Report of the Council of the Royal Melbourne Institute of Technology for the period 1 January to 31 December 1996

To the Honourable Phil Honeywood MLA, Minister for Tertiary Education and Training

In pursuance of the provisions of the *Annual Reporting Act* 1983, the Council of the Royal Melbourne Institute of Technology has the honour to transmit to you RMIT's annual report for the year ended 31 December 1996.

Sam Smorgon AO
Chancellor

25 March 1997

Introduction

RMIT is renowned as a university that emphasises education for employment, and research that uses technology to solve real-world problems. It is Australia's largest multi-level university, offering a fully integrated range of courses from certificates and diplomas to degrees, postgraduate degrees, including masters by research or course work, and doctorates. RMIT is also Australia's most successful exporter of education and training services. The university's campus in Penang, Malaysia, is the first of its kind in Asia.

RMIT was established as the Working Men's College in 1887. Six years earlier the Hon. Francis Ormond had offered to contribute five thousand pounds to its establishment if the general public was prepared to contribute an equal sum. With the help of the Melbourne Trades Hall Council, which levied its members, the required amount was raised and the first six hundred students — male and female — commenced study on 7 June 1887. RMIT became a university on 1 July 1992 (*Royal Melbourne Institute of Technology Act* 1992).

Located in the central business district of Melbourne, RMIT is an urban and genuinely multicultural institution. RMIT's educational and research services are available to all appropriately qualified students and to business enterprises. The university undertakes a range of activities designed to facilitate access to its programs by disadvantaged groups.

In 1996 the university comprised three main campuses: **city**, including RMIT Aerospace at Fishermens Bend and the printing and graphic design school at Brunswick; **Bundoora** east and west; and **Coburg**. RMIT offers a large range of vocational education and training (VET) and higher education courses to almost 45,000 students, of whom around 12 percent are international students.

The city campus is located in the heart of Melbourne's knowledge precinct. RMIT brings more than 25,000 people into the central business district each day and has a vital stake in the arts, business and technology, and environmental planning of inner Melbourne.

RMIT's northern campus in Bundoora is developing as a major technology site in the region. With a predicted full time student body of six thousand by 2000, the growing campus is expected to generate thousands of new jobs in the community through its activities and many links with surrounding industry. As a point of interface with the entire spectrum of groups comprising the area, RMIT's Bundoora campus is enhancing the economic, cultural and social development of the northern region of Melbourne.

The RMIT Coburg campus has been acquired by the Victorian government and from 1997 will become the new home of the Coburg-Preston Secondary College. The two thousand RMIT students and staff were relocated to the Bundoora and city campuses at the end of 1996.

During 1995 a further RMIT campus, the RMIT College at Penang, was constructed. Its first intake in January 1996 attracted over 120 students. RMIT is one of four universities from around the world invited by the Malaysian government to submit a proposal to establish a university branch campus.

1996 at RMIT

January

Faculty restructures take effect. TAFE departments are integrated with relevant faculties to create a seamless academic pathway from certificate to PhD. The Department of Communication Studies (formerly part of the Faculty of Social Sciences and Communications) and the graphic design course area join the Faculty of Art and Design. The industrial design course area relocates to the Faculty of Environmental Design and Construction.

The faculty changes are accompanied by a significant restructure of the university's commercial activities. Three new companies are created from existing divisions of Technisearch Ltd: RMIT Resources Ltd will provide accounting and administrative services to Technisearch Ltd (engineering and scientific consulting, intellectual property management), RMIT International Pty Ltd (development of RMIT's overseas interests) and RMIT Training Pty Ltd (short courses and the Centre for English Language Learning).

The Research and Development (R&D) Division moves to its new location at Bundoora West. The new Community Services Group is formed, incorporating Northern Partnerships, to enhance community service activity across the university.

At Jawi, in the Malaysian state of Penang, the Adorna Institute of Technology (RMIT College) opens. Vice-Chancellor Professor David Beanland says it "demonstrates what can be achieved in overseas education through partnership and the willingness of a university to work to meet the needs of the host country." Under academic director Professor Brian Stoddart, the campus this year offers the Foundation Studies Certificate and two-year advanced diploma programs in electronics/computing engineering, manufacturing engineering, and operations management. Successful completion of a Penang advanced diploma guarantees graduates advanced entry to the relevant bachelor degree at RMIT Melbourne.

The first graduation ceremony for RMIT design students is held at La Salle-SIA College of the Arts in Singapore. In what is probably the first western-style graduation to take place in China since the revolution, the first intake of the Associate Diploma in Business (International Trade) graduates in Wuhan.

Thirty-eight students from the RMIT Chiropractic Unit in Japan complete a summer school program in anatomy at Bundoora.

The Chinese Ministry of Foreign Trade and Economic Cooperation signs an agreement with RMIT to provide technical support and staff training for a national network of United Nations Trade Points being established in China. Each Trade Point will be a one-stop electronic shop for the promotion of trade, business and research.

Student Services welfare officer Trudy Falconer returns to RMIT after completing a research project on the needs of VET students for the Northern Territory University in Darwin. The project, commissioned by the NTU Student Union, covered information access, involvement in decision making processes, and basic service provision and is aimed at making the NTUSU more relevant to student needs at NTU's multiple campuses.

RMIT's higher education sector attracts the highest proportion (21.5 percent) of first preference applications from students applying through the Victorian Tertiary Admissions Centre (VTAC). Fee paying postgraduate enrolments in 1996 are 46.6

percent higher than in 1995. RMIT TAFE first preference applications are up 33.2 percent on the previous year.

February

National and international bench-marking underline the excellence of the whole range of RMIT's research and development activities. The Committee for Quality Assurance in Higher Education audit places RMIT in the top bands for both 'research management process' and 'community service' and the second band for 'research improvement'. The audit report recommends funding of $1.83 million for RMIT. The report says "all of the RMIT staff... demonstrated a high degree of understanding and commitment to the mission statement, and to the goals, objectives and strategies that are being developed and pursued... RMIT is developing and establishing a distinctive role and identity for itself, particularly with regard to its relationships with industry and the community. Its responsiveness to the needs of industry, commerce and the community were regarded as impressive."

Also in 1996 the Commonwealth Higher Education Management Service (CHEMS) bench-marking ranks RMIT's 'management of research' top overall and the 'external impact' of the university second overall.

Professor Jack Clancy, head of the Department of Communication Studies, retires after thirty-four years of teaching at RMIT. Among other achievements, Professor Clancy introduced the first tertiary-level cinema studies course in Australia and was heavily involved in establishing undergraduate courses in journalism, media studies and public relations; the Bachelor of Arts (Professional Communication) for international students; and graduate diplomas in editing and publishing, journalism and public relations. An annual lecture series will be named in recognition of Professor Clancy's contribution to the university.

The university's commercial companies — Technisearch, RMIT Resources, RMIT International and RMIT Training — together achieve International Standards Organisation ISO 9002:1994 quality certification for production, installation and service activities; information technology consultancy and evaluation; and marketing and administration of the international student program at RMIT. Professor David Beanland says the group's QA certification is "a great achievement given the scope and complexities of its business... It will provide our new companies with a strong competitive advantage at a time when customers, both here and overseas, are demanding evidence of stringent quality performance for their suppliers."

The *Victoria on Display* exhibition at the new Melbourne Exhibition Centre on the Yarra River includes an RMIT exhibit mounted with assistance from The Works, the graphic design consultancy in the Faculty of Art and Design.

Professor Michael Hill takes up his appointment as the inaugural Professor of Physiology. Professor Hill returned to Australia from the USA after establishing an international reputation for his research in the field of microvasculature. His most recent appointment before coming to RMIT was as Associate Professor of Physiology at the University of East Virginia.

The university's first advanced diploma in the health field, the Advanced Diploma of Myotherapy, is accredited by the Office of Training and Further Education.

RMIT teacher Rose Bobee is seconded for twelve months to manage a joint project between RMIT and the Holden Engine Company. Ms Bobee teaches in the Associate Diploma of Engineering (Electronics/Computer Systems/Electrical). She says "supervisors who come from the trade area have traditionally not had training in areas such as people skills, communication, management and accounting skills." The new RMIT/Holden Advanced Certificate in Management/Engineering

will also provide articulation opportunities for students to undertake further education.

An "astounding and confronting building [which] evokes strong emotions and lasting impressions" — otherwise known as RMIT Building 8 — receives an Award of Merit from the Royal Australian Institute of Architects (RAIA) recognising architectural excellence. The RAIA jury report says the "jewel-like facade enhances the civic nature of Swanston Street. Its richly textured and detailed grain and rhythm of composition complements the classical tradition of the adjoining Storey Hall and enlivens the sober modernity of the Casey Building. Every surface has been considered and treated... It is a landmark building which has redefined the possibilities of architecture in the central building district."

Professor John Bowden and Associate Professor Peter Ling join a research team (based at the University of Technology, Sydney) studying the use of information technology in university learning in Australia. The national Committee for the Advancement of University Teaching (CAUT) is contributing $104,000 to the project.

March

The *RMIT Enterprise Agreement 1996* is finalised and submitted to the Australian Industrial Relations Commission for certification. The agreement includes a two percent salary increase for all staff, back-dated to 21 August 1995.

Professor Ann Henderson-Sellers takes up the position of Deputy Vice-Chancellor (Research and Development).

The Master of Health Science program is ceremonially launched at the Hong Kong Baptist University. Documents are signed by the Hong Kong Baptist University, the School of Continuing Education and RMIT's Faculty of Nursing.

A university-wide review assesses how faculties are implementing the Teaching and Learning Strategy.

A new double degree program in traditional Chinese medicine (TCM) and human biology enrols fifteen first-year and twenty third-year students. This is the first tertiary degree in TCM offered outside China. The fourth year of the program is taught at the Nanjing University of Traditional Chinese Medicine in Jiangsu Province, China.

The *Design Talk Series* of public lectures commencing this month provides a forum for eminent local and international designers to talk about their work and design issues. Guests will include Lebbeus Woods; Charles Jencks; Jeanne Sillett; Aaron Betsky; John Denton; representatives of the Ashton, Raggatt and McDougall architectural practice; Peter Corrigan; and Barry Kosky.

RMIT and the William Angliss Institute launch a joint venture that will prepare Australia's hospitality and tourism industries for major growth. The new Australian Centre for Tourism and Hospitality is opened by the Hon. Haddon Storey, Minister for Tertiary Education and Training, and will offer a range of innovative approaches including training for indigenous Australian and South Pacific people; using multimedia technology to deliver programs flexibly across Australia; establishing an advanced culinary arts course that recognises and advances Australian cuisine; and offering courses from apprenticeships to postdoctoral research.

