancellor (Research and Commercialisation)

Highlights

- In 2003, QUT's research income grew by 26.1 per cent, significantly ahead of the sector-wide average. While 2004 research income is yet to be finalised, draft income figures for NHMRC grants already indicate an increase of 68 per cent (\$2.4 million) on 2003 income figures of \$1.4 million.
- At the end of 2004, QUT's Office of Commercial Services was managing 157 active projects with a total value of \$56 million.
- International aid development projects (17) attracted \$1.7 million in revenue. Corporate programs in faculties generated \$3.1 million, with programs conducted in Australia, Singapore, China and Hong Kong.
- QUT Enterprise Holdings Pty Ltd became operational, and reporting relationships with Creative Industries Precinct Pty Ltd were established.
- Based on 2003 data, QUT continues to grow its number of weighted publications, showing an increase of 15 per cent on 2002 data and ranked in the top 10 nationally.
- National Postgraduate Research Experience Questionnaire results released in 2004 indicated that QUT was ahead of national outcomes on 18 out of 28 measures, including overall satisfaction.
- Between 2002 and 2004, QUT secured 23.5 per cent of total funding (\$129.6 million) available under the Queensland Smart State Research Facilities Fund.
- During 2004, the Director for QUT's new Institute of Health and Biomedical Innovation (IHBI) was appointed, and building work commenced on the institute's Kelvin Grove site. A new Institute for Information Security (ISI) was also approved, and an interim director appointed. The institutes are major research initiatives bringing a multidisciplinary approach to projects.

Outcomes and achievements against objectives of 2003–2007 plan

Objective 1. Attain a research ranking in the top third of Australian universities

- In 2003, QUT's research income grew by 26.1 per cent, significantly ahead of the sector-wide average. The average rate of growth across DEST categories 1–4 was 28.4 per cent with the largest increase (44 per cent) registered in Category 2 – Other Public Sector. While 2004 research income is yet to be finalised, draft income figures for NHMRC grants already indicate an increase of 68 per cent (\$2.4 million) on 2003 income figures of \$1.4 million. This figure is expected to increase further in 2005 through the award of a NHMRC Enabling Grant to support the Australian Prostate Cancer Collaboration Bio-Resource and an NHMRC Centre for Clinical Research Excellence in Circulatory and Associated Conditions in Urban Indigenous Peoples.
- In 2004, QUT continued to perform strongly in the ARC Linkage – Projects Scheme registering a 21 per cent increase in the number of applications submitted. In Round 1, 2004, QUT was awarded 12 new grants totalling \$1.8 million in ARC funding and \$2.2 million in industry partner contributions. Round 2 applications will be announced in June 2005. With respect to applications submitted and grants awarded (income), significant improvement occurred in the faculties of Business, Law and QUT Carseldine.
- In 2003, the QUT Strategic Collaborative Program Grant Scheme was implemented. This scheme was designed to encourage cross-faculty collaboration and provide support mechanisms to early career researchers. Ten grants were awarded in 2003, with an additional three awarded in 2004 to support research in sustainable resource use, productive ageing, and wound-healing dynamics in chronic leg ulcers. Progress across these projects was closely monitored via stringent reporting schedules in 2003 and 2004. Broad outcomes to date include:
 - five NHMRC Project grant applications
 - five ARC Linkage – Project applications
 - 12 ARC Discovery – Project applications
 - three Queensland Cancer Fund applications
 - numerous publications in print or pending

- development of further collaborative opportunities through the Sustainability Initiative and the proposed Institute for Creative Industries.
- QUT is now the lead site for four CRCs (Construction Innovation, Interaction Design, Centre for Integrated Engineering Asset Management, and Diagnostics) and is a participant in a range of other centres (Poultry, Sugar, Railway). QUT is also a partner in CRC bids approved in the 2004 round (Advanced Automotive, Polymers).
- During 2004, QUT developed a core presence in other national centres such as:
 - NICTA
 - NHMRC Centre for Clinical Research Excellence in Circulatory and Associated Conditions in Urban Indigenous Peoples
 - NHMRC Enabling Grant for the Australian Prostate Cancer Collaboration Bioresource
 - World Health Organisation Collaborating Centre for Air Quality.
- In 2004, QUT also submitted its first ARC Centre of Excellence bids as lead site in the following areas:
 - tropical crop biotechnology
 - critical infrastructure protection
 - Australian Creative Innovation Systems.
- Based on 2003 data, QUT continues to grow its number of weighted publications, registering an increase of 15 per cent on 2002 data and remaining in the top 10 nationally.
- Significant changes were made to the Research Master database to capture time commitments and funding distribution across multi-faculty research projects, in order to support interdisciplinary research. This data will support the distribution of IGS and RTS funding to faculties to reflect the contribution made by individual researchers on research projects.
- During 2004, Professor Jonathan Izant was appointed as the Director of the Institute of Health and Biomedical Innovation, and work commenced on a building to house the institute.
- QUT also established the Information Security Institute to bring together significant aspects of the research programs of four faculties: Information Technology, Business, Built Environment and Engineering, and Law. The institute is headed by Professor Ed Dawson as interim Director.
- Commencing in 2004 the Vice-Chancellor's strategic initiative fund supported research initiatives including high-level research-only staff appointments. Specific appointments included:
 - Professor Michael Schuetz, Chair in Traumatology
 - Professor Kerrie Mengersen, Chair in Statistics.

- QUT was awarded two new Smart State Fellowships, for Dr Michael Kimlin in Public Health and for Dr Marlon Dumas in Business Process Innovation.

Objective 2. Double the number of research higher degree students and completions over the next five years

- Research students numbered 1335 in 2004, or 3.3 per cent of the total student population. This represents a marginal increase on 2003 but a strong increase in five years (863 in 1999).
- Between 2002 and 2003, research student completions increased by 15 per cent to 175. Final figures for 2004 are likely to show a further 15 per cent increase.
- In the 2004 domestic scholarship round, 50 newly created scholarships—the QUT Blueprint Scholarships—were made available to increase support for research students.
- An additional 50 fee-waiver scholarships for international students were introduced for highly qualified applicants in priority areas.
- During 2004 the Research Degrees Committee oversaw the development of supervisor accreditation arrangements. Most faculty frameworks were ratified by the end of the year with lists of registered supervisors available in early 2005.
- Central and faculty-based training courses for supervisors were well subscribed with the first online program for supervisors based on the Supervisor Solutions website run in 2004.
- National Postgraduate Research Experience Questionnaire results released in 2004 indicated that QUT is ahead of national outcomes on 18 out of 28 measures including overall satisfaction.
- In 2004 QUT and its partner ATN universities approved funding to support development of five modules which will provide online research methodology and design training. The first module will be delivered in mid-2005.
- Improvement of guidelines in relation to thesis publication, delivery of related workshops and the ongoing monitoring of student publications through the Publications Collection encourage student publication. Student contributions now account for 27 per cent of the University's research publication output.

Objective 3. Increase collaboration with industry, public sector, end-user, and philanthropic investors in research partnerships

- Between 2002 and 2004, QUT secured 23.5 per cent of total funding (\$129.6 million) available under the Queensland Smart State Research Facilities Fund, including:
 - \$3.5 million in 2004 for Queensland crop development facilities
 - \$5 million for a medical engineering research facility
 - \$22.5 million in 2002 for the Institute of Health and Biomedical Innovation.
- The QUT Strategic Links with Industry Scheme continued to provide the University with a market advantage in the area of university-industry collaboration. About a quarter of QUT SL projects translate into ARC Linkage – Projects bids.
- In 2004, there were 13 sponsored chairs in areas of strategic importance across QUT. A key new appointment of a Chair in Traumatology was made in 2004 for a period of five years based on funding of \$265 000 per year from Queensland Health together with a QUT contribution of \$215 000 per year.
- QUT developed new scholarships agreements with major IT vendors such as SAP.
- In 2001, QUT became a foundation member of the Queensland Health-funded Centre for Palliative Care Education and Research based at Royal Brisbane and Women's Hospital. This collaboration with the public sector facilitated QUT's lead role for three large commercial research projects funded by the Commonwealth for \$750 000 that address education strategies for cancer/palliative care practices.
- The SAP/IDS Institute for Business Process Innovation, which is one of only seven such international institutes in the world, was established with the support of German software giant, SAP.
- A research agreement was established with Brisbane Airport Corporation, with 18 current projects.
- A three-year agreement was signed with Castrol Australia Pty Ltd to support research in tribology within the School of Engineering Systems by appointment of a Castrol Research Fellow within the School.

Objective 4. Through commercialisation, ensure R&D activities with commercial potential are managed to realise their full potential

- QUT Enterprise Holdings became operational—the board was appointed and funding requested from QUT. Reporting relationships with CIP Pty Ltd were established.
- QUT increased invention disclosures from five in 2003 to 16 in 2004. The number of patents filed decreased from 27 to 22 but the number of patents issued increased from one to three.

- Income from licences decreased from \$175 000 in 2003 to \$104 000 in 2004, reflecting QUT's dependence on the Affymetrix/Orchard Agreement.
- The most recent national survey of commercialisation research indicates a strong and generally improving performance by QUT in its commercialisation activities. QUT ranks with or near the Group of Eight universities in most measures.
- The QUT Intellectual Property Policy was implemented.
- Tissue Therapies Ltd—QUT's first Initial Public Offering—was listed on the Australian Stock Exchange on 17 March 2004.

Opportunities for enhancement

The 2003–2007 Plan is superseded by the new top-level plan for Research and Innovation 2005–2009, following an extensive consultation process during 2004. Key features of this plan include strategies and targets for:

- refined funding and policy models that take into account the new relationships between faculties and institutes
- strengthened formal communication and change management processes in conjunction with the directions of the new Research and Innovation Plan
- a formalised and enhanced role of assistant deans (research) in strategic planning across the University
- attraction and retention of excellent research-only staff
- development of a Research Infrastructure Plan and Research Space Provision Plan, to be implemented through the Asset Management Plan
- a proactive business development role adequately resourced in faculties.

Benchmarking activities

- QUT's Office of Commercial Services participated in the National Survey on Research Commercialisation for the years 2000–2002, which benchmarks QUT against both Group of Eight and ATN universities.
- QUT continued to collaborate closely with the ATN to support benchmarking of performance in the areas of:
 - external research income
 - research income per full-time equivalent staff member
 - publications
 - client satisfaction with research and consultancy services.
- QUT is also investigating an international benchmarking project with the ATN universities.



Professor Michael Shuetz joined QUT from Germany to advance expertise in multi-trauma management.



Natural resource sciences research student Belinda Thomson is undertaking an avifauna study at Brisbane Airport.

External research income

	2001 \$	2001 \$/FTE	2002 \$	2002 \$/FTE	2003 \$	2003 \$/FTE
Australian Competitive Grants	5 140 021	5 839	6 120 493	7 016	7 137 112	7 933
Cooperative Research Centre Funds	1 908 961	2 168	1 926 949	2 209	2 559 337	2 845
Industry & Other Grants	6 401 321	7 272	6 511 017	7 464	7 829 042	8 702
Other Public Sector Grants	3 169 538	3 600	4 540 004	5 204	6 555 782	7 287
Total	16 619 841	18 879	19 098 463	21 893	24 081 273	26 766

FTE: equivalent full-time academic staff

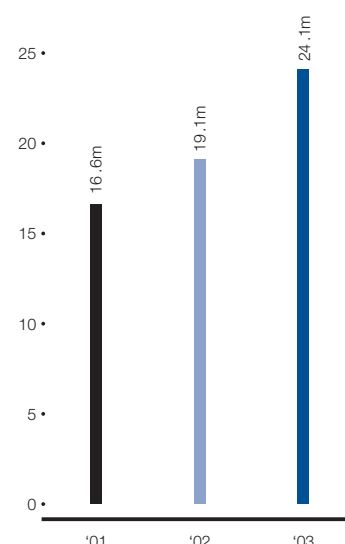
Research publications

	2001	2002	2003
Weighted no. of publications	850.8	889.8	1071.9
Weighted publications per 10 FTE	9.7	10.2	11.9

Higher degree research graduates

	2001	2002	2003
Weighted no. of graduates	357	391	447
Weighted graduates per 10 FTE	4.1	4.5	5.0

Note: RTS/IGS weightings used from 2001

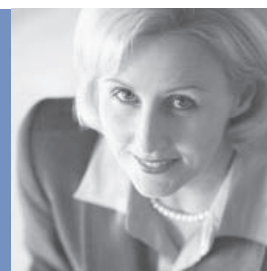


Total External Research Income
\$ million

- 2001—16 619 841
- 2002—19 098 463
- 2003—24 081 273

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

Community Service



Professor Sandra Harding, Deputy Vice-Chancellor (International and Development)

Highlights

- The Deputy Vice-Chancellor (International and Development) who was also chair of QUT's Community Service Advisory Committee developed the paper *Community Engagement at QUT*, redefining the strategic direction of the University's community engagement. The Vice-Chancellor endorsed changes to the committee terms of reference and supported a new and invigorated community engagement agenda for the University.
- Almost 500 academic staff devoted 60 000 hours to providing expert opinion and advice through media and otherwise. Also, 400 staff were active in professional bodies, contributing 38 000 hours to such activities. These contributions were at a similar level to 2003.
- Community Service Grants attracted internal submissions totalling \$800 000 for the available \$200 000 funds.
- The Strong and Smart Digital Project, a joint initiative between the University and Cherbourg State School, promoted and engaged Indigenous youth in digital technology.
- Sponsorship of major community events included Brisbane River Symposium, Queensland Creative Fellowships, a Taiwanese dance student scholarship, Brisbane Writers' Festival, the Brisbane Institute, *Grassroots Empowerment* international youth convention, and the Step to the Future youth conference.
- The Extreme Science program continued promoting science in primary and secondary schools, and the Faculty of Built Environment and Engineering developed an electric-powered van to facilitate further contact with schools and the community on sustainability.
- Work continued on the Kelvin Grove Urban Village, being developed jointly by QUT and the State Government as a model of community engagement. The Creative Industries Precinct which includes LaBoite Theatre was opened during the year and work commenced on other construction projects.
- QUT's Professor James Dale was awarded an AO for his contribution to education and research. At the same time, QUT recognised people who have made an outstanding contribution to the community with honorary doctorates

awarded to University of Melbourne optometry Professor Barry Collin, Queensland Governor Ms Quentin Bryce, media executive Sam Chisolm, President of the Malaysian university UTAR Tan Sri Datuk Dr Ng Lay Swee, Indigenous educator Penny Tripcony, Boeing Australia Managing Director David Gray, and Indigenous entertainer Jimmy Little.

- QUT recognised outstanding alumni for their professional and community contribution, often at the international level. The Chancellor's Alumnus of the Year was Cherbourg State School Principal Chris Sarra.

Outcomes and achievements against objectives of 2003–2007 plan

Objective 1. Contribute to the intellectual, social, environmental, economic and cultural leadership and wellbeing of Australia, other nations and the community

QUT made significant contributions to the community through the activities of staff and students in 2004. QUT consultancy income for 2004 was \$6.4 million, a similar figure to 2003, but performance across faculties and divisions was inconsistent with some showing strong income growth.

Significant community engagement activities for the year included:

- The Walk to School childhood exercise program continued in Queensland and expanded into New South Wales and Victoria, gaining positive exposure for the University.
- The 'Strong and Smart' Digital Project, a joint initiative between the University and Cherbourg State School, successfully engaged Indigenous youth in digital technology.
- QUT sponsored the *Grassroots Empowerment* in Youth Making a Difference. The philosophy proved to be an excellent fit with QUT community service aims. The first convention was held in January 2004 with a large number of delegates from the Asia-Pacific region. Eight students from QUT attended with staff also involved.
- With the aid of a \$50 000 community service grant, the Faculty of Built Environment and Engineering developed an

electric-powered vehicle to promote socially, economically, and environmentally sustainable communities to high school students, teachers and the wider community, especially those outside the Brisbane metropolitan area.

- The Science Faculty's Extreme Science Van continued to visit primary and secondary schools to promote science.
- QUT Carseldine offered an honours scholarship to an information technology student to participate in the Geographical Information System mapping of the growth corridor north of Brisbane in conjunction with Queensland Supercomputing Foundation.
- The Faculty of Law continued its successful free public lecture series and negotiated a sponsor, Trilby Misso Legal Solutions, who will contribute \$25 000 in 2005. From July to November 2004, 460 people attended the five-lecture series.
- The Faculty of Health continued health awareness and continuing education programs with projects in Indonesia, Vietnam (Hanoi School of Public Health), and China (Shenzhen Airtown). The faculty was successful in project bids for Queensland Ambulance Service and Queensland Transport (Bike to School Program for 9–13 year olds).
- The Faculty of Business continued the highly successful Business Leaders' Forum events, bringing together key members of the Queensland business and political community to explore trends, issues and ideas that are shaping the economy and politics of the nation. The faculty also hosted a free public lecture series for the business community and business students were encouraged to undertake projects for private and public sector organisations including charitable, community, and nonprofit organisations.
- Study Abroad activities continued to expand in 2004 with 477 incoming international students and 113 QUT students undertaking part of their course overseas.

The 2004 round of the Community Service Grant Scheme attracted 29 applications. The field was very competitive with bids nearing \$800 000 for the \$200 000 in available grants. The funded projects were:

- Promoting Mental Health in Young Children: training health professionals in Ning Xia Autonomous Region, China to initiate and develop health promoting schools for primary school aged children
- Caboolture Learning Network capacity building project
- Study tour for Ms Nguyen Thi Thu Huong
- Health resources and training in rural primary schools in India
- National and international website database of *Best Practice in Service Provision: Children and Young People Who Are At Risk*, incorporating information brochure development by Marsden State High School students
- Final production and printing of the Resourceful Adolescent Program (RAP-A) Indigenous Supplement: *A resource for Indigenous communities for adapting and implementing a resilience building program for adolescents*
- *Young Women In Detention*: visual performance project
- *Bone and Joint Decade/Noah's Ark*: community physical health and wellbeing promotion
- A project using videoconferencing to link bereaved parents throughout Queensland for a memorial service on International Pregnancy and Infant Loss Day
- Nutrition Action in Residential Aged Care: working together to improve health, independence and wellbeing
- The Cherbourg Digital Project
- A project designed to improve the quality, utility and effectiveness of a website learning resource for the community
- A training program to address knowledge and skills of the Tuvalu Media Corporation and Radio Tuvalu in the areas of radio/print journalism and production, media ethics and law, and computer-assisted reporting
- QUT electric Design and Engineering van
- Giving a voice to refugees: storytelling, writing workshops and publishing a book of stories with Brisbane refugees and asylum seekers.

Objective 2. Become widely known and accepted as a university integral to the life of the City of Brisbane and the broader community in Queensland

QUT continued to contribute to the development of the city and the region through a responsive approach to teaching and learning. Activities undertaken by staff and students in 2004 included the following:

- Good progress was made in the Kelvin Grove Urban Village development collaboration with the Queensland Government, with design innovation, sustainability and community interaction recognised through a number of professional awards. The \$60 million Creative Industries Precinct was opened and work began on QUT's \$50 million Institute of Health and Biomedical Innovation, due for completion early 2006, as well as other commercial projects. The Kelvin Grove Information Centre is open to the public including school groups interested in urban

design, with staff from QUT available to discuss the project and answer questions.

- In 2004, QUT Carseldine had significant involvement in community activities in Brisbane's northern growth corridor, including the Cabbage Tree Creek Cluster. The campus sponsored the Kids Congress in July 2004 for 200–250 secondary students, educators, and community and industry partners.
- QUT Cultural Precinct community programs for children and seniors were expanded. Programming for children was developed with arts educators to offer a broad and comprehensive educational package to Queensland schools in conjunction with the development of an annual children's theatre program. A key event was *Telling Tales*, scheduled in the September holidays, which gave children the opportunity to write their own stories using the stimulus of process drama. Almost 600 seniors attended *Artspeak*, the bi-monthly lecture exploring issues of heritage and the arts. By popular demand, heritage tours of the Old Government House were also held on a monthly basis, attracting 1900 bookings.
- Following on from 2003, the STRONG and SMART project engaged Mr Peter Widmer and Mr Geoff Bonney to undertake stage 2 in 2004. Teachers and students from Cherbourg State School developed a program involving the upper grades to develop stories looking at 'journeys through the eyes of animals'. The children worked with the artists developing drawings and paintings and three-dimensional sculptures. The final artwork was installed at the QUT Art Museum where it was exhibited from 20 September to 1 October. The exhibition received an enormous amount of positive feedback from patrons with several enquiries about purchasing the work. The exhibition travelled back to Cherbourg State School as part of the Cherbourg community's Centenary Celebrations.
- With extended opening hours, the QUT Art Museum attracted 1330 people. The Gardens Theatre presented *Stage and Screen 2004*, two weeks of intensive training for film, television and theatre for 30 young people. The program culminated in a public showcase at Gardens Theatre.
- The Faculty of Information Technology continued the successful cooperative education program in which select students who have completed the second year of their degree are placed in paid industry positions for 12 months, jointly supervised by the faculty and industry partners. The faculty also continued its successful *Go for IT gURL* program, which consists of workshops for year 10 female high school students, designed to show the range of IT careers available, and involving both faculty and industry staff.
- The Development Office worked diligently towards increasing the number of alumni who are actively involved in the University community. An e-newsletter provided regular updates to more than 21 000 alumni on QUT news, events and alumni benefits. Total alumni on the *Raiser's Edge Database* increased by 6 per cent over 2003 to more than 125 000. Over 90 000 alumni received two issues of *QUT Links* alumni magazine and more than 4400 alumni attended 70 events in 2004 including the Outstanding Alumni Awards ceremony and the Golden Graduates event. The Alumni Annual Appeal raised more than \$100 000 from almost 900 alumni donors.

Objective 3. Contribute to the development and leadership of the professions

Staff and students at QUT are involved in a variety of activities and issues facing the professions and broader community. In 2004, 409 staff were involved in public and private professional bodies, with 1165 specific activities and a total of 38 114 hours devoted to professional bodies (slightly up on 2003).

The Continuing Professional Education Unit continues to provide flexible access to QUT academic teaching resources for professional associations, corporations, governments and the general community. Through the CPE Unit these groups can negotiate course content and delivery modes to satisfy their particular education or training needs. In 2004, there were 1705 participants in CPE-run courses.

Objective 4. Ensure that QUT's community service is of a high quality and is infused within the core business of the University

A paper titled *International at QUT 2004+* by the Deputy Vice-Chancellor (International and Development) establishes the intent of the University's international engagement. The paper focuses on the strategic direction of the University in relation to international activities, quality teaching environments, internationalised staffing, community engagement and international research to underline QUT's position as 'a university for the real world'. The paper presents an international strategic direction for the University in which community service and outreach would play an important part.

There is a need to further strengthen the University's commitment to community service and outreach activities through the development of a community engagement plan.



Nobel laureate Clive Granger addresses a QUT economics seminar.



Jimmy Little receives a QUT honorary doctorate.

Opportunities for enhancement

At its September meeting the Vice-Chancellor's Advisory Committee discussed QUT's engagement agenda in the context of the paper *Community Engagement at QUT* which proposed the need to achieve focused engagement that serves both the community at large and QUT as part of the community. The committee supported the need for a strategic thrust for engagement and to ensure alignment of the various mechanisms that support engagement.

The rationale for this approach is that while community service engagements are alluded to in the International Strategic Plan and top-level plans, there is a pressing need to further strengthen the University's commitment to community service and outreach activities through the development of a community engagement strategic plan. The Community Engagement Advisory Committee will form an integral part of the plan's consultation process and the above paper is the first step towards the development of a strategic approach towards community service engagements at QUT.

Benchmarking activities

In re-thinking QUT community engagement, the parallel can be drawn with research and the need to focus resources and maximise impact. Parameters are needed to guide the community engagement agenda in order to maximise the impact and visibility of engagement. A broad theme for QUT engagement will be identified, with consultation extending beyond the advisory committee to the broader University community, significant beneficiaries, community engagement influencers and opinion leaders outside of QUT. Community engagement activities at other universities were assessed in 2004.

Finance and Capital Resources



Peter Sullivan, Executive Director (Finance and Resource Planning)

Highlights

- The new Corporate Reporting Framework clearly integrates the financial plans of the University with the *QUT Blueprint* including resourcing priorities, load management and strategic development funding initiatives.
- The University reported a surplus of \$33.2 million for 2004, representing an operating margin of 7.5 per cent for the period (target 5 per cent).
- 2004 marked the operationalisation of an accruals based financial management and reporting regime, and repositioning the internal Relative Funding Model aimed at providing financial incentives for strategic behaviour, and a more transparent and flexible funding framework.
- A performance management methodology and reporting system has been established for load management, and the development of an integrated planning model that integrates student load, staff, financial, research and capital planning data and information continues.
- The \$78.6 million capital program included completion of the Creative Industries Precinct and commencement of a new building for the Institute of Health and Biomedical Innovation.

Outcomes and achievements against objectives of 2003–2007 plan

Objective 1. Remain in a financially sound position by maximising net income, being fiscally responsible for the management of resources, and aligning resource allocation policies with the performance objectives of the University

QUT continues to largely outperform its financial targets despite an uncertain tertiary education environment with variable international conditions, a changing domestic funding regime, and increased competition for research and commercial income. The fundamental financial management of QUT has changed substantially over the period since the Resources Plan was originally established. A changed financial reporting framework, a greater strategic focus based on the *QUT Blueprint* and a greater emphasis on asset management

have served to change the focus for the University's financial resources to a longer-term approach.

Even with the change in emphasis, the University continues to place itself in a solid financial position to meet its objectives and the challenges of the future. Growth in income has far outstripped budgeted expectations and above average profit outcomes in the last two years have bolstered the University's financial strength.

The University has introduced a number of changes and reforms that have served to significantly support the financial management and resource allocation process. The adoption of an accrual budgeting and reporting framework now provides senior management with more comprehensive and timely information on resource usage as well as the financial impacts of strategic initiatives. Accompanying this has been a move to provide more strategic analysis and advice with financial reports.

Upgrading the student load management model has also allowed a better tracking and measuring of movement in funding sources to further support resource allocation. Phase 2 of the Relative Funding Model further enhanced the appropriateness and transparency of resource allocation throughout the University.

Other major initiatives to further align resource allocation with performance objectives include a comprehensive realignment of internal and external reporting, a move to triennial budgeting to better identify the financial costs and benefits of the University's objectives, and the promotion of a more effective long-term financial framework. This framework integrates for the first time planning, budgeting and performance management.

In terms of financial performance the University has reported a profit of \$33.2 million for the year ended 31 December 2004. This represents an operating margin of 7.5 per cent which is considerably better than the QUT target of 5 per cent, and favourable in comparison to the sector-wide result of 4.3 per cent (2003).

Total revenue rose from \$409.8 million to \$442.8 million, an 8.1 per cent increase, even after changes in the timing of Commonwealth funding resulted in the University receiving only 11 months worth of Operating Grant in 2004, a reduction of approximately \$17 million over prior years. However, there were also some one-off items that inflated the 2004 revenue including:

- recognition of money received (in prior years) for the Institute of Health and Biomedical Innovation of \$14 million, based on Queensland Audit Office advice
- significant returns on University investments of \$21.7 million, partly as a result of a change in investment strategy
- sales of Kelvin Grove Urban Village land for \$9.7 million.

During 2004 QUT's income from sources other than the Commonwealth Government increased 24.1 per cent to \$209.9 million. This represents 47.4 per cent of total income, up from 41.3 per cent in 2003.

Revenue from fee-paying students increased by \$7.9 million to \$88.2 million, a 9.9 per cent increase on the 2003 result, compared with the Resources Plan target of 8.0 per cent.

Total expenses rose from \$390.4 million to \$409.6 million, a 4.9 per cent increase over 2003. The growth in expenses was primarily attributable to increased employee benefit costs relating to the 4 per cent enterprise bargaining increase in late 2003. Expenditure on employee benefits for 2004 was 54.4 per cent of total revenue which meets the strategic target of less than 60 per cent. Non-labour expenses totalled \$168.9 million, representing 38.1 per cent of total revenue. A fundamental shift in expenditure patterns has emerged with the necessity to invest in the building of QUT's research capacity, and the commitment to quality teaching and learning, with appropriate supporting infrastructure. The investment in these *Blueprint* priorities supports the strategic aims of the University. A more focused carryover policy that precludes faculties and divisions from spending carryovers other than in exceptional circumstances has also served to tighten spending.

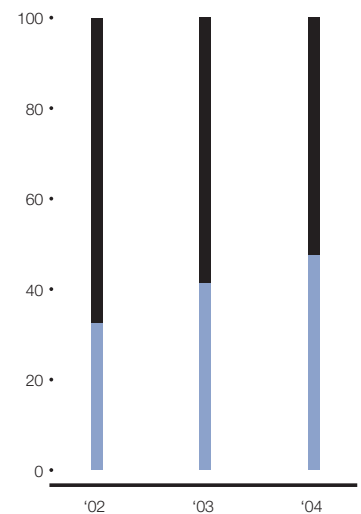
Net assets increased by \$73.7 million during 2004 to \$661.7 million, primarily reflecting the increase in profit and a revaluation of assets.

The current ratio of 1.2:1 was below the target level of 2.5:1. This reflects the University's new investment strategy to minimise cash holdings beyond the current liabilities, and ensure all excess funds are invested in long-term investments (QIC). The rationale is that the long-term return on the markets will outweigh the return on cash. The University has a 48-hour turn-around for recalling funds from its investment trust. It is intended to change the current ratio target level in accordance with this new policy.

The University's continued solid financial performance during 2004 is highlighted by the following targets and benchmarks:

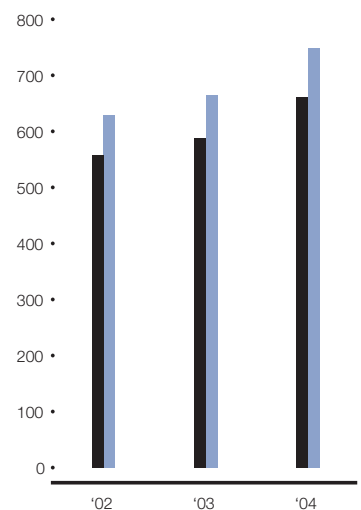
	Sector 2003 %	QUT 2003 %	QUT 2004 %	QUT Target %
Benchmark-Operating margin percentage				
Surplus before abnormal items/Total revenue	4.3	4.7	7.5	>5
Benchmark-Current ratio				
	1.7	2.1	1.2	>2.5 ¹

Note 1: This target is no longer valid due to the new investment strategy.



Sources of Revenue
Percentage (%)

■ Commonwealth Government financial assistance
■ Revenue from Non-Commonwealth sources



Assets
\$ million

■ Net assets
■ Total assets

Key elements

Operating Result (after related income tax)

	Notes	2004 \$000	2003 \$000	2002 \$000
Commonwealth Government financial assistance	1	232 825	240 565	246 763
Fees and Charges		94 736	86 247	77 418
State Government financial assistance		9 722	12 990	4 645
Other Revenue	2	105 477	69 976	36 359
Total Revenue		442 760	409 778	365 185
Employee Benefits		240 724	224 671	203 352
Depreciation and Amortisation		27 288	27 758	28 849
Repairs and Maintenance	3	20 787	21 538	21 344
Other expenses	4	120 806	116 401	90 109
Total Expenses		409 605	390 368	343 654
Operating Result from Ordinary Activities		33 155	19 410	21 531
Income Tax related to ordinary activities of subsidiaries		-12	12	0
Operating Result—after related Income Tax		33 167	19 398	21 531

Key Ratios

	2004 %	2003 %	2002 %
Commonwealth Government financial assistance/ total revenue	52.6	58.7	67.6
Non-Commonwealth Government income	47.4	41.3	32.4
Employee Benefits/total revenue	54.4	54.8	55.7

1. Commonwealth Government financial assistance includes HECS and Loan programs but excludes student contributions.
2. Other revenue consists of other research grants and contracts, scholarships and prizes, donations and bequests, investment income and sales.
3. Repairs and maintenance includes non-capital construction.
4. Other expenses consist of general and administrative expenses, library acquisitions, scholarships and prizes, cost of sales, borrowing costs, and bad and doubtful debts.

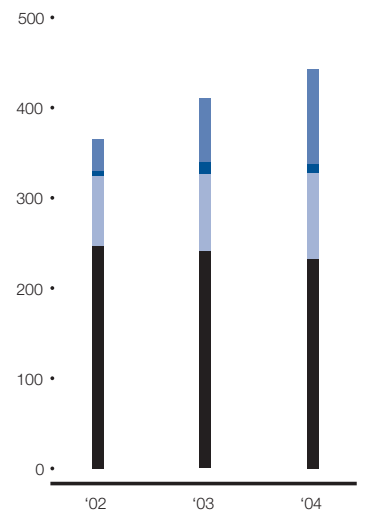
Assets and Liabilities

	2004 \$000	2003 \$000	2002 \$000
Net assets	661 686	587 978	556 957
Total assets	748 012	664 251	629 833
Cash and investments	167 814	136 710	161 155
Property, plant and equipment net of accumulated depreciation	552 934	490 066	436 101
Total liabilities	86 326	76 273	72 876
Provision for recreation leave	8 870	7 605	6 720
Provision for long service leave	30 717	28 893	23 442

Consultancy Expenditure

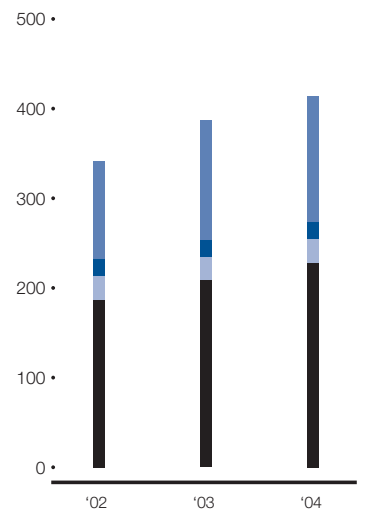
	2004 \$000	2003 \$000	2002 \$000
Consultancy expenditure (Accrual)	5 583	3 574	1 667
Communications	0	0	22
Finance/accounting	0	0	45
Human resource management	6	1	0
Information technology	8	10	28
Management	29	10	22
Professional/technical	5 540	3 553	1 550

Note: Disclosure of consultancy expenditure is a requirement of the State Purchasing Policy.



Revenue
\$ million

- Commonwealth Government financial assistance
- Fees and Charges
- State Government financial assistance
- Other Revenue



Expenses
\$ million

- Employee Benefits
- Depreciation and Amortisation
- Repairs and Maintenance
- Other expenses



QUT's new Creative Industry Precinct launched in 2004.

Controlled entities

The following bodies are controlled by the University and are audited by the Queensland Audit Office, where necessary.

- GeneCo Pty Ltd
- The Brisbane Business School Pty Ltd
- QUT Enterprise Holdings Pty Ltd
- QUT Enterprise Holdings Trust
- Creative Industries Precinct Pty Ltd

The above controlled entities are all incorporated in Australia. Only the Creative Industries Precinct Pty Ltd (and by implication, its holding company QUT Enterprise Holdings Pty Ltd) traded during the year. One share in GeneCo Pty Ltd is not owned by the University.

A complete description of functions and financial reporting arrangements for entities controlled by QUT is provided in Volume Two of the Annual Report.

Objective 2. Provide the necessary infrastructure to support the achievement of the University's teaching, research and community service goals and to provide a range of social, recreational, cultural and sporting facilities appropriate to the needs of individual campuses and the University community

Ongoing improvement to the Asset Management planning, development and review process continues to provide a solid foundation for strategic decisions concerning physical and virtual infrastructure. Particular emphasis has been placed on ensuring a mix of infrastructure development that covers the University's teaching (including the Creative Industries Precinct and numerous refurbishments), research (including the Institute of Health and Biomedical Innovation, and the

Medical Engineering Research Facility) and community service (including the Kelvin Grove Urban Village and Old Government House restoration) goals.

The infrastructure planning process is constantly redressed and refined in line with the objectives of the University and in close consultation with faculties and divisions to ensure staff, student and community needs are addressed. The information gained, and the subsequent analysis and review, is incorporated into the annually updated Asset Management Plan (AMP).

The AMP addresses the objectives of the 2003–2007 Resources Plan by responding to continuing growth in the size of the student population as well as the changing profiles of space utilisation due to expansion of research activity, growth of fee-paying postgraduate programs, course changes and rapid uptake of technological enhancements. The importance of continuing a strong pipeline of capital and information technology development, managing for maintenance and renewal, and ensuring the ongoing value of the University's information resources are also addressed.

The key strategies to achieve the capital management objective are to:

- develop an integrated vision for QUT campuses as both sites of study and scholarship and destinations for cultural and community activities
- ensure infrastructure development is responsive to current and future needs through holistic assessment of needs and environmental trends, and efficient deployment of resources
- apply best-practice space management, information and communication technologies and business systems in support of University ambitions and priorities.

During 2004, the University spent \$78.6 million on capital projects (including \$43.6 million on major projects), \$3.7 million and \$5.1 million respectively on the deferred and general maintenance programs, and \$2.2 million on minor works projects. This represents a major commitment of University funds to ensure the high quality of the supporting infrastructure.

