



ANU

THE AUSTRALIAN NATIONAL UNIVERSITY

ANNUAL REPORT



2008

THE AUSTRALIAN NATIONAL UNIVERSITY

ANNUAL REPORT 2008

FURTHER INFORMATION ABOUT ANU

Detailed information about ANU is available from the University's website: www.anu.edu.au

For course and other academic information, contact:

Registrar, Division of Registrar and Student Services

The Australian National University

Canberra ACT 0200

T: +61 2 6125 3339

F: +61 2 6125 0751

For general information, contact:

Director, Marketing Office

Office of the Vice-Chancellor

The Australian National University

Canberra ACT 0200

T: +61 2 6125 2252

F: +61 2 6125 5568

Published by: The Australian National University

Produced by: Marketing Office, Office of the Vice-Chancellor
The Australian National University

Printed by: University Printing Service

The Australian National University

ISSN 1327-7227

April 2009



CONTENTS

An Introduction by the Vice-Chancellor.....	1
---	---

AUSTRALIA'S NATIONAL UNIVERSITY

Snapshot.....	6
Annual Results and Sources of Income.....	8
Education.....	9
Research.....	16
Community engagement.....	21
International relations.....	23
Infrastructure development.....	25

REVIEW OF OPERATIONS

Staff.....	28
Governance and Freedom of Information.....	30
ANU Council and University officers.....	37
Council and council committees.....	43
Risk management.....	46
Access.....	47
A safe, healthy and sustainable environment.....	49
The environment.....	51

FINANCIAL INFORMATION

Audit Report.....	57
Statement by Directors.....	59
Financial Statements.....	60



PROFESSOR T. E. L. J. VAN DER KAMPEL AC
Chair

Canberra ACT 2600 Australia
T: +61 2 6 251 1115
F: +61 2 6 251 6004
E: chubb@anu.edu.au

www.anu.edu.au

27 March 2009

The Hon Julia Gillard MP
Deputy Prime Minister
Minister for Education, Employment and Workplace Relations
Parliament House
CANBERRA ACT 2600

Dear Deputy Prime Minister,

Report of the Council for the period 1 January 2008 to 31 December 2008

We have the honour to transmit the report of the Council of The Australian National University for the period 1 January 2008 to 31 December 2008 furnished in compliance with Section 5 of the *Commonwealth Authorities and Companies Act 1992*.

Yours faithfully,



Kim Beazley AC
Chancellor



Ian Chubb AC
Vice-Chancellor



AN INTRODUCTION BY THE VICE-CHANCELLOR

The Australian National University (ANU) is an education-intensive research institute of international distinction.

Our level of performance has continued through 2008, notwithstanding the turbulence in the world's financial markets and our consequential deficit for 2008. The deficit is due to accounting treatments recognizing the effect on our investments of the decline in all markets. Our investments are designed to cover long-term liabilities – extending beyond 2050 – and we have had no need to crystallise substantial losses.

It has not been our practice to use investment returns in the good years to expand our recurrent budget; only a very small amount has ever been transferred for recurrent use. Consequently, through 2008, our operation has been largely unaffected.

We are committed to achieving research outcomes of the highest standard in fields of knowledge of general importance, and of particular importance to Australia.

We do very well overall – in teaching and in research – and work constantly to improve.

Apart from our high ranking in international league tables – an honour of sometimes questioned worth – we scrutinise our activities closely and in detail.

To ensure (or reassure) more decisively that we do achieve internationally benchmarked levels of high quality, we continue to review our performance systematically – involving panels of senior scholars from around the world in the process.

So far as 2008 is concerned, we completed strategic reviews of our Bioscience and our Chemistry disciplines and structurally reformed the Science and Health areas, with the establishment of a new College of Medicine, Biology and Environment and a new College of Physical Sciences.

We also completed a strategic review of the ANU College of Asia and the Pacific. This review provided planning advice to enable us to remain “a truly formidable intellectual powerhouse” on Asia-Pacific issues.

To this end, we opened a new building for International Relations, Diplomacy, Strategic Studies and Comparative Politics. The Hedley Bull Centre, opened by the Prime Minister in 2008, will help us build on our mission of engagement with the region and the world.

A high proportion of our income annually is directed towards maintaining research and research training of exceptional quality. The strategic funding for research provided by the Commonwealth Government to ANU enables us to pursue research excellence in the national interest and remains a vitally important investment in Australia's research capacity.

An example is the ANU Climate Change Institute we established in 2008. Its explicit aim is to contribute innovative, interdisciplinary approaches to research, drawing on the wealth of expertise across the University's seven academic Colleges, and connecting our work to governments, the private sector and civil society, both nationally and internationally.

Our research concentration leads to a unique environment within an Australian university. Our academic profile is not driven by what, in the end, are 'profitable' student study choices and patterns – our profile is driven by what are important issues, topics and disciplines on which to conduct research – strategically and for the long-term as necessary. This form of 'learning' feeds our educational programs; our students are educated in a unique research-intensive environment by researchers amongst the world's leaders in their fields.





For the third consecutive year, we continued to set a high standard for education excellence in 2008, achieving ratings of Band A1 Excellence in the Commonwealth Government's Learning and Teaching Performance Fund in our eligible disciplines. Some 20 per cent of the theses of 255 of our PhD students in 2008 were judged by examiners to be in the top 5 per cent internationally, more than 83 per cent were judged very good or higher and just 3 per cent fair and 1 per cent poor.

We are aware that there is little likelihood that few of the extraordinary and complex issues that confront human kind will be 'solved' by the work of one group, one university or one nation. Real and long-lasting solutions will commonly cross institutional and national boundaries.

We developed two new alliances with Australian universities during 2008: one with the University of Melbourne to enhance opportunities in research and research training – for each other; a second with the University of South Australia to facilitate student access to complementary educational strengths and particular research and research training programs.

ANU membership of the International Alliance of Research Universities (IARU) – a group joining us with Oxford, Cambridge, Yale, Berkeley, the University of Tokyo, Peking University, National University of Singapore, the University of Copenhagen and ETH Zurich – continued to deliver productive outcomes, including a strong focus on research and education related to climate change.

This Annual Report highlights some of the continuing achievements of our people – staff and students – in 2008.





AUSTRALIA'S NATIONAL UNIVERSITY



2008 SNAPSHOT

ANU was ranked **16th** in the world in The Times Higher Education's World University Rankings

ANU was ranked the **top** Australian university in the Shanghai Jiao Tong world university rankings

26 per cent of Higher Degree Research students at ANU came from overseas

37 per cent of ANU students were enrolled at postgraduate level

70 per cent of students undertaking undergraduate research focused programs (PhB) continued on to undertake higher degree research studies

31 per cent of domestic undergraduate students at ANU came from outside the ACT and surrounding region

22 ANU staff were admitted to the National Academies, bringing the total to 320

ANU staff won **\$100** million in research grants and consultancies

79 per cent of ANU academic staff held a PhD degree

Around **80** per cent of ANU core operating income was expended on research

ANU hosted 26 international delegations and **55** heads of Diplomatic Missions visits

3,162 students lived in student residences at ANU

TABLE 1: ANU COLLEGE PROFILE FOR 2008

College	FTE ¹			EFTSL ²					
	Total Staff	Academic Staff	General Staff	Total Student	Higher Degree Research	Higher Degree Coursework	Other Postgraduate	Undergraduate	Non-award
ANU College of Arts and Social Sciences	438	290	148	2,895	388	140	50	2,298	19
ANU College of Asia and the Pacific	328	176	152	1,263	280	374	111	445	53
ANU College of Business and Economics	162	117	45	2,629	91	441	38	1,988	70
ANU College of Engineering and Computer Science	131	75	56	838	154	91	0	592	1
ANU College of Law	110	68	42	1,519	35	159	551	758	16
ANU College of Medicine and Health Sciences	448	169	279	494	131	18	0	346	
ANU College of Physical Science	1,044	568	476	2,293	605	78	46	1,557	8
Other	918	14	904	18	2			16	
TOTALS	3,578	1,477	2,101	11,950	1,686	1,302	797	7,998	167

1 Staff data based on DEEWR 31 March 2008 submissions (provisional).

2 For 2008, the official DEEWR reporting period is 1 January-31 December. However the above EFTSL figures are for 1 September 2007-30 August 2008 and are provided to give an early indication of 2008 data based on official submissions. The 1 September-31 December 2008 information is due to be submitted to DEEWR on 31 March 2009.

ANNUAL RESULTS AND SOURCES OF INCOME

The University's Operating Result, on a consolidated basis, as disclosed in the Annual Financial Statements is a deficit of \$108 million in 2008. This compares, unfavourably with a surplus of \$96 million reported in 2007 however the 2008 result is significantly affected by write-downs and impairment of investment assets totalling \$165 million.

The ANU investment portfolio has, unsurprisingly, been reduced by the global financial crisis affecting all markets. Investment holdings have declined in value from \$1,231 million to \$919 million. Most of this change is unrealised and due to a drop in market value.

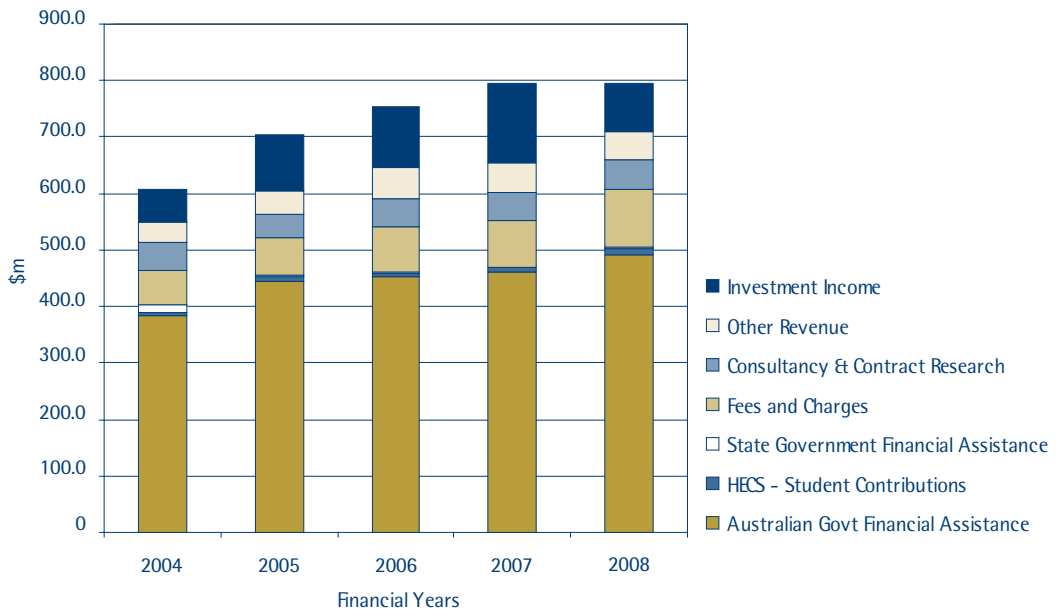
Our investments are largely for the long-term to cover long-term liabilities and whilst we reweighted the portfolio to a more defensive strategy during 2008 we have not crystallised substantial losses – so when markets recover so will our assets.

The financial position of the core functions of teaching and research remain sound and this is likely to be sustained through 2010.

The University's operating income on a consolidated basis has only fallen marginally from \$796 million in 2007 to \$795 million in 2008.

Figure 1 shows the distribution of, and changes to, sources of the University's income.

FIGURE 1: THE AUSTRALIAN NATIONAL UNIVERSITY - ANALYSIS OF REVENUES



EDUCATION

In 2008 ANU pursued its mission of developing the individual talents of its students to the highest possible extent¹, placing a greater emphasis on educational leadership and development, as well as increasing pathways to accessing education. These efforts are reflected positively in the overall experiences of students, who gave the University five stars on the Good Universities Guide graduate satisfaction index².

NEW PRO VICE-CHANCELLOR (EDUCATION)

A new position was created in the University Executive to provide more focused leadership in education across the campus, with a particular emphasis on developing links between education and research. Professor Elizabeth Deane was appointed to the role of Pro Vice-Chancellor (Education).

INCREASING ACCESS & FLEXIBILITY

In 2008 the University established an associate degree co-taught with ANU College³. Entry is open to students who have completed Year 12 or who are aged 21 years or more. Students successfully completing the associate degree are able to articulate into a number of bachelor degree programs in the University.

ANU also introduced a new postgraduate coursework study option, Graduate Studies Select (GSS). This allows students to construct a program of study from existing postgraduate courses, subject to entry requirements being met. Three new academic awards – the Certificate of Graduate Studies, the Diploma of Graduate Studies and the Master of Studies – were established. Initial demand for the GSS program was strong, with over 180 applications resulting in 135 acceptances. A few people chose to defer to a 2009 start after securing their places, but 112 students (including 21 international students) completed 150 courses in the first year. Courses were taken from all Colleges.

LINKING EDUCATION & RESEARCH

ANU continued to build pathways between undergraduate coursework-based study and more advanced research options. In 2008 the ANU College of Engineering and Computer Science introduced the Bachelor of Engineering (Research and Development). This degree is the equivalent of the existing Bachelor of Philosophy (PhB), a research-focused degree for advanced undergraduate students that was pioneered at ANU and is offered through several Colleges. Like the PhB, the Bachelor of Engineering (Research and Development) exposes students to a program of rigorous research early in their academic careers. Students complete a major in electronics, manufacturing and management, materials and mechanics, mechatronics, sustainable energy systems or telecommunications. They also complete a major in research and development during the four-year program, under the guidance of an academic mentor.