Drafting and managing legislation will be made easier for the Tasmanian government by its purchase of Structured Information Manager software from the RMIT/University of Melbourne Collaborative Information Technology Research Institute (CITRI). SIM was developed by CITRI in collaboration with the Ferntree

Computer Corporation, a leading Australian IT services provider, to manage multi-gigabyte collections of documents containing text, images and other kinds of data. Chief Parliamentary Counsel for Tasmania, Peter Conway, is quoted in the Ferntree publication *Perspectives*: "Although, at its core, drafting [legislation] is essentially an intellectual and creative task, the process of producing legislation can be significantly improved by better information systems. We needed to find a technology that acts as an enabler, not a dictator."

April

The Faculty of Art and Design opens a design exhibition in Singapore.

To celebrate the Transport Research Centre's fifth birthday, a two-day seminar series called *VITAL Days* explains the background of the Victorian Integrated Travel, Activities and Land-use project and showcases the new knowledge emerging from it. The Minister for Roads and Ports, the Hon. Geoff Craige, launches *Melbourne on the Move*, a document outlining major results from the first year of the Victorian Activity and Travel Survey.

The Victorian Board of Studies approves RMIT's participation in the VCE extension studies program in which high-achieving Year 12 students are given the opportunity to study first-year university subjects concurrently with their Year 12 courses. RMIT expects to enrol 20-25 students in the 1997 pilot program.

Ruins in Reverse, the inaugural exhibition launching the new RMIT Gallery in Storey Hall, is opened by the Hon. Senator Richard Alston, Federal Minister for Communications and the Arts. The exhibition includes works by thirteen artists who have employed unorthodox or prosaic materials to challenge historical moments of aesthetic purity.

Weekend workshops for the design graduate program in the Faculty of Environmental Design and Construction include international guests Andrea Kahn, Aaron Betsky, Mark Robbins and Ranulph Glanville.

May

Barry Davis, program coordinator (curriculum) in the Department of Technician Electronics, receives an award from the American Biographical Institute, recognising his expertise as an author, and is included in the institute's *5000 Personalities of the World* (fifth edition). Mr Davis is the author of numerous texts on electronics used in Australia and the United States of America.

The Department of Technician Electronics offers a TV and VCR repair service for RMIT departments and employees. Repairs are made in class by senior Advanced Certificate (Technician) students under staff supervision, for a small fee.

The RMIT Union announces it will run the bookshop and cafeteria at the Bundoora campus. The student service organisation will lease facilities and purchase assets and stocks to run the services for five years, with an option to extend the contract a further five years.

The rejuvenated RMIT Alumni Advisory Board holds its first meeting and identifies fourteen objectives based on the university's strategic plan. Personal networking, alumni involvement in the university, life-long education, and practical course advice are key activities for the new-look association.

For the first time, by special decision, the annual Robert Williamson Award is made to an organisation rather than to an individual — University Librarian Dr Don Schauder accepts the award on behalf of RMIT's Informit electronic publishing house. The Williamson Award is one of Australia's highest honours for

contributions to information services. The citation recognises Informit's achievement in making available extensive Australian information on CD-ROM at a time when virtually none was available and the market was dominated by overseas information sources. While remaining Australia's major CD-ROM publisher of bibliographic databases, Informit has diversified into multimedia and Internet publishing and training with recent titles including *Australian Feature Films* and *No Place That's Home*.

RMIT's Assessment Research Centre takes over administration and analysis of the Victorian government's Learning Assessment Project tests for primary school students.

Honorary doctorates are conferred upon Alexandra Cameron (music education) and Jim Wilkinson (telecommunications and communication engineering).

The Department of Accountancy presents the Shanghai Financial Forum in association with the Shanghai University of Finance and Economics and the Department of Foreign Affairs and International Trade. The forum, on winning finance strategies for successful joint ventures, allows those interested in doing business in Shanghai to hear first-hand from key Chinese players in the financial world and from Australian experts operating in the Chinese local business environment.

The Victoria Regional Network (VRN) commences operation, providing RMIT's computer users with high speed access (34 Mbps) to the Internet and direct links to all Victorian universities.

Governor-General Sir William Deane officially opens Storey Hall. From 20 to 26 May the building hosts part of Melbourne's Next Wave Festival of creative and performance arts. Also part of the Next Wave, a sound installation by interior design students, *Perfect Form*, responds to the socio-cultural significance of its site (the Victorian Arts Centre forecourt) through built form and sound.

RMIT Business announces its agreement to offer a collaborative MBA program with the four other members of the Australian Technology Network (ATN): the University of Technology, Sydney; Queensland University of Technology; University of South Australia; and Curtin University. ATN members together provide almost one-quarter of on-campus MBA places nationally.

The Hon. Barry Jones is a guest lecturer in the *Living in the Environment* subject offered by the Faculty of Environmental Design and Construction. Mr Jones' address is titled "Australia's Population Carrying Capacity" and is based on a report undertaken by the House of Representatives Standing Committee on Long Term Strategies, which Mr Jones chaired.

June

The annual Founders Dinner is held at the Grand Hyatt Hotel with special guest QE2 (aka comedian Gerry Connolly).

Gold- and silver-smithing lecturer Robert Baines wins a 1996-97 Senior Fulbright award for research into the binding and joining systems of Etruscan and Greek gold jewellery. His research will be conducted at the Metropolitan Museum of Art in New York, USA.

The Faculty of Nursing launches its first distance education program, a Graduate Diploma in Health Science (Psychiatric Nursing). The diploma articulates to the Master of Health Science in the same field. The faculty also forms a new partnership with the Australian Multicultural Foundation for multicultural aged care training.

The multi-faculty Master of Arts (Creative Arts Therapy) by course work is launched at the Bundoora campus. This innovative program combines teaching and expertise from the Faculty of Education and Training, Faculty of Art and Design, and Faculty of Nursing.

A new building opens in Dawson Street, with expanded and updated facilities for teaching in design and printing at the Brunswick campus.

The Department of Visual Communication becomes part of the International New Media Centre.

A landscape architecture student project led by Professor Jim Sinatra receives the Greening of Australia Award. The Lanark Project centres on revegetation of a property in Victoria's western district.

July

Dean of Engineering Professor Bill Carroll resigns to take up a position as vice-chancellor of a new private university of technology in Thailand. After an international recruitment process, Professor Bob Snow is appointed as the new Dean of Engineering.

For the seventh consecutive year the national student essay competition sponsored by the Australian Institute for Medical Scientists is won by an RMIT student. The 1996 winner, Darren Kilmartin, completed his BAppSc (Medical Laboratory Science) at the end of 1995 and went to work in the histopathology laboratories of Dorevitch Pathology in Camberwell.

Harvey Jiang becomes the first student to graduate with a PhD from the Department of Manufacturing Systems Engineering. After his graduation Dr Jiang takes up a research position with the Cooperative Research Centre in Manufacturing in which RMIT is a partner.

Thirty-four students enrol in the first intake of the RMIT Bachelor of Nursing at the East Gippsland College of TAFE in Bairnsdale.

Planning commences for additional accommodation for new Faculty of Biomedical and Health Sciences departments to relocate from the city to Bundoora in 1998-2000.

RMIT Business is a principal sponsor of the Australian Cooperative Education Society (ACES) second Pacific Conference held in Melbourne, titled *Network for the Future*. The main focus for the three hundred attendees is on how industry-linked education benefits industry, students and educational institutions.

RMIT is a founding member of the eMerge multimedia cooperative launched this month.

Over three hundred staff attend a university-wide two-day "advance" (we won't call it a retreat) at Whittlesea Civic Centre to formulate a mission and goals for the new research and development division.

VET interior decoration students join Melbourne's leading interior decorators in the Sotheby's Decorator Show House project which transforms the Old Observatory building in the Royal Botanic Gardens.

The *Metroscape II* exhibition showcases a collaboration between design, engineering and arts professionals. The research project, funded by the Australia Council, investigates design strategies for the Melbourne Eastern Freeway and places the freeway within the wider context of design in the metropolis.

Participants are Eli Giannini, Peter Connolly, Peter Felicetti, Louise Forthun, John Gollings and Sand Helsel.

The Department of Building and Construction Economics hosts the Australasian University Building Educators Association conference.

August

Designed by students and powered by champions, the RMIT/Australian Institute of Sport 'superbike' makes its Olympic Games debut in Atlanta. Bicycle Technologies Pty Ltd has started commercial production of the lightweight machine, which was developed by a joint multidisciplinary RMIT/AIS team led by Lachlan Thompson of RMIT Engineering.

The 2500th graduate is awarded a Bachelor of Business (Business Administration) from the RMIT/Singapore Institute of Management program taught in Singapore, where the conferring ceremony is held.

Boeing's acquisition of Aerospace Technologies of Australia (ASTA) brings the international aviation company to RMIT's doorstep as they continue to share premises at Fishermens Bend. Professor Lincoln Wood says the site is a melting pot where there are no longer clear boundaries between industry and university.

Commonwealth government spending on operating grants for higher education is cut. Other initiatives announced in the federal budget include provision of places for full fee paying Australian undergraduate students commencing in 1998, and changes to research funding.

A restructure is approved, which will come into effect in 1997 and reduce the number of faculties from nine to eight. Two departments from the Faculty of Social Sciences and Communications will join the Faculty of Environmental Design and Construction; the remaining departments will merge with the Faculty of Education and Training to form a new faculty. New faculty names will also come into effect in 1997. Performance indicators for courses are introduced.

RMIT Storey Hall is the hub for RMIT Open Day activities on Sunday 11 August. Prospective students and their families collect information in the auditorium before touring the campuses.

The federal Minister for Health and Family Services, the Hon. Dr Michael Wooldridge, launches a project to provide training for health professionals in meeting the special needs of aged multicultural groups. The project is being developed jointly by the Multicultural Foundation of Australia and the Faculty of Biomedical and Health Sciences (Industry Training and Consultancy Unit).

Part time Master of Land Data Management student and full time VicRoads surveyor Leon Wilson is awarded the J.G. Gillespie Gold Medal in recognition of academic excellence, professional achievement, leadership, and contribution to the community.

September

RMIT and the University of Melbourne agree to discontinue joint programs at CITRI. Each university will implement its own arrangements to commercialise its own research and educational expertise in information technology, telecommunications and multimedia. Research groups within the universities will continue their cooperative efforts without CITRI. The universities say CITRI's creation was critical to increasing the number of graduates working in the Melbourne Knowledge Precinct.

Professor Margaret Bennett, Dean of Nursing, launches the monograph *The Politics of Euthanasia: A Nursing Response*, edited by Associate Professor Megan-Jane Johnstone for the Royal College of Nursing.

