Annual Report 1988

Griffith University
Griffith University is located in the suburb of Nathan, on the southern side of Brisbane, 10 kilometres from the city centre. The campus is set in 175 hectares of natural bushland which is a declared flora and fauna reserve adjacent to the Toohey State Forest. The University's buildings and landscape have been designed to preserve and take advantage of the rare native flora found on site, including the eucalypts *E. baileyana* and *E. planchoniana*, which are virtually unique to the area. A distinctive feature of the campus is the abundance of the *Xanthorrhoea*, or grass tree.

Presented to Parliament by Command

TO HIS EXCELLENCY THE GOVERNOR IN COUNCIL

May it please Your Excellency,
I have the honour to present to you, on behalf of the Council of the Griffith University, the Annual Report of the University for 1988

April 1989

The Honourable Justice J.M. Macrossan,
BA LLB Q'ld., BCL Oxford
Chancellor
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- Total enrolments rose by 650 to 5339 students with a total student load of 4200 equivalent full-time students (EFTSU).
- Commencing student numbers rose by 203 to 2093.
- Enrolment of the first full-fee paying overseas students under the Full-Fee Paying Private Overseas Students Scheme (FFPOS).
- Key Centre in Asian Languages and Studies established.
- Total operating income in 1988 totalled $38.6M, an increase of 18%.
- Construction of $7 million Technology Building completed.
- Construction of 80 bed extension to on-campus student residences commenced, increasing residential capacity to 782.
- Construction of a Computing Science Building commenced at an estimated cost of $7 million.
- Griffith University joined the Unified National System of Higher Education.
The announcement and implementation of major reform in Australia’s higher education system dominated, and diverted, much of Griffith University’s work throughout 1988. The University welcomed the intention of the Federal Government to fund a significant expansion in the number of student places in higher education. This intention was the key proposal in the Government’s Higher Education Policy Discussion Paper (Green Paper) released in December 1987, and was confirmed, albeit in modified form, in its Policy Statement on Higher Education (White Paper) in August 1989. The University also welcomed indications that the Government intended to reduce the extent of regulation of institutions from Canberra. Such indications were, however, less evident in the White Paper than the Green Paper, and at the end of the year there was a body of opinion in higher education which would say that there was little evidence to that point of effective deregulation.

A fundamental feature of the Federal Government’s policy was the abolition of the binary system and its replacement by a Unified National System in which:

- there will be fewer and larger institutions than at present, and there will be more effective co-ordination between them on issues such as course provision, disciplinary specialisation and credit transfer. Size is not an end in itself; rather, in most cases, it is a necessary condition for educational effectiveness and financial efficiency.

While the University did not oppose the abolition of the binary system, it raised concern about some possible adverse effects of the changes proposed. First, the University expressed its concern about the proposal in the Green and White Papers to achieve a greater degree of selectivity and concentration of research funding through a new and expanded Australian Research Council and an amalgamation of several existing granting bodies. The University believed that this might lead, especially in the context of the proposal to fund the ARC partly by way of a ‘clawback’ from the grants of existing Universities, to a reduced capacity in universities to support adequately their own research efforts, and a reduced capacity in the smaller universities to maintain their commitment to the pursuit of research across the range of their teaching activities. The University also joined with a large number of commentators on the new policies in querying a research strategy which appeared to under-rate the importance to the nation of allowing proven and competent researchers to pursue their own directions, sometimes on the basis of chance and curiosity, and which placed undue faith in the capacity of more concentrated, less pluralistic, processes to identify ‘national goals’ and ‘pick winners’.

Second, the University queried the approach to institutional amalgamations in the Green and White Papers. While endorsing the principles of geographical proximity and educational congruity as proper bases of amalgamation, the University argued that the threshold sizes put forward in the Green and White papers as ‘triggers’ for amalgamations were not supported by evidence other than question-begging analysis of so-called scale economies which demonstrated no more than that institutions spend what they are given, and if given less will spend less. In particular, the University expressed concern that its rapid growth, involving in recent years the fastest rate of growth of enrolments for an Australian university, and its very strong research performance, which placed it sixth in Australia in terms of the per capita value of Australian Research Council grants announced in 1989 and first in Queensland, was quite inconsistent with the proposition that an institution with less than 8000 EFTSU was not competent to pursue quality research across the range of its teaching activities.

In Queensland, the State Government took the view throughout most of 1988 that all higher education institutions should be allowed independent status within Mr Dawkins’ Unified National System. It was not until September that any links between institutions were contemplated by the State authorities. At that time it was suggested by the State Minister for Education, Youth and Sport that Griffith University and the Mt Gravatt Campus of the Brisbane College of Advanced Education might be associated. Discussion of this possibility was rejected by the BCAE.
Later, in November, the State Government announced a proposal to form a new University of South East Queensland, including Griffith University, the Queensland Conservatorium of Music, the Gold Coast College of Advanced Education and the Brisbane College of Advanced Education. This proposal met with strong opposition from all four institutions and was withdrawn early in 1989. At the end of 1988, Griffith remained a free-standing university and a member of the Unified National System in its own right.

Needless to say, these issues consumed a great deal of energy and led to a good deal of uncertainty and concern about the University's future. In these circumstances it is gratifying to record that the staff and students of the University pursued their work with characteristic dedication and application. For all its uncertainties and disturbances, 1988 was an outstanding year for Griffith.

Throughout the process of reform the University sought to encourage the expressed wish of the Commonwealth and State Governments to achieve a substantial increase in the number of graduates in Australia, and particularly in Queensland, and supported the need for tertiary institutions themselves to play a more active role in responding to national priorities.

The University responded to the Commonwealth's desire to achieve system-wide economies and to reduce duplication of programmes through the development of distinctive educational and research profiles and statements of mission as a contribution to better strategic planning. The University’s mission statement is presented in the body of this report.

The University made strong representations to the Federal Government to improve its funding base in the 1989-91 triennium. After several years of marginal funding of its rapidly expanding enrolments, the University's resources were stretched to the limit. The Federal Government has responded by improving the funding of "pipeline" growth, and, overall, protecting the University from a further major deterioration in its funding per EFTSU, notwithstanding the growth projected for the 1989-91 triennium. There is still a serious need for the equalisation of funding between institutions promised in the White Paper, but the University can at least feel that its problems in this regard are being addressed.

The University did not welcome, as part of the Federal Government's plan to fund an increase in participation in higher education, the introduction of the Higher Education Contribution Scheme (HECS), though it recognised this development as consistent with a wider acceptance of the user-pays principle in society. The University drew attention to an important feature of HECS, whereby the funds collected will not form part of the discretionary funds of the institutions. The Federal Government will retain full control over these funds, along with the overall distribution of operating grants to institutions.

The substantial increase in the number of places being made available through increased Federal funding to school leavers and others in the community from the 1989 academic year, coupled with the announcement by the State Government that it, too, will fund additional places in higher education from 1989, provides Queensland with its greatest opportunity of recent times to raise participation rates to a level approaching the national average and thereby redressing an imbalance of opportunity which has existed for decades in Queensland. The University accepted 150 State-funded places as its contribution to the State's programme of supplementation of Federally funded places.

The University welcomed the creation in 1988 of the Higher Education Forum consisting of the chief executives of all higher education institutions in Queensland. The Forum has enabled the State to provide a co-ordinated approach to the consultations required in response to the Green and White Papers.

Griffith University's strategic planning in 1988 has responded positively to the new environment created by Government reforms, both Federal and State. The University has renewed its commitment to grow rapidly, to broaden its profile, particularly in professionally-oriented areas, and thereby to secure its independence and its long-term capacity to continue to deliver its distinctive contribution to higher education.
Important elements of the strategy have been the identification and development of new and distinctive programmes in business, the applied sciences and social sciences. This will result in the introduction of new bachelor’s degree programmes in International Business Relations in 1989, in Microelectronic Engineering, Applied Behavioural Sciences and Technology Management Training in 1990, and in Environmental Engineering and Nursing in 1991. In the longer term schools of law and medicine and further developments in other areas of engineering are envisaged. The ready acceptance in the workforce of the University’s first graduates in Informatics during 1988 has served to reinforce and encourage the University’s strategy for the future.

Griffith joined with the University of Queensland and the James Cook University of North Queensland to provide the universities exhibit, UNivations, at World Expo 88, an undertaking unprecedented in the history of world expositions. This major co-operative initiative, illustrating the role of universities in extending the boundaries of knowledge through research, provided more than 1.6 million people with a glimpse of the important contributions being made to national development. UNivations, like Expo 88 itself, was a resounding success.

The University has embarked successfully on a major recruitment of overseas undergraduate students throughout Southeast Asia. The marketing expertise of academic and general staff in the Centre for Management Education has been drawn upon for this purpose. This initiative is expected to yield about $1 million in overseas income for the 1989 academic year. The activity has been complemented by the Centre’s offering of its popular Advanced Management Program for middle and senior level executives for the first time to a group of senior managers at the Bangkok University.

The growth in the University’s student enrolment has been reflected in the expansion of facilities on the Nathan campus. 1988 has seen the completion, occupation and opening of a new $7 million Technology Building by the Commonwealth Minister for Employment, Education and Training, Mr John Dawkins; the commencement of a $2.3 million extension to the residential village on the campus, funded by the University and to be repaid from student fees; and the start of a new $7 million academic building including two large lecture theatres. The 80-bed extension to the housing village will be completed for occupation by early 1989 while the new academic facilities will be in use from 1990.

The University has enhanced its reputation as one of Australia’s leading research institutions during 1988 by achieving substantial increases in competitively awarded research grants and benefiting substantially from the far-reaching activities of the University’s marketing and consulting unit, Griffith Research Services. The award in 1988 of a Key Centre in Asian Languages and Studies to the Division of Asian and International Studies, jointly with the University of Queensland, has heightened the pre-eminent place of the University’s Asian studies work in the national and international arena. With the largest group of staff and students undertaking study on Asia in the southern hemisphere, the University’s Division is well-placed to provide national leadership in the enhancement of Australia’s trading and cultural relations with our Asian neighbours.

In a further expansion of the University’s research profile the University won a $240,000 grant from the Commonwealth for the establishment of a Centre for Public Sector Management allied to the University’s Division of Commerce and Administration.

This Annual Report deals in greater detail with the highlights and achievements of the University during what has been a year of unprecedented challenge both for Griffith and the higher education sector as a whole. It has been characteristic of Griffith through its history that such circumstances have provided the impetus for advancement across the range of university activity - in teaching, research and community service.

I take this opportunity on behalf of the University Council to thank the whole community of staff and students who have contributed to this achievement.

L.R. Webb
Vice-Chancellor
Early in 1971, the State Government established an Interim Council to begin planning Griffith University. Griffith was to be Queensland’s third university, taking its place alongside the well-established University of Queensland and the much younger James Cook University.

In setting about this task, the twelve-member Council saw a unique opportunity to respond constructively to prevailing concerns with some aspects of higher education, and to incorporate the best of the new ideas which had been experimented with during the previous decade or so by universities in North America, the United Kingdom, and Australia. Above all, the Council sought to develop a university that would produce the type of graduate needed in the future. It placed great emphasis on the need for cohesive educational programmes that would be of long-term use and relevance to students once they left the University.

The Griffith planners decided that the best way for the University to offer relevant degree programmes in a stimulating academic environment was to organise areas of academic inquiry into “Schools”. The School became the basic academic unit, responsible for the primary teaching, research and community service activities of the University. Each School offered degree programmes that shared a concern with a group of problems or set of issues relevant to the world outside the University. It incorporated the disciplines necessary to address those problems or issues, but without separating those disciplines by creating a department for each. In the School of Australian Environmental Studies, for example, students examined a range of issues concerned with the interrelationships between human societies and their environments, such as the formulation of environmental policy, environmental management strategies, or the recognition, evaluation and analysis of important environmental issues. Because of the broad-base of each School’s academic area, representatives of several disciplines taught within one School. The University values highly the flexibility that such a multidisciplinary base allows both for students and teaching staff.

When teaching began in March, 1975, the University had four Schools: Australian Environmental Studies, Humanities, Modern Asian Studies, and Science. Total enrolments were about 450. Since then, Griffith has grown strongly, with a total student population in 1988 of 5339.

To enable it to expand its range of academic areas, and to cope with increased student numbers, the University in 1987 adopted a new organisational structure. With decreasing Government funding it was necessary to devise a structure that would provide for more students and more programmes as economically as possible, while retaining the aspects of the original organisational structure valued by the University - the matching of the organisational structure with its purpose; the close links between faculty staff, administrative staff, and student groups; and the flexibility of the School structure. The academic Division replaced the School as the primary administrative and academic unit encompassing a broad area of inquiry. Divisions now offer undergraduate degree programmes in one or more Schools, as well as a range of postgraduate courses at graduate diploma, master’s, and doctoral levels. In 1988, there were five academic Divisions offering undergraduate degree programmes in seven Schools:

- Australian Environmental Studies (School of Australian Environmental Studies)
- Asian and International Studies (School of Modern Asian Studies; School of International Business Relations)
- Humanities (School of Humanities)
- Commerce and Administration (School of Administration)
- Science and Technology (School of Science; School of Computing and Information Technology).

New Schools can be created within Divisions to cater for any new degree programmes developed. In 1988, the School of International Business Relations was formed within the Division of Asian and International Studies, for example. The University looks forward to its first intake of students in that School in 1989. New academic divisions can be established when warranted by the distinctiveness or magnitude of a new academic activity or the virtue of combining some new with some existing activities.