In 2004 the deferred maintenance program continued to focus on priority one works identified during the 2001 Facilities Condition Audit. By the end of 2004, all priority one works had been completed and substantial progress had been made on priority two projects. Some of the more significant deferred maintenance projects concluded in 2004 were:

Significant deferred maintenance projects	\$000
L Block passenger lift upgrade (GP)	680
C Block passenger lift upgrade (GP)	400
Emergency lighting upgrades (all campuses)	220

The major building program in 2004 progressed as follows:

Projects completed during 2004	\$ million
Creative Industries, fit-out, landscaping (KG)	56.1
Extension and refurbishment of P Block (KG)	12.5
A Block and associated landscaping (CA)	11.5
Busway Link (KG)	4.2
Q Block Levels 7 and 8 refurbishment (GP)	3.9

Projects commenced/ongoing	\$ million
Institute of Health and Biomedical Innovation (KG)	50.6
Student Learning Support Centre (KG)	45.5
Kelvin Grove Urban Village infrastructure (KG)	21.4
Medical Engineering Research Facility (Prince Charles Hospital)	7.6
S Block refurbishment, stage 2 (KG)	6.0
Z Block balconies enclosure (GP)	5.3
B Block Level 5 refurbishment (GP)	3.3
Old Government House restoration – QUT contribution	3.0
Computer 'Warm Site' (KG)	2.5

Opportunities for enhancement

As part of the ongoing process of improvement, a review to further integrate the University's planning, load and budget processes was completed in 2004. The details of the Resources Plan 2003–2007 have now been incorporated into a new Finance and Infrastructure Plan which incorporates strategic targets to enable the closer integration of virtual and physical infrastructure, and the funding of the University. It promotes ways in which the physical infrastructure of QUT's campuses can foster community development, benefits and engagement, and recognises the strategic investments and innovative financial management strategies that QUT will need to employ over the next five years. This has significantly enhanced the Resources Plan and will be continually updated.

Benchmarking activities

QUT benchmarks its performance against other universities across a number of financial indicators such as operating margin, current ratio, debt to equity, economic dependency, cash and investments, and net assets. The operating margin and current ratio are also compared on a sector-wide basis (see page 25).

The University also participates in benchmarking with over 50 institutions under the Tertiary Education Facilities Management Association. This includes areas such as maintenance, waste management, energy consumption, security, parking and water consumption. The QUT Bookshop participates in an annual survey by the Australian Campus Booksellers Association that compares operating results of campus bookshops.

Information Resources



Tom Cochrane, Deputy Vice-Chancellor (Technology, Information and Learning Support)

Highlights

- A focus on improved client access to services resulted in a redesign of the Internet Access Service for a faster service with substantial improvement in both quality and quantity of access for staff and students. There was also progressive introduction of wireless access with usage growing 30–50 per cent per month.
- A range of new and expanded information services were provided. As an underpinning system for many activities, in 2003–04 QUT Virtual provided more access to academic information, provided an upgrade to StaffConnect, introduced Student Portfolio and the ability for students to pay fees online. The Prospective Students Enquiry Management System (PoSEMs) now provides a Customer Relations Management method of supplying information to prospective students. To enhance user access to high-quality information resources, the Library extended and enhanced the Course Materials Database (CMD), which now incorporates copyright reserve materials, past exam papers, lecturers' notes, external student notes sets and coursepack materials. New tools developed for use in the On-Line Teaching (OLT) system included electronic upload of assignments, a concept map builder, a glossary builder, integration of streaming media, a quiz builder and an online notepad to enable students to record their own individual notes in an OLT page. Flexiprint print-on-demand was integrated with OLT and CMD to provide a cost-effective and efficient print mechanism for students.
- QUT continued to provide an appropriate response to rising IT security threats through attention to technology, people and processes. A combination of awareness-raising, training, policy development, internal auditing and the new information security framework were used to assist in QUT's IT security responses and risk management.
- Some key infrastructure components underwent major upgrades: email server capacity doubled; authentication was made more robust, reliable and available; the diary underwent a major system upgrade; a new QUT web server was installed with greatly improved performance; and network enhancements delivered greater reliability in connectivity between QUT campuses.

Objective. Provide the necessary information resources, technology infrastructure and services to support and enhance the achievement of the University's teaching, research and community service goals, and to streamline business processes within and external to QUT

The Physical and Virtual Steering Committee was formed to overview capital and information technology investment by the University, with evidence supporting a balanced approach in the mix of expenditure in 2004.

A variety of new or significantly enhanced student-centred systems were incorporated into QUT Virtual to facilitate student access to online academic information, increase the ability to conduct business with the University electronically and record relevant personal information. Systems included the Field Placement System, Student Portfolio, Resumé Builder and ongoing improvements to the Online Enrolment System. The new Prospective Students Enquiry Management System, which is CRM-based, provides a more integrated approach to providing quality information to prospective students.

Corporate IT Systems which were upgraded or introduced during 2003–04 included:

- Email system – QUT provides web-based email used by all, and Eudora desktop email for staff. A mail server system implemented in 2003 provides reliable email delivery, while a later upgrade doubled capacity for now and beyond. Investigations have commenced on the delivery of a collaborative product that includes email, instant messaging, shared work space, forums and diaries.
- IT Security – Well-managed mechanisms for handling viruses and other hostile electronic intrusions occurred through the remote management system for desktops, at the corporate system level, and on the network. QUT's email was checked for viruses and spam and efforts continue to deliver a comprehensive IT security system through a combination of technology, people and processes.
- Authentication – Enhancements in 2004 provide standardisation of architecture and move away from a single point of failure. 'Black box technology' makes authentication, used across many services and systems, highly available, redundant and reliable.

- Faster Internet service – New proxy servers with greater power and caching capacity provide faster service and have resulted in savings of \$10 000 per month for the University.
- Internet access service – A redesigned system now meets QUT's needs and the requirements of AARNet.
- Wireless service – Students and staff made enthusiastic use of the access points installed on campus in 2004, with demand increasing 30–50 per cent per month. Access points will multiply in 2005.
- QUT Diary – A major system replacement in 2004 provides a robust, reliable service with capacity for growth.
- StaffConnect – This HR system allows staff to book leave electronically and view pay and superannuation information.
- QUT web server – A new QUT web server means improved performance levels to 99 per cent for the benefit of staff and students.
- Project Management Framework – The framework provides a set of templates, a methodology and a guide for following an international standard using the project management body of knowledge, customised for QUT. The specific approach means that governance and the execution of projects have improved.
- Systems Development Framework – This document provides flexible guidelines to develop systems at QUT following best practice.
- eCommerce – Bookstore purchases were available electronically in 2004. A centralised system called ePay, to be trialled early 2005, will accommodate a range of basic payments, such as Oracle Financials invoices, parking infringements and parking fees.
- QUT Virtual (QV) – QV is a base for connectivity with email interest groups, OLT, QUT Corporate Reporting, StaffConnect and more. The Field Placement System, Student Portfolio, Course Materials Database, tutorial allocations and QUT surveys are all part of QV. A comprehensive program of QV projects takes place annually. These projects are integrated into QV and follow quality standards to ensure the best service to students and staff.
- PABX replacement – This \$2 million system installed in 2003 provides QUT with an up-to-date phone system with expansion and electronic capacity for the future that includes Voice Over IP, for integration with the QUT network. A spin-off from the PABX project is Omnivista call accounting which will supply reliable and accurate call accounting across the University. Also, a system has been installed to automatically manage the 100–200 telephone services changes per month. Clients benefit from the improved, timely service.
- IT support for University plans – Information technology infrastructure and services are aligned with QUT plans for teaching and learning, research and community service via a large number of mechanisms, both formal and informal. These mechanisms include use of the *IT Vision and Strategy* in the planning context, a high level of connectedness via representation on relevant University committees, and service quality teams.
- IT governance processes – Information technology governance underwent a revision through the development of the new Physical and Virtual Steering Committee and the Information Technology Advisory Committee (ITAC). The Project Portfolio Office continues to refine the Project Management Framework, the project register and reporting arrangements. A new Asset Management Plan Priorities Committee was formed to ensure University representation and advise ITAC. Initial work was done developing new technology governance arrangements using technology roadmaps and engagement with leaders from IT, teaching and learning, research and administration areas. A highlight was the development and promulgation of the *IT Vision and Strategy*, which was of particular use during University planning processes. Internal audits continue to be a valuable aspect of effective IT governance with the recent IT review of the Faculty of Built Environment and Engineering providing an excellent example.
- Project Management – The Project Portfolio Office has developed the QUT Project Management Framework (PMF) that follows international best practices, but is customised to meet the needs and interests of the University. The Information Technology Strategic Governance Committee endorsed the PMF for all IT projects. It is mandatory for all Asset Management Plan (IT) projects. The framework includes a guide and set of standard but flexible templates that are reviewed regularly.
- Quality – QUT is committed to the adoption of Information Technology Infrastructure Library (ITIL), the international service management best practice framework, starting with handling of Helpdesk incidents and problems. Aligned with ITIL practices is the Service Change Management Group (SCMG), established in 2003 for quality assurance in changes to departmental systems and services. The group meets weekly to assess all planned changes.
- Online IT training – In June 2003 a trial of an online IT training service called Monash Learningfast was released to staff and students. An evaluation of staff usage was conducted in June 2004. This evaluation indicated that staff

were generally very positive about the service, and liked the self-paced approach as well as the flexibility and access to IT training that an online service can provide. The Monash licence has been extended until June 2005.

- Library print serials and electronic titles – The number of unique serial titles available electronically reached 79 per cent at the beginning of 2004. This was achieved through the cancellation of print duplicates, and through working with the Library's e-Trials Consultative Committee to trial and introduce critical new electronic resources.
- Electronic access to resources via OLT – The Library improved access to its collection and extended the application of the OLT System through the expansion of the Course Materials Database (CMD). The CMD previously held copyright reserve materials, past exam papers, lecturers' notes (which include copyright material) and was expanded to include external student notes and coursepack materials. At the completion of the CMD content enhancement project in early 2004, all eligible copyright documents from printed external student notes sets and coursepacks were added to the CMD. The Flexiprint service launched in late 2004 provided students with cheaper offline printing of most of their CMD documents and some OLT documents.
- Secure off-campus access to online information – The Library uses EzProxy to provide seamless access to Internet Protocol (IP)-authenticated databases and ejournals from both on and off campus. EzProxy is the Library's solution to providing IP-based authentication to remote hosted Internet services. Most of the Library's Internet services are remotely hosted (by the publisher) and simple access is available via the Web both on and off campus.

Opportunities for enhancement

The Division of Technology, Information and Learning Support strategic plan for 2005–2007 outlines a range of new opportunities for enhancing divisional services. A focus on providing support for the University's top-level plans and *Blueprint* is demonstrated by initiatives such as:

- greater concentration on development of additional areas of collaboration and partnership with faculties in the provision of services which support researchers
- additional support for the development of student and staff capabilities
- development of expanded information resources supporting teaching and learning
- improved application of online teaching and related services

- development of enhanced physical and virtual learning and teaching environments
- delivery of enhanced governance processes in relation to the QUT Asset Management Plan.

Benchmarking activities

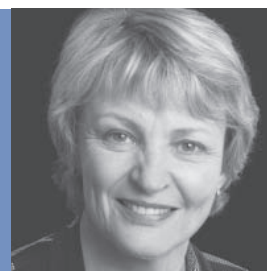
A confidential benchmarking report for QUT was produced after the University undertook IT benchmarking in 2004 on key performance indicators (KPIs) for comparisons against summary information from University and Colleges Information Systems Association (UCISA) from the United Kingdom, and data made available to Council of Australian Universities Directors of Information Technology (CAUDIT) members. The results show that overall QUT is generally positioned in the upper quartile of UCISA as well as CAUDIT KPIs.

The Director of Information Technology Services at QUT was a member of CAUDIT Standing Committee on IT Benchmarking.

In addition, QUT took part in an ATN universities benchmarking survey of online learning. The purpose of the survey was to gain an enhanced understanding of ways in which students are experiencing online learning and to identify how QUT can improve that experience.

The major findings indicated that while QUT has the largest uptake of online learning in the ATN network, the uses of the system were mainly transactional in nature. The results showed that the QUT system is being used largely as a delivery platform from a staff point of view, and students also view its main function to be a convenient means to access course notes, content and information regardless of time and place limitations. The results indicated high levels of satisfaction with all of the online systems used at QUT to support learning, including online student administration functions, the OLT, QUT Virtual and the Course Materials Database.

Student Support, Staff, and Equity



Dr Carol Dickenson, Registrar

Student Support Highlights

- The First Year Experience (FYE) program piloted a FYE orientation program in the Faculty of Information Technology.
- The overall student drop-out rate reduced slightly.
- The Manager Careers and Employment was the recipient of the New Hobsons Press/Australian Association of Career Counsellors 2004 Excellence Award.
- The Career Mentor Scheme expanded with the addition of further discipline areas.
- Careers and Employment worked with Technology, Information and Learning Support (TILS) Division to launch the web-based student portfolio for storing and presenting personal course and career information.
- The Student Business Services Department implemented major reforms required under the new *Higher Education Support Act 2003*.
- Prospective Students Enquiry Management System (PoSEMs) system went live across the University, and 150 staff were trained to use the system.
- The Vice-Chancellor's Scholarship scheme, providing scholarships of \$5000 per annum to up to 50 top school leavers, was implemented.
- International Student Services conducted a major survey measuring international student satisfaction, with a report due early in 2005.
- A small team of Language and Learning staff produced a video and research materials called *Becoming a writer at university* funded by a Small Teaching and Learning Grant.

Outcomes and achievements against objectives of 2003–2007 student support plan

Objective 1. Consolidate and build on the culture of service throughout the University, which focuses primarily on supporting the needs of students as QUT's major clients

Objective 2. Recognise diversity among the student population, and identify and provide support for needs of different student groups

Objective 3. Provide opportunities for students to participate in planning for enhancements to student support services

Objective 4. Continue to develop and enhance student-centred, simple and flexible systems which ensure student awareness of, access to and satisfaction with services

Objective 5. Foster and develop a stimulating, safe and supportive environment for students on all campuses

- The Prospective Students Enquiry Management System (PoSEMs) system went live across the University with 150 staff training to use the database. The post-implementation review will occur during 2005 and reports are being developed to measure the enquiry to application conversion rate. (Obj 1)
- The academic programs of the University continue to be supported by Language and Learning counsellors located in International Student Services, for international students, and TILS for domestic students. (Obj 2)
- Liaison with the QUT Student Guild continued throughout 2004. The guild was closely involved in the 2004 commencing student orientation. (Obj 2)
- The Student Computing Help Desk in collaboration with Equity distributed about 312 PCs to students who could not afford to buy their own. The students were also given a modem and a dial-in account (provided by QUT) to online resources from home. Equity funded this initiative using PCs which were due for replacement in the TALSS computer labs. (Obj 2)
- The Faculty of Information Technology piloted a FYE program during 2004 orientation with 800 students participating. Students reacted positively and survey results will inform future FYE programs. (Obj 2)
- The student drop-out rate has reduced. Between March 2003 and March 2004, there was a 1.5 per cent improvement in the commencing student drop-out rate. The overall student drop-out rate improved by 0.4 per cent. (Obj 2)

- For the first time, resources were available to employ a welfare officer devoted to support of the Student Financial Assistance Scheme and to student welfare. The welfare officers produced two issue papers on student welfare titled *Financial Issues for Tertiary Students* and *The Impact of University Course Structures on Centrelink Eligibility*. These papers provided the basis for informed debate across the University. (Obj 2)
- The Student Business Services Department implemented major reforms required under the new federal legislation *Higher Education Support Act 2003*. (Obj 4)
- The Careers Mentor Scheme continued to expand and now comprises more than 500 mentoring relationships in faculties across the University. Relationships consist of a partnership of students from 23 disciplines matched with employers in the professions. Discipline areas added in 2004 included Psychology, International Business and Law. Existing discipline areas of Nursing and Accounting also grew significantly. (Obj 4)
- In 2004, planning for the new Student Learning Services Centre was completed and construction began. The building will include large lecture theatres and outdoor facilities for students.
- A new building at Carseldine opened, with indoor and outdoor learning areas, and community facilities. Wireless facilities for student lecture theatres are being implemented across all campuses.
- The popular 391 shuttle bus service is operated between the Kelvin Grove and Gardens Point campuses by the Brisbane City Council on behalf of the University with a regular timetable. In 2004 a shuttle bus service between the Carseldine and Kelvin Grove campuses was introduced.

Opportunities for enhancement in student support

Student support is part of the new top-level People and Culture Plan from 2005.

Benchmarking activities in student support

- The trial FYE orientation program was based on a University of British Columbia program.
- Senior administrative managers continue to be involved in these organisations, providing opportunities for formal and informal benchmarking: ANZSSA (Australia New Zealand Student Services Association), ISANA (International Student Advisers Network Association), National Careers and Employment Association, and the ATN (Australian Technology Network of Universities).

- Student Support Services Department continues to seek feedback on its performance through student surveys to ensure that services continue to meet students' diverse needs.

Staff Highlights

- QUT's Human Resources Department received the Australian Human Resources Institute State Award for Excellence in People Management in the public/not for profit sector, large enterprise category.
- HR indices were developed further to a Universities Benchmarking Program and offered to other universities in the sector. In 2004, 31 Australian universities participated in the QUT-managed program.
- Radiation Health Services of the Queensland Department of Health selected QUT as a prime compliance audit site to develop a methodology to be applied to other universities.
- In 2004 the self-assessment health and safety auditing process incorporated a new and more comprehensive approach, with participants reporting on safety implementation progress over the previous three-year period.
- New functionalities were implemented for the web-based interface to the HR System, StaffConnect, including leave processing.
- An 'appointment by invitation' policy was implemented to enhance the ability of the University to secure and retain key staff in an increasingly competitive employment market.
- Good progress was made in enterprise bargaining negotiations for academic and professional staff, and negotiations commenced on a new certified agreement for senior staff.
- The annual internal promotion round for academic staff resulted in seven new professors, 15 associate professors, 25 senior lecturers and 13 lecturers. A revised policy providing greater flexibility for staff to demonstrate performance resulted in higher success rates for applicants (67 per cent for associate professor/professor, 76 per cent for lecturer/senior lecturer).
- Through the Indigenous Employment Program, QUT was the first university to receive funding under the Department of Employment and Workplace Relations Structured Training and Employment Program (STEP). Ten STEP participants have been engaged, with eight undergoing training and education as a part of their program.
- QUT's new change management policy was effectively implemented in the 2004 restructure of the Faculty of Built Environment and Engineering in its response to quinquennial review recommendations. The faculty's leaders and HR specialists worked together to develop a comprehensive change management plan incorporating staff and union consultation, a transition process to move staff to the new structure, and ongoing transition plans and evaluation.

- Senior staff appointments in 2004 were:
 - Professor Sandra Harding, Deputy Vice-Chancellor (International and Development)
 - Professor Arun Sharma, Deputy Vice-Chancellor (Research and Commercialisation)
 - Professor Jonathon Izant, Executive Director, Institute of Health and Biomedical Innovation
 - Professor Michael Lavarch, Dean, Faculty of Law
 - Professor Peter Little, Dean, Faculty of Business
 - Associate Professor Douglas Hargreaves, Head, School of Engineering Systems
 - Associate Professor Stephen Kajewski, Head, School of Urban Development
 - Professor Simon Kaplan, Dean, Faculty of Information Technology
 - Associate Professor Mark Looi, Head, School of Software Engineering and Data Communications
 - Professor Christine Ryan, Head, School of Accountancy
 - Professor Neal Ryan, Head, School of Management
 - Ms Katharina Grgic, Director, Student Business Services
 - Mr Terry Leighton, Director, Financial Services
 - Mr Graham MacAulay, Director, Human Resources
 - Mr Scott Sheppard, Executive Director, QUT International.

Outcomes and achievements against objectives of 2003–2007 staff plan

Objective. Provide HR policies and encourage practices that continually shape, develop and deliver staff talents to meet the achievement of University teaching, research and community service goals in a changing environment

- The HR Department received the State Award for Excellence in People Management in the public/not for profit sector, large enterprise category. The award assessed the extent to which HR contributes strategically to business outcomes. The submission for this award and subsequent site visit by Australian Human Resources Institute assessors required evidence of QUT's performance against 30 criteria.
- The 2004 workforce planning process was redesigned to maintain its connection with the strategic planning cycle of the University and establish closer links with the University's budgeting cycle. In particular, improving student staff ratios, increased full-time academic employment, and the review of the relationship between professional staff within the faculties and divisions through the Business Systems Improvement project, guided workforce planning decisions.
- An Early Career Academic Recruitment and Development Program was initiated in 2004 as a strategy to regenerate the University's workforce. This two-year program was designed to assist in the development of a closed cohort of early career academics. The aim is to provide these staff with a comprehensive suite of skills to ensure their success in an academic career, as well as the development of strong networking and collaborative relationships. The program is designed and facilitated by academic developers from across the organisation including Human Resources, Teaching and Learning Support Services, Office of Research and Research Training, the Library and Information Technology Services. The program for 2005 and 2006 is fully enrolled with 26 participants.
- Radiation Health Services of the Queensland Department of Health selected QUT as a prime compliance audit site to develop a methodology to be applied to other universities. The regulators, over a three-month period, reviewed all documentation, inventory, certification and operating procedures related to the *Queensland Radiation Safety Act 1999* and regulation. The result will provide the basis for future compliance monitoring by the authorities.
- Health and safety training ranged from eight-day government-set courses to two-hour sessions with, in all, 430 participants. There were 329 Safety Problem Report forms lodged and reviewed.
- New functionalities were implemented for the web-based interface to the HR system, StaffConnect, including leave processing functionality. In 2004 QUT managers were provided with access to a broader range of HR information through HR reports accessed via the QUT intranet.
- HR indices were developed further to a HR Benchmarking Program and offered to other universities in the sector. In 2004, 31 Australian universities participated in the QUT managed program that reported on key HR measures of university workforces. Four New Zealand universities will participate in 2005, with a further two expressing strong interest. A national workshop was conducted with 50 participants from over 40 universities.
- A 'Leading in the New Era' program was introduced as part of the renovated Senior Management Development Program for 25 University staff identified for senior management positions in the future. The five modules are aligned with *QUT Blueprint* and promote understanding of management context, collaborating, and constructing knowledge. The program was strongly supported by senior management with many featuring in the program.
- The Faculty of Built Environment and Engineering successfully underwent a significant change process in 2004, in response to recommendations from an organisational review held in late 2003. Faculty, school and research structures were reviewed to better position the faculty to respond to the emerging trends in the discipline. Additional



successful change processes were undertaken in Teaching and Learning Support Services and commenced in Finance and Resource Planning.

- An 'appointment by invitation' policy to, where necessary, expedite key appointments to the University was implemented.
- QUT was the first university to receive funding under the Department of Employment and Workplace Relations Structured Training and Employment Program (STEP). Ten placements were made in 2004, with seven current at the end of the year. Eight STEP participants have undertaken training and development activities as a part of the program. Indigenous placements at the University grew from 31 in 2003 to 46 in 2004 (1.4 per cent of the total QUT workforce).
- Funding of \$148 000 was secured from Queensland and Commonwealth Government agencies for the Youth Employment Strategy. Information sessions were conducted for existing QUT staff, mentors and prospective employees. Sixteen placements were made under the strategy in 2004.
- Outstanding Contribution Awards were made to seven academic staff and 12 professional staff (six individuals and two teams).
- More flexible work practices as part of enterprise bargaining include the modification of the reduced working year scheme to accommodate a 44/52 arrangement (previously 48/52) and improved maternity leave provisions.
- Queensland Commission for Children and Young People and Child Guardian 'blue cards' were administered, in compliance with State legislation, to relevant University teaching staff.

- An client satisfaction survey was introduced to determine the effectiveness of HR services and strategies. The results of the survey will be fed into staff Performance Planning and Review and service improvement projects.

Opportunities for enhancement to staff plan

In the future, QUT needs to:

- develop further policies and programs that enhance research capability building, including career development and progression, and reward and recognition
- increase the number of Indigenous and young people employed at the University
- use results of the 2005 QUT Climate Survey to improve staff satisfaction in the workplace
- ensure performance planning and review and staff development programs are aligned with the identified workforce capabilities
- determine the preferred workforce composition for achievement of QUT goals.

Benchmarking in staff matters

QUT managed a Universities HR Benchmarking Program with strong national and international participation (see above).

In the area of health and safety, QUT participated in the Benchmarking of Positive Performance Indicators Survey 2004, along with 22 other universities. The University received the top-scoring response with questions covering five areas: policy, planning, implementation, measurement and evaluation, and management review.

Equity Highlights

- With regard to the priority issue of student poverty, 2004 saw the consolidation of the QUT scholarship/computer/bursaries scheme, and the approval of a plan to significantly expand recruitment and support for low-income students. This expansion will be funded by 15 per cent of new 'HECS top-up' money being set aside specifically for this purpose over three years. In 2005 QUT hopes to have more needs-based scholarships than any other Australian university.
- The University was awarded 'Employer of Choice for Women' for the second time in 2004 signifying that it is among some 100 best-practice businesses across Australia with regard to gender equity.
- Special entry pathways were extended to refugee students with five being admitted in 2004.

Outcomes and achievements against objectives of 2003–2007 equity plan

Objective 1. QUT will infuse equity philosophies, practices and responsibilities into all aspects of University activity

Steady progress was made with most faculties and divisions continuing to be active on equity issues. Over 300 staff attended equity training during 2004. The new People and Culture Plan and its KPIs contain a number of equity-related elements.

Objective 2. QUT's student body will reflect the cultural and social diversity of the University's catchment area community

Longstanding patterns of under-representation by some student equity groups continued. For example, the enrolment share for most equity groups is declining or static over time with the exception of students with disabilities and Indigenous students. In many cases, QUT is below the national average.

Objective 3. QUT will provide all students with learning experiences, services and university life experiences which are socially and culturally inclusive, as well as provide dedicated support programs for students in equity target groups

Success and retention for students in equity groups improved for most groups and continued to be above the comparable national averages. In particular the success and retention rates for Indigenous students have shown a steady improvement over time.

Objective 4. QUT will ensure a more culturally and socially diverse staff body by providing selection, promotion, career development and management processes which reflect principles of equity, and by providing affirmative action programs for staff in equity target groups

Female staff were reasonably successful in being promoted to more senior positions, although progress across the University has slowed. A support program for gay and lesbian staff and students was developed.

Objective 5. QUT's research and community service activities will incorporate principles of equity and social justice

A small program to assist women in research was begun. Community service grants for disadvantaged groups continued.

Opportunities for enhancement in equity

The University has a strong record of supporting students to completion once they are enrolled. Recruitment in equity priority areas continues to be challenging. In 2005 the University will be able to focus on reviewing and expanding its efforts for low-SES rural, NESB and Indigenous student recruitment by using newly available funds from the HEEP grant and the HECS fund. It is likely that these new efforts to create aspiration and admit such students will be done collaboratively with other Queensland universities.

In terms of staff equity, opportunities for enhancement present themselves in the proportion of female staff, particularly a continued focus on organisational culture and on efforts to achieve gender equity in the profession. With regard to Indigenous employment, the appointment of a new permanent coordinator and the reconstituting of the reference group should add impetus to that area.

Benchmarking activities in equity

Student equity data is routinely compared in several frames of reference: the University's past performance, the performance of other universities (by way of national and state averages, ATN and Brisbane cohorts), and against community representation which is the desirable long-term target.

With regard to staff equity, female staff data is routinely compared with all other universities in Australia on a number of different parameters. As well, the EOWA process constitutes a form of assessment by an external agency.

With regard to benchmarking which goes beyond data analysis, the University is involved in WEXDEV, ATN Equity and Access group, and a group of universities which includes Queensland, British Columbia, Melbourne and Auckland.



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QUEENSLAND UNIVERSITY OF TECHNOLOGY
STATEMENTS OF FINANCIAL PERFORMANCE
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

	Note	Consolidated Entity		Parent Entity	
		2004	2003	2004	2003
		\$'000	\$'000	\$'000	\$'000
Revenue from ordinary activities					
Commonwealth Government financial assistance					
Commonwealth Government grants	3	145,007	150,501	145,007	150,501
Higher Education Contribution Scheme					
Commonwealth payments	3	78,604	83,168	78,604	83,168
Student contributions		14,588	14,350	14,588	14,350
Commonwealth loan programmes	3	9,214	6,896	9,214	6,896
State Government financial assistance	4	9,722	12,990	9,299	12,830
Fees and charges	5	94,736	86,247	94,736	86,247
Investment income	6	21,703	11,400	21,703	11,400
Royalties, trademarks and licences	7	183	712	183	712
Consultancy and contract research	8	11,922	9,859	11,922	9,859
Other revenue	9	57,081	33,655	56,872	33,655
Total revenue from ordinary activities		442,760	409,778	442,128	409,618
Expenses from ordinary activities					
Employee benefits and on costs	10	240,724	224,671	240,490	224,671
Depreciation and amortisation	11	27,288	27,758	27,281	27,758
Repairs and maintenance	12	20,787	21,538	20,761	21,538
Borrowing costs	13	28	58	28	58
Bad and doubtful debts	14	1,943	3,799	1,938	3,799
Other expenses	15	118,835	112,544	118,779	112,423
Total expenses from ordinary activities		409,605	390,368	409,277	390,247
Operating result from ordinary activities before related income tax expense		33,155	19,410	32,851	19,371
Income tax expense	16	(12)	12	-	-
Net operating result attributable to parent entity	29(b)	33,167	19,398	32,851	19,371
Net increase in asset revaluation reserve	29(a)	40,541	11,623	40,541	11,623
Total revenues, expenses and valuation adjustments attributable to the parent entity recognised directly in equity		40,541	11,623	40,541	11,623
Total changes in equity attributable to the parent entity other than those resulting from transactions with owners as owners		73,708	31,021	73,392	30,994

The operating result for 2004 does not include grants received in advance as DEST no longer makes an advance payment. Refer to Note 1(b). In 2003 the advance payment was \$17,461,000. Grants are recorded as revenue upon receipt. Refer also to Note 1(c).



The above Statements of Financial Performance should be read in conjunction with the accompanying notes.

QUEENSLAND UNIVERSITY OF TECHNOLOGY
STATEMENTS OF FINANCIAL POSITION
AS AT 31 DECEMBER 2004

	Note	Consolidated Entity		Parent Entity	
		2004	2003	2004	2003
		\$'000	\$'000	\$'000	\$'000
Current assets					
Cash assets	18	29,624	62,167	29,384	62,074
Receivables	19	12,240	16,847	12,171	16,851
Inventories	20	4,140	5,029	4,140	5,029
Other non-financial assets	24	4,112	3,626	4,112	3,626
Total current assets		50,116	87,669	49,807	87,580
Non-current assets					
Receivables	19	193	301	193	301
Inventories	20	-	1,031	-	1,031
Other financial assets	21	138,190	74,543	138,200	74,553
Property, plant & equipment	22	552,934	490,066	552,689	490,066
Intangible assets	23	6,579	10,638	6,579	10,638
Other non-financial assets	24	-	3	-	-
Total non-current assets		697,896	576,582	697,661	576,589
Total assets		748,012	664,251	747,468	664,169
Current liabilities					
Payables	25	22,736	17,072	22,687	17,032
Interest-bearing liabilities	26	289	290	289	290
Provisions	27	8,945	12,392	8,942	12,377
Other	28	11,214	11,226	11,065	11,226
Total current liabilities		43,184	40,980	42,983	40,925
Non-current liabilities					
Interest-bearing liabilities	26	-	289	-	289
Provisions	27	30,642	24,121	30,642	24,121
Other	28	12,500	10,883	12,500	10,883
Total non-current liabilities		43,142	35,293	43,142	35,293
Total liabilities		86,326	76,273	86,125	76,218
Net assets		661,686	587,978	661,343	587,951
Equity					
Parent entity interest					
Reserves	29(a)	128,033	87,076	128,033	87,076
Retained surplus	29(b)	533,653	500,902	533,310	500,875
Total equity		661,686	587,978	661,343	587,951



The above Statements of Financial Position should be read in conjunction with the accompanying notes.

QUEENSLAND UNIVERSITY OF TECHNOLOGY
STATEMENTS OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

	<i>Note</i>	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
		2004	2003	2004	2003
		\$'000	\$'000	\$'000	\$'000
Cash flows from operating activities					
Commonwealth Government					
Teaching and learning	41.2	117,789	114,454	117,789	114,454
HECS and other Commonwealth loan programmes	41.3	87,966	96,995	87,966	96,995
Scholarships	41.4	3,219	2,225	3,219	2,225
DEST research	41.5	15,213	15,922	15,213	15,922
ARC grant - Discovery	41.6(a)	2,592	2,000	2,592	2,000
ARC grant - Linkages	41.6(b)	3,909	2,828	3,909	2,828
Other Commonwealth		2,245	(1,906)	2,245	(1,906)
State Government		9,722	12,990	9,299	12,830
HECS - Student payments		14,588	14,350	14,588	14,350
Receipts from student fees and other customers		146,448	125,962	146,163	125,944
Interest received		3,123	3,799	3,123	3,799
Payments to suppliers		(125,889)	(116,276)	(125,800)	(116,191)
Payments to employees		(236,069)	(227,499)	(235,849)	(227,499)
Borrowing costs		(28)	(58)	(28)	(58)
Net cash inflow from operating activities	40	44,828	45,786	44,429	45,693
Cash flows from investing activities					
Interest received		8,283	3,225	8,283	3,225
Payments for property, plant and equipment		(54,397)	(85,152)	(54,145)	(85,152)
Payments for intangible assets		-	(2,171)	-	(2,171)
Payments for investments		(53,611)	(39)	(53,611)	(39)
Proceeds from sale of property, plant and equipment	17	10,144	6,470	10,144	6,470
Net cash (outflow) from investing activities		(89,581)	(77,667)	(89,329)	(77,667)
Cash flows from financing activities					
Queensland Government loan - Smart State Research		12,500	-	12,500	-
Facilities Fund Program		(290)	(279)	(290)	(279)
Payments of finance lease liability					
Net cash (outflow) from financing activities		12,210	(279)	12,210	(279)
Net (decrease) in cash held		(32,543)	(32,160)	(32,690)	(32,253)
Cash at the Beginning of the Year		62,167	94,327	62,074	94,327
Cash at the end of the year	18	29,624	62,167	29,384	62,074

The above cash flows are shown gross of Goods and Services Tax where applicable. Refer to Note 1(y).

Payments for the purchase of property, plant and equipment exclude assets acquired via Finance leases.



The above Statements of Cash flows should be read in conjunction with the accompanying notes.

QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004**

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted by the Queensland University of Technology (QUT) and its controlled entities are stated in order to assist in a general understanding of the financial statements. These policies have been consistently applied except as otherwise indicated.

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

Financial Reporting Framework

The financial statements are a general purpose financial report and have been prepared in accordance with Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board, UIG Consensus Views, and the requirements of the Commonwealth Department of Education, Science and Training (DEST) and with regard to the *Financial Management Standard 1997* issued under Section 46L of the *Financial Administration and Audit Act 1977*.

Account balances have been recognised utilising historical costs and do not take into account changing money values with the exception of non-current investments, land, buildings and infrastructure assets and museums and other collections which have been revalued at fair value. Unless otherwise stated, the accounting policies adopted are consistent with those of the previous year.

Significant Accounting Policies

(a) Principles of consolidation

Controlled entities of the University are consolidated in accordance with the Australian Accounting Standard AAS24 – Consolidated Financial Reports, and the effects of all transactions between these entities have been eliminated. Details of the entities controlled by Queensland University of Technology are set out in Note 36.

(b) Financial effects of changes to Commonwealth payment arrangements for 2005 grant year

Background

Payment to universities in respect of programs under the *Higher Education Funding Act 1988* (HEFA) are made on the second and last Thursdays of each month. In the recent past, the first payment in respect of a grant year (equalling 8% of the total recurrent funding for that year) had been made at the end of December of the previous year.

Funding for most programs under HEFA ends on 31 December 2004 while most new programs under the *Higher Education Support Act 2003* commence on 1 January 2005. Continuing the current practice of making the first payment in December 2004 for the 2005 grant year would mean that the Commonwealth payments would be made in respect of programs that are yet to commence. This has considerable accountability implications for DEST in administering and accounting for the program payments.

In addition, universities do not treat the early payment uniformly and the payment has been treated in at least three different ways – as revenue when it is received, as an advance (a liability), and part as revenue and the other as liability. QUT has recognised this payment as revenue when it is received. Such varied treatment creates a lack of transparency and, DEST feels, distorts both the Commonwealth funding and the universities financial year results.

Therefore, DEST has announced changes to payment arrangements whereby all recurrent payments in respect of a grant year will be made in that year. For the 2005 grant year, the first payment will be made in January 2005 instead of December 2004.

The changes to payment arrangements will mean, that from the 2005 reporting period, the financial statements of all universities will accurately reflect the Commonwealth financial assistance in respect of a grant year.

Financial Effects for 2004

Changes to payment arrangements will mean that as QUT reported the whole of the 8% first payment in respect of the 2004 grant year as revenue in 2003, will have the effect of understating the Commonwealth funding for the 2004 grant year in their 2004 Statements of Financial Performance. The Commonwealth funding for the 2004 grant year will be reduced by this amount in comparison to previous years.

Therefore, to identify the impact of the changed payment arrangements on the operating result, grants provided for 2004 activities but recognised as 2003 revenue are adjusted by incorporating the amount received in December 2003 as revenue for the 2004 reporting period. The effect of this is shown below:

	\$'000
2004 Revenue from Operating Activities (per Statements of Financial Performance)	442,760
Add Grants Received in 2003 for 2004 Activities:	
Commonwealth Government financial assistance	10,552
HECS - Commonwealth payments	6,909
Total Restated 2004 Revenue from Operating Activities	460,221
Restated 2004 Operating Result	50,628
Reported 2004 Operating Result	33,167
	<hr/>
Financial Effect on 2004 Operating Result	(17,461)
	<hr/>

(The Commonwealth will use the restated figures in all DEST publications, including the Finance 2004 publication, to ensure consistent treatment across all universities.)

(c) Revenue recognition

In compliance with the Statement of Accounting Concepts (SAC) 4, amounts of financial assistance (grants) are recognised as revenue upon receipt or upon notification that such an amount has been secured. This is so, irrespective of whether conditions are attached. Amounts of financial assistance which are not acquitted (refer Note 41) are required to be returned to the grant provider.

Revenue from fees and charges is recognised only when the University has a right to be compensated, it is probable that the economic benefit associated with the transaction will flow to the University, and the amount can be reliably measured.

Revenue from the sale of goods is recognised upon the delivery of the goods to customers.

(d) Financial assistance for research

Payments for financial assistance in respect of research which may continue over a number of years are treated as income when the money is received and expenses are recognised in the year when incurred.