1 *ANU by 2010*

2 *The Good Universities Guide 2009*, Hobsons Pty Ltd

3 ANU College is part of ANU Enterprise Pty Ltd, which is a fully owned subsidiary company of The Australian National University. ANU College provides education and training services to international and domestic students.

The Office of the Pro Vice-Chancellor (Education) hosted the inaugural ANU Festival of Teaching in October. This project recognised and rewarded excellent teaching practices at the University, especially those that created links between research and education. The three-day event included a plenary address by the Director of the Centre for Active Learning at the University of Gloucestershire, Professor Mick Healey. There was a series of panel sessions and workshops in which educators shared ideas about best practices. Students also played an important role, providing feedback on educational needs and selecting top educators from each College. The Festival of Teaching will now be held annually.

The University received a grant through the Department of Education, Employment and Workplace Relations Workplace Productivity Program to undertake the Enabling Workplace Productivity Project. The three-year project began in 2008, and will enable the University to increase the productivity of teaching and learning and improve the educational experience and outcomes of students.

MOMENT IN THE SUN

For PhD student Rebecca Dunn, the research projects she was offered during her undergraduate studies helped shape her career focus. "It helped me think outside the square," she said. "Initially I thought I'd like to work with photovoltaics but I was exposed to solar thermal power in my first research project and I liked it so much, now I'm doing a PhD in it."

Dunn was one of a number of students from engineering who were offered the opportunity to complete research and development projects as part of their undergraduate studies before the formal launch of the Bachelor of Engineering (Research and Development). She jumped at the chance to swap her technical electives for more in-depth project work.

"It lets you have your cake and eat it too, because you can already try out research in the first couple of years of your degree. So by the time you hit third and fourth year, you have time to try more commercial work experience, but you also know what the interesting research problems are if you want to pursue research."



EDUCATION FACTS & FIGURES

TABLE 2: UNDERGRADUATE OPERATING GRANT LOAD AGAINST GOVERNMENT TARGETS FOR 2001 TO 2008

	2001	2002	2003	2004	2005	2006	2007	2008 ¹
Actual load	5,557	6,086	6,213	6,375	6,210	6,014	6,217	6,305
DEEWR target	5,865	5,880	5,940	6,030	6,117	6,193	6,263	6,212
Over (under)-enrolment	-5.3%	3.5%	4.6%	5.7%	1.5%	-2.9%	-0.7%	1.5%

1 Based on provisional data.

TABLE 3: MEDIAN ENTRY SCORES FOR 2002 TO 2008

	2002	2003	2004	2005	2006	2007	2008
Median Entry UAI Score	86.75	88.90	90.49	93.15	92.80	90.81	91.25

TABLE 4: STUDENT NUMBERS FOR 2008 (BY PROGRAM CAREER & HOME LOCATION)

Domestic/ International	Home Location	Postgraduate	Undergraduate	Total
Domestic	ACT and Queanbeyan	2,593	5,266	7,859
	NSW	596	1,582	2,178
	Victoria	280	404	684
	Queensland	185	129	314
	Western Australia	77	45	122
	South Australia	52	44	96
	Tasmania	21	63	84
	Northern Territory	34	38	72
	Overseas	172	92	264
	Other/Unknown	26	18	44
Domestic Total		4,036	7,681	11,717
International	North-East Asia	526	832	1,358
	South-East Asia	461	601	1,062
	Southern and Central Asia	213	112	325
	Americas	121	59	180
	North-West Europe	89	29	118
	Oceania	64	26	90
	North Africa and the Middle East	38	16	54
	Southern and Eastern Europe	36	10	46
	Sub-Saharan Africa	29	17	46
	Other		1	1
International Total		1,577	1,703	3,280
TOTALS		5,613	9,384	14,997

Notes: Based on provisional enrolment data as at 28 October 2008. Data covers the January-June period. Students who are New Zealand citizens are classified as domestic students.

TABLE 5: EFTSL BY PROGRAM CAREER FOR 2001 TO 2008

Program Career	Domestic/ International	2001	2002	2003	2004	2005	2006	2007	2008 ¹
Higher Degree Research	Domestic	864	873	972	1,184	1,188	1,197	1,181	1,193
	International	279	312	375	437	465	458	470	493
Higher Degree Research Total		1,142	1,184	1,347	1,621	1,654	1,655	1,651	1,686
Coursework ²	Domestic	6,163	6,760	7,084	7,363	7,196	7,045	7,384	7,741
	International	1,120	1,271	1,721	2,067	2,025	2,158	2,277	2,523
Coursework Total		7,283	8,032	8,805	9,430	9,220	9,203	9,661	10,264
TOTALS		8,425	9,216	10,152	11,051	10,874	10,858	11,312	11,950

FIGURE 2: HIGHER DEGREE RESEARCH DOMESTIC/INTERNATIONAL EFTSL

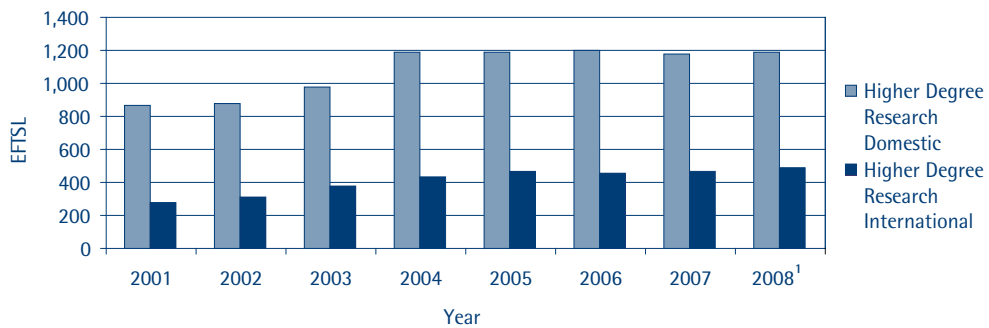
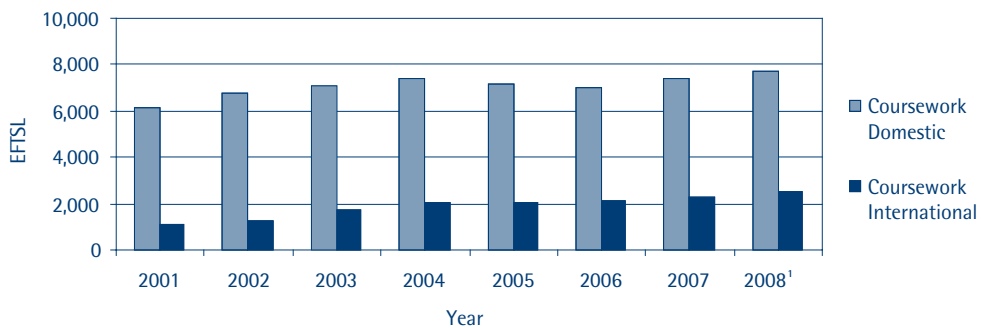


FIGURE 3: COURSEWORK DOMESTIC/INTERNATIONAL EFTSL



1 Data for 2008 based on submissions to DEEWR including revisions up to 31 August 2008 and, while provisional, use the pre-2005 reporting period September–August.

2 Coursework data includes: Postgraduate coursework, undergraduate and non-award.

FIGURE 4: HIGHER DEGREE & POSTGRADUATE STUDENT ENROLMENTS ¹

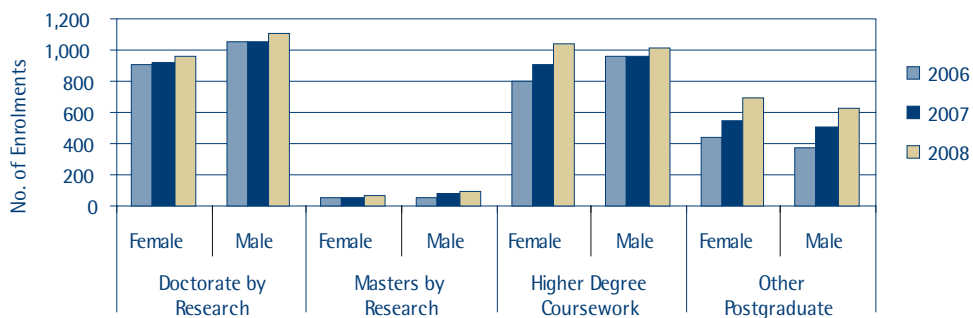
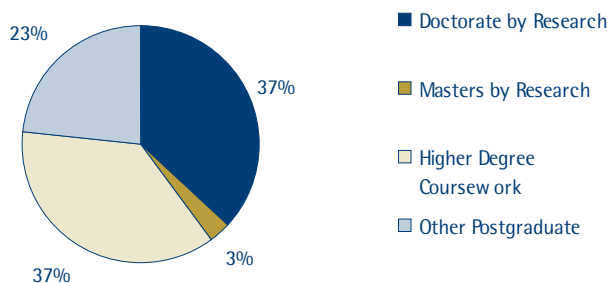


FIGURE 5: 2008 HIGHER DEGREE & POSTGRADUATE STUDENT ENROLMENTS ¹



¹ The 2008 data are provisional and are based on the January-July period as at 28 October 2008.

TABLE 6: COMPLETIONS FOR 2005 TO 2007

Program Type	2005	2006	2007
Postgraduate	Percentage of Total Postgraduate Completions		
Higher Degree Research			
Doctorate by Research	15.0	17.2	14.1
Masters by Research	2.0	1.4	0.7
Postgraduate Coursework			
Doctorate by Coursework	0.1	0.2	0.1
Masters by Coursework	49.3	57.4	53.4
Graduate Diploma	29.0	21.8	22.0
Graduate Certificate	4.7	2.0	9.7
Undergraduate	Percentage of Total Undergraduate Completions		
Bachelors Degrees			
Bachelors Pass	97.0	97.3	93.2
Bachelors Graduate Entry	1.6	1.3	4.1
Bachelors Research Focused (PhB)	0.2	0.5	1.3
Other Undergraduate			
Associate Degree		0.3	0.04
Diploma	1.2	0.7	1.2

FIGURE 6: COMPLETIONS BY PROGRAM TYPE FOR 2005 TO 2007

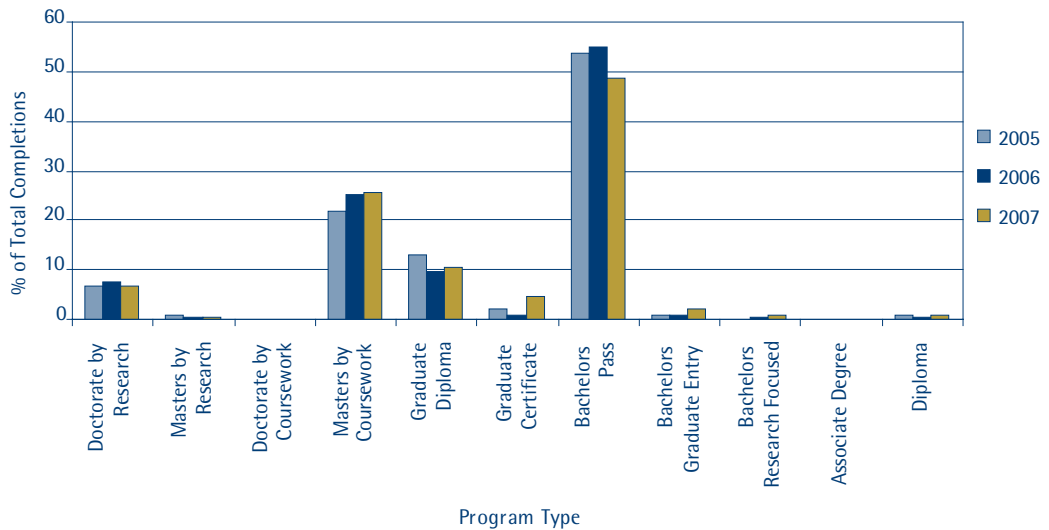


TABLE 7: SUMMARY OF LEARNING & TEACHING PERFORMANCE FUND ADJUSTED PERCENTAGES FOR EXCELLENCE FOR 2009

Adjusted Percentage by Discipline Group for Excellence								
	1		2		3		4	
	Science, Computing, Engineering, Architecture & Agriculture		Business, Law & Economics		Humanities, Arts & Education		Health	
Performance Indicator	ANU	All Universities	ANU	All Universities	ANU	All Universities	ANU	All Universities
Student Satisfaction								
Satisfaction with Generic Skills	83.10	75.60	76.50	71.66	77.50	73.73		72.41
Satisfaction with Good Teaching	<u>52.90</u>	53.50	45.10	45.01	62.50	59.86		49.60
Overall Satisfaction	78.00	72.40	77.50	70.38	80.50	73.10		67.77
Outcome								
Full-time employment	<u>80.80</u>	83.00	84.90	83.09	76.50	75.30		96.05
Further full-time or part-time study	29.50	25.40	33.00	21.29	25.90	24.21		14.64
Success								
Progress rate	85.40	81.60	84.40	81.87	90.00	84.32	92.80	90.17
Retention rate	86.20	81.70	87.90	82.23	87.50	78.95	93.00	86.56

Notes: ANU percentages greater than or equal to the All Universities average are shown in bold, and those below the All Universities average are shown underlined.