A distinctive feature of Griffith is the design of its bachelor’s degree programmes. The University’s planners considered some of the changes that were then occurring or would be likely to occur over the coming years, in order to determine the types of degree programmes that would be of benefit to students and the community in the future. Factors which were considered to be important included the continued growth of the State of Queensland, the social upgrading of disadvantaged groups, rapid technological change, changes in employment patterns and the need for adaptability and flexibility.

The University decided that it should provide not only for specialised academic study, but also for the general educational development of students who should have the opportunity to obtain an idea of the general scope of knowledge and to understand the place of their own studies within it. It strove to design bachelor’s degree programmes with an integrated, multidisciplinary and problem-oriented approach, rather than the more traditional concern with specific discipline areas.

The University recognised a need to produce graduates who would have both generic and specialist skills in areas of relevance; who would be able to define problems, have the methodological capacities to analyse problems (either alone or as a member of a problem-solving team) and be able to develop and implement a problem solution.

The model chosen for the bachelor’s degree to achieve this was a three-year programme, in which students in a School complete a common first year, the foundation programme. The foundation programme introduces students to the problems and issues which define the bachelor’s degree programme, and to the concepts and methodologies to be used in approaching those problems. After successful completion of the foundation programme, students progress to the main study programme (second and third years), where they select combinations of courses in their School’s particular areas of specialization - known as concentration areas.
Graduates of the University have found ready employment in the community, with employers valuing the emphasis placed by the University on the understanding of concepts and the methodologies of problem-solving, together with the specialist skills gained by students during their degree programme. The skills learnt in all Griffith degrees, whether in the laboratory, the studio, the project team, or in the field, are transferable to a range of graduate positions.

The University's graduates are employed in all sectors of the community. Their qualifications, whether at the bachelor or postgraduate level, provide the basis for an enormous range of career opportunities in commerce, manufacturing, mining, environmental management, the media, education, local, State and Commonwealth governments and in their statutory authorities. The University's graduates are also employed in fields such as marketing, development, research, teaching, computing and statistics.

In its 14th year of student enrolments, the University offers degrees with professional emphasis in business, the humanities, the sciences and the social sciences. In recent years, specialisations have been developed in media production, resource planning, biotechnology, and genetics, microelectronics, clinical biochemistry, Australian studies, accounting and computing and information studies.

Griffith University is committed to providing increased opportunities for young Queenslanders to gain relevant higher education qualifications. Over the next three years, the University looks forward to expanding its current range of academic areas with the introduction of new degree programmes in Applied Behavioural Sciences, Microelectronic Engineering, Environmental Engineering, Nursing, International Business Relations and Technology Management.
The University is a statutory body, established and incorporated by the Griffith University Act 1971-1984, which is administered by the Minister for Education. The University is named in honour of Sir Samuel Walker Griffith, one-time Premier and first Chief Justice of Queensland, and the first Chief Justice of the High Court of Australia (1903-1919).

The University's statutory powers are set out in the Act, and in the Statutes and Rules of the University made pursuant to the Act. The principal powers of the University relate to its work of teaching and research - admitting students, prescribing courses of study, granting degrees and establishing standards for their award. As an institution with its own governing body, the University also has powers which provide for its general management and the administration of its finance, personnel and property.

During 1988, as part of the University's preparation to seek membership of the Unified National System of higher education created for the funding of higher education by the Commonwealth Government, the University reviewed its mission and objectives.

**MISSION STATEMENT**

The University's statement of mission articulates the broad set of goals shared by all members of the University in their commitment to excellence in teaching and research.

Griffith University is dedicated to the pursuit of excellence in teaching and research, maintaining and furthering the highest University traditions of scholarly integrity and independence. The University:

- affirms its responsibility to serve a range of communities: its students; the international community of scholars; the nation; the State of Queensland; local communities; and the professions, industry and commerce;
- designs its teaching programmes to address problems and themes of importance to the various communities it serves, enabling its students to gain knowledge, scholarly values, and generic and specific skills, which equip them for employment and which enhance their capacity to respond to and to shape their future circumstances and opportunities;
- recognises that all members of the University form a community with shared goals, and fosters a community relationship, in particular between staff and students; it encourages intellectual, cultural and recreational activity for the benefit of all members of the community;
- recognises that success in the pursuit of excellence depends on the quality and involvement of staff. It appoints staff on the basis of merit, and seeks to recognise merit in performance and to assist staff to develop their ability to contribute to the University's mission;
- maintains effective and efficient organisational structures and processes which are designed to confirm its academic purpose, and which are able to respond to changing emphases in scholarship and community needs. The University promotes collaboration with other institutions where there is benefit to the University and to the community;
- is committed to self-criticism, review of its performance, and accountability;
- undertakes research of international and national significance, emphasising in particular interdisciplinary research, providing an intellectual climate and supporting conditions in which excellence in fundamental and applied research and in research training can be achieved.

To this end, the University:

- structures its teaching programmes to integrate a range of disciplines appropriate to the problems and themes under consideration, and cause students to reflect on the context in which those disciplines function;
- promotes the interaction of teaching and research, acknowledging the essential contribution which teaching and research make to each other;
- selects its students according to their capacity to complete its programmes successfully. It promotes participation by students from under-represented groups, and provides programmes which help them to succeed.
UNIVERSITY GOVERNANCE AND ADMINISTRATION

OBJECTIVES
In order to realise its mission, the University has set a number of specific objectives, which will be reviewed continually and adjusted to suit changing circumstances. The University will be guided in implementing the following specific objectives and in setting future objectives by the primary purpose of achieving excellence in teaching and research.

Quality
To maintain relevance and excellence in all the University's programmes of teaching and research, responding to changing community needs.

Growth
To contribute to meeting the demand for higher education places in Queensland by increasing the number of student places to 5,000 EFTS by 1990 and 8,000 EFTS by 2000.

Teaching Programmes
To provide a comprehensive and diverse set of teaching programmes including appropriate professional training, in areas consistent with national, State and community needs. By 1991, it will add programmes in Applied Behavioural Sciences, Microelectronics, Environmental Engineering, Health Sciences, International Business Relations, and Technology Management.

Students
To offer its teaching programmes in an institutional environment which assists students to achieve their intellectual and personal potential.

Equity
To implement admissions policies which encourage participation by students from under-represented groups, and to conduct a programme of activities in support of those students; to enable students from other institutions to enter the University's programmes, with appropriate credit towards its degrees for academic work already completed.

Research
To aid by research and other appropriate means the advancement and development of knowledge and the practical application of knowledge to government, industry, commerce and the community; to manage its research activities and support to promote excellence and to provide training for new researchers; to contribute to the application of research to the needs of industry, commerce and government through contract research and consultancy.

Staff
To provide conditions which assist the personal development of staff and increase their ability to contribute fully to the achievement of the University's goals and to encourage commitment of staff to the University through involvement in its development; to provide equal employment opportunities for staff.

Management
To implement information systems necessary for the University to manage its present and future operations effectively and efficiently; to develop indicators of performance to facilitate self-review and accountability; to maintain an organisational structure which allows for economic growth, and efficient and responsive management.

Resources
To increase resources both from its traditional base and from more diverse sources to enable achievement of the University's goals; to manage its resources effectively and efficiently in support of its primary goals.

External Relations
To achieve greater recognition in the community of the relevance, and excellence, of the University's programmes of teaching and research, particularly among school-leavers and employers of graduates. The University will increase the numbers of the highest achieving school-leavers in Queensland who enrol in its programmes; to increase support for the University and its future graduates by fostering continuing links with alumni; to encourage use of University facilities by the community and for commercial purposes, where this can be done without interference with, or detriment to, the achievement of the primary goals of excellence in teaching and research.

Site Development
To make use of its physical site in a way which facilitates fulfilment of its academic purpose, recognising the need to preserve particularly significant features of botanical or ecological interest.
THE COUNCIL

The governing body of the University is the University Council. The Council is made up of elected members of the community, staff, students, and others associated with the University. The Council is assisted by a number of standing committees which advise on policy and, in some cases, have delegated authorities - the Academic, Student Affairs, Computing Policy, Senior Selection, Finance and Property, Legislation, Library, Staff, Management Advisory, and Careers and Employment Advisory Committees. The standing committees of the Council are in some cases assisted by specialist sub-committees, such as the Research and Education Committees of the Academic Committee.

In 1988, the Council elected Mr Justice John Macrossan to the position of Chancellor for three years, and Ms Patience Thoms to the position of Deputy Chancellor for one year. Mr Justice Macrossan, a judge of the Supreme Court of Queensland since 1980, has been a member of the Griffith University Council since 1983 and has served in the position of Deputy Chancellor since 1985. Ms Thoms has served on the University’s Council since 1981. A former journalist, Ms Thoms graduated from Griffith University with a Bachelor of Arts from the School of Modern Asian Studies in 1980.

In 1988, the Council held 11 ordinary meetings and seven special meetings (five of which were held as Graduation Ceremonies for the conferring of degrees). Pictured below are Council members (from top left) Mr John Tainton; Mr Huan Fraser, MLA; Dr Robert Ross; Associate Professor Maxwell Stadnidge; Mr Bruce Moon; Sir Leo Hielscher; Associate Professor Brian Head; Mr Robert Kidman; Mr Norman Alford; Mr Richard Austin; Ms Wendy Tyson; Ms Janice Mayes; Sister Angela Mary Doyle; Ms Patience Thoms; The Hon Mr Justice John Macrossan; Professor Roy Webb; Mr Wayne O’Donohue and Ms Margaret Buckridge. A full list of Council members is given on Page 42.
PRINCIPAL OFFICERS

Vice-Chancellor
Professor L.R. Webb,
BCom Melb., PhD Lond.,
FASSA

Dean, Division of Science and Technology
Professor R.S. Holmes,
BSc PhD Q'ld., DSc

Pro-Vice-Chancellor (Academic)
Professor C.J. Masters,
MSc Auck., PhD DSc Q'ld.

Director, Centre for the Advancement of Learning and Teaching
R.A. Ross,
BSc DipEd Syd.,
MSc N.E., PhD Lond.,
FRSCChem

Pro-Vice-Chancellor (Staffing)
Associate Professor I.H. Barham,
MA N.Z.

Business Manager
C.W. Burgess
BA Tas.

Dean, Division of Administration
Professor P.M. Weller,
MA Oxf., PhD A.N.U.

Registrar
J. Topley,
RFD, BEd Q'ld., FACE, FAITEA

Dean, Division of Australian Environmental Studies
R.D. Braddock,
BSc Adel., PhD Flin.

Site and Buildings Manager
S. Ragusa,
BE Q'ld.

Dean, Division of Humanities
Professor J.A. Walter,
BA Melb., MA Lat., PhD Melb.

Director, Information Services and University Librarian
J.R. Cox,
BA Stan., BLibSc Calif., MALA

Dean, Division of Modern Asian Studies
Professor D.L.S. Lim,
BSoSc Birm., MA DPhil Sus.
ORGANISATIONAL STRUCTURE

The policies of the University are carried out by the Office of the Vice-Chancellor headed by the Vice-Chancellor as Chief Executive Officer, and the nine Divisions of the University, each headed by an Executive Officer.

The nine Divisions include five concerned with teaching and research: Australian Environmental Studies, Asian and International Studies, Commerce and Administration, Humanities, and Science and Technology; and four general Divisions: the Secretariat, Business Management, Information Services, and Facilities. The Centre for the Advancement of Learning and Teaching is an academic service element responsible for providing specialist assistance to academic and general staff and students to enhance the quality of learning and teaching in the University. The Board of Community Services, which consists of elected staff and student representatives, provides catering, child care and recreation services and facilities to students, staff and the community. It operates through a number of specialist management committees, and reports directly to the University Council.

The University's organisational structure reflects its concern to achieve as close a relationship as possible between the Council and the operating units of the University. Maintenance of this approach has been facilitated by the adoption of the Division, rather than the discipline-based department within a faculty, as the basic academic unit.
Organisational restructuring

In 1988 the Council approved the renaming of two academic Divisions. The Division of Administration became the Division of Commerce and Administration, to reflect more accurately the scope of its activities. The Division of Modern Asian Studies was renamed the Division of Asian and International Studies. The School of International Business Relations was established within the Division to encompass the new bachelor’s degree in International Business Relations to be offered from 1989.

A new general Division, the Division of Information Services, was created in 1988, by bringing together within one organisational structure the related functions of the University Library and the Information Technology Centre. Over time, this will improve significantly the access of students, teachers and researchers to the full range of information sources, in print, near-print, or electronic format, using the latest advances in technology. It will also enable computing and information services to be provided to the University in a more coherent and economical way, as the University moves to unify under one administrative umbrella the traditional library, computer centre, and data telecommunications functions associated with the supply of academic and administrative information. It is expected that the new and broad information infrastructure will stimulate greater and more effective access to the increasing quantity and variety of information sources and will enable traditional library and computing services to be offered more efficiently and effectively. The new structure will provide to students, researchers and scholars both the capacity for flexible response to change, and the assurance of stability as they become more and more dependent on electronic information systems.

IMPACT OF GOVERNMENT POLICY

Legislation

The Higher Education Contribution Scheme (HECS)

In December, 1987, the Minister for Employment, Education and Training announced the establishment of the Committee on Higher Education Funding. The Committee was charged with developing ‘options for supplementing the funding of the Australian Higher Education System which could involve contributions from students, their parents and employers. The major recommendation of the Committee, referred to as the ‘Wran Committee’, called for the abolition of the Higher Education Administration Charge (HEAC) introduced in 1987, and the introduction in its place of a contribution scheme where users, whether they graduate or not, would become liable to pay an additional two per cent of taxable income until they meet about 20 per cent of the cost of their higher education. The contribution may, alternatively, be paid “up-front”, with a 15 per cent discount.