(e) Property, plant and equipment

Acquisitions of assets

The purchase method of accounting is used for all acquisitions of assets regardless of whether equity instruments or other assets are acquired. Cost is measured as the fair value of the assets



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

(e) Property, plant and equipment (cont'd)

given up or liabilities undertaken at the date of acquisition plus incidental costs directly attributable to the acquisition.

Land, buildings and infrastructure assets

Land, buildings and infrastructure assets purchased or constructed pursuant to the *Queensland Heritage Act 1992*. Buildings and infrastructure assets are depreciated as outlined in Note 1(g).

Buildings include heritage assets which are entered or provisionally entered on the Queensland Heritage Register pursuant to the *Queensland Heritage Act 1992*. Buildings and infrastructure assets are depreciated as outlined in Note 1(g).

Plant and equipment

Plant and equipment with a value equal to or greater than \$5,000 (the asset recognition threshold) is initially recorded at cost and depreciated as outlined in Note 1(g). It should be noted that Creative Industries Precinct Pty Ltd, a controlled entity of QUT, has an asset recognition threshold of \$500, however this is not considered material to QUT upon consolidation.

Plant and equipment donated to the University is recorded at the University's estimate of cost in the year of donation.

Additions with a value less than \$5,000 are expensed in the year of purchase.

Library collections

Library collections are valued at cost. Additions to the collection during the year are recorded at cost. Depreciation is charged as outlined in Note 1(g).

Museums and other collections

Museums and other collections consist of the University's Art Collection and is valued at independent valuation every 5 years. The University Curator revalues the collection in other years.

(f) Restricted assets

The majority of the University's land is reserved for educational purposes under the *Land Act 1994*. The University cannot sell this land or the assets which attach to it without government permission.

(g) Depreciation of property, plant and equipment

Items of property, plant and equipment are depreciated over their estimated useful lives to the entity using the straight line method. Estimates of remaining useful lives are made on a regular basis, with annual reassessment for major items.

Buildings and infrastructure assets were analysed as "complex assets", so that major components, and the remaining service potential of those components, were identified. Depreciation of these assets are based on the expected lives to the entity and values of the component parts.

The following range of estimated useful lives to the entity are used in the calculation of depreciation:

Buildings	3 - 75 years
Plant and equipment	3 - 20 years
Infrastructure	10 - 20 years
Library	15 - 100 years

Assets are depreciated from the month after acquisition or, in respect of buildings and infrastructure constructed, from the month after the asset is complete and ready for use.

Land, museums and QUT Thesis Library collections are not depreciated.

(h) Revaluations

Assets (other than land) were revalued in 2001 in accordance with Australian Accounting Standard AASB 1041 and Queensland Government *Non-Current Asset Accounting Guidelines for the Queensland Public Sector*. Land was revalued in 2004 by independent valuers in accordance with these requirements. The next independent revaluation of these assets is due in 2006.

The following information outlines the revaluation basis and frequency for each asset class:

Land

In previous years unimproved capital value had been used as a proxy for fair value, but the University was advised in 2003 that this was not appropriate. The land has now been revalued to fair value with the effect that the value of the University's land holdings increased by \$41,106,000. Refer to Notes 22 and 29.

Buildings

For major buildings, independent valuation based on fair value at least every five years and indexation in other years. Minor buildings are not independently valued but are indexed each year. Refer also to Note 1(i).

Infrastructure

Independent valuation based on fair value at least every five years. Indexation of values in other years. Refer also to Note 1(i).

Library Collection

Recorded at cost in accordance with Queensland Government *Non-Current Asset Accounting Guidelines for the Queensland Public Sector*.

Museum and Other Collections

Independent valuation at least every five years. University valuation in other years.

Plant and Equipment

Recorded at cost.

Revaluation increments are credited directly to the asset revaluation reserve, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the Statements of Financial Performance, the increment is recognised immediately as revenue in the Statements of Financial Performance.

Revaluation decrements are recognised immediately as expenses in the Statements of Financial Performance, except that, to the extent that a credit exists in the asset revaluation reserve in respect of the same class of assets, they are debited directly to the asset revaluation reserve.

Revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

(i) Indexation

When indexation of assets is undertaken, the index "Australian Bureau of Statistics – Implicit Price Deflator – Gross Fixed Capital Formation – State & Local Government" is used. The amount of this index in 2004 was 0.378% (2003 0.224%).

(j) Leased non-current assets

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of leased non-current assets, and operating leases under which the lessor effectively retains substantially all such risks and benefits.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

(j) Leased non-current assets (cont'd)

Finance leases are capitalised. A lease asset and liability are established at the present value of minimum lease payments. Lease payments are allocated between the principal component of the lease liability and the interest expense. The lease asset is amortised on a straight line basis over the term of the lease. Operating lease payments are charged to the Statements of Financial Performance in the periods in which they are incurred, as this represents the pattern of benefits derived from the leased assets.

(k) Intangibles

Software is capitalised when related costs exceed the asset recognition threshold level (internally generated software with a value of equal to or greater than \$100,000 and purchased software with a value of equal to or greater than \$5,000), and where it is probable that the future economic benefits embodied in the asset will eventuate. Intangibles are recorded at cost and have an amortised useful life to the entity of 3 – 7 years.

(l) Interest in joint venture operation

The Queensland University of Technology has entered into a joint venture operation with the Department of Housing called Kelvin Grove Urban Village. The joint venture is for the development of a 16.5 hectare site at Kelvin Grove. Each party to the venture owns and controls its own land on the site, however, an agreement has been made to develop the whole site in a co-operative and co-ordinated manner. The University and the Department of Housing have signed a Co-Operation Deed that prescribes the processes, organisation and responsibilities for the development.

Expenditure commitments relating to the joint venture operation are disclosed in Note 34. More information is also disclosed in Note 37.

(m) Cash assets

For the purposes of the Statements of Cash Flows, "cash assets" includes cash on hand and in banks and investments in money market instruments that are highly liquid, with short periods to maturity and subject to an insignificant risk of changes in value, net of outstanding bank overdrafts (if any). There are no amounts of cash assets that are not available for use.

(n) Receivables

All trade debtors are recognised at the amounts receivable as they are due for settlement in no more than 21 days.

Debtors arising from student fees are recognised at the amounts receivable as sanctions are applied to students who do not pay.

Collectibility of debtors is reviewed on an on-going basis. Debts which are known to be uncollectible are written off. A provision for doubtful debts is raised when some doubt as to collection exists.

(o) Other financial assets

Current investments consist of deposits at call which are valued at cost. Interest revenues are recognised as they accrue. Interest rates fluctuate daily.

Investments in listed and unlisted securities and associates which are not equity accounted for due to materiality (but excluding controlled entities) are brought to account at cost and dividend income (if any) is recognised in the Statements of Financial Performance when receivable. Interests in listed securities are subsequently brought to account at their market price. Unlisted securities are accounted for at cost less provision for diminution where applicable. Refer to Note 21.

The University has an investment with Queensland Investment Corporation in a growth oriented diversified fund. This investment has been made for the long term with the anticipation that the value will increase over time. The value of the investment is subject to increases and decreases in value over the short term. These fluctuations in value have been recognised in the financial statements via the Statements of Financial Performance. This investment is recorded at market value.

(p) Translation of foreign currency transactions

Transactions in foreign currencies are initially measured and brought to account at the rate of exchange in effect at the date of each transaction.

(q) Inventories

Bookshop

Inventories are valued at the lower of cost and net realisable value. Cost is determined using a weighted average method of calculation. No amounts of inventory have been pledged as security for any liability.

Land held for resale

Land held for resale is stated at the lower of cost and net realisable value. Cost includes the cost of acquisition and development. Development costs are assigned to lots apportioned on an area basis. The current market value of these lots is disclosed in Note 20.

(r) Other assets

Payments for goods and services which are to be provided in future years are recognised as prepayments.

(s) Superannuation

Payments to superannuation schemes are expensed as incurred. Total contributions for the year are disclosed in Note 10. The University contributes to both defined benefit and accumulation schemes. Information in respect to the UniSuper Defined Benefit Scheme is outlined in Note 35.

(t) Employee benefits

The liability for salaries and provision for recreation leave have been measured as the amounts which the economic entity has a legal obligation to pay, in respect to employees' services up to balance date. The liability for salaries and the current liability portion for recreation leave have been calculated using current salary rates. The apportionment of recreation leave between current and non-current is based on the University's previous experience of when recreation leave is taken. The non-current liability portion of recreation leave is calculated with consideration to future increases in salary levels and is not discounted.

Provision for long service leave has been measured with reference to the present value of the estimated future cash outflows to be made, predictions of when leave will be taken and the University's experience of the probability that employees will qualify for long service leave. Consideration has been given to future increases in salary levels. Liabilities for which a legal entitlement does not exist or long service leave which is not expected to be taken within twelve months, are discounted using interest rates on national government bonds with terms to maturity which most closely match the estimated future cash outflows.

Related on-costs have been included.

(u) Borrowing costs

Borrowing costs are recognised as expenses in the period in which they are incurred.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

(v) Trade and other creditors

These amounts represent liabilities for goods and services provided to the University prior to the end of the financial year and which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(w) Interest bearing liabilities

Interest bearing liabilities reflect the lease liability in respect to finance leases entered into by the University. Leases payable are recognised at the face value of the principal outstanding, interest being expensed or otherwise recognised as it accrues. The fair value of the lease liabilities is disclosed in Note 26.

(x) Income tax

Queensland University of Technology is exempt from income tax, however, the following subsidiaries are not:

- GeneCo Pty Ltd
- Brisbane Business School Pty Ltd
- QUT Enterprise Holdings Pty Ltd
- QUT Enterprise Holdings Trust, and
- Creative Industries Precinct Pty Ltd

Future tax benefits are only carried forward as an asset where realisation of the benefit can be regarded as being virtually certain.

Income tax on cumulative timing differences is set aside to the deferred income tax or the future income tax benefits account at the rates which are expected to apply when those timing differences reverse.

At 31 December 2004, GeneCo Pty Ltd has actual taxation losses carried forward of \$2,295,000 (2003 \$2,295,000) which may be offset by future income.

(y) Goods and services tax

Revenues, expenses and assets are recognised net of goods and services tax (GST) except where the amount of GST incurred is not recoverable.

Receivables and payables are stated at the GST inclusive amount. Cash flows are included in the Statements of Cash Flows on a gross basis.

(z) Rounding

Amounts included in the financial statements have been rounded to the nearest \$1,000 or, where the amount is less than \$500 to zero.

NOTE 2. ADOPTION OF AUSTRALIAN EQUIVALENT INTERNATIONAL FINANCIAL REPORTING STANDARDS (AeIFRS)

The Australian Accounting Standards Board (AASB) is adopting AeIFRS for application to reporting periods beginning on or after 1 January 2005.

(a) Explanation of how the transition to AeIFRS is being managed

QUT has established an AeIFRS working group to assist in the implementation of the new reporting requirements. All Australian equivalents to IFRS have been progressively reviewed for possible implications on policies, procedures, systems and financial impacts arising from such changes.

(b) Explanation of key differences in accounting policies that are expected to arise from adopting AeIFRS

Changes identified to date that will be required to the University's existing accounting policies include the following:

AASB 139 Financial Instruments: Recognition and Measurement
 Ensuring that doubtful debt provisions are justified under the higher levels of objective evidence required under AeIFRS. This will require the calculation of provisions to be supported by historical data showing actual loss experience and may impact the University by reducing the amount of the provision that can be disclosed. It is not expected that this will have a significant impact on the University's future financial statements.

AASB 137 Provisions, Contingent Liabilities and Contingent Assets

Reviewing the different criteria for the recognition of contingent assets. This may mean that the University makes different disclosures in the future in respect to these items. It is not expected that this will have a significant impact on the University's future financial statements.

AASB 119 Employee Benefits

Reporting requirements for Superannuation Plan information has been changed under this Standard. This is explained fully as part of Note 35. It is not expected that this will have a significant impact on the University's future financial statements.

AASB 136 Impairment of Assets

The University will be required to adopt procedures so as to consider each year whether any event has occurred which may suggest that the carrying value of any tangible or intangible asset will not be recovered in the future through sale or future use. It is not possible to judge the future effect on the University's financial statements of this new requirement.

Please note that as information prepared under AeIFRS will not actually be disclosed until the 31 December 2005 financial reports are prepared, the final accounting policies and the impact of implementing those policies adopted under this transition may change before then. These changes may arise from:

- Changes to approved accounting standards or issuance of new standards
- Changes to interim policy determinations by Queensland Treasury or the Commonwealth Department of Education, Science and Training where relevant; and
- Additional work undertaken by the University in completing its review of the AeIFRS requirements and finalising its accounting policies.

(c) Quantifiable impacts on the financial statements had they been prepared using AeIFRS

The 2004 Financial Statements have been redrafted using the above changes in policy to provide 2004 comparative figures for inclusion in the 2005 financial report (which will be the University's first AeIFRS financial report) and there are no significant changes in the classification of items and consequently it is expected that there will be little difference in the results or closing position.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 3. COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS AND OTHER COMMONWEALTH LOAN PROGRAMMES

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
(a) DEST - Teaching and Learning				
Operating Grant *	114,333	120,751	114,333	120,751
Capital development pool	1,049	3,136	1,049	3,136
Total DEST - Teaching and Learning	115,382	123,887	115,382	123,887
(b) HECS and Other Commonwealth Loan Programmes				
HECS - Commonwealth Payments	78,604	83,168	78,604	83,168
PELS	9,205	6,892	9,205	6,892
BOTPLS	9	4	9	4
Total HECS and other Commonwealth loan programmes	87,818	90,064	87,818	90,064
(c) Scholarships				
Australian Postgraduate Awards	1,932	1,817	1,932	1,817
Commonwealth Accommodation Scholarships	656	-	656	-
International Postgraduate Research Scholarships	365	331	365	331
Commonwealth Education Costs Scholarships	266	-	266	-
Total Scholarships	3,219	2,148	3,219	2,148
(d) DEST - Research				
Research Training Scheme	9,097	9,519	9,097	9,519
Institutional Grants Scheme	4,510	4,887	4,510	4,887
Research Infrastructure Block Grants	1,606	1,516	1,606	1,516
Total DEST - Research	15,213	15,922	15,213	15,922
(e) Other DEST				
DEST Unexpended	(127)	(126)	(127)	(126)
DEST ARC Large	154	122	154	122
DEST Research Infrastructure	-	55	-	55
DEST Collaborative Research	431	22	431	22
DEST Other Unexpended	-	3	-	3
Other DEST Research	70	36	70	36
Other DEST Non-Research	16	51	16	51
Total Other DEST	544	163	544	163
TOTAL DEST	222,176	232,184	222,176	232,184
(f) Australian Research Council				
(f)(i) Discovery				
Project	2,481	1,984	2,481	1,984
Fellowship	-	(11)	-	(11)
Total Discovery	2,481	1,973	2,481	1,973
(f)(ii) Linkages				
Projects	3,722	2,593	3,722	2,593
International	165	234	165	234
Special Research Initiatives	30	-	30	-
Total Linkages	3,917	2,827	3,917	2,827

* Operating grant includes Workplace Reform Programme.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

<i>Consolidated Entity</i>		<i>Parent Entity</i>	
<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>

NOTE 3. COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS AND OTHER COMMONWEALTH LOAN PROGRAMMES (Cont'd)

(g) Other Commonwealth Government financial assistance

National Health & Medical Research Council	2,588	1,589	2,588	1,589
Australian Centre for International Agricultural Research	561	277	561	277
Aboriginal Tutorial Assistance Scheme	312	97	312	97
Defence, Science and Technology Organisation	100	-	100	-
Department of Communications	90	-	90	-
Ausaid	89	-	89	-
Department of Health & Aged Care	81	211	81	211
Australearn	-	497	-	497
Other	430	910	430	910

Total Other Commonwealth Government financial assistance	4,251	3,581	4,251	3,581
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Total Government financial assistance	232,825	240,565	232,825	240,565
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Reconciliation

Commonwealth Governments grants	145,007	150,501	145,007	150,501
HECS - Commonwealth payments	78,604	83,168	78,604	83,168
Commonwealth loan programmes	9,214	6,896	9,214	6,896

Total Government financial assistance	232,825	240,565	232,825	240,565
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The 2003 revenue includes \$10,552,000 belonging to the 2004 Commonwealth grant, and \$6,909,000 belonging to the 2004 Higher Education Trust Fund grant, both of which were received in December 2003. Grants are recorded as revenue upon receipt. Refer to Notes 1 (b) and (c).

NOTE 4. STATE GOVERNMENT FINANCIAL ASSISTANCE

State Government Financial Assistance	9,722	12,990	9,299	12,830
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The State Government has contributed \$6,625,000 (2003 \$8,858,000) towards the Kelvin Grove Developments, \$4,488,000 from the Department of State Development and \$2,137,000 from the Department of Public Works (refer to Note 37).



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

<i>Consolidated Entity</i>		<i>Parent Entity</i>	
2004	2003	2004	2003
\$'000	\$'000	\$'000	\$'000

NOTE 5. FEES AND CHARGES

Course fees and charges

Fee-paying overseas students	72,305	65,564	72,305	65,564
Continuing education	3,543	3,206	3,543	3,206
Fee-paying domestic postgraduate students	9,112	8,975	9,112	8,975
Fee-paying domestic undergraduate students	2,192	1,499	2,192	1,499
Fee-paying domestic non-award students	771	863	771	863
Other domestic course fees and charges	258	142	258	142

Total Course fees and charges

88,181	80,249	88,181	80,249
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Other fees and charges

Amenities and service fees	1,434	1,163	1,434	1,163
Examination fees	3	2	3	2
Late fees	188	208	188	208
Library fines	26	26	26	26
Library photocopyers	1,869	1,952	1,869	1,952
Parking fees	1,458	1,428	1,458	1,428
Registration fees	332	249	332	249
Rental charges	584	564	584	564
Student accommodation	33	50	33	50
Other fees and charges	628	356	628	356

Total other fees and charges

6,555	5,998	6,555	5,998
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Total fees and charges

94,736	86,247	94,736	86,247
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A number of category realignments have occurred between the 2003 and 2004 Financial Statements, within the Fees and Charges category to comply with DEST reporting requirements. The 2003 comparisons have been realigned in accordance with the new account categories.

NOTE 6. INVESTMENT INCOME

Interest	3,123	3,799	3,123	3,799
Investment gains	18,580	7,601	18,580	7,601
Total investment income	21,703	11,400	21,703	11,400

The significant increase in investment gains in 2004 reflects the University's decision to invest additional funds in long term strategic investments. Refer to Note 21. In addition favourable market conditions added to this result. The University is unrestricted on the use of the above income.

NOTE 7. ROYALTIES, TRADEMARKS AND LICENCES

Royalties	183	712	183	712
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QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

<i>Consolidated Entity</i>		<i>Parent Entity</i>	
<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>

NOTE 8. CONSULTANCY AND CONTRACT RESEARCH

Consultancy	5,327	5,304	5,327	5,304
Contract Research	6,595	4,555	6,595	4,555
Total consultancy and contract research	11,922	9,859	11,922	9,859

NOTE 9. OTHER REVENUE

Donations and bequests	19,290	3,821	19,290	3,821
Scholarships and prizes	418	388	418	388
Non-government grants	8,257	7,239	8,257	7,239
Proceeds from sale of assets:				
Land	9,700	6,297	9,700	6,297
Plant & equipment	444	602	444	602
Other revenue:				
Sales of goods	9,928	9,704	9,928	9,704
Community facility contribution	891	869	891	869
Recoveries	7,534	3,497	7,382	3,497
Sponsorships	325	686	325	686
Other	294	552	237	552
Total other revenue	57,081	33,655	56,872	33,655

Donations and bequests consists mainly of funds received from Atlantic Philanthropies in 2002 towards the construction of the Institute of Health and Biomedical Innovation which have now been recognised as revenue as the conditions attached to the gift have been predominantly satisfied.

Non government grants and sales of goods were reported in separate notes 2003. The 2003 comparatives for both the proceeds from sale of land and sales of goods have been reclassified to more accurately reflect the cost of land sales associated with the Kelvin Grove Urban Village.

NOTE 10. EMPLOYEE BENEFITS AND ON COSTS

Academic

Salaries	83,399	77,085	83,399	77,085
Contribution to superannuation and pension schemes:				
Funded	12,735	11,752	12,735	11,752
Payroll tax	4,872	4,514	4,872	4,514
Workers' compensation	255	106	255	106
Long service leave expense	2,441	4,400	2,441	4,400
Annual leave	6,795	6,333	6,795	6,333
Total Academic	110,497	104,190	110,497	104,190

Professional (Non-Academic)

Salaries	98,096	89,198	97,862	89,198
Contribution to superannuation and pension schemes:				
Funded	14,376	13,082	14,376	13,082
Payroll tax	5,770	5,225	5,770	5,225
Workers' compensation	299	(76)	299	(76)
Long service leave expense	2,440	3,741	2,440	3,741
Annual leave	9,246	9,311	9,246	9,311
Total Professional (Non-Academic)	130,227	120,481	129,993	120,481

Total employee benefits and on costs

240,724	224,671	240,490	224,671
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QUEENSLAND UNIVERSITY OF TECHNOLOGY
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<i>Consolidated Entity</i>		<i>Parent Entity</i>	
2004	2003	2004	2003
\$'000	\$'000	\$'000	\$'000

NOTE 11. DEPRECIATION AND AMORTISATION

Depreciation

Buildings (including Heritage)	13,179	13,775	13,179	13,775
Infrastructure	774	1,681	774	1,681
Plant and equipment	7,271	6,079	7,264	6,079
Library Collections	4,879	5,011	4,879	5,011
Total depreciation	26,103	26,546	26,096	26,546

Amortisation

Leasehold improvements	493	678	493	678
Plant and equipment under finance lease	244	250	244	250
Intangibles	448	284	448	284
Total amortisation	1,185	1,212	1,185	1,212

Total depreciation and amortisation

27,288	27,758	27,281	27,758
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NOTE 12. REPAIRS AND MAINTENANCE

Buildings	8,690	6,354	8,690	6,354
Non-capitalised construction	7,135	10,842	7,135	10,842
Computing	2,091	2,328	2,065	2,328
Equipment	2,254	1,686	2,254	1,686
Other	617	328	617	328
Total repairs and maintenance	20,787	21,538	20,761	21,538

In 2003 repairs and maintenance expense were reported in Other Expenses.

NOTE 13. BORROWING COSTS

Interest on finance lease	28	58	28	58
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NOTE 14. BAD AND DOUBTFUL DEBTS

Bad Debts written off	1,106	929	1,106	929
Increase in Provision for doubtful debts	837	2,870	832	2,870
Total bad and doubtful debts	1,943	3,799	1,938	3,799

In the 2003 Financial Statements bad debts written off included \$762,000 which should have been classified as a provision for doubtful debts. This has been adjusted in these accounts.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
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	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
NOTE 15. OTHER EXPENSES				
Scholarships, grants and prizes	13,748	12,495	13,748	12,495
Non-capitalised equipment	13,431	13,296	13,355	13,296
Advertising, marketing and promotional expenses	6,598	5,488	6,598	5,488
Audit fees, bank charges, legal costs, insurance and taxes	4,846	3,778	4,844	3,770
General consumables	8,182	7,639	8,112	7,636
Printing and stationery	2,098	2,144	2,098	2,144
Rental, hire and other leasing fees	6,645	7,419	6,594	7,419
Telecommunications	3,008	2,684	2,985	2,684
Travel and related staff development and training	12,093	11,330	12,093	11,295
Carrying amount of assets sold	6,935	2,564	6,935	2,564
Carrying amount of retired assets resulting from change in asset threshold	-	12,979	-	12,979
Other expenses:				
Postage and freight	1,409	1,457	1,409	1,457
Intellectual Property	1,343	1,182	1,343	1,182
Commission	3,865	3,982	3,865	3,982
Cost of sales	5,994	5,780	5,994	5,780
Contributions to collaborative projects	4,299	2,942	4,642	2,942
Library acquisitions	4,733	842	4,733	842
Utilities	7,374	5,751	7,342	5,751
Consultants and contractors	10,185	6,977	10,098	6,938
Donations and sponsorships	402	410	402	410
Memberships of professional associations	1,145	868	1,145	868
Other *	502	537	444	501
Total other expenses	118,835	112,544	118,779	112,423

* The University recorded a loss due to foreign currency movements in 2004 of \$53,000 (2003 \$365,000). This results mainly from movements in the value of the Australian dollar against the United States dollar in relation to a contract for royalty income written in United States dollars at the end of 2000.

NOTE 16. INCOME TAX

Income tax expense	(12)	12	-	-
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NOTE 17. SALE OF ASSETS

Proceeds from Sale of Assets

Land	9,700	6,297	9,700	6,297
Plant & equipment	444	602	444	602
Total proceeds from sale of assets	10,144	6,899	10,144	6,899

Carrying amount of assets sold

Land	1,727	429	1,727	429
Plant & equipment	5,208	2,135	5,208	2,135
Total carrying amount of assets sold	6,935	2,564	6,935	2,564

Net gain on sale of assets	3,209	4,335	3,209	4,335
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QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
NOTE 18. CASH ASSETS				
Cash at bank and on hand	4,704	5,110	4,464	5,017
Deposits at call - at cost	24,920	57,057	24,920	57,057
Total cash assets	29,624	62,167	29,384	62,074
Total cash assets reconciles to the Statements of Cash Flows.				
NOTE 19. RECEIVABLES				
Current				
Student loans	139	157	139	157
Less: Provision for doubtful debts	(18)	(12)	(18)	(12)
	121	145	121	145
Trade *	8,237	9,105	8,178	9,105
Less: Provision for doubtful debts	(880)	(1,031)	(874)	(1,031)
	7,357	8,074	7,304	8,074
Student fees	5,051	6,616	5,051	6,616
Less: Provision for doubtful debts	(2,907)	(1,925)	(2,907)	(1,925)
	2,144	4,691	2,144	4,691
Goods and services tax refund due	1,453	1,704	1,437	1,708
Accrued revenue	1,165	2,233	1,165	2,233
Total current receivables	12,240	16,847	12,171	16,851
Non-current				
Accrued revenue	193	301	193	301
Total non-current receivables	193	301	193	301
Total receivables	12,433	17,148	12,364	17,152

* Trade doubtful debts includes a provision for royalties of \$192,000 (2003 \$200,000).



QUEENSLAND UNIVERSITY OF TECHNOLOGY
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FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

<i>Consolidated Entity</i>		<i>Parent Entity</i>	
2004	2003	2004	2003
\$'000	\$'000	\$'000	\$'000

NOTE 20. INVENTORIES

Current

Bookshop merchandise	3,057	3,302	3,057	3,302
Land Held for Resale	1,083	1,727	1,083	1,727
Total current inventories	4,140	5,029	4,140	5,029

Non-current

Land Held for Resale	-	1,031	-	1,031
Total non-current inventories	-	1,031	-	1,031

Total inventories

4,140	6,060	4,140	6,060
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The current market value of the Land Held for Resale is \$6,110,000 based on an Independent valuation undertaken by the Australian Valuation Office during 2004. The contracted sale price of the land is \$3,730,000 as per agreements between the University and the Department of Housing. Refer also to Note 1(q).

The amount of Land Held for Resale has been calculated as follows:

Opening balance	2,758	3,148	2,758	3,148
Transferred from (to) land at valuation	-	(151)	-	(151)
Land sold in current year at cost	(1,727)	(569)	(1,727)	(569)
Adjustment to restate land at cost	-	(427)	-	(427)
Development costs capitalised	-	673	-	673
Rates capitalised	52	84	52	84
Total	1,083	2,758	1,083	2,758

Classified as:

Current	1,083	1,727	1,083	1,727
Non-current	-	1,031	-	1,031
Total	1,083	2,758	1,083	2,758



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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NOTE 21. OTHER FINANCIAL ASSETS

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
Non-current				
Investments traded on organised markets:				
Investment Trust	135,847	72,843	135,847	72,843
Shares in other corporations - at cost	-	451	-	451
Shares in other corporations - at value	2,075	-	2,075	-
Other (non-traded) investments:				
Shares in other corporations - at cost	268	1,249	278	1,259
Total non-current other financial assets	138,190	74,543	138,200	74,553
Total other financial assets	138,190	74,543	138,200	74,553

In 2004, Tissue Therapies Ltd listed on the Australian Stock Exchange (ASX). Shares were reclassified to fair value as quoted on the ASX as at 31 December 2004. This change was made to better disclose this asset.

The University is unrestricted on the use of the above investments.

Shares in other corporations

	<i>Cost</i>	<i>Consolidated Entity</i>		<i>Percentage Owned</i>
		<i>Fair Value</i>	<i>Provision for Diminution</i>	
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>%</i>
Tissue Therapies Ltd		2,075		17%
Farmacule Bioindustries Pty Ltd	968		(821)	38%
Sciventures Pty Ltd	50			2%
Australian Orthopaedic Innovation Pty Ltd	34			2%
Impedimed Pty Ltd	32			2%
IDP Education Australia Ltd	10		(10)	3%
Australian CRC for Interactive Design Pty Ltd	4			40%
AARNet Pty Ltd	1			1%
Total shares in other corporations	1,099	2,075	(831)	

Tissue Therapies Ltd was established to develop and commercialise tissue technology.

Farmacule Bioindustries Pty Ltd was established to develop a molecular farming industry with INPACT platform technology.

Sciventures Pty Ltd is a funds management company.

Australian Orthopaedic Innovation Pty Ltd was established in 2000 to commercially develop Australian orthopaedic innovations.

Impedimed Pty Ltd was established to commercialise bioimpedance technology partly developed by QUT.

IDP Education Australia Ltd services all sectors of Australian education, with a primary focus on international education, testing and development.

The Australian CRC for Interactive Design Pty Ltd's core business is research and development, and commercialisation of content and technologies for the creative industries.

AARNet Pty Ltd provides network connectivity for Australian universities and the CSIRO.

The University has not equity accounted any of these companies as the level of investment that the University has in these companies is not material. The University does not control or exercise significant influence over these companies.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
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NOTE 22. PROPERTY, PLANT AND EQUIPMENT

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
Land and buildings				
Freehold land				
At independent valuation (2004)	125,714	-	125,714	
At University valuation (2003)	-	57,483	-	57,483
Land at cost	3,400	27,124	3,400	27,124
	129,114	84,607	129,114	84,607
Buildings				
At University valuation (2004)	399,635	396,360	399,635	396,360
Buildings at cost	13,614	13,409	13,614	13,409
Less: Accumulated Depreciation	(207,263)	(192,543)	(207,263)	(192,543)
	205,986	217,226	205,986	217,226
Buildings under construction:				
Construction costs	86,330	58,722	86,330	58,722
Leasehold improvements				
Leasehold improvements - at cost	1,641	1,637	1,641	1,637
Less: Accumulated amortisation	(1,172)	-	(1,172)	-
	469	1,637	469	1,637
Total land and buildings	421,899	362,192	421,899	362,192
Infrastructure				
Infrastructure				
At University valuation (2004) *	27,870	30,225	27,870	30,225
Infrastructure at cost	7,432	7,404	7,432	7,404
Less: Accumulated Depreciation	(11,040)	(10,226)	(11,040)	(10,226)
	24,262	27,403	24,262	27,403
Infrastructure under construction:				
Construction costs	13,595	6,119	13,595	6,119
Total Infrastructure	37,857	33,522	37,857	33,522

* Infrastructure values have reduced due to the derecognition of the Under Freeway car park which is held via an operating lease. This is in accordance with Australian Accounting Standards.

QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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NOTE 22. PROPERTY, PLANT AND EQUIPMENT (Cont'd)

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
Plant and equipment				
Plant and equipment - at cost	60,084	61,048	59,832	61,048
Less: Accumulated depreciation	(34,266)	(35,624)	(34,259)	(35,624)
	25,818	25,424	25,573	25,424
Plant and equipment under finance lease	1,449	1,449	1,449	1,449
Less: Accumulated amortisation	(1,217)	(973)	(1,217)	(973)
	232	476	232	476
Other property, plant and equipment				
Library Collections - at cost	74,384	71,570	74,384	71,570
Less: Accumulated depreciation	(14,572)	(9,693)	(14,572)	(9,693)
	59,812	61,877	59,812	61,877
Museums & Other Collections - at cost	503	420	503	420
Museums & Other Collections - at University valuation	6,813	6,155	6,813	6,155
	7,316	6,575	7,316	6,575
Total plant and equipment	93,178	94,352	92,933	94,352
Total property, plant and equipment	552,934	490,066	552,689	490,066

Valuations of land and buildings

The basis of valuation of land and buildings is fair value being the amounts for which the assets could be exchanged between willing parties in an arm's length transaction, based on current prices in an active market for similar properties in the same location and condition.

The Australian Valuation Office (Registered Valuers) was instructed by QUT to provide a market valuation of the land component only of the subject properties for use as Fair Value for financial reporting purposes. This was undertaken in October 2004.

Buildings and Heritage assets were revalued using deprival value by Donald Cant Watts Corke (QLD) Pty Ltd, Quantity Surveyors in association with GHD Pty Ltd in November 2001.

Infrastructure assets were revalued using depreciated current replacement cost by GHD Pty Ltd, Consulting Engineers in November 2001.

Subsequent revaluations have been taken using appropriate indices.

Museum and other collections were revalued using market values by Bettina MacAulay, Fine Art and Publishing Consultant, in October 2001.

Reconciliations

Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current year are set out on the following page.

Non-current assets pledged as security

Assets held under a finance lease are pledged as security for the term of the lease. Refer to Note 26.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
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NOTE 22. PROPERTY, PLANT AND EQUIPMENT (Cont'd)

	Freehold land \$'000	Buildings \$'000	Buildings under construction \$'000	Infrastructure (including under construction) \$'000	Leasehold improvements \$'000	Plant & equipment \$'000	Leased plant & equipment \$'000	Other plant and equipment \$'000	Total \$'000
(a) Consolidated									
Carrying amount at 1 January 2004	84,607	217,226	58,722	33,522	1,637	25,424	476	68,452	490,066
Additions	3,401	156	27,608	7,477	169	10,231	-	4,477	53,519
Disposals	-	(208)	-	-	1	(2,299)	-	(1,580)	(4,086)
Revaluation increments	41,106	1,144	-	(2,368)	2	-	-	657	40,541
Other movements	-	847	-	-	(847)	(267)	-	1	(266)
Depreciation / amortisation expense	-	(13,179)	-	(774)	(493)	(7,271)	(244)	(4,879)	(26,840)
Carrying amount at 31 December 2004	129,114	205,986	86,330	37,857	469	25,818	232	67,128	552,934
(b) Parent									
Carrying amount at 1 January 2004	84,607	217,226	58,722	33,522	1,637	25,424	476	68,452	490,066
Additions	3,401	156	27,608	7,477	169	9,979	-	4,477	53,267
Disposals	-	(208)	-	-	1	(2,299)	-	(1,580)	(4,086)
Revaluation increments	41,106	1,144	-	(2,368)	2	-	-	657	40,541
Other Movements	-	847	-	-	(847)	(267)	-	1	(266)
Depreciation / amortisation expense	-	(13,179)	-	(774)	(493)	(7,264)	(244)	(4,879)	(26,833)
Carrying amount at 31 December 2004	129,114	205,986	86,330	37,857	469	25,573	232	67,128	552,689



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
NOTE 23. INTANGIBLE ASSETS				
Software - at cost	8,586	2,776	8,586	2,776
Less: Accumulated amortisation	(2,071)	(872)	(2,071)	(872)
	6,515	1,904	6,515	1,904
Software under development - at cost	64	8,734	64	8,734
Total intangible assets	6,579	10,638	6,579	10,638

NOTE 24. OTHER NON-FINANCIAL ASSETS

Current				
Prepayments	4,112	3,626	4,112	3,626
Non-current				
Deferred tax asset - future income tax benefit	-	3	-	-
Total other non-financial assets	4,112	3,629	4,112	3,626

NOTE 25. PAYABLES

Current				
Trade creditors	3,801	2,509	3,760	2,503
Accrued expenses	6,918	4,298	6,911	4,265
Accrued salaries	4,050	2,733	4,041	2,733
Other creditors	7,967	7,532	7,975	7,531
Total current payables	22,736	17,072	22,687	17,032



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NOTE 26. INTEREST BEARING LIABILITIES

		<i>Consolidated Entity</i>		<i>Parent Entity</i>	
		<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
		<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
Current					
Secured					
Finance lease	34	289	290	289	290
Total current interest bearing liabilities		289	290	289	290
Non-current					
Secured					
Finance lease	34	-	289	-	289
Total non-current interest bearing liabilities		-	289	-	289
Total interest bearing liabilities		289	579	289	579

Under the State's 2004-2005 Borrowing Program for Universities, the University has an approved overdraft limit of \$11.5 million. This facility has been established to provide security over payments for the Asset Management Program. In addition to this, the Borrowing Program also provides for an amount of up to \$3 million to be made available to the University during 2004-2005, in the form of loans. The University's overdraft facility and its 2004-2005 borrowing program have not been drawn upon during the year.

The University has also received approval from Queensland Treasury to enter into finance leases to the value of \$2 million. Finance lease commitments are disclosed in Note 34.