Due to a small response in the sample, ANU was excluded from the Health Discipline Group in the Excellence model for 2009.

Source: DEEWR 2009 Learning and Teaching Performance Fund

RESEARCH

Engaging in research of the highest quality continued to be a defining mission for ANU in 2008, with the majority of expenditure directed towards research activities, including research training. ANU pursued its goals of providing leadership within its chosen disciplines, addressing complex problems, fostering future generations of researchers, and benefiting the community and nation through the application of expertise.⁴

ANU researchers explore and adopt trans-disciplinary approaches to address complex and difficult problems of critical importance, just as the University continues to analyse and improve its research structures. In 2008 the University formed a new Climate Change Institute to coordinate cross-campus capacity for research and education in climate change adaptation. A rolling series of discipline-based academic reviews was initiated, with each area of the University being assessed against external benchmarks on a regular basis. In 2008 Biosciences, Neurosciences, Chemistry and the ANU College of Asia and the Pacific were reviewed and changes introduced to strengthen research areas.

LEADING RESEARCH

International comparisons of university performance indicate that ANU was among the leading research-intensive universities in the world in 2008. The University retained its position as number one in Australia and its high international ranking from the Times Higher Education Supplement – QS World University Rankings 2008 (THES-QS)⁵ and the Institute of Higher Education⁶ at Shanghai Jiao Tong University. THES-QS places greater emphasis on measuring peer review, while Shanghai Jiao Tong emphasises such measures as numbers of highly cited researchers and numbers of publications in respected journals.

The quality of research at ANU was also recognised by major government funding bodies. The University performed well above the national success average⁷ for the majority of Australian Research Council Grants, securing more than \$38.5 million in total. This included 86 successful Discovery Project Grants and 16 successful Linkage Project Grants. As a result, ANU researchers began pursuing such diverse projects as exploring the genomes of food crops; improving understanding of nanotechnology; finding new chemical sources for pharmaceuticals; corporate governance, regulation and accountability of multinational corporations; and the historical significance of Indigenous cultural heritage in West Arnhemland, Northern Territory.

ANU also won more than \$9.5 million in research grants from the National Health and Medical Research Council in 2008. This will support such projects as exploring the potential for a nasal HIV/AIDS vaccine, developing therapies for drug-resistant cancers, and using online resources to combat mental health problems.

4 ANU by 2010

5 The Times Higher Education Supplement – QS World University Rankings 2008. Forty per cent of each institution's score was based on academic peer review. ANU was ranked 16th internationally.

6 2008 Academic Ranking of World Universities, Shanghai Jiao Tong University's Institute of Higher Education. Forty per cent of each institution's score was based on highly cited researchers in 21 broad subject categories, 40 per cent was based on research output. ANU was ranked 59th internationally.

7 ARC Discovery success rate for ANU was 27 per cent compared to the national average of 20.4 per cent; ARC Linkage success rate for ANU was 76.2 per cent (second highest for the Group of Eight Universities) compared to the national average of 49.4 per cent.

ENABLING RESEARCH, FOSTERING RESEARCHERS

ANU continued its role as a research enabler as well as a research leader. In 2008 the Department of Innovation, Industry, Science and Research granted \$4 million in funding for the Australian Social Science Data Archive (ASSDA), based at the Australian Demographic and Social Research Institute at ANU. Since its establishment, ASSDA has collected over 1,050 datasets from Australian surveys and opinion polls which are used for further research projects.

The University also launched the Future Research Leaders Program, which was developed in conjunction with the Group of Eight with a grant from the Australian Government. Over 100 of the University's academics benefited from advanced training in the skills and knowledge critical for research leadership. To promote women in academia, ANU introduced a mentoring scheme which brought together early career researchers and members of the Executive.

THE NEXT GENERATION

Research training is a core activity of the University. The intense research focus of ANU produces high quality graduates who advance the frontiers of knowledge in Australia and internationally, and go on to leadership positions in many settings.

2008 saw a continuation of the University's upward trend in research student enrolments. Between 2003 and 2008, PhD and Masters by Research enrolments rose from 1,454 to 2,234, an increase of 65 per cent over five years. The international research student load at ANU also increased significantly, and in 2008 comprised 41 per cent of the total research student population.

To ensure and promote excellence in research training, ANU established a Higher Degree Research Sub-Committee in 2008 to monitor the quality of research training and consider all other matters relating to research training. In March the Research Student Development Centre (RSDC) was created as part of the Division of Registrar and Student Services. The RSDC meets the professional development needs of ANU research students through training programs, helping to coordinate and promote existing development opportunities on campus, and keeping abreast of best practice at comparable national and international universities.

PUTTING RESEARCH INTO PRACTICE

The University was a leader in making the leap from research to development in 2008, through the commercial development of new technologies, contributing to the growth of technology-based industries, and expanding academic and industry networks.

ANU has taken a lead role in the development of new solar energy technologies in particular. A new spray-on material that could make solar panels cheaper is to be developed in a joint research effort by ANU and Spark Solar Australia, a company based in the ACT region. A related project will investigate methods to change the surface of a solar cell to improve its efficiency and will be run in conjunction with German solar company GP Solar.

Improving the world's energy supply is also the focus of a new ANU start-up company founded in 2008. Digital Core Laboratories Limited aims to improve the efficiency, management and discovery of oil fields internationally. The foundation technology of Digital Core Laboratories Limited was developed in the Applied Mathematics Department at the ANU Research School of Physical Sciences and Engineering. It involves the in-depth and rapid three-dimensional scanning and analysis of earth core samples drilled from prospective oil fields. This technology has the potential to vastly improve the management of a limited natural resource.



Other companies originating at ANU with a focus on human health also had significant successes in 2008. Phenomix Corporation, founded by researchers at The John Curtin School of Medical Research, is the largest privately held start-up biotechnology company ever formed out of Australia. It signed a major partnership deal with Forrest Laboratories to commercialise a leading drug in diabetes and also initiated a second clinical program for the development of a drug targeting the hepatitis C virus.

To further expand its outreach and engagement with industry and academic partners, ANU has established an office in the Melbourne CBD at ANU House on Collins Street. The primary responsibility of this office, headed by the ANU Director of Business Development, is to broaden the opportunities for engagement and partnering with ANU that in turn increase the potential impact of ANU innovations.

MAKING A DIFFERENCE

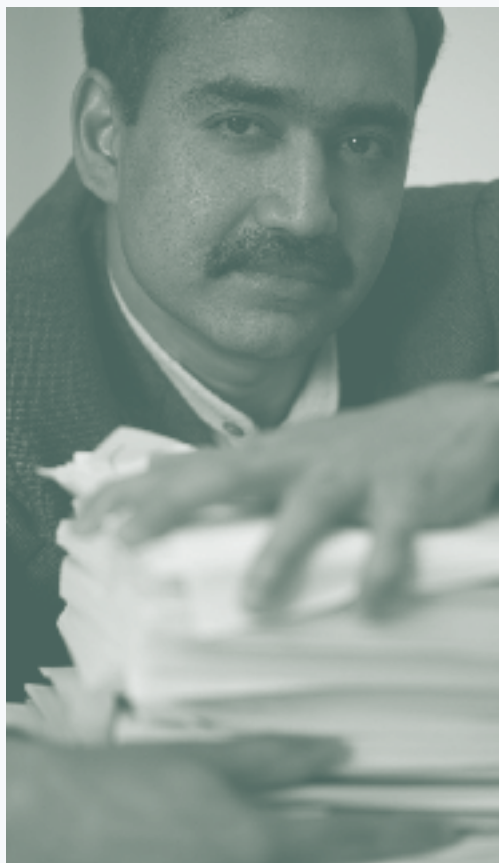
A project to build e-Government capacity in Bangladesh is pointing the way forward for developing countries, and could help close the digital gap between technologically rich and poor nations.

The e-government for Bangladesh strategy is being run by researchers from ANU in partnership with officials from the Bangladesh Government, with funding from the AusAID Public Sector Linkages Program.

Coordinated by Ahmed Imran from the National Centre for Information Systems Research under the leadership of Professor Shirley Gregor, AO, the team aims to improve the uptake and efficient use of information and communication technology (ICT) among senior civil administrators in Bangladesh.

The project team has developed a suite of information materials and training courses that it has begun implementing in Bangladesh.

Mr Imran says that changing attitudes to information technology was paramount. "It's not the infrastructure, it's not the political leadership – it is the knowledge where the problem lies. Knowledge and attitude are highly correlated. When you develop your knowledge base, automatically mindset and attitude changes too."



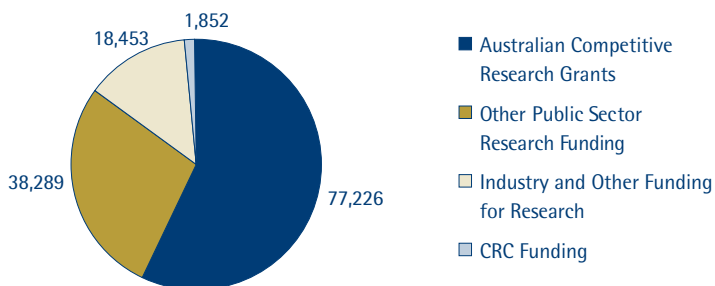
RESEARCH FACTS & FIGURES

TABLE 8: RESEARCH GRANTS & PUBLICATIONS FOR 2003 TO 2007

	2003	2004	2005	2006	2007
Research Grants (\$'000)					
Australian Competitive Research Grants	55,635	63,832	76,347	78,729	77,226
Other Public Sector Research Funding	14,470	15,671	16,007	22,976	38,289
Industry and Other Funding for Research	24,954	19,902	17,880	18,416	18,453
CRC Funding	4,036	4,034	3,327	2,572	1,852
TOTAL RESEARCH GRANTS	99,096	103,439	113,560	122,693	135,820
Research Publications (rounded)					
Books	65	70	68	59	74
Book Chapters	371	436	560	462	511
Journal Articles	1,390	1,583	1,632	1,617	1,721
Conference Papers	253	328	371	392	291
UNWEIGHTED TOTAL	2,080	2,416	2,631	2,530	2,598
WEIGHTED TOTAL ¹	2,340	2,697	2,904	2,766	2,896

¹ Books are weighted as 5 and other categories as 1.

FIGURE 7: 2007 RESEARCH GRANTS (\$'000)



Source: ANU returns to DEEWR Higher Education Research Data Collections.

TABLE 9: SUMMARY OF RESEARCH GRANTS AWARDED FOR 2004 TO 2008¹

Research Grants	2004 (\$)	2005 (\$)	2006 (\$)	2007(\$)	2008 (\$)
LIEF/SII/MNRF/NCRIS ²	7,902,000	12,959,013	14,379,369	14,454,105	10,823,490
ARC ²	45,116,475	54,022,759	60,339,945	55,959,951	51,524,233
NHMRC ²	12,151,628	14,235,881	12,967,634	14,997,901	17,586,112
Other (including ANU Enterprise)	46,171,043	45,301,431	49,386,335	64,862,264	51,395,757
Total	111,341,146	126,519,084	137,073,283	150,274,221	131,329,592
Staff	2004	2005	2006	2007	2008
ARC Grants and Fellowships	466	484	563	567	501
NHMRC Grants and Fellowships	97	101	83	134	123
Total Academic Staff (FTE) ³	1,354	1,441	1,444	1,470	1,477
Staff: FTE, Level C+ ³	754	769	786	805	793
ARC & MHMRC Grants/Staff (FTE, Level C+)	0.75	0.76	0.82	0.87	0.79
Publications index - value (Previous Year)	2,340	2,695	2,904	2,766	2,896

TABLE 10: RESEARCH GRANTS BY COLLEGE FOR 2008⁴

ANU College	ARC (\$)	NHMRC (\$)	Other (\$)	TOTAL (\$)
ANU College of Arts and Social Sciences	6,641,581	322,500	6,620,546	13,584,627
ANU College of Asia and the Pacific	6,846,687	0	6,839,222	13,685,909
ANU College of Business and Economics	864,239	0	238,689	1,102,928
ANU College of Engineering and Computer Science	3,349,692	0	3,159,396	6,509,088
ANU College of Law	265,669	0	9,000	274,669
ANU College of Medicine and Health Sciences	2,055,727	15,255,890	15,040,080	32,351,697
ANU College of Science	31,500,638	2,007,722	12,234,650	45,743,010
TOTALS	51,524,233	17,586,112	44,141,583	113,251,928

1 2008 data based on grants awarded to date.

2 LIEF - Linkage Infrastructure, Equipment and Facilities (ARC Funding); SII - Systemic Infrastructure Initiative (DEEWR Research Grant); MNRF - Major National Research Facilities; NCRIS - National Collaborative Research Infrastructure Strategy; ARC - Australian Research Council; NHMRC - National Health and Medical Research Council.

3 Based on DEEWR 31 March submissions.

4 Based on 2008 projections as at 7 November 2008. Excludes LIEF, SII, MNRF and NCRIS.

COMMUNITY ENGAGEMENT

COMMUNITY ENGAGEMENT AT ANU

ANU places a high premium on the importance of informing the public through leading open discussions on issues that confront the nation, the region and the world.⁸ This mission extends beyond academic debate to incorporate a broader community engagement, where members of the public are encouraged to interact with the University's people and its events.