RMIT students and graduates sweep the inaugural Victorian Design Awards, with nominees and winners including Tom Beattie (young designer in graphic design), Monique La Tour (textile design), Karen Ngan Kee and Helen Kee (young designers in interior design), Cassandra Fahey (student interior design), and Andrew Parr (interior design).

A general access laboratory opens in the Tivoli Building on the city campus. This state-of-the-art facility, solely for student use, comprises eighty computers with access seven days per week.

The creation of the university's first research institute, the Interactive Information Institute, is approved by Council.

Project Space, the street-level gallery in building 94 (city), features the *Domestic Multimedia* exhibition. The *Multimedia* and *Publishing* exhibitions will appear here in December 1996.

The Faculty of Engineering hosts Australian space shuttle astronaut Dr Andrew Thomas, who addresses school and community groups as well as RMIT staff and students.

Fashion student Kim Young is named student designer of the year at the Australian Fashion Awards.

Installation of an HP3000 969/200 computer provides enhanced support for university operations.

A research team headed by Professor Peter Coloe at RMIT announces it has developed a successful method for vaccinating animals against certain strains of Salmonella bacteria. The live vaccination can remove the microorganism from the food chain, thereby reducing the risk of human infection. A commercial relationship with Bioproperties Australia provided research funding and will enable commercial release of the vaccine in 1997.

Building 94 in Cardigan Street (city campus) is officially opened. Awarded the 1996 Royal Australian Institute of Architects Award of Merit, the building features a distinctive retail atmosphere, architectural austerity, environmental quality and technological intelligence. It offers project space, adaptable environments, display and work spaces, multimedia laboratories and a multilevel streetscape for visual merchandising.

Responding to an invitation by Asialink, the RMIT Gallery and Department of Fine Art curate a show entitled *Aurora: Australian Wood, Metal, Glass, Fibre, Ceramics*. Accompanied by a catalogue, the exhibition in Seoul, Korea, is part of a major Australian government-funded cultural initiative. The exhibition is invited to travel in Asia during 1997.

Victorian Premier and Minister for the Arts the Hon. Jeff Kennett presents the Premier's Literary Award at RMIT Storey Hall.

The Faculty of Biomedical and Health Sciences hosts the annual National TAFE Science Network conference, a gathering of TAFE science teachers held in RMIT Storey Hall. The conference is opened by the Victorian Minister for Tertiary Education and Training, the Hon. Phil Honeywood, and includes visits to Swinburne University of Technology and the Box Hill Institute of TAFE. Participants vote this the best conference held since its inception.

An architecture and interior design student group visits the Yirrkala Aboriginal Community School in the Northern Territory for a studio and research project. The students analyse existing classrooms and design new classrooms for the school, including acoustic design for the hearing-impaired and culturally appropriate design.

First year fine art student Shane Jones wins the Norma Bull Art Scholarship administered by the Victorian Artists' Society. A.W. Harding, president of the society, says Mr Jones' *Self Portrait* "caught the eye of the judges both for the well developed observational skills as well as for his avoidance of the more conventional methods of placing the figure in space."

October

Honorary doctorates are conferred upon Kevan Gosper (applied science) and Graeme Gunn (architecture).

Professor John Dalrymple is appointed to the CDC Quality Research Chair and as the foundation director of RMIT's new Quality Research Centre. Earlier in the year Professor Helen Praetz was appointed Pro Vice-Chancellor (Higher Education) for a term of five years. In a speech to RMIT staff this month she says the higher education sector will focus on student learning and what students need to know, learning styles, and learning productivity.

Federal Minister for Health the Hon. Michael Wooldridge launches a report on the *Evaluation of Psychiatric Nurse Clinical Consultancy in Emergency Departments* by J. Gillette, M. Bucknell and E. Meegan. The launch is held at St Vincent's Hospital, which had already implemented the report's findings by employing such a consultant. Also this month the Hon. Denis Napthine, Victorian Minister for Youth and Community Services, launches the report by Associate Professor Gay Edgecombe and Karen Goltz on the literature review into adolescent primary care services. The launch is well attended by representatives from the state Department of Human Services, RMIT and professional bodies.

Staff, students and colleagues from the Austin and Repatriation Medical Centre present research (completed or in progress) at the *Faculty of Nursing Research Week* 30 September to 3 October 1996. The week is opened by Professor Ann Henderson-Sellers. Sandra Legg, Director of Nursing at Cabrini Hospital, gives the second Bennett Lecture sponsored by the faculty. Also at the lecture, held in RMIT Storey Hall, Professor Carol Morse is presented with the Rotary Research Award.

Over 250 prospective students attend a postgraduate information evening hosted by the Graduate School of Business. RMIT Business continues to profile itself as a leading postgraduate business school offering a wide variety of courses.

A new 155 Mbps ATM microwave connection links RMIT's computer networks to the Victorian Regional Network and the Internet.

Primary school students create and author information on the Internet for the first project of a new northern electronic education network, NedWeb, launched by NIECAP and the RMIT Department of Computer Science.

The RMIT Community Services Group commences development of a strategy to enhance partnerships in the City of Melbourne. A new program is established to link RMIT to schools in inner metropolitan Melbourne.

The inaugural Jack Clancy Lecture is delivered by the Reverend Tim Costello, minister at the Collins Street Baptist Church, who discusses 'Morals, Ethics and Social Responsibility: the News Media in Focus'.

The tenth anniversary ball of the Public Relations Forum is held, celebrating a decade of PR teaching and learning at RMIT.

The Graduate School of Business hosts Emeritus Professor Geert Hofstede, an internationally-renowned researcher, writer and authority on cultural diversity, cross-cultural management and organisational anthropology. The visiting professor is keynote speaker for a seminar series on cross- cultural management and education.

At the *Future of Australian Business* conference thirty-five RMIT Business students in the intensive fifteen-week professional skills program formally present their work-place projects.

Guest speaker Professor Philip Thompson (Department of German Studies, Monash University) gives a lecture to open the Otto Dix travelling exhibition *Critical Graphics 1920-1924* in the RMIT Gallery. Other exhibitions this month include 1960s designs by Prue Acton, organised by the Museum of Victoria and the RMIT Department of Fashion and Textile Design.

Rose Perich receives the Faculty of Biomedical and Health Science's first higher doctorate, a Doctor of Applied Science degree, for her thesis on research into new drugs for the treatment of high blood pressure and heart disease.

The Department of Planning, Policy and Landscape hosts the Australian Educators of Landscape Architecture biannual conference, which is attended by representatives from major Australian and New Zealand schools of landscape architecture.

Products designed in collaboration with industry under the Centre for Design's Eco Redesign program are launched at RMIT Storey Hall by Senator Robert Hill, Minister for the Environment.

November

RMIT enters a Novell Master Licence Agreement to support the standardisation of the university's computer network operating system on Novell IntranetWare. A new 1000 line PABX is installed at Bundoora West.

The Undergraduate Research Opportunities Program (UROP) is approved and from next year will help undergraduate students take on research work relevant to their field of study.

The RMIT International Community Exchange program is launched by the Hon. Denis Napthine MLA, the Minister for Youth and for Community Services. The program creates links between international students and rural Victorian communities. Also this month RMIT develops a 'friendship bridge' between the Province of Wuhan, China, and the northern metropolitan region of Melbourne.

This month marks the tenth anniversary of the Bachelor of Business (Transport and Logistics Management) course in Singapore. The degree was established after the Chartered Institute of Transport in Singapore approached RMIT Business in 1986. Nineteen students were accepted in the first intake and the course now attracts an intake of over one hundred per year.

The Faculty of Art and Design commences a two month, 23-event *Festival of Exhibitions* throughout the city of Melbourne. Meanwhile participants from around the world attend the Fifth International Heat Pipes Symposium held at RMIT Storey Hall.

RMIT students and graduates receive sixteen nominations in eleven categories of the national ATOM Multimedia awards. Greg Zaritski receives two awards. Simon

Pockley wins one ATOM and is co-winner, with Beam Software, of the Premier's Gold Award. The post-awards exhibition is held at the Linden Gallery in St Kilda.

Vice-Chancellor Professor David Beanland announces racial tolerance initiatives including additional funding for the annual World Week celebration of diversity, a student concert against racism, briefings for staff and students on the *Racial Hatred Act*, a publications campaign, and information kits for all new students.

December

RMIT artists in residence, the Chamber Strings of Melbourne, give their first performance in RMIT Storey Hall with a program of works by Elgar, Schubert, Williams and Shostakovich, conducted by Spiros Rantos.

The *innovation@work* week showcases over four hundred researchers, innovators, centres and programs in a program designed to increase external awareness of research and development at RMIT. Also in the R&D Division, Professor Leigh Peterson and Dr Elizabeth Monger are appointed as the directors of Innovation and Industry and Institutes Industry Initiatives, respectively.

On-line learning is introduced in TAFE and higher education courses. The Coburg campus is closed, and its courses move to the Bundoora campus. Thirty-two new courses are approved for commencement in 1997.

Interior design students participate in a drawing tour of 'Moorish' sites in Morocco and Spain.

Associate Professor Peter Reichenbach retires from his position as head of the Department of Anatomy and Physiology. Associate Professor Reichenbach has provided long and distinguished service to RMIT and to the Phillip Institute of Technology (PIT) which merged with RMIT in 1992. Of particular note is his foresight and success in establishing the human movement/physical education programs at PIT in the 1970s.

The University Council approves new names for the Faculty of Education, Language and Community Services (formerly Education and Training and the dissolved Faculty of Social Sciences and Communications), the Faculty of the Constructed Environment (formerly Environmental Design and Construction) and the Faculty of Art, Design and Communication.

Report of Operations

Administrative Structure

Chancellor

Chancellor Sam Smorgon AO acts as a high-profile link between the university and external community, business and government organisations. The Chancellor is the titular head of the university and chairs the University Council.

Nineteen ninety-six has been a year of both considerable achievements and significant challenges for the university.

In the area of governance the Council of RMIT reduced its membership from thirty-four to twenty-one from the beginning of 1996, which has resulted in a more effective and focused governing body.

At the same time the university successfully introduced a new structure which organised the activities of the university into four divisions. Four companies complementing the structure to provide commercial expertise and focus for the divisions' commercial activities were also established. A particularly important feature of the reorganisation has been the integration of the Vocational Education and Training (VET) departments with those of the higher education sector within the faculties of the university.

RMIT Storey Hall, a private hall built in 1887, after restoration and renovation was officially opened in April by the Governor-General of Australia, Sir William Deane. This hall provides an important facility for the university and a very important and welcoming face for the university onto the major Melbourne thoroughfare of Swanston Street.

