Griffith University is located in the suburb of Nathan, on the southern side of Brisbane, 10 kilometres from the city centre. The Nathan campus is set in 175 hectares of bushland which is a flora and fauna reserve adjacent to the Toohey State Forest. The buildings and landscapes 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.

During 1989, the University worked closely with staff of the neighbouring Mount Gravatt campus of the Brisbane College of Advanced Education to prepare for its transfer to Griffith from 1990. Located beside the Toohey Forest Reserve and the Mount Gravatt Recreation Reserve, the Mount Gravatt campus is approximately 8.5 kilometres south-east of the Brisbane city centre and only 2.25 kilometres from the Nathan campus. The merger is enhanced by proximity of the sites, and complementary facilities and academic programmes. In 1989, the University also entered into an agreement that will further expand its sphere of influence - from mid-1990, the Gold Coast College of Advanced Education will become a College of the University, thereby extending University-level studies to residents of the South Coast region.
REPORT OF THE COUNCIL OF THE GRIFFITH UNIVERSITY 1989

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 1989.

August 1990

The Chief Justice
The Honourable Justice J.M. Macrossan,
BA LLB Q’ld., BCL Oxon.
Chancellor
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1989 IN BRIEF

- Total enrolments rose by 676 to 6,015 students with a total of 4,885 equivalent full-time students (EFTSUs).
- Commencing student numbers rose by 245 to 2,281, including 150 State government funded places.
- Total operating income in 1989 totalled $40,628,864, an increase of $9,944,151, or 32% over the previous year.
- Carnarvon Residence, a $2.2 million extension to the University's on-campus residential accommodation, was opened, increasing to 780 the number of students accommodated on campus.
- New $2 million laser atomic physics laboratory was opened.
- New microelectronic facilities with an estimated value of $5 million were launched.
- Memoranda of Agreement were signed which arrange for the transfer to the University of the Mount Gravatt campus of the Brisbane College of Advanced Education and the establishment of the Gold Coast College of Advanced Education as the Gold Coast University College of Griffith University.
- The academic year was expanded through the introduction of a summer semester.
- The Division of Health and Behavioural Sciences was established.
- The new undergraduate degree programme in International Business Relations was introduced.
- Construction of $7.25 million Computing Sciences Building was commenced.
- Federal funding was approved, and construction of the $4 million Health Sciences building was commenced.
- The multi-storey carpark, to accommodate 383 vehicles, was completed at a cost of $2.5 million raised by the University.
Reform of Australia's higher education sector, initiated by the Commonwealth Government in 1988, continued to be the dominant influence on the work of the University throughout a most successful 1989.

As the higher education sector in Australia emerges from perhaps its greatest upheaval, it is hard to find any major area of University teaching, research or administration which has not been affected.

The changes have resulted in the dismantling of the binary system of universities and colleges established following the Martin Report of 1964-65, and the establishment of a new system characterised by fewer, larger institutions in a new Unified National System.

These reforms have been brought about by a perception in Australia of the need for higher education to contribute directly to the achievement of national economic recovery, and thereby becoming more directly responsive to community needs. They have generated significant public interest in higher education and presented new and significant challenges to those who participate, or will participate, in the provision of higher education teaching and research now and in the years ahead.

The 1989 academic year was the fifteenth year of undergraduate teaching in the University. It is pleasing to report that demand for the University's courses has continued to grow strongly and that the University's performance in attracting private and public sector research funds, in circumstances of significantly increased competition, has improved substantially.

The decade of the 1980s at Griffith will be regarded as a period of unprecedented growth, innovation and diversification for the University in the continuing development of new areas of teaching and research, particularly in professionally oriented areas, and in the expansion of educational opportunities for school leavers and others. The University commenced the decade with a student population of about 2000. We begin the 1990s with more than four-and-a-half times that number, having been Queensland's fastest growing University throughout the past decade.

Griffith now will face the challenges presented in the 1990s from a position of strength, being the dominant provider of higher education programmes in the Brisbane-Gold Coast corridor. This position is the result of successful negotiations in 1989 with Commonwealth and State Government authorities and academic leaders in Queensland which has brought about the amalgamation of the University with the former Mount Gravatt campus of the Brisbane College of Advanced Education and the signing of an agreement with the Gold Coast College of Advanced Education to establish it as the Gold Coast University College of Griffith University from July 1990.

For too long the binary line had been an artificial barrier to the creation of a single university to serve the needs of the southside of Brisbane and the Brisbane-Gold Coast corridor. The people of this, the fastest growing population zone in Australia, will, from 1990, have the benefit of a single, coherent University on which they can call to meet their legitimate community interests and needs, and which, in its turn, can look to that community for loyalty and support. The University looks forward to the challenges presented by this emerging regional responsibility in 1990.

The University will establish a new Division of Education, the University's largest, in 1990 to offer a comprehensive range of teacher education programmes for primary, secondary, special education, industry, TAFE and manual arts teachers. Also from 1990, the former School of Physical
Education and Leisure Studies at Mount Gravatt, which is developing a national reputation as the most advanced centre concerned with leadership and management in the fields of leisure, recreation and tourism studies, will be integrated with the new Division of Health and Behavioural Sciences.

The University's planned amalgamation with the Gold Coast College of Advanced Education represents an association of a different kind bringing with it responsibilities for the development of the proposed Gold Coast University College of Griffith University as the first College of the University.

It will be the responsibility of the University, working in close co-operation with the Council and staff of the College, to develop a range of degree programmes, both undergraduate and postgraduate, of university standard for the benefit of the Gold Coast community. The already strong performance of the College in the provision of vocationally relevant courses, in high demand by students and employers, will in no sense be diverted. Rather, University standing will be achieved by careful co-operation and the diffusion of skills and experience between the existing College and University staff.

A major benefit of the establishment of the College as a University College will be in the development of research policy, the establishment of research management procedures and increased postgraduate research enrolments at the Gold Coast.

The successful introduction in 1989 of the new programme in International Business Relations has served to reinforce the University's desire to make as many places available to students or the range of programmes being presented. In 1990, new undergraduate programmes in Applied Behavioural Science, Science with Aviation, Korean language and studies, and new postgraduate programmes in Accountancy and Economics will continue this diversification. The University will also introduce its first engineering programme, Microelectronic Engineering, in 1990.

These planned developments in the University, together with those which have become part of Griffith University through amalgamations, bring to more than 20 the number of separate and distinctive undergraduate degree programmes to be offered by the University, many in areas of national priority. By the start of the 1991 academic year this number will exceed 30.

The University has developed its valued bushland setting with attention to an appropriate mix of the natural and built environments. Our buildings and landscaping have on a number of occasions been the subject of design awards. However, in the past decade, capital development has continued to fall well short of the necessary expenditures required to accommodate satisfactorily the expanding numbers of students or the range of programmes being presented. In 1988, the University welcomed the opening of its new Technology Building as the first major capital addition to the Nathan campus since the early 1980s. It is pleasing to report that the University received funding from the Commonwealth for a new Computing Sciences Building constructed during 1989 for occupation at the start of the 1990 academic year. Funding from the State Government will see the completion of a new Health Sciences Building at Nathan during the 1990 year. Two further capital projects, funded by the Commonwealth, will commence in 1990 and 1991 respectively.

These developments represent essential investments in the infrastructure of the University at a time when rapid expansion of student numbers and the diversification of degree programmes is placing considerable pressure on existing resources. The University will continue to press its case for the continuation of capital investment on its Nathan, Mount Gravatt and Gold Coast campuses in the years ahead.

The University, since inception, has paid considerable attention to the international arena in the development of its teaching and research activities. It has been conscious of the need to play a significant role in the development of strong academic ties with overseas institutions. In 1989, work in this area has focused on extending the University's reputation as the nation's largest Asian studies provider, with the development of Korean studies programmes for introduction in 1990.

The University has also been an enthusiastic participant in the marketing of educational programmes to full fee-paying overseas students throughout Southeast Asia. Seventy students have attended the University on a full fee-paying basis in 1989 and the number is expected to double in 1990. Plans have also reached contract stage with the private Japanese-based company, International Student Advisers Incorporated, on the establishment at Griffith of an International Centre through which the University will teach English language programmes to visiting overseas students from 1990.

The University's rapid expansion has brought with it the need to consider ways in which the University can improve its management practices. This has led to the creation of a new Division of Information Services designed to bring together in a large integrated unit those elements of the University - Library, Information Technology Centre and Media Services - which service the University with the information resources essential to the University's academic and administrative efficiency. In the latter part of the year the University sought applications for its first full-time Deputy Vice-Chancellor. This important position will be filled by Professor George E. Kearney, currently Pro-Vice-Chancellor (Humanities and Social Sciences), James Cook University of North Queensland.

All members of the widening University community, Council members, staff, students and graduates have played their part in bringing the University to its present position of achievement and promise. It is my hope that they will find encouragement and satisfaction in their accomplishments, and great excitement as they contemplate the challenges that lie ahead.

L.R. Webb

Vice-Chancellor
It is now fifteen years since students first enrolled at Griffith University. The results of the far-sighted decisions of the thirteen members of the Interim Council, entrusted by the State Government early in 1971 with the initial planning of Queensland’s third university, may now be observed. Griffith University is a well established institution with programmes in touch with the world and its changing conditions, with a dedication to excellence in all aspects of its operation and with an ability to develop and adapt rapidly without losing sight of the ideals which originally gave it shape.

The University offers degrees with professional emphasis in business, the humanities, the sciences and the social sciences, and in recent years specialisations have been developed in media production, resource planning, biotechnology, genetics, microelectronics, clinical biochemistry, Australian studies, accounting, computing and information studies, and Asian and international studies. This demonstrates the early planners’ concerns to include the strengths of traditional university education endorsed by time and to incorporate the best of new ideas and directions. Their main aim was to develop a university that would educate the type of graduate needed for the future, so they placed great emphasis on the need for cohesive educational programmes that would be both of long-term use, and of immediate relevance to graduates once they left the University.

It was 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 a degree programme 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 concerning 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, and sometimes in the one course unit.

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 1989 of 6,015.

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. It was necessary to 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 academic and administrative unit encompassing a broad area of inquiry. Academic 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 1989, there were six academic Divisions:

- Australian Environmental Studies (School of Australian Environmental Studies)
- Asian and International Studies (School of Modern Asian Studies; School of International Business Relations)
- Health and Behavioural Sciences (School of Applied Behavioural Science; School of Leisure Studies; School of Nursing)
- Humanities (School of Humanities)
- Commerce and Administration (School of Administration)
- Science and Technology (School of Science; School of Computing and Information Technology).

During 1989, five of the Divisions offered bachelor’s degrees in seven Schools, with the Division of Health and Behavioural Sciences planning for its first intake of students in 1990. Work also commenced in what will become the University’s seventh Division, the Division of Education.

New academic Divisions may be established as required by the distinctiveness or magnitude of a new academic activity or by the value of combining some new with some existing activities. The new Division of Health and Behavioural Sciences, for example, draws together and builds upon existing interests in organisational behaviour and occupational health and safety.

New Schools may be created within Divisions to cater for any new degree programmes developed. In 1989 new Schools were created within two of the University’s Divisions to complement existing teaching and research areas with contemporary professional engineering studies drawing from modern scientific discovery. The new Schools of Microelectronic Engineering (Division of Science and Technology) and Environmental Engineering (Division of Australian Environmental Studies) will take their first students in 1990 and 1991 respectively.

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 additional 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 changes, 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 recognised a need for graduates who would have both generic and specialist skills in areas of relevance; and 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.

To achieve this goal, the model chosen for the bachelor’s degree 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 concentrate their studies, usually in one or two of their School’s particular areas of specialisation.

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.

Griffith University is committed to providing increased opportunities for 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 Science, Microelectronic Engineering, Environmental Engineering, Nursing, International Business Relations, Technology Management, Recreation and Leisure Studies, Education and Law. With the addition of the Mount Gravatt campus and the creation of the Gold Coast University College in 1990, the University plans in the new decade to consolidate and extend the range of higher education opportunities for people in the southern suburbs of Brisbane and the South Coast.