Assets pledged as security

The carrying amounts of non-current assets pledged as security are:

Finance lease					
Plant and equipment under finance lease	22	232	476	232	476



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 27. PROVISIONS

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	2004	2003	2004	2003
	\$'000	\$'000	\$'000	\$'000
Current				
Deferred income tax	-	15	-	-
Employee benefits				
Annual leave	5,985	5,730	5,982	5,730
Long service leave	2,960	6,647	2,960	6,647
Total current provisions	8,945	12,392	8,942	12,377
Non-current				
Employee benefits				
Annual leave	2,885	1,875	2,885	1,875
Long service leave	27,757	22,246	27,757	22,246
Total non-current provisions	30,642	24,121	30,642	24,121
Total provisions	39,587	36,513	39,584	36,498

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	2004	2003	2004	2003
	No's	No's	No's	No's
Employee numbers				
Full-time equivalent academic	987	968	987	968
Full-time equivalent professional (non-academic)	1,829	1,740	1,829	1,740
Full-time equivalent casual	676	611	676	611
Number of employees during the year	3,492	3,319	3,492	3,319

NOTE 28. OTHER LIABILITIES

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	2004	2003	2004	2003
	\$'000	\$'000	\$'000	\$'000
Current				
Unspent financial assistance	249	2,100	249	2,100
Revenue received in advance	10,965	9,126	10,816	9,126
Total current other liabilities	11,214	11,226	11,065	11,226
Non-current				
Smart State Research Facilities Fund Loan	12,500	-	12,500	-
Unspent financial assistance	-	10,883	-	10,883
Total non-current other liabilities	12,500	10,883	12,500	10,883
Total other liabilities	23,714	22,109	23,565	22,109

Current "Unspent financial assistance" consists primarily of unacquitted DEST funds that will be required to be repaid.

The 2003 Non current "Unspent financial assistance" consisted of gift funds from Atlantic Philanthropies for the construction of the Institute of Health and Biomedical Innovation which has now been recognised as revenue as the conditions attached to the gift have been predominantly satisfied. Refer to Note 9.

"Revenue received in advance" consists primarily of fee-paying overseas student fees received in advance and unearned at balance date.

The Queensland Government, through the Smart State Research Facilities Fund Program, has agreed to lend a total of \$22.5 million towards the construction of the Institute of Health and Biomedical Innovation (IHBI), of which \$12.5 million was received in 2004.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
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<i>Consolidated Entity</i>		<i>Parent Entity</i>	
<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>

NOTE 29. RESERVES AND RETAINED SURPLUS

(a) Reserves

Asset revaluation reserve	122,844	82,303	122,844	82,303
Endowment fund	5,189	4,773	5,189	4,773
Total reserves	128,033	87,076	128,033	87,076

Movements:

Asset revaluation reserve				
Balance 1 January	82,303	70,680	82,303	70,680
Revaluation movements:				
Land	41,106	10,571	41,106	10,571
Buildings (including Heritage)	1,144	546	1,144	546
Infrastructure *	(2,368)	48	(2,368)	48
Museums and other collections	657	458	657	458
Leasehold Improvements	2	-	2	-
Balance 31 December	122,844	82,303	122,844	82,303

Endowment fund				
Balance 1 January	4,773	4,658	4,773	4,658
Transfer from retained surplus	416	115	416	115
Balance 31 December	5,189	4,773	5,189	4,773

* Reversal of balance in connection with derecognition of the Under Freeway car park.

(b) Retained surplus

Retained surplus at the beginning of the year	500,902	481,619	500,875	481,619
Net operating result attributable to the parent entity	33,167	19,398	32,851	19,371
Transfer from retained surplus to endowments	(416)	(115)	(416)	(115)
Retained surplus at the end of the year	533,653	500,902	533,310	500,875

(c) Nature and purpose of reserves

The Asset revaluation reserve holds the amounts of indexation and revaluation increases / (decreases) over the life of the University's assets.

The endowment funds are to be held for the long term in order to benefit future students by, for example, provision of scholarships and bursaries.



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NOTE 30. FINANCIAL INSTRUMENTS

(a) Terms and conditions of recognised financial instruments

The University has identified the following classes of financial assets and liabilities: cash, debtors (net of provision for doubtful debts), accrued revenue, deposits at call, investments in shares (other than shares in subsidiaries), investment trust, trade creditors, accrued expenses, borrowings and finance leases.

The following information outlines the accounting policies and terms and conditions for each class of financial asset and liability identified by the University:

Financial assets

Cash at bank and on hand is recognised upon receipt and is measured at nominal value. Interest is received monthly. The effective interest rate on the operating account at 31 December 2004 was 4.19% (2003 4.00%). Refer Note 18.

Deposits at call are recognised upon transfer of funds and measured at nominal amount due. Deposits are repayable with 24 hours notice. The effective interest rate at 31 December 2004 was 5.61% (2003 5.49%). Refer Note 18.

Debtors, student loans and accrued revenue are recognised upon delivery of goods or provision of services, or when the loan is made, and are measured at nominal amounts due less any provision for doubtful debts. Provision for doubtful debts is recognised when collection of the full nominal amount is no longer probable. Credit sales are normally on 21 day terms. Loans to students are normally interest free. Refer Note 19.

Investment Trust is recognised upon transfer of funds and measured at market value. Investments are repayable within 20 business days. The yield in 2004 was 17.59% (2003 10.41%). Refer Note 21.

Investments in shares – other than shares in subsidiaries is recognised at historical cost, (which approximates net fair value), less any provision for permanent diminution of value for unlisted companies and at market value for listed companies. Refer Note 21.

Financial liabilities

Trade creditors and accrued expenses are recognised upon the receipt of goods or services and measured at nominal amounts due. Trade creditors are settled on the terms of the invoice. Refer to Note 25.

Finance leases are recognised as current and non-current liabilities and measured at the present value of the minimum lease payments. Finance leases are settled on the terms of the lease agreement. Refer to Note 26.

Overdraft and borrowings are recognised when funds are received. The Smart State Research Facility Fund Loan is an interest free loan from the State Government which is currently recognised as a non-current liability. Accordingly no interest rate exposure exists as at 31 December 2004. Refer to Notes 26 and 28.

(b) Credit risk exposure

Credit risk on the University's financial assets is the loss that would arise if the other parties failed to perform their contractual obligations. The maximum credit risk relating to amounts recognised in the Statements of Financial Position is the carrying amount of those assets. The University minimises exposure to credit risk by undertaking credit checks on new debtors where the assessed value exceeds \$10,000 and by trading with a substantial number of parties. Credit checks are not required for government departments, public statutory bodies and government and semi-government agencies. Where a customer fails a credit check, any work undertaken must be paid for in advance.

(c) Interest rate risk exposures

The University's exposure to interest rate risk and the effective weighted average interest rate by maturity period is set out in the following table. For interest rates applicable to each class of asset or liability refer to individual notes to the financial statements.

Exposures arise predominantly from assets and liabilities bearing variable interest rates as the consolidated entity intends to hold fixed rate assets and liabilities to maturity.

QUEENSLAND UNIVERSITY OF TECHNOLOGY
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NOTE 30. FINANCIAL INSTRUMENTS (Cont'd)

(c) Interest rate risk exposures (cont'd)

	Note	Consolidated Fixed interest maturing in:				
		Floating interest rate \$'000	1 year or less \$'000	Over 1 to 5 years \$'000	Non- interest bearing \$'000	Total \$'000
2004						
Financial assets						
Cash and deposits	18	29,624	-	-	-	29,624
Receivables	19	-	-	-	12,433	12,433
Other financial assets - investments	21	135,847	-	-	2,343	138,190
		165,471	-	-	14,776	180,247
Weighted average interest rate						
		15.4%				
Financial liabilities						
Trade and other creditors	25	-	-	-	22,736	22,736
Other loans	26/28	-	289	-	12,500	12,789
		-	289	-	35,236	35,525
Weighted average interest rate						
			6.5%			
Net financial assets (liabilities)		165,471	(289)	-	(20,460)	144,722
2003						
Financial assets						
Cash and deposits	18	62,167	-	-	-	62,167
Receivables	19	-	-	-	17,148	17,148
Other financial assets - investments	21	72,843	-	-	1,700	74,543
		135,010	-	-	18,848	153,858
Weighted average interest rate						
		6.2%				
Financial liabilities						
Trade and other creditors	25	-	-	-	17,072	17,072
Other loans	26/28	-	290	289	-	579
		-	290	289	17,072	17,651
Weighted average interest rate						
			6.5%	6.5%		
Net financial assets (liabilities)		135,010	(290)	(289)	1,776	136,207

(d) Net fair value of financial assets and liabilities

The net fair value of cash and deposits and non-interest bearing monetary financial assets and financial liabilities of the consolidated entity approximates their carrying amounts.

The net fair value of other monetary financial assets is based upon market prices where a market exists.



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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NOTE 31. RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS

Responsible Persons

"Responsible persons" are defined as those who act for the University in a fiduciary position as a member of the University's Council and includes board members of the University's wholly owned subsidiaries.

(a) Names of Responsible Persons

The following persons were members of University Council during the year:

Chancellor	Major General P Arnison (Retd) AC CVO (commenced 9 September 2004) Dr C Hirst AO (resigned 8 September 2004)
Deputy Chancellor	Mr K Hilless (term ended 20 November 2004, re-appointed 1 January 2005)
Vice-Chancellor	Prof P Coaldrake
Nominees of the Governor in Council	Dr T Cutler (term commenced 21 November 2004) Dr C Dillon (term ended 20 November 2004) Dr F Haly AO (resigned 21 July 2004) Mr K Hilless (term ended 20 November 2004) Mr S Keim Mrs L Lavarch (resigned 16 January 2004) Ms C Male (term commenced 21 November 2004) Dr E Mellish Mr C Sarra (term commenced 21 November 2004) Ms U Schreiber (term commenced 21 November 2004) Mr J Varghese (term ended 20 November 2004) Ms R Vilgan (term commenced 21 November 2004) Ms J Withey (term ended 20 November 2004)
Nominee of the Director-General of Education	Mr N Whittaker
Nominees of Council	Mr K Dredge (term ended 20 November 2004) Dr D McTaggart (term ended 20 November 2004, re-appointed 1 February 2005)
Elected professional staff	Ms H Goss (term ended 20 November 2004) Ms D Redfern (term commenced 21 November 2004) Miss S Smith (term ended 20 November 2004) Mr M Waterworth (term commenced 21 November 2004)
Elected academic staff	Dr R Cope Mr R Daniels Prof J Gough (term commenced 21 November 2004) Ms L Wiseman (term ended 20 November 2004)
Elected student members	Ms S Fentiman (term ended 20 November 2004) Mr R Ginard (term ended 20 November 2004) Ms J Jansen (resigned 30th January 2004) Mr M Peters (resigned 5 July 2004)
Elected alumni members	Dr G Drummond (term commenced 21 November 2004) Mrs M-C Grady (term commenced 21 November 2004) Ms A McDiarmid (term ended 20 November 2004) Mr M Thatcher (term ended 20 November 2004)
Secretary	Dr C E Dickenson



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
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NOTE 31. RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS (Cont'd)

Responsible Persons (Cont'd)

(a) Names of Responsible Persons (Cont'd)

Directors of QUT Enterprise Holdings Pty Ltd	Prof P Coaldrake (Chair) Mr K Hillless Mr R Mortimer Mr P Sullivan
Secretary of QUT Enterprise Holdings Pty Ltd	Mr C Melvin
Directors of Creative Industries Precinct Pty Ltd	Mr B Anker Hon K De Lacy (Chair) Prof D Gardiner (Resigned 1 August 2004) Prof J Hartley Mr I Johnston Ms T Robertson Prof A Sharma (Appointed 2 August 2004) Mr H Weldon
Secretary of Creative Industries Precinct Pty Ltd	Mr C Melvin

(b) Remuneration of Responsible Persons

The "Responsible persons" who received remuneration from the University included the Chancellors in their roles as head of the University Council (the University leased and fully maintained a Holden Astra for the outgoing Chancellor and now leases and fully maintains a Holden Berlina for the current Chancellor), and the board members of QUT Enterprise Holdings Pty Ltd and Creative Industries Precinct Pty Ltd.

	Consolidated Entity		Parent Entity	
	Number	Number	Number	Number
	2004	2003	2004	2003
Nil to \$9,999	5	8	1	-
\$10,000 to \$19,999	4	2	1	1
\$20,000 to \$29,999	1	-	-	-
	\$'000	\$'000	\$'000	\$'000
Income paid/payable to responsible persons in the consolidated entity in connection with the management of affairs of the parent entity or its controlled entities:	84	48	12	12

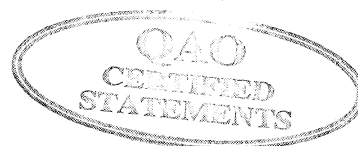
Executive Officers

"Executive officers" are defined as the Vice-Chancellor and any person who is part of the University's executive group who is directly accountable and responsible for the strategic direction and operational management of the University or its subsidiaries.

(a) Names of Executive Officers

The following persons were executive officers of the University during the year:

Executive officers of QUT	Prof P Coaldrake (Vice-Chancellor) Mr T G Cochrane (Deputy Vice-Chancellor, Technology, Information and Learning Support) Dr C E Dickenson (Registrar and Head of Administrative Services) Prof D G Gardiner (Deputy Vice-Chancellor, Academic) Prof S L Harding (Deputy Vice-Chancellor, International and Development) Prof A K Sharma (Deputy Vice-Chancellor, Research and Commercialisation) Mr P G Sullivan (Executive Director, Finance and Resource Planning)
Executive officer of Creative Industries Precinct Pty Ltd	Mr S Copplin (Chief Executive Officer)



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NOTE 31. RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS (Cont'd)

Executive Officers (Cont'd)

(b) Remuneration of Executive Officers

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	Number 2004	Number 2003	Number 2004	Number 2003
\$130,000 to \$139,999	-	1	-	1
\$140,000 to \$149,999	1	-	1	-
\$150,000 to \$159,999	1	-	-	-
\$200,000 to \$209,999	-	3	-	3
\$210,000 to \$219,999	-	2	-	2
\$220,000 to \$229,999	3	-	3	-
\$230,000 to \$239,999	1	1	1	1
\$250,000 to \$259,999	1	-	1	-
\$260,000 to \$269,999	-	1	-	1
\$390,000 to \$399,999	-	1	-	1
\$410,000 to \$419,999	1	-	1	-
\$470,000 to \$479,999	-	1	-	1
	\$'000	\$'000	\$'000	\$'000
Income paid or payable, to executive officers by the parent entity or its controlled entities:	1,884	2,559	1,733	2,559

These numbers include positions where the occupant resigned during the year and the vacancy was subsequently filled.

NOTE 32. REMUNERATION OF AUDITORS

During the year the following fees were paid for services provided by the auditors of the parent entity, the Queensland Audit Office, and non-related audit firms:

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Assurance services				
1. Audit services				
Fees paid to the Queensland Audit Office:				
Audit and review of financial reports	166	164	160	156
2. Other assurance services				
Fees paid to the Queensland Audit Office:				
Compliance services	8	3	8	3
Fees paid to other audit firms	13	-	13	-
Total remuneration of auditors	187	167	181	159



QUEENSLAND UNIVERSITY OF TECHNOLOGY
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NOTE 33. CONTINGENT ASSETS AND LIABILITIES

The University had contingent assets and liabilities at 31 December 2004 in respect of:

	Consolidated Entity		Parent Entity	
	2004	2003	2004	2003
	\$'000	\$'000	\$'000	\$'000
Contingent liabilities				
Potential loan repayment to the Queensland Government for the Medical Engineering Research Facility *	5,000	-	5,000	-
Potential loan repayment to the Queensland Government for the Institute of Health and Biomedical Innovation **	10,000	22,500	10,000	22,500
Estimated liability in respect to contractual disputes	744	607	744	607
Potential claims re HIH collapse	13	59	13	59
Total Contingent liabilities	15,757	23,166	15,757	23,166
Contingent assets				
Potential contributions from the Queensland Government for the Medical Engineering Research Facility *	5,000	-	5,000	-
Potential loan forgiven by the Queensland Government for the Medical Engineering Research Facility *	1,667	-	1,667	-
Potential contributions from the Queensland Government for the Institute of Health and Biomedical Innovation **	10,000	22,500	10,000	22,500
Potential loan forgiven by the Queensland Government for the Institute of Health and Biomedical Innovation **	7,500	-	7,500	-
Potential donations from Atlantic Philanthropies ***	4,553	9,334	4,553	9,334
Potential contribution from the State Government for Creative Industries Precinct	-	7,405	-	7,405
Potential recovery from HIH Claims Support Scheme	13	174	13	174
Total Contingent assets	28,733	39,413	28,733	39,413

* The Queensland Government has agreed to lend \$5,000,000 towards the construction of the Medical Engineering Research Facility in 2005. Subject to the University meeting certain criteria, the amount of the loan to be repaid to Queensland Government may be reduced to \$3,333,000.

** The Queensland Government has agreed to lend \$22,500,000 towards the construction of the Institute of Health and Biomedical Innovation (IHBI) of which \$12,500,000 was received in 2004. Subject to the University meeting certain criteria, the amount of the loan to be repaid to Queensland Government may be reduced to \$15,000,000.

*** The major part of the Atlantic Philanthropies donation is an amount of \$4,100,000 pledged towards the construction of the Institute of Health and Biomedical Institute (IHBI), at Kelvin Grove. Refer also to Note 37.

	Consolidated Entity			
	Contingent Assets		Contingent Liabilities	
	2004	2003	2004	2003
	\$'000	\$'000	\$'000	\$'000
Opening balance	39,413	47,825	23,166	22,794
Additional and increased contingencies recognised during the reporting period	14,167	-	5,450	407
Reductions in contingency assets/liabilities	(24,847)	(8,412)	(12,859)	(35)
Closing balance	28,733	39,413	15,757	23,166



QUEENSLAND UNIVERSITY OF TECHNOLOGY
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NOTE 34. COMMITMENTS FOR EXPENDITURE

	<i>Note</i>	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
		2004	2003	2004	2003
		\$'000	\$'000	\$'000	\$'000
Capital Commitments					
Commitments for the acquisition of property, plant and equipment contracted for at the reporting date but not recognised as liabilities, payable:					
Within one year		38,321	31,633	38,321	31,633
Later than one year but not later than 5 years		11,590	3,191	11,590	3,191
Total capital commitments		49,911	34,824	49,911	34,824
The above commitments include capital expenditure commitments relating to Kelvin Grove Developments (KGUV, CIP & IHBI).					
	37	33,755	11,876	33,755	11,876
Lease commitments					
Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:					
Within one year		2,784	2,079	2,784	2,079
Later than one year but not later than 5 years		3,246	2,931	3,246	2,931
Total lease commitments		6,030	5,010	6,030	5,010
Representing:					
Cancellable operating leases		-	-	-	-
Non-cancellable operating leases		5,725	4,385	5,725	4,385
Future finance charges on finance leases		16	46	16	46
		5,741	4,431	5,741	4,431
Operating leases					
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:					
Within one year		2,479	1,759	2,479	1,759
Later than one year but not later than 5 years		3,246	2,626	3,246	2,626
Total operating leases		5,725	4,385	5,725	4,385
Finance leases					
Commitments in relation to finance leases are payable as follows:					
Within one year		305	320	305	320
Later than one year but not later than 5 years		-	305	-	305
Minimum lease payments		305	625	305	625
Less: Future finance charges		16	46	16	46
Total lease liabilities		289	579	289	579
Representing lease liabilities:					
Current	26	289	290	289	290
Non-current	26	-	289	-	289



QUEENSLAND UNIVERSITY OF TECHNOLOGY
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<i>Consolidated Entity</i>		<i>Parent Entity</i>	
<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>

NOTE 34. COMMITMENT FOR EXPENDITURE (Cont'd)

Other expenditure commitments

Commitments for Collaborative Research Centre's (CRC's) and Commercial Entities in existence at the reporting date but not recognised as liabilities, payable:

Within one year	1,647	1,560	1,647	1,560
Later than one year but not later than 5 years	4,960	5,200	4,960	5,200
Later than 5 years	610	1,220	610	1,220
Total other expenditure commitments	7,217	7,980	7,217	7,980

NOTE 35. DEFINED BENEFIT SUPERANNUATION PLAN

The only defined benefit superannuation plan sponsored by the University is UniSuper. UniSuper has a financial year ending on 30 June, and accordingly information is disclosed as at that date.

<i>Consolidated Entity</i>		<i>Parent Entity</i>	
<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
<i>30 June</i>	<i>30 June</i>	<i>30 June</i>	<i>30 June</i>
<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>

Estimated present value of QUT members' accrued benefits	76,947	63,976	76,947	63,976
Estimated net market value of UniSuper assets notionally apportioned to QUT for future benefit payments of members at 30 June 2004	86,606	67,467	86,606	67,467
Difference between share of estimated net assets and estimated accrued benefits of QUT members	9,659	3,491	9,659	3,491
 Estimated amount of vested benefits applicable to QUT	 89,450	 76,565	 89,450	 76,565
 Employer contributions to the Fund	 22,546	 20,335	 22,546	 20,335



**QUEENSLAND UNIVERSITY OF TECHNOLOGY
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NOTE 35. DEFINED BENEFIT SUPERANNUATION PLAN (Cont'd)

The accrued benefits have been calculated as the present value of expected future benefit payments to the relevant members which arise from membership of UniSuper up to the reporting date, determined using the actuary's current expectations of earnings of UniSuper's assets, future inflation, salary levels and other relevant assumptions.

The vested benefits are benefits which are not conditional upon continued membership (or any factor other than leaving the service of the participating institution), which members were entitled to receive had their fund membership been voluntarily terminated as at the reporting date.

The latest actuarial investigation was completed on the 16 May 2003 and conducted as at 31 December 2002. The investigation was conducted by Mr Grant Harslett (FIA, FIAA) and Mr Matthew Burgess (FIAA) of Towers Perrin.

These figures only relate to members of the Defined Benefit Plan as at 30 June 2004.

2005 Financial Year Onwards – Future Reporting of Superannuation Information

The adoption of Australian equivalents to International Financial Reporting Standards for reporting periods beginning on or after 1 January 2005 (refer to Note 2) means that, in future periods, the provision of information relating to employee superannuation entitlements will be in accordance with the new Australian accounting standard AASB 119 – Employee Benefits.

The new standard is based on a substantially different methodology to the previous Accounting Standard and the current method of allocating assets and benefit liabilities to particular institutions will no longer be appropriate. As a result, the provision of specific information on an individual employer basis by UniSuper becomes impractical as there is no consistent and reliable basis for allocating the liabilities, assets and costs to individual institutions.

Consequently, UniSuper intends to adopt the "multi employer provisions" of this new standard for 2005.

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

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

Towers Perrin, the Fund Actuary, has advised that given the nature of UniSuper, the pooling of risk and the difficulties in reliably allocating the benefit liabilities, assets and costs between institutions, it is preferable for employers to use the defined contribution reporting approach available under the multi-employer fund provisions of AASB 119 for preparing their financial statements.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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NOTE 36. INVESTMENTS IN CONTROLLED ENTITIES

Queensland University of Technology controls the following entities:

Class of shares	Ownership interest		Net equity		Total revenue		Operating result		Contribution to operating result	
	2004 %	2003 %	2004 \$	2003 \$	2004 \$	2003 \$	2004 \$	2003 \$	2004 \$	2003 \$
GeneCo Pty Ltd										
Brisbane Business School Pty Ltd	100	100	1,562,552	1,562,552	-	-	-	-	-	-
QUT Enterprise Holding Pty Ltd	100	100	1	1	-	-	-	-	-	-
QUT Enterprise Holdings Trust	100	100	10,000	10,000	-	-	-	-	-	-
QUT Enterprise Holdings Trust	100	100	343,077	10	-	-	-	-	-	-
Creative Industries Precinct Pty Ltd	100	100	343,068	1	669,465	120,476	-	-	-	-

GeneCo Pty Ltd was established to undertake research into gene probe technology.

Brisbane Business School Pty Ltd was established in 1999 in order to establish the business name "Brisbane Business School".

QUT Enterprise Holdings Pty Ltd was established in 2001 to act as the corporate trustee for QUT Enterprise Holdings Trust.

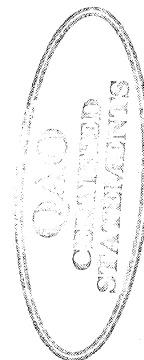
QUT Enterprise Holdings Trust was established in 2001 as a holding entity for new QUT owned entities established to undertake or to initiate, promote, facilitate and oversee research and development projects, and education and training programmes in relation to any university discipline.

Creative Industries Precinct Pty Ltd is a subsidiary of QUT Enterprise Holdings Trust. Creative Industries Precinct Pty Ltd was established in December 2001 to manage and operate the Creative Industries Enterprise Centre in Kelvin Grove.

Only Creative Industries Precinct Pty Ltd traded during the year.

All controlled entities are incorporated in Australia.

There is 1 share of 1,562,553 shares in GeneCo Pty Ltd that is not owned by the University.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 37. INTEREST IN JOINT VENTURE OPERATION

KELVIN GROVE DEVELOPMENTS

The University, together with the State Government is developing a 16.5 hectare site adjacent to the present Kelvin Grove campus, to establish the Kelvin Grove Urban Village (KGUV). This project will provide educational, residential and commercial facilities and will include:

- The Creative Industries Precinct (CIP)
- The Institute of Health and Biomedical Innovation (IHBI)
- Other University and related facilities

Each party owns and controls its own land on the site however an agreement has been made to develop the whole site in a co-operative and co-ordinated manner. The University and the Department of Housing have signed a Co-Operation Deed that prescribes the processes, organisation and responsibilities for the development.

Expenditure on these projects by the University in 2004 was \$16,913,000 (2003 \$48,846,000) of which \$15,136,000 (2003 \$40,953,000) was capitalised.

Budgeted University capital expenditure commitments are as follows:

	2005	2006
	\$'000	\$'000
Infrastructure	2,406	1,825
Capital construction	20,000	-
Fitout	15,000	3,814
Specialised equipment	2,000	3,600
Total	39,406	9,239

These include contracted commitments as disclosed in Note 34.

In addition, proceeds of \$3,730,000 from land sales are expected to be received by the University in 2005 subject to the Department of Housing purchasing certain parcels of land, pursuant to the Co-Operation Deed. The carrying value of land to be sold is disclosed as "Inventories - Land held for Resale" in Note 20.

The State Government has contributed \$15,484,000 towards the Creative Industries Precinct (\$6,625,000 of which was received in 2004) and has provided a loan facility of \$22,500,000 for IHBI through the Smart State Research Facilities Fund (SSRFF) (refer Notes 28 and 33), of which \$12,500,000 was drawn down in 2004. Atlantic Philanthropies has also contributed \$18,400,000 million towards the construction of IHBI with the final \$4,100,000 to be received in 2005.

There are no joint venture operation shared assets or liabilities used in the project.

NOTE 38. ECONOMIC DEPENDENCY

The University is dependent on the Department of Education, Science and Training for the payments of Commonwealth Government financial assistance and Commonwealth payments of HECS for 52% of revenue (2003 58%).

NOTE 39. EVENTS OCCURRING AFTER REPORTING DATE

Walter Construction Group, contracted by QUT to undertake capital works at Kelvin Grove campus, has gone into administration after its German parent company Walter Bau filed for insolvency. Administrators have been appointed. QUT is presently negotiating with other builders and subcontractors in order to bring the project to completion. A preliminary estimate of the cost to QUT associated with this is approximately \$1 million.

QUT has agreed to lend IDP Education Australia Ltd (IDP) the sum of \$250,000 repayable by way of 12 equal monthly instalments commencing on the one year anniversary of the date IDP receives the advance. The Deed of Loan was executed following QUT Council approval on 23 February 2005.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 40. RECONCILIATION OF OPERATING RESULT FROM ORDINARY ACTIVITIES AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
Net operating result from ordinary activities	33,167	19,398	32,851	19,371
Less reallocation of 2003 Interest Received from Operating Activities to Investing Activities	-	(3,225)	-	(3,225)
Assets written off due to asset recognition threshold change	-	12,979	-	12,979
Depreciation and amortisation	27,288	27,758	27,281	27,758
(Gain) on disposal of land	(7,973)	(5,868)	(7,973)	(5,868)
Loss on disposal of fixed assets	4,764	1,533	4,764	1,533
Loss on write off of intangible assets	4,331	-	4,331	-
Income from donated items *	(296)	(699)	(296)	(699)
Changes in assets and liabilities:	-	-	-	-
(Increase) in market value of long term investments	(18,320)	(7,528)	(18,320)	(7,528)
(Decrease) in provision for diminution in value of other financial assets	-	(147)	-	(147)
(Increase) decrease in debtors	2,702	(8,053)	2,781	(8,057)
Increase in provision for doubtful debts	837	2,473	831	2,473
Decrease in accrued revenue	1,177	2,530	1,176	2,530
(Increase) decrease in inventories	245	(550)	245	(550)
(Increase) in prepayments & other assets	(952)	(428)	(940)	(435)
Increase in trade creditors	4,108	654	4,110	648
Increase (decrease) in accrued expenses and other creditors	1,556	(2,402)	1,546	(2,417)
Increase in provision for employee benefits	3,089	6,339	3,086	6,339
(Decrease) in other liabilities	(12,734)	(1,287)	(12,734)	(1,320)
Increase in revenue received in advance	1,839	2,308	1,690	2,308
Net cash inflow from operating activities	44,828	45,786	44,429	45,693

* During the year the University acquired library, plant and equipment and artwork with an aggregate fair value of \$296,000 (2003 \$699,000) as gifts. These are not reflected in the Statements of Cashflows.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 41. ACQUITTAL OF COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE

The information contained in this note is supplied in order to acquit grants (financial assistance) received from the Department of Education, Science and Training. The information below differs from Note 3 due to the differing treatments of financial assistance received at the end of one year, that are advanced as part of the following year's assistance. For acquittal purposes, these monies must be included in the year that they are allocated for, rather than included in the year in which they are received. Where necessary, comparative information has been reclassified to achieve consistency in disclosure with current financial year amounts. Refer also to Note 1(b).

	<i>Note</i>	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
		2004	2003	2004	2003
		\$'000	\$'000	\$'000	\$'000
Revenue from ordinary activities					
Commonwealth Government financial assistance					
Commonwealth Government grants	41.1	155,552	143,530	155,552	143,530
Higher Education Contribution Scheme					
Commonwealth payments	41.1	86,143	90,631	86,143	90,631
Student contributions		14,588	14,350	14,588	14,350
Commonwealth loan programmes	41.1	9,214	7,397	9,214	7,397
State Government financial assistance	4	9,722	12,990	9,299	12,830
Fees and charges	5	94,736	86,247	94,736	86,247
Investment income	6	21,703	11,400	21,703	11,400
Royalties, trademarks and licences	7	183	712	183	712
Consultancy and contract research	8	11,922	9,859	11,922	9,859
Other revenue	9	57,081	33,655	56,872	33,655
Total revenue from ordinary activities		460,844	410,771	460,212	410,611
Expenses from ordinary activities					
Employee benefits and on costs	10	240,724	224,671	240,490	224,671
Depreciation and amortisation	11	27,288	27,758	27,281	27,758
Repairs and maintenance	12	20,787	21,538	20,761	21,538
Borrowing costs	13	28	58	28	58
Bad and doubtful debts	14	1,943	3,799	1,938	3,799
Other expenses	15	118,835	112,544	118,779	112,423
Total expenses from ordinary activities		409,605	390,368	409,277	390,247
Surplus		51,239	20,403	50,935	20,364

Please note that the above surplus does not equal the restated 2004 revenue amount disclosed in Note 1(b) due to the inclusion of prior period unexpended funds in this section.



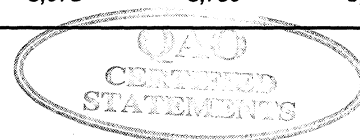
QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 41. ACQUITTAL OF COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE (Cont'd)

41.1 Summary – Acquittal of Commonwealth Government Financial Assistance

	<i>Note</i>	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
		<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
		<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
(a) DEST - Teaching and Learning	41.2				
Operating Grant *		123,868	113,408	123,868	113,408
Capital development pool		1,049	3,136	1,049	3,136
Total DEST - Teaching and Learning		124,917	116,544	124,917	116,544
(b) HECS and Other Commonwealth Loan Programmes	41.3				
HECS - Commonwealth Payments		86,143	90,631	86,143	90,631
PELS		9,205	7,393	9,205	7,393
BOTPLS		9	4	9	4
Total HECS and other Commonwealth loan programmes		95,357	98,028	95,357	98,028
(c) Scholarships	41.4				
Australian Postgraduate Awards		1,932	1,817	1,932	1,817
Commonwealth Accommodation Scholarships		656	-	656	-
International Postgraduate Research Scholarships		365	346	365	346
Commonwealth Education Costs Scholarships		266	-	266	-
Total Scholarships		3,219	2,163	3,219	2,163
(d) DEST - Research	41.5				
Research Training Scheme		9,888	9,485	9,888	9,485
Institutional Grants Scheme		4,902	4,885	4,902	4,885
Research Infrastructure Block Grants		1,745	1,495	1,745	1,495
Total DEST - Research		16,535	15,865	16,535	15,865
(e) Other DEST					
DEST Unexpended		(127)	(126)	(127)	(126)
DEST ARC Large		154	122	154	122
DEST Research Infrastructure		-	55	-	55
DEST Collaborative Research		431	22	431	22
DEST Other Unexpended		(3)	3	(3)	3
Other DEST Research		70	36	70	36
Other DEST Non-Research		16	51	16	51
Total Other DEST		541	163	541	163
TOTAL DEST		240,569	232,763	240,569	232,763
(f) Australian Research Council					
(f)(i) Discovery	41.6(a)				
Project		2,350	2,152	2,350	2,152
Fellowship		(11)	(11)	(11)	(11)
Total Discovery		2,339	2,141	2,339	2,141
(f)(ii) Linkages	41.6(b)				
Projects		3,598	2,539	3,598	2,539
International		122	234	122	234
Special Research Initiatives		30	-	30	-
Infrastructure		-	300	-	300
Total Linkages		3,750	3,073	3,750	3,073

* Operating grant includes Workplace Reform Programme.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 41. ACQUITTAL OF COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE (Cont'd)

41.1 Summary – Acquittal of Commonwealth Government Financial Assistance (cont'd)

	<i>Consolidated Entity</i>		<i>Parent Entity</i>	
	<i>2004</i>	<i>2003</i>	<i>2004</i>	<i>2003</i>
	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>	<i>\$'000</i>
(g) Other Commonwealth Government financial assistance				
National Health & Medical Research Council	2,588	1,589	2,588	1,589
Australian Centre for International Agricultural Research	561	277	561	277
Aboriginal Tutorial Assistance Scheme	312	97	312	97
Defence, Science and Technology Organisation	100	-	100	-
Department of Communications	90	-	90	-
Ausaid	89	-	89	-
Department of Health & Aged Care	81	211	81	211
Australearn	-	497	-	497
Other	430	910	430	910
Total Other Commonwealth Government financial assistance	4,251	3,581	4,251	3,581
Total Government financial assistance	250,909	241,558	250,909	241,558
Reconciliation				
Commonwealth Governments grants	155,552	143,530	155,552	143,530
HECS - Commonwealth payments	86,143	90,631	86,143	90,631
Commonwealth loan programmes	9,214	7,397	9,214	7,397
Total Government financial assistance	250,909	241,558	250,909	241,558

For each category of Commonwealth financial assistance, the amounts disclosed above, are equal to the amounts disclosed as 'Revenue for the period' in Notes 41.2 to 41.6, less any amounts that are considered likely to be recovered by the Commonwealth.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

NOTE 41. ACQUITTAL OF COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE (Cont'd)

41.2 DEST – Teaching and Learning

		Parent Entity (University) ONLY				
	Note	Operating Grant *		Capital Development Pool		TOTAL
		2004	2003	2004	2003	2003
		\$000	\$000	\$000	\$000	\$000
Financial Assistance received in CASH during the reporting period (total cash received from the Commonwealth for the programmes)		116,740	111,318	1,049	3,136	117,789
Net accrual adjustments		7,128	2,090	-	-	7,128
Revenue for the period	41.1(a)	123,868	113,408	1,049	3,136	124,917
Less expenses including accrued expenses		(123,868)	(113,408)	(1,049)	(3,136)	(124,917)
Surplus (deficit) for reporting period		-	-	-	-	-

* Operating grant includes Workplace Reform Programme.