MUSIC FOR THE PEOPLE

The ANU School of Music is at the forefront of the University's community engagement. Its many concerts and events are central to the cultural life of Canberra, and sometimes much larger stages. In April the School of Music hosted the Australian World Rhythms Festival. More than 120 percussionists took part in sessions led by master drummers from West Africa, India, Indonesia, Cuba and Brazil. The event culminated in a drum circle as part of the official Olympic Torch Relay celebrations in Canberra. Other festivals hosted at ANU in 2008 include the Australian International Marimba Festival and the Third Australian Harp Festival.

Performers and composers from the School of Music also went off campus as ambassadors for ANU. In 2008 students and staff performed regularly at the National Gallery of Australia as part of the Turner to Monet exhibition and at the annual Floriade display in Canberra. School of Music staff coordinated the 'Music Count Us In' finale at Parliament House, involving a choir of 2,000 primary school students, and composed music for the 20th anniversary celebrations at Parliament House. The School of Music also co-hosted a gala concert with ABC666 Radio in October to mark the refurbishment of Llewellyn Hall (see page 24).

INCREASING CONNECTIONS WITH THE PACIFIC

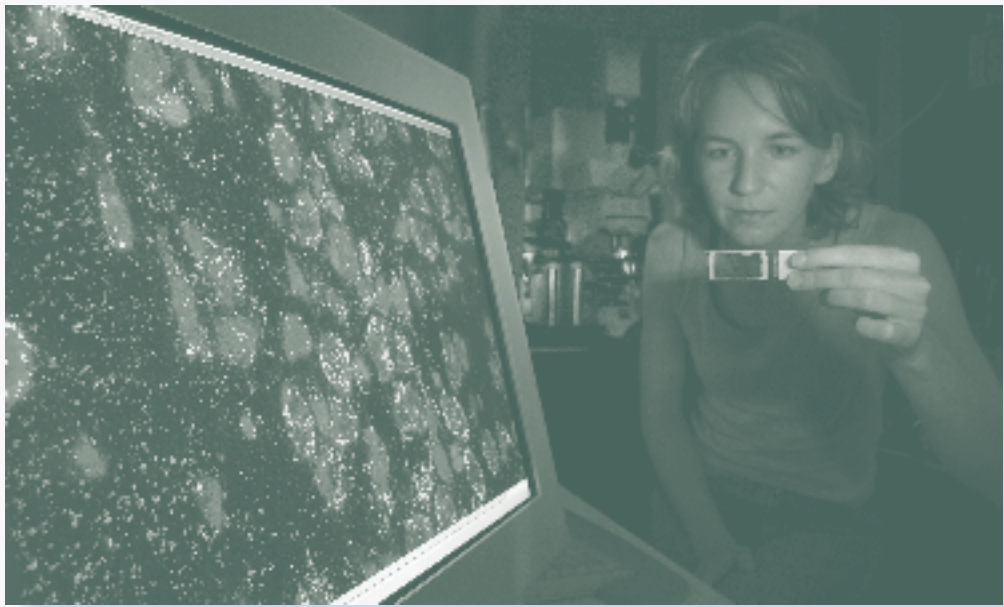
ANU reinforced its status as Australia's premier Pacific region knowledge base in community engagement as well as in research and education. In November, 25 secondary school students of Samoan, Tongan, Fijian, Vanuatuan, Cook Islander, Papua New Guinean and Maori descent visited the University's Acton and Kioloa campuses for a weekend of interactive workshops and lectures focused on the Pacific Islands and Pacific identities. The students from the ACT and NSW took part in the inaugural Pacific Studies Weekend Workshop, part of an ongoing outreach campaign at ANU, Pasifika Australia, designed to celebrate, engage with, and foster a deeper understanding of Pacific Islander communities.

ENHANCING ENGAGEMENT WITH INDIGENOUS COMMUNITIES

In 2008 the Jabal Indigenous Higher Education Centre (JIHEC) at ANU continued its work of engaging with the Aboriginal and Torres Strait Islander community by hosting local, regional and remote groups on campus. JIHEC also hosted a celebration dinner for all graduating Year 12 Aboriginal and Torres Strait Islander students from the ACT and Queanbeyan Region.

JIHEC organised visits from two remote Indigenous Queensland communities in 2008. One group from Doomadgee received a full introduction to the ANU campus and the educational opportunities available. Reports from the community show that the trip was successful, with the local magistrate, lawyers and other community members offering to support another trip to Canberra in 2009. The second group hosted by JIHEC was drawn from secondary and current university students from Cape York communities. In November JIHEC also hosted the South Coast Rotary Clubs Young Aboriginal Rotary Network (YARN). Each year the Rotary Clubs of the South Coast of NSW combine resources to support around 40 Aboriginal and Torres Strait Islander students from Years 7 and 8 to visit ACT educational institutions. This was the first year time YARN participants had come to ANU.

8 ANU by 2010



SUPPORTING PARENTS

The Centre for the Public Awareness of Science (CPAS) at ANU piloted a new program designed in the first half of 2008 for mothers interested in improving their science education and understanding to help their school aged children. Eighteen women took part in the course, which explored the major science concepts currently taught in secondary schools in chemistry, biology, physics and earth sciences. Evaluation showed that the course was highly successful, increasing scientific knowledge and confidence. Hosted by Questacon - The National Science and Technology Centre, the course attracted widespread coverage in the national and international media.

INTERNATIONAL RELATIONS

A GLOBALLY-CONNECTED UNIVERSITY

ANU furthered its international relationships on an institutional and individual basis in 2008 in a manner consistent with its status as one of the world's top institutions for research and education.

2008 at ANU saw the launch of a new Australia-China Centre for Phenomics Research, and new Memorandums of Understanding with the Nanjing University of Science and Technology in China, Kyoto University in Japan, and Yonsei University in Korea. ANU also signed an agreement with the National University of Singapore to offer a Joint Master of Science degree specialising in science communication.

GLOBAL SUMMER PROGRAM

The International Alliance of Research Universities (IARU) Global Summer Program (GSP) for students was held between June and August in 2008. Courses were hosted by six IARU partners including ANU. Students explored the most urgent challenges for humanity in the 21st century. ANU offered three GSP courses: Great Power Politics in Asia, Southeast Asian Frontiers, and International Environmental Policy. These offerings attracted students from the University of Cambridge, University of California - Berkeley, the University of Tokyo, University of Copenhagen, Yale University and ANU. The University sent 19 students to participate in GSP courses at IARU partner campuses.

LINKS WITH ASIA

ANU hosted its first ever 'ANU Day at PKU' in Beijing in November. The event included a series of lectures covering the sociology of crime, earthquakes, regional security architecture, solar energy and climate change mitigation. PhD students presented posters and University officers answered questions from prospective students. ANU is planning to have a similar event at Fudan University in 2009.

A great deal of momentum was also generated in the University's relationship with Korea. There were a number of visits in both directions – including by a Vice-President of Samsung Electronics – to pursue opportunities for collaborative partnerships. ANU launched its Korea Institute with the support of BHP Billiton, POSCO and Rio Tinto. Following the signing of an MOU with Yonsei University and the Vice-Chancellor's e-lecture to Yonsei students in the presence of Prime Minister Kevin Rudd, Yonsei University launched the first Centre for Australian Studies in Korea. The Vice-Chancellor delivered an address on climate change at the World Knowledge Forum in Seoul and ANU hosted the inaugural Australia-Korea Leadership Forum.

YALE ALUMNI EXCHANGE

In August, 31 Yale University alumni and their families visited ANU for a program that included seminars, lectures, tours and social events. The visit was designed to forge stronger links between the alumni communities of ANU and Yale, which are partners in the International Alliance of Research Universities. The visitors took part in seminars by leading ANU academics and visits to national institutions, including a tour of Parliament House with Senator Kate Lundy. A dinner with Justice Michael Kirby of the High Court was held at the Australian War Memorial and an Indigenous program was conducted. Ambassador Robert McCallum, a Yale alumnus, hosted a reception at the US Embassy and a number of other social events in Canberra and Sydney. The event culminated in the announcement of a new ANU-Yale student fund to enable more student exchanges between the two world-leading institutions.





FROM SWIMMING HOLE TO CONCERT HALL

When a super cell hailstorm devastated the University in early 2007, it caused millions of dollars of damage and forced the closure of the campus. The ANU School of Music was amongst the hardest hit, with Llewellyn Hall left resembling a swimming pool.

But positive outcomes came from the storm's damage - a significant refurbishment saw the creation of a state-of-the-art facility that will prove to be a standout performance and ceremonial venue for the University.

Llewellyn Hall reopened in May with a gala concert to show off the results of the \$10 million refurbishment.

"I definitely wanted the Hall to be more intimate for the audience and to look and feel warmer," said John Luxton, former head of the School of Music. "It's just wonderful to see the vision take shape and you can see the effort everyone has put in, there isn't a screw or nail that is out of place."

The combination of design features with acoustic features created very pleasing results for Finola Reid, senior associate at Arup Acoustics. "The acoustic changes to the Hall are significant," she said. "Arup has sought to preserve the aspects of the Hall's acoustics that worked well, while focusing attention on areas that could benefit from improvement, such as clarity to parts of the stalls and platform areas, greater intimacy and a richer sound."

INFRASTRUCTURE DEVELOPMENT

INFRASTRUCTURE DEVELOPMENT AT ANU

2008 was a period of growth for ANU, reflected in the number of infrastructure developments that either came online or were completed during the year. Projects ranged from new education and research spaces to cultural and accommodation facilities. The major repair program following the 'super cell' storm in early 2007 was finalised, including significant repairs to the Schools of Art and Music. Capital works initiatives that finished in 2008 included the refurbishment of the Coombs Building and the redevelopment of the University House Cellar Bar.

Work also commenced on new buildings for the ANU College of Business and Economics and the Crawford School of Economics and Government.

NEW FACILITY OPENED BY THE PRIME MINISTER

Prime Minister Kevin Rudd, an ANU alumnus, visited ANU in August to open the new Hedley Bull Centre (see photo page 2). The facility houses the Asia-Pacific College of Diplomacy, the Department of International Relations, the Strategic and Defence Studies Centre, and the Department of Political and Social Change. It was built with funding support from the Australian Government. The Centre is a focal point for the University's research and teaching of international relations, diplomacy, strategic studies and comparative politics. It is named after Professor Hedley Bull, a former ANU academic and internationally respected thinker in the field of international relations.

EXPANDING ACCOMMODATION

Development of the ANU Exchange (located in the City West precinct between central Canberra and the main ANU campus) continued in 2008 with the completion of a new 520-bed student accommodation building. Kinloch Lodge is operated and managed by UniLodge, which formed a partnership with ANU in 2007. This development will bring the total number of ANU students residing in the City West precinct to 1,200, breathing life back into a little-used area of the city, and the total number of beds available on campus to 3,700. Other major projects in the planning stages for ANU Exchange include an office building and a conference centre.

MEDICAL RESEARCH CENTRE EXPANDS, WORK BEGINS ON SCIENCE FACILITIES

In 2006, the University received an Australian Government grant of \$125 million for redevelopment of science and associated facilities at the University. Fifty million was designated for Stage 2 of the redevelopment of The John Curtin School of Medical Research (JCSMR), while \$75 million was allocated for other science facilities. Stage 2 of JCSMR was very close to completion by the end of 2008, with an official opening set for the first half of 2009. The \$75 million has been included as part of the larger \$150 million ANU Science Transformation project focusing on new and refurbished facilities for Biosciences and Chemistry, as well as new Science Teaching Laboratories. Preliminary site works for the Bioscience buildings began in late 2008.

BETTER UNIVERSITIES RENEWAL FUNDING FROM THE COMMONWEALTH

In 2008 the University received nearly \$24 million from the Australian Government under the Better Universities Renewal Funding (BURF) initiative. Funds will be spent on a variety of projects, including information and communications technology for research and teaching, laboratories, libraries and student study spaces, teaching spaces and student amenities.





REVIEW OF OPERATIONS



STAFF

ANU developed a new enterprise agreement in 2008, including revised staff salary structures and enhanced non-salary benefits. The new arrangements increased the range of leave options for staff, introduced an environmental sustainability clause and built on the University's goals to improve Indigenous employment.

The University also developed and launched a new staff retention and recruitment strategy including relocation assistance for international and interstate staff. Based on the theme 'Discover ANU', the program drew on months of consultation with existing staff members regarding their motivations and aspirations.

Fostering strong leadership among its senior managers was a key goal in 2008. The Vice-Chancellor's Management and Leadership Development Program was introduced as a core component of a suite of initiatives offered to established and emerging high-performing academic and general staff. The intensive 15-week program was complemented by the ANU Leaders Network – a series of interactive and engaging events focused on strategic issues.