Towards the end of 1988, the Mars group conducted a national search for a marketing graduate to fill a key position in their company. Ms Christina Hughes, a graduate of the Bachelor of Administration programme with a specialisation in marketing, was that person. Ms Hughes took up her position with Mars' Master Foods of Australia in Melbourne in January. Griffith University’s Bachelor of Administration programme (now the Bachelor of Commerce) was her first choice and the wide range of issues covered and skills provided contributed to Ms Hughes’ successful entry into the highly competitive food industry. She is contemplating following through her studies to a Masters’ degree.
The University is a statutory body, established and incorporated by the Griffith University Act 1971-1990, 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 administration, and the management of its finance, personnel and property.

MISSION STATEMENT

The University’s statement of mission articulates the broad set of goals derived from the University Act, and incorporates expressions of the high value placed on intellectual, teaching, and research excellence by members of the University.

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; and
- 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.
ACHIEVEMENT OF OBJECTIVES DURING 1989

Within the broad set of goals set out in the University's mission statement, a number of specific objectives were achieved during 1989.

Growth

In 1988, the University aimed to increase student places to 5,000 EFTSU by 1990 and 8,000 EFTSU by 2000. Total enrolled student load almost reached the 5,000 EFTSU target in 1989, with a total enrolled student load of 4,885 EFTSU at 31 March. It is expected that student load will reach the 8,000 EFTSU target in 1990, with the transfer of the Mount Gravatt campus of the former Brisbane College of Advanced Education to the University, and the establishment of the Gold Coast College of Advanced Education as a College of Griffith University. The University will then have about 11,000 full-time and part-time students.

Teaching Programmes

A high priority for the University is to provide a comprehensive and diverse set of teaching programmes including appropriate professional training, in areas consistent with national, State and community needs. In 1988 the University set as objectives, the addition by 1991 of programmes in Applied Behavioural Science, Microelectronics, Environmental Engineering, Health Sciences, International Business Relations, and Technology Management. In 1989, the University took its first students into the Bachelor of International Business, and new graduate diploma conversion programmes in Accounting and Economics. Plans were finalised during 1989 for the Bachelor of Behavioural Science and the Bachelor of Microelectronic Engineering, which will be offered in 1990. Planning was also undertaken for new programmes in Environmental Engineering, Mathematics and Statistics, and Nursing, which will be offered from 1991.

Equity

Major steps were taken towards improving participation in higher education by students from under-represented groups through:

- the introduction of a course - Tertiary Access to Griffith University - offered with the Logan College of TAFE;
- the adoption of new admissions practices, which allow academic Divisions to take the appropriate steps based on University policy to facilitate equitable access by under-represented groups, or students wishing to transfer from post-compulsory to higher education.

Students

The University aims to offer its teaching programmes in an institutional environment which assists students to achieve their intellectual and personal potential. 1989 saw:

- the appointment of staff to the Student Counselling Service;
- expansion of the employer visits programme;
- appointment of a part-time and vacation employment officer.

Research

The University aims to make use of its physical site in a way which facilitates fulfillment of its academic purpose, recognising the need to preserve particularly significant features of botanical or ecological interest. The University has been successful in attracting Commonwealth funding for the new Computing Sciences Building (constructed during 1989) and the new Health Sciences Building (commenced during 1989). 1989 also saw the construction of the new multi-storey carpark, which will meet increased demand for parking on campus while preserving more of the natural bushland than would be possible with surface carparks.

Site Development

The University aims to make use of its physical site in a way which facilitates fulfillment of its academic purpose, recognising the need to preserve particularly significant features of botanical or ecological interest. The University has been successful in attracting Commonwealth funding for the new Computing Sciences Building (constructed during 1989) and the new Health Sciences Building (commenced during 1989). 1989 also saw the construction of the new multi-storey carpark, which will meet increased demand for parking on campus while preserving more of the natural bushland than would be possible with surface carparks.

Management

The University works towards maintaining an organisational structure which allows for economical growth, and efficient and responsive management. 1989 saw:

- the first full year of operation of the new Division of Information Services, which brings together in an integrated unit the former Library and Information Technology Centre;
- the creation of the position of full-time Deputy Vice-Chancellor.

External Relations

In 1989, the University continued to promote its activities, particularly to secondary-school leavers, through well-established events such as Open Day, the Winter School, participation in Tertiary Studies Expo, and circulation of the University newspaper, the Griffith Gazette. Particular initiatives during 1989 were the publication and distribution of a Media Contact Guide for journalists and community groups wishing to learn about the University's activities, and publication of the magazine The Griffith Researcher, to promote research activities.
UNIVERSITY GOVERNANCE AND ADMINISTRATION

THE COUNCIL

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

In 1989, the Council held eleven ordinary meetings and eight special meetings (five of which were held as Graduation Ceremonies for the conferring of degrees). Highlights of the Council's work in 1989 were discussions which led to the signing of the Memorandum of Agreement arranging for the transfer of the Mount Gravatt campus to the University, and initiation of steps towards a formal association with the Gold Coast College of Advanced Education.

One of the major responsibilities of the Council is the conferring of degrees. In April the council held five Graduation Ceremonies for the academic Divisions. A colourful ceremony marks the end of studies and the beginning of a professional career path for many graduates. Pictured above is the Chancellor conferring bachelor's degrees at the Division of Commerce and Administration's graduation ceremony.
## UNIVERSITY GOVERNANCE AND ADMINISTRATION

### COUNCIL MEMBERSHIP 1989

**The Chancellor ex officio**
The Chief Justice The Hon Justice John M. Macrossan,
BA LLB Q'ld., BCL Oxon.,
Chief Justice of the Supreme Court of Queensland
(from 21 March, 1988)

**The Deputy Chancellor**
Patience R. Thoms, OBE, BA (from 21 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 to 19 September, 1989)

Sir Leo Hielscher, BCom Q'ld., AAUQ, AASA
(from 11 June, 1988)
Chairman, Capital Markets Advisory Board,
Queensland Treasury Corporation

Ian H. Howard-Smith
(from 1 March, 1988 to 10 February, 1989)
Executive Director, Queensland Metals Corporation N.L.

Robert C. Kidman (from 1 March, 1988)
General Manager for Queensland,
National Australia Bank

Judith M. Garn MLAl
(from 21 October, 1989 to 15 December, 1989)

Norman D. Alfred, BA MEd Q'ld., FACE
(from 2 October, 1988)

Patricia M. Wolfe, BA LLM Q'ld.
(from 23 April, 1989)
Barrister at Law

**Nominee of the Director-General of Education**
John A. Tainton, BA BEDSt Q'ld., MEdAdmin N.E.
(from 23 October, 1988)
Assistant Director-General of Education
(Development and Portfolio 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.,
FRSChem
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

**Junior Faculty Staff Members**
Margaret M. Buckridge, BA Q'ld. (from 13 June, 1988)
Senior Teaching Fellow, Centre for the Advancement of Learning and Teaching

**General Staff Members**
Wayne A. O’Donohue, BA Q’ld.
(from 21 March, 1988 to 3 November 1989)
Divisional Administrator, Division of Science and Technology

Wendy L. Tyson, BA Q’ld. (from 21 March, 1988)
Postgraduate Studies Officer, Secretariat

Marguerite Stringer, BA Q’ld. (from 4 November, 1989)
Administrative Officer, Division of Humanities

**Postgraduate Student Members**
Terry P. Wood, BA (from 21 March, 1988)
Division of Humanities

**Full-Time Undergraduate Student Members**
Bruce Moon (from 21 March, 1988)
Division of Australian Environmental Studies

**Part-Time Undergraduate Student Members**
Janice T. Mayes (from 21 March, 1988)
Division of Humanities

**Members of Convocation**
Patience R. Thoms, OBE, BA (from 21 March, 1988)

Jane Chester, BA (from 21 November, 1989)

Dawn E. Butler, BA S.A., MA Lond., PhD
(from 21 March, 1988 to 1 July, 1989)

Bernadette J. Roberts, BSc DipEd BEDSt Q’ld., MSc
(from 6 April, 1989)

**Members Co-opted by the Council**
Richard W.L. Austin, OBE, BA LLB Syd.

Peter R. Charlton, RFD
Associate Editor, Courier-Mail

**Secretary to the Council**
John Toplcy, RFD, BEd Q’ld., FACE, FAITEA
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 ten Divisions of the University, each headed by an Executive Officer. The ten Divisions include six concerned with teaching and research: Australian Environmental Studies, Asian and International Studies, Commerce and Administration, Health and Behavioural Sciences, 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 is a statutory body which operates through a number of specialist management committees, and reports annually, 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, and as the unit of administrative organisation. This structure reduces substantially the number of separate organisational domains and budget elements, thus creating larger, self-reliant units. It has the major benefit of providing for flexibility in the employment of academic staff, and in the deployment of resources. Particularly in the general Divisions, recent modest increase in scale brought about by the transfer of resources arising from amalgamation have increased the capacity of the comparatively small units to enjoy internal flexibility.

Organisational Restructuring

The University’s sixth academic Division — the Division of Health and Behavioural Sciences — was established in 1989. Three Schools were established within the Division: the School of Applied Behavioural Science, to offer the Bachelor of Behavioural Science from 1990; the School of Leisure Studies, to offer programmes in leisure studies and recreation offered by the former Mount Gravatt campus of the Brisbane College of Advanced Education; and the School of Nursing, which will enrol students in nursing programmes from 1991.

The creation in 1989 of a third School within the Division of Science and Technology will extend the Division’s undergraduate teaching in science and computing and information technology to engineering. The new School of Microelectronic Engineering will encompass the Bachelor of Microelectronic Engineering and Bachelor of Microelectronic Technology degrees from 1990.

A new engineering School was also established within the Division of Australian Environmental Studies in 1989. Through the School of Environmental Engineering, the Division will offer from 1991 a four-year professional degree in environmental engineering.

Following the signing of the Memorandum of Agreement arranging for the transfer of the Mount Gravatt campus of the
Brisbane College of Advanced Education to the University, the University established a new Division of Education, the seventh academic Division, which will operate from the Mount Gravatt campus of the University from 1990. The Division will offer a comprehensive range of programmes, at diploma, bachelor's degree and postgraduate levels, in teaching and other vocational studies drawing on the field of education.

1989 also saw the signing of a Memorandum of Agreement arranging for the Gold Coast College of Advanced Education to be established as a University College of the University under Part III of the Griffith University Act.
TEACHING AND STUDENTS

STUDENT NUMBERS

TOTAL STUDENT LOAD (EFTSUs) AND COMMONWEALTH GENERAL FUNDING GRANTS PER EFTSU - 1984 TO 1989

(Note: All grants in December 1989 cost levels)

As at 31 March 1989, the University had a total enrolled student load of 4,885 Equivalent Full Time Student Units (EFTSUs), an increase of 685 EFTSUs on 1988 enrolments. This represented 6,015 enrolled students, compared with 5,339 in 1988. Funding for 1989 student places was received from the Commonwealth government (4,576 places including 31 for Aboriginal and Torres Strait Islander students), the Queensland government (150 commencing full-time student places), and fees paid by full-fee paying overseas students (70).

Since 1982, Griffith University has experienced a period of sustained growth. Its student load in 1989 (4,885 EFTSUs) was double the student load in 1982 (1,900 EFTSUs). Throughout most of this period the planned increases in student load were funded by the Commonwealth government at relatively low ‘marginal’ rates. The cumulative effect has been a marked decline in the funds available per EFTSU to Griffith University from $9,096 in 1984 (when marginal funding was introduced) to $7,898 in 1989 - a 13 per cent decline in real terms. While the University received $1,045,000 in special assistance from the Commonwealth Government in 1989 in recognition of its relatively poor funding, it has continued to grow, and is still not adequately funded for its range of activities.
In 1989 the University had a student load (Equivalent Full-Time Student Units - EFTSU) of 4,885. Of this total 2,37 were engaged in higher degree studies and 4,648 were in undergraduate programmes. The diagram below indicates the distribution across Divisions.