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

41.3 HECS and Other Commonwealth Loan Programmes

Parent Entity (University) ONLY

Note	HECS (Commonwealth payments only)		PELS		BOTPLS		TOTAL	
	2004 \$000	2003 \$000	2004 \$000	2003 \$000	2004 \$000	2003 \$000	2004 \$000	2003 \$000
Financial Assistance received in CASH during the reporting period (total cash received from the Commonwealth for the programmes)	79,234	90,610	8,723	6,381	9	4	87,966	96,995
Net accrual adjustments	6,909	21	482	1,012	-	-	7,391	1,033
Revenue for the period	86,143	90,631	9,205	7,393	9	4	95,357	98,028
Less: expenses including accrued expenses	(86,143)	(90,631)	(9,205)	(7,393)	(9)	(4)	(95,357)	(98,028)
Surplus (deficit) for reporting period	-	-	-	-	-	-	-	-



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

41.4 Scholarships

Parent Entity (University) ONLY

	Australian Postgraduate Awards		Australian Postgraduate Awards Post-2002		International Postgraduate Research Scholarships		Commonwealth Education Costs Scholarships		Commonwealth Accommodation Scholarships		TOTAL	
	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial Assistance received in CASH during the reporting period (total cash received from the Commonwealth for the programmes)	289	736	1,643	1,158	365	331	266	-	656	-	3,219	2,225
Net accrual adjustments	-	(77)	-	-	-	15	-	-	-	-	-	(62)
Revenue for the period	289	659	1,643	1,158	365	346	266	-	656	-	3,219	2,163
Surplus (deficit) from the previous year	-	165	158	-	354	319	-	-	-	-	512	484
Total revenue including accrued revenue	289	824	1,801	1,158	719	665	266	-	656	-	3,731	2,647
Less expenses including accrued expenses	(289)	(824)	(1,525)	(1,000)	(719)	(311)	(266)	-	(646)	-	(3,445)	(2,135)
Surplus (deficit) for reporting period	-	-	276	158	-	354	-	-	10	-	286	512



QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

41.5 DEST Research

Parent Entity (University) ONLY

	Note	Institutional Grants Scheme		Research Training Scheme		Research Infrastructure Block Grants		TOTAL	
		2004	2003	2004	2003	2004	2003	2004	2003
		\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial Assistance received in CASH during the reporting period (total cash received from the Commonwealth for the programmes)		4,510	4,887	9,097	9,519	1,606	1,516	15,213	15,922
Net accrual adjustments		392	(2)	791	(34)	139	(21)	1,322	(57)
Revenue for the period	41.1(d)	4,902	4,885	9,888	9,485	1,745	1,495	16,535	15,865
Surplus (deficit) from the previous year		-	2	-	-	612	781	612	783
Total revenue including accrued revenue		4,902	4,887	9,888	9,485	2,357	2,276	17,147	16,648
Less expenses including accrued expenses		(4,902)	(4,887)	(9,888)	(9,485)	(1,746)	(1,664)	(16,536)	(16,036)
Surplus (deficit) for reporting period		-	-	-	-	611	612	611	612



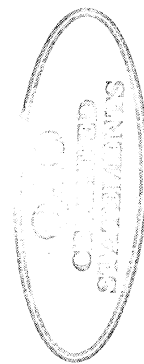
QUEENSLAND UNIVERSITY OF TECHNOLOGY
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

41.6 Australian Research Council Grants

(a) Discovery

Parent Entity (University) ONLY

	Note	Projects		Fellowships		TOTAL	
		2004	2003	2004	2003	2004	2003
		\$000	\$000	\$000	\$000	\$000	\$000
Financial Assistance received in CASH during the reporting period (total cash received from the Commonwealth for the programmes)		2,481	2,000	-	-	2,481	2,000
Net accrual adjustments		(2)	170	-	-	(2)	170
Revenue for the period	41.1(f)(i)	2,479	2,170	-	-	2,479	2,170
Surplus (deficit) from the previous year		942	712	11	11	953	723
Total revenue including accrued revenue		3,421	2,882	11	11	3,432	2,893
Less expenses including accrued expenses		(2,185)	(1,940)	-	-	(2,185)	(1,940)
Surplus (deficit) for reporting period		1,236	942	11	11	1,247	953



**CERTIFICATE OF THE QUEENSLAND UNIVERSITY OF TECHNOLOGY
MANAGEMENT CERTIFICATE**

We have prepared the annual financial statements pursuant to the provisions of the *Financial Administration and Audit Act 1977* and other prescribed requirements and we certify that:

- (a) the financial statements are in agreement with the accounts and records of the Queensland University of Technology and its controlled entities; and
- (b) in our opinion –
 - (i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects;
 - (ii) the financial statements have been drawn up to present a true and fair view of the transactions of the Queensland University of Technology for the period 1 January 2004 to 31 December 2004, and of the financial position as at 31 December 2004 in accordance with prescribed accounting standards and conform with the *Guidelines for the Preparation of Annual Financial Statements* issued by the Department of Education, Science and Training;
 - (iii) at the time of this Certificate there are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due;
 - (iv) the amount of Commonwealth financial assistance expended during the year was for the purpose(s) for which it was provided; and
 - (v) the University has complied in full with the requirements of various programme guidelines that apply to the Commonwealth financial assistance identified in these financial statements.

P M ARNISON
Chancellor

O P COALDRAKE
Vice-Chancellor

P G SULLIVAN
Executive Director
Finance & Resource Planning

Date:

Date:

Date:

INDEPENDENT AUDIT REPORT

Queensland University of Technology

Matters relating to the electronic presentation of the audited financial statements

The audit report relates to the financial statements of Queensland University of Technology for the financial year ended 31 December 2004 included on Queensland University of Technology's web site. The University is responsible for the integrity of the Queensland University of Technology's web site. The audit report refers only to the financial statements identified below and does not include a review of the integrity of this web site or provide an opinion on any other information which may have been hyperlinked to/from the financial statements. If users of the financial statements are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial statements, available from Queensland University of Technology, to confirm the information included in the audited financial statements presented on this web site.

These matters also relate to the presentation of the audited financial statements in other electronic media including CD Rom.

Scope

The financial report

The financial report of Queensland University of Technology include the consolidated financial statements of the consolidated entity comprising Queensland University of Technology and the entities it controlled at the end of the year or from time to time during the year. The financial report consists of the Statements of Consolidated Financial Performance, Statements of Consolidated Financial Position, Statements of Consolidated Cash Flows, Notes to the Consolidated Financial Statements and certificates given by the Chancellor, Vice-Chancellor and Executive Director, Finance and Resource Planning of the University for the year ended 31 December 2004.

The University's responsibility

The University is responsible for the preparation and true and fair presentation of the financial report, the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial statements.

Audit approach

As required by law, an independent audit was conducted in accordance with QAO Auditing Standards to enable me to provide an independent opinion whether in all material respects the financial statements are presented fairly, in accordance with the prescribed requirements, including any mandatory financial reporting requirements as approved by the Treasurer for application in Queensland.

Audit procedures included -

- examining information on a test/sample basis to provide evidence supporting the amounts and disclosures in the financial report,
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the University,
- obtaining written confirmation regarding the material representations made in conjunction with the audit, and
- reviewing the overall presentation of information in the financial report.

Independence

The *Financial Administration and Audit Act 1977* promotes the independence of the Auditor-General and QAO authorised auditors.

The Auditor-General is the auditor of all public sector entities and can only be removed by Parliament.

The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which powers are to be exercised.

The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

Audit Opinion

In accordance with section 46G of the *Financial Administration and Audit Act 1977* -

- (a) I have received all the information and explanations which I have required; and
- (b) in my opinion -
 - (i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects; and
 - (ii) the statements have been drawn up so as to present a true and fair view, in accordance with the prescribed accounting standards of the transactions of Queensland University of Technology and the consolidated entity for the financial year 1 January 2004 to 31 December 2004 and of the financial position as at the end of that year.

P G SHIPPERLEY, FCPA
Assistant Auditor-General
(Delegate of the Auditor-General)

Queensland Audit Office
Brisbane

Controlled entities

Controlled entities – functions and financial reporting arrangements

Brisbane Business School Pty Ltd

The Brisbane Business School Pty Ltd was established in 1999 in order to establish the business name 'Brisbane Business School'.

The company did not trade in 2004. As a controlled entity of QUT, Brisbane Business School Pty Ltd is audited by the Queensland Audit Office.

Creative Industries Precinct Pty Ltd

Creative Industries Precinct Pty Ltd was established in December 2001 to manage and operate the Creative Industries Enterprise Centre in the Kelvin Grove Urban Village.

Creative Industries Precinct Pty Ltd traded in 2004. The company accounts are independently prepared and consolidated into the accounts of QUT Enterprise Holdings Trust. The Creative Industries Precinct Pty Ltd is audited by Queensland Audit Office.

GeneCo Pty Ltd

GeneCo Pty Ltd was established to undertake research into gene probe technology.

The company did not trade in 2004. The accounts are presented to QUT and consolidated with QUT accounts. GeneCo accounts are audited by Queensland Audit Office.

QUT Enterprise Holdings Pty Ltd

QUT Enterprise Holdings Pty Ltd was established in 2001 to act as the corporate trustee for QUT Enterprise Holdings Trust.

The company did not trade in 2004. The accounts are presented to QUT and consolidated with QUT accounts. QUT Enterprise Holdings Pty Ltd is audited by Queensland Office.

QUT Enterprise Holdings Trust

QUT Enterprise Holdings Trust was established in 2001 as a holding entity for new QUT owned entities established to undertake or to initiate, promote, facilitate and oversee research and development projects, and education and training programs in relation to any University discipline.

Creative Industries Precinct Pty Ltd is a subsidiary of QUT Enterprise Holdings Trust.

The Trust did not trade in 2004. The accounts are presented to QUT and consolidated with QUT accounts. QUT Enterprise Holdings Trust accounts are audited by Queensland Audit Office.

Note: see also Financial Statements, page 34.

Functions and powers of the University

Queensland University of Technology Act 1998

Part 2 – The University and its Council

Division 1 – University establishment and general functions and powers

Division 2 – Council establishment and general functions and powers

Division 1 – University establishment and general functions and powers

Establishment of the University

4. (1) The Queensland University of Technology is established.
- (2) The University –
 - (a) is a body corporate
 - (b) has a seal; and
 - (c) may sue and be sued in its corporate name

Functions of the University

5. The University's functions are –
 - (a) to provide education at university standard; and
 - (b) to provide facilities for, and encourage, study and research; and
 - (c) to encourage the advancement and development of knowledge, and its application to government, industry, commerce and the community; and
 - (d) to provide courses of study or instruction (at the level of achievement the Council considers appropriate) to meet the needs of the community; and
 - (e) to confer higher education awards; and
 - (f) to disseminate knowledge and promote scholarship; and
 - (g) to provide facilities and resources for the wellbeing of the University's staff, students and other persons undertaking courses at the University; and

- (h) to exploit commercially, for the University's benefit, a facility or resource of the University, including, for example, study, research or knowledge, or the practical application of study, research or knowledge, belonging to the University, whether alone or with someone else; and
- (i) to perform the functions given to the University under this or another Act.

General powers of the University

6. (1) The University has all the powers of an individual, and may, for example –
 - (a) enter into contract; and
 - (b) acquire, hold dispose of and deal with property; and
 - (c) appoint agents and attorneys; and
 - (d) engage consultants; and
 - (e) fix charges, and other terms, for services and other facilities it supplies; and
 - (f) do anything else necessary or convenient to be done for, or in connection with, its functions.
- (2) Without limiting sub-section (1), the University has the powers given to it under this or another Act.
- (3) The University may exercise its powers inside or outside Queensland.
- (4) Without limiting sub-section (3), the University may exercise its powers outside Australia.

Division 2 – Council establishment and general functions and powers

Establishment of Council

7. There is a Council of the University

Functions of Council

8. (1) The Council is the University's governing body.
 (2) The Council has the functions conferred on it under this or another Act.

Powers of Council

9. (1) The Council may do anything necessary or convenient to be done for, or in connection with, its functions.
- (2) Without limiting sub-section (1), the Council has the powers given to it under this or another Act and, in particular –
- (a) to appoint the University's staff; and
 - (b) to manage and control the University's affairs and property; and
 - (c) to manage and control the University's finances.

Council to promote the University's interests

10. The Council must act in a way that appears to it most likely to promote the University's interests.

Delegation

11. (1) The Council may delegate its powers under this Act to –
- (a) an appropriately qualified member of Council; or
 - (b) an appropriately qualified committee that includes one or more members of the Council; or
 - (c) an appropriately qualified member of the University's staff
- (2) However, the Council may not delegate its power to –
- (a) make the University's statutes or rules; or
 - (b) adopt the University's annual budget; or
 - (c) to approve spending of funds available to the University by way of bequest, donation or special grant.

International Travel Report – 2004

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Administrative Services					
G Baguley	Head of International Student Services	Kuala Lumpur, Singapore	Pre-departure briefings, visit to agents and meet Alumni	17–28 Jun 04	\$4,435
J Clayden	Ceremonies Officer	HK, Singapore, Malaysia	Graduations	5–15 Mar 04	\$5,691
K Comerford	International Coordinator	USA	FFEL and VA Training	18–28 Oct 04	\$5,404
C Dickenson	Registrar	Singapore, Malaysia	Graduations/Alumni	9–15 Mar 04	\$5,303
C Dickenson	Registrar	Singapore, Kuala Lumpur	Graduations and UTAR meeting	9–11 Sep 04	\$4,358
B Fenn	Assoc Director, Capital Works	Washington, Cinnaminson, New York, Los Angeles	Attend AAPA Conference in Washington and US University Visits	22 Jul–8 Aug 04	\$7,758
A Frowd	Director, Facilities Management	New Zealand	TEFMA Workshop	16–24 Apr 04	\$2,197
A Frowd	Director, Facilities Management	Johannesburg, Capetown	Attend HEFMA Conference and University Visits	20 Aug–14 Sep 04	\$8,011
E Gibson	International Career Counsellor	Singapore, China	Employer Contact/ Work Experience	25 Jan–14 Feb 04	\$4,997
E Gibson	International Career Counsellor	HK, Singapore, Malaysia	Employer Contact/Graduations	5–20 Mar 04	\$4,793
E Gibson	International Career Counsellor	Singapore	To meet with employers in International Placement Scheme	25–31 Jul 04	\$2,175
E Gibson	International Career Counsellor	Singapore, Kuala Lumpur	Graduations/Alumni/Marketing	9–18 Sep 04	\$3,509
C Goodwin	Assistant Ceremonies Officer	HK, Singapore, Malaysia	Graduations	5–15 Mar 04	\$5,803
C Goodwin	Assistant Ceremonies Officer	Singapore	Graduations/Alumni	7–13 Sep 04	\$1,867
D Hyndman	Receptionist	USA	Professional Development Program	7 Oct–5 Nov 04	\$5,979
C Kerr	Principal HR Advisor	Singapore, Denmark, Germany, Italy	Conference/Training/Seminar presentation	30 Jun–27 Jul 04	\$9,415
L Lawson	Language & Learning Advisor	France	PDP Leave - Internship Grenoble School of Mgmt	5 Jan–16 Apr 04	\$7,320
L Lay	International Student Support Officer	Kuala Lumpur	Pre-departure seminar	17–21 Jan 04	\$1,745
M Reese	Language & Learning Advisor	New Zealand	Conference presentation	1–10 Dec 04	\$848
I Repscisik	Ceremonies Officer	Singapore	Graduation ceremony	7–10 Sep 04	\$1,996
F Ross	Manager, Security Services	UK and France	AUDE Conference, University Visits	2 Apr–8 May 04	\$1,520
M Tillman	Youth Employment & Devt Strategy Advisor	Mexico	Attend Youth Employment Summit	1–15 Oct 04	\$5,586
Built Environment and Engineering					
C Adam	Research Fellow	Japan	1st Asia Pacific Conference on Biomechanics	23–30 Mar 04	\$3,140
L Armitage	Lecturer	Bangkok	Pacific Rim Real Estate Conf.	21 Jan–5 Feb 04	\$2,728
D Baker	Lecturer	USA	Conference	19 Oct–2 Nov 04	\$3,509
M Betts	Dean - Built Environ & Engineering	Singapore/India	Keynote speaker/discussions with offshore partners	3–12 Dec 04	\$7,991
D Birtwhistle	Lecturer	NZ	conference and short course	17–22 Jun 04	\$2,988
D Birtwhistle	Lecturer	France/Germany	Conference and meetings	25 Aug–26 Sep 04	\$13,663

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Built Environment and Engineering continued					
B Boashash	Professor	Malaysia	Signal Processing Workshop	9–21 Feb 04	\$5,124
B Boashash	Professor	France/Algeria	Summer school/workshop/technical discussions	8–26 Sep 04	\$9,712
B Boashash	Professor	Singapore/Malaysia	Two workshops and technical discussions	28 Nov–4 Dec 04	\$885
A Bridge	Lecturer	UK	Cobra 2004 conference	2–15 Sep 04	\$3,582
S Bucolo	Lecturer	NZ	Project workshop	9–11 Sep 04	\$200
S Bucolo	Lecturer	NZ	Design Wokshop	24– 26 Oct 04	\$807
S Buzer	Lecturer	Kiribati	Research work for Kiribati Government	11–23 Nov 04	Nil
D Campbell	Lecturer	Singapore	University business	7–12 Sep 04	\$3,670
S Carroll	Research Fellow	Sacramento, Denver, Raleigh, Madison, Chicago	Research Meetings, Conf.	19 Mar–5 Apr 04	\$4,439
V Chandran	Lecturer	Singapore	Conference	23–29 Oct 04	\$3,093
E Charlesworth	Lecturer	Spain	Conference	12–21 Sep 04	\$4,969
G Chattopadhyay	Lecturer	UK	Conference and meetings	21–30 Aug 04	\$5,889
G Chattopadhyay	Lecturer	Singapore/China	Projects/conference/teaching	17 Oct–4 Nov 04	\$5,849
A Clayton	Research Fellow	UK, Porto, Vancouver	Attend Spineweek and IRSSD Conference and Research Visit	24 May–15 Jun 04	\$9,800
R Crawford	Professor	USA	Conference	6–14 Mar 04	\$2,453
G Dawes	Student	Sacramento, Denver, Raleigh, Madison, Chicago	Research Meetings, Conf.	19 Mar–5 Apr 04	\$6,468
L Dawes	Lecturer	Kiribati	Research work for Kiribati Government	15–19 Nov 04	\$200
H De Visser	Research Fellow	Porto, Portugal and Rotterdam	Attend Spineweek and Visit Experts in Biomechanics	28 May–20 Jun 04	\$4,517
N Demirbilek	Lecturer	HK	Teaching BN32	2–13 Jul 04	\$3,515
W Enderle	Lecturer	Munich & Madrid	Munich GNSS Summit & visiting Boeing R&D H/Qtrs in Madrid	20 Mar–2 Apr 04	\$8,700
W Enderle	Lecturer	Germany/Singapore	Collaboration and discussions	3–17 Dec 04	\$6,531
Y Feng	Research Fellow	China	Project meetings and field tests	15 Jul–2 Aug 04	\$3,942
M Forwood	Research Assistant	NZ	Design Wokshop	24–26 Oct 04	\$807
J Franz	Lecturer	Auckland, NZ	IDEA meeting attendance	22–26 Jan 04	\$1,285
L Frossard	Senior Researcher	HK/China	Conference	31 Jul–8 Aug 04	\$4,012
L Frossard	Senior Researcher	Germany/Greece	Data collection during Athens 2004 Paralympic games	3 Sep–1 Oct 04	\$3,080
L Frossard	Senior Researcher	Germany/France,UK,Canada	Conference, data collection for project, meeting	19 Oct–7 Dec 04	\$9,020
V Garcia-Hansen	Casual Academic Staff	HK	Teaching BN32	2–13 Jul 04	\$3,515
R Gomez	Academic	Turkey	Conference/meetings	9–22 Jul 04	\$3,337
A Goonetilleke	Lecturer	Sacramento, Singapore	Conference, Meetings	18–28 Mar 04	\$7,588
A Goonetilleke	Lecturer	South Africa	Field Trip	21 Nov–14 Dec 04	\$5,088
D Hargreaves	Head of School	Singapore	Meeting with Crossfields Students	20–23 Feb 04	\$1,276
D Hargreaves	Head of School	Norway, UK	Attend NORTRIB 2004 Conference and Visit International Colleagues	29 May–20 Jun 04	\$9,014
D Hargreaves	Head of School	Singapore	Conference	30 Nov–4 Dec 04	\$2,463
P Hedley	Lecturer	Singapore/Malaysia	Recruitment	26 Jun–10 Jul 04	\$5,672
P Hedley	Lecturer	Malaysia/Singapore	International Activities	1–16 Dec 04	\$3,950
J Hockings	Head of School	Malaysia	Invitation as Visiting Academic UTM	6–13 Mar 04	Nil
J Hockings	Head of School	Kiribati	Research/holiday	3–29 Jun 04	\$630
J Hockings	Head of School	NZ	Pacific Arch. Colloquium	19–24 Aug 04	\$1,789
J Hockings	Head of School	Kiribati	Research work for Kiribati Government	11–23 Nov 04	Nil
S Kajewski	Head of School	Bangkok	Marketing, Promotion and Exhibition	12–21 Nov 04	\$2,325
B Kang	Visiting Fellow	Singapore and Malaysia	Review of Industry Project and Attend ICAMT' 2004	8–15 May 04	\$2,313
M Karimi	PhD student/Casual staff	India	Conference	4–10 Dec 04	\$3,728

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Built Environment and Engineering continued					
A Kumarasuriyar	Lecturer	HK	Teaching	6 Nov–26 Jan 05	\$2,223
G Ledwich	Professor	Korea/China	Conference and meetings	16–30 Oct 04	\$5,399
G Ledwich	Professor	Singapore	Research	21–25 Nov 04	\$2,334
S Lehmann	Professor	Hong Kong	Graduation ceremony BN32	5–8 Mar 04	\$2,343
S Lehmann	Professor	Germany	Conference	6–15 Dec 04	\$3,729
C Lutton	Research Fellow	San Francisco	Orthopaedic Research Society Meeting	2–13 Mar 04	\$2,505
L Ma	Senior Lecturer	Singapore and China	Teaching MEZ172 and MEZ241	29 May–16 Jun 04	\$6,622
L Ma	Senior Lecturer	France	Conference and meetings	8–19 Jul 04	\$5,502
L Ma	Senior Lecturer	China	International Strategic Forum	29 Aug–5 Sep 04	\$3,492
L Ma	Senior Lecturer	India	Conference	3–12 Dec 04	\$1,944
R Mahalinga-Iyer	Lecturer	Singapore	MEZ170 Lectures at Crossfields	14–28 Mar 04	\$5,398
R Mahalinga-Iyer	Lecturer	India	Conference	5–24 Dec 04	\$4,600
M Mahendran	Lecturer	UK	Conference	20–27 Jun 04	\$6,404
M Mahendran	Lecturer	Hong Kong	Conference	8–12 Dec 04	\$2,936
K Manley	Research Fellow	NZ	2 Conferences	21 Nov–17 Dec 04	\$3,759
K Martin	International Student Officer	Singapore	Austrade Exhibition	17–23 Mar 04	\$2,363
K Martin	International Student Officer	Malaysia,KL	Student recruitment (interviews)	12–16 Sep 04	\$2,087
J Mathew	Chief Executive CIEAM	USA	2 conferences in USA	28 Apr–8 May 04	\$9,785
W Milk	Manager - QSEIDG	Kiribati	Research work for Kiribati Government	15–19 Nov 04	Nil
D O'Hare	Senior Lecturer	Spain	Conference	13–19 Jul 04	\$3,928
K Oloyede	Professor	Thailand	Marketing/Exhibition	4–9 Mar 04	\$2,479
K Oloyede	Professor	Thailand	Marketing/recruitment	9–16 Jun 04	\$3,138
K Oloyede	Professor	USA	Research	5–12 Sep 04	\$4,150
K Oloyede	Professor	Brunei/Singapore	International marketing/exhibition	16–24 Sep 04	\$4,119
K Oloyede	Professor	Bangkok,Thailand	Marketing and recruitment	14–19 Oct 04	\$2,289
K Oloyede	Professor	Bangkok	Marketing, Promotion and Exhibition	11–21 Nov 04	\$3,952
D Park	Research Fellow	India	Conference	3–12 Dec 04	\$3,256
M Percy	Professor	Japan	1st Asia Pacific Conference on Biomechanics	24–29 Mar 04	\$3,624
G Rasmussen	Technology Services Manager	Colorado, Mumbai, Chiangmai	Visit Facilities, Conf & Seminars	31 Jan–20 Feb 04	\$8,064
G Rasmussen	Technology Services Manager	Bangkok	Marketing, Promotion and Exhibition	13–21 Nov 04	\$3,068
P Sanders	Associate Professor	HK	Teaching BN32	12–22 Nov 04	\$2,535
S Savage	Associate Professor	California, USA	Conference attendance (2)	29–31 Mar 04	\$6,409
L Shutter	Lecturer	Hong Kong	Teaching BN32	11–20 Jan 04	\$3,883
L Shutter	Lecturer	Hong Kong	Teaching BN32	6–16 Mar 04	\$3,016
L Shutter	Lecturer	HK	Teaching BN32	23 Sep–5 Oct 04	\$4,478
A Sidwell	Professor	UK	2 Conferences	26 Aug–12 Sep 04	\$6,705
S Smith	Faculty Administration Manager	Singapore/Malaysia	Marketing in Malaysia, Aust Unis open days in Singapore	1–14 Jan 04	\$4,676
S Smith	Faculty Administration Manager	China	Austrade Exhibition	17 Apr–6 May 04	\$7,444
S Smith	Faculty Administration Manager	HK	Austrade exhibition	11–17 Aug 04	\$3,095
S Smith	Faculty Administration Manager	Southern Africa	BNB301 Field Trip	21 Nov–19 Dec 04	\$5,088
E Solecka Drew	International Recruitment & Projects	Thailand	IDP interviews	18–24 Feb 04	\$2,347

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Built Environment and Engineering continued					
E Solecka Drew	International Recruitment & Promotions Coordinator	India	IDP interviews	1–15 Mar 04	\$5,070
E Solecka Drew	International Recruitment & Promotions Coordinator	Malaysia	IDP Exhibition	7–14 May 04	\$2,374
E Solecka Drew	International Recruitment & Promotions Coordinator	Thailand	Austrade Exhibition	3–15 Jun 04	\$2,597
E Solecka Drew	International Recruitment & Promotions Coordinator	India	IDP Interview Program	11–28 Aug 04	\$5,321
E Solecka Drew	International Recruitment & Promotions Coordinator	Bangkok,Thailand	IDP Interview Program	11–19 Nov 04	\$2,970
A Tan	Lecturer	Singapore/India	2 conferences	29 Nov–11 Dec 04	\$6,235
T Tang	Lecturer	NZ	Consultancy work	25–29 Sep 04	\$435
T Tang	Lecturer	Singapore/Malaysia	International marketing	15–27 Oct 04	\$3,844
J Taylor	Adjunct Professor	HK	Teaching	10–22 Sep 04	\$3,544
I Ternel	Senior Administration Officer	Singapore	Meeting with Crossfields Students	20–23 Feb 04	\$1,276
I Ternel	Senior Administration Officer	Singapore	Austrade Exhibition	18–23 Mar 04	\$1,866
I Ternel	Senior Administration Officer	Singapore	IDP Education Fair	28 May–2 Jun 04	\$2,458
G Thomas	Lecturer	South Africa	Field Trip	21 Nov–14 Dec 04	\$5,088
D Timms	Tutor	USA	Conference	6–13 Oct 04	\$5,736
R Troutbeck	Professor	Washington	TRB Meeting	8–16 Jan 04	\$8,120
J Wang	Lecturer	China	Conference and meetings	16 Sep–1 Oct 04	\$4,453
J Wang	Lecturer	China	Teaching	21 Oct–2 Nov 04	\$5,298
P Whitman	Lecturer	Hong Kong	Teaching BN32	14–22 Jan 04	\$2,920
P Whitman	Lecturer	Hong Kong	Teaching BN32	10–16 Mar 04	\$2,233
A Wilson	Lecturer	Hong Kong	Teaching BN32	14–19 Jan 04	\$3,040
A Wilson	Lecturer	Hong Kong	Teaching BN32	10–16 Mar 04	\$2,233
J Yang	Lecturer	UK,Netherlands,Germany	PDL Short	23 Jan–10 Feb 04	\$9,678
J Yang	Lecturer	Canada	CIB conference	1–12 May 04	\$5,374
J Yang	Lecturer	China	QUT representative at ZUCC ceremony	11–23 Oct 04	\$4,297
P Yarlagadda	Professor	Bangkok	Attend Board Meeting of Global Congress on Manufacturing	4–10 Mar 04	\$2,321
P Yarlagadda	Professor	Singapore and Malaysia	Review of Industry Project and Attend ICAMT' 2004	8–15 May 04	\$3,153
P Yarlagadda	Professor	Singapore/Malaysia	Teaching	23–29 Aug 04	\$3,149
P Yarlagadda	Professor	India	Presentation of courses and research activities	18–27 Sep 04	\$4,035
P Yarlagadda	Professor	Egypt	Conference	6–16 Oct 04	\$3,830
P Yarlagadda	Professor	India/Singapore	Research and meetings	3–25 Dec 04	\$6,899
S Zhang	Research Fellow	India	Conference	3–12 Dec 04	\$4,008
Business					
D Abel	Associate Lecturer	Hong Kong	H.K. Bach of Business teaching	11–26 Sep 04	\$4,216
Y Ali	Senior Lecturer	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$2,068
Y Ali	Senior Lecturer	New Delhi	Business Advancement Annual Conference	5–27 Jan 04	\$2,675
J Anderson	Lecturer	Bologna, Italy	Computational Finance	17–27 Apr 04	\$5,330
T Appo	Admin Officer	Cleveland USA	PDP leave - MBA - Site Visits	5 Jan–1 Jun 04	\$3,442
A Arnison	Student	India	Confluence Competition	20–27 Oct 04	\$2,095
P Barnes	Senior Lecturer	Macau	SE Asia Regional Conference	2–8 Aug 04	\$3,418
P Barnes	Senior Lecturer	China	2004 Seminar on Govt Emergency Planning and Management	18–27 Oct 04	\$300

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Business continued					
J Bartlett	Lecturer	Fort Lauderdale, Florida, New Orleans	Conference	18 May–3 Jun 04	\$7,094
R Becker	Lecturer	Tuscaloosa Georgia USA	Research Activities	7 Jan–25 Feb 04	\$3,084
R Becker	Lecturer	Hong Kong	Hong Kong B Business Teaching	20 Mar–3 Apr 04	\$3,874
B Bernstein	Senior Lecturer	Dunedin, Hamilton - NZ	ANZAM 2004 Conference & Data Collection	2–17 Dec 04	\$3,150
B Bernstein	Senior Lecturer	New Orleans	Conference	6–17 Aug 04	\$4,200
A Bish	Postgraduate Student	New Orleans	Presentation of Paper	5–21 Aug 04	\$4,784
D Bond	Researcher	Canada	Presenting Paper	7–27 Oct 04	\$2,000
G Boyce	Head of School	China	China Study Tour	19–23 Jun 04	\$2,095
G Boyce	Head of School	Shanghai, China	HPAIR Student Conference	18–21 Aug 04	\$3,593
L Bradley	Student	NZ	ANZAM Conference paper Presentation	7–20 Dec 04	\$1,500
G Broom	Adjunct Professor	USA/BNE/USA	Conference	19 Aug–17 Sep 04	\$1,371
K Brown	Senior Lecturer	NZ	ANZAM 2004 Conference & Data Collection	7–11 Dec 04	\$2,392
K Brown	Senior Lecturer	New Zealand	Class Conference	23 Mar–1 Apr 04	\$1,990
K Brown	Senior Lecturer	New Orleans	Conference, Presenting paper	26 May–2 Jun 04	\$5,523
K Brown	Senior Lecturer	Konstanz - Germany	Conference	23 Jul–3 Aug 04	\$3,554
K Brown	Senior Lecturer	Holland, Germany, Portugal	Research linkages	24 Aug–14 Sep 04	\$9,689
A Chan	Senior Admin Officer	Malaysia - Singapore	Convention Interviews	4–13 Jan 04	\$4,568
A Chan	Senior Admin Officer	China, HK	Agent Visits	21 Nov–1 Dec 04	\$5,807
A Chan	Senior Admin Officer	East Malaysia	IDP Roadshow & agent visits	24–30 Oct 04	\$2,961
A Chan	Senior Admin Officer	Hong Kong/China	IDP Interview Programme	10–20 Mar 04	\$4,842
A Chan	Senior Admin Officer	China, Hong Kong	Austrade	19 Apr–3 May 04	\$6,960
A Chan	Senior Admin Officer	Taiwan, China, Hong Kong	IDP Exhibitions and Interviews	4–17 Aug 04	\$6071
A Chan	Senior Admin Officer	Hong Kong	IDP Open Day	21–28 Sep 04	\$3,874
A Chang	Lecturer	Dunedin, NZ	ANZAM Conference - Paper Presentation	6–13 Dec 04	\$3,500
L Chayeb	Lecturer	Hong Kong	Hong Kong B Business Teaching	22 May–6 Jun 04	\$4,135
E Cheng	Lecturer	Hong Kong	To attend interview for School of Management position	31 Oct–5 Nov 04	\$2,052
G Chittick	Lecturer	India/Bangkok Thailand	India Study tour	1–23 Feb 04	\$5,742
G Chittick	Lecturer	China	China Study Tour	19–23 Jul 04	\$1,975
G Chittick	Lecturer	Shanghai, China	HPAIR Student Conference	18–21 Aug 04	\$3,393
G Chittick	Lecturer	Brisbane Bangkok Perth	Ednet Exhibition	30 Sep–7 Oct 04	\$1,809
D Conroy	Senior Lecturer	NewYork/Bristol/Edinburgh	Conference Paper - PMA Edinburgh and Research visits - USA UK	26 Jun–2 Aug 04	\$4,797
M Cox	Lecturer	India	India Study tour	1–14 Feb 04	\$2,667
M Cox	Lecturer	USA	Discussion of the role of logistics in small scale forestry	27 Mar–10 Apr 04	\$7,373
T Cronk	Lecturer	Hong Kong	Hong Kong B Business Teaching	28 Aug–12 Sep 04	\$4,325
A Crossin	Student	Germany	Summer University	9 Jul–8 Aug 04	\$2,974
C Dalglish	Director of Internationalisation	Bangkok, Thailand	IDP Thailand Interviews 11–20 Nov 04	11–20 Nov 04	\$2,688
C Dalglish	Director of Internationalisation	India	IDP India MKT Program - Australian Education Interview Program	12 Aug–2 Sep 04	\$5,380
C Dalglish	Director of Internationalisation	Malaysia	IDP Education in Australia Exhibition	26 Feb–3 Mar 04	\$1,824
C Dalglish	Director of Internationalisation	Grenoble/France	International partner forum Grenoble Ecole de Management	10–21 Mar 04	\$6,381
C Dalglish	Director of Internationalisation	South Africa	Conference	19 Jun–12 Jul 04	\$3,822
S Dann	Associate Professor	Singapore	Present at Singapore Manufacturers Association MBA Information Evening	15–19 Dec 04	\$1,656
P Davidson	Senior Lecturer	Western Europe	World MBA Tour	6 Oct–1 Nov 04	\$11,323

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Business continued					
P Davidson	Senior Lecturer	Rio de Janeiro	Keynote Speaker at CIPEAL Entrepreneurship Conference	10–17 Nov 04	\$3,111
P Davidson	Senior Lecturer	Rotterdam	EFM Conference	9–25 Apr 04	\$2,375
P Davidson	Senior Lecturer	Bne - LA - Dallas - New Orleans	Academy of Management Annual Meeting	4–13 Aug 04	\$2,865
P Davidson	Senior Lecturer	Brazil, Peru, Venezuela	World MBA Tour	29 Aug–11 Sep 04	\$7,710
T Davies	Admin Officer	Tuscaloosa Georgia USA	Research Activities	7 Jan–25 Feb 04	\$3,084
K De Silva	Student	India	Confluence Competition	20–27 Oct 04	\$2,015
J Drennan	Senior Lecturer	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$2,127
L Drennan	Senior Lecturer	Thailand, Malaysia, Singapore	World MBA Forum	13–28 Nov 04	\$8,783
M Drew	Associate Professor	Belfast	Conference Irish Accounting and Finance	7–23 Apr 04	\$6,674
M Drew	Associate Professor	Rhodes, Greece	Conference	17–25 Jul 04	\$5,452
D Efthimiou	Student	India	Confluence Competition	20–27 Oct 04	\$2,008
J Everett	Associate Professor in Communication	Chicago	Review Postgrad Exchange	15–30 Jun 04	\$4,360
J Everett	Associate Professor in Communication	Singapore, Kuala Lumpur, Malaysia	Postgraduate Exhibition	18–24 Aug 04	\$2,608
J Everett	Lecturer	Denver, USA	Professional Development	21–29 Nov 04	\$3,954
F Finn	Lecturer	Dunedin, NZ	ANZAM Conference	5–11 Dec 04	\$3,500
J Frahm	Lecturer	New Orleans	International Communication Conference Paper Presentation	26 May–2 Jun 04	\$4,546
E French	Lecturer	China	China Study Tour	27 Jan–14 Feb 04	\$3,320
C Gardiner	Lecturer	Slovenia	Conference Paper Presentation	28 Jun–9 Jul 04	\$4,548
M Griffin	Professor		Conference / Training	6–13 Aug 04	\$2,524
C Gunasekara	Lecturer	UK	Conference and Paper Presentation	29 Aug–4 Sep 04	\$4,500
M Hassan	Tech Services Coordinator	Kuala Lumpur	Info quality of Derivatives Paper	2–9 Jan 04	\$2,103
C Hatcher	MBA Director	Dallas Texas USA	AACSB Int 2004 Asses Seminar Strategic Management	16–23 Jan 04	\$5,058
C Hatcher	MBA Director	Singapore	Present at Singapore Manufacturers Association MBA Information Evening	15–16 Dec 04	\$1,648
C Hatcher	MBA Director	Canada/ Netherlands/ Hong Kong	AACSB Annual meeting Montreal efmd conference Rotterdam auctcham seminar Hong Kong	14–29 Apr 04	\$6,858
C Hatcher	MBA Director	Japan and California	Conference - Keynote address	23 Jul–10 Aug 04	\$4,213
C Hatcher	MBA Director	Seoul, Tokyo, Beijing, Shanghai	World MBA Tour	31 Oct–13 Nov 04	\$10,546
B Head	Visiting Academic	Hungary	IRSPMVII Conference	29 Mar–4 Apr 04	\$4,142
M Healy	Senior Lecturer	Boston USA	Boston 2004 Academic	2–8 Aug 04	\$4,952
M Healy	Senior Lecturer	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$2,400
K Hutchings	Senior Lecturer	USA/France	Professional Development	5 Feb–13 Apr 04	\$5,894
K Hutchings	Senior Lecturer	Germany	Marketing - research links	3–13 Nov 04	\$6,525
K Hutchings	Senior Lecturer	Dublin, Slovenia, Copenhagen	Professional Development Leave	11 Jun–16 Jul 04	\$4,544
P Jackson	Lecturer	China	China Study Tour	20 Jan–14 Feb 04	\$7,320
K Johnston	Lecturer	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$2,057
R Jones	Postgraduate Student	St Andrews, Scotland	Conference	25 Aug–4 Sep 04	\$4,658
B Kabanoff	Director, Research and Development	Dunedin	ANZAM Conference paper Presentation	7–11 Dec 04	\$2,055
B Kabanoff	Director, Research and Development	Beijing China	Conference	7–15 Aug 04	\$2,706
B Kabanoff	Director, Research and Development	China	Shanghai colloquium on Globalisation, education and technology	22–28 Feb 04	\$2,568
B Kabanoff	Director, Research and Development	Scotland , UK	British Academy of Management Annual Conference	28 Aug–6 Sep 04	\$5,586