TABLE 11: STAFF PROFILE BY COLLEGE/AREA & GENDER FOR 2008

College/Area	Academic		Non-Academic		Total
	Female	Male	Female	Male	
College					
ANU College of Arts and Social Sciences	133	179	126	49	487
ANU College of Asia and the Pacific	57	128	133	43	361
ANU College of Business and Economics	37	88	35	12	172
ANU College of Engineering and Computer Science	10	67	26	33	136
ANU College of Law	35	44	34	9	122
ANU College of Medicine and Health Sciences	93	104	185	117	499
ANU College of Science	148	444	205	302	1,099
Total College	513	1,054	744	565	2,876
Other Areas					
Administration	2	4	242	136	384
Central Libraries			130	27	157
Student Services	2	2	76	43	123
Buildings, Plant & Grounds			22	94	116
Central Computing			30	69	99
Other Support Areas	2	2	44	37	85
Other Academic Support		1	23	39	63
Total Other Areas	6	9	567	445	1,027
TOTALS	519	1,063	1,311	1,010	3,903

FIGURE 8: STAFF PROFILE BY COLLEGE/AREA AND GENDER FOR 2008

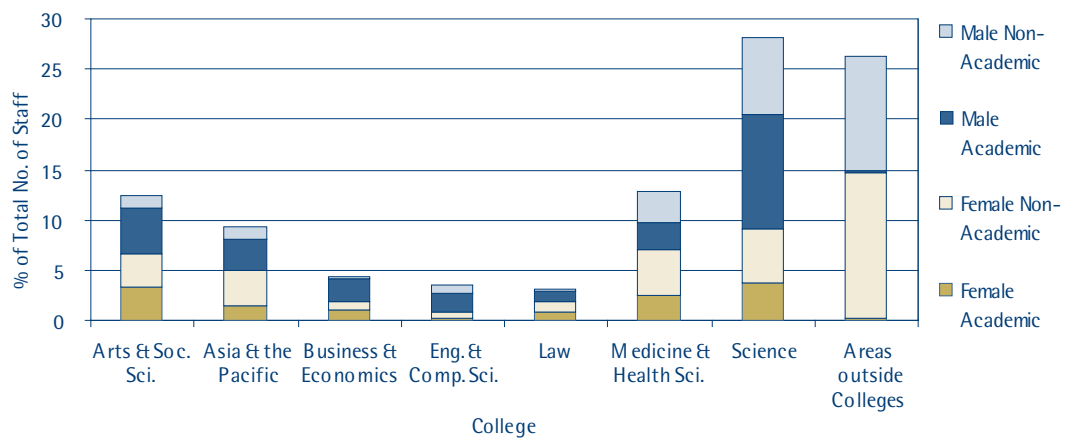
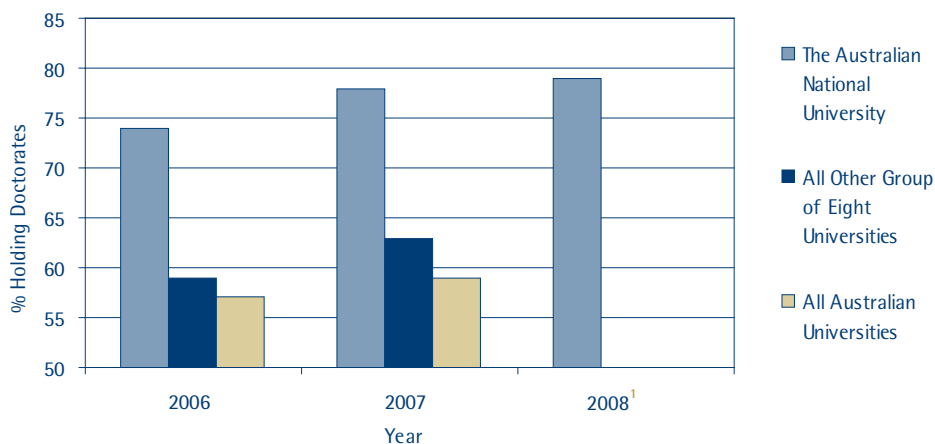


FIGURE 9: ACADEMIC STAFF HOLDING DOCTORATES



¹ Based on DEEWR submission data for 31 March 2008.

GOVERNANCE & FREEDOM OF INFORMATION

This statement has been prepared to comply with sections 9, 15 and 16 of the Commonwealth Authorities and Companies (Report of Operations) Orders 2005 and section 8 of the Freedom of Information Act 1982 (Cth) not covered in other sections of this report.

Organisation & functions of the University's decision-making Council & Boards

COUNCIL

In accordance with the Australian National University Act 1991 (Cth), the Council is the governing body of the University. The Act provides that the Council has the control and management of the University and is to act in all matters concerning the University in such manner as it thinks will best promote the interests of the University. The Council may enact delegated legislation, subject to the scrutiny of the Australian Parliament, known as Statutes, Rules and Orders.

The Council is chaired by the Chancellor and comprises 15 members: the Chancellor; the Vice-Chancellor; seven members appointed by the Minister on the recommendation of the Nominations Committee of Council; one person who is either a Dean or the Head of a Research School and is elected, in either case, by the Deans and the Heads of the Research Schools voting together; one member of the academic staff of the Institute of Advanced Studies elected by members of that staff; one member of the academic staff of The Faculties elected by members of that staff; one member of the general staff of the University elected by members of that staff; one postgraduate student of the University elected by the postgraduate students of the University; and one undergraduate student of the University elected by the undergraduate students of the University.

COMMITTEES OF THE COUNCIL

Council is assisted in its functions by a number of committees:

- The Audit and Risk Management Committee advises the Council regarding the quality of the audits conducted and the adequacy of the University's administrative, operating and accounting controls and compliance with relevant legislation and policies; the Committee also oversees risk management planning and implementation within the University. An Agenda and Minutes of Committee meetings are sent to Council members for information.
- The Finance Committee makes recommendations and decisions concerning financial and accounting matters of the University; a report from the Finance Committee is a standard item on the agenda for each meeting of Council. Agenda and Minutes of Committee meetings are sent to Council members for information.
- The Honorary Degrees Committee invites persons, within the terms of the Honorary Degrees Rules, to accept nomination for honorary degrees and recommends those who accept to the Council for admission.
- The Nominations Committee of Council makes recommendations to the Minister for Education on persons to be appointed to Council.
- The Committee on Conditions of Appointment of the Vice-Chancellor determines the conditions of appointment (including salary) of the Vice-Chancellor.
- The Emergency Appointment (Vice-Chancellor) Committee exercises in an emergency the power of the Council to make acting appointments under sub-section 37 of the Australian National University Act 1991 in relation to the office of Vice-Chancellor until the next meeting of the Council.

ACADEMIC STRUCTURE OF THE UNIVERSITY

ANU had seven Colleges in 2008, made up of a network of inter-related research and education Faculties, Research Schools, Centres and Institutes:

- ANU College of Arts and Social Sciences
 - Australian Demographic and Social Research Institute
 - Australian National Internships Program
 - Centre for Aboriginal Economic Policy Research
 - Centre for Educational Development and Academic Methods
 - Faculty of Arts
 - Research School of Humanities
 - Research School of Social Sciences
- ANU College of Asia and the Pacific
 - ANU Climate Change Institute
 - Asia-Pacific College of Diplomacy
 - Crawford School of Economics and Government
 - Faculty of Asian Studies
 - Research School of Pacific and Asian Studies
- ANU College of Business and Economics
 - Australian Centre of Regulatory Economics
 - Centre for Applied Macroeconomic Analysis
 - School of Accounting and Business Information Systems
 - School of Economics
 - School of Finance and Applied Statistics
 - School of Management, Marketing and International Business
- ANU College of Engineering and Computer Science
 - Faculty of Engineering and Information Technology
 - Research School of Information Sciences and Engineering
- ANU College of Law
 - Law School
 - Legal Workshop
- ANU College of Medicine and Health Sciences
 - ANU Medical School
 - The John Curtin School of Medical Research
 - Institute for Health
 - Australian Primary Health Care Research Institute
 - Australian Centre for Economic Research on Health
 - National Centre for Epidemiology and Population Health
 - Centre for Mental Health Research



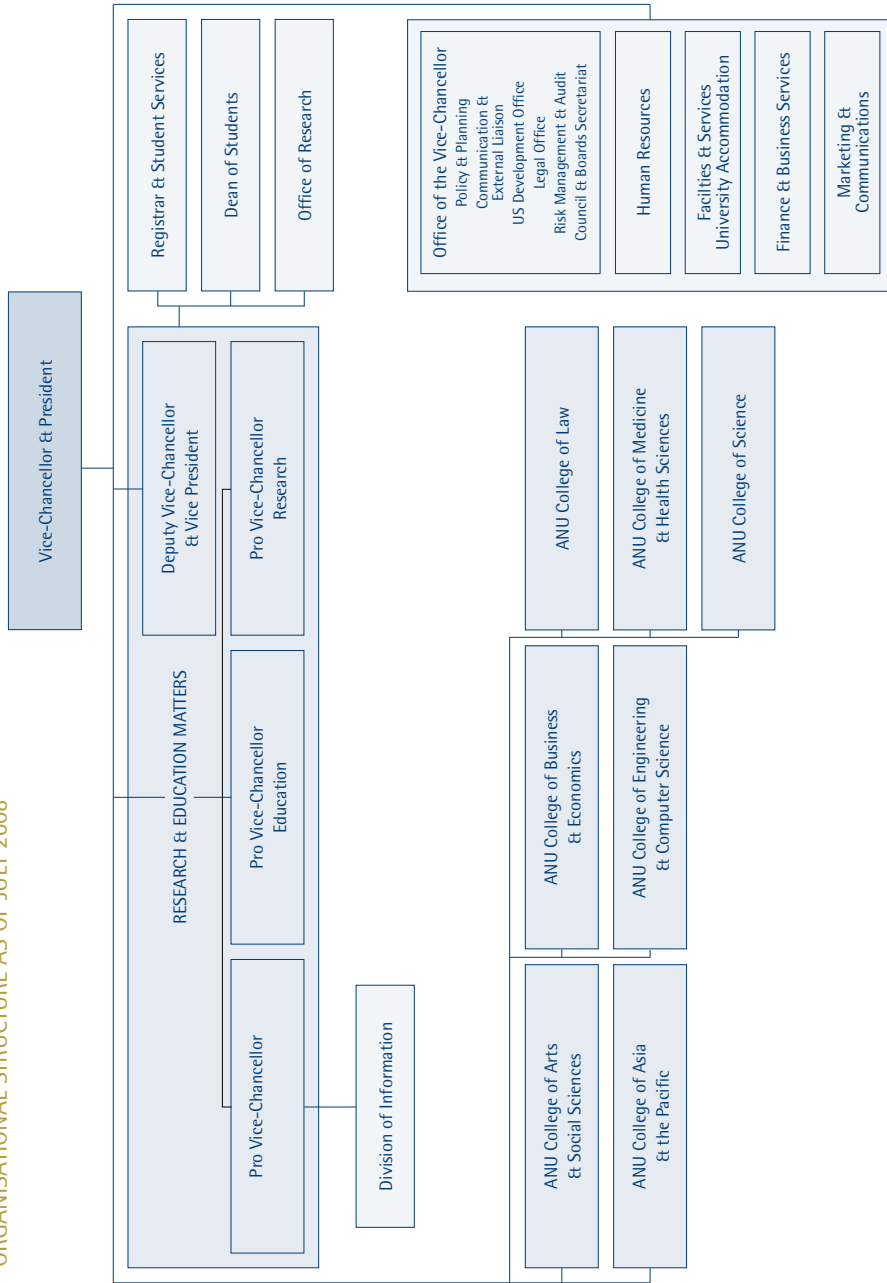
- ANU College of Science
 - Centre for the Public Awareness of Science
 - The Fenner School of Environment and Society
 - Faculty of Science
 - Mathematical Sciences Institute
 - Research School of Astronomy and Astrophysics
 - Research School of Biological Sciences
 - Research School of Chemistry
 - Research School of Earth Sciences
 - Research School of Physical Sciences and Engineering

National Centre for Indigenous Studies

Australian Partnership for Advanced Computing

University Structure

THE AUSTRALIAN NATIONAL UNIVERSITY
ORGANISATIONAL STRUCTURE AS OF JULY 2008



Governance

Induction & professional development of Council members

Council members are provided with an induction program, a Handbook for Council Members and a program of professional development, including corporate governance training.

During 2008, a series of presentations was given to Council members on strategic issues, including future directions in higher degree research training, funding of Australian universities 1996–2005, issues arising from the 2008 ANU Retreat, ANU to 2010 progress report, government reviews and commercialisation of ANU research activities.

Performance review of Council & its members

The University's enabling legislation specifies the duties of the members of the University Council⁹ and the sanctions for the breach of those duties¹⁰. Council has the power to remove, by at least a 2/3 majority, a member who has breached his or her duties.

The Chancellor is responsible for discussing performance issues with individual Council members and aims to have an informal discussion with each Council member once a year with a view to giving and receiving feedback. Any formal evaluation takes place when the issue of reappointment arises.

The performance of Council as a whole is reviewed on a regular basis.

Performance review of Council committees

Evaluations of the performance of the Finance Committee and the Audit and Risk Management Committee were conducted and the reports presented to Council in July 2008.

Disclosure of directorships & other interests

Council members are required to declare relevant directorships and other interests annually and to update this information as circumstances change.

A member of Council who has a material personal interest in a matter that is being considered, or is about to be considered, by Council must disclose the nature of the interest at a meeting of Council. The disclosure must be made as soon as possible after the relevant facts have come to the member's knowledge and must be recorded in the minutes of the meeting. Unless Council otherwise determines, the member must not be present during any deliberation by Council on the matter and must not take part in any decision of Council on the matter. Further, for the purpose of making this determination, any member who has a material personal interest in the matter to which the disclosure relates must not be present during any deliberation by Council on whether to make the determination and must not take part in making the determination.

Chancellorship

In 2008, The Hon. Professor Kim Beazley was appointed as the eleventh Chancellor of ANU for a period of three years with effect from 1 January 2009. Professor Beazley succeeds Dr Allan Hawke in the role.

9 See sections 18A, B, C, D, E, F of the ANU Act and sections 22, 23, 24, 25, 26, 27A, 27B, 27C, 27D, 27F of *Commonwealth Authorities and Companies Act 1997 (Cth)*.