The proportion of female students in the total student population increased in 1989: 2,982 female students and 3,033 male students were enrolled. Trends since 1984 are indicated on the graph below.
TEACHING AND STUDENTS

ACADEMIC PROGRAMMES 1989

Each of the academic Divisions of the University offers bachelor's degrees in one or more schools, bachelor's degrees with honours, the research higher degrees Master of Philosophy and Doctor of Philosophy, and, in some cases, master's degrees by coursework and graduate diplomas.

The undergraduate and postgraduate programmes offered by each of the academic divisions in 1989 reflect the wide range of teaching and research interests pursued by each Division.

Division of Asian and International Studies

The Division of Asian and International Studies is concerned with the study of Asia, the Asia-Pacific region and business, political and cultural relations between Australia and the nations of Asia. The Division seeks to foster an understanding of Asia and Australia-Asia relations, and to promote the study of Asian languages.

The Bachelor of Arts (BA) in the School of Modern Asian Studies is concerned with the study of Asia in recent times through the use of social sciences (anthropology, economics, history, political science and sociology) and Asian languages. Regions of particular but not exclusive concern to the Division are China, Japan, Korea, Indonesia and the Malay World.

Studies in the School of International Business Relations, which lead to the degree of Bachelor of International Business (BIBus), concentrate on the growing interdependence among nations in their trade and business dealings, with emphasis on the Asia-Pacific Region.

Division of Australian Environmental Studies

The Division of Australian Environmental Studies is recognised as a national centre for the study of environmental problems and management. Students undertaking the Bachelor of Science (BSc) in the Division's School of Australian Environmental Studies learn to appreciate the complexity of environmental problems both in an Australian and global context. The study of land management and water ecosystems, mathematical and statistical techniques for predicting environmental processes, and the social dimensions of the environment are included in studies in the School.

The Division also offers two master's degrees by coursework: the Master of Science (MSc), and the Master of Environmental and Community Health (MEnvComH), both of which include graduate diploma options.

Division of Commerce and Administration

The interests of the Division of Commerce and Administration focus on the theory and practice of commerce and administration in business, government and other organisations. The Bachelor of Commerce (BCom) offered by the Division in its School of Administration introduces marketing, accounting, information systems, law, politics, economics, industrial relations and human resources management, and opportunities for specialisation in these and other areas.

The Division offers a Master of Administration (MAdmin) by coursework, which studies managerial processes, problems or disciplines at an advanced level.

In 1989, the Division introduced two conversion programmes - the Graduate Diploma in Accountancy and the Graduate Diploma in Economics - which enable non-accounting and non-economics graduates to gain professional qualifications in these fields.

Division of Health and Behavioural Sciences

The teaching and research activities of the Division of Health and Behavioural Sciences focus on the promotion of good health in the workplace and the community and on the professional education of psychologists who have a special interest in human performance and organisational behaviour.

The School of Applied Behavioural Science, which will offer the Bachelor of Behavioural Science (BBehSc) from 1990, aims to develop an understanding of human behaviour and the many variables affecting human performance, health and safety in the workplace, and develop the skills needed to manage change for individuals, groups, organisations and communities.

The Bachelor of Leisure Studies (BLEisStud) in the School of Leisure Studies will examine the concept of leisure from a multidisciplinary perspective and prepare professional leisure service managers for service delivery and potential careers in management in the recreation, sport and tourism industries.

The Division also offers the Graduate Diploma in Outdoor Education from 1990.

Division of Humanities

The Division of Humanities is primarily concerned with the contemporary Western World, which it approaches through the study of its central problems and debates, its social, political and economic institutions, and its cultural productions, both literary and visual.

The Division of Humanities offers two Bachelor of Arts (BA) degree programmes, both of which are concerned with the study of contemporary society, and focus on major social, political and cultural developments of the past two hundred years. Educating a wide variety of students, the Division has developed teaching programmes which combine traditional arts disciplines such as literature and language studies, history and philosophy with social sciences, including sociology, anthropology and political science, and the study of science and technology and communication and media studies.

Division of Science and Technology

The Division of Science and Technology offers bachelor's degrees in three Schools: the School of Computing and Information Technology (Bachelor of Informatics)(BInf), the School of Microelectronic Engineering (Bachelor of Microelectronic Engineering)(BME), and the School of Science (Bachelor of Science)(BSc).

In the School of Computing and Information Technology, the study of informatics is primarily concerned with the effective specification, design, implementation and application of computer-based information systems. It embraces the discipline of computer science, but also considers the broader organisational and social implications of these systems.

The School of Microelectronic Engineering aims to promote an understanding of the scientific bases, principles and procedures underlying the design and engineering of electronic circuits and systems, the use of computers to design and test such systems, and their application. It emphasises the application of microelectronics to solve engineering problems.
Students in the School of Science are trained in the physical, chemical and biological sciences, and have the opportunity to specialise in a number of areas, such as physics, chemistry, biochemistry, biological sciences, microbiology, environmental and science policy, genetics, and science, technology and society.

The Division also offers a Master of Science (MSc) by coursework, and a Graduate Diploma in Clinical Biochemistry (GradDipClinBiochem).

NEW TEACHING ACTIVITIES

The Division of Commerce and Administration took its first students into two new postgraduate programmes - the Graduate Diploma in Accountancy and the Graduate Diploma in Economics - in the summer semester of 1989. Both programmes are offered over one year of full-time or two years of part-time study. The Graduate Diploma in Accountancy is a conversion programme that enables graduates with non-accounting backgrounds to qualify as professional accountants in Australia, particularly in Queensland, and for managers operating in today's business environment to have an understanding and appreciation of financial and management accounting and control. The programme combines financial accounting, management accounting, auditing, finance and taxation. The Graduate Diploma in Economics is available as a conversion programme to graduates of other fields, or economics graduates who wish to update their professional training or gain greater specialisation. The programme is designed to meet a growing need for an understanding of the new economic environment in which Australia operates. Courses cover macroeconomics and microeconomics, statistics, econometrics, economic systems and quantitative methods.

A new concentration area in Environmental and Science Policy Studies was offered for the first time in 1989. It combines courses offered by the Divisions of Australian Environmental Studies, Science and Technology, and is available to students of both Divisions. Students undertake interdisciplinary policy studies of the role of science and technology in modern industrial society, examining such areas as the formulation and implementation of science and environmental policies, the impact of those policies, the social processes of technological change, and the problems involved in linking scientific knowledge to policy.

1989 saw the first intake of students into the three-year Bachelor of International Business degree programme offered by the Division of Asian and International Studies in the School of International Business Relations. About 700 students, most of whom completed Year 12 in 1988, applied for the 145 places in the degree programme in 1989. In spite of an intake which was 45 per cent greater than the original target, the Tertiary Entrance Score cut-off was far higher than any previously achieved by the University for its bachelor's degree programmes. Strong demand reflects the need for a national programme of business education that will enhance Australia's trading skills in the Asia-Pacific region. The programme combines the study of economics, especially trade, exchange rates, foreign investment and regional cooperation, with international relations, marketing, accounting and financial administration. Students also undertake at least one year's training in Japanese, Chinese or Indonesian.

FUTURE DEVELOPMENTS

Language options available to students in the Schools of International Business Relations and Modern Asian Studies will be expanded with the introduction of Korean language courses from 1990. Planning for Korean studies continued throughout 1989. Feasibility studies on the introduction of Korean were conducted by Griffith's Key Centre for Asian Languages and Studies, and University representatives travelled to South Korea to investigate opportunities for staff and student exchanges between Korea and Australia, the possibility of contracting teachers to work in Australia and help develop curricula, the provision of books and other Korean teaching materials, and funding avenues. The University's commitment to Korean studies is in keeping with the Ingleton Report on Asian Studies in Higher Education, which calls for the expansion of Asian studies, including Korean, in higher education institutions, in the fight of Australia's growing links with Asian countries.

During 1989 the Division of Science and Technology finalised plans for the new Bachelor of Microelectronic Engineering degree to be offered in the School of Microelectronic Engineering from 1990. Students who undertake the four-year degree programme may choose to graduate after three years with the Bachelor of Microelectronic Technology degree. The new programme responds to an increasing demand in Australia for experts in microelectronic design and technology. It will teach the basic experimental, theoretical, computational and communication skills necessary for the practising electronic engineer, as well as develop an appreciation of Australia's position in the global arena of microelectronic and related engineering applications. The Bachelor of Microelectronic Engineering has been designed to meet the requirements for accreditation by the Institute of Radio and Electronic Engineers Australia, the American Institute of Electrical and Electronic Engineers and the Institution of Engineers, Australia. During 1989, new microelectronic facilities (with an estimated value of $5 million) were established to upgrade the programme were launched, providing Queensland's first microelectronic integrated circuit fabrication facility.

In 1989, the University was pleased to enter into an agreement with the Royal Queensland Aero Club (RQAC) which will lead to the introduction of Queensland's first combined science and aviation programme in 1990. The three-year programme will include science studies in the University's Division of Science and Technology and flying instruction by the RQAC. Graduates of the programme will hold a Bachelor of Science degree from the University, together with a Senior Commercial Pilots Licence, the basic qualification for pilots with major airlines. The programme will address a need identified by the Commonwealth Technical Education Commission in 1987 for courses that provide for more high-calibre pilots.

During 1989, the Division of Australian and Environmental Studies consolidated plans to offer a four-year Bachelor of Engineering degree in environmental engineering. The programme will emphasise the planning and management strategies for dealing with pollution and waste engineering. A major focus will be the management of liquid and solid wastes, air and noise pollution, and an ecological approach to the degradation of toxic and hazardous wastes to non-toxic end products. Through the programme, the University responds to a shortage of graduates in the workforce, and a need to address the problem of managing pollution and toxic and hazardous waste materials so as to meet environmental needs and constraints.
Planning for the new Bachelor of Behavioural Science degree programme to be offered by the Division of Health and Behavioural Sciences continued throughout 1989. The three-year programme, which will involve optional fourth-year studies, will prepare graduates for registration as psychologists or as specialists in the design, implementation and evaluation of strategies for enhancing human performance and promoting good health and safety in the workplace. Graduates will understand how to initiate, manage and evaluate changes in the workplace. Students will be able to specialise in either psychology or work and health. Psychology graduates are expected to pursue careers in both the public and private sectors, in such areas as vocational and personal counselling, personnel administration, training, organisational change and development, consultancy, community psychology and welfare work. Health graduates will be well-placed for careers in occupational health and safety, management and union consultancy, industrial relations and industrial advocacy, research, health policy development, and community health promotion.

During 1989, University representatives met with members of the nursing profession to develop programmes which will be offered by the Division of Health and Behavioural Sciences through its School of Nursing from 1991. A planned undergraduate programme in Nursing will take an interdisciplinary approach to nursing education by drawing upon psychology, sociology, science, law and health studies, and prepare graduates to be eligible for registration with the Board of Nursing Studies.

The University's plans to establish a professional School of Law in 1992 were encouraged during 1989 by support from members of the legal profession. The University will provide opportunities for the study of law with existing areas such as Asian or environmental studies and international business.

Planning was undertaken during 1989 for a new bachelor's degree programme in Mathematics and Statistics, proposed for 1991. The programme will concentrate, extend and give cohesion to courses already offered by the Divisions of Science and Technology and Australian Environmental Studies, to enable students to gain greater depth and specialisation in those areas.

STUDENTS

Participation and Equity

Under the Commonwealth Government's 1989 Higher Education Equity Programme, a very successful one-year full-time Course of Tertiary Access to Griffith University was designed by the University and the Logan College of TAFE specifically to provide the basis for entry to two programmes - the Bachelor of Science and the Bachelor of Informatics - at Griffith University. The pilot course was conducted at, and jointly funded with the University by, Logan College of TAFE. It was overseen by an Advisory Committee which included representation from the University, the College and the local community.