Nineteen ninety-six also saw the successful relocation of courses from the Coburg campus to the city and Bundoora campuses. The Coburg campus has now been

sold to the Victorian Education Department for the Preston Secondary College which will maintain important links with the university.

As well as many successes, the university has had to face — and plan for — the loss of some financial support from the Commonwealth government. Considerable planning has been undertaken to ensure that the quality of the university's courses and facilities is maintained and enhanced despite the proposed reductions.

A further challenge which has faced the university has been the national discussion of racism. This issue has led the university to undertake proactive steps to demonstrate that racism, and the bigotry that supports it, has never had — nor will it have — any place at RMIT.

RMIT continues to make excellent progress in its quest to become a world class university. The leadership of the Vice-Chancellor and the dedication of many staff have made this progress possible.

— Sam Smorgon AO

Vice-Chancellor

RMIT's chief executive officer is the Vice-Chancellor, Professor David Beanland. In 1996 he was assisted by four Deputy Vice-Chancellors.

RMIT is an institution which touches the lives of almost everyone in its community. It is actively influencing the future of this community through the education, training and development of approximately 45,000 students currently and, as it enters its 110th year as an education institution, everybody knows somebody who is or was an RMIT student.

However RMIT University is more than an educational institution. It is a service-oriented university seeking to add value to its community through education, research and development, consultancy and interactions which assist, transform, promote and inspire its communities and the individuals who use its services. RMIT's perspective is that universities are required to provide leadership in their community and to be relevant in supporting community development. It is seeking to provide its communities with this dynamic at a time of rapid change, when global communication and competition demand knowledge, competence, performance, responsibility and ethical behaviour.

RMIT's communities are diverse. Geographically they extend from the City of Melbourne and the northern metropolitan region of Melbourne to regional areas of Victoria, interstate and to many overseas countries, particularly in south-east Asia. In nature they range from our own staff and students, business and industry, government, schools and other tertiary institutions to regional and international communities.

Partnerships are established with all our communities so that, while the university may be providing services that these communities have requested, we too are learning and benefiting from the relationships.

An important step in enhancing our place in the international community was taken in 1996 with the opening of the Adorna Institute of Technology/RMIT College at Jawi in Penang, Malaysia. Here students from Malaysia, Australia and other countries study RMIT programs in a wide range of disciplines and have the opportunity subsequently to continue their studies at RMIT in Melbourne.

The advances in communication technology are taking RMIT into the virtual community too — some of our subjects are now taught via the Internet; we offer teaching and research in the full range of multimedia creation and production; we have our own World Wide Web site that is being continually enhanced.

In 1996 the RMIT staff and student community united to decisively reject the racist views being expressed by some people in the wider community, and took positive action to celebrate our tolerance and diversity, and to welcome all students to our campuses.

Recognising that a university should also foster activities that extend beyond teaching and learning, research and development and administration, 1996 also saw the formation of the RMIT Choir, the appointment of the Chamber Strings of Melbourne as artists-in-residence and the opening of the RMIT Gallery. Each of these has enhanced the cultural life of both the immediate and the wider RMIT communities, and will continue to do so.

Universities everywhere are subject to tremendous pressure to achieve higher quality performance — for more people, with fewer resources. This is obviously a difficult challenge. RMIT accepts this challenge on behalf of its communities. Key elements to success are knowing clearly what we are required to do for clients; knowing how to achieve required outcomes, and doing so more efficiently using technology; providing quality personal interaction and experiences for students; and using creative research to stimulate our environment and our outcomes.

The value of RMIT to its communities will continue to grow every year.

— Professor David Beanland

Deputy Vice-Chancellor (Education and Training)

The Deputy Vice-Chancellor (Education and Training) Ruth Dunkin is responsible for Vocational Education and Training (TAFE), undergraduate and postgraduate programs. In 1996 she was assisted by:

- *Pro Vice-Chancellor (Higher Education) Professor Helen Praetz*

- *Pro Vice-Chancellor (Vocational Education and Training) and Director (TAFE) Bob Bangay*

- *Pro Vice-Chancellor (Academic Services and Equity) Associate Professor Robert Gray*

RMIT Training Pty Ltd is the commercial arm of the Education and Training Division.

At RMIT University, student learning is the priority.

Students can choose from a vast array of courses, developed in conjunction with industry and the professions and tailored to present requirements and emerging needs. All levels are covered, from certificate to PhD.

Accessible staff with real-world experience, leading edge technology, flexible courses with multiple entry and exit points, combined programs which enable students to study a degree and a VET award at the same time, extensive work experience built into courses, and opportunities to study abroad and participate in research programs, all mean that our graduates are well prepared for immediate employment and for lifelong learning, essential in the knowledge-based economy.

Considerable effort was expended in 1996 to achieve student contact hour targets in the VET sector despite under-subscription on a state-wide basis in certain disciplines. Additional recruitment efforts ensured the achievement of the RMIT objective.

A substantial number of new contracts for VET were successfully tendered. These included initiatives in fields such as multimedia arts. RMIT had also been chosen by the Victorian government Office of Training and Further Education to participate in a pilot project involving accreditation procedures.

RMIT is exploring its capacity to meet students' needs for a variety of programs which can be packaged together in flexible ways. Several new courses, for example the Bachelor of Applied Science (Tourism Management) and the Bachelor of Applied Science (Hospitality Management), are designed in a seamless manner to enable students to exit at specified points with VET or higher education awards. Such flexibility is exemplified by the VET courses designed for our campus in Penang which enable students to transfer with full credit into degree programs at the Melbourne campuses. Eventually all courses at RMIT will be of varying length aligned to specified vocational outcomes recognised in a system of fully articulated awards.

A detailed analysis of equity groups was undertaken in collaboration with faculties, and all equity targets were achieved for 1996. Service agreements were developed for the delivery of services to the university by the Library, Student Services and the Academic Registry. The libraries have been involved in a range of national bench-marking projects, as have Student Services, and have also successfully developed a strategic plan.

— Ruth Dunkin

Deputy Vice-Chancellor (Resources)

The Deputy Vice-Chancellor (Resources) Dr Peter Frost is responsible for providing university infrastructure services such as human resource management, information technology, and strategic planning and reporting. In 1996 he was assisted by:

- *Pro Vice-Chancellor (Resources Projects) Professor David Knowles*
- *Pro Vice-Chancellor (Development) Ian Permezel*

RMIT Resources Ltd is the commercial arm of the Resources Division.

During 1996 the Resources Division has focused on improving basic service to its clients, broadening staff roles and developing staff so that they have a better understanding of the other divisions' core business, and consolidating its structures to increase efficiencies and support the strategic directions of the university.

The main strategies it has used to address these objectives are:

- reviewing administrative services in several groups of the division;
- development of customer service contracts in two key areas of operation;
- commencement of work on a business plan for the division;
- reviewing basic administrative policies and procedures in several groups in order to improve customer service;
- development of partnerships with academic staff and the managers in other divisions to solve problems and provide more information about specific client needs;
- implementation of significant financial reforms resulting in a new accounts system, budgetary process and first steps towards activity-based costing;
- further work on development of improved computer systems and participation in national administrative computing projects which will be of future benefit to the university;
- review of the university's strategic planning process;
- establishment of a management improvement group;
- improvement of the communication networks across the university; and
- development of a team approach to management in the division.

The division has successfully implemented the establishment of two new groups: Information Technology Services as a separate group from Strategic Information Technology to emphasise service to clients; and the merging of the previous Resources Planning and Finance groups to form the Strategic and Financial Planning Group, in order to align the budgetary and financial management processes better with the directions set in the university's strategic plan.

Other significant activities during 1996 were:

- development of a marketing strategy for the university;
- coordination and support for the development of the enterprise agreement;
- continued implementation of the strategic audit plan;
- establishment of a development office to encourage interaction with alumni, commerce and industry;
- implementation of the university's $50 million capital development plan;
- support for strategic planning and educational profile activities;
- further work on the development and testing of an integrated human resources information and payroll system; and
- improved financial and management reporting to assist senior management and the University Council in decision making.

— Dr Peter Frost

Deputy Vice-Chancellor (Research and Development)

Based at the Bundoora campus, the Deputy Vice-Chancellor (Research and Development) Professor Ann Henderson-Sellers is responsible for managing RMIT's current research programs, developing the university's community and industry links. This work is supported by the commercial arm of the division, RMIT Innovation Ltd.

World class R&D relevant to and valued by the Australian community is RMIT's vision. RMIT's characteristics of excellent professional education and real-world research are synthesised in its research and development (R&D) activities through the division's focus on innovation. Innovation at RMIT is about learning how to adapt faster to new conditions and passing that knowledge to partners and students.

The R&D Division's three strands of research, innovation and community services are coordinated to develop staff and research student training programs that contribute to Australia's future as a technologically and information rich, productive and inclusive society.

Research and development at RMIT involves shop-floor innovation rather than ivory tower conjecture. Our commitment to community-relevant research takes R&D at RMIT from yesterday's blackboard to tomorrow's broadband telemedia. Undergraduate students are offered applied research experience through our Undergraduate Research Opportunities Program (UROP) while research students are encouraged to develop real-world experience during their higher degree training through the Postgraduate Research in Industry Opportunities Program (PRIOP).

Innovation is about making research outcomes match community and industry needs. RMIT continues its commitment to working actively in partnership with the community, particularly in the City of Melbourne and in the northern metropolitan region. The new research institutes program, initiated in 1996 with the creation of the Interactive Information Institute (I^3) will form the basis for the multidisciplinary research and technology transfer which is essential to meet the challenges of tomorrow. The appointment of Professor Leigh Peterson to lead our Industry and Innovation group and Dr Elizabeth Monger as the Director Institutes Industry Initiatives mean that 1997 will be an exciting and successful year for R&D at RMIT.

— Professor Ann Henderson-Sellers

Deputy Vice-Chancellor (International)

The Deputy Vice-Chancellor (International) Professor David Wilmoth is responsible for managing and developing RMIT's international operations, both within Australia and overseas. The commercial arm of this division is RMIT International Pty Ltd.

RMIT's international activities thrived during 1996, taking the university further toward a position of national and international leadership in this area. A major reorganisation saw closer links between different programs, and targets were generally exceeded.

An ambitious program of staff development and student involvement in cross-cultural awareness and internationalisation of the curriculum proved useful in putting RMIT courses onto an international footing. Late in the year a joint staff/student campaign to combat racism and affirm RMIT's core values of tolerance and diversity was notably successful at home and abroad.

The on-shore international student program enrolled over 5100 students, making it one of the world's largest such programs. RMIT was sought out by international organisations and other universities as a bench-mark provider of services for international students.