The proposed Scheme prompted considerable debate within the University; while the Council welcomed the Commonwealth Government’s initiative in expanding the number of places available in tertiary education, it questioned the use of the HECS to achieve this objective. In particular, the Council was concerned that the HECS would act as a disincentive to proceed to higher education for many people, particularly among under-represented groups.

During the second half of 1988, the University was forced to devote considerable energy to planning for the implementation of the HECS, in the process displacing a good deal of other University work. Constant amendments to the draft Commonwealth legislation necessary for giving effect to the HECS made it difficult to finalise the details of advice to be provided to students, and the design of the forms to be completed by students. The uncertainties regarding the various options available to students under the HECS also caused several revisions of the University’s own Rule made pursuant to its Statute 5.3 - Fees, necessary to provide the University with the power to administer the HECS amongst its students. In the event, the Higher Education Funding Act 1988 was not promulgated during 1988, exacerbating the problems of providing timely advice of their prospective HECS liability to students and applicants for admission.

The Regulatory Reform Act 1986

Under the Regulatory Reform Act 1986, all the University’s Statutes have or had a prescribed termination date of either 30 June 1988 or 30 June 1989. The effect of these Schedules was to require the University urgently to review all its Statutes with a view to either re-making them in their current form, resubmitting them with revisions, or allowing them to lapse. The requirements for compulsory review imposed heavy demands upon the time of the University’s Legislation Committee and the Registrar’s Office which supports the work of that Committee. In most cases, the reviews resulted in the University seeking the re-making of the affected Statutes with minimal changes. The University finds this process of questionable benefit, since it has replaced a review process related to the real functioning of the University with one of a quite arbitrary nature.
In July, Griffith University was proud to join the University of Queensland and James Cook University in a special graduation ceremony held on Universities Day at World Expo '88. Five distinguished Australians were awarded honorary degrees and degrees for service at a unique graduation ceremony which was designed to convey something of the traditions and values of university education and life. Griffith University awarded its degree for service, Doctor of the University, to the Governor-General of Australia, His Excellency The Right Honourable Sir Ninian Stephen, AK, GCME, GCVO, KBE, and to the poet, Ms Judith Wright. The ceremony involved the largest academic procession ever held in Australia, including 300 academics, general staff and graduates from the three universities, and the Chancellors and Vice-Chancellors of most Australian Universities. Pictured is the opening of the ceremony, which took place at the World Expo 88 River Stage.
STUDENT NUMBERS
The University was established in 1971, and commenced undergraduate teaching in March 1975. By 1988, it had a total of 5,339 undergraduate and postgraduate students, 3436 of whom studied on a full-time basis and 1903 on a part-time basis. The enrolments were distributed across Divisions and Centres as shown below.

ENROLMENTS BY DIVISION (UNDERGRADUATE AND HONOURS) - 1988

<table>
<thead>
<tr>
<th>DIVISIONS</th>
<th>Full-time</th>
<th>Part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>AES</td>
<td>360</td>
<td>170</td>
</tr>
<tr>
<td>AIS</td>
<td>200</td>
<td>100</td>
</tr>
<tr>
<td>CAD</td>
<td>900</td>
<td>600</td>
</tr>
<tr>
<td>HUM</td>
<td>600</td>
<td>300</td>
</tr>
<tr>
<td>SCT/ITC</td>
<td>500</td>
<td>250</td>
</tr>
</tbody>
</table>

AES: Australian Environmental Studies
AIS: Asian and International Studies
CAD: Commerce and Administration
HUM: Humanities
SCT/ITC: Science and Technology
Since 1983, the University has grown rapidly in line with Commonwealth Government policy and in response to continued demand for places in higher education. Steady increases in student load in undergraduate and honours programmes (shown below) have been achieved despite declining funding per student over that period.

More detailed statistics on the distribution of undergraduate and postgraduate students in the University are included in Appendix A to this Report, and in the University’s statistical bulletin “Statistics 1988” which is available from the Registrar.

**GROWTH IN STUDENT LOAD (EFTSUs*) 1983-1988**

* EFTSU - Equivalent Full-time Students.
### Teaching

#### Degree Programmes 1988

<table>
<thead>
<tr>
<th>Division of Asian and International Studies</th>
<th>Bachelor of Arts (BA)</th>
<th>Bachelor of Science (BSc)</th>
<th>Bachelor of Science with Japanese (BSc with Japanese)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chinese, Japanese or Indonesian language</td>
<td>Comprehensive area studies</td>
<td>Ecology and its applications</td>
<td>Four years of Japanese with any specialisation</td>
</tr>
<tr>
<td>Australia-Asia relations</td>
<td>Sociology Anthropology</td>
<td>Land and water processes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Politics Economics History</td>
<td>Resource planning Mathematical and statistical models and analysis</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Division of Australian Environmental Studies</th>
<th>Bachelor of Administration (BAdmin)</th>
<th>Bachelor of Arts - Full-time (BA)</th>
<th>Bachelor of Arts - Part-time (BA)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Marketing Law in administration Industrial relations</td>
<td>Media production Australian studies Women, gender and society</td>
<td>Historical studies Cultural and media studies Australian cultural policies Feminist movements</td>
</tr>
<tr>
<td></td>
<td>Public Policy Economics Financial administration and accounting</td>
<td>Politics and society</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Personnel Information systems Organisational modelling</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Division of Humanities</th>
<th>Bachelor of Science (BSc)</th>
<th>Bachelor of Science with Japanese (BSc with Japanese)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Film and media studies</td>
<td>Biochemistry</td>
<td>Four years of Japanese language study with any specialisation listed above</td>
</tr>
<tr>
<td>Studies in culture and politics</td>
<td>Life science</td>
<td></td>
</tr>
<tr>
<td>History and philosophy of science</td>
<td>Biological chemistry</td>
<td></td>
</tr>
<tr>
<td>Comparative studies in history and literature</td>
<td>Microelectronics</td>
<td></td>
</tr>
<tr>
<td>Bachelor of Arts - Full-time (BA)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Film and media studies</td>
<td>Media production Australian studies Women, gender and society</td>
<td></td>
</tr>
<tr>
<td>Bachelor of Arts - Part-time (BA)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Historical studies Cultural and media studies Australian cultural policies Feminist movements</td>
<td>Literary studies Sociological studies The novel and society Culture and utopia</td>
<td></td>
</tr>
<tr>
<td>Bachelor of Science (BSc)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical mathematics Experimental physics Computing applications in science</td>
<td></td>
<td>Chemical physics</td>
</tr>
<tr>
<td></td>
<td>Biochemistry</td>
<td>Genetics Biotechnology Chemistry</td>
</tr>
<tr>
<td>Electronics and scientific instrumentation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelor of Science with Japanese (BSc with Japanese)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Four years of Japanese language study with any specialisation listed above</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Division of Science and Technology</th>
<th>Bachelor of Informatics (BInf)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical mathematics Experimental physics Computing applications in science Electronics and scientific instrumentation</td>
<td>Artificial intelligence Software engineering</td>
</tr>
<tr>
<td>Biological chemistry Microelectronics</td>
<td>Software development</td>
</tr>
</tbody>
</table>

### Other Programmes

- Bachelor of Arts/Bachelor of Laws (BA/LLB): a combined programme which consists of law studies undertaken at Queensland Institute of Technology and Japanese language and Japan studies undertaken at Griffith University.
- Primary and secondary teacher training (with the Brisbane College of Advanced Education) in all Schools
- Honours degrees in all Divisions
- Postgraduate degrees by coursework in four Divisions (Commerce and Administration, Australian Environmental Studies, Asian and International Studies and Science and Technology)
- Masters and doctoral degrees by research in all Division
TEACHING PROGRAMMES

Bachelor's degree programmes in all Schools at the University have two main elements.

In the first year, students undertake a common foundation programme in which they are introduced to the problems, issues, concepts and skills which are relevant to the degree programme.

In the second and third years, students undertake a main study programme, concentrating on one or more major areas of study selected from the courses in their School's areas of academic specialisation.

This structure provides students with the opportunity to develop specialist knowledge and skills in their chosen area within a broader knowledge context. The University believes this combination fits its graduates well for immediate employment and provides them with the skills to adapt to changing work and living conditions in the future.

NEW TEACHING ACTIVITIES

A number of new concentration areas and programmes were introduced in 1988. These were all relevant to particular areas of national priority identified by the Commonwealth Government - microelectronics, Asian languages, and health in the community and workplace.

Two new academic areas which complement each other and which attracted strong student interest, were offered in the computing and information technology field in 1988. The Software Engineering concentration area addresses theoretical and practical aspects of software engineering including program methodology, databases, formal specification techniques and programming language design. The Artificial Intelligence concentration area, the first undergraduate specialisation of its kind in Australia, focuses on the principles and techniques for making computers more effective in decision-making, communication and problem-solving. The area is attracting attention from both research and commercial bodies, and the increasing acceptance of some artificial intelligence techniques by the industry and the broader community should make Griffith graduates well-prepared to meet the expected demand. The University intends to build a strong research profile in this area.

A new concentration area in Microelectronics commenced in 1988 as part of the Bachelor of Science degree programme. The concentration area develops expertise in computing to the extent where students are familiar with the latest computer techniques in circuit design and simulation including VLSI (very large scale integration). Graduates are expected to find employment readily in the electronics and high technology industries.

The Master of Environmental and Community Health programme was introduced by the Division of Australian Environmental Studies in 1988. The three-year programme, which is offered part-time, concentrates on the impact of environmental factors on human health, acts as a forum for the critical examination of alternative solutions to current or future environmental hazards, and brings together an interdisciplinary group of people whose work impinges upon and is affected by such problems.

A new five-year full-time Bachelor of Arts/Bachelor of Laws degree programme was offered for the first time in 1988. The programme combines law studies at Queensland University of Technology with Japanese language and Japan studies in the Division of Asian and International Studies, and attracted very strong student interest. Both institutions consider that the co-ordinated timetables worked effectively and are pleased that the intake target for 1989 has been expanded. The combined programme is a response to the growing demand, stimulated by Australia's commercial links with Japan, for solicitors and barristers with qualifications and skills in Japanese language and an understanding of Japanese culture.

FUTURE DEVELOPMENTS

In 1988, the University established priorities for growth in five major areas:

- International business relations
- Microelectronics
- Applied behavioural sciences
- Environmental engineering
- Nursing.

Planning continued throughout the year for new degree programmes in those areas, to be introduced over the next triennium.

An innovative three-year bachelor's degree programme which will combine business skills with an international perspective will be offered from 1989. The International Business Relations programme, which has been designed to respond to the need for a national programme of business education to enhance Australia's trading skills with Asian countries, will be offered in the new School of International Business Relations, in the Division of Asian and International Studies. Teaching will be conducted in co-operation with the Division of Commerce and Administration. The programme will cover economics and the world economy, international relations, accounting, financial administration and international finance and marketing as well as communications, language, culture and customs. Graduates from the programme will be well-placed to become part of a national drive for greater competitiveness in Australian industry and business in the Asian-Pacific region. The application rate for admission in 1989 is very high, and the University believes the usefulness and relevance of the programme has been recognised by year 12 students.

The microelectronics concentration area introduced this year as part of the Bachelor of Science degree programme will serve as a base for the development of a new four-year degree programme in Microelectronic Engineering and a three-year degree programme in Microelectronic Technology. The programmes, which are planned to commence in 1990, will be offered in a new School of Microelectronics Engineering to be established within the Division of Science and Technology. An advisory committee, which includes leading members of the local microelectronics industry, has been established to assist with further planning.
Planning began in 1988 for a new four-year degree programme in Applied Behavioural Sciences, to be introduced in 1990. The programme will be located in a new School of Applied Behavioural Sciences, which will draw on the expertise of the Divisions of Commerce and Administration, and Australian Environmental Studies. Although many Australian institutions provide a broad range of psychology courses within disciplinary traditions, the new Griffith programme will meet an urgent need, at State and national levels, for a multidisciplinary programme providing professional training in behavioural sciences with an applied focus. It will offer specialisations in training, development and organisational change; organisational psychology; and occupational health, safety and welfare. It is anticipated that the degree will receive Australian Psychological Society accreditation.

A new bachelor’s degree programme in Environmental Engineering will focus on the planning and management associated with pollution and waste engineering. Graduates will meet a growing need, at both national and international levels, for professional staff trained to control pollution, wastes and hazardous materials.

During 1988, University planners met with representatives of the Australian Chiropractors’ Association in Queensland and the Australian Spinal Research Foundation, to discuss the development of a unique university-level research and postgraduate degree programme in chiropractic science. The University received a $21,000 grant from the Australian Spinal Research Foundation to support this development.

Planning also began during the year for a new School of Nursing, which will take its first 150 students in 1991. This development follows the State Government’s decision to transfer nurse education from hospitals to the tertiary education sector. Professionally-oriented programmes in nursing will draw upon the University’s considerable expertise in the biomedical, psychological and sociological fields, particularly clinical biochemistry, pharmacology, human physiology, microbiology, community health, communication, and health policy.

STUDENTS

Over half the University’s student population is drawn from the rapidly growing southeast corner of the State with many of these from the local authority areas close to the University. These include the Logan City, Redland, Albert and Beaudesert shires. The University’s student residences, Toohey Village, provide accommodation for approximately 700 students, making the University’s programmes accessible to students from outside metropolitan areas. The University has provided capital for the construction of a further 20 four-person study bedrooms. Income from the University’s full-fee-paying overseas student recruitment is contributing to this project.