Subject content is based on relevant Queensland Board of Secondary School Studies syllabus documents, and has been developed by teaching staff at the College and the University. All students take three subjects: Fundamentals of Mathematics, Language and Study Skills, and, depending on which degree programme they wish to enter, either Principles of Science or Informatics. The pilot programme was offered full-time over a period of 30 weeks, including two one-week blocks in science or computing laboratories at Griffith.

The programme was located within Logan City, an area of low participation in tertiary education, and aimed to attract pre-year-12 school leavers, women and young adults requiring vocational retraining. The initial intake of 49 included 18 women, 5 people retraining due to injuries, 8 students with English as a second language, and 1 Aborigine. The computing strand was taken by 35 students, of whom 14 completed the course successfully. Science was nominated by 14 students, of whom six were successful in entering the School. A table illustrating these results is presented below.

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<th>SCIENCE</th>
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<th>TOTAL</th>
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<tr>
<td>Men</td>
<td>Women</td>
<td>Total</td>
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<tr>
<td>Initial Intake</td>
<td>8</td>
<td>6</td>
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<td>Completed</td>
<td>4</td>
<td>3</td>
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The University is committed to the programme as a means of extending opportunities for disadvantaged students and meeting equity goals. It will therefore aim to achieve as high a success rate as possible, and will provide remedial assistance and counselling during the students' first year of degree studies at Griffith.

Federal government establishment funding has been granted for further development of the programme in 1990, to allow a larger intake of students, who will be able to choose from four degree programmes in 1991 - the Bachelor of Science, the Bachelor of Informatics and the Bachelor of Microelectronic Engineering in the Division of Science and Technology, and the Bachelor of Science in the Division of Australian Environmental Studies, and, from 1992, the Bachelor of Environmental Engineering in the latter Division.

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In 1989, the University admitted 25 new Aboriginal and Torres Strait Islander students. Two of those students enrolled in Science, two in Computing and Information Technology, four in Asian and International Studies, eight in Humanities and nine in Commerce and Administration. The number of Aboriginal and Torres Strait Islander students at the University has increased steadily, as the following table shows.
GRADUATION CEREMONIES

A total of 775 bachelor's and postgraduate degrees were conferred at graduation ceremonies in 1989, 283 more than in 1988. Graduation ceremonies were held in April for each academic division. Guest speakers at the ceremonies included the Governor General, His Excellency The Honourable Bill Hayden; Chair of the Great Barrier Reef Marine Park Authority, Mr Graeme Kelleher; scientist and technologist Dr Robert Frater; and author Oodgeroo Noonuccal.

A highlight of the 1989 graduation ceremonies was the award of the degree Doctor of the University to Oodgeroo Noonuccal, for her outstanding service to the community. Formerly known as Kath Walker, Oodgeroo Noonuccal renounced her English name and returned her MBE in 1988 as a personal protest about Australia's bicentenary. A guest speaker at the University's graduation ceremony for the Division of Humanities, Oodgeroo Noonuccal spoke about the need for the education system to integrate and meet the needs of Aboriginal people. Pictured above are the Chancellor Mr Justice Macrossan (left) and Vice-Chancellor Professor Roy Webb congratulating Oodgeroo Noonuccal on her doctoral degree for service.

In 1989, the University was pleased to award the first Medal for Outstanding Service to Ms Flo Warren, an honorary fellow in the Division of Science and Technology. The Medal recognizes the enormous contribution to the University's work made by Ms Warren over the past decade through her voluntary tutoring in physics and chemistry to science students. Pictured above are the Dean of the Division of Science and Technology, Professor Roger Holmes (left) and Divisional Administrator Mr Wayne O'Donohue presenting Ms Warren with a momento of the award of the Medal at the Division's graduation ceremony held in April.

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 the 1988 bachelor degree graduates who responded to the survey, 56% had commenced full-time employment four months after graduation. This reflects the same access to the full-time labour market as in 1987. A further 23% were enrolled in further full-time courses of study. 89% were full-time employed or engaged in full-time study or unavailable for either, also the same as for 1987 graduates. Of those in full-time employment 52% were working in private commerce and industry (50% in 1987) with the organisations. As has been the case in previous years, a higher proportion of male bachelor's degree graduates proceeded to full-time employment than did females. Of those bachelor's degree graduates enrolling for further studies 37% of the female graduates enrolled in higher degrees compared with 51% of male graduates.

Careers and Counselling

A full-time Student Counselling Service was established in March 1989 with the appointment of two half-time student counsellors to provide personal counselling services to students. This Service replaced the previous part-time counselling service which had been in existence during the developmental and more recent years, provided in the University by a private practitioner engaged by the University.

The Careers and Employment Service hosted a total of 60 employer visits to the University during 1989. This compares with 42 such visits in 1988. A part-time and vacation employment officer was appointed for a limited term with funding from the Board of Community Services. This allowed the Service to establish contacts with potential part-time and casual work employers and set in place a more appropriate system for processing this type of enquiry than existed previously.
TEACHING AND STUDENTS

ANALYSIS OF GROWTH IN GRIFFITH UNIVERSITY STUDENT LOAD - 1984 TO 1989

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<td>TOTAL EFTSUs</td>
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<td>3450</td>
<td>3665</td>
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ALL STUDENTS BY AGE AND PROGRAMME LEVEL - 1989

<table>
<thead>
<tr>
<th>Age at 31 Dec. of previous Year</th>
<th>HIGHER DEGREE</th>
<th>OTHER THAN HIGHER DEGREE (including Honours)</th>
<th>ALL STUDENTS</th>
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% under 25 6.6% 7.6% 7.0% 72.1% 69.9% 71.0% 67.2% 67.4% 67.3%
### TEACHING AND STUDENTS

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| UNIVERSITY TOTAL                          | 1757   | 1361   | 1987   | 1621   | 2111   | 1753   | 2180   | 1828   | 2428   | 2204   | 2469   | 2572   |
RESEARCH FUNDING 1989

Attracting funds to support their research is an activity in which individual members of the academic staff play an active personal role. The University co-ordinates advice to researchers on sources of funding in public and private sectors, and supports applications for grants.

1989 saw the implementation of the Federal Government’s policy of disbursing all funds for research through centralised granting agencies. Funds previously allocated to the University as the Special Research Grant were withdrawn and these were redirected to the Australian Research Council (ARC) for allocation. The Government’s policy is aimed at funding more fully projects selected by external peer review processes in competitive granting rounds.

Griffith University researchers continued to perform well under the revised system and grants totalling $1,004,134 were awarded by the ARC in 1989, an increase of $460,000 over 1988 ARC funding levels. Sixty-six applications were submitted, compared with thirty-eight in 1988; and of these thirty-four were successful.

In addition to Australian Research Council funding, grants totalling $284,160 were made to the University by the National Health and Medical Research Council and $1,060,345 by other Commonwealth agencies. The University was awarded $2,694,724 in competitive granting schemes overall.

As part of its programme of initiatives in the area of research funding, the Federal Government introduced three new funding schemes during the year. These were the Australian Research Council’s Small Grants Scheme, the Research Infrastructure Funding Programme and the Postgraduate Industry Research Awards. The Small Grants Scheme allows institutions with a proven research capacity to select the research projects that they will support from a block grant. The Scheme aims to give institutions greater autonomy in the area of research management, allowing them to link grants more effectively to their research management plans and strategies. Griffith University received $401,500 from the Scheme for projects commencing in 1990, and was able to fund thirty projects under it.

In May, the Minister for Employment, Education and Training announced the new programme of funding for the maintenance and development of infrastructure. The purpose of this is to remedy, in part, the deficiencies in the area, and to bolster areas of current strength and immediate potential. Under the programme, the University received $227,000 as a block grant for 1990, and will bid for development grants on behalf of those areas of the institution from the former advanced education sector.

Three of the University’s researchers submitted applications to the new Postgraduate Industry Research Awards Scheme which aims to prepare researchers of high calibre for work in industry. Applications for the award are made jointly by the institution and an industry partner. Two of the three Griffith University applicants were successful in obtaining these prestigious awards for 1990.

During the year, the ARC called for submissions of national priority areas in research for 1991. The University drew the Council’s attention to the following areas, which while prominent in Griffith University’s own research profile also satisfy the ARC’s criteria for priority areas:

- Asian studies
- Australian studies
- Behavioural epidemiology
- Molecular biology and biotechnology
- Development of pharmaceutical agents from natural sources
- Advanced materials and new process technology

As part of the Griffith University Research Management Strategy, and in response to the Government’s call for selectivity and concentration in research funding, the University Programme Grant Scheme operated for the first time in 1989. The University’s Divisions were required to nominate areas of research strength for possible support under the Scheme, and eight programmes were allocated a total of $150,000 by the University.

In the competitive research grant rounds conducted by the University’s Research Committee $97,000 was awarded to projects by new researchers and $189,000 to senior researchers. Major Research Facility Fund awards to the value of $250,000 were also made by the Committee.

In August, staff of the Mount Gravatt campus of the Brisbane College of Advanced Education were invited to submit applications to the University’s 1990 project grants scheme, in anticipation of the amalgamation between the University and the Mount Gravatt campus in 1990. The new Division of Education at the Mount Gravatt campus was also invited to nominate areas of research strength for possible programme grant support.

As a commemoration of Sir Allan Sewell’s 18 years’ service to the governance of the University the Sir Allan Sewell Visiting Fellowship Award was established in 1989. It provides a grant for distinguished scholars from overseas who can make a significant contribution to the research and teaching activities of the University. Under the Award, Professor Ference Marton of Sweden was able to visit the Centre for the Advancement of Learning and Teaching in May.

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 publications and grants received during 1989 is provided in the 1989 Research Report. The following selection of research projects illustrates the diversity of research undertaken by faculty staff.

Improving Second Language Learning and Teaching at the Tertiary Level

A project which reflects national priorities concerning foreign language teaching at all levels of Australian education has been undertaken by Dr Ortrun Zuber-Scherritt, from the Centre for the Advancement of Learning and Teaching and Dr Mary Farquhar, from the Division of Asian and International Studies, in collaboration with Dr Marilyn McNemar from the University of Queensland. This study examines the reasons for the decline in numbers of students in Australia who persist in second language study, which continues to cause concern within both the educational and wider communities. It has contributed to research on attrition and it has theoretical importance because firstly, it introduces a theoretical framework into a field which has been almost exclusively atheoretical, and secondly, it further articulates the theory of continuing motivation and action theory. Future
development of the project will include action research into the development of communicative competence in Asian languages and cultures using video technology.

Cattle Virus Study

A debilitating disease that affects over ten million cattle in Australia alone is the focus of collaborative research being undertaken by Griffith University and the CSIRO. Babesia, a disease transmitted by ticks, is endemic in Australia and once it enters the red blood cells it produces severe symptoms - reduced milk production and weight loss - and high mortality in non-immune animals. CSIRO scientists had been concentrating on one or two species of the disease for almost 15 years, but now Griffith biotechnologist Dr Gillian Bushell from the Division of Science and Technology is studying the lesser known species Babesia bigemina. She is working closely with a team headed by Dr Ian Wright, Senior Principal Research Scientist with CSIRO, to understand the parasite at the molecular level and from there to develop a synthetic vaccine and improved means of diagnosis. Present methods of diagnosis are lengthy and require trained personnel, so the need is for a quick, accurate screening test as well as for a safe vaccine. Although Babesia is found throughout the world, this Australian project is leading the way and creating great interest, particularly in Latin American countries.