Off-shore, the number of award programs we offer doubled from 18 to 36, enrolling over 3,200 students in nine countries. The Malaysian campus commenced operation on time with over 120 students enrolled in Foundation Studies, engineering and management courses at a magnificent campus in Bukit Jawi, Penang. Construction commenced in Vietnam on RMIT's joint centre with the Vietnam National University in Hanoi, and in mainland China the Wuhan program ran its second year of the international trade diploma with waiting lists for eligible Australian and Chinese students. Off-shore projects grew rapidly, with implementation of large training programs for Ford Vietnam, Chinese aviation authorities and many other industries and countries.
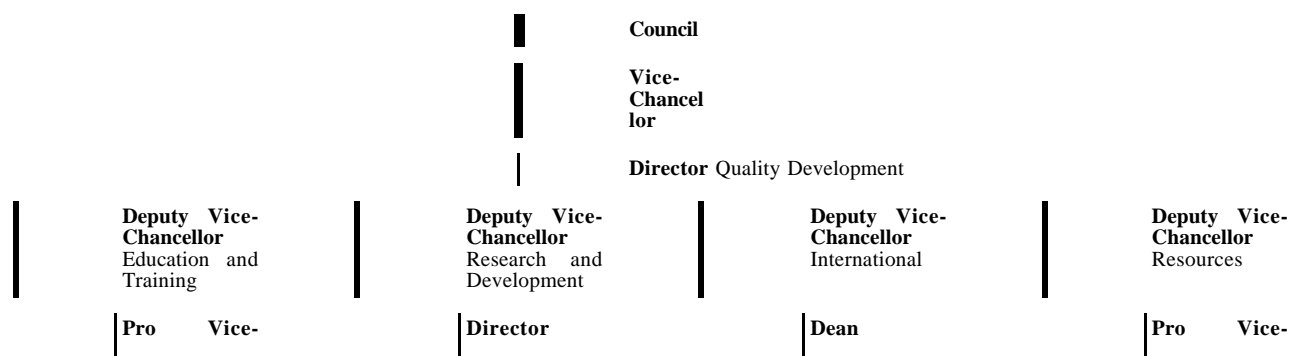
Student exchange and study abroad programs grew to provide a rich array of opportunities for RMIT and foreign students across nearly two hundred linked institutions.

The operations of RMIT International Pty Ltd and RMIT Malaysia Sdn Bhd were better integrated with the rest of RMIT, the former especially showing exceptional financial returns and assisting RMIT's educational success.
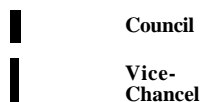
— Professor David Wilmoth

Organisational Structure

Table 1. RMIT organisation chart 1996

		Council	
		Vice-Chancellor	
		Director Quality Development	
Deputy Vice-Chancellor Education and Training	**Deputy Vice-Chancellor** Research and Development	**Deputy Vice-Chancellor** International	**Deputy Vice-Chancellor** Resources
Pro Vice-	**Director**	**Dean**	**Pro Vice-**

Chancellor (VET) and **Director** TAFE

Pro Vice-Chancellor (Higher Education)

Dean Applied Science

Dean Art and Design

Dean Biomedical and Health Sciences

Dean Business

Dean Education and Training

Dean Engineering

Dean Environmental Design and Construction

Dean Nursing

Dean Social Sciences and Communications

Director Education Program Improvement Group

Pro Vice-Chancellor (Academic Services and Equity)

Academic Registrar

Director Student Services

University Librarian

General Manager RMIT Training Pty Ltd

Strategic Research Planning

Director Community Services incorporating Northern Partnerships

General Manager Technisearch Ltd

International Programs

Academic Director RMIT College Penang

Director International Services

Managing Director RMIT International Pty Ltd

RMIT Malaysia Sdn Bhd

Chancellor (Resources Projects)

Pro Vice-Chancellor (Development)

Director Fundraising

University Secretary

Director Asset Management

Director Business Advisory Service

Director Communication Services

Director Corporate Affairs

Director Finance

Director Human Resources Management

Director Information Technology Services

Director Internal Audit

Director Resources Planning

Director Strategic Information Technology

General Manager RMIT Resources Ltd

During 1996 the university completed the restructure begun in the previous year. The key change in 1996 was the splitting of the Faculty of Social Sciences and Communications between two other faculties. Social work and social studies departments were reallocated to the Faculty of Environmental Design and Construction (now called the Faculty of the Constructed Environment). Language, justice and tourism/hospitality departments joined the Faculty of Education and Training (now known as the Faculty of Education, Language and Community Services).

Table 2. RMIT organisation chart 1997

Council

Vice-Chancel

lor

Director Quality Development

Deputy Vice-Chancellor Education and Training

Pro Vice-Chancellor (VET) and **Director** TAFE

Pro Vice-Chancellor (Higher Education)

Dean Applied Science

Dean Art, Design and Communication

Dean Biomedical and Health Sciences

Dean Business

Dean Constructed Environment

Dean Education, Language and Community Services

Dean Engineering

Dean Nursing

Director Educational Program Improvement Group

Pro Vice-Chancellor (Academic Services and Equity) **Director** Student Affairs and **Academic Registrar University Librarian**

General Manager RMIT Training Pty Ltd

Deputy Vice-Chancellor Research and Development

Director Strategic Research Planning

Director Community Services and Northern Partnerships

Director Industry and Innovation

Director Institute-Industry Initiatives

Director Interactive Information Institute

General Manager RMIT Innovation Ltd

Deputy Vice-Chancellor International

Dean International Programs

Academic Director Adorna Institute of Technology

Director International Projects

Director International Services

Director European Office

Managing Director RMIT International Pty Ltd RMIT Malaysia Sdn Bhd

Deputy Vice-Chancellor Resources

Pro Vice-Chancellor (Resources Projects)

Pro Vice-Chancellor (Development) Director Fundraising University Secretary

Director Asset Management

Director Commercial and Legal Service

Director RMIT Print

Director Corporate Affairs

Director Human Resources Management (EEO and Affirmative Action)

Director Information Technology Services

Director Internal Audit

Director Strategic and Financial Planning

Director Strategic Information Technology

General Manager RMIT Resources Ltd

Mission Statement

Mission

RMIT's mission and purpose is to provide technical and professional education that develops people for leadership and employment, and undertake research programs that address real world issues.

Goal

Our goal is to create and sustain a world class university at the forefront of technical and professional education and real world research, through continuous quality improvement and with all staff committed to total quality management.

We define a world class university as one that is recognised by the university community, stakeholders, and other knowledgeable organisations, as a leader in its teaching and learning processes, research activities, and other community services by:

- the performance and reputation of its graduates and staff;
- the innovative developments in teaching and learning;
- the significance and rigour of its research and development undertakings, and both the quality and quantity of its research publications;
- the importance of the types of community services provided and the quality and quantity of outcomes;
- its cultural activities, international dimensions, self discipline and high ethical standards in the pursuit of excellence; and
- developing new products and procedures.

Values

RMIT will be characterised as an organisation, and in the conduct of its individual members, by practicality, relevance, environmental care, technological innovation, enterprise, fairness to all, creative orientation and client focus.

RMIT Corporate Publications

During 1996 the following publications were available from the university:

- the *RMIT Annual Report 1995;*
- an organisational summary;
- a strategic plan (summary version);
- RMIT *Openline,* the university's newspaper;
- the *RMIT Research and Publications Report 1995;*
- a general information brochure;
- undergraduate course brochures;
- postgraduate course brochures;
- faculty handbooks;
- a bachelor degree course guide;
- a TAFE course guide;
- a student diary;
- various Open Day publications;
- a short course directory;
- various faculty short course directories; and

- a World Wide Web site (http://www.rmit.edu.au).

Copies of these publications were available from RMIT Corporate Affairs.

University Council and Committees

People whose major sphere of activity lies outside the RMIT University community participate in both the formulation of policy and the administration of the university.

This participation takes place through specific categories of membership of the University Council and its committees, and through specialist membership of course advisory committees. RMIT students also participate through student membership of university committees.

All Council members have completed disclosure of director-related transaction declarations for the year 1996.

University Council Membership 1996

Gerald B. Ashman MLC
- Member of the Legislative Council
- Appointed by the Governor-in-Council

David G. Beanland (Vice-Chancellor)
- FTSE, BE Melb, Msc, PhD Salf, ASwTC, TTTC, FIEAust, FIREE(Aust)
- Vice-Chancellor
- Ex officio

Ron Best MLC (appointed 4/6/1996)
- Member of the Legislative Council
- Appointed by the Governor-in-Council

Peter Chew
- BA(Hons) Oxon
- Cattle Breeder
- Retired Shell Director
- Appointed by RMIT Council

Rita Compton
- BSc(Hons) Brunel
- Company Director
- Appointed by the Governor-in-Council

Elizabeth Lillian Cooney (Deputy Chancellor)
- LLB Melb
- Solicitor
- Appointed by the Governor-in-Council

Colleen Coutts
- GradDip(Industrial Relations) RMIT
- Faculty Executive Officer, Faculty of Biomedical and Health Sciences
- Elected by the general staff

Patricia Cross
- BS (Georgetown)
- General Manager, Wholesale Banking and Finance, National Australia Bank Ltd
- Appointed by the Governor-in-Council

David Evans MLC (resigned 14/3/1996)
- Member of the Legislative Council
- Appointed by the Governor-in-Council

Sherryl M Garbutt MLA (resigned 29/5/1996)
- BA, BEd
- Member of the Legislative Assembly
- Appointed by the Governor-in-Council

Grant Hannan
- MA Qld, BA(Hons) Tas, DipHistArt Edin
- Head, Department of Fine Art, Faculty of Art and Design
- Elected by the academic staff (HES)

Ross G Hepburn (Deputy Chancellor)
- BE Melb, M Admin Monash
- Managing Director, Nettlefold Outside Advertising Pty Ltd
- Appointed by RMIT Council

Sue Johnston
- BA Melb, DipEd Monash, BEd LaT, DipLond Int Film School
- Video/Multimedia Manager, Educational Program Improvement Group
- Elected by the academic staff (VET)

D'Arcey Kelleher
- Elected by the students

Merran H Kelsall (Honorary Treasurer)
- BCom (Hons) Melb, ACA
- Chartered Accountant
- Partner, BDO Nelson Parkhill
- Appointed by RMIT Council

Cecilia Leung
- President, Student Union Council

James E Lewis
- BA UNE, BE(Hons), PhD
- Executive General Manager, Corporate Planning and Administration, BHP Ltd
- Appointed by RMIT Council

John Mitcham
- Dip AppChem, CertM'ment RMIT
- Director and General Manager, Manufacturing Division, Kodak (Australasia) Pty Ltd
- Appointed by RMIT Council