10 See sub-section 15(1)(k) of the ANU Act and sections 22, 23, 24, 25, 26, 27A, 27B, 27C, 27D, 27F of *Commonwealth Authorities and Companies Act 1997 (Cth)*.

Identifying & managing business risk

This is set out in the Risk Management section of this Annual Report.

Establishment & maintenance of appropriate ethical standards

The University's Code of Conduct applies to all staff and to members of the University Council. It can be seen at http://policies.anu.edu.au/policies/code_of_conduct/policy. The University also has a number of Codes of Practice in place for Teaching and Learning, Higher Degree Research Supervision and Student Academic Honesty that apply to staff and students.

Functions of the University's statutory officers

Chancellor

The Chancellor presides at all meetings of Council and on all ceremonial occasions when available to do so. The Chancellor and the Vice-Chancellor sign the Annual Report of the University to Parliament.

Pro-Chancellor

In the absence of the Chancellor, the Pro-Chancellor presides at meetings of the Council and on ceremonial occasions.

Vice-Chancellor

The Vice-Chancellor is the Chief Executive Officer of the University. Under the Vice-Chancellorship Statute 2002, the Vice-Chancellor is charged with the responsibility to control and manage the affairs and concerns of the University, and the real and personal property at any time vested in or acquired by the University, including the disposal of that property. The Vice-Chancellor has, and may exercise, such powers as are necessary or desirable to discharge those duties. The Vice-Chancellor also represents and acts for the University in its relations with the Commonwealth Government and other bodies.

Powers of the University

The University's powers are based on the Australian National University Act 1991. Subject to the Act, the University has power to do all things that are necessary or convenient to be done for, or in connection with, the performance of its functions outlined in section 5 of the Act. The University has made Statutes, Rules and Orders which can be viewed at http://info.anu.edu.au/policies/_HCABS/Legislation/index.asp.

The only delegated legislation that affects members of the public who are not members of the University community are Statutes made concerning the management of traffic and parking on campus, which can also be found at http://info.anu.edu.au/policies/_HCABS/Legislation/index.asp.



DOCUMENTS AVAILABLE FOR PURCHASE BY THE PUBLIC OR OTHERWISE ACCESSIBLE IN TERMS OF THE FREEDOM OF INFORMATION ACT 1982

- Council Statutes, Rules and Orders
- Annual Report of ANU to Parliament
- Undergraduate Handbook
- Graduate Coursework Handbook (electronic version only)
- Purchasing Policy and Procedures
- Finance and Business Manual (electronic version only)
- Occupational Health and Safety Unit information

Documents which are customarily made available to the public otherwise than under the Freedom of Information Act 1982, free of charge upon request, are the ANU Reporter, information pamphlets and booklets on courses and academic requirements in various disciplines, information on external scholarships, library guides and an accommodation brochure.

Internal working documents include internal user manuals, Financial Authorisations, Personnel and Payroll (General) Manuals and other policy and procedural documents.

FACILITIES FOR ACCESS

Limited facilities for the perusal of documents applicable to individual areas are available at the Human Resources Division and/or Division of Registrar and Student Services. Many documents are also readily available through the Internet at the University website www.anu.edu.au.

FOI PROCEDURES & INITIAL CONTACT POINTS

Applications for access to documents under the Freedom of Information Act 1982 should be lodged in writing with the Manager, University Records. The written application should include details of the document or information sought, the application fee (currently \$30) or a request for its remission, an address to which notices may be sent and, to facilitate contact with the applicant, a telephone number effective during normal business hours. Lodged applications for access to documents will be acknowledged and a decision notified to the applicant as quickly as possible in accordance with the FOI Act.

Enquiries regarding freedom of information and access to documents may be made to:

FOI Officer
Building 10A, East Road
Australian National University
CANBERRA ACT 0200
T: 02 6125 4237

ANU COUNCIL & UNIVERSITY OFFICERS

THE COUNCIL

Chancellor

Dr Allan Hawke, BSc(Hons) PhD *ANU*, FAIM, FIPAA, FAICD

Relevant experience: public sector management; governance; international relations

Vice-Chancellor

Professor Ian Chubb AC, MSc DPhil *Oxon*, Hon DSc Flinders, FACE

Relevant experience: higher education

Seven members appointed by the Minister on the recommendation of the Nominations Committee of Council

The Hon Justice Annabelle Bennett AO, BSc(Hons) PhD *Syd*, LLB *NSW*

Relevant experience: higher education; community service; Judge; Senior Counsel; intellectual property

Ms Ilana R. Atlas, BJuris LLB(Hons) *WAust*, LLM *Syd*

Relevant experience: Group Executive, People, Westpac; compliance; human resources; legal; banking and finance; mergers and acquisitions governance

Mr Michael Delaney, BA *LaT*

Relevant experience: Executive Director MTAA Ltd; Chief Executive Officer MTAA Super; Senior Executive in public administration and public policy; chief of ministerial staffs; higher education and community service

Dr Vincent W.J. FitzGerald, BEc(Hons) *Qld*, PhD *Harv*, FIPAA, FAICD

Relevant experience: Chair, The Allen Consulting Group Pty Ltd; public administration; higher education; chair of a firm consulting in economics; public policy and regulation; directorships in the finance, property and arts sectors

Ms Robin Hughes AO, BA *Syd*

Relevant experience: independent producer; director and writer; media sector management; chairmanships and directorships in the arts and educational sector

Ms Martine D. Letts, BA(Hons) *ANU*

Relevant experience: Deputy Director, Lowy Institute for International Policy; international relations

Mr David Miles AM, LLB *Melb*

Relevant experience: lawyer, Chair, Innovation Australia; company director

One person who is either a Dean or the Head of a Research School and is elected, in either case, by the Deans and the Heads of the Research Schools voting together

Professor Jim Williams, BSc PhD *NSW*, FAIP, FIEAust, FTSE, FAA (to 29.9.08)

Relevant experience: Director, Research School of Physical Sciences and Engineering

Professor Keith Houghton, BCom *Melb*, MSc (Econ) *Lond*, PhD *WAust*, FCA, FCPA (from 30.9.08)

Relevant experience: Dean, ANU College of Business and Economics

One member of the academic staff of the Institute of Advanced Studies elected by the members of that staff

Dr Ian Morgan, BSc *Melb*, PhD *Monash* (to 29.9.08)

Relevant experience: Research Fellow, Research School of Biological Sciences

Professor Ann McGrath OAM, BA(Hons) *Qld*, PhD *LaT*, FASSA (from 30.9.08)

Relevant experience: Head of History Program, Research School of Social Sciences and Director of the Australian Centre for Indigenous History

One member of the academic staff of The Faculties elected by the members of that staff

Dr Anthea Hyslop, BA *Adel/LaT*, PhD *LaT* (to 29.9.08)

Relevant experience: Senior Lecturer, School of Social Sciences

Dr Samantha Egan, BSc(Hons) *Melb*, PhD *ANU* (from 30.9.08)

Relevant experience: Research Fellow, Rural Clinical School, ANU Medical School

One member of the general staff of the University elected by members of that staff

Mr Bill Speed, DipProjMgt *UNE Partnerships*

Relevant experience: tertiary education, project management

One postgraduate student of the University elected by the postgraduate students of the University

Ms Melissa Lovell, BA BSocSc *Qld* BA(Hons) *ANU* (to 11.6.08)

Relevant experience: tertiary education as research student

Mr Michael Carmody, BSc (Adv) BA(Hons) *Syd*, BSc(Hons) *ANU* (from 12.6.08)

Relevant experience: tertiary education as research student

One undergraduate student of the University elected by the undergraduate students of the University

Ms Jamila Rizvi (to 30.11.08)

Relevant experience: tertiary education as undergraduate student

Mr Sham Sara (from 1.12.08)

Relevant experience: tertiary education as undergraduate student

UNIVERSITY OFFICERS

Chancellor

Dr Allan Hawke, BSc(Hons) PhD *ANU*, FAIM, FIPAA, FAICD

Pro-Chancellor

The Hon Justice Annabelle Bennett AO, BSc(Hons) PhD *Syd*, LLB *UNSW*

Vice-Chancellor and President

Professor Ian Chubb AC, MSc DPhil *Oxon*, HonDSc *Flinders*, FACE

Deputy Vice-Chancellor and Vice-President

Professor Lawrence Cram, BSc(Hons) BE(Hons) PhD *Syd*

Pro Vice-Chancellor

Professor Robin Stanton, BE PhD *NSW*, FTSE

Pro Vice-Chancellor (Education)

Professor Elizabeth Deane, BSc(Hons) PhD *Syd* (from 4.2.08)

Pro Vice-Chancellor (Research)

Professor Mandy Thomas, BA(Hons) PhD *ANU*

Director, Policy and Planning

Dr Brok Glenn, BSc(Hons) PhD *Lond*

Chair and Dean, ANU College of Business and Economics

Professor Keith A. Houghton, BCom *Melb*, MSc (Econ) *Lond*, PhD *WAust*, FCA, FCPA

Chair and Dean, ANU College of Engineering and Computer Science

Professor Michael Cardew-Hall, BSc(Hons) *Nott*, PhD *Imperial College*, CEng, FIMechE (to 31.8.08)

Professor Chris Baker, BSc (DipAppPhys) PhD *Hull*, FIET, MIEEE (from 1.9.08)

Chair and Dean, ANU College of Law

Professor Michael Coper, BA LLB *Syd*, PhD *NSW*, Barrister *NSW*, Barrister and Solicitor *ACT*

Chair, ANU College of Arts and Social Sciences

Professor Mandy Thomas, BA(Hons) PhD *ANU* (to 4.5.08)

Dean, ANU College of Arts and Social Sciences

Professor Nicolas Peterson, BA *Camb*, PhD *Syd*, FASSA (to 4.5.08)

Chair and Dean, ANU College of Arts and Social Sciences

Professor Toni Makkai, BA CIAE, MSPD, PhD *Qld* (from 5.5.08)

Chair and Dean, ANU College of Asia and the Pacific

Professor Robin Jeffrey, BA Vic(BC), DPhil *Sus*

Dean, ANU College of Medicine and Health Sciences

Professor Nicholas Glasgow, MBChB, MD *Auck*, FRNZGP, FRACGP, FACHPM

Dean, ANU College of Science

Professor Timothy Carlisle Brown, BSc *Monash*, PhD *Camb* (to 7.1.08)

Professor Aidan Byrne, BSc MSc *Auck*, PhD *ANU* (from 8.1.08)

Director, Faculty of Arts

Professor Nicolas Peterson, BA *Camb*, PhD *Syd*, FASSA (to 30.4.08)

Professor Joan Beaumont, BA(Hons) *Adel*, PhD *Lond*, FASSA (from 1.5.08)

Director, Faculty of Asian Studies

Professor Kent Anderson, BA *Middlebury*, MA JD *Washington*, MJur *Oxon*

Director, Faculty of Engineering and Information Technology

Professor Michael Cardew-Hall, BSc(Hons) *Nott*, PhD *Imperial College*, CEng, FIMechE (to 31.8.08)

Professor Chris Baker, BSc (DipAppPhys) PhD *Hull*, FIET, MIEEE (from 1.9.08)

Director, Faculty of Law

Professor Michael Coper, BA LLB *Syd*, PhD *NSW*, Barrister *NSW*, Barrister and Solicitor *ACT*

Director, Faculty of Science

Professor Timothy Carlisle Brown, BSc *Monash*, PhD *Camb* (to 7.1.08)

Professor Aidan Byrne, BSc MSc *Auck*, PhD *ANU* (from 8.1.08)

Director, ANU Medical School

Professor Nicholas Glasgow, MBChB, MD *Auck*, FRNZGP, FRACGP, FACHPM

Director, The John Curtin School of Medical Research

Professor Judith Whitworth AC, BS, PhD, MD, DSc *Melb* FRACP (to 8.6.08)

Professor Frances Shannon, BSc(Hons) PhD *NUIreland* (from 9.6.08)

Director, Research School of Astronomy and Astrophysics

Professor Harvey Butcher BSc(Hons) *CalTech*, PhD *ANU*, FASA

Director, Research School of Biological Sciences

Professor John Gibson, BSc(Hons) PhD *Sheffield*, MA DSc *Camb*

Director, Research School of Chemistry

Professor Martin Banwell, BSc(Hons) PhD *Well*, FAA, FRACI, Hon.FRSNZ

Director, Research School of Earth Sciences

Professor Brian L.N. Kennett, MA PhD ScD *Camb*, FRAS, FAA, FRS

Director, Research School of Humanities

Professor Howard Morphy, BSc MPhil *Lond*, PhD *ANU*

Director, Research School of Information Sciences and Engineering

Professor Michael Cardew-Hall, BSc(Hons) *Nott*, PhD *Imperial College*, CEng, FIMechE (to 31.8.08)

Professor Chris Baker, BSc (DipAppPhys) PhD *Hull*, FIET, MIEEE (from 1.9.08)

Director, Research School of Pacific and Asian Studies

Professor Robin Jeffrey, BA *Vic(BC)*, DPhil *Sus*

Director, Research School of Physical Sciences and Engineering

Professor Jim Williams, BSc PhD *NSW*, FAIP, FIEAust, FTSE

Director, Research School of Social Sciences

Professor John Wanna BA PhD *Adel* (to 13.4.08)