Marine Organisms in Cancer Research

Extracts and compounds obtained by Dr Ron Quinn, senior lecturer in the Division of Science and Technology, from marine organisms are now being tested on human tumour cells growing in tissue culture. Dr Quinn has been isolating bioactive constituents from marine invertebrates for some time. Because marine organisms are generally free of cancer, he saw them as potential sources of naturally-occurring anti-cancer drugs. The work has now taken a major step forward through collaboration with the Queensland Institute of Medical Research. Dr Quinn's work on the isolation of natural products, combined with QIMR's strength in cell biology, particularly human tumour cell studies, has allowed the applications of chemistry to be evaluated for potential new drug development. Before the collaborative studies began, Griffith University researchers had been able to isolate novel constituents and make them available to others to do the biological testing. Now it is possible to be concerned with the discovery of biological activity against human tumour cells, as well as the isolation and structural elucidation of the active constituents. Consequently an evaluation of the therapeutic potential may also be undertaken.

Dr Quinn's interests have also extended to the field of medicines from herbs, investigating Aboriginal remedies and Chinese medicine (with Xiao Peigen, China).

Study of Australian Soil Loss

Dr Grant McTainsh, lecturer in the Division of Australian Environmental Studies, is the leader of a team of scientists studying a number of aspects of soil erosion in Australia. Using combinations of visual observations, collection of dust particles, examination of data from meteorological stations and computer modelling, Dr McTainsh has studied particular events such as severe dust storms which originated in the Channel Country near Birdsville in 1987 and which affected areas as distant as Townsville to the north and the Southern Alps in New Zealand to the south. The objective is to quantify the amount of soil lost. Similarly the occurrence of dust haze conditions over Brisbane in the last twenty-five years has been studied with the aim of assessing the amount of sediment which passes over the city in a given time period. An important facet of Dr McTainsh's studies involves examining the extent of wind erosion over the last 50,000 years in an attempt to determine the naturally-occurring wind erosion patterns in Australia. An EW (effective moisture) index has been developed which can describe the extent of wind erosion, and when wind velocity data have been added an EM index is produced. A combination of both factors can discriminate between the natural and the man-induced erosion. Dr McTainsh's research team has recently been provided with a new instrument, the Multisizer, as the result of a major research facility grant of $50,000. This is the only such instrument in Queensland and as well as adding new dimensions to research into soil processes, it has enabled Dr McTainsh to provide consulting services to clients who require minute analysis of various products.

Confronting the Problem of Waste Disposal

Griffith University's Institute of Applied Environmental Research has provided an interdisciplinary team to advise on the environmental aspects of a new technology which converts common rubbish into lightweight aggregate suitable for use in building construction. John Ware, Greg Miller, Dr Rod Simpson and Dr Des Connell conducted initial tests of the process at the pilot plant developed in Brisbane by Neutralysis Industries Pty Ltd. As Stage One of the University team's contract, tests have been carried out to ensure that the product is not only environmentally safe, but also safe from an occupational health point of view. Neutralysis technology involves a four-stage firing process which converts pellets, composed of municipal washes mixed with clay, into a
vitrified light-weight aggregate. The firing process involved represents a significant technological advance over conventional incineration.

If the company is successful in its bid to dispose of the city's garbage for the Brisbane City Council over the next 15 to 30 years, it expects to set up at least six high-tech plants similar in design to its pilot plant at Rocklea. Griffith University's scientists will provide impact assessment from environmental, economic, social and technological viewpoints.

Promotional Opportunities for Women

Mr Phil Bolte, an organisational psychologist from the Division of Commerce and Administration, has investigated bias affecting success on the promotional ladder, and has looked particularly at perceptions of self-confidence in hiring and promoting female staff. While it is widely recognised that women are not well represented in senior management and professional positions, the barriers in selection or promotion processes have not been fully explored. The primary focus of the project, being undertaken with Dr Phyllis Tharenou of the University of Queensland, is the judgement made by others about women's self-confidence when being recruited or considered for advancement into higher positions, and the impact of such judgement on women's advancement opportunities. Self-confidence is often seen as an important attribute for leadership positions, for managing others and for performing more demanding jobs. A pilot study, preliminary to the four-part study proper, has been undertaken and has involved full-time workers and personnel practitioners and managers.

Oil and American Hegemony

Dr Javed Maswood, a senior lecturer in the Division of Asian and International Studies, is studying the relationship between American economic decline and the stability of international regimes. It has been argued by Charles Kindleberger and others that the stability of international regimes is dependent on the availability of strong hegemonic leadership and it has also been suggested that hegemony is partly a function of economic preponderance. Dr Maswood's research attempts to assess the validity of the proposition that American economic decline has also undermined its ability to exercise control within international regimes.

As a test case, Dr Maswood is studying the politics of the oil regime and the challenge mounted by the OPEC countries to a regime of low oil prices and one that was dominated by the oil majors. After considering the relationship of the oil majors to the home governments to justify application of regime theory analysis to the case of oil politics, the project looks at the Western response to the OPEC challenge to discern patterns of hegemony within the oil regime.

The case study looks at the processes which led to the creation of the International Energy Agency (IEA) as an association of oil consuming countries and the interactions between OPEC and IEA as determinants of future outcomes. The findings of the research suggest that the ultimate failure of OPEC to institute a regime favourable to its own interests was less a product of internal disunity within OPEC, as suggested by Robert Keohane, and more a product of American policies which obstructed OPEC attempts to exercise control within the regime. The findings imply that the fundamental nature of the international order is still determined by principles of hegemony rather than by 'post-hegemonic co-operation', as Keohane asserts and which has found ready acceptance within the discipline of International Relations.

The Decline in Western Family Size 1870-1939

Dr Judith Allen, a senior lecturer in the Division of Humanities, is researching the sharp decline in Western family size in the period 1870-1939. She contends that while past studies of this issue undertaken by demographers have attributed the decline to labour/workforce changes, it is in fact the changes in the circumstances of women which are the major cause of the decline. Dr Allen asserts that while economic rationalism is the guiding assumption of most contributors to the literature on population decline, the decline in family size cannot be explained without taking into consideration the crucial role of the history of sexuality. In examining the decline, she defines the essential historical questions surrounding it, such as: why did family size decline, why it happened when it did, and by what means and under what conditions did it occur. These questions are addressed by the project, with particular attention given to the circumstances of the bearers of children themselves during the period. Dr Allen's work grows out of her research on Canadian and Australian marriage, childbearing, and mortality during the period addressed by this project.

RESEARCH CENTRES

Important to the University's research activities are a number of allied research Centres or Institutes attached to the academic Divisions, which provide a focus for researchers with common interests and offer specialised services on a consultancy basis.

In 1989 the University established the new Centre for Applied Linguistics and Languages within the Division of Asian and International Studies. The Centre's functions will cover two areas: language programmes, and research and consultancies. Initially, the Centre will conduct language training and development programmes other than those leading to the award of a formal degree or diploma from the University. It also expects to offer short non-award courses in applied linguistics, undertake research and provide consultancy services in applied linguistics. A priority for the Centre will be to develop English Language Intensive Courses for Overseas Students (ELICOS), for which there is strong demand, and to seek accreditation for such courses. A University Development Bank loan of $300,000 was made to the Centre to enable it to commence operations.

CONFERENCEs

The first world symposium on Action Research in Higher Education, Government and Industry was organized by Dr Ortrun Zuber-Skerritt, of the University's Centre for the Advancement of Learning and Teaching. The symposium, held in Brisbane during March, attracted thirty academics from universities in Australia, New Zealand, England, Austria and Thailand, as well as executives from the public and private sectors. Dr Zuber-Skerritt is an authority in Australia on the theory and methodology of action research, which involves group inquiry into problems, employing analysis, strategic planning, reflective observation, critical evaluation and conceptualisation. Developed during the 1940s as a means of improving the social conditions in the workforce, action research stresses a collaborative means of problem solving and decision making with practitioners contributing on equal terms, rather than a top-down approach to management.
In June, the University hosted a conference organised by the Key Centre for Asian Languages and Studies, entitled *Asia in Australian Higher Education*. Some 150 delegates representing academia, industry, law and the media attended the conference. Discussions revolved around the Ingleson Report, released earlier in 1989. The Report, commissioned by the Asian Studies Council identified a low proportion of Australian students undertaking Asian studies or language, and emphasised that a higher level of Asia-literate or consciousness was essential for Australia to enjoy the full economic benefits of the fast-developing Asia-Pacific region. The Report contained 67 recommendations covering employer demand, the state of Asian studies and languages, teacher education and libraries. Conference delegates pledged to work to broaden the base of Asian languages and studies in the higher education system and to further improve the quality of programmes, and agreed to draw to the attention of the Federal Employment, Education and Training Minister, John Dawkins, key recommendations of the report. Speakers at the conference included Professor John Ingleson, from the University of New South Wales, and Dr Stephen Fitzgerald, Chair of the Asian Studies Council.

The University’s Institute for Cultural Policy Studies held a two-day seminar, *Moral and Pecuniary Rights*, in December. The seminar contributed to recent debates on copyright laws, and the right of copyright holders to alter a creation. The issue of moral rights for creators was publicised by Woody Allen in 1987 as he fought to save the black-and-white film ‘Casablanca’ from colourisation for television. Two American speakers, Professor Jane Ginsburg of the School of Law, Columbia University and Mr Jon Baumgarten, formerly of the US Copyright Office, brought seminar participants up-to-date on both sides of the case.

Other successful on-campus events during 1989 included the conference *Reason and its Other in Modern German Culture*, organised by Dr Dieter Freundlieb of the Division of Humanities, and a two-day international workshop on the dynamics of economic policy reform in southeast Asia and Australia, organised by the University’s Centre for the Study of Australia-Asia Relations.

**PUBLICATIONS**

Two public lectures held in 1989 as part of the University’s research lecture series were well attended.

The first was delivered in May by Professor Calvin Rose, a soil scientist and Foundation Professor in the Division of Australian Environmental Studies. The lecture, entitled ‘Soil conservation: from processes to practices to policies’, dealt with soil erosion and soil conservation in Australia. Acceleration of natural soil erosion processes through cultivation of the land threatens the sustainability of land use. The use of land for agriculture, pastures and timber production continues to be important to Australia’s economy. Both State and Federal governments recognise that land degradation, whether by water or wind erosion, by secondary salinity or soil acidification, are major concerns. Professor Rose argued that in addressing soil conservation issues, three levels of support are necessary: a knowledge and understanding of soil erosion processes in order to evaluate the effectiveness of soil conservation practices; biophysically sound and acceptable practices; and a framework of supportive, non-conflicting and integrated policies.

The principles by which Australians are governed, and the distribution of powers within that system, often become matters of dispute. Terms such as ‘the Westminster System’ and ‘separation of powers’ often receive different interpretations. The meaning of those terms and their application in Australia between 1975 and 1983 was explored by Professor Patrick Weller in the second public research lecture for 1989, entitled ‘Malcolm Fraser, the Westminster System and the Separation of Powers’. The lecture built upon Professor Weller’s study of the image and leadership style of Mr Fraser, in the book *Malcolm Fraser, PM: a study in Prime Ministership in Australia*, published in 1989. Professor Weller is Professor of Public Policy and Dean of the University’s Division of Commerce and Administration.

The Divisions of the University organised several public lectures during 1989. They included ‘Community access to the arts: a local government perspective’, delivered by Senator Margaret Reynolds and organised by the Institute for Cultural Policy Studies (Division of Humanities). In May, the Division of Australian Environmental Studies held the fifth and final Sabath Memorial Lecture, ‘Islands, snails and evolution: a case study of origins and extinctions in Polynesia’, delivered by Dr Michael Johnson of the University of Western Australia.
The most comprehensive tertiary text on Australian studies, the Oxford University Press publication *Australian studies: a survey*, has been compiled by Professor James Walter, Dean of the Division of Humanities. It is the result of ten years' teaching at Griffith University and it crosses disciplinary boundaries, showing how issues of concern to various disciplines - politics, history, literature - are related. It links various issues to Australian culture and society. In a series of linked interpretative essays, *Australian studies* surveys central questions in history, politics, studies, social history, political economy, gender studies, race relations and cultural studies. Designed to introduce key issues of current debate and to provide a guide to sources and resources, it will be a required text at Griffith and other universities as well as providing a useful reference at the senior secondary level. Contributors to *Australian Studies* were Dr Malcolm Alexander, Dr Judith Allen, Dr Patrick Buckridge, Dr Chilla Bulbeck, Mr David Carter, Dr Mark Finnane, Dr Stephen Garton (now at the University of Sydney), Associate Professor Brian Head, Mr Albert Moran, Dr Gail Reekie and Professor Walter.