Barry Pullen MLC (appointed 17/12/1996)
- DipCE(RMIT)
- Member of the Legislative Council
- Appointed by the Governor-in-Council

Garry Ringwood
- BCom NSW, FSCPA
- Executive Director Operations, Amcor Ltd
- Appointed by the Governor-in-Council

Sam Smorgon AO (Chancellor)
- Elected by RMIT Council

Geoff Spring (appointed 2/5/1996)
- TCC, BA, MEd, FACE, FAIM
- Secretary, Department of Education
- Appointed by the Minister

Aija Thomas
- A APTC(Arch) ARIA
- Director, Silver Thomas Hanley, Architects
- Appointed by the Governor-in-Council

Secretary

M David Knight
- BA(Hons) Melb

In Attendance

Robert J Bangay
- ARMIT, TTrlC, MIREE(Aust)
- Director (TAFE)
- Pro Vice-Chancellor (Vocational Education and Training)

Margaret Bennett
- BSc(Hons) Monash, PhD, DipEd, RN, RM
- Dean, Faculty of Nursing
- Chair, Academic Board

Ruth Dunkin
- BA(Hons) Melb, GradDipMgmt CIAE, MPubAd Harv
- Deputy Vice-Chancellor (Education and Training)

Peter Frost
- BA La T, BLitt UNE, MEd, PhD Harvard
- Deputy Vice-Chancellor (Resources)

Ann Henderson-Sellers
- BSc(Hons) Bristol, PhD Leicester, DipInfoTech City and Guilds, GradMan Qualification UNSW
- Deputy Vice-Chancellor (Research and Development)

Ian Sapwell
- BEd La T, Cert TTTC, DipArt and Design GIT
- Deputy Dean, Faculty of Art and Design
- Deputy Director (TAFE)
- Chair, Board of Technical Studies

David Wilmoth
- BEc(Hons) Qld, MTCP Syd, PhD UC Berkeley, MRAPI
- Deputy Vice-Chancellor (International)

Major Committees

RMIT has a significant number of major committees which contribute to the effective governance of the university, and to the effective review of the university's activities.

In 1996 the University Council operated the following committees:

- Awards Committee
- Audit Committee
- Education and Training Division Committee
- Human Research Ethics Committee
- International Division Committee
- Legislation Committee
- Membership Committee
- Research and Development Division Committee

- Resources Division Committee

Academic supervision of the university's academic programs is provided by the Academic Board and the Board of Technical Studies and these are assisted by faculty boards.

Another important group of committees is the course advisory committees. These committees, of which there were scores, bring together experts from relevant industries, professions and employer groups, to review and monitor the relevance of all courses offered by the university.

Terms of reference and membership for all committees are available from the university secretary, telephone 9660 3635.

Operational Objectives

Each year, in negotiations with the Commonwealth Government through the Department of Employment Education Training and Youth Affairs (DEETYA) and the Victorian Government through the Office of Training and Further Education (OTFE), the university sets student load and other targets for its higher education and vocational education and training programs respectively. The university also sets targets for its international programs, contract research and industry training.

Student Load

Total student load for both sectors of RMIT in 1996 are shown by course level and by fund source below (Table 3).

Table 3. Total student load outcomes, higher education and VET 1996

Course level	Government	Australian fee paying postgraduates	International on-shore	International off-shore	Other	Total
Higher Education (EFTSU)						
Research	779	0	115	1	2	897
Course work	1,296	674	351	153	21	2,495
Undergraduate	13,489	0	2,765	829	132	17,215
Higher Education subtotal	15,564	674	3,231	983	155	20,607
VET						

(EFTS)					
Associate diploma /diploma	5,505	114	889	136	0	6,644
Advanced certificate	1,605	57	88	0	1	1,751
Apprentice	1,165	35	0	0	1	1,201
Certificate/other	1,130	113	1,041	217	169	2,670
VET subtotal	9,405	319	2,018	353	171	12,266
Total	24,969	993	5,249	1,336	326	32,873

New Teaching Programs

The following new teaching programs were introduced in 1996.

Higher Education Sector

- Bachelor of Applied Science (Aviation)
- Bachelor of Applied Science (Chinese Medicine)
- Bachelor of Applied Science (Honours) (Human Biology)
- Bachelor of Applied Science (Software Engineering)
- Bachelor of Business (Financial Planning)
- Bachelor of Engineering (Aerospace)/Bachelor of Applied Science (Aviation)
- Bachelor of Engineering (Manufacturing Systems Engineering)/Bachelor of Business (Business Administration)

- Graduate Certificate in Art in Public Space
- Graduate Certificate in Clinical Nursing Practice and Management (Rehabilitation Nursing)
- Graduate Certificate in Computer Systems Engineering
- Graduate Certificate in Critical Care Nursing (Cardiothoracic Nursing)
- Graduate Certificate in Critical Care Nursing (Neuroscience Nursing)
- Graduate Certificate in Environmental Policy
- Graduate Certificate in Project Management
- Graduate Certificate in Quality Management
- Graduate Certificate in Systems Engineering

- Graduate Diploma (Social Policy)
- Graduate Diploma in Art in Public Space
- Graduate Diploma in Cleaner Production
- Graduate Diploma in Clinical Nursing Practice and Management (Stomal Therapy Nursing)
- Graduate Diploma in Clinical Nursing: Practice and Management (Rehabilitation Nursing)
- Graduate Diploma in Computer Systems Engineering
- Graduate Diploma in Creative Arts Therapy
- Graduate Diploma in Critical Care Nursing (Cardiothoracic Nursing)
- Graduate Diploma in Critical Care Nursing (Neuroscience Nursing)
- Graduate Diploma in Environmental Policy
- Graduate Diploma in Systems Engineering
- Graduate Diploma in Urban Design

- Master of Applied Science (Human Movement Science)
- Master of Arts (Art in Public Space)
- Master of Arts (Creative Art Therapy)
- Master of Business (Corporate Governance)
- Master of Social Science (Environmental Policy)

Vocational Education and Training Sector

- Certificate in Engineering (Basic Electrical)
- Certificate in Engineering Production (Aerospace Manufacturing) Level 3
- Certificate in Engineering Production (Aerospace Manufacturing) Level 2
- Certificate in Engineering Production (Aerospace Manufacturing) Level 1
- Certificate in Foundation Studies (Communications; Business; Health Sciences; Design; Information Technology; Applied Science)
- Certificate in Information Technology
- Certificate in Public Administration (APS)
- Certificate of General Education for Adults (General Curriculum Option)

- Certificate of General Education for Adults (Oral Communication)
- Certificate of Operations Management (Occupational Health and Safety)

- Advanced Certificate in Engineering (Die Casting Technology)
- Advanced Certificate in Engineering (Refrigeration and Air Conditioning)
- Advanced Certificate in Engineering (Welding)
- Advanced Certificate in Public Administration (APS)

- Certificate I in Work Education

- Certificate II in Electrical (Pre-Apprenticeship)
- Certificate II in Health Industry Office Skills
- Certificate II in Print Design
- Certificate II in Printing Production Support

- Certificate III in Accounting (Accounts Clerk)
- Certificate III in Applied Language
- Certificate III in Dental Assisting
- Certificate III in Desktop Publishing
- Certificate III in Electrical (Electrical, Instrument and Control)
- Certificate III in Electrical (Electrician)
- Certificate III in Graphic Design Pre-press
- Certificate III in Optical Mechanics
- Certificate III in Screen Printing

- Certificate IV in Applied Language
- Certificate IV in Arts (Visual Merchandising)
- Certificate IV in Business (Estate Agency Licensing)
- Certificate IV in Business (Property Management)
- Certificate IV in Business (Real Estate Sales)
- Certificate IV in Electronic Publishing
- Certificate IV in Health (Dental Technology)
- Certificate IV in Professional Writing and Editing

- Associate Diploma of Arts (Screenprinting Design)
- Associate Diploma of Business in Public Administration (APS)
- Associate Diploma of Engineering (Refrigeration and Air Conditioning)

- Diploma of Applied Science (Materials Engineering)
- Diploma of Arts (Professional Writing and Editing)
- Diploma of Arts (Visual Merchandising)
- Diploma of Business (Banking and Finance)
- Diploma of Business (Customs)
- Diploma of Business (General Insurance)
- Diploma of Engineering (Die Casting Technology)
- Diploma of Engineering (Polymer Technology)
- Diploma of Information Technology
- Diploma of Social Science (Justice)

- Advanced Diploma of Arts (Electronic Design and Interactive Media)
- Advanced Diploma of Building and Construction
- Advanced Diploma of Business (Advertising)
- Advanced Diploma of Business (Conveyancing Practice)
- Advanced Diploma of Business (Operations Management)
- Advanced Diploma of Business (Public Relations)
- Advanced Diploma of Engineering (Electronics and Computing)
- Advanced Diploma of Engineering (Manufacturing)
- Advanced Diploma of Myotherapy

- Advanced Diploma of Tourism and Hospitality

- Graphic Arts Merchants Traineeship

Performance Against Targets

RMIT performance in 1996 against DEETYA and OTFE targets for government funded load is shown below (Table 4). Most targets were exceeded. The only shortfalls were in VET off-campus enrolments and in research where enrolments in 1996 were 779 EFTSU compared with a target of 828.

Table 4. Performance against government targets, higher education and VET 1996

Load Targets	Target	Actual
Higher education government total	15,360	15,564
VET on campus	9,049	9,176
VET off campus	367	228
VET government total	9,416	9,404
Total government load	24,776	24,968
Other Targets	**Target**	**Actual**
New to higher education	3,580	3,618
VET/HE articulation	467	557

Credit Transfer and Articulation

By the end of 1996, there were eighty-one separate formal agreements in place for articulation between cognate higher education and VET courses at RMIT, compared with sixty-nine in 1995.

In 1996, for the second year in succession, RMIT exceeded the quota it set for itself in 1991 of having 10 percent of all commencing students in a faculty

admitted through VET articulation. In 1996 a total of 557 students was admitted in this way, compared with a target of 467.

Equity and Access

During 1996 RMIT reviewed its equity and access targets and performance in light of the conclusions and recommendations of the *Martin Report: Equity and General Performance Indicators in Higher Education*. Equity and access targets are now specified in a more complex but informed manner. As shown below (Table 5), in 1996 RMIT generally achieved these targets.