Participation and Equity

Griffith University is committed to increasing opportunities for participation in higher education by a broad range of Queenslanders, including those disadvantaged students and those from backgrounds without a tradition of participation in higher education.

In 1988, the University adopted an Equity Plan as a basis for the co-ordination and development of its equity activities. In view of the University’s size, location, demography, placement in relation to other tertiary institutions and range of academic interests, the Plan identifies the following as equity priority groups:

- Aboriginal and Torres Strait Islanders;
- young people from lower socio-economic groups, particularly in the Logan City area;
- people who left school before year 12;
- women in higher education generally, but especially in the non-traditional and postgraduate fields; and
- physically disabled persons.

In 1988, the University admitted 23 new Aboriginal and Torres Strait Islander students, 14 more than in 1987. Seven of those students enrolled in the School of Administration, six in Humanities, five in Modern Asian Studies, three in Science, and two in Computing and Information Technology. 15 of the students participated in a special live-in orientation programme to introduce them to university life.

In October, the University was visited by about 100 children from three Brisbane pre-schools and kindergartens, as part of the National Aboriginal and Islander Day of Celebrations. The visit was organised by the Aboriginal and Torres Strait Islander Education Unit. It aimed to bring Aboriginal children with their parents and teachers to the campus to encourage them to see the University as somewhere accessible to them. The children were taken on walks through Toohey Forest and participated in painting and craft sessions at Griffith Artworks.
In conjunction with the newly established Logan College of TAFE, the University has developed a full-time tertiary entrance programme to be conducted at the College in 1989. The programme will cater for disadvantaged students in the Logan City area who, on successful completion of the programme, will obtain guaranteed entry to the University. A bid for funding of this programme under the Commonwealth Government’s Higher Education Equity Programme was made late in 1988.

An important step towards improving access to university study was the University’s adoption in 1988 of a comprehensive policy on entry and credit, which details the University’s provisions for automatic entry to its degree programmes on the basis of study completed at other universities, colleges, and TAFE institutions, and the precise levels of credit that will be granted for such study. Believed to be the first of its kind in Australia, the policy will facilitate the realisation of the Commonwealth Government’s intention to increase mobility within the tertiary education sector. Both State and Federal Governments are assessing the policy’s usefulness as a model on which sector-wide transfer and credit provisions can be formulated.

The University’s Affirmative Action Plan, adopted by the Council in 1987, advocates the award of special studentships for women as a way of improving the relatively poor rates of participation by women at advanced levels of study, particularly in honours and higher degree programmes. 1988 saw the inaugural award of the Griffith University Honours Scholarship for Women, the Griffith University Women’s Postgraduate Research Award and the Griffith University Re-entry Fellowship. During the year, the University reaffirmed its commitment to these awards, as an important means of encouraging women to progress to advanced study and to undertake successfully academic careers.

Generally, the University has chosen not to have subject prerequisites for entry into its degree programmes, making entry more accessible to non-school-leavers or to school leavers wishing to pursue a different course of study at university. Some programmes of support have therefore been developed by academic Divisions. A novel approach was taken by Dr Keith Trigwell, from the Centre for the Advancement of Learning and Teaching, and Dr Peter Heap, from the Division of Science and Technology, in designing a bridging course for those students entering the School of Science who have little background in chemistry. The bridging programme, comprises two books: *Arsenic days*, a murder mystery in which chemistry plays a significant part, and a companion introductory chemistry volume. Together they explain the basics of chemistry that are necessary for university-level study of the discipline. Students are sent the material on request before the beginning of classes, and attend a series of supplementary lectures during Orientation Week. The programme was available for the first time in 1988 and attracted 90 students.

**Overseas Students**

Late in 1987, the University decided to take advantage of the Federal Government’s decision in 1985 to allow institutions to offer places to overseas students to pay the full cost of a university education. 1988 saw the University’s first intake of full-fee paying overseas students. In February, Overseas Student Officer Margaret McNamara publicised Griffith programmes to overseas students by visiting schools in Hong Kong and attending the Australian Trade Commission’s three-day Australian Education Exhibition in Hong Kong. From 37 applicants, the academic Divisions chose five Singaporean students, three from Malaysia, and one each from Indonesia, Greece, Japan and Pakistan, to begin studies in the Bachelor of Administration and Graduate Diploma in Clinical Biochemistry programmes. Annual tuition fees for overseas students range from $10,000 to more than $16,000.

An important benefit of the programme is the generation of income which enables the University to further its work. For example, income from fees is assisting in the funding of postgraduate scholarships, the provision of student counselling, and the support of research work.

During 1988 the Centre for Management Education was established to offer non-award post-experience management courses. The Centre will also recruit and manage the University’s full-fee paying overseas students. A significant part of the Centre’s activities will be its Executive Development Programme, which will offer courses in Australia and overseas to middle and senior level managers. The first of the overseas training programmes, titled *Strategic senior management in a changing world*, was held in Thailand in August–September, in conjunction with Bangkok University. Mr Ron Dagwell of the Division of Commerce and Administration directed the programme with Emeritus Professor John Willett, Griffith University’s Foundation Vice-Chancellor and now...
TEACHING

academic director of the Graduate School of Management at Bangkok University. The programme, which is expected to be offered annually by the two universities, focuses on strategic aspects of senior management such as organisational behaviour, marketing, finance and accounting.

The opening of the new Technology Building in June by the Commonwealth Minister for Employment, Education and Training, Mr John Dawkins, was preceded by a student forum for an open debate on the Wran committee proposals for a tuition tax. The one hour forum, run by executive members of the Griffith University Union of Students, was the first peaceful exchange between the Minister and students anywhere in Australia since the announcement of the findings of the Wran committee. In a one-hour vigorous public debate with the Minister, students voiced their concerns about proposals for changes to the free education system and presented the Minister with a log of claims.

Outstanding Students

A number of students were honoured for outstanding academic achievement during 1988.

Postgraduate students, Ms Janey O'Shea and Ms Julie Mundy were the first recipients of two new scholarships to encourage women to undertake advanced study. Ms O'Shea won the Griffith University Women's Postgraduate Research award. A former teacher of religious studies at McAuley College in Brisbane, Ms O'Shea is a PhD student in the University's Division of Asian and International Studies, under the supervision of anthropologist Dr Julia Howell. The award, which is worth $7,600 and provides a basic living allowance, will enable Ms O'Shea to continue her research into the Quakers religious movement in Australia. Ms Mundy was awarded the Griffith University Honours Scholarship for Women, valued at $2,000. Ms Mundy graduate with a Bachelor of Administration degree in 1988, with majors in personnel and Japanese. She is interested in people's attitudes to their jobs, whether their expectations are gender-based, what difference their education level makes to their degree of job satisfaction and other factors of job satisfaction amongst employees.

The Griffith University re-entry Fellowship for Women was awarded for the first time in 1988 to Dr Ronda Green. The award is available to women who wish to improve their credentials in order to qualify for consideration for an academic appointment. Dr Green holds a first-class honours degree from the University of Adelaide, and was awarded a PhD from Monash University in 1981 for her studies on habitat use by birds in suburban areas. Part-time work and family responsibilities have occupied Dr Green over the past seven years, but she is now keen to return to full-time academic work. The Fellowship will enable her to develop a research project, begun independently in 1988, on rainforest birds in the Lamington and Border Ranges national parks.

Two graduates of the Division of Australian Environmental Studies won summer scholarships, each worth $3,500, from the Australian Water Research Advisory Council. Mr Mark Kidd and Mr John Delaney worked during the Christmas-New Year semester break on research projects being conducted by the University's Centre for Catchment and In-Stream Research. Mr Delaney investigated the ecological impact of the tropical fish Tilapia in Queensland waters, while Mr Kidd worked on a project studying the water transport of pesticide residues in soil samples.

The Australia-China Council awarded a 12 month language experience scholarship to Ms Sue Trevaskes, a graduate of the School of Modern Asian Studies. The scholarship, valued at $10,000, will enable her to spend a year in China working with the cultural attaché at the Australian Embassy in Beijing. Ms Trevaskes commenced her Bachelor of Arts degree in 1982. In 1984 she travelled to Taiwan, where she received a scholarship to attend the Taiwan National University and taught English part-time. After completing her degree in 1985, she studied for six months in Beijing on a Griffith University scholarship.

The Sir Samuel Griffith Medallists

In 1988, the University made awards entitled the Sir Samuel Griffith Medal to recognise outstanding achievement in the bachelor's degree programme of each School of the University. Medals were awarded at a special graduation ceremony held in July at World Expo '88 to Mr Roy Troyahn (Bachelor of Administration, School of Administration); Ms Robin Trotter (Bachelor of Arts, School of Humanities); Mr Tony Bocquet (Bachelor of Science with Japanese, School of Science);
Mr Paul Schulz (Bachelor of Informatics, School of Computing and Information Technology), Ms Alison Grant (Bachelor of Arts, School of Modern Asian Studies), and Mr David Roberts (Bachelor of Science, School of Australian Environmental Studies).

GRADUATION CEREMONIES
A total of 492 bachelors and postgraduate degrees were conferred at graduation ceremonies held for each academic Division in April. Guest speakers at the ceremonies included the Premier and Treasurer of Queensland, the Honourable Mike Ahern, MLA; the Honourable Sir Llewelyn Edwards, Chairman, World Expo '88; the Governor of Queensland, His Excellency the Honourable Sir Walter Campbell, QC; and the Vice-Chancellor of the University of Queensland, Professor Brian Wilson. The Minister for Health, the Honourable Leisha Harvey, MLA, the first Griffith University graduate to become a Minister of the Crown, addressed the graduation ceremony for the Division of Australian Environmental Studies.

GRADUATE DESTINATIONS
The University conducts an annual survey of the employment and other destinations of the previous year's graduates. The resulting report gives undergraduates and prospective students an insight into the types of employment and further study to which a degree from the University typically leads, and enables the University to monitor, through comments made by graduates and employers, public appreciation of its teaching programmes.

Of those 1987 bachelor degree graduates who responded to the survey, 56 per cent had commenced full-time employment four months after graduation. A further 24 per cent were enrolled in full-time courses of study. Of those in full-time employment, 50 per cent were working in private industry and commerce, with the remainder employed in the public sector, education, and non-profit organisations. As has been the case in previous years a higher proportion of males than females was employed in private industry and commerce. Proportionally more female bachelor degree graduates continued in further full-time study than did males and, for the first time in some years, the percentages of females and males in this category enrolled in higher degree programmes throughout Australia were equivalent.

In 1988, Ms Maria Conomos (pictured above) became the first woman to graduate from the Bachelor of Informatics degree programme offered in the School of Computing and Information Technology. The three-year programme provides up-to-date technical training in computing science together with a critical understanding of the broader social and organisational implications of computer-based information systems. Ms Conomos found that the practical orientation of the degree, together with training in group dynamics and practical project work, prepared her well for her job at the State Government Computing Centre.
The University has a broad range of pure and applied research programmes which contribute both to the national interest via wealth producing activities and to answering questions of basic scientific and social significance.

An important part of the research mission of the University is to offer high quality post graduate training to full time researchers.

Post graduate students in the Division of Science and Technology are pictured freeze drying marine samples for drug research, which is seeking to identify novel marine substances which have potential usefulness as therapeutic agents.
During 1988 the Commonwealth Government announced changes in the structure of research funding in Australian higher education institutions. The changes reflected Commonwealth policies as outlined in its White Paper on higher education, and were designed to place research funding on a more competitive basis.

As part of this process institutions were required to develop a Research Profile and a Research Management Plan. These formed part of their Educational Profiles on which Commonwealth funding would be based over the 1989-91 triennium. In their Research Profiles institutions were required to identify areas of current research strengths and to propose new directions over the triennium.

In its Research Profile, Griffith University identified nine major areas of research:

- Government, business and public policy interfaces
- Australia-Asia relations
- Cultural policy studies
- Environmental pollution and health
- Land and water processes, management and modelling
- Spectroscopic applications to physical and biomedical science
- Materials science and microelectronics
- Molecular biology and biotechnology
- Computer programming methodology and artificial intelligence.

The Australian Research Council (ARC) was established by the Government to administer research funding to higher education institutions and this replaced the Australian Research Grants Scheme and subsumed several smaller grant awarding bodies.

A proportion of the annual grants to universities was withdrawn to fund competitive research grants in higher education institutions. In 1988 this “clawback” totalled $5 million and this is planned to rise to $20 million in 1989, $40 million in 1990 and $65 million in 1991. The amount withheld from Griffith University in 1988 under this arrangement totalled $100,000.

University researchers received $493,597 in research funds from external sources in 1988 and are to receive over $1 million for research projects from the ARC in 1990.

Changes introduced by the Australian Research Council in the awarding of grants include ‘one-line’ budgets, the awarding of guaranteed contracts for up to three years, and the rating of some projects as being eligible for first priority funding in the next year’s round. These advance commitments will allow researchers to plan and budget their resources more effectively.

In line with the policy decisions outlined in the Government’s White Paper, the University has implemented a number of changes in its research programme. For example the University has placed an increased emphasis on strategic basic research which has the potential for major development of direct social and economic significance. The Commonwealth Government is keen to foster links between institutions and industry through such measures as the subsidising of the employment of post-doctoral researchers in key industries. This policy has enabled Griffith University, through the Division of Science and Technology, to develop further its well-established policy of developing research programmes in conjunction with industry.