In his book, *The politics of left-wing violence in Italy 1969-85*, Dr David Moss, a senior lecturer in the Division of Humanities, examines the rise and decline of the use of violence as a political tactic in Italy's most unstable postwar decade. Particular emphasis is given, first, to the attempts by members of 'terrorist' groups to make violence both meaningful and livable; and, second, to the efforts by political opponents, police and magistrates to identify accurately the organisations and ambitions of the users of violence. In showing how the failure to provision violence with a clear political meaning was an essential factor in its growth and disappearance in Italy, the author also suggests how the analysis of 'terrorism' in other contemporary contexts should be broadened.

The work of Dr Kees Hulsman and Ms Pat Dale from the Division of Australian Environmental Studies on their mosquito control research programme, conducted in the salt marshes of Albert Shire, has resulted in the publication by the Institute of Applied Environmental Research. *High tech society: the story of Western ideas about China*, examining sources and strategies to deal with it. Dr Lowe feels that there is no longer any serious dispute that the composition of the atmosphere is changing, and that the only serious dispute among scientific modellers concerns the speed of the change. The evidence is sufficiently convincing for action to be taken. Living in the greenhouse urges the community to band together and force politicians to take the situation seriously. Dr Lowe is convinced that community demand is the answer and he cites examples where governments have been influenced to make significant changes. The book offers consumer-wise advice to throw out the 'throw-away' mentality.

"Try to avoid disposable goods wherever possible: use cloth napkins instead of disposable ones, permanent cups or mugs instead of disposable cups, handkerchiefs rather than tissues, cloth tea towels rather than paper towels. The basic point is that it takes fuel energy to produce the goods you use, and the use of disposable goods gives a poor return on the fuel energy invested."

Mr Tom Forester, a lecturer in the School of Computing and Information Technology, is the editor of *Computers in the human context: information technology, productivity and people*. This publication may give some Australian managers pause as they assess the real effectiveness of high technology equipment in which they have invested. In an excess of enthusiasm and competitiveness, many people have tried to apply the new technology without knowing how to harness it to business strategies and work processes. Mr Forester, with a team of international experts, has produced a major reappraisal of the information technology revolution. *Computers in the human context* shows that although the economic benefits from information technology have been slow in coming, a more critical assessment of the social benefits of computerisation has also displaced much of the euphoria that greeted the arrival of the microchip in the 1970s. Another of Mr Forester's works, *High tech society: the story of Western ideas about China*, has been translated into Japanese and published in Tokyo.

*Living in the greenhouse* by the Associate Professor Ian Lowe, director of Griffith's Science Policy Research Centre, is a book written for the lay reader, explaining simply the making of the greenhouse effect, the implications and strategies to deal with it. Dr Lowe feels that there is no longer any serious dispute that the composition of the atmosphere is changing, and that the only serious dispute among scientific modellers concerns the speed of the change. The evidence is sufficiently convincing for action to be taken. *Living in the greenhouse* urges the community to band together and force politicians to take the situation seriously. Dr Lowe is convinced that community demand is the answer and he cites examples where governments have been influenced to make significant changes. The book offers consumer-wise advice to throw out the 'throw-away' mentality.

**In his book, Western images of China**, Professor Colin Mackerras from the Division of Asian and International Studies examines ways in which Westerners have perceived the China of the past and present. The author provides an evaluation of Western ideas about China, examining sources from history and the media, including literature, journalism, and the arts. In examining the notions that China constituted a 'model' for certain schools of thought, while at other times was viewed as a threat to western civilisation, Professor Mackerras reveals the effects which the power relations of today have had on Westerners' perceptions of China and the Chinese people.
STAFF APPOINTMENTS AND DISTINCTIONS

In 1989, a member of the University's Division of Science and Technology, Associate Professor Ian Lowe, was appointed to the Federal Government's Commission for the Future for three years. Associate Professor Lowe had acted as Director of the Commission in 1988. The Commission, a group of journalists, historians, scientists and business and industry representatives, debates and informs the public about issues in science and technology which have significant social, economic or political implications for the future. A specialist in the Greenhouse Effect and Energy policy, Associate Professor Lowe is the first Queenslander to join the Commission.

In 1989, Professor Hiram Caton, a Professor of Politics and History in the Division of Humanities, became the first recipient of the University's degree of Doctor of Letters. The award recognises an original and substantial contribution of distinguished merit which adds to the knowledge and understanding of a branch of learning with which the University is concerned. Professor Caton was awarded the Doctor of Letters for his book The politics of progress: the origins and development of the commercial republic 1600-1835, published in 1988.

Mr Jim Cox ended a thirty-five-year career as a professional librarian in 1989 with his retirement from the positions of Director, Division of Information Services and University Librarian. Since joining Griffith as University Librarian in 1983, and in his capacity of Director of Information Services from 1988, Mr Cox has had a major impact on the operation of the Library and computing administration during a time of unprecedented growth in student numbers and course offerings. In 1984, he instigated a review of the Library organisation and functions which resulted in improved integration of acquisitions and cataloguing activities as a basis for a move by the University into comprehensive online computer-based Library information systems. Under the leadership of Mr Cox, the Library began in 1985 and 1986 to develop proposals for an on-line integrated Library information system to provide a more effective and efficient vehicle to support Library acquisitions, cataloguing, circulation services and direct access by the Library's users to its bibliographic databases and national systems of bibliographic data. This work led, in 1989, to the commencement of both Circulation and OPAC modules of this system. Since 1988, Mr Cox presided over the coordination of the Library and Information Technology Centre, responsible for all central computing functions of University administration.

Professor Tom Nguyen took up the position of Professor of Economics in the Division of Commerce and Administration in January. Professor Nguyen holds a Bachelor of Arts degree from Saigon University, a Bachelor of Arts with first class honours from the Victoria University of Wellington, and a PhD in economics from the Australian National University. Prior to coming to Griffith, Professor Nguyen was a senior lecturer in economics at the University of Adelaide. He has also taught at the Victoria University of Wellington, the Australian National University and the University of Illinois, and has worked for the Reserve Banks of Vietnam and New Zealand and the Australian Public Service as a Senior Research Officer and Officer-in-Charge of the Macroeconomic Analysis Section. Professor Nguyen's interests include the analysis and simulation of dynamic macroeconomics models and the monitoring, reporting and forecasting of macroeconomics developments in Australian and overseas economies. He also has a strong interest in comparative economic growth and the application of computer programming, econometrics and operations research to economics problems. At Griffith, he hopes to continue recent research on exchange rates and macroeconomics of a small open economy. His work has also examined the comparative economic growth performance of Australia compared to other developed economies and developing economies.

The appointment of Professor John O'Gorman to the University's first Chair in Psychology was announced late in 1989. Professor O'Gorman, a graduate of the University of Queensland, has been Head of the Department of Psychology at the University of New England. He leaves that position to take up duties in Griffith's new Division of Health and Behavioural Sciences in January 1990. Professor O'Gorman's research interests focus on psychophysiology - examining the relationship between behaviour and physiology, such as the link between stress and cardiovascular disease.

The first woman Professor in the University, Professor Helen Hardacre was appointed to a Chair in Japanese Studies and will commence duties in the Division of Asian and International Studies in 1990. She has also been appointed Head of the School of Modern Asian Studies to succeed Professor Colin Mackerras. Professor Hardacre comes to Griffith after nearly ten years at Princeton. Her special area of study is contemporary Japanese society and she has four books published on religion and Japan. She has spent seven years living in Japan.

Late in 1989, Ms Margaret McNamara resigned from the position of Schools Liaison Officer, which she had held for seven years. During that time, Ms McNamara actively promoted the University through some 150 visits to Queensland secondary schools each year, and by organising annual Winter Schools and visits to schools by academic staff. She encouraged many local and overseas students to select Griffith University and followed them through their Griffith studies. Ms McNamara is pictured conducting her last information session on the University to students at Lourdes Hill College in Brisbane.

In 1989, a senior lecturer in the Division of Humanities, Dr Ian Hunter, was one of four Queensland academics to receive a prestigious Fulbright Award for 1989/90. The postdoctoral fellowships are offered by the Australian-American Education Foundation on an exchange study basis. Dr Hunter travelled to the United States of America in December, to spend up to six months at the English Department of the University of California, Berkeley. Whilst there, he will address a number of conferences, and continue research on the history of the cultural critic as a social personality.
focusing on the notion of the aesthetic personality as a particular kind of social 'mask'.

Dr Ortrun Zubor-Skerritt, a senior lecturer in the Centre for the Advancement of Learning and Teaching, was awarded the International Cultural Diploma of Honor by the American Biographical Institute in 1989. The Diploma was for five separate achievements - Dr Zubor-Skerritt has two PhDs; has edited a series of books and videos on Australian playwrights; has organised an international conference on action research in higher education, government and industry; is a fellow of the International Biographical Association, Cambridge; and is a senior lecturer in higher education.

In 1989, the Chinese Academy of Science in Beijing bestowed China's highest honour for a foreign scholar on Professor Ho Peng-Yoke, a foundation professor of the University and a staff member of the Division of Asian and International Studies. Professor Ho, a specialist in the history of East Asia science, was awarded a rare honorary professorship in the Academy of the History of Natural Sciences. The Chinese Academy of Science is an off-shoot of the Chinese Academy Sinica, of which Professor Ho became Australia's first elected member in 1988. Staff and students were sad to see Professor Ho leave in November to take up a directorship of the Needham Research Institute at Cambridge University.

SAFETY

The University, because of the great diversity of its activities, is open to a wide range of health and safety hazards. The University's commitment to providing a healthy and safe workplace was reflected by the promulgation in 1989 of a policy on health and safety.

The University's Safety Committee established a working party during 1989 to examine the implications for the University of Queensland's Workplace Health and Safety Act, introduced in July.

During the year around 300 staff members attended a variety of on-campus health and safety courses, including prevention of back and oversite ('R.S.L.') injuries, chemical safety, stress and how to quit smoking. Cholesterol testing was attended by almost half the staff.

The University's programme to prevent muscle joint injuries showed even better returns in 1989, with an increase from 4% (1987/88) to 3.5% (1988/89) merit bonus from the Workers Compensation Board (50% being the maximum achievable).

STAFF AND INDUSTRIAL RELATIONS

The increasing industrialisation of the tertiary education sector employer-employee relations seen in 1988 continued throughout 1989, and was marked by the University's involvement in a range of negotiations with various general and faculty staff unions. In particular, extensive negotiations took place on issues associated with the impending transfer to the University on 1 January 1990 of the Mount Gravatt campus of the Brisbane College of Advanced Education. Preparations for the transfer of the campus' 250 staff to the University represented a major personnel management and industrial relations challenge because of the wide range of matters affecting staff, differences in award provisions for salaries and employment conditions, and the inevitable concern and uncertainty felt by all staff concerning the impact of the transfer on their personal working life. All preparations for the transfer were completed on schedule and indications are that the transfer will proceed smoothly.

Negotiations with State Unions on the implementation of the general staff Second-Tier salary increase agreement took place throughout 1989. In December, final agreement was reached between the universities on the details of a personnel management package comprising new policies and streamlined procedures in the areas of voluntary early retirement, staff performance assessment, redundancy, unsatisfactory performance and misconduct, and redeployment/termination of employment on the grounds of ill health. The University intends to implement these new policies and procedures early in 1990.