Table 5. RMIT equity and access targets and performance 1996

Persons of Speaking (NESB)	Non-English Background	1996 Target	1996 Actual
	Access	8%	7%
	Participation	8%	7%
	Retention	1.000	0.986
Low Socio-Econopmic Status (17-24)		**1996 Target**	**1996 Actual**
	Access	18%	20%
	Participation Ratio	1.000	0.590
	Retention	1.000	1.015
Women		**1996 Target**	**1996 Actual**
Access	Total	50%	53%
	Postgraduate research	38%	37

		%	7%
	Higher degree course work	40%	50%
	Applied science	46%	42%
	Engineering	19%	17%
	Business	47%	46%
Participation	Total	50%	51%
	Postgraduate research	38%	36%
	Higher degree course work	40%	43%
	Applied science	46%	44%
	Engineering	19%	18%
	Business	47%	46%
Retention		1.000	1.024
Success		1.000	N/A

Table 6 (below) is based on students' permanent home location. For higher education students the data are based on student enrolments on 31 March 1996. The VET data were compiled on 20 June 1996. The VET international figures are based on course enrolments but VET Australian data represent student enrolments.

Table 6. Higher education and VET students by area of origin 1996

Location	Higher Education	VET	Total	Percent
Asia	3,454	1,053	4,507	10.87
Victoria	21,035	13,623	34,658	83.62
Rest of Australia	642	811	1,453	3.51
Rest of world	424	406	830	2.00
Total	25,555	15,893	41,448	100.00

Table 7. Higher education and VET student enrolments by sex 1996

	Higher Education	VET
Female	13,380	5,597
Male	13,778	9,832
Total	27,158	15,429

Industry Funded Training

More than $3 million was earned from providing custom designed training programs for industry in 1996, double that achieved in 1995. There was a large increase in the number of short courses provided for groups from other countries and the university won a contract of almost $1 million to design and deliver training programs in engineering for Ford Vietnam. ANTA awarded RMIT a contract of almost $0.5 million to develop self-paced modules in public administration. There has been a shift towards developing training programs in partnership with clients, with a new emphasis on shared work on course design, the development of learning materials and assessment processes.

Research and Development

Income from research grants and contracts in 1996 was $12.85 million, an 8 percent increase on the $11.87 million earned in 1995. Particularly pleasing was the 33 percent increase in research contracts won from non-government sources. RMIT again achieved some notable successes in applied research and development in 1996 including :

- Registration and commercialisation of RMIT's live Salmonella vaccine for poultry production and successful field trials on about 2500 head of cattle in Victoria in preparation for its registration for beef production. The vaccine was developed with Bioproperties Australia by a team led by RMIT's Professor Peter Coloe.
- Launch of the RMIT/AIS 'superbike', a product developed jointly by an RMIT team led by Lachlan Thompson in cooperation with the Australian Institute of Sport. Bicycle Technologies Pty Ltd have started commercial production of the superbike.
- Successful development at the CRC for Aerospace Structures of a carbon fibre epoxy aileron suitable for mid- size jet transport aircraft.
- Development by Pat Evans of the Department of Accountancy of techniques for better accounting for soil quality. Ms Evans was awarded the RMIT 1996 Quality Award in Research and Development for this work.
- The six-star energy rating for RMIT Design's ecologically advanced dishwasher for the new Global range of Dishlex products, the highest-ever rating for an Australian

designed and manufactured dishwasher. These products will also be marketed in New Zealand, Korea and the United States of America.

- Seven hundred and seventeen Year 12 chemistry students from thirty-seven schools in northern Melbourne participate in the Chemistry Enrichment Program at the Bundoora campus.
- Greatly improved success rates in the nationally competitive research grants including Australian Research Council and National Health and Medical Research Council.
- Launch of Professor Des Cahill's *Immigration and Schooling in the 1990s* by the Hon. Philip Ruddock MP, Minister for Immigration and Multicultural Affairs.
- The new Axis kettle was commercialised by MEC-Kambrook in 1996. This eco-designed product uses up to twenty-five percent less energy than previous models.
- Sale of RMIT's large database management system SIM to the Australian Tax Office and to the Commonwealth Department of Employment, Education, Training and Youth Affairs for the management of the national research grant assessment process administered through the Australian Research Council.

RMIT was ranked seventh out of thirty-eight Australian universities in funds allocated by the Commonwealth Committee on Quality Assurance in Higher Education for performance in research and community service. RMIT's allocation was $1.83 million.

International Program

RMIT's international program continued to expand in 1996. International student enrolments in higher education reached 4214 (EFTSU), thirteen percent more than in 1995. RMIT's on-shore student load in 1996 was 16.6 percent of total load on campuses in Australia compared to 14.9 percent in 1995. The university is therefore well on its way to achieving its vision that 20 percent of its total higher education student load will be international students by the year 2000.

Aboriginal and Torres Strait Islander
Education Strategy Plan

RMIT's commitment to national equity goals for indigenous education is demonstrated in its 1994 *Aboriginal and Torres Strait Islander (ATSI) Education Strategy Plan*, and progress against the objectives outlined in that plan. The Koori Education Unit plays an important role in achieving targets, and will help RMIT set targets closer to the state comparison values more quickly than might otherwise be possible.

Table 8. Participation of Aboriginal and Torres Strait Islander students 1994-99 (higher education sector)

	Ref. value	1994 actual	1995 actual	1996 actual		
% of total students	0.4	0.01	0.01	0.13 (RMIT target 0.14)		
EFTSU		14	18	28		

A complete list of objectives in the 1994 plan, and progress toward those objectives, is contained in the 30 October 1996 return to the Department of Employment, Education, Training and Youth Affairs. A summary of objectives and projects is shown in Table 9 below.

**Table 9. ATSI education strategy plan: selected objectives and progress
October 1996**

Objective	Progress
Accurate enrolment data for all ATSI students	Enrolment audit implemented in 1995-96.
Koori Education Unit staffing	The unit employs three Aboriginal staff and in 1995 moved into larger premises.
Maximise potential Koori student entry	Review of regular entry and recognition of prior learning (RPL) policies, leading to easier access for mature-age ATSI students. Integration of VET and higher education sectors within RMIT allows VET outreach programs to serve as pathways to further studies.
Monitor participation, graduation and outcome rates	Introduction of Martin software and data audit by Koori Education Unit allow accurate monitoring.
Develop unit/s on Koori studies; incorporate Koori studies in existing units (where possible)	Koori staff teach a Context Curriculum unit on the city and northern campuses. A survey of all faculties and courses has been undertaken.
Support relevant projects within faculties	Examples of projects supported so far include environmental design, nursing at Lake Tyers, community health at Dareton (NSW), and the Winja-Ulpna art project in St Kilda. A feature of these initiatives is delivery in local communities.
Provide professional development	RMIT staff have access to a continuing program of Koori awareness workshops.
Consultation with Koori community	The Koori Education Unit is well integrated with communities in metropolitan Melbourne, rural Victoria and interstate.

Compulsory Non-Academic Fees

In accordance with the *Tertiary Education (Amendment) Act* 1994, the following compulsory non-academic fees were collected from students and prospective students: general service fee, facilities development fee, and enrolment fee. The fees were distributed by way of grants to the Student Union Council, RMIT Union, RMIT teaching departments, RMIT Off-Campus Study Centre, and RMIT Student Services.

Commercial and Legal Services

As part of the restructure of RMIT, the division formerly known as Business Advisory Service changed its name to the Commercial and Legal Service Group (CALS) in September. The name change reflects the role played by the group in providing consulting services to internal RMIT clients on a range of commercial and legal matters. It also reinforces the close working relationship between commercial and legal professionals in providing a seamless and integrated service to a growing list of clients.

CALS resources were supplemented by the recruitment of additional staff during 1996 to meet the growth in the demand for objective commercial and legal advice within RMIT. CALS staff are committed to providing quality, timely and professional service to assist in achieving client's objectives, particularly in the areas of diversification of RMIT's funding base, and international activities.

Major projects completed during 1996 include the restructuring of several of RMIT's companies, providing commercial advice relating to the potential purchase of the Magistrates' Court complex and involvement in the associated Historical Legal Precinct project, the review of RMIT's travel policy, undertaking a review of taxation issues for the university, and determination of the implications for RMIT arising out of the national competition policy.

The focus for CALS during 1997 will include collaboration with industry to develop quality and affordable housing for RMIT's students, and continuing work on taxation and national competition policy.

Freedom of Information

During 1996 ten requests were received for information under the *Freedom of Information Act* 1992.

- Access granted in full   6
- Access granted in part   3
- Access denied   1
- Total   10

Categories of documents

The university preserves the following categories of documents.

Subject Files

The university's Central Registry filing system contains policy and procedural files arranged by subject. A decentralised system in the TAFE sector, under a centralised classification system with local control, also contains policy and procedural files arranged by subject. Local filing systems in some faculties and departments and administrative units contain local working subject files.

Personnel Files

A file for each member of staff, documenting her or his relationship with the university, is held in Human Resources Management Group.

A file for each student, documenting the student's relationship with the university, is held by Student Administration (Higher Education) or Student Administration (TAFE). Local staff and student files, while not duplicating documents held centrally, are held in relevant academic and administrative sections.

Computer Records

Information concerning university administrative functions is held by the Administrative Systems Group and the Computer Centre on the database, and supplements the information held on hard copy series.

Archival Material

A large number of documents dating from the founding of the organisation are preserved in the university archives.

Material Prepared by the University Under Part 2 of the FOI Act

Published material (guides, procedures etc) together with a copy of the university's Part 2 statement may be inspected at Academic Administration Services on the city campus. Copies of Part 2 statements may be bought from that address for 20 cents.

Application Procedure

An application under the *Freedom of Information Act* should be made in writing to:

Freedom of Information Officer
RMIT University
GPO Box 2476V
MELBOURNE VIC 3001

Documents to which access is granted may be inspected between 8-30 a.m. and 5-30 p.m. Monday to Friday.

Designated Officer

The Freedom of Information Officer is Dr Scott Lowson, telephone 9660 3917.

Human Resources Management Group (HRMG)

Throughout 1996 HRMG continued to support the university's mission and strategic objectives through the provision of strategic and core human resource policies, procedures and standards. A major component of this was the realignment of structures and services early in 1996 and a review of HRMG structures and services was conducted at the end of the year. Further and continuous improvement is planned to ensure services are provided at optimum level, are clearly focused and are cost competitive. As part of this process, Individual Branch Manager Performance Reviews were initiated and piloted, with continuing implementation in 1997.

The Equal Employment Opportunity Branch was integrated within HRMG and reviewed. The division undertook development work on establishing an ombuds

function within the university; code of ethics; expatriate policies and guidelines; higher education/VET integration; relocation and redeployment policy; probationary procedures; stress management.

The RMIT Enterprise Agreement 1996 was completed and certified. Voluntary departure packages were offered throughout the university and final approval granted for 115 departures.