In 1988, $750,000 was earmarked from the University’s operating grant for internal distribution of research funds. In competitive research rounds, the University allocated $103,150 to New Researchers, $187,150 to Senior Researchers, and $218,000 to Major Research Facilities for 1989.

The graphs below demonstrate Griffith’s excellent research performance, in terms of both the number of grants per 100 eligible staff members, and the value of grants per eligible staff member allocated in 1988 for 1989.

**RESEARCH ACTIVITIES**

The success of Griffith researchers in attracting funds is evidence of the consistently high standard of research carried out in the University. A full and detailed account of research and publications of University staff during 1988 is provided in the 1988 Research Report; descriptions of some selected research projects follow.

**The Uranium Debate**

A detailed research project on the impact of uranium mining in Australia is being conducted by Dr Ciaran O’Faircheallaigh, a lecturer in public policy in the Division of Commerce and Administration. His work is a continuation of research he began while working with the Darwin-based Northern Australia Research Unit of the Australian National University. Dr O’Faircheallaigh has examined the impact of uranium mining at three levels - the national economy, the Northern Territory economy and the Aboriginal communities affected by the Ranger and Narbalek mines in the Northern Territory. Two large case studies on the Ranger and Narbalek mines have been completed. Funding of $9,000 from the Griffith University research grants scheme will be used to carry out the archival work required to provide background to policy decisions and explain why the mines had particular effects. He is also working on a comprehensive bibliography which lists and annotates publications on uranium mining from 1969 to 1987.

**Mosquito Control**

Mosquito control through habitat modification is the focus of a research project being conducted by Dr Kees Hulsman and Ms Pat Dale from the Division of Australian Environmental Studies, together with Queensland Institute of Medical Research entomologist Dr Brian Kay. They have developed a technique called runnelling which involves digging shallow, spoon-shaped channels in mosquito-breeding areas. This changes the water flow patterns, allowing predatory fish access via the runnels to a larval food source and allowing some larvae to be transported from the marsh into the estuaries where they are eaten or drowned. Used in conjunction with chemical and biological control methods, runnelling will enable a reduction in chemical usage. The researchers have acted as scientific advisers to a group of city and shire councils in southeast Queensland and assisted them to incorporate runnelling into their mosquito management programmes.
Soil Erosion in Southeast Asia
Professor Calvin Rose, from the Division of Australian Environmental Studies, and Dr Kep Coughlan, Director of the Soil Conservation Research Branch of the Queensland Department of Primary Industries, are the Australian co-ordinators of a four-year project on the management of soil erosion in southeast Asia. The project, which began this year, is run under the auspices of the Australian Centre for International Agricultural Research, set up in Canberra in 1982 to help identify agricultural problems in developing countries and to commission collaborative research work with Australian and overseas researchers. Professor Rose and Dr Coughlan are conducting experiments to determine techniques for measuring soil and water loss, soil characteristics, and nutrient depletion through soil loss, and to investigate the possibility of mass movement associated with run-off on steep slopes. The project has grown out of work conducted at Griffith over the past eight years, involving the interpretation of soil loss data collected by State soil-conservation agencies.

The Casino Industry in Australia
In 1988, a study of the casino industry, focussing on South Australia and Queensland, was carried out by Ms Jan McMillen and Mr George Lafferty, from the Division of Humanities. Their work resulted in a University seminar 'Labouring for Leisure - Work in the Casino Industry'. In examining casino corporation staff, the study found that the industry has a high staff turnover and a high incidence of females in lower paid and casual positions, and that there is considerable unrest among casino employees, and problems for trade unions attempting to provide coverage for employees. McMillen's expertise in the political economics of Australian casinos led her to be chosen as a member of a Federal Government inquiry into the social and political effects of a proposed casino for the Australian Capital Territory. In developing their report to the Government, the team conducted a national survey to ascertain Australians' views on the proposed casino, and addressed a range of issues including industrial relations, the effect of casinos on families, economic impacts, political concerns, regulations, employment, and criminal activity. In 1988, Ms McMillen also spoke on the casino industry as a keynote speaker for a government-sponsored symposium in British Columbia, Canada.

Tourism in Australia
Dr Jennifer Craik, a lecturer in the Division of Humanities, has been researching Australia's tourism industry. While most studies on tourism have been done from economic or psychology/geography models, Dr Craik emphasises the need for people with cultural, political, and social backgrounds to examine tourists' behaviour - to look at fads and fashions and long-term patterns. In examining the social impacts of the industry in Australia, she has concluded that if Australia is to benefit from tourism, there needs to be a national strategy to set realistic and desirable levels and types of tourism development; policies with a clear Australian identity, rather than competing regional definitions; co-ordination and co-operation between regional and State bodies to develop coherent packages for potential tourists; and policies that are structured around the bulk of tourists - domestic travellers who tend to combine family visits with economic holidays.

Materials Science: Organometallic Chemistry
A continuing project of a research group headed by Professor Colin Raston of the Division of Science and Technology is the development of new types of inorganic/organometallic compounds that have unusual properties and potential in generating thin metal and metal oxide films. Equipment for the synthesis and manipulation of these extremely air sensitive compounds has been installed and includes a controlled inert atmosphere glove box and a device for the reaction of metal vapours with organic compounds. Significant progress has been achieved on a new project involving the laser degradation of inorganic/organometallic compounds to generate materials for microelectronic devices. This is in collaboration with Professor Barry Harrison and Associate Professor Allan Knight of Griffith University, and Dr Jerry Black of MIT and has initial Australian Research Council support for 1989. Another new project underway, also with initial Australian Research Council support for 1989, is the development of new polymer and silica supported highly reactive metal containing species for use in organic synthesis, in collaboration with Dr Peter Healy and Associate Professor Ken Busfield.
Sugar Cane and Nitrogen Fertilizer

Sugar cane farmers in Australia will be beneficiaries of research conducted by Dr Paul Saffigna of the Division of Australian Environmental Studies. A research team that included Dr Andrew Wood, Chief Technical Field Officer of CSR based in Ingham, Dr John Frenney, Chief Research Scientist, CSIRO Division of Plant Industry, Canberra and Mr Preecha Prammanee of the Department of Agriculture, Thailand has established that large losses of nitrogen fertilizer occur when urea is applied to the trash (leaves) left on the soil following the harvesting of sugar cane.

Australian cane farmers spend over $50 million on nitrogen fertilizer each year and increasing proportions of this is as area applied to trash blankets that accompany green cane harvesting - a technique which eliminates burning and is of great benefit to the long term stability of soils.

The research team is hoping to identify practical ways to reduce losses and improve nitrogen fertilizer efficiency. Research is being conducted on commercial farms to ensure the relevance of the work. This close liaison is expected to lead to substantial funding from the Australian Cane Farmers Association (ACFA). This research on nitrogen cycling is part of an overall programme that Dr Saffigna has for a range of crops with State and Federal research agencies. The research has world wide implications and Dr Saffigna has established links with researchers in Maylasia and the People’s Republic of China to facilitate dissemination of the research findings.

PUBLIC LECTURES

Two public research lectures were organised by the University’s Research Committee in 1988.

In May, the University’s Foundation Professor in the Division of Humanities, Professor Andrew Field, delivered a topical address entitled ‘University research and Australia’s future: we must do better than we have’. Professor Field challenged the validity of the distinction between research and teaching in a modern university. He argued that the Green Paper on Higher Education should be welcomed on the grounds that the tertiary education system had been static for too long, but cautioned against the Green Paper’s approach to achieve positive reforms.

The second public research lecture was given in October by Professor Roger Holmes, an internationally recognised enzymologist and Dean of the Division of Science and Technology. The lecture, ‘The biological effects of alcohol’, addressed the significance of alcohol to human health, particularly in liver-related diseases. Professor Holmes demonstrated how moderate consumption of alcohol may act as an aid for the body in processing cholesterol.

RESEARCH CENTRES

1988 saw the establishment of three new research centres.

The Key Centre for Asian Languages and Studies was established jointly by Griffith University and the University of Queensland, and will provide a focus for teaching, research and community initiatives on Asian studies and languages. It utilises the experience of the Division of Asian and International Studies at Griffith University and the Department of Japanese and Chinese Studies at the University of Queensland, and is under the joint directorship of Professors Colin Mackerras and Alan Rix. The aims of the Key Centre are consistent with the national objective of enhancing the teaching of Asian languages and Asian studies, especially as they relate to Australia’s business relations with Asia. Centre initiatives will include the preparation of teaching materials and resources for the expansion of school curricula on the study of Asian and Australia-Asia relations; special programmes throughout Australia to enable teachers to develop or upgrade qualifications for Asian language and Asian studies teaching; an investigation into the possibility of introducing Korean studies; the development of teaching programmes in international business relations; and the enhancement of skills in language translation.

The Centre for Public Sector Management was established by the Division of Commerce and Administration, with the assistance of a grant from the Commonwealth Government and University funds. The Centre will draw on the multidisciplinary expertise of the Commerce and Administration Division, as well as of a range of visiting academics and practitioners, and will be directed by Professor Patrick Weller. It aims to review constantly the effectiveness and efficiency of the public sector and to analyse the continuing and constructive role of the public sector in Australia; to evaluate what the public sector may learn from the private sector in management techniques; to identify the tools and techniques most suitable to public sector management. Specific case studies will be undertaken, leading to policy recommendations for the better and more economic management of public resources.

The development of the technology management expertise that will enable Australia to take its place among the leading technology-based economics of the world is the focus of the new Centre for Technology Management Training, located in the Division of Science and Technology. The Centre will provide high quality educational and training services to business, industry and government, and undertake research programmes into current issues relating to the development of technology and its management in Australia. A priority for the Centre will be the introduction in 1990 of an innovative two-year part-time master’s degree programme that will equip managers and technologists with the skills needed for the successful selection, development, transfer and application of technology.
CONFERENCES
In July, the Division of Australian Environmental Studies hosted the Seventh Annual Conference of the International Association for Impact Assessment, attended by 400 environmental impact assessment practitioners from all over the world. Dr Tor Hundloe and Dr Roy Rickson from the Division of Australian Environmental Studies co-chaired the conference. The five-day meeting was preceded by a week-long training programme for 42 participants from Southeast Asian and South Pacific countries. Speakers at the opening of the conference included the State Environment, Conservation and Tourism Minister, Mr Geoff Muntz; ALP Senator for the Northern Territory and a member of the Senate Standing Committee on Environment, Recreation and the Arts, Senator Bob Collins; Brisbane's Lord Mayor, Alderman Sallyanne Atkinson; and the University's Deputy Chancellor, Ms Patience Thoms. The theme of the conference was the integration of impact assessment into the planning process. Sessions covered public participation in environmental planning; impact assessment and the fishing industry; Aboriginal culture and impact assessment: environment planning in first and third world countries; environmental and social impacts of military bases; water resource planning; and resource management.

The University's Institute for Cultural Policy Studies hosted a National Conference on Culture: Theory and Policy early in December. The theme reflected the Institute's founding conviction that the theoretical agendas of cultural policy research need to be related more closely to the concerns of both the government agencies responsible for Australian cultural policy formation, and the cultural institutions affected by these policies. The first strand, Public Culture: Participation and Policy, debated the modes of state intervention appropriate to the formation of a public culture in Australia. It covered participation and access, film and broadcasting policy, museum and heritage policy, multiculturalism, arts policy, and Aboriginal language maintenance. The second strand, Education: History, Theory and Policy, looked at the relations between the history and theory of education and policy formation, and examined politics and policy, assessment theories and practices, Green and White Paper debates, private and public education, language teaching and multiculturalism. Speakers included senior members of relevant State and Commonwealth Departments, including the Arts Division of the Queensland Premier's Department and the Commonwealth Department of the Arts, Sport, the Environment, Tourism and Training, the two co-sponsors of the Conference; senior members of museum, historical art, art bodies, the Australian Broadcasting Tribunal, and academics from Australia, the U.K., and New Zealand.

The Second International Conference on Indo-China was organised by the Division of Asian and International Studies with assistance from the Commonwealth Department of Foreign Affairs and Trade. The five-day conference, held in May, attracted some 30 delegates from Kampuchea, the Soviet Union, Vietnam, India, France, Laos, Australia and New Zealand. Sessions focused on conflict resolution, particularly the problems of establishing peace in Kampuchea.

PUBLICATIONS
The publication of research findings and other scholarly work is an important index of the University's productivity. The 1988 Research Report lists in full the scholarly publications produced by the University's staff in 1988. The wide range of publications included six major works of particular interest.

The involvement of migrants in trade-unionism in Australia is the subject of A divided working class by Dr Michael Quinlan and Dr Constance Lever-Tracey, lecturers in the Division of Commerce and Administration. The book grew from a belief that a significant part of Australian labour history was being viewed in an overly simplistic way; that migrants were seen as coming from peasant backgrounds with no industrial relations experience. Through two major case studies (a motor vehicle manufacturing plant in Melbourne and the steel industry in Port Kembla), the authors show that migrants have made a significant contribution to Australian trade-unionism and conclude that ethnic segmentation of the workplace did not divide the working-class struggle in Australia.

In his book, Keynes's vision: a new political economy, Mr Athol Fitzgibbons, a lecturer in the Division of Commerce and Administration, challenges contemporary debates about whether John Maynard Keynes was essentially left-wing or right-wing by presenting a re-interpretation of his economics. Keynes had been a political and moral philosopher for 10 years before becoming an economist, and Mr Fitzgibbons argues that an understanding of Keynes' philosophies is necessary for an accurate interpretation of his works. According to Mr Fitzgibbons, a study of Keynes' early unpublished philosophical works reveals that his economics were based on traditional Platonic ideals.