Work on award restructuring for both general and faculty staff commenced in the latter half of 1989. Although faculty staff at all institutions are covered by Federal Awards, general staff have to date been subject to respective State Awards. Griffith University, the University of Queensland, and James Cook University of North Queensland are partners to the University Employees (General Staff) Award - State (Qld) together with 23 State-registered unions. The large number of unions with coverage of university staff has made the universities' dealing with the unions both cumbersome and inordinately time-consuming. Griffith University therefore agreed with other higher educational institutions to seek Federal Award coverage for general staff and rationalisation of union coverage of staff based on an industry approach - rather than the traditional employment category approach.

On 19 December 1989, in proceedings in the Australian Industrial Relations Commission, Griffith University was included as a party to the new Higher Education General and Salaried Staff (Interim) Award. This represented a major step forward in the restructuring process which is expected to continue well into 1990.

AFFIRMATIVE ACTION

The University's affirmative action programme progressed in 1989 following the adoption of Phase II of the Management Plan late in 1988. A critical feature of this plan is the devolution of responsibility for implementation to all levels and all staff of the University. In this context, Divisions of the University are required to develop their own plans for affirmative action and to report on progress each year. Some of the Divisions' achievements during the year are listed below.

Financial Management Workshops

In 1989, the Division of Asian and International Studies held discussions with women on staff In order to identify affirmative action issues. As a consequence, a consultant from the Women's Investment Network presented a seminar on personal financial planning, which the Division intends to make an annual event.

The University also conducted a seminar on financial planning open to all staff as part of the implementation of the Affirmative Action Management Plan.

Representation of Women in Senior Management

A major concern of the Management Plan, reflected in a number of objectives and actions, is the role women play in the management of the University, as executives or in roles of responsibility and on committees.

A significant achievement in the Division of Commerce and Administration in 1989 was the increasing profile of women in higher levels of responsibility in the Division. A number of significant committees were chaired by women: the
Admissions, Staff, and the Programme Planning and Review Committees. The two positions of Deputy Dean, Personnel and Staffing and Academic Planning and Equipment were both held by women in 1989.

**Child Care**

The adequacy of child care facilities had been identified as a critical factor in encouraging women to accept employment and develop careers at the University. The Management Plan had allocated responsibility for developing a ten-year plan for child care provision to the University's Board of Community Services. The plan is to include a proposal for increasing child care centre places by at least 20 children (equivalent full-time places). As a basis for formulating the ten-year plan, the Centre for the Advancement of Learning and Teaching was commissioned by the Board to survey in 1989 all staff and students to determine the real demand.

In 1989, the Board applied to the Brisbane City Council to increase the licence of the Child Care Centre from 40 to 45 full-time places. The success of this application has meant that the actual utilisation rate of the Centre has been increased to a level closer to its approved federally funded ceiling of 40 places (equivalent full-time places).

The University introduced a Re-entry Fellowship for Women in 1988 as part of its Affirmative Action plan. The Fellowship aims to enable women whose academic careers have been interrupted to undertake intense postdoctoral research and improve their chances of gaining academic appointments. 1989 saw the second award of the Fellowship to Dr Margaret Chapman (pictured above). A move from Canada to Australia in 1981 and family responsibilities interrupted Dr Chapman's research interest in land degradation in third-world countries, and her study in Latin America and Indonesia of the ways in which traditional societies manage their environment. Under the Fellowship, Dr Chapman intends spending the next two years carrying out research - including fieldwork and interviews - on the Lockyer Valley's land degradation problem, concentrating in particular on the relationship between land clearing and revegetation, and salinity.

### STAFF/STUDENT RATIOS - 1984 TO 1989

<table>
<thead>
<tr>
<th>Year</th>
<th>Student Load EFTSUs</th>
<th>Equivalent Full-Time Teaching and Research Staff</th>
<th>Student Load to Staff Ratio</th>
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<tr>
<td>1989</td>
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<td>282</td>
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### DISTRIBUTION OF STAFF ACROSS DIVISIONS AND CENTRES

- Division of Humanities 88.1
- Division of Science and Technology 13.2
- Centre for the Advancement of Learning and Teaching 27.8
- Division of Information Services 69.7
- Division of Asian and International Studies 70.0
- Division of Australian Environmental Studies 105.1
- Division of Commerce and Administration 93.6
- Vice Chancellor's Office 13.0
- Service and Support Operations 44.1
- Facilities 62.8
- Secretariat 40.6
- Business Management 52.5
ACTIVITIES FOR SECONDARY SCHOOL STUDENTS

The annual Winter School, held in June, once again enabled Year 12 students to gain first-hand experience of University life. Day and resident students spent three days becoming familiar with the campus and meeting students, faculty staff and administrators. As in previous years, students attended a wide range of lectures and participated in sporting and social events and careers information and counselling sessions. The Winter School is not only an important way of introducing students to the University, but of assisting them to choose the area of academic study that they wish to pursue.

Arrangements were made through the Schools Liaison Officer for 39 groups from schools throughout Queensland and northern New South Wales to visit the University. Some requested activities to match particular interests; others required more general information and an introduction to the campus and its facilities, particularly accommodation.

A full day’s briefing for Secondary Guidance Officers in training was held in March and a meeting of the Student Advisers Committee was held at Griffith in June, both occasions providing the opportunity to promote new programmes and generally familiarise these influential groups with features of the University.

During 1989, the Division of Australian Environmental Studies held a competition to find the most environmentally aware school in the Brisbane South region. The competition, introduced in 1988, is open to Year 11 and 12 classes in schools from South Brisbane east to Wynnum and south to Springwood. $1,500 prize money was donated by the Queensland Department of Conservation and Environment. Projects submitted by schools were judged on the written presentation of the proposal, the value of the project to the community, its conservation value and environmental awareness, the long-term benefits of the work and student participation in planning and running the project. Springwood High won the University’s Environment Award with its Koala Canteen project which developed an extensively forested area of native trees to extend the habitat and diet of local koalas. A large and healthy koala population now lives in the area of the school and students plant to plant another 300 to 400 trees and develop a wetlands area at the front of the school. Runners-up in the competition were Runcorn State High School for its wetlands project and Wynnum State High School for its beautification project. Mt Gravatt South State School and Aspley Special School received special encouragement awards.

OPEN DAY

The University’s Open Day, held in August, set a record attendance in 1989, with an estimated 6,500 parents and students from throughout Queensland visiting the campus. Open Day, which is held each year, provides a valuable opportunity for prospective students to gain an insight into the University’s teaching programmes and facilities. Popular events at the 1989 Open Day included a display by marketing students which compared different products, a screening of films produced by Humanities undergraduates, and a chemistry magic show conducted by the Division of Science and Technology. Open Day coincided with the seventh annual Indonesian and Chinese Language Speech Contest for students from south-east Queensland Secondary Schools, organised by the Division of Asian and International Studies.

GRIFFITH ARTWORKS

Griffith Artworks, located on the University campus, is a community-access arts centre, and a resource for local and visiting artists who require specialised equipment and studio space. The Centre also coordinates the Griffith University Art Collection and a programme of public concerts, residencies, exhibitions and community arts projects. It is a non-profit organisation, with association open to any member of the public who supports its aims. Administrative funding is provided by the University, while special projects are funded via subscription, donations from commerce and industry, by the Queensland Government through the Minister for the Arts, and by the Australia Council, the Federal Government’s arts funding and advisory body.

During 1989, the Griffith Artworks studios and community-access video post-production facility were used by a wide range of community and on-campus groups, individual artists and members of the University. Facilities for silkscreen printing, fabric printing and poster-making, linocut and woodcut, lithography, etching, photographic developing and printing, pottery, and film and video were also used regularly during the year. The number of teaching workshops conducted by Griffith Artworks increased from 21 in 1988 to 31 in 1989.

The Griffith University Art Collection is an important way of integrating works of art into the experience of the community, both on and off campus. Works and exhibitions from the Collection are available for loan by arrangement to other institutions.

The University Art Collection has expanded to over 1,000 items since the University was established in 1975. The Collection has continued to focus on works on paper by contemporary Australian artists, with additions being made to the diverse range of drawings, paintings, prints, photographs, sculptures and ceramics already acquired. Works from the collection are exhibited in designated gallery spaces throughout the University, while special exhibitions are held in the Central Theatres Gallery.

Earlier in 1989, works from the Collection were shown at the Queensland Premier’s Department. During 1989, 46 new works were purchased for the collection, with expenditure totalling approximately $15,000. A grant of $10,000 was received from the Visual Arts/Craft Board of the Australia Council to purchase contemporary Australian photographs for the Collection.

Exhibitions organised by Griffith Artworks continued to be popular during 1989. They included ‘Second Sight’, a collection of works by University staff and students, and an exhibition of recently-acquired works from the Australian Bicentennial Print Folio. Artworks’ series of lunchtime concerts were also well attended during the year.

Other highlights for Griffith Artworks in 1989 were:

- the completion of a major outdoor sculpture by Rockhampton artist William Yaxley. The concrete sculpture was commissioned by the University and was assisted by a grant of $7,000 from the Visual Arts/Craft Board of the Australia Council. This installation has now become the focal point of a new landscaping project which has enhanced the appearance and public use of the area next to Central Theatres on the University campus;

- a new on-campus mural, located on the wall of the Griffith Artworks building, which was co-ordinated by
THE UNIVERSITY AND THE COMMUNITY

Artworks on behalf of the University’s Board of Community Services, the Griffith University Aboriginal and Torres Strait Islander Unit, the Griffith University Union of Students, and the Griffith University Women’s Group;

• completion of ‘Looking at Logan’, a Bicentennial community design project which aimed to identify issues of concern to residents of the Logan City community.

From August to October 1989, Griffith Artworks hosted as artist-in-residence Aboriginal artist Judy Watson, who produced an exhibition of works on paper, canvas and wood which was held in the University’s Central Theatres Gallery in October. 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 Watson delivered a public lecture at the University, was involved with painting an on-campus mural, and assisted a number of local Aboriginal arts committees.

INFORMATION OFFICE

In 1989, the University’s Information Office continued to be a focus for the University’s public relations work with the wider community and with graduates and former staff of the University through the Alumni Association.

A recurring theme in the public relations work of the office, particularly during the second half of the year, was in communicating developments associated with the University’s merger with the Mount Gravatt campus of the Brisbane College of Advanced Education to staff, students and the general public.

The publication of the monthly newspaper, Griffith Gazette, a wide range of media liaison work associated with projecting the work of the University to the wider community, and the continuation of a visits programme to the University have in each case served to enhance the flow of information about the University’s expanding academic profile and research. A major initiative during the year was the use of a four page advertising feature in The Courier-Mail timed appropriately in December to provide relevant information to prospective Griffith students about the range of new and continuing programmes available in 1990.

The organisation of official opening ceremonies for the Microelectronics Research Facility and the Laser Atomic Physics Laboratory in the Division of Science and Technology and ‘Carnarvon’, the extension to the student residential complex known as Toohey Village provided opportunities for guests to see tangible evidence of the expansion of the University and its unique facilities.

To improve the accessibility of academic staff to the media, the Information Office produced and distributed a Media Contact Guide as a reference for journalists and other community groups wishing to utilise the diversity of academic and research expertise available throughout the University. By year’s end, planning was well advanced on the production of a new magazine, Griffith Researcher, designed to enhance the appreciation of the work of University staff in commissioned research and consultancies among client groups in both the public and private sectors. This publication is scheduled to appear for the first time early in 1990 and is targeted to assist the University’s marketing and consultancy unit, Griffith Research Services, in linking the needs of clients with available expertise.

Membership of the University’s Alumni Association continued to grow throughout 1989. The Association Executive has been the catalyst for the development of a Business Directory of Alumni members, designed to foster interaction among members through the listing of their expertise. The first edition, with more than 350 entries, was in print at the end of 1989.