Professor David Marsh BA *Swansea*, PhD *Exe* (from 14.4.08)

Director, ANU Climate Change Institute

Professor William Steffen, BSc *Missouri-Rolla*, MSc PhD *Flor* (from 1.8.08)

Director, Asia Pacific College of Diplomacy

Professor William Maley AM, BEc LLB MA *ANU*, PhD *NSW*

Director, Australian Centre for Economic Research on Health

Professor James Butler, BEcon MPolEcon PhD *Qld*

Director, Australian Demographic and Social Research Institute

Professor Peter McDonald, BComm *NSW*, PhD *ANU*, FASSA

Director, Australian National Internship Program

Associate Professor Robert Campbell, BEcon(Hons) *LaT*, PhD *ANU*

Director, Australian Primary Health Care Research Institute

Professor Nicholas Glasgow, MBChB, MD *Auck*, FRNZGP, FRACGP, FChPM (to 27.1.08)

Associate Professor Kirsty Douglas, MBBS *Adel*, DipRACOG, MD *Oxon*, FRACGP

(from 28.1.08 to 19.10.08)

Mr Robert Wells, BA *NE*, APHCRI (from 20.10.08)

Director, Centre for Aboriginal Economic Policy Research

Professor Jon Altman, BA MA(Hons) *Auck*, PhD *ANU*, FASSA

Director, Centre for Educational Development and Academic Methods

Dr Linda Hort, BA(Hons) *ANU*, MEd *Griff*, License *Geneva*, Diplome de Specialisation *Geneva*,

PhD *ANU*

Director, Centre for Mental Health Research

Professor Helen Christensen, BA(Hons) *Syd*, MPsych(Hons) PhD *NSW*, FASSA

Director, Centre for Resource and Environmental Studies

Professor Mike Hutchinson, BSc(Hons) MSc PhD DipCompSc *Syd*

Director, Crawford School of Economics and Government

Professor Andrew MacIntyre, BA(Hons) MA PhD *ANU*

Director, Mathematical Sciences Institute

Professor Alan Carey, BSc *Syd*, MSc *Adel*, DPhil *Oxon*

Director, Menzies Centre for Health Policy

Mr Robert Wells, BA *NE*, APHCRI

Director, National Centre for Epidemiology and Population Health

Professor Neils Becker, BSc(Hons) MSc *Melb*, PhD *Sheff*

Director, National Centre for Indigenous Studies

Professor Michael Dodson AM, LLB BJuris *Monash*, Hon DLit *Technol Syd*, Hon LLD *NSW*

Director, National Europe Centre

Professor Simon Bronitt, LLB(Hons) *Brist*, LLM(Hons) *Camb*

Director, The Fenner School of Environment and Society

Professor William Steffen, BSc *Missouri-Rolla*, MSc PhD *Flor* (to 31.7.08)

Professor Mike Hutchinson, BSc(Hons) MSc PhD DipCompSc *Syd* (from 1.8.08)

Dean of Students

Professor Penelope Oakes, BSc PhD *Brist*

Chief Finance Officer and Director, Finance and Business Services

Mr David Sturgiss, BComm *NSW*, FCA, MAICD

Director, Communications and External Liaison Office

Ms Jane O'Dwyer, BA *Curtin*, MJourn *W'gong*

Director, Corporate Information Services

Mr Rick Van Haeften, GradDipIT *NSW*

Director, Facilities and Services

Mr Warwick Williams, BSc *NSW*

Director, Human Resources

Mr Ron Watts, BCom *WAIT*, MCom *Melb*, GradDip(BusMgt) *Monash*, FAHRI

Director, ICT Environments

Dr Markus Buchhorn, BSc(Hons) *Melb*, PhD *ANU*

Director, Marketing and Communications Division

Mr Phillip McKenzie, BEc *Syd* (to 10.10.08)

Director, Research Office

Dr Ian McMahon, BSc PhD *ANU*

Director, Risk Management and Audit Office

Mr Andrew Mead, BHLthSc *NE*, MHSM *CSturt* (to 4.7.08)

Ms Donna Webster, BA *ANU* (acting 5.07.08 to 31.08.08)

Mr Michael Schmidt-Liermann, BFA *NE*, MBA *Macq*, DGFC, *Charles Sturt*, CPA, CIA (from 1.9.08)

Director, Scholarly Information Services and University Librarian

Mr Victor George Elliott, MA *Well*, MLitt *Oxon*, DipNZLS, AALIA, FNZLIA

Director, University Accommodation

Ms Marie Wensing

Head, Council and Boards Secretariat

Ms Jan O'Connor, BA *James Cook*

Registrar

Mr Timothy Beckett, MA *Dub*

University Counsel

Mr Kenneth Grime, BEc LLB *Monash*, Barrister and Solicitor

Master, University House and Graduate House

Professor John Richards, BE PhD *NSW*, FIREE, FIEAust, FIEEE, FTSE, CPEng

Head, Bruce Hall

Dr Deidre Pearce, BSc *James Cook*, PhD *ANU*, GDipEd(Higher and Further) *Curtin*

Head, Burton and Garran Hall

Mr Keith Conley, BA(Hons) *ANU*

Head, Fenner Hall

Mr Peter Fyfe, GradDipBus *UC*

Head, Toad Hall

Mr Selwyn Harcourt Cornish AM, BEc *WAust*

Head, Ursula Hall

Dr George Watt, BA(Hons) *Brigham Young*, MA *Calif State*, LittB *UNE*, PhD *Flin*, PGDipEd *Adel*

OFFICERS FOR CEREMONIAL OCCASIONS**Marshal**

Mr Selwyn Harcourt Cornish AM, BEc *WAust*

Dr Royston Gustavson BA(Hons) *Qld*, MBA PhD *Melb*, FAICD (Alternate)

Esquire Bedel

Mrs Julie Gorrell, BA *ANU*

Professor Marie Carroll, BA(Hons) PhD *Otago*, MAPS (Alternate)

COUNCIL & COUNCIL COMMITTEES

Number of meetings and members' attendance for the period 1.1.08 to 31.12.08.

COUNCIL

NUMBER OF MEETINGS: 6

Name of Member	Number of Attendances
Dr A. Hawke (Chair)	6
The Hon Justice A. Bennett AO	5
Professor I. Chubb AC*	6
Ms I. Atlas	4
Mr M. Carmody (from 12.6.08)**	2
Mr M. Delaney	6
Dr S. Egan (from 30.9.08)*	1
Dr V. FitzGerald	4
Professor K. Houghton (from 30.9.08)*	1
Ms R. Hughes AO	6
Dr A. Hyslop (to 29.9.08)*	5
Ms M. Letts	3
Ms M. Lovell (to 11.6.08)**	3
Professor A. McGrath OAM (from 30.9.08)*	1
Mr D. Miles AM	6
Dr I. Morgan (to 29.9.08)*	3
Ms J. Rizvi (to 30.11.08)**	5
Mr S. Sara (from 1.12.08)**	1
Mr W. Speed *	6
Professor J. Williams (to 29.9.08) *	4

AUDIT & RISK MANAGEMENT COMMITTEE

NUMBER OF MEETINGS: 4

Name of Member	Number of Attendances
Mr P. McPhillips (Chair)	4
Mr M. Delaney	2
Ms D. Moody	4
Dr I. Morgan (to 29.9.08)*	2
Professor P. Perkins	4

FINANCE COMMITTEE

NUMBER OF MEETINGS: 5

Name of Member	Number of Attendances
Mr M. Delaney (Chair)	5
Professor I. Chubb AC*	5
The Hon Justice A. Bennett AO	4
Mr P. Carlin	4
Mr M. Empson	5
Mr P. Gourley	4
Mr K. Lyon	4
Mr P. McPhillips	4
Ms A. Terry	3

HONORARY DEGREES COMMITTEE

NUMBER OF MEETINGS: 3

Name of Member	Number of Attendances
Dr A. Hawke (Chair)	3
The Hon Justice A. Bennett AO	1
Mr M. Carmody (from 12.6.08 to 30.11.08)**	1
Professor I. Chubb AC*	3
Professor L. Cram*	2
Dr V. FitzGerald	2
Ms R. Hughes AO	3
Ms M. Letts	3
Ms M. Lovell (to 11.6.08)**	0
Professor N. Peterson*	3
Mr S. Sara (from 1.12.08)**	1
Professor S. Von Caemmerer*	3

* ANU staff member

** ANU student

COMMITTEE ON CONDITIONS OF APPOINTMENT OF THE VICE-CHANCELLOR

Number of Meetings: Committee members conferred as required throughout 2008 regarding conditions of appointment of the Vice-Chancellor.

Name of Member
Dr A. Hawke (Chair)
The Hon Justice A. Bennett AO
Mr M. Delaney

EMERGENCY APPOINTMENT (VICE-CHANCELLOR) COMMITTEE

NUMBER OF MEETINGS: 0

Name of Member
Dr A. Hawke (Chair)
The Hon Justice A. Bennett AO
Mr M. Delaney

NOMINATIONS COMMITTEE OF COUNCIL

NUMBER OF MEETINGS: 0

Name of Member
Dr A. Hawke (Chair)
The Hon Justice A. Bennett AO
Professor I. Chubb AC*
Dr I. Morgan*
Mr R. King
Ms A. Sherry AO (from 6.2.08)
Mr R. Williams AM

* ANU staff member

** ANU student



RISK MANAGEMENT

This statement has been prepared to comply with section 15 of the Commonwealth Authorities and Companies (Report of Operations) Orders 2005 not covered in other sections of this report.

It is acknowledged that risks are inherent in many of the University's activities and that every member of the University community contributes to the identification, management and reporting of these risks. Risk management at ANU assists in the protection of the University's key assets: people, reputation, finances, infrastructure and intellectual property. Articulated with the strategic goals and objectives of the University as identified in ANU by 2010, risk management at ANU is supported by:

- the ANU risk management framework aligned with the Australian Standard 4360:2004
- a robust governance structure, including the Audit and Risk Management Committee and the Risk Management Advisory Committee
- a risk management policy that clearly articulates and assigns key roles and responsibilities
- a risk-based Strategic Audit Plan (2008–2010)
- a Fraud Control Plan aligned with the Commonwealth Fraud Control Policy and Guidelines and based on a rolling risk review program
- a communication strategy underpinned by the ANU risk web portal
- an emergency response and business continuity planning framework
- risk and business continuity improvement programs
- the availability of risk management support, advice, assessment tools and training to academic and support areas.

INDEMNITIES

All employees of the University are covered by the Code of Conduct. The Code states:

"The University will indemnify its staff against liabilities incurred by them while carrying out their duties in good faith for the University. It will stand behind its staff and meet the costs of actions that might be taken against them personally as though the action had been taken against the University, provided that the staff member concerned was acting in good faith."¹¹

11 http://info.anu.edu.au/Policies/_DHR/Policies/Code_of_Conduct.asp

ACCESS

This statement has been prepared to comply with section 18 of the Commonwealth Authorities and Companies (Report of Operations) Orders 2005 not covered in other sections of this report.

ANU continues to have one of the highest rates of representation for students with disability in Australia's higher education sector, reflecting a long-term commitment of ANU to, and success in, diversity and the inclusion of people with disability in education.

During 2007–2008 the 2005–2008 Disability Action Plan was comprehensively assessed and consultation for the development of the 2009–2012 Disability Action Plan was begun. Over the past three years under the 2005–2008 Plan, considerable progress has been made towards ensuring that policies, procedures and publications of relevance to people with disability are communicated effectively and are well understood. Following completion of a physical access audit, priorities have been established to progress improvements to the accessibility of campus buildings, structures, pathways, grounds and signage. Progress has also been made to ensure that students and staff with disability are not disadvantaged when accessing information.

EMPLOYMENT/STAFF

ANU is a foundation member of the Australian Employers Network on Disability. It is actively involved in collaborating with other employers in the ACT to increase the employment and work experience of people with disability, and the confidence of staff to work with and supervise people with a disability.

Access and equity policies of relevance to people with disability have been reviewed and are widely available to staff and supervisors. These policies cover equal opportunity, disability access, discrimination, harassment and bullying as well as policies and procedures for handling student complaints and staff grievances. Training continues to be provided to staff with human resource responsibilities and selection panel members to ensure they are capable and confident when dealing with employment-related matters for people with disability. Equity statements continue to be included in staff recruitment advertisements.

Occupational Health and Safety Branch continues to provide reasonable adjustment to both people employed with a disability and staff acquiring a disability while working at ANU. The Branch has a team of three occupational therapists who provide this service.

EDUCATION/STUDENTS

Support services for students with disability are primarily provided by the Disability Services Centre, which has undergone a major refurbishment to improve the physical layout and size of consultation rooms. The refurbishment includes an additional accessible training room to provide training for students and staff on issues relevant to disability in tertiary education.

Information for students with a disability is available in a wide range of publications, including student handbooks, guides, information brochures, and student enrolment material. Access to information for students with a print disability has been further streamlined with the formation of the Alternate Format Service. This is a collaborative initiative enabling approved students to access recommended resources in an electronic format through the ANU Library and to have it securely available on WebCT. Information is also readily available to students on the websites www.anu.edu.au/disabilities and www.anu.edu.au/equity, and for ANU staff on the equity@anu website. This includes a range of information for supervisors, guidelines on Reasonable Workplace Adjustments and links to other available resources.