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Business continued					
B Kabanoff	Director, Research and Development	Brunei	Convocation Day	19 Sep–2 Oct 04	Nil
R Keast	Student	Konstanz, Germany	Conference	23 Jul–3 Aug 04	\$5,758
I Kemp	Visitor	Brisbane - from Wellington	Job interview	16–17 Nov 04	\$777
J Kennard	Tutor	Hong Kong	Hong Kong B Business Teaching	3–18 Jul 04	\$4,519
G Kerr	Senior Lecturer	Las Vegas	2004 Marketing Educators Ass Conference	13–19 Apr 04	\$4,105
B Kitching	Senior Lecturer	Hawaii	Conference	20–26 Jun 04	\$4,914
N Knight-Turvey	Lecturer	Dunedin, NZ	ANZAM Conference - Paper Presentation	7–13 Dec 04	\$1,500
I Larkin	Associate Lecturer	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$2,001
A Layton	Head of School	Hawaii	Presenting paper with Daniel Smith	7–15 Mar 04	\$5,803
A Layton	Head of School	Chicago, Illinois	Conference	6–12 Oct 04	\$5,253
D Lewis	Senior Lecturer	Budapest and UK	Conference paper - The viability of a culture change agenda in the public sector	21 Mar–16 Apr 04	\$4,421
M Lewis	Lecturer	Thailand	Conference, Faculty work with Uni	16 Jun–14 Jul 04	\$3,365
M Lewis	Lecturer	Thailand	Conference	14–15 Oct 04	
S Li	Senior Lecturer	Hainan Island, China	Research activity and Conference	9–18 Nov 04	\$1,371
S Li	Senior Lecturer	Guangzhou, China	Conference	1–13 Jul 04	\$3,095
S Li	Senior Lecturer	Las Vegas	Presenting paper at 11th annual meeting of the global finance ass	3–12 Apr 04	\$3,792
L Liberman Yaconi	Lecturer	USA, Chile, Sweden, Stockholm	Conferences	6–28 Aug 04	\$5,117
P Little	Dean - Business	Singapore/Lisbon/London/Portugal/USA	Singapore- Polly/EFMD-Lisbon/Various business UK/AACSB Dean Conference Singapore-Portugal-UK and USA	24 Jan–16 Feb 04	\$13,448
P Little	Dean - Business	Singapore	Attendance of graduation ceremony and meetings	9–12 Mar 04	\$3,992
P Little	Dean - Business	Singapore	Marketing, Conference	27–31 May 04	\$4,429
E Luck	Lecturer	Las Vegas	2004 Marketing Educators Ass Conference	13–19 Apr 04	\$4,105
E Luck	Lecturer	UK, Prague	Conference	27 Jun–15 Jul 04	\$9,880
S Ma	Lecturer	China	Austrade	23 Apr–4 May 04	\$3,194
S Ma	Lecturer	Shanghai, Guangzhou, Hong Kong, Beijing	World MBA Tour	6–14 Nov 04	\$6,515
J Mack	Lecturer	Singapore	Conference	1–7 Jul 04	\$3,015
E Macpherson	Associate Lecturer	Las Vegas	2004 Marketing Educators Ass Conference	13–19 Apr 04	\$3,783
N Maierhofer	Lecturer	NZ	ANZAM Presenting Paper	4–11 Dec 04	\$2,807
N Malhotra	Lecturer	Canada UK	Professional Development Leave Managing strategic change	14 Jan–8 Apr 04	\$6,664
W Marriage	Casual Academic Staff	Hong Kong	Hong Kong B Business Teaching	23 Jan–8 Feb 04	\$4,374
S Marsden	Lecturer	Hong Kong	Hong Kong B Business Teaching	8–23 May 04	\$3,935
C Mason	Tutor	Dunedin, NZ	ANZAM Conference	8–14 Dec 04	\$2,615
S Mathews	Student	Wellington, NZ	ANZAM Conference	26 Nov–2 Dec 04	\$2,060
E Mc Cann	Lecturer	Taipei	IDP Taiwan Interview Program	26–30 Mar 04	\$2,380
P McDonald	Research Fellow	Edinburgh	Present paper - Understanding the notion of choice and material labour	28 Jun–7 Jul 04	\$4,545
J McDonnell	Lecturer	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$2,319
J McDonnell	Lecturer	Las Vegas	2004 Marketing Educators Ass Conference	13–19 Apr 04	\$3,897
M McGregor-Lowndes	Centre Director	Beijing China	China Charity Foundation Conference presentation	10–16 Oct 04	\$3,410
M McGregor-Lowndes	Centre Director	New York	NCP and Laws 16th Annual Conf, NYU	25 Oct–1 Nov 04	\$4,316
K Mohannak	Lecturer	Dunedin, NZ	ANZAM Conference - Paper Presentation	8–13 Dec 04	\$1,880
K Mohannak	Lecturer	USA	Workshop	7–14 Jul 04	\$4,016
G Murphy	Tutor	NZ	ANZMAC Conference 2004	7–13 Dec 04	\$781

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Business continued					
M Neale	Postgraduate Student	St Andrews, Scotland	Conference	25 Aug–4 Sep 04	\$4,080
B Newcombe	Lecturer	Hong Kong	Hong Kong B Business Teaching	6–20 Mar 04	\$4,103
R O'Donovan	International Placement Coordinator	Bangkok	Ednet Exhibition	1–8 Oct 04	\$2,019
J Ong	Administration Officer	Singapore	IDP Singapore Event	14–19 Oct 04	\$1,627
A Paltridge	Director, Undergraduate Studies	Malaysia	Austrade Education Exhibitions Study in Australia	18–25 Oct 04	\$2,826
A Paltridge	Director, Undergraduate Studies	Singapore	CMS and Austrade and INTI visits	12–22 Mar 04	\$4,486
A Paltridge	Director, Undergraduate Studies	Singapore	IDP Programs, CMS Interview	28 May–1 Jun 04	\$1,774
A Paltridge	Director, Undergraduate Studies	Singapore	IDP Programs, CMS Interview	25–31 Aug 04	\$2,619
A Patel	Associate Lecturer	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$2,001
A Patel	Associate Lecturer	UK	Bournemouth Uni Conference, Communication in the age of suspicion	4–24 Feb 04	\$2,666
C Patti	Head of School	Dallas Texas USA	AACSB Int 2004 Asses Seminar Strategic Management	15–23 Jan 04	\$4,160
C Patti	Head of School	Chicago and San Jose USA	Meetings	19–26 Nov 04	\$3,447
C Patti	Head of School	Wellington, NZ	ANZMAC Conference 2004	26 Nov–3 Dec 04	\$3,399
C Patti	Head of School	Louisiana	Participation at AAA conference lectures and Meetings	20–29 Mar 04	\$4,221
C Patti	Head of School	Las Vegas USA	Participation at MEA Conference	11–20 Apr 04	\$4,965
C Patti	Head of School	LA, San Diego, Chicago, USA	Meetings with adjunct Professors / guest lecturing	30 Jul–10 Aug 04	\$5,735
C Patti	Head of School	San Jose / Phoenix USA	Meetings & NACRA Conference Paper Presentation	3–16 Oct 04	\$6,064
C Patti	Head of School	Argentina	Presentation at Conference	2–9 Jul 04	\$4,934
S Pike	Senior Lecturer	Bozen, Italy	Leisure futures conference	8–17 Nov 04	\$3,967
S Pike	Senior Lecturer	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$1,901
B Pini	Postdoctoral Research Fellow	Norway, UK, N Ireland, Portugal	Conference and Presenting Paper	7 Jul–14 Sep 04	\$8,535
C Polglase	Marketing & Communications Coordinator	Bangkok, China	IDP Exhibitions and Interviews	3–14 Jun 04	\$2,367
C Polglase	Marketing & Communications Coordinator	Thailand, Malaysia, Singapore	World MBA Forum	14–26 Nov 04	\$8,119
J Polichronis	Senior Lecturer	Rhodes, Greece	Conference	17–25 Jul 04	\$5,452
M Quayle	Senior Lecturer	Canada USA	Professional Development Leave Travel - Log Pricing regimes	27 Mar–10 Jun 04	\$8,472
J Radbourne	Director, Hong Kong Business Program	Hong Kong	Travel from Brisbane to Hong Kong (HK appointment)	3 Jan 04	\$4,902
J Radbourne	Director, Hong Kong Business Program	Hong Kong/China	Shanghai colloquium - Jennifer is placed in HK	23–27 Feb 04	\$1,899
J Radbourne	Director, Hong Kong Business Program	Hong Kong/Brisbane/Singapore/Hong Kong	Travel form HK to BNE to meet with Dean, BNE to SIN to attend conference back to HK	10–23 May 04	\$9,680
J Radbourne	Director, Hong Kong Business Program	Argentina	Conference	1–13 Jul 04	\$6,148
J Radbourne	Director, Hong Kong Business Program	Hong Kong	Return to base	29 Sep–7 Oct 04	\$6,800
A Rafferty	Postgraduate Student	St Andrews, Scotland	Conference	25 Aug–4 Sep 04	\$5,877
A Rafferty	Postgraduate Student	NZ	ANZMAC Conference 2004	7–13 Dec 04	\$2,392
V Ratten	Lecturer	Slovenia	European International Business Academy	2–16 Dec 04	\$3,184
V Ratten	Lecturer	Sweden, Netherlands, USA	Conference	1 Jul–14 Aug 04	\$6,238
C Rivers	Lecturer	Stockholm, Sweden	Research, Conference	3–16 Jul 04	\$5,667

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Business continued					
N Ryan	Head of School	NZ	ANZAM 2004 Conference & Data Collection	7–11 Dec 04	\$3,031
C Ryan	Head of School	Singapore	Profiling Event	27–31 May 04	\$5,311
C Ryan	Head of School	Spain, Sydney	Conference, Meetings	11–18 Jun 04	\$4,293
C Ryan	Head of School	Singapore	Conference	3–7 Jul 04	\$2,562
N Ryan	Head of School	Brazil	Student recruitment	12–26 Mar 04	\$5,081
N Ryan	Head of School	Berlin/Lisbon	Research Collats with Royer Berlin attend IIRA conference	31 Aug–11 Sep 04	\$7,379
N Ryan	Head of School	Hungary	IRSPMVII Conference	29 Mar–4 Apr 04	\$4,110
M Samios	PhD Students, Honour Students & Tutors	Germany	Summer University	9 Jul–8 Aug 04	\$2,974
M Shadur	Associate Professor	Spain, Italy	Conference Research	11–23 May 04	\$8,806
A K Shamsuddoha	Research Assistant	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$1,616
A Shirolkar	Student	India	Confluence Competition	20–27 Oct 04	\$2,198
R Simons	Senior Research Assistant	NZ	ANZMAC Conference 2004	7–13 Dec 04	\$2,392
L Simpson	Assistant Dean/Director, Graduate Studies	Dallas Texas USA	AACSB Int 2004 Asses Seminar Strategic Management	16–23 Jan 04	\$5,058
L Simpson	Assistant Dean/Director, Graduate Studies	Vancouver	Research team meeting with Prof Ella Balka of Simon Fraser Uni - Applied communication tech info org networks for health	17–24 Mar 04	\$2,242
L Simpson	Assistant Dean/Director, Graduate Studies	Coventry	AACSB Accreditation Seminar	21 May–2 Jun 04	\$9,205
L Simpson	Assistant Dean/Director, Graduate Studies	Prato, Italy	CIRN conference	27 Sep–3 Oct 04	\$3,800
L Simpson	Assistant Dean/Director, Graduate Studies	Ottawa Canada	Second Canadian Conference on Literacy and Health	15–23 Oct 04	\$4,934
P Singh	Lecturer	Singapore London Paris	Conference, study visit	24 Jun–9 Jul 04	\$7,415
H Skousgaard	Part Time Academic	Wellington, NZ	ANZMAC Conference 2004	26 Nov–1 Dec 04	\$2,038
P Steffens	Associate Professor	Boston, US & Scotland	Boston 2004 Academic workshop & British Academy of Management	3 Aug–1 Sep 04	\$2,991
V Stenersen	Student	Shanghai, China	HPAIR Student Conference	17–25 Aug 04	\$1,500
Student Participants	Students x 28	Soochow University, China	China Study tour - 28 Students 5 Staff	27 Jan–14 Feb 04	\$20,310
Student Participants	Students	India	India Study tour	1–14 Feb 04	\$10,386
S Su	PhD Student	Prague	To match or not match PhD Colloquium & EAA Congress	26 Mar–5 Apr 04	\$3,126
E Suwardi	Postgraduate Student	Kuala Lumpur	Conference	3–7 Jan 04	\$2,566
J Sweeting	Senior Lecturer	Hong Kong	Hong Kong B Business Teaching	23 Oct–7 Nov 04	\$3,914
T Tang	Lecturer	Hong Kong	Hong Kong B Business Teaching	6–21 Nov 04	\$1,045
Thompson	98145.451	Budapest	Viewing organisations through multiple lenses	29 Mar–8 Apr 04	\$3,856
D Tomaskovic-Devey	Adjunct Professor	USA/BNE/USA	Research initiatives with Prof Harding	21 May–7 Jun 04	\$2,071
K Unsworth	Lecturer	NZ	ANZMAC Conference 2004	7–13 Dec 04	\$2,341
K Unsworth	Lecturer	UK	Short Professional Development Leave, Research	25 Jun–17 Jul 04	\$5,441
A Valadkhani	Lecturer	Ames, Iowa, USA	2004 Midwest Marco Meeting	12–22 May 04	\$4,017
A Valadkhani	Lecturer	Japan	BRD Intrl Conference	12–16 Nov 04	\$2,627
J Waterhouse	Student	Europe	European Conference	23 Aug–16 Sep 04	\$8,550
W Weaver	Student	Shanghai, China	HPAIR Student Conference	17–28 Aug 04	\$1,500
J Wellen	Senior Research Assistant	New Orleans	Conference	29 Jul–14 Aug 04	\$6,129
T West	QUT Faculty Based Awards	Bangkok Thailand	10th Pacific Real Estate Society Conference	25–30 Jan 04	\$2,772
P Wickramasekera	Senior Lecturer	Macau	Conference	29 Jul–11 Aug 04	\$2,913
R Willett	Professor	NZ	Presenting Research to University of Otago	7–10 Oct 04	

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Business continued					
R Wolff	Professor	Switzerland, Prague	Conference	12–22 Jul 04	\$5,029
S Wong	Senior Lecturer	Singapore	Global conference on Excellence in Education and Training	19–24 May 04	\$2,280
L Wood	Research Assistant	Vancouver	Research team meeting with Prof Ella Balka of Simon Fraser Uni - Applied communication tech info org networks for health	17–24 Mar 04	\$2,144
R Xavier	Lecturer	Wellington, NZ	ANZMAC Conference 2004	28 Nov–1 Dec 04	\$2,057
W Zornek	Student	Shanghai, China	HPAIR Student Conference	18–21 Aug 04	\$1,500
Chancellery					
B Boyd	Lecturer	USA	PDL	13 Jun–18 Jul 04	\$6,115
C Bruce	Director, T&L, IT Faculty	USA	Management Frontiers Course	26 Mar–9 Apr 04	\$14,092
P Coaldrake	Vice-Chancellor	Hong Kong, Singapore, Malaysia	Graduations, alumni events and visits	5–14 Mar 04	\$10,536
P Coaldrake	Vice-Chancellor	San Francisco, USA	BIO2004	3–10 Jun 04	\$14,285
P Coaldrake	Vice-Chancellor	Vietnam	Overseas meetings	10–14 Aug 04	\$5,003
P Coaldrake	Vice-Chancellor	Singapore, Malaysia	Graduation and MOU Signing	8–11 Sep 04	\$4,502
P Coaldrake	Vice-Chancellor	China	Univ Collaboration	27 Oct–5 Nov 04	\$10,830
J Dale	Professor	Shanghai, Beijing.	Collaboration with Peking University and Tongji University.	28 Oct–3 Nov 04	\$4,248
D Field	Director, APPU	China	Attendance at International Colloquium, Shanghai	22 Feb–28 Feb 04	\$2,566
D Gardiner	Deputy Vice-Chancellor (Academic)	USA	Management Frontiers Course	28 Mar–9 Apr 04	\$19,061
D Gardiner	Deputy Vice-Chancellor (Academic)	Italy and France	Conference and overseas delegation	12–24 Sep 04	\$19,313
J Gough	Dean, IT Faculty	India	Qld Univ Seminar Series	26 Mar–6 Apr 04	\$10,120
C Hirst	Chancellor	Singapore	Graduation Ceremony	9–12 Mar 04	\$3,929
M Percy	Professor of Med Engineering	San Francisco, USA	BIO2004	4–10 Jun 04	\$11,544
S Vaughan	HOD, Fashion	USA	Management Frontiers Course	26 Mar–9 Apr 04	\$10,364
Creative Industries					
K Armstrong	Postdoctoral Research Fellow	UK	Paper presentation at Pixel Raiders, partner development	3–22 Apr 04	\$3,000
K Armstrong	Postdoctoral Research Fellow	Helsinki, New Zealand	Conference, networking meeting, showing of creative work	4 Aug–9 Sep 04	\$4,200
A Arthurs	HOD, Music	Malmo/London	Part of staff exchange program with Malmo University and attending City University, London	17 May–12 Jun 04	\$7,579
C Barker	Lecturer	Singapore	Masterclass presentation in rendering at Graphite 2004	14–18 Jun 04	\$2,052
C Barker	Lecturer	Gifu, Japan	Present paper at VSMM	16–21 Nov 04	\$1,881
M Bromley	HOD Journalism	USA	Paper presentation ICA Conference - New Orleans	25 May–2 Jun 04	\$4,150
A Brown	Lecturer	Wellington	ACMC conference	30 Jun–8 Jul 04	\$1,000
A Bruns	Postdoctoral Research Fellow	Helsinki	ISEA 2004 Conference	15–23 Aug 04	\$3,800
A Bruns	Associate Lecturer	London, Brighton	International Internet Preservation Consortium meeting / Assoc of Internet Researchers Conference	17–25 Sep 04	\$4,429
S Carson	Lecturer	Vancouver / Edmonton Canada	PDL	13–29 Oct 04	\$2,943
P Castle	Lecturer	Christchurch, Suva	Christchurch: Present paper and attend JEANZ; Suva: present paper and attend JEA	1–9 Dec 04	\$3,000
C Comans	Lecturer	Canada	Paper presentation and leader of Special Interest group at IDEA 2004.	20 May–26 Jun 04	\$3,000
S Cunningham	Director CIRAC	New Zealand	Keynote at conference EDAN2 Paper and consultations WELTEC Media appearance	14–18 Mar 04	Nil
S Cunningham	Director, CIRAC	Chile/Brazil	Participation in United Nations conference on Trade and Development (UNCTAD)	7–16 Jun 04	Nil

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Creative Industries continued					
S Dillon	Senior Lecturer	Canary Islands	Conference presentation of paper for the International Society for Music Education	10–20 Jul 04	\$3,000
M Doneman	Finance - Creative Industries Precinct Ltd	Norway/Denmark/Hong Kong/China	Participation in international seminar, strategic development meetings	30 Jan–13 Feb 04	\$3,779
L Duffield	Course Coordinator - Journalism	Papua New Guinea	Short term detachment for teaching, supervise QUT students project abroad, conduct media research consultancy	14 Sep–2 Oct 04	\$1,550
L Duffield	Course Coordinator - Journalism	Suva	Deliver a paper at the Journalism Education Assoc Annual Conference	4–10 Dec 04	\$2,007
D Eden	HOD, Acting/Tech Production	London and Sweden	Updating network system in London, visit Malmo University re Technical Production student exchange	22 Dec–15 Jan 05	\$2,480
L English	Casual Academic - Music	India	Live art asia, UNESCO - Ethnographic action research project	6–16 Aug 04	\$1,794
A Finn	Tech Assistant - Fashion	Hong Kong	Short PDL	11–17 Dec 04	\$3,297
T Flew	HOD Media & Comm	China	ARC Discovery Research	7–20 Mar 04	\$4,527
T Flew	HOD Media & Comm	UK, Spain, USA	Communication and Cultural Diversity Forum - Barcelona, Meetings w Academics - London School of Economics and US E-Government Expert, Rec Leave	18 May–5 Jun 04	\$4,961
M Foth	Sessional Research	UK, Germany	Research conference	28 Mar–15 Apr 04	Nil
M Foth	Postgraduate Student - CIRAC	Germany/UK/Canada/USA	Oxford Internet Institute Summer Doctoral Program 2004, PDC '04, DIS '04	17 Jun–13 Aug 04	\$2,795
V Garnons-Williams	Lecturer	Canada	Research of Primary Source Material (Artworks, Sketchbooks, Textual) as part of a cross-cultural comparison of artists	23 Jan–24 Feb 04	Nil
S Gattenhof	Lecturer	Canada	Conference - IDEA 2004, Fifth World Congress of the International Assoc of Drama/Theatre & Education	28 Jun–13 Jul 04	\$3,164
J Hartley	Professor, Creative Industries Research	Taiwan, Beijing	Networking, presented paper	18–27 Sep 04	\$9,027
D Hawke	HOD Visual Arts	Japan	Establishing contacts with Tama Art University, Suidobata Fine Arts Academy & Bunka Fashion College	25 Jan–3 Feb 04	\$3,380
D Hawke	HOD, Visual Arts	Tokyo	Marketing - including exhibition/show/expo/recruitment/ interviews	5–12 Oct 04	\$3,017
S Hetherington	Associate Lecturer	London	Visit to investigate online operation of journalism online at the BBC	29–30 Nov 04	Nil
J Hills	Academic	Gifu, Japan	Attend the VSMM 2004 Conference	16–22 Nov 04	\$1,902
H Huijser	Associate Lecturer	USA	Presenting paper at conference at UCLA	5–12 Jul 04	\$1,700
M Keane	Postdoctoral Research Fellow	China	Research Fieldwork	14 Mar–5 Apr 04	\$3,465
M Keane	Postdoctoral Research Fellow	Beijing, China	Fieldwork, QUT related business & conference.	5–26 Sep 04	\$2,313
S Le Clerq & C Buday + 10 students	Lecturer	Taiwan	Cultural exchange tour	22 Jul–7 Aug 04	\$11,443
D Mafe	Lecturer	UK, Italy	Paper presentation at 2 conferences	6–26 Jul 04	\$4,157
P Makeham	BCI Coordinator/Lecturer	China	Series of Recruitment events incl. Austrade	20 Apr–3 May 04	\$6,300
P Makeham	BCI Coordinator/Lecturer	New Zealand	Paper presentation - Australian Assoc. for Theatre, Drama and Performance Studies	28 Jun–4 Jul 04	\$1,865
J McLean	HOD, Performance Studies	Singapore	Presenting paper at conference	14–19 Jun 04	\$2,291
J McLean	HOD, Performance Studies	London, Paris, Glasgow	Major Brisbane Festivals + QUT business	15 Sep–1 Oct 04	\$1,500
A McNamara	Lecturer	Germany	Research PDL long	20 Aug–6 Sep 04	\$3,230
A Montgomery	MATE Project Manager - CIRAC	Hong Kong, Taiwan	Conference	18–27 Sep 04	\$4,641
L Montgomery	Project Manager	China	ARC Discovery Research	7–22 Mar 04	\$3,960
M Newman	Academic	Mexico, London, Paris	Short PDL	20 Oct–9 Nov 04	\$2,723

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Creative Industries continued					
E Rennie	Postdoctoral Research Fellow	Brazil	Attending 2 conferences - OurMedia and IAMCR	21 Jul–2 Aug 04	\$5,400
A Romano	Lecturer	Suva	Participation in Journalism Education Association conference	3–10 Dec 04	\$2,400
A Russo	Senior Lecturer	UK	Creative Space Conference	30 Mar–9 Apr 04	Nil
A Russo	Senior Lecturer	Thailand	IDP Recruitment & Agent/University Visits	4–12 Jun 04	\$2,473
A Russo	Senior Lecturer	Singapore	Attendance at conference presenting paper	5–11 Dec 04	\$2,960
R Scollen	ARC Research Associate	Russia	Paper presentation at the Annual International Federation for Theatre Research conference	19–30 May 04	\$3,000
G Seffrin	Theatre Studies	Russia	Paper presentation at conference	19–30 May 04	\$3,300
B Siphthorp	Academic	Singapore, Japan	Attendance & presentation at Multimedia Asia Arts Pacific conference / Live Art Asia partner meetings	25 Oct–6 Nov 04	\$1,572
J Smith	Learning & Teaching Consultant	Hong Kong	Providing intensive workshops for external Masters students from HK & Singapore, visits to universities and institutions offering innovative curriculum in Creative Industries	19–24 Jul 04	\$1,500
C Spurgeon	Course Coordinator	China	ARC Discovery Research	14–20 Mar 04	\$3,649
C Spurgeon	Course Coordinator	Beijing, China	Conference	6–12 Sep 04	\$1,576
C Stock	HOD Dance	Taiwan	Auditions, TNVA/QUT Collaboration, Visit agents, meet with Hong Kong academy	17–26 Apr 04	\$5,428
C Stock	HOD, Dance	Taiwan	QUT/TNVA collaborative cultural exchange I AGM of WDA-AP present & participation Int. conference (Taiwan)	29 Jul–9 Aug 04	\$2,700
C Stock	HOD, Dance	Beijing, China	Present paper at International Conference 2004 BFIDED	22–28 Sep 04	\$1,096
C Stock	HOD, Dance	India, Singapore	India: Conference Paper and facilitate workshop; Singapore: Meet with artists in "Accented Body"	3–22 Dec 04	\$3,383
J Tacchi	Senior Research Fellow - CIRAC	India	DFID Funded Research	31 May–19 Jun 04	\$4,322
J Tacchi	Senior Research Fellow - CIRAC	Delhi, India	DFID funded research project & UNESCO meeting/workshop	3–25 Aug 04	\$2,100
J Tacchi	Senior Research Fellow - CIRAC	India, London	DFID funded research project, fieldwork in India and group meeting and workshop in London	24 Nov–10 Feb 05	\$6,957
P Tarrant	Creative Industries Research	New York	Exhibit artwork, publish abstract and attend ACM conference	8–17 Oct 04	\$1,200
C Taylor	Creative Industries Research	USA, Japan	Study Tour	23 May–2 Jul 04	Nil
S Tickle	International recruitment coordinator	Singapore, Kuala Lumpur	Attend Austrade, Meet with Right Angle Group and LICCT and MSC International	18–23 Mar 04	\$2,600
S Towers	Director Academic Programs	USA	Management Frontiers Program - Transforming Teaching & Learning	26 Mar–9 Apr 04	\$11,161
Z Trow	Performance Innovation	Singapore	Presenting paper at conference	14–19 Jun 04	\$2,291
Z Trow	Performance Innovation	Malaysia	International development and promotion	12–16 Sep 04	\$1,700
S Vaughan	HOD, Fashion	Nottingham, London	Echo exhibition at London College of Fashion Gallery / visit fashion incubator Nottingham	24 Nov–14 Dec 04	\$2,945
R Vella	Adjunct Professor	Canary Islands	Conference presentation of paper for the International Society for Music Education	11–19 Jul 04	\$3,000
H Yeates	Course Coordinator - Film & TV	Spain, USA	PDL/long service leave	12 Sep–26 Nov 04	\$1,700
D Zhang	Faculty Computing Services Coordinator	Beijing, China	Visit Microsoft Research Asia	1–7 Dec 04	Nil
Education					
R Adamson	International Director, TESOL Unit	Nanjing, China; Hong Kong	Attending International Tendering Conference for Jiangsu Teacher Training Projects and Chairing Accreditation Panel for Hong Kong Institute of Education.	17–22 May 04	\$2,212
R Adamson	International Director, TESOL Unit	Hong Kong	Briefing sessions for TESOL International Programs 2005; meeting with QUT agent in Hong Kong	23 Sep–2 Oct 04	\$1,396

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Education continued					
R Adamson	International Director TESOL Unit	Hong Kong and China	Accreditation of degree program at Hong Kong Baptist University and research in Taiyuan	28 Nov–5 Dec 04	\$3,159
W Atweh	Senior Lecturer	Denmark	Presenting paper at the ICME Conference	1–17 Jul 04	\$2,620
R Ballantyne	Director, Centre for Innovation in Education	Canada, USA	Research collaboration and presenting paper at the Visitors Studies Association Conference	23 Jul–9 Aug 04	\$5,340
R Ballantyne	Director, Centre for Innovation in Education	South Africa	Collaborative research at University of Capetown and University of Natal	29 Oct–8 Nov 04	\$1,035
A Baturu	Senior Lecturer	USA	Present a forum on Indigeneous Education at the NCTM Conference; and visit indigeneous researchers in Arizona.	12–26 Apr 04	\$6,537
A Baturu	Senior Lecturer	Bangkok	Present papers at the SEAMEO conference and to consolidate existing international friendships and partnerships to establish other partnerships	23–31 May 04	\$2,053
A Baturu	Senior Lecturer	Bergin, Norway	Presenting paper at PME28 Conference	9–20 Jul 04	\$4,723
D Berthelsen	Senior Lecturer	Singapore	Kinderland Teaching	4–16 Mar 04	\$3,434
D Berthelsen	Senior Lecturer	Washington DC, USA; Ghent, Belgium	Presenting papers/seminars at the Head Start 7th National Research Conference; ECLS-K Database Training Seminar; ISSBD Conference	26 Jun–24 Jul 04	\$12,809
D Berthelsen	Senior Lecturer	Singapore	Kinderland Teaching	6–20 Sep 04	\$4,442
G Boulton-Lewis	Professor	Hong Kong, Stockholm and Tallinn	Research at Hong Kong Institute of Education; Present paper at the EARLI SIG Conferences	5 Jun–6 Jul 04	\$1,623
G Boulton-Lewis	Professor	Germany	Present paper at the EARLI Sig Conference on Qualitative and Quantitative Research and Mixed Methodology Workshop	19–29 Oct 04	Nil
B Broughton	Lecturer	Singapore	Kinderland Teaching	2–16 May 04	\$3,935
B Broughton	Lecturer	Singapore	Kinderland teaching	18 Jul–9 Aug 04	\$6,419
J Brownlee	Senior Lecturer	Singapore	Kinderland Teaching	26 Jan–6 Feb 04	\$3,953
J Brownlee	Senior Lecturer	Singapore	Kinderland Teaching	5–12 Jul 04	\$2,847
R Burke	Lecturer	Florence	Presenting paper at the International Cultural Research Network Conference	27 Jun–21 Jul 04	\$1,000
J Carr	Senior Lecturer	USA	Attending AAAL Conference and Visiting Scholar at the University of California	27 Apr–6 May 04	\$3,142
J Carr	Lecturer	Kuala Lumpur, London, Italy	Management meeting in Malaysia (ED47); Attending New Humanities Conference in Italy; BAAL Conference in UK; presenting paper in Italy; collecting data; and meetings with colleagues.	13 Jun–26 Jul 04	\$7,842
J Carr	Lecturer	Kuala Lumpur, Malaysia	Management meeting in Kuala Lumpur regarding ED47	25 Nov–4 Dec 04	\$1,953
S Carrington	Lecturer	Montreal, Canada	International Colloquium - Inclusive Education Policy, Schooling and Social Theory - An International Survey	16–27 Jul 04	\$3,814
T Cooper	Head, School of Maths, Science and Technology Education	USA	Attending NCTM Research pre-conferences and visiting international colleagues regarding working with Indigeneous communities	12–26 Apr 04	\$8,916
T Cooper	Head, School of Maths, Science and Technology Education	Bangkok	Present papers at the SEAMEO conference and professional development with Malaysian Ministry of Education	23–31 May 04	\$2,157
T Cooper	Head, School of Maths, Science and Technology Education	Bergin, Norway	Presenting paper at PME28 Conference	9–20 Jul 04	\$6,250
N Cranston	Senior Lecturer	Singapore	AEC Teaching (ED10)	11–17 May 04	\$2,349
N Cranston	Senior Lecturer	New Zealand	Present paper at the ANZAM Conference	7–12 Dec 04	\$2,707
J Crawford	Coordinator TESOL/LOTE Unit	Kaunas, Lithuania; Reading, United Kingdom; Prata, Italy	Conference Leave	15 Jun–26 Jul 04	\$10,285
S Danby	Senior Lecturer	Singapore	AEC Teaching (ED10)	5–14 Mar 04	\$3,597
R Davidson-Irwin	Casual Academic	Singapore	Kinderland Teaching	7–22 Mar 04	\$4,305
R Davidson-Irwin	Casual Academic	Singapore	Kinderland Teaching	29 Aug–14 Sep 04	\$5,806
B Delahaye	Associate Professor	Dunedin, New Zealand	Presenting paper at the ANZAM Conference and to meet with colleagues at Otago University	7–14 Dec 04	\$1,816

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Education continued					
C Diezmann	Senior Lecturer	USA	Attending AERA Conference and National Council of Teachers of Mathematics Research Conference	8–27 Apr 04	\$8,549
C Diezmann	Senior Lecturer	Christchurch, New Zealand	Attendance at the NAVCON international conference related to an OCS Evaluation Study of the Centres of Excellence in Technology, Maths and Science	24 Sep–1 Oct 04	\$3,098
C Diezmann	Associate Professor	Goa India	Attendance at EPISTEME 1 (Maths, Science Conference)	8–20 Dec 04	\$4,168
L Ehrich	Senior Lecturer	Singapore	Master of Education Teaching (ED10)	23–30 Nov 04	\$2,709
R Elliott	Director, International Development	Singapore and Malaysia	Discussions with Crestar in Singapore and Malaysia	12–21 Jan 04	\$4,098
R Elliott	Director, International Development	China	Presenting paper at the International Relationships with China University Conference	21–29 Feb 04	\$4,140
R Elliott	Director, International Development	USA	Present paper at the AERA Conference	10–18 Apr 04	\$5,462
R Elliott	Director, International Development	Hanoi, Vietnam	Participating in project in Vietnam	30 Apr–8 May 04	\$3,955
R Elliott	Director, International Development	China	Participating in project in China	18–23 May 04	\$3,737
R Elliott	Director, International Development	Kuala Lumpur, Singapore	Meetings in Kuala Lumpur and Singapore (AEC)	10–21 Jun 04	\$4,154
R Elliott	Director, International Development	Port Moresby	Project Management - PATTAF	18–23 Jul 04	Nil
R Elliott	Director, International Development	Port Moresby	Initial visit onsite regarding Curriculum Project	10–13 Aug 04	\$2,692
R Elliott	Director, International Development	Korea	Attend Invited Symposium on Teacher Education in Korea	15–23 Oct 04	\$3,429
L English	Professor	Copenhagen, Denmark and Bergen, Norway	Invited Coordinator of Discussion Group at the 10th International Congress on Mathematical Education Conference and presentation of paper at the PME Conference	3–20 Jul 04	\$9,631
M Farrell	Associate Professor	Singapore	Kinderland Teaching	6–20 Mar 04	\$5,344
D Gahan	Lecturer	Singapore	Kinderland Teaching	11–24 Jul 04	\$5,437
L Gilmore	Lecturer	Montpellier, London, San Antonio, Boston	PDL (Short) Funded Conference Travel	3–6 Jun 04	\$7,466
L Gilmore	Lecturer	Lisbon	9th International Conference on Motivation	27 Sep–12 Oct 04	\$3,119
L Gilmore	Senior Lecturer	Singapore	Present invited paper at International Crime prevention conference	20–27 Nov 04	
I Ginns	Senior Lecturer	USA, Canada	Presenting paper at the NARST Conference - Enhancing learning science through robotics: Impact of teachers' beliefs.	26 Mar–7 Apr 04	\$2,707
S Grieshaber	Associate Professor	USA	Attending Annual Meeting, American Educational Research Association	10–19 Apr 04	\$3,860
S Grieshaber	Associate Professor	Oslo, Norway	Presenting paper at the 12th Conference of Reconceptualizing Early Childhood Research, Theory, and Practice	19–30 May 04	Nil
S Grieshaber	Associate Professor	Singapore/Hong Kong	Singapore: Attendance at the Kinderland Learning Centre Graduation Ceremony; meeting with postgraduate student; meeting with NIE personnel. Hong Kong: Working with PHD Student	30 Sep–6 Oct 04	\$2,940
S Grieshaber	Associate Professor	USA	PDL Long leave - professional experience research at the National Institute of Early Education Research at the Graduate School of Education	28 Nov–18 Feb 05	\$11,255
A Heirdsfield	Lecturer	Copenhagen, Denmark; Bergen, Norway.	Short PDL -Attending PME conference	2–21 Jul 04	\$1,982
D Henderson	Lecturer	Vietnam	Attend Asia Education Foundation 3rd International Conference - Linking Latitudes and participate in field trip in Vietnam.	4–17 Apr 04	\$5,306