The University’s Alumni Association helped during Orientation Week to sell lab coats and safety glasses to science students. The Association encourages graduates, past students and staff to keep in touch with the University. Pictured above are Alumni Mr Kev See, former Business Manager of Griffith University, and first-year science student Mr Richer Feril.
In 1989 the University's Facilities Division hosted the Australian Vice-Chancellors' Committee's conference on 'Facilities Management in Australasian Universities'. Participants came from all Australian States and New Zealand as well as the United States of America. During the highly successful Conference, an Australasian Chapter of the Association of Physical Plant Administrators (APPA) was formed. Griffith's membership of this body will enable it to keep up-to-date with the facilities management profession throughout the world.

The University's Facilities Division gave its highest priority over the year to undertaking the effective maintenance of the University's fabric. Building Maintenance Costs totalled $808,000 or about $11.55 per sq. metre. This spending is equal to about one percent of the replacement building costs for the University, a level which is regarded as the minimum necessary to effectively maintain a group of institutional buildings.

Cleaning and landscaping costs continued to be among the lowest of all universities in Australia, largely because of the use of contract cleaning and the maintenance of natural bushland areas on the site rather than large expanses of lawn and gardens. Work in the energy management area continued throughout the year with the annual expenditure on electricity remaining constant in actual dollars (at about $550,000) from 1988 to 1989, despite another large increase in student numbers.

Towards the end of the year, the University completed the construction of a 383 place, $2.5 million, multi-storey carpark which will be financed entirely through parking fees. The construction followed a comprehensive survey of opinion of the University community. The survey revealed that the majority of people were very concerned about the natural environment and were prepared to pay higher fees for the construction of a multi-storey carpark which would require much less clearing of the bushland than would surface carparks.

CAPITAL PROJECTS

At the end of the year, the $7 million Asian and International Studies Building which includes two large lecture theatres (400 and 200 seats) neared completion.

In September, work began on the State-funded $3.5 million Health Sciences Building which will allow the University to introduce nurse education in 1991.

Planning began for a $6.8 million extension to the Information Services Centre which will provide much needed space for expansion of the University's Library, and Information Technology Centre.

Commonwealth funding has also been foreshadowed from 1991 for the construction of a University Centre to assist the University in its amalgamation with the former Mount Gravatt campus of the Brisbane College of Advanced Education.

Earlier in the year, students moved in to the new residential accommodation building known as Carnarvon Residence. The building provides 80 places in four-bedroom, self-contained flats. The $2.2 million project was financed by the University with repayments to be made from rental income.

Pictured above, Griffith University Chancellor Mr Justice Macrossan leads Director of Housing and Conferences Beverley Angus, Queensland Education Minister Brian Littleproud and Vice-Chancellor Professor Roy Webb on an inspection of the new Carnarvon student residence, opened in September 1989.
Details appear below of detachments of staff on Outside Studies Programmes, Research Programmes, Conference Detachments and Special Duties Programmes.

DIVISION OF ASIAN AND INTERNATIONAL STUDIES

Dr Reiko Atsumi spent six weeks on an Outside Studies Programme in Japan, conducting research for a project on married working women and female students.

Funds: Griffith University and private

Mr Bernard Bishop spent one week on Conference Detachment to attend the 11th LAWASIA Conference in Hong Kong, and visited the Asian Development Bank and Ateneo University Law School in the Philippines.

Funds: Griffith University

Dr Margaret Bocquet-Siek presented a paper to the Asian Studies Association of Australia/Centre for Advanced Studies/Institute of South East Asian Studies Conference in Singapore while on four days’ Conference Detachment, and then, on eight days’ Inter-Semester Research leave, she visited Indonesia to select and purchase recently published materials for teaching and research.

Funds: Griffith University and private

Dr John Butcher took two weeks’ Conference Detachment towards the end of 1988 to attend a conference in Spain, which was organised by the Wenner-Gren Foundation for Anthropological Research. He presented a paper related to the theme of the conference, which concerned new perspectives on the study of colonialism.

Funds: Wenner-Gren Foundation for Anthropological Research

Dr Lawrence Crissman spent seven months on an Outside Studies Programme, during which time he spent six months as a Visiting Scholar in the East Asia Program at Cornell University in Ithaca, NY, researching the requirements for establishing a geographical information system for China. He also attended the International Anthropological and Ethnological Sciences Congress in Zagreb, Yugoslavia, at which he presented a paper.

Funds: Griffith University and private

Dr Edmund Fung spent one month on Inter-Semester Research Leave at the Hong Kong University researching the Kowloon Walled City Incident of 1948, and taking part in seminars at the Centre of Asian Studies at that university.

Funds: Griffith University

Professor Ho Peng-Yoke spent one week on Conference Detachment to present a paper to an international conference on Chinese history at the National Taiwan University.

Funds: National Taiwan University and private

Professor Ho Peng-Yoke spent two weeks of an Outside Study Programme at the Needham Research Institute, Cambridge, and three months at the Academia Sinica in Taipei, where he worked on the history of Chinese science.

Funds: National Institute for Research Advancement, Tokyo, and Academia Sinica, Taipei

Mr George Kutash spent two months in Japan and Hungary on Inter-Semester Research Leave collecting Japanese language teaching material for use in the Japanese language teaching programme, and consulting with colleagues on language teaching.

Funds: Private

Professor Colin Mackerras spent one week on Conference Detachment to attend a Conference on Contemporary China, sponsored by Taiwan’s Institute of International Relations, where he presented a paper on drama and politics in mainland China in the 1980s.

Funds: Institute of International Relations and private

Professor Colin Mackerras spent 11 days as an external examiner in the Department of History at the University of Hong Kong.

Funds: University of Hong Kong

Professor Colin Mackerras spent a week on Conference Detachment to present a paper on Western images of Chinese music drama to the 8th New Zealand Conference on Asian Studies held at the University of Canterbury in Christchurch.

Funds: Griffith University and private

Professor Colin Mackerras spent one month in Beijing on Special Duties filming with the Australian Broadcasting Corporation for an ABC/Griffith University joint production television series.

Funds: Asian Studies Council and Australian Broadcasting Corporation

Ms Indrawati Zifirdaus spent two weeks on Conference Detachment to attend the New Directions in Asian Studies Conference held in Singapore, organised jointly by the Asian Studies Association of Australia, the Centre of Advanced Studies of the National University of Singapore, and the Institute of Southeast Asian Studies. She presented a paper on the content of Indonesian language textbooks used in Queensland schools.

Funds: Griffith University and private

DIVISION OF AUSTRALIAN ENVIRONMENTAL STUDIES

Dr Angela Arthington spent one month on Special Duties and Conference Detachment, during which time she participated in research discussions at the Ministry of Agriculture and Fisheries in Christchurch, NZ, reviewed the Information Resource Centre of the NZ Fishing Industry Board, and conducted research at Santa Barbara, USA.

Funds: Griffith University

Dr Stuart Bunn spent two weeks on Conference Detachment to attend the 24th Congress of the International Society of Theoretical and Applied Limnology in Munich and visit the Swiss Federal Institute for Limnology (EAWAG) in Zurich.

Funds: Griffith University and private

Dr Stuart Bunn spent three weeks on Inter-Semester Research Leave at the University of Waterloo, Canada, working on an experimental study of stream invertebrate communities.

Funds: Private

Dr Carla Catterall spent one week on Conference Detachment to participate in Japanese National Bird Week, where she had been invited to present a public lecture on the theme humans and wild birds.

Funds: Japanese (Saitama) Prefectural Government
REPORT ON OVERSEAS TRAVEL 1989

Dr Palahela Dayananda spent five months on an Outside Studies Programme in the USA, where he conducted research on diseases in natural pastures, and on AIDS.

Funds: Griffith University

Dr Darryl Hawker spent two weeks on Conference Detachment, to attend a three-day meeting of experts from Germany, France, Switzerland and Holland, at the OECD (Environment Directorate - Chemical Division). The meeting was to finalise a test on test procedures for photochemical oxidative transformation of organic chemicals in the atmosphere.

Funds: OECD

Mr Reg Henry spent four weeks on a Special Duties Programme at UNESCO Headquarters in Paris, France, where he prepared background papers for courses to be conducted by UNESCO in the Asia and Pacific region, and held discussions regarding environmental policy.

Funds: Private

Dr Darryl Jones spent three weeks on Special Duties and Conference Detachment to present a paper to a meeting of behavioural ecologists at Queen's University, Ontario, and to participate in a scientific expedition to study the reproductive ecology of arctic birds.

Funds: Queen's University, Ontario, and private

Professor Calvin Rose spent three weeks on Special Duties Detachment to review progress and assist research development on an Australian Centre for International Agricultural Research project of which he is the Director. The project, on the management of soil erosion for sustained crop production, is being carried out by agencies in Thailand, Malaysia and the Philippines.

Funds: Australian Centre for International Agricultural Research

Dr Ralph Shapiro spent four weeks at University of Queensland Medical School teaching occupational health to 4th and 5th year medical students, and one week at the Prince of Songkla University Medical School in Southern Thailand, where he lectured and held discussions with medical staff.

Funds: University of Queensland Tropical Health Programme

DIVISION OF COMMERCE AND ADMINISTRATION

Mr James Atkinson spent two weeks on Conference Detachment in New Zealand, where he attended the Annual Conference of the Australian Institute of Tertiary Education Administrators, held at the University of Auckland.

Funds: Griffith University and private

Mr Bob Collins spent one week on Conference Detachment in New Zealand, where he attended the Annual Conference of the Australian Institute of Tertiary Education Administrators, held at the University of Auckland.

Funds: Griffith University and private

Ms Titi Gill spent three months on an Outside Studies Programme collecting material on small state political and economic relations. In Finland, she visited universities in Helsinki, Turku and Jyvaskyla, and in Hungary talked with policy makers from the Department of Foreign Affairs, union peak organisation officials, and colleagues from Eotvos Lorand University in Budapest.

Funds: Griffith University and private

Professor Ferdinand Gul spent 10 days on Conference Detachment in Hawai'i, where he attended the Annual American Association Conference, and participated in professional development courses.

Funds: Griffith University

Ms Alison Harris spent one week on Conference Detachment in New Zealand, where she attended the Annual Conference of the Australian Institute of Tertiary Education Administrators, held at the University of Auckland.

Funds: Griffith University and private

Mr Simon Hoy spent 10 days on Conference Detachment at the First Asian-Pacific Conference on International Accounting Issues, held at the California State University - Fresno. He also took part in discussions on the development of centres for international accounting, and on developments of the National Accounting Student Body in the USA.

Funds: Griffith University

Ms Liz Jones spent 18 days on Special Duties in Malaysia and Singapore to meet with academics to discuss and develop studies for researching the communication problems of overseas students from those countries who are studying in Australia.

Funds: Private

Ms Cecilia Lambert spent 10 days on Conference Detachment in Hawai'i, where she attended the Annual American Association Conference, and participated in professional development courses.

Funds: Griffith University and private

Professor David Limerick was absent for five months on an Outside Studies Programme in Canada and the UK. He spent three months with the Department of Management at the University of British Columbia in Vancouver developing a research project into the retraining of 50-year-old workers, and visited the University of Warwick and a number of British organisations to investigate current developments in organisational change.

Funds: Griffith University and private

Mr Rob McQueen spent two weeks on Conference Detachment in Quebec City, Canada, to attend the Learned Societies' Conference, and to present a paper to the Law and Society Society on the history of company law.

Funds: Griffith University and private

Dr Claran O'Faircheallaigh spent three weeks on Conference Detachment and a Special Duties Programme. He presented a paper to the Second International Mining History Conference held at Bochum, West Germany, and visited research centres and university departments in Canterbury, Dublin and London.

Funds: Griffith University and Centre for Australian Public Sector Management

Mr John Pragasam spent ten days on Conference Detachment to attend the Annual American Accounting Association Conference in Hawai'i, and to participate in professional development workshops.

Funds: Griffith University