Associate Professor Brian Head and Professor James Walter from the Division of Humanities, co-editors of Intellectual movements and Australian society, argue that Australians have for too long been indifferent to the sources of ideas about their own society and historical experience. The book provides an overview of twentieth-century Australian intellectual life, and introduces some of the major concerns in the fields of social inquiry, literature, politics, historical writing, science and religion. It begins by showing how intellectuals have often regarded Australia as an unfavourable environment for high culture, and how Australian society in turn has seen intellectuals as either ivory-tower abstractionists, technocratic experts, or dangerous dissenters. Attention is given to how the institutional networks and resources needed for a strong base for cultural life were developed this century, and canvasses the processes by which ideas generated elsewhere have been selectively adapted to local conditions. Contributors to the book include Dr Patrick Backridge, Dr Chilla Bulbeck, Mr Albert Moran, and Dr Gillian Whitlock, from the Division of Humanities.
Dr Ortrun Zuber-Skerritt, from the University's Centre for the Advancement of Learning and Teaching, is general editor of six books in a series of monographs on Australian playwrights aimed to further the promotion, analysis and better understanding of Australian drama here and overseas. The series began in 1985 with support from the Griffith University Research Grants Scheme. Dr Zuber-Skerritt compiled the volume on David Williamson, which appeared in 1988. The book is a comprehensive collection of articles, autobiographical statements, and interviews with Williamson, and includes a full list of his works, their first performances and a filmography.

1988 saw the publication of a major work of history, The politics of progress: the origins and development of the commercial republic 1600-1835, by Professor Hiram Caton of the Division of Humanities. According to Professor Caton, nineteenth- and early twentieth-century theories of progress assumed that there was a progress of society, evidenced by technological development and, in institutional terms, the replacement of motivations of cruelty and malice with benevolence, and an increasingly civilian society as distinguished from military despotic society. The supposition that people change, not just institutions, puts that theory at odds with behavioural biology, which claims that there could have been no significant changes in behavioural or psychological traits over the short period of civilisation. The book, written primarily from the viewpoint of the progressive writers, studies the character, diffusion and implementation of the programme of progress in the western world from 1600 to 1835. Professor Caton is planning a second volume, to span 1835 to 1914.

Dr Tor Handlee and Mr Ron Neumann are editors of Environmental Practice in Australia, an important volume coinciding with the formation of a professional body for environmental practitioners in Australia. The volume examines the ‘state of the art’ in environmental practice in public policy, decision-making techniques, protection and management of the natural environment, issues in the management of the nation’s land, and pollution and hazardous waste management. The professional environmental practitioner increasingly contributes to policy formation, is involved in community consultation and conflict resolution, and addresses the consequences of rapid technological and social change. Disciplinary boundaries are no longer adequate to contain the wider role environmental practitioners find themselves occupying. The importance of a non-partisan stance and clearly defined ethical position to this role is emphasised. The authors identify future needs as the continued development of precise methodologies, provision and exchange of information and raising of awareness at the administrative, community and professional levels, and the development of ethical and competent environmental practice.

The University believes that basic research is vital for the development of knowledge and can have a major impact on mission-oriented research as well. A civilised nation must support enquiry and the pursuit of knowledge into enduring as well as topical questions and in areas which may not be easily categorised as immediately relevant or useful.

Pictured is Ms Alana Husak undertaking a microscopie examination of biological tissues as part of a research project investigating olfactory systems.
Over the past year faculty staff numbers increased by 3.3% and general staff numbers by 5.7% for an overall increase of 4.3%.

Over the same period, student load increased by 14.6% to 4200 EFTSU. As a result, staff-student ratios declined in a number of Divisions within the University.

### STAFF-STUDENT RATIOS, 1983-1988

<table>
<thead>
<tr>
<th>Year</th>
<th>Student Load EFTSU</th>
<th>Equivalent Full-Time Teaching and Research Staff</th>
<th>Student Load to Staff Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983</td>
<td>2211</td>
<td>187</td>
<td>11.82</td>
</tr>
<tr>
<td>1984</td>
<td>2525</td>
<td>200</td>
<td>12.63</td>
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<tr>
<td>1985</td>
<td>2921</td>
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<td>252</td>
<td>14.54</td>
</tr>
<tr>
<td>1988</td>
<td>4200</td>
<td>263</td>
<td>15.95</td>
</tr>
</tbody>
</table>

### DISTRIBUTION OF STAFF ACROSS DIVISIONS AND CENTRES
STAFF APPOINTMENTS AND DISTINCTIONS

The University made two professorial appointments in 1988. An associate professor in the Division of Humanities, Professor James Walter, was appointed to the new Chair of Australian Studies. Professor Walter, a political scientist and historian, was foundation convenor of the Australian Studies programme, which began as a component of the Humanities bachelor’s degree programme in 1979 and has since developed into the largest Australian Studies programme offered on any tertiary campus. Professor Walters emphasises the important role of Australian Studies in developing a critically self-aware community which can respond to national needs and economic change.

In July, Professor Ferdinand Gul took up his appointment as the new Professor of Financial Administration and Accounting in the Division of Commerce and Administration. Professor Gul holds the degrees of Bachelor of Arts (Economics) from the University of Malaya, Master of Commerce from the University of Liverpool, and a PhD from the University of New England. He is an Associate of the Australian Society of Accountants and a Fellow of the Institute of Cost and Management Accountants (UK). Before coming to Griffith, Professor Gul was Reader and Acting Head of the Department of Accountancy and Legal Studies at the University of Wollongong. He has also taught at the Institute of Technology (Kuala Lumpur), the Science University (Penang) and the Universities of Malaya and New England. His research interests are oriented towards behavioural accounting and human information processing, psychology and its relationship to decision-making as a result of accounting information or functions.

A University chemical physicist, Associate Professor Allan Knight, was elected a Fellow of the American Physical Society in 1988. The Society, which has a strong educational base, aims to recognise and advance basic applied research in physics and chemical physics. A frequent contributor to the Society’s scientific journals, Associate Professor Knight has been involved with research into chemicals important in combustion with a long-term view to improving combustion efficiency and identifying alternative fuels.

In 1988, Professor Ho Peng-Yoke from the University’s Division of Asian and International Studies, became the first Australian to be elected to membership of the Chinese Academy Sinica. The membership is equivalent to fellowship of the Royal Society and the British Academy. The 100-odd members of the Academy Sinica include Nobel Laureates and Fellows of the Royal Society and the American Academy. Professor Ho’s field of expertise is the history of Chinese science, particularly astronomy, alchemy and mathematics.

Professor Walter Boughton (pictured above), from the Division of Australian Environmental Studies, was the inaugural winner of the G.N. Alexander Medal in 1988. The prize was established by the Institution of Engineers, Australia in memory of the late Geoff Alexander, a hydrological engineer with the Victorian Rivers and Water Supply Commission and a prominent member of the Institution. It will be presented every 18 months for the best work in the field of water engineering in an Institution publication. Professor Boughton received the award for his paper ‘Hydrography analysis as a basis for rainfall-runoff modeling’ which presented a new and innovative way of using the information contained in a record of streamflow to deduce the processes that were occurring in a catchment area between rainfall over the catchment and the appearance of run-off at the streamflow measuring point.

In January, Mr Kevin See retired from the position of Business Manager. Mr See joined the University as Finance Officer in 1972. Since then, he has seen the Business Management Division expand from two to sixty-eight staff. A major achievement for Mr See during that time was the introduction of highly computerised management systems in the Division. Mr Chris Burgess took up his appointment as Business Manager in February. Prior to his appointment Mr Burgess had worked for 10 years with the Commonwealth Tertiary Education Commission, where he was Secretary to the Commission’s Universities Council. A particular challenge for Mr Burgess will be to explore opportunities for the University to derive not just extra income in a time of funding cutbacks, but community recognition for the University’s research and teaching efforts.
In response to the increasing complexity of the University's personnel management function, including industrial relations, the University recognised the need to recruit a senior personnel management professional. Accordingly, in 1988 the Personnel Office was strengthened by upgrading the Staff Officer position to the Deputy Registrar level. Mr Graham Porter, former Deputy Director (Personnel Services) at the University of Queensland, was subsequently appointed to the new position and commenced work in April 1988. During the year, the University Council transferred to the Director, Personnel, a wide range of powers and functions previously held by the Registrar, to relieve the Registrar of many matters of administration and management in the personnel area.

The office was further strengthened by the establishment of a new Classification Officer position following the adoption by Council late in 1987 of new classification procedures for 1988. Mr Richard Clifford commenced duty in the new position in October 1988. Ms Elizabeth Bunker, formerly of the Queensland Branch of the National Safety Council, also joined the Personnel Office in 1988 as Personnel and Safety Officer following the resignation of Ms Lorraine Brown.

Early in 1988 Ms Jo Anderson took up her appointment as Alumni and Protocol Officer. Before coming to Griffith, Ms Anderson was Protocol and Hospitality Administrator for World Expo '88, where she was responsible for organising ceremonial occasions, hospitality, conventions, and visits of official delegations to the Expo site. Her work at the University involves graduation ceremonies, the co-ordination of visits by ambassadors and heads of state and official functions. As Secretary of the Alumni Association, Ms Anderson organises educational and social functions, fund raising activities, and works towards developing links between the University, its graduates, and the community.

Mr Gordon Clement joined the staff as a consultant for Griffith Research Services in 1988. Mr Clement, who has had 20 years experience in the research and development field in the private sector, aims to increase the growth and development of research activities in the University by generating contact with, and attracting extra resources from organisations outside the campus.

In 1988 Ms Beverley Angus took up her appointment as the University's new Director, Housing and Conferences. A governor and former resident of the University of Queensland's International House, Ms Angus values highly the cultural, social and educational opportunities provided by University residences. Ms Angus is keen to introduce in Toohey Village a programme of formal dinners with guest speakers, and to promote the greater use of the University residences for conferences.

The University's new internal auditor, Mr Noel Williams, joined the staff in 1988. Mr Williams' role is to provide advice to management across a range of areas, including financial control and revenue and expenditure, and efficiency and effectiveness in the general operations of the University. He will develop a yearly programme of review of financial and performance aspects of University procedures, and will advise staff on setting up new systems or improving those already in operation. Mr Williams was formerly a principal auditor with the Australian Audit Office, where he was responsible for auditing a number of statutory authorities.

AFFIRMATIVE ACTION

The University's affirmative action programme continued to make sound progress in 1988. The most significant development was the adoption by Council of Phase II of the Affirmative Action Programme Management Plan, which followed adoption in 1987 of Phase I. The second phase of the plan laid down a strategy for the implementation of a number of affirmative action issues relating to employment benefits and conditions. These included the development of a 10-year plan for child-care to incorporate, amongst other things, additional places in the Child Care Centre, and the introduction of procedures to enable full-time appointments to be converted to limited-term fractional appointments for both men and women staff with responsibilities for dependants.

In compliance with Phase I of the Management Plan, the Divisions of the University submitted for consideration by the Council their annual reports of plans and progress in affirmative action. The first meeting of the Committee on Union Consultation on Affirmative Action, established in 1987, was held in 1988 following receipt of all union nominations to the Committee. The major concern dealt with by the Committee was the development of Phase II of the Affirmative Action Programme Management Plan. Another important affirmative action initiative was the University's founding membership of the Equal Opportunity Practitioners Association, Queensland Inc (EOPA).

There were a number of other achievements in the affirmative action area. The Academic Committee reaffirmed the importance of and the continuing need to fund the Griffith University 'package' of awards for women: the one-year Honours Scholarship for Women; the three-year Postgraduate Award for Women; and the one-year Re-entry Fellowship for Women. At the Divisional level, the Division of Asian and International Studies conducted a survey of career development of faculty staff women, while the Division of Australian Environmental Studies produced guidelines on the use of non-sexist language.

STAFF AND INDUSTRIAL RELATIONS

As a consequence of Federal and State national wage case decisions, and in the wake of increasing industrialisation of tertiary education sector employer-employee relations, the University witnessed during 1988 a significant change in the nature of its relationship with its staff. This change was perhaps most explicitly demonstrated when faculty staff opted during November to take direct industrial action to display their opposition to the State Government's proposed merger of the University with other institutions to form a University of South East Queensland.
The impact of this changing relationship on the administration of the University has been a greater involvement of its executive and administrative officers in directing external negotiations with unions on employment conditions and personnel management policies and practices, at the expense of the University’s traditionally internal, collegiate and more informal approach to these matters. Consequently, much of the personnel work during 1988 has focussed on a range of complex industrial matters including:

- negotiation and implementation of the general staff four per cent Second-Tier salary increase;
- implementation of the new National Award for University faculty staff;
- preliminary negotiations on the three per cent Award Restructuring salary increase for general staff;
- introduction of interim salary scales for secretarial staff pending the finalisation of a major review of the clerical, keyboard and secretarial classification structures;
- responding to representations submitted by unions on Award-related and other personnel management issues; and,
- pursuing matters, where necessary, through appropriate industrial tribunals for resolution of differences between the University and the relevant unions.

The trend towards an increasingly industrialised employer/employee relationship is causing more and more of the communication between the University management and its staff to be channelled through professional representatives and advocates, thereby distracting attention from the very large degree of commonality of purpose which exists between University management and staff. Major reviews of computing staff designations and the clerical, keyboard and secretarial staff classification structures proceeding in 1988 are expected to be finalised in mid-1989.