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Education continued					
A Hudson	Senior Lecturer	Cuba and USA	PDL (Short) to attend meetings and present a paper at the 48th Annual Conference of the Comparative International Education Society	22 Feb–15 Mar 04	\$3,326
A Hudson	Senior Lecturer	Hong Kong; Havana, Cuba; Jamaica	Presiding over triennial Congress in Havana, Cuba; helping to finalise Congress Organisation; collaborative research with Cuban and Jamican colleagues	3 Oct–17 Nov 04	Nil
C Irons	Senior Lecturer	Malaysia, USA	Attend and present paper at the NCMT Annual Conference and conduct workshops for the Ministry of Education Malaysia (MOEM)	9–26 Apr 04	\$5,592
C Irons	Senior Lecturer	Auckland, New Zealand	Present keynote address and workshop at Auckland Numeracy Symposium	14–17 Jul 04	\$170
C Irons	Senior Lecturer	Malaysia, USA	Speak to Maths Leaders (trainers) in Malaysia; present two papers at Northwest Maths Conference and present keynote address at NCTM conference	4–18 Oct 04	Nil
R Irons	Lecturer	USA	Presenting a paper and workshop at the NCTM Conference and workshop "Early Number the Foundation for Computational Fluency"	19 Apr–4 Jun 04	\$1,392
R Irons	Lecturer	USA	Present paper at Regional National Council of Teachers of Mathematics; and keynote address at Association of Teacher of Mathematics in New England	11–25 Oct 04	Nil
M Keeffe	Lecturer	New Zealand	Present paper at the ANZELA 13th Annual Conference	20–25 Sep 04	\$1,392
G Kidman	Lecturer	United Kingdom and Europe	Short PDL	14 Sep–18 Oct 04	\$9,819
S Lennox	Associate Lecturer	Singapore	Master of Education Teaching	10–18 Jul 04	\$2,695
J Lidstone	Associate Professor	Canada	Discussions and meetings at Ontario Institute for Studies in Education	28 Mar–10 Apr 04	\$3,663
J Lidstone	Associate Professor	United Kingdom	Keynote address at the International Geographical Union Commission on Geographical Education Symposium and Congress	9–25 Aug 04	\$4,584
M Lloyd	Lecturer	Sweden, UK, Thailand	Presenting paper at ICT In Education Conference in Sweden; Presentation of seminar at Open University, UK; and visits to other institutions	29 May–20 Jun 04	\$6,554
I Macpherson	Director, Academic Programs	San Diego, USA	AAER Annual Meeting	10–18 Apr 04	\$2,678
I Macpherson	Director, Academic Programs	Port Moresby	Initial visit onsite regarding Curriculum Project	10–13 Aug 04	\$2,382
I Macpherson	Director, Academic Programs	Papua New Guinea	OCS Project–organisation regarding enrolment and pre-reading/preparation for MLI Cohort commencing in February 2005	30 Nov–2 Dec 04	\$1,831
K Mallan	Associate Professor	Portugal	Presenting paper at Utopian Studies Society 5th International Conference	3–13 Jul 04	\$4,095
J Masters	Lecturer	Bangkok	Participating in information display at the SEAMEO Conference	25–31 May 04	\$1,917
F McArdle	Lecturer	San Diego, USA	Presenting paper at the AERA Conference	11–18 Apr 04	\$4,117
P McKay	Associate Professor	Abu Dhabi, United Kingdom and USA	Short PDL - Conference and Research	6 Mar–4 Apr 04	\$3,698
V McLean	Dean, Faculty of Education	Singapore and Malaysia	Discussions with Crestar in Singapore and Malaysia	12–19 Jan 04	\$2,636
V McLean	Dean, Faculty of Education	Singapore, Malaysia	Attending Graduation Ceremonies in Singapore and Malaysia and attending other business meetings.	9–15 Mar 04	\$5,358
V McLean	Dean, Faculty of Education	Singapore	Presenting paper at the Global Conference on Excellence in Education and Training and presentation at Kinderland Learning Centre	19–23 May 04	\$2,008
V McLean	Dean, Faculty of Education	Hanoi, Vietnam	Attending meeting with the Vice-Chancellor	10–15 Aug 04	\$4,860
V McLean	Dean, Faculty of Education	Singapore	Attending Singapore Graduation Ceremony; meetings at Singapore Polytechnic and Workforce Development Agency regarding possible partnerships.	8–10 Sep 04	\$1,391
V McLean	Dean	China	Accompany Queensland Minister for Education (delegation)	25 Oct–2 Nov 04	\$6,213
C McRobbie	Professor	Canada	Presenting paper at a Conference–Enhancing learning science through robotics: Impact of teachers' beliefs.	31 Mar–12 Apr 04	\$4,309

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Education continued					
E McWilliam	Assistant Dean (Research)	San Diego, USA	Attending AERA 2004 Conference	11–18 Apr 04	\$4,219
D Nailon	Lecturer	Singapore	Kinderland Teaching	22 Feb–1 Mar 04	\$2,531
D Nailon	Lecturer	Singapore	Kinderland Teaching	7–16 Jul 04	\$2,398
M Nair	Faculty International Projects Coordinator	Singapore/Brunei	Meetings with potential partners	23–28 Aug 04	\$2,640
R Nason	Senior Lecturer	Dortmund, Germany	Presenting paper at ICME Study 14: Applications and Modelling in Mathematics Education Conference	11–19 Feb 04	\$1,930
R Nason	Senior Lecturer	Lugano, Switzerland	Presenting papers at Ed-Media 2004 Conference	14–28 Jun 04	\$3,587
J Nayler	Lecturer	San Diego and San Francisco	Short PDL - Participate in AERA Conference and meetings with teacher educators at Berkeley Campus	6–29 Apr 04	\$7,612
S Nykvist	Associate Lecturer	Bangkok	Participating in information display at the SEAMEO Conference	25–31 May 04	\$1,267
S Nykvist	Associate Lecturer	New Orleans, USA	Present paper at the NECC 2004 Conference	19–27 Jun 04	\$4,212
J Packer	Lecturer	Canada, USA	Short PDL	23 Jul–9 Aug 04	\$5,680
W Patton	Head, School of Learning and Professional Studies	San Francisco, USA	PDL (Short) - Presenting papers at International Symposium; and NCDA Conference	20 Jun–4 Jul 04	\$5,234
H Pillay	Associate Professor	Dubai	Invited keynote presentation and conducting workshops.	2–16 Feb 04	Nil
H Pillay	Associate Professor	Albania	Undertaking a World Bank consulting contract	1–29 Mar 04	\$2,450
H Pillay	Associate Professor	Albania	OCS Consultancy Project - World Bank	26 Apr–15 May 04	\$6,390
H Pillay	Associate Professor	Tirana, Albania; Jonkoping, Sweden	World Bank Project in Albania; and attend 'The Challenge of Integrating ICT in teacher education - the Need for Dialogue, Change and Innovation' conference	31 May–21 Jun 04	\$2,915
H Pillay	Associate Professor	West Samoa	Fact finding mission plus write design approach and methodology for the ADB Schoolnet Project for Samoa	13–22 Sep 04	Nil
H Pillay	Associate Professor	Singapore, India	Short PDL	22 Dec–7 Jan 05	\$3,445
A Roberts	Lecturer	Auckland, New Zealand	Attendance at the Business Educators of Australia Australasian Conference	4–8 Jul 04	\$1,314
A Roberts	Lecturer	Auckland, New Zealand	Presenting a paper at the Asia Pacific Education Conference; networking; and marketing.	30 Nov–16 Dec 04	\$1,881
A Russell	Lecturer	Toronto, Canada	Presenting paper at the APT XV International Conference	9 Jul–1 Aug 04	\$9,365
A Russell	Lecturer	South Africa	Attend International Visual Literacy Association Conference (Moderator for VL and Research strand of conference)	30 Sep–18 Oct 04	Nil
S Sin	Office Manager	Hong Kong	Briefing sessions for TESOL International Programs 2005; meeting with QUT agent in Hong Kong	23 Sep–2 Oct 04	\$3,196
F Spencer	Associate Lecturer	Ohio; Florida; and Hawaii	Meeting with academic at Ohio State University; Presenting papers at the EISTA and APA Conferences	18 Jul–4 Aug 04	\$5,925
C Tayler	Head, School of Early Childhood	Paris/Malta	OECD Assignment in Paris as approved in PDL long application; presenting paper at the EECERA 2004 Annual Conference in Malta (1/9/04-5/9/04)	30 Jun–31 Dec 04	\$15,382
K Thorpe	Associate Professor	London/Copenhagen	Presentation of three papers at the 11th International Congress on Twin Studies conference	23 Jun–1 Jul 04	\$2,386
K Thorpe	Associate Professor	Bristol, UK	Presenting paper at the CLSE Conference; meetings with UK Collaborators	17 Sep–2 Oct 04	\$4,525
S Walker	Lecturer	Singapore	Teaching ED10 Program	8–18 Jan 04	\$4,792
S Walker	Lecturer	Belgium	PDL Short leave	9–17 Jul 04	\$3,096
J Watters	Associate Professor	Canada, USA, United Kingdom	PDL Leave—Research in Canada, USA and United Kingdom; and attending NARST and AERA Conferences in Canada and San Diego	29 Mar–4 Jun 04	\$6,320
J Watters	Senior Lecturer	Christchurch, New Zealand	Attendance at the NAVCON international conference on Technology in Schools	24 Sep–1 Oct 04	\$2,286
J Watters	Associate Professor	Goa India	Attendance at EPISTEME 1 (Maths, Science Conference)	8–20 Dec 04	\$2,760
Finance and Resource Planning					
T Leighton	Director, Financial Services	Thailand	Travel delegation	19–22 Mar 04	Nil

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Health					
D Anderson	Senior Lecturer	USA	Seminar	7–23 May 04	\$3,460
P Anderson	Lecturer	Vietnam	QUT-HSPH Capacity Building in Public Health Education	3–11 Dec 04	\$3,261
D Atchison	Professor	Canada, USA	Conference	20–26 Feb 04	\$5,860
D Atchison	Associate Professor	Spain	Conference	14–26 Sep 04	\$1,300
A Barnard	Senior Lecturer	Canada, USA	Long PDL-Conference	1–10 Jun 04	\$4,279
M Barnes	Senior Lecturer	Ireland	Conference	10–26 Jul 04	\$1,600
M Barnes	Senior Lecturer	New Zealand	Conference	15–19 Sep 04	Nil
P Bennett	Senior Lecturer	New Zealand	Professorial Activities	26–31 Jan 04	\$550
P Bennett	Senior Lecturer	New Zealand	Professorial Activities	23–26 Feb 04	\$330
P Bennett	Lecturer	New Zealand	Professorial Secondment	23–29 Apr 04	\$660
P Bennett	Senior Lecturer	New Zealand	Professorial Secondment	31 May–4 Jun 04	\$990
P Bennett	Senior Lecturer	New Zealand	Professorial Secondment	28 Jun–3 Jul 04	\$990
P Bennett	Lecturer	New Zealand	Exchange or Secondment	23–27 Aug 04	\$550
P Bennett	Senior Lecturer	New Zealand	Adjunct Prof Auckland UT	7–11 Dec 04	\$550
H Biggs	Senior Lecturer	UK	Conference	19–26 May 04	\$4,907
K Bowman	Dean Faculty of Health	China	Industry Visit	11–17 Jul 04	\$4,691
K Bowman	Dean Faculty of Health	China	Qld Minister for Education Trade Mission	26 Oct–2 Nov 04	\$4,642
R Boyd	Lecturer	USA	Long PDL - Conferences & Research	13 Jun–18 Jul 04	\$8,203
T Buehren	Research Fellow	USA	Conference	24 Apr–3 May 04	\$4,153
N Byrne	Lecturer	France and Switzerland	Conference and Research	19 Jun–17 Jul 04	\$7,459
L Carney	Head of School	Hong Kong	Committee Meeting	14–17 Jan 04	Nil
L Carney	Head of School	Hong Kong	Keynote Lecture	26–29 Apr 04	\$503
L Carney	Head of School	UK	Conference	18–26 May 04	\$900
L Carney	Head of School	China	Visit Shandong Provincial Hospital	16–20 Nov 04	\$2,790
C Cliff	Health Projects Manager	China	Marketing	13–17 Apr 04	\$3,192
C Cliff	Health Projects Manager	China	Industry Visit	17–22 May 04	\$4,436
C Cliff	Health Projects Manager	China	Industry Visit	11–17 Jul 04	\$3,951
C Cliff	Health Projects Manager	China	Qld Minister for Education Trade Mission	26 Oct–2 Nov 04	\$4,642
M Collins	Associate Professor	USA	Project Meeting	12–23 Jan 04	Nil
M Collins	Associate Professor	USA	Conference	18–30 Apr 04	\$1,770
M Collins	Associate Professor	Hong Kong	Presentation and Meetings	13–18 Jun 04	Nil
M Collins	Associate Professor	USA	Research	17–24 Oct 04	Nil
M Courtney	Director of Research	Germany & Netherlands	Conference	23 Aug–13 Sep 04	\$6,866
A Crawford	Senior Lecturer	Singapore	Meetings	21–29 Feb 04	\$3,059
T Cuddihy	Senior Lecturer	Taiwan & Hong Kong	Conference and visits	5–12 Nov 04	\$1,290
J Davey	Senior Lecturer	UK and Singapore	Conference	11–18 Apr 04	\$8,921
J Davey	Deputy Director	UK and Singapore	Conference and Meetings	5–15 Aug 04	\$10,497
J Davey	Deputy Director CARRSQ	India	Conference	29 Nov–3 Dec 04	\$6,645
B Davis	Senior Research Associate	USA	Project Meeting	12–23 Jan 04	Nil
B Davis	Senior Research Associate	USA	Conference	18–30 Apr 04	\$1,070
M Dunne	Associate Professor	Vietnam	Curriculum Development and Project Management	15 Feb–7 Mar 04	\$6,090
M Dunne	Associate Professor	Vietnam	Curriculum Development and Project Management	11–22 Apr 04	\$3,872
M Dunne	Associate Professor	Vietnam	Conference	17–21 May 04	\$835
M Dunne	Associate Professor	Vietnam, Malaysia	Research	24 Sep–7 Oct 04	\$4,615
M Dunne	Associate Professor	Vietnam	QUT-HSPH Capacity Building in Public Health Education	2–19 Dec 04	\$4,442
H Edwards	Head of School	China	Industry Visit	7–14 Feb 04	\$4,357
H Edwards	Head of School	Hong Kong	External Examination	29 May–5 Jun 04	Nil

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Health continued					
H Edwards	Head of School	Germany & Netherlands	Conference	23 Aug–13 Sep 04	\$7,022
H Edwards	Professor	Taipei	Industry Visit	6–11 Dec 04	\$3,184
S Firth	Administration Officer	Malaysia	Executive Meeting	17–22 May 04	\$1,811
M Fleming	Acting Head of School	Vietnam	QUT-HSPH Capacity Building in Public Health Education	3–12 Dec 04	\$3,067
M Fleming	Acting Head of School	Vietnam	Curriculum Development and Project Management	11–18 Apr 04	\$3,123
R Franklin	Researcher	USA	Project Meeting	12–23 Jan 04	Nil
J Fraser	Lecturer	Oslo Bergen Montreal and New York	Conference and visits	1 Nov–10 Dec 04	\$6,017
N Graves	Senior Research Fellow	UK	Research	19 Mar–12 Apr 04	\$7,295
N Graves	Senior Research Fellow	USA	Research	10–24 May 04	\$9,010
K Halton	Research Assistant	UK	Short Course	10–28 Sep 04	\$7,596
S Hayes	Post Doctoral Fellow	USA	Conference	6–13 Dec 04	\$6,615
A Hills	Professor	Prague & Lausanne	Long PDL–Research	24 May–2 Aug 04	\$9,293
A Hills	Professor	Switzerland, Belgium, Netherlands	Research	23 Sep–11 Oct 04	\$4,890
A Hills	Professor	USA	Conference and meetings	14–20 Nov 04	\$3,817
J Hou	Associate Professor	China	Industry Visit	17–22 May 04	\$4,561
J Hou	Associate Lecturer	China	Industry Visit	11–17 Jul 04	\$3,951
X Hou	Associate Lecturer	China	Qld Minister for Education Trade Mission	26 Oct–2 Nov 04	\$4,432
E Isenring	Lecturer	USA	Conference	23 Jun–12 Jul 04	\$3,179
R Iskander	Principle Research Fellow	Vienna etc	Conference and Meetings	4–28 Sep 04	\$8,563
G Kerr	Senior Lecturer/Director of research (Human Movement Studies)	New Zealand	Conference	28 Aug–2 Sep 04	\$1,869
M Kimlin	Senior Research Fellow	USA	Research UV Exposure assessment	27 Oct–16 Nov 04	Nil
P Liossis	Lecturer	UK	Conference	28 Jun–11 Jul 04	\$4,800
J Lovie-Kitchin	Associate Professor & Assistant Dean, Research	Norway	International Meeting	15–26 Oct 04	\$2,442
J Lovie-Kitchin	Associate Professor	Hong Kong	Conference	25–30 May 04	Nil
R Lowe	Lecturer	UK and Holland	Conference	2–21 Sep 04	\$4,625
J McDowell	Senior Research Fellow	New Zealand	Conference	12–26 Feb 04	Nil
J McDowell	Senior Research Fellow	Germany & Netherlands	Conference	22 Aug–13 Sep 04	\$3,205
C McInnes	Executive Officer	Malaysia	Executive Meeting	17–22 May 04	\$1,811
C McInnes	Executive Officer	Philippines	Conference	2–6 Aug 04	\$1,713
B McKimme	Lecturer	New Zealand	Conference	15–18 Apr 04	\$1,983
R Meuter	Lecturer	USA	Conference	29 Apr–7 May 04	\$4,506
R Meuter	Lecturer	USA & Canada (private to Europe)	Long PDL–research	29 Jul–29 Nov 04	\$6,780
J Najman	Visiting Academic	Vietnam	Curriculum Development and Project Management	9–18 Apr 04	\$3,490
J Nicholson	Senior Research Fellow	Canada, USA	Conference/Meetings	23 May–7 Jun 04	\$407
J Nicholson	Senior Research Fellow	Florence, Venice, Bristol	Conference and research	4–29 Sep 04	\$2,521
J Nicol	Lecturer	Vietnam	Workshop Presentation	7–28 Feb 04	\$4,238
B Oldenburg	Professor	Germany	Meetings	4–11 Feb 04	\$1,926
B Oldenburg	Professor	New Zealand	Conference	12–15 Feb 04	\$1,493
B Oldenburg	Professor	New Zealand and USA	Meetings and Conference	21–29 Mar 04	\$5,387
B Oldenburg	Professor	Malaysia	Executive Meeting	18–22 May 04	\$1,639
B Oldenburg	Professor	Hawaii	Conference	27 Jul–2 Aug 04	\$2,339
B Oldenburg	Professor	Germany & Hungary	Conference	21 Aug–2 Sep 04	\$5,686
B Oldenburg	Professor	Beijing, China	Health and Beijing Olympics in 2008	30 Oct–7 Nov 04	\$1,128

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Health continued					
B Oldenburg	Professor	Thailand	International Advisor	4–12 Dec 04	\$3,616
E Parker	Senior Lecturer	Vietnam	QUT-HSPH Capacity Building in Public Health Education	3–12 Dec 04	\$3,067
T Parker	Head of School	Oman	Conference and Meeting	22–29 Jan 04	\$3,665
T Parker	Head of School	UK, Greece	Conference	24 Jul–14 Aug 04	\$7,121
T Parker	Head of School	China	Conference	20–25 Sep 04	\$1,043
C Patterson	Centre Director	UK, Denmark & India	Long PDL–Research	1–29 Oct 04	\$4,501
A Rakotonirainy	Senior Research Fellow	Austria and Paris	Conference and Meetings	18 Apr–12 May 04	\$7,845
A Rakotonirainy	Senior Research Fellow	France	Research meetings	17 Dec–8 Jan 05	\$4,712
K Sanderson	Postdoctoral Research Fellow	Japan	Conference	23–27 Oct 04	\$3,319
K Schmid	Senior Lecturer	USA	Conference	23 Apr–4 May 04	Nil
K Schmid	Senior Lecturer	UK	Conference	11–26 Jul 04	\$800
C Schonfield	Research Manager	UK	Conference	6 Aug–12 Sep 04	\$4,692
R Schweitzer	Associate Professor	Italy and Holland	Conference	13–30 Jun 04	\$8,035
R Schweitzer	Associate Professor	South Africa	Long PDL -Research & Seminars	12 Sep–10 Dec 04	\$4,676
M Service	Director, Corp.Programs.	China	Industry Visit	16–22 May 04	\$4,125
M Sheehan	Director, CARRSQ	USA, Canada	Conference	11–18 Jan 04	\$6,402
M Sheehan	Director, CARRSQ	Scotland	Conference	6–21 Aug 04	\$3,958
D Stewart	Associate Professor	China	Research	24 Feb–5 Mar 04	\$3,673
D Stewart	Associate Professor	China	Research	12–19 Sep 04	\$3,130
P Swann	Associate Professor	Israel	Conference	24 Feb–7 Mar 04	Nil
P Swann	Associate Professor	New Zealand	Conference	4–8 Aug 04	Nil
P Swann	Associate Professor	USA, Hong Kong	Conference	8–23 Dec 04	\$5,259
S Tong	Senior Research Fellow	USA	Conference	30 Jul–8 Aug 04	\$4,000
S Tong	Senior Research Fellow	China	Conference	29 Oct–13 Nov 04	\$5,625
G Turrell	Senior Research Fellow	New Zealand	Meeting, Seminar, Workshop	8–11 Dec 04	\$1,622
S Voetz	Researcher	USA	Conference	24 Apr–3 May 04	\$4,153
S Walker	Assoc Director, NCCH	Japan	Conference	14–19 Sep 04	Nil
S Walker	Assoc Director, NCCH	USA/Iceland	Conference	8 Oct–3 Nov 04	\$11,883
S Walker	Assoc Director, NCCH	Vietnam	Workshop Presentation	14–28 Feb 04	\$4,238
S Walker	Assoc Director, NCCH	Czech Republic	Meetings	24 May–4 Jun 04	\$2,843
G Warren	Lecturer	China	Industry Visit	27 Jun–15 Jul 04	\$5,544
B Watson	Senior Lecturer	New Zealand	Conference	14–17 Mar 04	\$430
B Watson	Senior Lecturer	Scotland	Conference	6–15 Aug 04	\$6,608
S Wearing	Post Doctoral Fellow	Germany, Switzerland and England	Research	19 May–4 Aug 04	Nil
K White	Lecturer	USA	Conference	4–20 Aug 04	\$4,239
D Wishart	Program Manager	USA	Conference and Exhibition	13–21 Apr 04	\$7,808
J Wollin	Academic	USA	Board Meeting	29 Jan–6 Feb 04	Nil
J Wood	Associate Professor	USA	Conference	10–22 Jan 04	\$5,600
J Wood	Associate Professor	USA	Conference	8–14 Dec 04	\$3,132
C Worringham	Senior Lecturer	USA	Conference	18–28 May 04	Nil
P Yates	Associate Professor	USA	Conference	24 Apr–4 May 04	\$2,794
P Yates	Associate Professor	New Zealand	Conference	15–19 Sep 04	Nil
R Young	Head of School	World	Conference/Meetings	16 Jun–18 Jul 04	\$10,354
M Zhu	Scholarship Holder	USA	Conference	24–30 Apr 04	\$4,651

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Information Technology					
R Aditya	Student	China	ACNS'04 Conference	5–13 Jun 04	\$2,575
A Anderson	Assistant Dean, Post graduate	S.E. Asia	Overseas Graduations	6–15 Mar 04	\$5,044
A Anderson	Assistant Dean	Thailand	QUT IDP Program	9–14 Jun 04	\$2,713
R Au	Associate Lecturer	The Netherlands	ICEC 2004	22–31 Oct 04	\$3,212
J Berntsson	Student	Portugal	EURO GP 2004	3–16 Apr 04	\$4,100
C Boyd	Associate Professor	Singapore	PKC 2004 Conference	1–5 Mar 04	\$2,450
C Boyd	Associate Professor	Spain/Portugal, London,	WITS & WOSIS Conf, Royal Holloway College	1–16 Apr 04	\$6,160
C Boyd	Associate Professor	India	Indocrypt	12–23 Dec 04	\$8,524
R Brown	Post Doctoral Fellow	Singapore	Graphite 2004 Conference	14–21 Jun 04	\$2,741
L Byoungcheon	ARC Fellow	New Zealand	AISW'04 Conference	18–22 Jan 04	\$2,993
B Caelli	Professor	New Zealand	BrightStar IT Security Summit	4–16 Apr 04	\$312
B Caelli	Professor	Sweden	Promote IT Conference	2–12 May 04	\$1,494
B Caelli	Professor	New York	CISSE Conf/IEEE Inf Ass conf	3–20 Jun 04	\$11,976
B Caelli	Professor	Kunming	10th JICC	2–11 Nov 04	\$1,480
B Caelli	Professor	New Zealand	ACSW 2004 Aust Info Security Workshop	16–24 Jan 04	\$3,242
A Campbell	Student IF49	Amsterdam	Cellular Automata in Research and Industry	24–27 Oct 04	\$1,600
T Chan	Senior Lecturer	USA	PDL	15–30 Jan 04	\$13,900
K Choo	Student IF49	France/Germany/Italy	FAST/Study Tour/SCN	23 Aug–25 Sep 04	\$5,302
F Choy	Lecturer	Korea	CIC 2004	23–30 Oct 04	\$4,372
R Christie	lecturer	Singapore	Graphite 2004 Conference	12–20 Jun 04	\$2,745
A Clark	Academic/Research	Nice, France	DEST/Esorics 2004	2–26 Sep 04	\$6,086
D Cooney	Student IF49	USA	OOPSLA 20004	24–29 Oct 04	\$425
I Creighton	Lecturer	Singapore	Graphite 2004 Conf	14–19 Jun 04	\$2,250
P Croll	Professor	UK - Scotland	ICS2004	23 May–1 Jun 04	\$5,769
P Croll	Professor	San Francisco USA	Medinfo 2004 Conf	6–13 Sep 04	\$5,358
I Davies	Student	USA	ICIS	7–22 Dec 04	\$4,072
E Dawson	Professor	Switzerland	ASIACRYPT 2004/Leave	30 Apr–13 May 04	\$5,329
E Dawson	Director	USA	Crypto	14–21 Aug 04	\$3,950
E Dawson	Professor	Korea	ICIS & ASIACRYPT 2004	29 Nov–12 Dec 04	\$6,097
A Dreiling	Research Assistant	Germany/Brisbane return fare	Visiting Fellow	9–14 Feb 04	\$2,000
A Dreiling	Research Fellow	Germany	SAP Research	28 Aug–5 Sep 04	\$3,000
R Du	Associate Lecturer	New Zealand	ACSW 2004 Aust Info Security Workshop	15–23 Jan 04	\$2,950
M Dumas	Senior Lecturer	France	ARC Collaborative Research	5–21 Feb 04	Nil
M Dumas	Lecturer	New York, USA	Research visit to Stevens Institute of Technology	2–18 Jul 04	\$4,937
S Edwards	Lecturer	Sweden	PDL	9 Sep–6 Dec 04	\$9,842
G Gable	Professor	New Zealand	AIS Project Meeting	12–13 Jan 04	\$145
G Gable	Professor	Hong Kong, Singapore	Presenting course	24 Jan–17 Feb 04	\$3,925
G Gable	Professor	China	PACIS	7–13 Jul 04	\$3,718
G Gable	Professor	USA	ICIS 2004	7–18 Dec 04	\$5,203
P Gauravaram	Student	India	Visit SETS & attend Indocrypt	8 Nov–18 Jan 05	\$1,600
S Geva	Senior Lecturer	Germany S'pore	INEX2004 IEEE Conf	30 Nov–18 Dec 04	\$5,111
M Giansiracusa	Student	China	ACNS'04 Conference	5–13 Jun 04	\$2,575
M Giansiracusa	Student IF49	Malaga, Spain	ICICS'04	25 Oct–3 Nov 04	\$984
J Gonzalez-Nieto	Research Associate	Portugal	ICETE 2004	30 Jul–2 Sep 04	\$5,716
J Gough	Dean, IT Faculty	San Jose USA	VM'04 Conference	5–9 May 04	\$4,390
J Gough	Dean, IT Faculty	USA	Research	3–6 Nov 04	Nil

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Information Technology continued					
G Hallam	Senior Lecturer	Borneo	Hersdsa 2004	3–13 Jul 04	Nil
A Hibbard	Administration Officer	Malaysia	Conversion Mission	4–9 Jan 04	\$2,899
J Ho	Student Services Manager	Malaysia	International Marketing	5–15 May 04	\$1,719
J Hogan	Senior Lecturer	New Zealand	ACSW 2004 Software Internationalisation Workshop	16–23 Jan 04	\$2,264
J Hogan	Senior Lecturer	UK, Ireland, USA, NZ	Localisation Research Centre Summer School/ Bioinformatics & Vision Collaborations	26 May–19 Jun 04	\$10,042
J Hogan	Senior Lecturer	New Zealand	NZ Software Assoc Forum	21–23 Jun 04	Nil
L Hong-Cheu	Lecturer	Hangzhou- China	Sixth Asia Pacific Web Conf	9–19 Apr 04	\$3,627
C Ho-Stuart	Lecturer	New Zealand	ACSW 2004 Software Internationalisation Workshop	16–23 Jan 04	\$2,111
T Jewels	Lecturer	Shanghai	Pacis Conference	8–15 Jul 04	\$2,599
S Kaplan	Dean	Singapore	Graduation Ceremony	8–10 Sep 04	\$5,106
V Lao	Marketing Officer	Hong Kong/Taipei	IMO	24–30 Mar 04	\$3,730
V Lao	Marketing Officer	S/pore Brunei	Agent I'views Aust Exhib	16–24 Sep 04	\$3,108
V Lao	Marketing Officer	Thailand	IDP Bangkok & Interviews	12–19 Nov 04	\$2,643
R Lau	Lecturer	United Kingdom	ACMSIGIR Conf	23 Jul–1 Aug 04	\$5,591
R Lau	Lecturer	NZ	8th Pacific Rim	11–13 Aug 04	\$572
Y Li	Senior Lecturer	Japan	PDL	1 Apr–1 Jul 04	\$5,013
Y Li	Senior Lecturer	Beijing, China	IEEE/WIC Int Conf on Web Intelligence	17–25 Sep 04	\$3,251
V Liu	Associate Lecturer	New Zealand	ACSW 2004 Aust Info Security Workshop	16–29 Jan 04	\$2,729
D Longley	Adjunct Professor	France/UK	IFIP Conf/Brighton Univ	19 Aug–2 Sep 04	\$6,973
D Longley	Adjunct Professor	Hong Kong	Info Security Summit & Research Collaboration City Uni	7–18 Nov 04	\$1,900
F Maire	Senior Lecturer	Korea/Canada	PDL	25 Oct–4 Dec 04	\$5,636
P Martinez	Marketing Officer	Bangkok, Thailand	IDP Mission	15–24 Aug 04	\$3,035
P Martinez	Marketing Officer	Malaysia	IDP Austrade	18–25 Oct 04	\$2,720
V Merz	CISCO Support Officer	Hong Kong	Asia Pac CATC Meeting	16–19 Jun 04	\$2,461
V Merz	CISCO Support Staff	Hanoi, Vietnam	Asia-Pacific Academy Council Meeting and Workshop	7–12 Dec 04	\$1,796
M Mikhalsky	Student	Vancouver, Canada	CRV2004	15–22 May 04	\$4,553
M Milford	CISCO Training Support Officer	Hong Kong	Asia Pac CATC Meeting	15–19 Jun 04	\$2,843
B Millan	Postdoctoral Research Fellow	USA	CEC'04/GECCO'04 Confs	18–29 Jun 04	\$7,744
G Mohay	Adjunct Professor	Nice, France	DEST/Esorics 2004	2–26 Sep 04	\$5,589
G Mohay	Adjunct Professor	Malaysia	Visiting Uniten Uni	12–18 Dec 04	Nil
R Nayak	Lecturer	Jakarta	iiWAS2004	27–30 Sep 04	\$540
G Neverov	Student IF49	Cananda/USA	Conference Gen Programming	21–30 Oct 04	\$3,952
H Partridge	Senior Lecturer	USA	Association for Library and Information Science	5–12 Jan 04	\$2,133
A Pauli	Industry Admin officer	America	PDP-GS	22 Feb–7 Mar 04	\$7,376
B Pham	Professor	San Diego USA	Medical Imaging Conference	7–22 Feb 04	\$5,657
B Pham	Professor	Singapore	Graphite 2004 Conference	13–19 Jun 04	\$2,913
B Pham	Director of Research	Beijing / Singapore	Microsoft RA Summit, further meetings with Microsoft in Singapore	6–12 Nov 04	\$150
B Power	Visitor	Australia	Bus Process innov Event IAP	14–18 Sep 04	\$2,000
T Read	Visiting Researcher	USA	Visitor from Navel Medical Research Centre USA	8–15 May 04	\$3,937
P Roe	Associate Professor	Singapore	Summit Mtg	26–30 Jun 04	\$382
P Roe	Associate Professor	Japan	High Performance Computing Asia 2004	18–23 Jul 04	\$4,079
P Roe	Associate Professor	USA	Summit Mtg	31 Jul–5 Aug 04	\$1,250
P Roe	Associate Professor	Beijing / Singapore	Microsoft Research Asia Faculty Summit, + visit to Microsoft in Singapore airfare funded by Microsoft	6–12 Nov 04	\$410

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Information Technology continued					
P Roe	Associate Professor	Redmond USA	MS Scientific Data Workshop & Microsoft Visit	23–27 May 04	\$4,126
M Roggenkamp	Assist Dean (External Relations)	Singapore	Austrade	18–22 Mar 04	\$2,436
M Roggenkamp	Assistant Dean	China	Austrade China Commission	20 Apr–1 May 04	\$6,164
M Roggenkamp	Assistant Dean	Kuala Lumpur, Malaysia	IDP Mission	19–24 Aug 04	\$2,152
M Roggenkamp	Assistant Dean External Relations	China	Marketing	21 Nov–2 Dec 04	\$5,325
M Roggenkamp	Assistant Dean External Relations	NZ	Course Review	17–20 Oct 04	Nil
M Rosemann	Associate Professor	Florida, USA	SAP Innovation Congress	26 Feb–3 Mar 04	\$1,000
M Rosemann	Associate Professor	France	SAP Global Research	6–11 Mar 04	\$2,248
M Rosemann	Associate Professor	Finland, Latvia	ECIS, CAISE	5–23 Jun 04	\$6,308
M Rosemann	Associate Professor	Greece	SAP Conf	30 Aug–7 Sep 04	\$2,797
M Rosemann	Professor	USA	ICIS 2004	11–21 Dec 04	\$4,589
N Russell	Student IF49	Netherlands	Research	9–25 Oct 04	Nil
S Russell	Senior Lecturer	Greece	1st European PKI Workshop	20–29 Jun 04	\$5,077
T Sahama	Lecturer	New Zealand	ACSW 2004 Software Internationalisation Workshop	16–23 Jan 04	\$2,154
T Sahama	Lecturer	Sri Lanka	PDL	3 Dec–23 Jan 05	\$18,710
D Sedera	Lecturer	USA New York	AMCIS 2004	4–11 Aug 04	\$5,004
D Sedera	Lecturer	Finland	ICIS2004 (conference payment only)		\$637
W Sedera	Lecturer	China	PACIS 2004	6–15 Jul 04	\$3,120
R Sehgal	Student	USA	AMCIS 2004	4–11 Aug 04	\$3,604
J Sitte	Associate Professor	Germany	Lecturing Post Grad Course	20 Jan–22 Feb 04	Nil
J Sitte	Associate Professor	Japan	IROS2004	25 Sep–6 Oct 04	\$3,276
G Smith	Lecturer	New Zealand	ACSW 2004 Aust Info Security Workshop	16–23 Jan 04	\$2,559
L Smith	Associate lecturer	France & UK	Alcatel Forum & Research Visit	7–26 Feb 04	\$10,367
R Smith	Student IF49	Singapore	IEEE Conference	30 Nov–4 Dec 04	\$2,700
G Stewart	Associate Professor	Germany	AHC Liaison	18–25 Feb 04	\$3,486
G Stewart	Associate Professor	USA New York	AMCIS 2004	4–11 Aug 04	\$4,312
A Streit	Student	Singapore	Graphite 2004 Conference	12–20 Jun 04	\$2,000
M Tang	Lecturer	Austria	IASTED International Confs on Software Eng & AI	14–22 Feb 04	\$6,050
T Taylor	Lecturer	Singapore	IEEE Conf	29 Nov–3 Dec 04	\$2,600
A ter Hofstede	Associate Professor	Netherlands	PDL	30 Sep–26 Oct 04	Nil
K Tham	Student	Portugal / Singapore	IADIS Conference / Leave	20 Mar–3 Apr 04	\$4,319
R Thomas	Lecturer	USA, Europe	PDL	1 Jul–3 Aug 04	\$6,046
A Tickle	Assistant Dean	India	IMO	9–21 Mar 04	\$6,227
A Tickle	Assistant Dean	Singapore	Global Conf in Excellence	19–23 May 04	\$2,905
A Tickle	Assistant Dean	India	IDP Program	12–27 Aug 04	\$8,524
A Tickle	Assistant Dean	Taiwan	Austrade Exhibition	1–8 Oct 04	\$3,483
G Timbrell	Lecturer	Greece, UK, US, Singapore	ICESA 2004	28 Aug–8 Sep 04	\$5,043
N Truong	Student	New Zealand	ACSW 2004	16–23 Jan 04	\$1,720
P Tzvetinov	lecturer	Poland	BIS 2004	13–25 May 04	\$4,361
A Underwood	Professor	Canada	SEKE'04 - LSL	20 Jun–24 Jul 04	\$3,961
H Vasanta	Student IF49	Brazil	MATA 2004	18–25 Oct 04	\$4,427
A Wardhani	Lecturer	Taiwan	IEEE Conf on Multimedia & Expo	25 Jun–2 Jul 04	\$3,463
O Wong	Lecturer	Singapore	Graphite 2004 Conference	14–20 Jun 04	\$2,499
O Wong	Lecturer	Beijing, Hong-Kong	PDL	20 Sep–7 Oct 04	\$3,035
K Woodford	Associate Lecturer	New Zealand	ACSW 2004 Aust Info Security Workshop	16–23 Jan 04	\$2,087