PHYSICAL ACCESS

The Disability Access Audit Committee was formed to advise on improving disability physical access. All new major ANU works projects will engage an Access Consultant and works will be reviewed at design stage and inspected on completion. Staff from Facilities and Services and the Disability Service Centre achieved qualifications in Access Appraisal from the Institute of Access Training Australia.

The ANU campus network of pedestrian pathways, including those connecting to residential halls and colleges, have been audited and priorities established for progressive upgrades. The ANU Building Requirements and Sign Manuals have been updated. Four scooters were purchased to assist staff with a disability access the vast ANU campus. These scooters can be borrowed through the Disability Services Centre.

IT ACCESS

ANU continues to monitor and provide upgraded Teaching and Learning Commons facilities with adjustable desks for wheelchair access, assistive technology on all Information Commons Windows PC machines, specially equipped resource rooms, remote access services such as the delivery of library materials to home or office, and electronic resources for recording and delivery of lectures through WebCT.

Individualised support for students with disability continues to be offered. This includes note taking, live remote transcription, alternative exam arrangements, equipment and software loans, parking and scholarships. In 2008 two Enterprise Access Undergraduate Scholarships and three Accommodation Bursaries for students with a disability were allocated. ANU continues to participate in the international Liberated Learning Consortium, developing technology to transcribe lecture material into alternative formats through automated transcription using speech recognition software.

ANU received funding from the Higher Education Disability Support Program 2008 and continues to identify and implement strategies to attract and support students with a disability to participate in tertiary education.

A SAFE, HEALTHY & SUSTAINABLE ENVIRONMENT

This is a report into occupational health and safety matters of The Australian National University under the requirements of section 74 of the Occupational Health and Safety (Commonwealth Employment) Act 1991.

ANU endeavours to maintain a workplace that is, as far as reasonably practicable, safe and healthy for staff, students, and visitors, considering the complexities and range of hazards and risks undertaken in its research and teaching activities and supporting functions. In April, the University's Health and Safety Management Arrangements¹² were endorsed following a development and staff consultation process. The Arrangements document expands and incorporates information on the processes of the University's occupational health and safety management system (OHS).

The revision of the University's Designated Work Groups and related OHS Committees was embedded in 2008, ensuring that ANU staff were better served by its 37 Designated Work Groups and 27 viable OHS Committees (some Committees serving multiple Designated Work Groups). A call for more Health and Safety Representatives also resulted in a slight increase in their numbers.

Additional policy, procedure and initiative work undertaken by the Committees included the completion of the Footwear Hazard Management Procedure, and strong progress on rehabilitation procedure, chemical management, working conditions, pets in the University, and sun protection documents.

The three-year OHS Strategic Plan¹³ continues to be implemented. The improved comprehensive reports of our OHS performance¹⁴ are proving useful with positive trends emerging. ANU continues to benchmark itself against the other Group of Eight universities and again participated in the Australasian University Safety Association benchmarking project, with ANU improving on previous years.

During 2008, the OHS culture and function within the University was strengthened by 32 different training courses, increasing the knowledge of 824 staff and students in hazard awareness, risk management principles and safe work processes and practices. This was down on 2007 (936) and 2006 (849).

A new supervisor training course provided useful insights for supervisors and managers in promoting OHS culture and demystifying the administrative processes.

Although the University continues to have work-related incidents, the trend continues downwards. Appropriate corrective action has been taken or is currently underway regarding such incidents. Incidents reported in 2008 include:

- Zero deaths
- Twenty-two serious personal injuries reported to Comcare (down from 49 in 2007, 61 in 2006)
- Seven dangerous occurrences reported to Comcare (up from four in 2007, down from 17 in 2006)

12 Health and Safety Management Arrangements, <http://info.anu.edu.au/hr/assets/OHS/HSMA.pdf>

13 ANU OHS Strategic Plan, http://info.anu.edu.au/hr/assets/OHS/OHS_20Plan_202007-2010.pdf

14 ANU OHS Performance, http://info.anu.edu.au/hr/OHS/Performance_Appraisal

During 2008, Comcare conducted four investigations/audits, and has made several other enquires regarding reported incidents. No improvement or prohibition notices were issued.

The Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) conducted several audits and inspections in 2008, identifying several discrepancies and areas for improvement. ARPANSA recorded seven breaches related to sections 31 and 51 of the ARPANS Regulations, and many of these were identified and reported by the University. These breaches were generally of an administrative nature.

In addition to Comcare and the Safety, Rehabilitation and Compensation Commission (SRCC), the OHS Branch assisted compliance with ARPANSA, Australian Safeguards and Non-Proliferation Office (ASNO), National Industrial Chemicals Notification and Assessment Scheme (NICNAS), Australian Quarantine and Inspection Service (AQIS), ACT WorkCover and ACT Health.

The University's OHS management system was in the spotlight in early 2008, when Deloitte Touche Tohmatsu reviewed the system at the request of the Risk Management and Audit Office. No catastrophic/major findings were identified, with the moderate and minor findings related to planning, structure and resources, risk management, inspections and audits, and induction and training. Many of the findings have been addressed or are being actioned. A recommendation from the Deloitte report launched a review of OHS Branch management and structure. The aim is to identify opportunities to enhance the strategic focus of the OHS Branch.

THE ENVIRONMENT

This statement has been prepared to comply with section 516A of the Environment Protection and Biodiversity Conservation Act 1999.

ACTIVITIES OF THE UNIVERSITY & THEIR ACCORDANCE WITH THE PRINCIPLES OF ECOLOGICALLY SUSTAINABLE DEVELOPMENT (ESD)

The University remains committed to demonstrating national and international leadership in the areas of environmental education and campus sustainability.

An environmental policy, approved by Council, and a comprehensive Environmental Management Plan which describes strategies for improving campus environmental performance have been established. The current plan is being updated with new targets for 2009-2015, including substantial reductions in greenhouse emissions, potable water consumption and environmental risk, along with protection and enhancement of environmental, heritage and biodiversity values on campus.

Initiatives undertaken by the University during 2008 include:

- progressive improvement of the environmental efficiency of buildings, plant and equipment, through better (ESD) design and maintenance
- building community awareness and involvement through various campus activities (eg Celebrate Sustainability Day, Earth Hour) and work-based sustainability programs (eg SEE Sustainability @ Work, Green Office)
- expanding alternative transport programs, including building additional bicycle storage infrastructure on campus and increasing the size of the campus bicycle fleet
- establishing new purchasing policies to reduce the environmental impact of the University motor vehicle fleet
- expanding the operation of the campus organic composting program
- expanding the Student Sustainability Learning Community
- establishing infrastructure and work practices to reduce potable water consumption in academic activities, residential halls and landscape management.

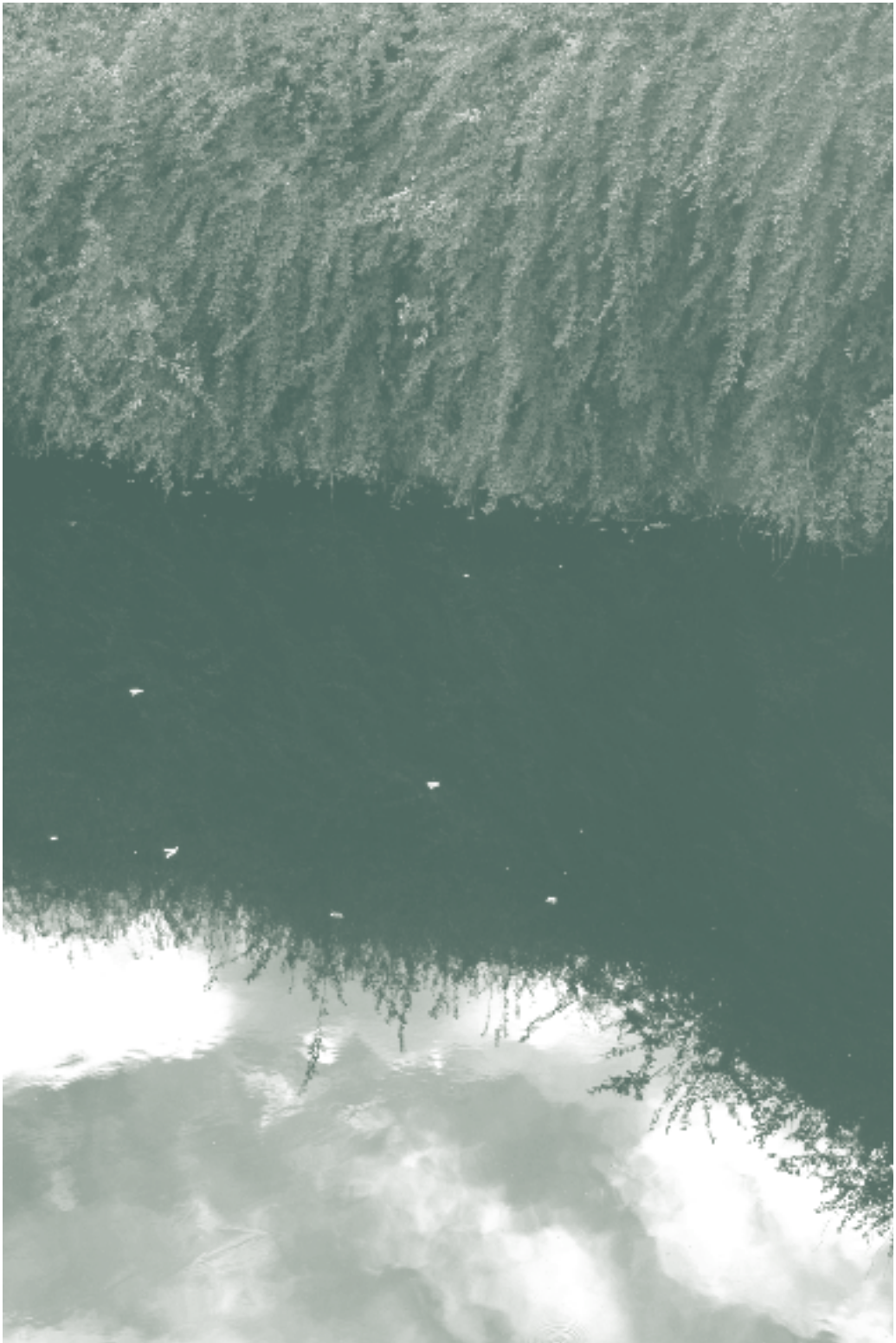
As a consequence, the following improvements in environmental performance were recorded:

- reduction of 8,700 tonnes in greenhouse emissions against 2007 emissions
- reduction in potable water consumption of 158 million litres against 2007
- reduction of 949 tonnes in CO² from University Fleet vehicles against 2007.

The University also won several awards in the ACT Sustainable Cities Awards and Westpac Landcare Education Awards.

The full 2007-2008 Environmental Management Report is available at the following web address: www.anu.edu.au/anugreen/files/845_ANUgreen-Annual-Report_07-08.pdf. The University has also restated its ongoing commitment to campus sustainability and continuous improvement of environment performance within the latest Enterprise Agreement established with staff.





THE CONTRIBUTION OF APPROPRIATIONS OUTCOMES TO THE PRINCIPLES OF ESD

Aside from facilitating the provision of research and education outcomes, none of the University's appropriation outcomes have ESD implications.

THE IMPACT OF THE UNIVERSITY'S ACTIVITIES ON THE ENVIRONMENT

The University is committed to building environmental awareness within its own community, through a range of formal and informal education programs. Broadly speaking, the education and research programs also provide both undergraduate and postgraduate students with an understanding of the need to integrate ecological, economic and social dimensions in decision making. Supplementary to the more traditional academic program, the University has established academic groups (such as the ANU Climate Change Institute and the Fenner School of Environment and Society) which facilitate cross-disciplinary collaborations and information sharing. Innovative education for sustainability programs such as the Green Steps program, ANUgreen Campus Sustainability Student Internships and the Sustainability Learning Community, have been introduced. Through these programs, the University has been able to integrate campus sustainability operations with teaching and learning. More than 200 students participated in these programs in 2008. The ANUgreen program has also established formal links to the newly formed ANU Climate Change Institute.

The University is also a member of the International Alliance of Research Universities – which includes 10 of the world's leading research universities (www.iaruni.org). The IARU has committed to working together to establish international leadership in campus sustainability and ANU is a lead participant in the development of the joint campus sustainability strategy.

Given the size of the campus community and the nature of various activities, a number of University operations inevitably impact on the environment, particularly through greenhouse emissions, water consumption, waste generation, procurement and development. Full details of these impacts are outlined in an Annual Environmental Report to the Vice-Chancellor and in other reports submitted to the Australian Greenhouse Office and the Commonwealth. Various reports are available at: www.anu.edu.au/facilities/anugreen/EMPC/Reports/

MEASURES DESIGNED TO REDUCE ENVIRONMENTAL IMPACT

The University activities section above provides examples of initiatives undertaken in 2008. More detailed information is available in the ANU Environmental Management Plan at www.anu.edu.au/anugreen/index.php?pid=17. This Plan is currently being updated to establish goals for the period 2009–2015. The new plan will continue to be broad ranging with strategies for reducing the University's environmental impacts in greenhouse emissions, water consumption and waste generation, as well as improving its performance in biodiversity management, stormwater management and pollution prevention.

REPORTING & REVIEW OF EFFECTIVENESS

The University's Environmental Management Planning Committee reports annually to the Vice-Chancellor on the status of the Environmental Management Plan, as well as reporting to the Australian Greenhouse Office and to the Commonwealth under the National Environmental Protection Measures legislation.