SAFETY

Griffith University’s activities cover a wide range of diverse administrative, academic, professional and other support tasks. To safeguard the welfare of its staff, students and members of the public, the University Safety Committee addresses such issues as fire prevention, radiation safety, biological safety, occupational and industrial health, marine and field safety, and office and general safety. The Committee is assisted in these tasks by input from staff and management groups which identify changing patterns of risk and need, and implement safety policy. In 1987 the structure of these workplace groups was changed from a building-occupancy basis to an organisational unit basis to provide a more co-ordinated, consistent and effective approach to work safety. The new arrangement is consistent with the University’s approach to management which places with senior managers the responsibility for ensuring that safe working practices are followed within their Divisions. The workplace sub-committees have worked well during 1988. Their activities have included:

- setting up an internal Safety Training Programme, and giving half-hour sessions on various aspects of laboratory safety;
- promoting safety within one Division during Orientation Week;
- the Radiation Safety Officer’s attendance at the International Non-Ionizing Radiation Workshop in Melbourne and the Seventh International Congress of the International Radiation Protection Association in Sydney.

Acting on the advice of the University Safety Committee, the Council adopted a Smoking Policy prohibiting smoking in air-conditioned spaces including laboratories and workshops and in University vehicles. The Committee also introduced a Back Injury Prevention Programme. Results of this were evidenced in a reduction of compensation claims for back injury. Two first aid courses were held, and a ‘Quit Smoking’ course was run in conjunction with the National Heart Foundation.
IN MEMORIAM

The University mourned the death in August of Sir Allan Sewell, its former Chancellor and longest serving external member of Council. Sir Allan’s involvement with Griffith University began in 1970 when he was appointed to the ‘Interim Council for a Second University Institution at Mount Gravatt’. In 1971 he became a member of the University’s first Council and from 1975 to 1985 he served as Deputy Chancellor. In 1985 he was elected to the position of Chancellor, succeeding Sir Theodor Bray. During his term as Chancellor, Sir Allan guided the Council through a period of significant change both in Federal Government policy on the funding of higher education and in community expectations of institutions. Under his leadership the University established Griffith Research Services, opened University courses to overseas students on a full-fee paying basis, expanded its public relations work, including the launching of the Griffith Gazette, started an Alumni Association, initiated planning for a number of new degree offerings and generally consolidated its position as an innovative teaching and research university. Sir Allan’s contributions to the development of the University went far beyond the notable duration of his membership of the University Council: he served in a multitude of roles within the University, locally in the Brisbane business community and overseas in Japan, to promote the University’s interests. Sir Allan’s considerable contributions to public service and private enterprise were recognised in 1968 when he was awarded the Imperial Service Order, and in 1977 when he was knighted. Earlier this year, Griffith University honoured Sir Allan by awarding him its degree for service, Doctor of the University.

The death of lecturer Dr Eric Michaels caused sorrow, particularly for staff and students in the Division of Humanities. Dr Michaels completed his doctorate at the University of Texas and subsequently won a fellowship offered by the Australian Institute of Aboriginal Studies to research the impact of television and video on remote Aboriginal communities in Central Australia. He worked in Canberra and in the Northern Territory on this project from 1983 to 1986 and his report, *The Aboriginal invention of television*, which argued for Aboriginal control over video technology and its distribution, was published in 1986. Dr Michaels’ work was grounded in anthropology and diversified into communications theory and policy, art criticism and cultural studies. Dr Michaels joined the University’s Division of Humanities in 1987. In the last two years of his life, he published more than a dozen papers and a monograph entitled *For a cultural future*. 
The University appreciates the importance of establishing links with the local community to ensure it is aware of the programmes offered on campus and to encourage use of the University's facilities.

UNIVATIONS

Public attention was directed towards the work of universities in Queensland through UNIVations, the university's pavilion at World Expo '88. This was the first occasion on which universities had contributed directly to a world exposition and was achieved through a joint effort by Griffith University, the University of Queensland and the James Cook University of North Queensland. The UNIVations theme, 'University Research: the Basis for the Age of Technology', highlighted the important role of university research in a technological age, and complemented the Expo theme, 'Leisure in the Age of Technology'. A senior lecturer in the Division of Australian Environmental Studies, Dr Paul Saffigna, was one of three project managers at UNIVations. He co-ordinated the pavilion's 'land' research displays. At an institutional level, although the event was extremely costly in terms of individual commitment and time, it was productive in the promotional context and has enabled Griffith University to mass a team of people with the technical and creative skills and expertise to produce world standard expository material.

Dr Paul Saffigna pictured with the display from UNIVations that shows the benefits of strip cropping in reducing soil erosion.

The model is being widely used in the rural community to promote soil conservation.

In an attempt to increase public awareness of the diversity of university research, the UNIVations pavilion featured research projects of the week for the duration of Expo. A number of academic staff from Griffith University were involved in these displays. The following research activities featured as UNIVations projects of the week:

- A display into the biochemical and genetic basis for cellular differentiation, one of the major unsolved mysteries of contemporary biology, was organised by Professor Colin Masters, Professor Roger Holmes and Associate Professor Ior Beacham. The display also looked at protein abnormalities which caused disorders of cell function, for example, the body's inability to handle alcohol, and highlighted the implications of such research for the fight against cancer.

- Radio physicist Dr David Thiel used three current research projects to illustrate the progression from a fundamental research idea, through the detailed experimental scientific investigation stage to a commercially applicable finished product. An earthquake-prediction technique in which radio waves from rocks underground are measured to provide advance warnings of earthquakes, represented the idea-stage. The monitoring of radio signals used for navigation and communications for extended periods illustrated the second phase, and the end product is the Thiel Surface Impedance Meter, a mineral exploration tool invented by Dr Thiel, which uses low-frequency radio waves to detect geological formations below the earth's surface.

- Dr Tor Hundloe, Director of the Institute of Applied Environmental Research, organised a display on the development of the Gold Coast, contrasting historical photographs of Surfers' Paradise, including an Aboriginal tribe on the beach digging for shells, with modern beach scenes and transport.

- The project of the week organised by Professor Geoff Dromey and other members of the programming methodology research group from the School of Computing and Information Technology demonstrated a prototype rule-based system for detecting quality defects in programs developed by the group. The system provides explicit feedback to users on the nature of the quality defects in their programs and also provides suggestions on how each defect can be eliminated.

- Dr Ray McNamara from the Division of Commerce and Administration demonstrated a computer program which can predict private company failure, developed in conjunction with his colleagues Neil Cocks and David Hamilton. The program is aimed at companies with capital under $500,000 and can predict with 85 per cent accuracy the company's potential for failure or success over the ensuing year.

- Dr Grant McTainsh, from the Division of Australian Environmental Studies, was on hand to explain to the ABC's Science Show presenter, Robin Williams, the University's display on strip cropping, an effective soil erosion control measure. The interview was conducted during Robin Williams' tour of the pavilion to produce a special UNIVations episode of the Science Show.

- Professor David Lim, Dean of the Division of Asian and International Studies, prepared a project-of-the-week display designed to shock Australians into changing their traditional ideas about Australia's place in the world. The display illustrated his belief that Australia needs to be part of Asia and showed the steps which Australia must take to perform more efficiently and profitably. Australia's population, land mass and economic growth was compared to that of Asian nations and Australia's poor performance in exporting to Asian markets was highlighted.
A project highlighting the principles of self-helping health care, developed by the Division of Australian Environmental Studies and adopted by the State Government for planning its future health services, was displayed at the UNlvations pavilion. Project leader Professor Arthur Brownlee designed an interactive display aimed at improving health care skills in young families, building families' confidence in dealing with problems and improving the quality of communication skills used by health care teachers and families. Visitors to the pavilion were asked to complete a questionnaire testing their knowledge of how safe or dangerous their houses were, and to offer suggestions as to how the research team could help remote communities with self-help health care.

Visitors to the UNlvations pavilion were given the opportunity to see technology of the future when they looked at the laser research display of Associate Professor Max Strandage and his team. They predicted that the world of communications would be revolutionised by quantum optics and lasers, with optically based devices replacing devices driven by electrical currents.

In addition to its participation in World Expo '88, which offered the University an unprecedented opportunity to interact with the local community, interstate visitors and visitors from overseas, the University organised a variety of activities to encourage community interest in tertiary education and to establish firmer ties with the local community.

**ACTIVITIES FOR SECONDARY SCHOOL STUDENTS**

The Schools Liaison Officer, Ms Margaret McNamara, conducted a series of visits to secondary schools to encourage school-leavers to consider a tertiary education. In July, the University hosted its second Winter School, designed to provide Year 12 students with their first insight into university life. More than 100 students, from all parts of Queensland as well as northern New South Wales, participated in a week of academic and social activities, which included laboratory sessions in science, language laboratory classes in Asian languages, field studies of the Toohey Forest area, Italian and media studies sessions, and careers advice. The Winter School provided a useful opportunity for participants to gain first-hand experience of the University's facilities and academic programmes, and of life in the University's residences.

**GRIFFITH ARTWORKS**

Griffith Artworks (formerly the Queensland Film and Drama Centre), located on the University campus, is a community-access creative arts workshop, and a resource for local and visiting artists who require specialised equipment and studio space. It is a non-profit organisation, with membership open to any member of the public who supports its aims. Administrative funding is provided by the University, while special projects are funded by the Queensland Department of the Arts, National Parks and Sport, the Australia Council, and donations from industry and commerce.

The facilities offered by Griffith Artworks for silkscreen printing, fabric printing and poster-making, linocut and woodcut, lithography, photographic developing and printing, pottery, and video and drama production continued to be popular in 1988, and its 21 workshops were well attended.

**OPEN DAY**

Open Day, which provides a valuable opportunity to prospective students to make initial contact with the University, is a significant event in the University's calendar. As on past occasions, Open Day in August attracted more than 5,000 interested parents and secondary school students who were able to participate in and observe a range of staff and student activities. Many in the crowd had taken advantage of the UNlvations pavilion's computer system and were keen to explore further the University's teaching and research opportunities.
From August to November, Griffith hosted as artist-in-residence Aboriginal artist Ms Fiona Foley, who works in the fields of sculpture, printmaking, etching, collage, photography, drawing and murals. The central aim of the artist-in-residence programme is to provide new and stimulating environments for artists to make innovative work in financially secure positions. During her residency, Ms Foley delivered a staff/student lecture at the University and conducted a public workshop in etching and drawing. An exhibition of her work was held in the University’s Central Theatres Gallery in November.

1988 also saw the launch of Bruce Petty’s ‘Environmental machine’, a moving sculpture donated by the Commonwealth Government which was installed in the Humanities Building of the University. Rockhampton sculptor William Yaxley commenced work in October on a major outdoor sculpture commissioned by Griffith Artworks. Artworks staff also organised four concerts during 1988. Three lunchtime concerts were given by Indian musician and composer Ashok Roy, Brisbane-based cabaret performer Leah Cotterell, experimental musician Warren Burt, and the Queensland Conservatorium Singers.

As part of their course assessment, second-year students in the School of Computing and Information Technology, Roshni Chetty, Nicholas Kendall, Margarita Pesnak, Mark McPherson and Matthew Wall, developed a computer programme to catalogue the 1500 individual items in the Griffith Artworks collection. The students, pictured above with curatorial assistant Kathryn Rasswell (centre), designed a system that provides details of each item’s location, as well as histories of the works and biographies on the artists. It replaces a card catalogue for the main collection, poster collection, and collection of donated works administered by Griffith Artworks.

THE UNIVERSITY AND THE COMMUNITY

Looking at Logan’, a Bicentennial community design project co-ordinated by Griffith Artworks, took place during 1988 with the support of the Design Board and the Community Cultural Development Unit of the Australia Council, the Queensland Government through the Minister for Arts, and the Logan City Council. The four-month project aimed to identify the issues of concern to residents of the Logan City community, and resulted in a major report for arts and design strategies in Logan City by Project Designer, Jane Maggs and Community Arts Officer, Janice O’Brien.

The University Art Collection, administered by Griffith Artworks, was expanded with the purchase of 31 new works, including the Bicentennial folio of prints by Australian artists produced by the Australian National Gallery. A large wooden model of Leonardo Da Vinci’s ‘Helicopter’, donated by the Italian Government, and a large four-part Balinese wall hanging, donated by the Indonesian Government, were significant additions to the collection.

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INFORMATION OFFICE

The University’s Information Office is responsible for promoting the University’s teaching and research activities to the wider community. The Office, headed by the Executive Assistant to the Vice-Chancellor and Information Officer, Mr Ian Hawke, publishes the monthly Griffith Gazette which keeps students, staff, the media, business and industry leaders, schools, other tertiary institutions and the public in touch with activities on the campus. It is mailed to about 4,000 Queensland, interstate and overseas recipients and another 2000 copies are distributed throughout the University campus. The Information Office maintains a comprehensive mailing list which is constantly updated and expanded to increase the Griffith Gazette readership. This year, for the first time, 60,000 householders in suburbs surrounding the campus had the opportunity to read a home-delivered Griffith Gazette. The special community edition was distributed before Open Day to encourage those living within the University environs to visit the campus.
Liaison with the print and broadcast media and specialist publications was a vital aspect of the Information Office's activities in 1988. Its small team has maintained a steady flow of press releases covering a wide range of research topics and campus activities. Through the Information Office, media representatives and the public are able to make use of Griffith University's academic staff for consultation, comment and advice. The Office also maintains a media monitoring service to keep track of the University's profile in State and national newspapers and other publications.