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Information Technology continued					
S Wu	Student IF49	Beijing, China	IEEE/WIC ACM 2004	20–27 Sep 04	\$4,000
C Wullems	Student	Orlando, USA	PERSEC'04 Conference	12–18 Mar 04	\$2,781
B Wyssusek	Postdoctoral Research Fellow	New York, USA	AMCIS 2004	3–11 Aug 04	\$4,930
Y Xu	Lecturer	China	IIP2004	19 Oct–1 Nov 04	\$2,371
International and Development					
A Banning	Client Service Officer - International	Malaysia	Scheduled Mission: INTI College Open Days, IDP Exhibit, Austrade	15–21 Oct 04	\$2,923
A Chapman	Mission Coordinator	China, Taiwan	Visits agents (& institution)	5–12 Sep 04	\$4,910
A Chapman	Mission Coordinator	Taiwan	Student Recruitment: Austrade Taiwan & Agents visits	27 Sep–4 Oct 04	\$3,090
L Chappell	Manager, ISBS	Kuala Lumpur	IDP Malaysia, KL PG Exhibition	20–23 Aug 04	\$2,384
W Chen	Alumni Chapter Rep	Hong Kong	Attending AUJAC Conference	30 Nov–8 Dec 04	\$2,002
V Croker	Language Educator	China	Jinling Institute of Technology, Nanjing	24 Nov–9 Dec 04	\$5,238
K Dunstan	Marketing (Communications and Recruitment) Officer, IMO	Japan	Recruitment, Events, Meetings	19–30 May 04	\$11,320
K Dunstan	Marketing & Communications Officer, QUT Int'l	Seoul Korea	Representing QUT Int'l at IDP Korea	2–7 Sep 04	\$6,950
K Dunstan	Marketing & Com Officer	Thailand	Scheduled Mission: OKC Fair in Japan & Agent visits	15–21 Oct 04	\$3,347
G Edmondson	Director, Int'l Program Development	China	Market Development	6–15 Feb 04	\$4,150
G Edmondson	Director, Int'l Program Development	Brazil	Student Fairs & Institution Visits	6–26 Mar 04	\$15,600
G Edmondson	Director, Int'l Program Development	China	Market Development	6–23 May 04	\$4,620
G Edmondson	Director, Int'l Program Development	Brazil & Chile	IAU Conf & visit instit & educ agents	22 Jul–11 Aug 04	\$7,650
G Edmondson	Director, Int'l Program Development	Taiwan	Market Dev: visit National Taiwan Ins of Nursing & other visits	16–20 Sep 04	\$2,350
G Edmondson	Director, Int'l Program Development	China	QUT & Qld Govt Ministerial Visit to China	26 Oct–11 Nov 04	\$6,937
G Edmondson	Director, Int'l Program Development	Taiwan	Mkt Development, visit Nat. Tainan Inst. of Nursing & others	6–11 Dec 04	\$3,200
S Farraway	International Recruitment Officer	Mexico	Recruitment Mission	19 Feb–9 Mar 04	\$7,900
S Farraway	International Recruitment Officer	Baltimore USA	NAFSA Conference	19 May–2 Jun 04	\$6,650
S Farraway	International Recruitment Officer	USA, Canada	Study Abroad tour & Uni visits. Including Go Abroad Fair - Canada.	10 Sep–8 Oct 04	\$5,300
S Farraway	International Recruitment Officer	Germany	Institut Ranke Heinemann/IDP Germany Infor & Networking Tour	9–20 Nov 04	\$4,100
S Garske	Director, University Advancement and Alumni	USA	Attend CASE Conference, Alumni functions & fundraising	23 Feb–12 Mar 04	\$11,225
S Garske	Director, University Advancement and Alumni	Singapore	Mtgs, Graduation ceremony, Alumni Chapter event	8–12 Sep 04	\$2,236
S Garske	Director, University Advancement and Alumni	Hong Kong	Attending AUJAC Conference	1–7 Dec 04	\$4,130
C Glanvale	Alumni Chapter Rep	Hong Kong	Attending AUJAC Conference	28 Nov–6 Dec 04	\$1,782
S Harding	Deputy Vice-Chancellor (International & Development)	Taipei, HK	Graduations/Alumni events	4–9 Mar 04	\$5,994
S Harding	Deputy Vice-Chancellor (International & Development)	UK	CASE conference & QUT Business	11–21 May 04	\$13,512

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
International and Development continued					
S Harding	Deputy Vice-Chancellor (International & Development)	USA	American Sociological Assn, 99th Annual Mtg	13–19 Aug 04	\$10,929
S Harding	Deputy Vice-Chancellor (International & Development)	Sydney, Canberra, Singapore, KL	Speaker at Syd & Canb Uni. Alumni dinner Sing. Grad KL and Alumni Function	6–12 Sep 04	\$4,840
S Harding	Deputy Vice-Chancellor (International & Development)	Europe	QUT Engages Europe	23 Oct–7 Nov 04	\$10,376
S Harding	Deputy Vice-Chancellor (International & Development)	Montreal, Canada	Global Foundation for Mgt Ed Conference & Board of Directors Mtg	17–24 Nov 04	\$11,472
S Harding	Deputy Vice-Chancellor (International & Development)	Hong Kong	Aust. Uni Int'l Alumni Convention	1–7 Dec 04	\$8,682
A Hibbard	Admissions Off, QUT Int'l	China, HK	Agent interviews and Austrade	8–17 Aug 04	\$10,463
A Hibbard	Admissions Off, QUT Int'l	Bangkok Thailand	Representing IMO at agent interview sessions and Austrade HK	14–18 Oct 04	\$5,220
R Holmes	Scholarships & Foundations Officer	LA, Toronto, San Francisco	PDP Cttee approved	14 May–20 Jun 04	\$10,775
B Hosegood	Senior Admin Coordinator	China	Agent visits	21 Nov–1 Dec 04	\$4,898
S Jacob	Client Serv Officer (Int'l Admissions)	Taiwan	Recruitment Event	25–31 Mar 04	\$9,290
S Jacob	Client Serv Officer (Int'l Admissions)	Bangkok, Thailand	Scheduled Mission, Ednel Interview Program & Agent visits	1–7 Oct 04	\$2,805
C Joliffe	Marketing & Recruitment Officer, QUT Int'l	Hong Kong	Recruitment mission, Aston Educ Fair and agent visits	9–15 Jul 04	\$3,300
C Joliffe	Marketing & Recruitment Officer, QUT Int'l	Taiwan	IDP student recruitment	3–10 Aug 04	\$9,450
C Joliffe	Marketing & Recruitment Officer, QUT Int'l	Norway	Recruitment IEC Fair & Burgen Uni Visit	18 Sep–5 Oct 04	\$4,650
C Joliffe	Marketing & Recruitment Officer, QUT Int'l	Mexico & Brazil	Attending recruitment events in Mexico and visiting agents in Brazil	17 Oct–1 Nov 04	\$4,937
C Joliffe	Marketing & Recruitment Officer, QUT Int'l	India	Recruitment Mission	1–21 Mar 04	\$14,980
A Laurenceson	Client Service Officer - International	Bangkok	IDP Uni visits PG, IDP Thailand Educ Exhibition	16–24 Aug 04	\$3,503
A Laurenceson	Client Service Officer - International	Taiwan	Austrade Taiwan and other agent visits	28 Sep–8 Oct 04	\$3,930
P Lavery	Director, QUT Precincts	England, France	Int'l symposium on digital art, meet with Tate Museum	19 Jul–5 Aug 04	\$9,312
P Lavery	Director, QUT Precincts	Denmark, Germany	International Mission	23 Oct–12 Nov 04	\$12,270
A Liu	Int'l Relations Officer	Taiwan	Mkt Development, Nursing programs.	6–11 Dec 04	\$3,000
A Liu	Ph.D Student - Business	Taiwan	Market Dev: visit National Taiwan Ins of Nursing & other visits	16–20 Sep 04	\$2,350
J Mannion	Head - Alumni & Dev Services	Taiwan, Sing, HK, Kuala Lumpur	Graduations/Alumni events	4–15 Mar 04	\$5,005
J Mannion	Head - Alumni & Dev Services	UK	Conference	2–15 Sep 04	\$6,648
J Mannion	Head - Alumni & Dev Services	Hong Kong	Attending AUIAC Conference	1–7 Dec 04	\$4,130
P Martinez	International Recruitment Officer	Thailand	IDP Interview program & Agent Interviews	18–24 Feb 04	\$5,564
P Martinez	International Recruitment Officer	BKK, HKG, China	Recruitment Mission	5–19 Mar 04	\$9,020
P Martinez	International Recruitment Officer	Germany, Sweden	Recruitment Mission	24 Mar–3 Apr 04	\$8,600

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
International and Development continued					
P Martinez	International Recruitment Officer	China	Recruitment Activities	19 Apr–6 May 04	\$13,830
E McDade	Director, QUTIC	Brazil	Mtgs with Universities	8–22 Mar 04	\$5,575
E McDade	Director, QUTIC	Malaysia	IDP interviews	22–26 Apr 04	\$1,966
E McDade	Director, QUTIC	Singapore	IDP Study in Australia Open Day	28 May–1 Jun 04	\$1,976
E McDade	Director, QUTIC	Hong Kong	IDP Secondary & foundation interview program	8–12 Jul 04	\$3,429
I McGregor	Director of Studies, ELP	Kaohsiung, Taipei, Taiwan	IDP Interviews	26–29 Mar 04	\$2,452
L Mete	Manager, Study Abroad	USA	NAFSA Conference	20–31 May 04	\$7,022
M Miller	ELP Language Educator, QUTIC	Japan	Austrade Exhibition, AEI events & Agent visits	19–30 May 04	\$6,615
M Miller	Language Educator	Japan	OKC Study Abroad Fare 2004 and agent visits	15–21 Oct 04	\$3,985
B Murchison	Head, Faculty Development	San Diego & Chicago, USA	Conference and meetings	19–30 Jun 04	\$7,389
K O'Brien	Director, International Relations	Shanghai, China	Conference + visits	21–28 Feb 04	\$4,122
K O'Brien	Director, International Relations	Singapore, Malaysia	Graduations & Agent visits	8–18 Mar 04	\$4,698
K O'Brien	Director, International Marketing	UAE & USA	UAE & Oman Mkt Dev & USA NAFSA conference	14 May–1 Jun 04	\$14,406
K O'Brien	Director, QUT Int'l	Dubai	AAET Scholarship Exhib & mtgs	3–14 Aug 04	\$11,000
K O'Brien	Director, International Relations	Europe	QUT Engages Europe	19 Oct–13 Nov 04	\$12,822
J O'Neil	Marketing and Projects Officer, QUTIC	Bangkok, Thailand	IDP Educ Aust Interview Program & Agent Visits	17–25 Feb 04	\$2,580
J O'Neil	Marketing and Projects Officer, QUTIC	HongKong, China.	IDP Interviews.	12–19 Mar 04	\$3,866
J O'Neil	Marketing and Projects Officer, QUTIC	China	Austrade visit	20 Apr–3 May 04	\$5,144
J O'Neil	Marketing and Projects Officer, QUTIC	Bangkok, Thailand	IDP Study in Australia Open Day & Agent visits	7–15 Jun 04	\$2,635
J O'Neil	Marketing & Projects Officer, QUTIC	Hong Kong	IDP Secondary & foundation interview program	9–15 Jul 04	\$3,773
J O'Neil	Marketing & Projects Officer, QUTIC	Hong Kong	IDP Taiwan Exhib, China agent visit.	4–17 Aug 04	\$7,079
J O'Neil	Marketing & Projects Officer	HK	Attend IDP Study in Aust Interview Program & Agent visits	21–28 Sep 04	\$2,083
J O'Neil	Marketing & Projects Officer	Mexico,Brazil,Chile	Attend exhibitions in Mexico & agent visits in Brazil & Chile	17 Oct–1 Nov 04	\$8,044
S Ridings	Lecturer	Thailand	IDP Education Aust. Interview Program	12–18 Nov 04	\$2,197
M Roggenkamp	Assistant Dean	UAE & Oman	IDP Gulf Roadshow - UAE & Oman	16–25 Sep 04	\$11,690
S Sheppard	Executive Director, QUT International	Vietnam/Singapore	Accompany VC, Educ contract in Vietnam, ADP project & Scholarships	9–15 Aug 04	\$6,300
S Sheppard	Executive Director, QUT International	India	Qld Premier's Trade Mission to India	7–16 Sep 04	\$6,400
S Sheppard	Executive Director, QUT International	China	QUT & Qld Govt Ministerial Visit to China	23 Oct–5 Nov 04	\$7,351
S Stuart	Student Exchange Officer	KL, Shanghai	UMAP grant visit, finalise Cheng Kong scholarship with ZU.	1–8 Nov 04	\$2,994
S Thean	Program Development Manager	Vietnam	Accompany VC & Exec Dir, QUT Int'l, Educ contract in Vietnam, ADP project & Scholarships	10–15 Aug 04	\$2,257
S Thean	Program Development Manager	Sing, KL	IDP Singapore Diploma to Degree & Agent Visits	27 Aug–11 Sep 04	\$3,007
S Thean	Program Development Manager	Singapore/Malaysia	Student Recruitment events (conversion interviews)	1–12 Dec 04	\$6,450
S Thean	Program Development Manager	Brunei, Malaysia, Sing.	IDP Interview Programs & CMS Fair	5 Feb–8 Mar 04	\$11,085

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
International and Development continued					
S Thean	Program Development Manager	Singapore, Malaysia	Austrade event	12 Mar–9 Apr 04	\$13,700
S Thean	Program Development Manager	Malaysia	Recruitment Activities	6–15 May 04	\$6,329
S Thean	Program Development Manager	Singapore	IDP Open Days & Agent visits	28 May–3 Jun 04	\$5,600
S Thean	Program Development Manager	Malaysia	IEC Fairs (Int'l) Education Consultancy, Kota Kinabalu, Malaysia	8–13 Jul 04	\$2,746
L Watkin	Alumni Relations Officer	Asia	QUT Alumni chapter mtgs	8–14 Sep 04	\$2,816
L Watkin	Alumni Relations Officer	Hong Kong	Attending AUIAC Conference	30 Nov–7 Dec 04	\$4,284
Law					
H Adams	Student	USA	Moot Competition with Ross MacDonald (cost combined with Ross MacDonald's travel)	26 Oct–7 Nov 04	\$3,385
M Byrne	Student	NZ - Costs included with Ross MacDonald's travel	Competition Moot	25–29 Sep 04	\$1,540
S Christensen	Professor	Canada, Italy, UK	Conference, Research	18 Jun–7 Jul 04	\$10,283
M Cope	Professor	United Kingdom	Research & Study leave	1 May–2 Nov 04	\$12,507
M Craig	Lecturer	Singapore	Teaching	17–26 Jun 04	\$3,070
M Craig	Lecturer	Singapore, Vietnam	Teaching	7–24 Sep 04	\$3,107
M Craig	Lecturer	Singapore	Teaching	8–19 Jan 04	\$2,300
I Davies	Lecturer	USA, Salt Lake City	Research	8–24 Mar 04	\$9,990
G Dean	Senior Lecturer	Singapore	Teaching	8–24 Jan 04	\$2,300
G Dean	Senior Lecturer	Singapore	Teaching	17–26 Jun 04	\$3,370
G Dean	Senior Lecturer	Singapore	Teaching	7–17 Sep 04	\$3,543
G Dean	Senior Lecturer	Rome, Paris	Short PDL	9–20 Oct 04	\$5,365
B Duncan	Asst. Dean ERCA	Canada, Italy, UK	Conference, Research	19 Jun–7 Jul 04	\$10,283
B Fitzgerald	Head of School	Singapore	Conference	26–29 May 04	\$1,793
B Fitzgerald	Head of School	USA, Italy	Research, Conference	25 Jun–7 Jul 04	\$9,875
B Fitzgerald	Head of School	Malaysia	Lawasia Conference	24–27 Aug 04	\$2,316
C George	Student	NZ - Costs included with Ross McDonald's travel	Competition Moot	25–29 Sep 04	\$1,540
W Harris	Lecturer	UK, Italy	Conference attendance	20 Dec–16 Jan 05	\$3,864
S Hayes	Lecturer	USA	Conference	15–20 Nov 04	\$2,500
S Hedge	Student	NZ - Costs included with Ross McDonald's travel	Competition Moot	25–29 Sep 04	\$1,540
B Hocking	Senior Lecturer	Sweden, UK, Greece	Grant Project	28 Apr–1 Jun 04	\$4,000
S Kift	Assistant Dean, Teaching & Learning	Honolulu USA	Conference	25 May–4 Jun 04	\$5,606
M Lavarch	Dean, Law	Singapore	Mission	8–11 Sep 04	\$4,829
M Lavarch	Dean, Law	London	Presentation at Conference	26 Oct–2 Nov 04	Nil
C Lawson	UQ Bus/Law	Iceland, UK	ARC grant project	21 Aug–4 Sep 04	\$4,500
R Macdonald	Senior Lecturer	Gibraltar, London	Conference	31 Aug–10 Sep 04	\$1,000
R Macdonald	Senior Lecturer	Hamilton, NZ	Competition Moot with 4 students	25 Sep–30 Sep 04	\$1,540
R Macdonald	Senior Lecturer	USA	Competition Moot with 2 students	26 Oct–5 Nov 04	\$3,385
M May	Student	NZ - Costs included with Ross McDonald's travel	Competition Moot	25 Sep–29 Sep 04	\$1,540
M Rogers	Student	USA	Moot Competition with Ros MacDonald (cost combined with Ross MacDonald)	26 Oct–7 Nov 04	\$3,385
P Tan	Senior Lecturer	Europe, USA	Travelling Fellowship	24 Aug–30 Oct 04	\$41,300
L Wiseman	Senior Lecturer	Netherlands	Conference	29 Jun–8 Jul 04	\$1,000

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
QUT Carseldine					
B Atherton	Lecturer	Paris, France	Conference	20 Jun–20 Jul 04	\$4,182
B Bourke	Senior Lecturer	Tokyo, Japan	Conference Research Networking	13 Nov–16 Dec 04	\$3,146
J Burton	Lecturer	Bne/Los Angeles/ Phoenix/Los Angeles Bne	Conference and Research	19–26 May 04	\$5,000
F Chan	Postgraduate student	Apia, Samoa	Fieldwork	27 Nov–8 Dec 04	\$750
P Crane	Lecturer	Canada	CASCA 2004 Conference	1–11 May 04	\$4,000
R Daniels	Lecturer	Hong Kong	21st ICDE World Conference	17–23 Feb 04	\$2,491
M Dee	Postgraduate student	New Zealand	Conference	2–8 Jul 04	\$1,299
E Grant	Postgraduate student	United Kingdom, Portugal and France	Two Conf's	18 Oct–30 Nov 04	\$3,076
H Guille	Associate Professor	Calcutta, India	Conference	1–6 Dec 04	\$2,900
E W Harte	Postgraduate student	South Africa	Work on thesis	5 Jul–10 Jan 05	Nil
G Ianziti	Associate Professor	Italy	Research	29 Sep–27 Oct 04	\$6,046
T Jordan	Senior Lecturer	Various USA cities	AMER. Adoption Congress	31 Mar–18 Apr 04	\$2,446
G Kendall	Associate Professor	Wellington, New Zealand	Conference	25–28 Nov 04	\$1,525
J Oliver	Lecturer	East Timor	Fieldwork	6–17 Sep 04	Nil
J Oliver	Lecturer	East Timor	Develop Prof.Prac. Links	19–22 Sep 04	\$750
A Quanchi	Senior Lecturer	New Caledonia	Research	17 Jun–3 Jul 04	Nil
M Slagter-Knowles	Postgraduate student	New Zealand	Archival research re PhD	16–22 Oct 04	\$946
J Synott	Senior Lecturer	Indonesia	Conference rep. for QUT	5–9 Sep 04	\$2,143
J Synott	Senior Lecturer	South Korea	Int. Symp. On Teacher Train.	16–21 Oct 04	Nil
J Synott	Senior Lecturer	Vietnam and Vienna	Research in Vietnam and Conference in Vienna	29 Jun–16 Jul 04	\$3,700
C Trocki	Professor	California, USA	Workshop at Uni of California	27 Feb–9 Mar 04	Nil
C Trocki	Professor	Around the World Ticket	Conference and Research	25 Apr–18 Jun 04	\$9,000
C Trocki	Professor	Hong Kong	Conference	5–14 Dec 04	\$1,955
Y Wattanabe	Lecturer	Japan	Conference	4–7 Jun 04	\$1,340
Research and Commercialisation					
J Broadfoot	Short-term advisor for Science and Mathematics Education	Papua New Guinea	Short-term Advisor role for PASTEP & ICT	11 Apr–10 Jul 04	Nil
P Maccoll	Business Manager - OCS	Papua New Guinea	Short-term Advisor role for PASTEP & ICT	10–17 Mar 04	Nil
P Maccoll	Business Manager - OCS	Papua New Guinea	Manage PATTAF Project as per contract with GRM	18–27 Apr 04	Nil
P Maccoll	Business Manager - OCS	Port Moresby	Project Management	30 May–4 Jun 04	Nil
P Maccoll	Business Manager - OCS	Port Moresby	Project Management	3–14 Jul 04	Nil
C Melvin	Manager, OCS	Vietnam	ADB Budget	10–15 Aug 04	\$3,700
C Melvin	Manager - OCS	Manila & Jakarta	Meetings	27 Nov–10 Dec 04	\$5,948
N Salangsang	Business Manager - OCS	Manila & Jakarta	Meetings	27 Nov–10 Dec 04	\$6,317
A Sharma	Deputy Vice Chancellor (Research & Commercialisation)	India	QLD Premier's Trade Mission to India	7–16 Sep 04	\$11,354
A Sharma	Deputy Vice Chancellor (Research & Commercialisation)	Padova, Italy, Boston, USA	Conference - Algorithmic Learning Theory, Visit MIT	1–11 Oct 04	\$12,579
Science					
J Askov	Senior Lecturer	Vietnam	Field work	7–21 Jun 04	Nil
J Askov	Senior Lecturer	Bangkok, Thailand	Conference participation	16–22 Oct 04	Nil
J Askov	Senior Lecturer	Miami, USA	Conference participation	5–13 Nov 04	\$2,654
R Akber	Senior Lecturer	Chile	Conference participation	8–20 Oct 04	\$5,913
A Anderson	Senior Lecturer	Vietnam and Indonesia	Research Collaboration	11–25 Sep 04	\$5,444

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Science continued					
B Anderson	Lecturer	New Zealand	Clinical visits to students	12 Oct–14 Dec 04	\$1,194
V Anh	Associate Professor	Orlando, USA	Present paper at conference and research collaboration	17 Jun–16 Jul 04	\$9,504
V Anh	Associate Professor	USA	Conference attendance and research collaboration	23 Sep–5 Oct 04	\$5,208
V Anh	Professor	Orlando, USA	Research Collaboration with Florida Space Institute	12 Dec–26 Feb 05	\$3,950
D Arnold	Senior Lecturer	New Orleans, USA	Attend 3rd International Conference on Porphyrins and Phthalocyanines	10–19 Jul 04	\$4,425
D Arnold	Senior Lecturer	Japan	AAS/JPS Visiting Fellowship	9 Oct–7 Nov 04	\$1,800
A Baker	Associate Lecturer	Thailand and Sri Lanka	Research and collaboration	18–30 Sep 04	\$4,162
P Barrett	Business Development Director, CRC for Diagnostics	San Francisco, USA	Attend BIO2004 Conference	5–13 Jun 04	\$6,450
P Barrett	Business Development Director, CRC for Diagnostics	Singapore, UK, USA	Conference attendance, Training and recruitment	7–23 Oct 04	\$12,100
D Becker	Associate Lecturer	Hawaii, USA	Visit University of Hawaii	23–29 May 04	Nil
D Becker	Associate Lecturer	Malaysia	Presentation at 4th International Banana Congress	4–14 Jul 04	\$2,396
N Bofinger	QUT Student Ombudsman	UK	Attendance at World Clean Air & Environmental Protection Congress	19 Aug–3 Sep 04	\$7,725
S Bottle	Senior Lecturer	USA	EPR Workshop	17–24 Sep 04	\$4,895
S Bottle	Lecturer	Kanazawa, Japan	Conference participation	13–17 Nov 04	\$4,190
A Clarke	Lecturer	Aiyura, PNG	Attend Oribius Project meeting	22–27 Feb 04	\$2,472
A Clarke	Lecturer	PNG	Research project	26–30 Sep 04	\$2,554
J Clements	Professor	Nevada, USA	Conference participation	21 Oct–3 Nov 04	Nil
C Collet	Senior Lecturer	Singapore/Kuala Lumpur	International Marketing and presentation at Conference	12–29 May 04	\$6,016
C Collet	Senior Lecturer	Malaysia	Presentation at 4th International Banana Congress	4–14 Jul 04	\$2,396
I Cowling	Lecturer	China/Singapore/Germany/USA	Presentation at Lighting Conference and visits to establish contacts and promote Lighting courses	4 Jul–1 Aug 04	\$8,820
I Cowling	Senior Lecturer	Thailand and Hong Kong	Visits re Off-shore Teaching programs	11–23 Dec 04	\$3,970
C Craven	Lecturer	Canada/USA/UK/Portugal/Australia	Professional Development Leave	16 Jul–28 Sep 04	\$11,326
J Dale	Director of Research	South Africa	Attend Geminivirus/Nanovirus meeting	14–22 Feb 04	\$4,232
J Dale	Director of Research	San Francisco, USA	Attend BIO2004 Conference	2–11 Jun 04	\$6,200
J Dale	Director of Research	Malaysia	Attend International Congress on Bananas	5–14 Jul 04	\$3,391
M Faddy	Adjunct Professor	London, UK	Research collaboration with Univ of Warwick	24 Nov–23 Dec 04	\$2,369
A Fielding	Lecturer	UK	Attend 8th International Workshop in Electronic Portal Imaging	25 Jun–2 Jul 04	\$2,775
T Forster	Senior Lecturer	Singapore/Malaysia	Attend Austrade/Institute visits in Malaysia	13–24 Mar 04	\$3,886
R Frost	Associate Professor	Honolulu, USA	Attend 6th Georaman International Conference	7–14 Jun 04	\$4,000
R Frost	Associate Professor	Hungary and France	Conference attendance	24 Aug–16 Oct 04	\$5,700
G Fulford	Lecturer	Auckland, NZ	Attend MISG04 Workshop	19–30 Jan 04	\$1,530
I Gardner	Chief Executive Officer, CRC for Diagnostics	USA, Switzerland, Singapore	Attend BIO2004 Conference, attend W.H.O meeting in Switzerland and meeting with ES Cell International Pty Ltd in Singapore	5–20 Jun 04	\$12,850
I Gardner	Chief Executive Officer, CRC for Diagnostics	Singapore, UK, USA	Conference attendance, Training, Recruitment	7–23 Oct 04	\$19,300
G George	Dean of Science	USA, Italy	Attend BIO2004 Conference and meetings in Italy	4–15 Jun 04	\$4,311
G George	Dean of Science	France and Switzerland	Conference attendance, meeting with student and technical visit	28 Aug–17 Sep 04	\$5,124
P Giffard	Lecturer	USA	Conference participation and Symposium attendance	21–30 Oct 04	\$3,218
D Gramotnev	Lecturer	Taiwan	Workshop participation & Research	14–19 Oct 04	Nil
G Gramotnev	Part time lecturer	Hungary and Austria	Conference attendance	4–18 Sep 04	Nil

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Science continued					
X Gray	Research Assistant	Belgium/Canada	Conference attendance, meetings with researchers	6 Sep–4 Oct 04	\$8,234
D Gust	Associate Professor	Noumea	Research Project	29 May–29 Jun 04	\$1,600
D Gust	Associate Professor	Christchurch, New Zealand	Research Project	17–27 Nov 04	\$1,251
H Gustafson	Lecturer	USA and Denmark	2004 International Conference on Algorithmic Mathematics and Computer Science (AMCS'04) and 10th International Congress on Mathematical Education	19 Jun–17 Jul 04	\$10,047
A Hayes	Post Doctorate Fellow	Jyvaskyla, Finland.	Present paper at 10th International Behavioural Ecology Congress	8–21 Jul 04	\$4,625
A Herington	Professor	Portofino, Italy	Conference participation	27 Oct–3 Nov 04	\$3,133
N Holmes	Research Assistant	Paris, France	Attend Training course	29 Oct–13 Nov 04	\$3,696
D Hurwood	Post Doctorate Fellow	Vietnam & Cambodia.	Consultation with collaborators on Research Grant and sample collection	13–25 Apr 04	\$3,335
F Huygens	Research Fellow	USA	Conference attendance	20–31 Oct 04	\$3,938
B Johnson	Lecturer	Malaysia	Presentation at MCC2004 Conference in Kuala Lumpur	23 Sep–2 Oct 04	\$4,800
J Klopogge	Associate Lecturer	USA and France	Collaboration meetings at Texas Tech University and Natural History Museum, Paris	25 Nov–15 Jan 05	\$6,000
C Knox	Lecturer	Georgia, USA	Presentation at 15th International Organization of Mycoplasma Conference	3–19 Jul 04	\$2,154
D Leavesley	Lecturer	Taiwan	Presentation at Conference	13–20 Jun 04	\$1,533
D Leavesley	Lecturer	Switzerland	Presentation International TE Society meeting and Satellite Symposium on Skin Engineering, and meet international colleague	9–20 Oct 04	\$5,601
B Luscombe	Business Development Officer	Washington DC, USA	Booth at ASCB conference	1–16 Dec 04	Nil
H Macgillivray	Associate Professor	Sweden/Denmark	Presentations at IASE Roundtable Conference and ICME-10 conference	25 Jun–11 Jul 04	\$8,010
P Mather	Associate Professor	Vietnam & Cambodia.	Consultation with collaborators on Research Grant and sample collection	13–25 Apr 04	\$3,335
P Mather	Associate Professor	New Caledonia	Sample collection for genetic analysis	10–13 Jun 04	\$1,924
P Mather	Senior Lecturer	Fiji	Participation in planning workshop	3–7 Aug 04	Nil
P Mather	Senior Lecturer	Indonesia, Vietnam & Malaysia	Research Collaboration for ACIAR project	11–24 Sep 04	\$5,756
N Maxwell	International Liaison Officer	Singapore/Malaysia	Attend Austrade/Institute visits in Malaysia	13–24 Mar 04	\$3,586
N Maxwell	International Liaison Officer	China, Taiwan	International Marketing	4–17 Aug 04	\$6,410
S McLoughlin	Lecturer	Sweden	Research Project and PDP leave	29 Nov–4 Feb 05	\$3,534
R Meder	Post Doctoral Research Fellow	New Zealand	Research for WQI Ltd	15–21 Aug 04	\$1,346
R Meder	Post Doctoral Research Fellow	Rotorua, New Zealand	Research Project	23–26 Nov 04	\$1,194
K Mengersen	Professor	Vientiane, Laos	W.H.O. meeting	1–9 Nov 04	Nil
L Morawska	Professor	Mongolia	Advise Mongolian Govt on air quality	22 Aug–5 Sep 04	Nil
L Morawska	Professor	Vientiane, Laos	W.H.O. meeting	1–12 Nov 04	Nil
L Morawska	Professor	Austria, UK, Poland, Portugal, Germany, Spain, Brazil, Chile, Argentina, New Zealand	Conference participation in Austria and technical visits to other countries listed	18 Dec–6 May 05	\$1,890
M O'Brien	Senior Lecturer	India and Singapore	International Marketing	18–30 Aug 04	\$5,108
T Pettitt	Head of School	Scotland	Participation in workshop	9–24 Sep 04	\$7,250
N Richardson	Lecturer	Vietnam and Indonesia	Research collaboration	11–25 Sep 04	\$5,444
Z Ristovski	Senior Lecturer	Hungary, Serbia	Conference participation	4–17 Sep 04	\$1,710
T Roberts	Lecturer	USA	Conference attendance and research collaboration	11–22 Sep 04	\$4,494
P Rowntree	Senior Lecturer	New Zealand	Visit to UCOL on MRT courses	25 Sep–2 Oct 04	\$2,390
V Sara	Adjunct Professor	Sweden	Research collaboration with Karolinska Institute	29 Dec–5 Feb 05	\$8,925
B Starkoff	Lecturer	New Zealand	Lectures & Tutorials, UCOL	30 May–5 Jun 04	\$1,365

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Science continued					
B Starkoff	Lecturer	New Zealand	Visit to UCOL on MRT courses	25 Sep–2 Oct 04	\$1,890
R Thwaites	Lecturer	UK, France, USA, NZ	PDL leave/Conference attendance	23 Aug–21 Jan 05	\$8,139
P Timms	Professor	Cambridge, UK & Zurich, Switzerland	Attend Genomes 2004 Conference and visit collaborators in Zurich	11–24 Apr 04	\$3,599
P Timms	Professor	New Orleans, USA and Auckland, NZ	Attend US Microbiology Conference and Lab visit	17 May–1 Jun 04	\$6,832
P Timms	Associate Professor	Hungary	Presentation at Chlamydia conference in Budapest	28 Aug–8 Sep 04	\$4,025
P Timms	Professor	Sweden, Norway, Denmark, Germany, Switzerland	Internationalisation "QUT Engages Europe"	23 Oct–12 Nov 04	\$8,717
Z Upton	Senior Lecturer	Malaysia/Switzerland	Seminar/Conference presentation at Pfizer Satellite workshop	13–20 May 04	\$500
Z Upton	Senior Lecturer	USA	Presentations at ENDO2004 and ISSRC conferences	10–22 Jun 04	\$3,581
Z Upton	Senior Lecturer	UK/Germany/France	Presentation at 2nd International Congress of Wound Healing and visit laboratories	2–16 Jul 04	\$7,200
Z Upton	Senior Lecturer	Switzerland	Presentation at International TE Society meeting and Satellite Symposium on Skin engineering	9–20 Oct 04	\$5,601
A Van Daal	Lecturer	USA	Conference attendance	3–11 Oct 04	\$6,490
T Walsh	Director, Research Programs	USA	Conference attendance	5–15 Oct 04	\$5,300
G Will	Lecturer	Ireland	Research presentation/collaboration	7 Feb–2 Mar 04	\$1,550
Y Xiao	Post Doctorate Fellow	San Francisco and Honolulu, USA	Attend Conferences: Cell Viability and Osteogenic Property in Osteoblast Transplantation	3–17 Mar 04	\$3,734
Technology, Information and Learning Support					
G Austen	Director, Library Services	Poland, Russia, Norway, United Kingdom	IATUL Conference	27 May–12 Jul 04	\$5,488
G Austen	Director, Library Services	Portugal	IATUL Board meeting	17–26 Nov 04	Nil
P Callan	E-Print Archive Project Officer, Library	United States	Conference/Training	17–24 Nov 04	\$3,665
N Carrington	Director, TALSS	UK	ALT conference and Uni visits (PDP)	9 Sep–13 Oct 04	\$15,115
R Chhabra	Computing Support Specialist	Berlin - Germany	Global Grid Forum	7–19 Mar 04	\$245
R Chhabra	Computing Support	Hawaii	Global Grid	8–13 Jun 04	\$1,000
T Cochrane	Deputy Vice-Chancellor (Teaching, Info & Learning Support)	China	AVCC Chinese Shadowing Program	15–25 Jul 04	\$3,111
D Cooper	IT Helpdesk Consultant	New Zealand	SPUSC 04 Conference	26 Nov–3 Dec 04	\$1,282
J Cottrell	AV Support Officer, AV Support Services	New Zealand	SPUSC 04 Conference	29 Nov–4 Dec 04	\$1,571
A Davis	Acting Coordinator, QUT/Griffith	New Zealand	SPUSC 04 Conference	30 Nov–8 Dec 04	\$1,043
S Duffield	Deputy Law Library Manager	Boston, Vancouver, Toronto	Conference and Site Visits	5–23 Jul 04	\$9,986
P Dunn	Service Manager, AV Projects, TALSS	New Zealand	AETM 2004 Annual Conference	23–26 Nov 04	\$1,567
B Evans	Deputy Manager- Printing Services	Dusseldorf, Germany	Trade Show	15–22 May 04	\$680
B Ewers	Community Services Librarian	Poland, United Kingdom	IATUL Conference	26 May–28 Jun 04	\$3,168
J Frew	Call Centre Supervisor	New Zealand	SPUSC 04 Conference	26 Nov–3 Dec 04	\$1,282
W Goodman	Manager, Central Systems Services, ITS	Thailand	HP Asia Pacific Storage Works Conference	5–12 Nov 04	\$799
H Goss	Associate Director, TALSS	USA	Conference & university visits	13 Jun–18 Jul 04	\$18,583
A Grant	Manager, CQS, ITS	UK	Visits and Conference	30 Jul–24 Aug 04	\$9,238

Name	Position	Destination(s)	Purpose of Travel	Duration	Estimated Cost at time of Approval
Technology, Information and Learning Support continued					
M Haidn	IT Helpdesk Consultant	New Zealand	SPUSC 04 Conference	26 Nov–3 Dec 04	\$1,282
E Heathcote	Assistant Manager, SMILE	Greece	Conference	29 Jun–4 Jul 04	\$2,606
P Koger	Graphic Designer	UK	Visit Media production units	11 Nov–14 Jan 05	\$6,000
S Leeman	Learning and Development Consultant, ITS	New Zealand	SPUSC 04 Conference	29 Nov–3 Dec 04	\$1,405
M McCormack	Project Manager - IT Service Management, ITS - CQS	New Zealand	SPUSC 04 Conference	30 Nov–14 Dec 04	\$1,308
G Palmer	Technical Leader/Central Systems Services, ITS	Thailand	HP Asia Pacific Storage Works Conference	5–12 Nov 04	\$799
C Richardson	Manager, QUT Printing Services	Munich - Germany	Conference	15–19 Feb 04	Nil
H Vu	CSO, TALSS	New Zealand	SPUSC 04 Conference	29 Nov–4 Dec 04	\$1,539
K Wheeler	Client Relations Manager, ITS - CQS	New Zealand	SPUSC 04 Conference	29 Nov–3 Dec 04	\$1,300
K Whelan	Academic Development Coordinator	Canada	Conference	14 Jun–3 Jul 04	\$5,233
G Winslett	Instructional Designer	UK	Digital Generations Conference only	26–29 Jul 04	\$515
G Winslett	Instructional Designer	Crete	ECER 2004	22–25 Sep 04	\$599
C Young	Associate Director, Library Services	London, Geneva, Amsterdam, Dubai	Study Tour	3–24 Feb 04	\$12,370
					<u>\$4,577,362</u>