**THE UNIVERSITY'S GRADUATES**

The commitment of the University in establishing the Alumni Association in 1987 and providing administrative assistance through the Alumni Office is a long-term investment to obtain support and encouragement for Griffith University in the general and business community. During 1988, the inaugural Executive of the Alumni Association worked towards establishing the foundations for an association that can serve the University for many years to come. The Association developed its own official crest, based on the University's Achievement of Arms, which will be used on any official publications issued by the Association and also for memorabilia for sale to members. All registered members of the Alumni Association are given lending rights at the Library, free of the usual membership charges. In addition, the Board of Community Services reduced fees for Alumni who use the University's sporting facilities and the University Club accepts membership applications from all members of the Alumni Association. All registered members are sent the *Griffith Gazette* every month to keep them up to date with developments on campus as well as achievements of fellow alumni.

During the year, the Alumni Association hosted the Griffith University Ball, held a stall at the Open Day and conducted a media workshop under the expert guidance of Senior Lecturer in the Division of Humanities, Mr Jonathan Dawson. The elections in August 1988 resulted in the return of Mr Derek Baines as President, as well as many of the former Executive, for a second term of office. Mr Baines resigned to pursue a career opportunity in Sydney, and the President's role is now filled by former Vice-President Ms Bernadette Roberts who graduated from Australian Environmental Studies in 1983 with an MSc. Mr Evan Edwards, who gained a BA from Modern Asian Studies in 1983, is the new Vice-President.
In 1988, the University carried out a review of its Development Plan for the campus. The review was based on input from the University community as well as the University's plans for academic growth, and was initiated by the Council because the institution had exceeded the parameters of size identified in the original plan produced in 1972 and reviewed in 1979. At that time, the University expected that its student numbers would be limited to 4,000 EFTSUs. The 1988 review was based on current projections which indicate substantial growth - up to 8,000 - by the year 2000. The Development Plan indicates where future buildings and car parking facilities might be built to accommodate this growth. It took into account an Environmental Site Analysis which was undertaken to identify valuable features of the site which should be retained. As a result of the analysis, approximately half of the University site has been designated as forest or flora reserves.

TECHNOLOGY BUILDING

The Technology Building, which cost $6.5 million and was funded by the Commonwealth Government, was occupied by the commencement of teaching in 1988. The building provides valuable space for science and computing laboratory facilities for undergraduate teaching and research, and office accommodation for faculty members and postgraduate students. The new facility reflects the University's increasing commitment to science and technology based courses such as the newly introduced programmes in microelectronics, biotechnology and genetics and the expanding portfolio of programmes in computing and information technology. It was officially opened by the Minister for Employment, Education and Training, Mr. John Dawkins, on 17 June.

The University was proud to be the winner of the 1988 National Energy Innovation Award for Outstanding Achievement in Energy Management in Building Design and Operation, which was presented by the Honourable Senator Peter Cook, Minister for Resources, on 21 November, 1988. The award was the result of work done by the University's Energy Management Committee since 1987 to make the University more energy efficient and to reduce waste. Energy savings for the new Technology Building, compared with the older Science 2 Building, are valued at about $52,000 a year. This is the second time the University has won the prestigious award, the previous time being in 1985.

COMPUTING SCIENCE BUILDING

In October, construction began on a new building to provide common use teaching facilities comprising two large lecture theatres for 400 and 200 and nine seminar rooms, as well as a variety of laboratories and computing facilities and faculty staff offices. The building, estimated to cost $7 million, will be the new home of the Division of Asian and International Studies which at present shares the Humanities Building. The project is due for completion in time for the commencement of the 1990 academic year.

TOOHEY VILLAGE - STAGE 2

In response to the increasing demand for on-campus residential accommodation, the University approved the construction of an extension to Toohey Village, to provide an additional 80 places in four-bedroom self-contained flats. The project is being financed by the University with repayments to be made from rental income.

OTHER PROJECTS

Planning is well underway for the construction in 1989 of a Health Sciences Building to provide for nurse education at the University. The project is estimated to cost $3.5 million and is being funded by the Queensland Government.

Urgent priorities in the University's capital development to meet its growth prospects include an Information Services Centre ($6.8 million) and University Centre ($6.6 million) required by 1990 and a General Purpose Academic Building ($7 million) required by 1991.
It is a condition of employment of faculty staff that, in addition to their teaching, they engage in research or scholarly work. To enable staff to keep abreast of developments in their field and to use facilities and resource materials not available locally, the University may authorise periods of detachment for staff to carry out approved programmes of research, scholarly work or other special duties elsewhere in Australia or overseas.

During 1988, 218 faculty staff members were eligible to undertake Outside Studies Programmes (OSPRO). Of these, 37 were sent on detachments from the University and were absent for an average period of 4.7 months. The cumulative total of OSPRO absences amounted to 173 months, or 6.6 per cent of the available time of staff of the grade of lecturer or above. All Outside Studies Programmes taken in 1988 were for research purposes; 15 were taken overseas, 10 in Australia and 12 partly in Australia and partly overseas.

Details of detachments of staff are contained in Appendix C of this report.
Griffith University had a total operating income, excluding capital, of $38.6 million in 1988, an increase in income from all sources of approximately 18% over 1987. It ended the year with a net surplus of $80,000. The operating income represents an amount of $7,620 per Equivalent Full-time Student Unit (EFTSU), which is below the national average for all higher education institutions. The rapid growth rate in student numbers at Griffith University in recent years, much of it funded at marginal rates, has meant that the University is relatively underfunded compared to other higher education institutions with a similar discipline mix. This situation was exacerbated in 1988 because of the very high demand for places in higher education institutions which resulted in a number of institutions, including Griffith University, increasing enrolments above their funded level. Commonwealth funding decisions announced during 1988 will see some improvement to this situation on the 1989-91 triennium.

During 1988 the University extended the approach to project financing embodied in its parking scheme and established a Development Bank to assist specific projects. This concept promotes the development of income generating projects within the University through the provision of seed capital. Funds are provided by way of loans under standard market conditions. Projects funded during 1988, at a total cost of $431,000, were:

- an expansion of the Full-Fee Paying Overseas Students programme;
- the establishment of a Language Centre within the Division of Asian and International Studies;
- the establishment of a Centre for Management Education within the Division of Commerce and Administration;
- the replacement and upgrading of photocopying machines for which internal charges apply;
- the introduction of courses in environmental impact assessment within the Division of Australian Environmental Studies.

The University has also continued its policy of utilising income generated from investments to finance a range of short-term or non-recurrent activities. During 1988 this income, known as the University Fund, was devoted to research, equipment and capital expenditure.

The University enrolled its first full-fee paying overseas students under the Full-Fee Paying Private Overseas Student scheme (FPPOS) in 1988. A total of 12 students attended the University generating a total fee income of $115,680. The University looks to expanding the number of students enrolling under this scheme in future years and expects the scheme to become an important source of future income.

Detailed Financial Statements for 1988 are contained in the Appendices to this report.
THE COUNCIL

The Chancellor ex officio
The Hon Justice John M. Macrossan, BA LLB Q'I'd., BCL. Ofsf. (from 21 March, 1988)
Sir Allan Sewell, ISO, FIMA (to 21 March, 1988)

The Deputy Chancellor
Patience R. Thoms, OBE, BA (from 21 March, 1988)
The Hon Justice John M. Macrossan, BA LLB Q'I'd., BCL. Ofsf. (to 6 March, 1988)

The Vice-Chancellor ex officio
Professor L. Roy Webb, BCom Meth., PhD Lond., FASSA.

Members appointed by the Governor in Council
Sister Angela Mary Doyle, RSM (from 1 March, 1988)
Senior Director of Health Services, Mater Misericordiae Hospitals
Huan D.J. Fraser, MLA (from 11 September, 1988)
Sir Leo Hielscher, BCom (from 11 June, 1988)
Chairman, Capital Markets Advisory Board, Queensland Treasury Corporation
Ian H. Howard-Smith (from 1 March, 1988)
Executive Director, Queensland Metals Corporation N.L.
Robert C. Kidman (from 1 March, 1988)
General Manager for Queensland, National Australia Bank
Norman D. Alford, BA MEd Q'I'd., FACE (from 2 October, 1988)
Daphne M. Buckley, OBE, BSc. Syd., BEd DipEd N.E., BA MEdAdmin Q'I'd. (to 29 February, 1988)
Ian T. Henderson, BA BEd MEdSt Q'I'd., MLitt N.E., MLA (to 29 August, 1988)
The Hon Justice John M. Macrossan, BA LLB Q'I'd., BCL. Ofsf. (to 29 February, 1988)
Justice of the Supreme Court of Queensland
Sir Robert Mathers (to 29 February, 1988)
Company Chairman and Managing Director
Allan J. Peal, ISO, FASA (to 29 February, 1988)
Chairman, Suncorp, Queensland
Patience R. Thoms, OBE, BA (to 29 February, 1988)
Emeritus Professor Betty H. Watts, OBE, PhD Q'I'd. (from 1 March, 1988 to 1 October, 1988)

Nominee of the Director-General of Education
John A. Tainton, BA BEdSt Q'I'd., MEdAdmin N.E. (from 23 October, 1988)
Assistant Director-General of Education (Development and Portfolio Services)
Norman D. Alford, BA MEd Q'I'd., FACE (to 1 October, 1988)
Assistant Director-General of Education (Post-School and Services)

Senior Faculty Staff Members
Brian W. Head, MA Monash, PhD Lond. (from 21 March, 1988)
Associate Professor, Division of Humanities
Robert A. Ross, BSc DipEd Syd., MSc N.E., PhD Lond., FRSCChem
Director, Centre for the Advancement of Learning and Teaching
Maxwell C. Standage, BSc PhD Otago (from 21 March, 1988)
Associate Professor, Division of Science and Technology

M. Chilla Bulbeck, BEd Adel., PhD ANU (to 21 March, 1988)
Lecturer, Division of Humanities
Ian Lowe, BSc N.S.W., DPhil York (U.K.) (to 21 March, 1988)
Associate Professor, Division of Science and Technology

Junior Faculty Staff Members
Margaret M. Buckridge, BA Q'I'd. (from 13 June, 1988)
Senior Teaching Fellow, Centre for the Advancement of Learning and Teaching
Michael R. Dutton, GradDipChin Beijing Language Institute, BA (from 1 March, 1988 to 10 June, 1988)
Teaching Fellow, Division of Humanities
David E. Morgan, BA Fin., (to 21 March, 1988)
Senior Teaching Fellow, Division of Commerce and Administration

General Staff Members
Wayne A. O'Donohue, BA Q'I'd. (from 21 March 1988)
Divisional Administrator, Division of Science and Technology
Wendy L. Tyson, BA Q'I'd. (from 21 March, 1988)
Postgraduate Studies Officer, Secretariat
A. Stephen T. Bec, BSc (to 21 March, 1988)
Administrative Officer, Division of Australian Environmental Studies
Raymond P. Morley, BBus Q'I'd I.T. (to 21 March, 1988)
Divisional Administrator, Facilities Division

Postgraduate Student Members
Terry P. Wood, BA (from 21 March, 1988)
Division of Humanities
Estelle M. Ross, MA (to 21 March, 1988)
Division of Asian and International Studies

Full-Time Undergraduate Student Members
Bruce Moen (from 21 March, 1988)
Division of Australian Environmental Studies
Mark G. Goodin (to 21 March, 1988)
Division of Asian and International Studies

Part-Time Undergraduate Student Members
Janice T. Mayes (from 21 March, 1988)
Division of Humanities
Herbert N. Colman (to 21 March, 1988)
Division of Asian and International Studies

Members of Convocation
Derek Baines, BA (from 21 March, 1988 to 10 November, 1988)
Patience R. Thoms, OBE, BA (from 21 March, 1988)
Dawn E. Butler, BA S.A., MA Lond., PhD (from 21 March, 1988)
Denis N. Arthy, BA MSc (to 21 March, 1988)
Information Officer (Counselling), Queensland Institute of Technology
Isabell E.M. MacCallum, BA (to 21 March, 1988)

Members Co-opted by the Council
Richard W.L. Austin, OBE, BA LLB Syd.
Maxwell A. Howell, BA BEd Meth., MEdAd N.E., FACE (to 29 February, 1988)
Headmaster, Brisbane Grammar School
Secretary to the Council
John Topley, RFD, BEd Q'I'd., FACE, FAITEA
The Appendices to this Report are inserted in the rear cover pocket.

Copies of the Appendices can be obtained by contacting the Academic Secretary on telephone (07) 275 7334.

APPENDIX A  Student Statistics
APPENDIX B  Report on Overseas Travel
APPENDIX C  Audited Financial Statement of the University
Further information on the University's teaching, research and community activities can be obtained from:

- the 1988 Research Report (for details of research projects, awards and publications);
- the 1989 student handbook, which provides details of all undergraduate and postgraduate degrees; and
- the academic Divisions of the University.

Enquiries should be made by telephoning 275 7111 in the first instance.

The front cover shows a work by Fred Cress, entitled "Player" (etching and aquatint, 1985), which is held in the Griffith University Art Collection, and reproduced by kind permission of the artist (to be finalised). The University has an intellectual concern with the major areas of human endeavour, spanning the sciences and the humanities and the orderly application of many disciplines derived from these to work and thought. As part of its balanced approach to this concern, the University has developed and managed a collection of art directed predominately to the works in paper by living Australian artists. The collection is displayed throughout the University in a way which makes its accessible to members of and visitors to the University.

The University Annual Report is published by the Registrar,
Griffith University,
Nathan, Queensland, 4111.
© Griffith University 1987
National Library of Australia Card No: ISSN 0311-1075
Telephone 275 7111
Telegrams Unigriff Brisbane
Telex AA40362
Facsimile No: (07) 277 3759
Ref: GU C47288