Staff development activities included five LEAD programs for academics and senior executives; four cultural development/diversity programs; training and awareness program on occupational health and safety, rehabilitation/return to work, workers' compensation and staff assistance delivered to senior academics and management staff and through induction programs.

GIO was appointed as the university's new WorkCover insurer. A refund of the 1994-95 WorkCover premium was distributed to faculties and groups under an incentive scheme for the development of effective health and safety programs.

The HRMG undertook management of RMIT's lead-site responsibilities for the UniPower Human Resources Project (CASMAC), a project which will have long-term benefits for the member institutions. HRMG also designed a human resource planning model to facilitate the strategic planning of human resources using departmental staffing and financial data to produce a five year forecast of department staffing profile and funding

Table 10. Academic promotions in 1995

Academic staff who are women	34%
Academic staff who applied for promotion	121
Female applicants	25.7%
Success rate (male and female)	58%
Success rate (female only)	33.8%

Industrial Relations

The university has implemented the *RMIT Enterprise Agreement 1996* which covers academic, VET teaching and general staff.

The implementation of the VET annual work plan policy was finalised.

In 1996 there were 2,768.50 days (21,561.26 hours) lost due to industrial accidents of RMIT employees.

Occupational Health and Safety

During 1996, over fifty health and safety training and information sessions and 270 health and safety risk assessments and projects were undertaken.

The university received seventy-eight new WorkCover claims arising from work related injuries in 1996, of which twenty-eight involved no loss of time. Almost half of the claims were for sprain/strain type injuries although stress claims provided the highest proportion of time lost per claim and it is expected that this trend will continue into 1997. Of the seventy-eight new claims, twenty-five required some rehabilitation assistance and three remain absent from work. Rehabilitation assistance was also provided for twelve non-WorkCover cases along with unresolved cases from the previous year. In regard to rehabilitation and return to work, a major amount of time was spent on cases involving stress-related illnesses.

The Safety, Health and Risk Management Branch selected and targeted several areas for hazard prevention strategies. This included financial assistance to faculties to address materials handling, electrical safety, dust suppression and fume extraction, coupled with information and training sessions to the staff of these targeted areas.

OHS assessments and measures included provision of ergonomic furniture and work practices; improved workshop and laboratory safety equipment and practices; air quality assessments; hazardous substances assessments; inspection and review of designated ionising and non-inspection radiation hazard work areas.

Training in emergency response, health and safety for supervisors and managers continued in 1996. The number of health and safety representatives was substantially increased over the year due to a campaign in conjunction with the National Tertiary Education Union campus branch.

The occupational health and safety contractor policy was ratified and implemented. The University OHS Policy Committee and operational subcommittees met throughout the year and discussed and resolved a number of issues brought before them.

Work-force Data

Table 11. Classification and number of staff 1995 and 1996

Classification	Number of persons		Full time equivalent	
	June 1995	June 1996	June 1995	June 1996
Academic	1047	1128	991.70	1064.79
Teaching	467	475	433.34	433.40
General	1619	1707	1520.47	1613.47
Total	3133	3310	2945.51	3111.66

Equal Employment Opportunity

For the purposes of EEO, RMIT staff are regarded as a whole, i.e. RMIT's *Affirmative Action Plan for Women* covers staff in both higher education and VET sectors without distinction. Brochures are available on affirmative action for women, sexual harassment and the new EEO laws in Victoria.

An analysis was prepared of VET staff by gender by level for each department, with staff movement monitored in 1995-96. This will be updated in 1997.

EEO action in 1996 included:

- implementation of a mentor scheme for women;
- a two-day career development program, run jointly with Swinburne University of Technology, targeting women employed at HEW levels 3-5 and academic staff levels A and B;

- participation in a national executive development program for senior women. This is a joint initiative between five technological universities, for female heads of department and administrative staff classified HEW 10 and above. The program offerings include placements in other universities, private and public sector organisations;
- WIN, the RMIT network for women staff, has monthly lunches and guest speakers; and
- continuing development of affirmative action at the local departmental level.

Corporate Information Technology

Office of Strategic Information Technology

As part of the restructure of RMIT Corporate Information Technology, the Office of Strategic Information Technology was formed as a separate small high-level executive advisory and information technology developmental planning unit.

During the first half of 1996 the office assisted in establishing Information Technology Services. In July there were visits to attend a NATO panel on high performance computing in Italy, to discuss strategy planning and administrative applications with British universities, and to assess information technology implementation at the Adorna-RMIT Penang campus. Conferences supported include *HPC Asia '97* and *Cause in Australasia '97* both to be held in April 1997.

RMIT became a member of the Pacific Telecommunications Council and the Asynchronous Transfer Mode (ATM) Interest Group through the office. Submissions made included an Australian Research Council REIF proposal for enhancement of the Ormond supercomputing facility; the Victorian Regional Network proposal for an engineering excellence award; and a response to the Information Industries Taskforce. Student access laboratories within RMIT and flexible teaching and learning delivery were studied. Work began on revision of the RMIT information technology strategy plan.

During 1997 it is planned to complete the current revision of the information technology strategy plan, to further research RMIT's use of information technology, and to identify information technology applications of potential use and advantage to RMIT.

Information Technology Services

RMIT is one of Australia's major investors in, and users of, IT systems and services, with in excess of 7,500 workstations, a diversity of processing platforms and operating systems, and a very large and complex data and telephone network.

Major platforms include Digital Alpha running Open VMS and UNIX, a number of HP 3000 administrative processors using MPE/ix, and (jointly with the University of Melbourne) a Cray J90 supercomputer. RMIT operates over one hundred Novell NetWare servers that provide application file and print services across the university. Telephone services are provided by nine networked PABXs that deliver integrated services to over five thousand handsets on which four million calls are made annually.

The Information Technology Services (ITS) unit provides IT support to staff and students of the university for both administrative and academic programs. ITS also coordinates and supports the Faculty and Department based local IT groups.

In 1996 ITS developed new core systems as part of the UniPower CASMAC group and made major contributions to the human resources systems product team, the finance systems product team and the integration and testing team. RMIT is the lead site for the human resources system.

The ITS unit undertook enhancement of the current resource management and administrative systems; expansion of the central remote dial-in facilities for staff and students to 150 modems. Improvements were made to the Bundoora West electronic communications infrastructure, and student access to PC equipment at Bundoora was improved.

Development Group

This group, under Pro Vice-Chancellor (Development) Ian Permezel, comprises the Fundraising Office, the RMIT Foundation, the RMIT Alumni Office, and the University Secretariat.

RMIT Fundraising

Making the Difference was the theme for fundraising activities. The unit completed its staff appointments in 1996, filling the new positions of faculty fundraiser, researcher and database manager. The unit has also built up the donor base with the second annual appeal, and begun the task of enlisting corporate support for the university's strategic initiatives.

Highlights of the year included the raising of funds to establish the Rural Students Support Fund and the Maxwell Eagle Endowment for cancer-related research. For the first time the annual appeal went beyond alumni of the university to include University Council members, staff and trustees of the RMIT Foundation.

The RMIT Foundation

The trustees of the RMIT Foundation — Dr P.G. Law (chair), Ian Permezel (secretary), Emeritus Professor Leo Foster, Yolanda Klempfner and E.G. Woods — met during 1996 to invest and distribute the funds of the foundation.

Nineteen ninety-six saw a significant increase in both the assets of the foundation and its distributions. An investment policy was set in place to maximise the return on endowed funds and to preserve the real value of the endowments to the university.

In 1996 the foundation took responsibility for the administration of the John Storey Junior Memorial Fund (JSJMF) and its assets. The former JSJMF committee became an advisory committee of the foundation, making recommendations on the awarding of JSJMF scholarships.

RMIT Alumni

Nineteen ninety-six saw the introduction of a new database which made storage and retrieval of alumni information much more efficient. The result of this and other activities was a significant increase in the university's contact with its alumni.

At year end details of fifty thousand alumni were on record, of whom sixty-eight percent were contactable. They were contacted by the university on average 2.7 times in 1996.

The year saw the effective working of the Alumni Officers Group, comprising staff representatives of faculties, and the Alumni Advisory Board, comprising alumni representatives of faculties. These groups provided guidance on a range of alumni issues including the development of strategic plans, RMIT Australian alumni plan, and the RMIT international alumni plan.

A highlight was the production of the first alumni magazine. Alumni and present students contributed to the writing, editing, design and photography of the magazine. Alumni magazines were distributed to 37,200 alumni within Australia and 2,500 overseas.

University Secretariat

The University Secretariat exists to facilitate the effective governance of the university in accordance with relevant legislation, university policies and strategic priorities. This is achieved by the provision of appropriate professional support and advice to the University Council, council committees, the Chancellor, Vice-Chancellor and members of the senior executive.

The secretariat acts as a resource for the university community and external individuals and agencies on a wide range of matters including provision of information regarding past Council decisions and current Council policies. It is responsible for holding major university-wide elections and acts as an information resource and arbiter for faculties and others conducting local elections. The secretariat organises and assists in the organisation of Council-sponsored events that enrich the ceremonial life of the university.

In 1996 the secretariat was responsible for successfully managing a new configuration of Council committees following Council's reduction in size from thirty-four to twenty-one members and the introduction of a new organisational structure.

Considerable effort was also expended at the beginning of 1996 in the organisation of the highly successful official opening of RMIT Storey Hall by the Governor-General of Australia, Sir William Deane AC KBE.

RMIT Quality Development Unit

The Quality Development Unit provides leadership, advice and support for the development and implementation of quality improvement strategies across the

university. Significant progress has been achieved in relation to most of the areas previously identified for improvement by the Quality Council (see 1996 operational plan) within the broad categories of:

- overall organisational performance;
- quality of process, products and services;
- client focus;
- people;
- information systems and communication;
- policy and planning; and
- leadership.

The unit was involved in designing and adoption of the RMIT Quality System (The Way We Work) and devised an implementation strategy for ISO certification in the RMIT International Division.

Advice and assistance was provided in the establishment of the Education Program Improvement group and integration of quality initiatives in the Academic Services group.

A project on bench-marking for educational effectiveness was completed during the year (*From Chalkface to Interface*, OTFE). A comprehensive review of the educational quality assurance process is in progress.

The Quality Development Unit was involved in communicating the university's approach to quality via the LEAD program and other forums, and helped review faculties' teaching and learning strategies. The unit facilitated a development workshop for Council and strategic planning at senior level.

The QDU director again evaluated for the Australian Quality Awards and contributed to improvement of the process in various ways as part of RMIT's commitment to quality and community service.

Asset Management Group

Asset Management Group is responsible for enhancing, maintaining and operating all buildings and grounds owned and leased by RMIT. It is responsible for planning, designing, constructing and maintaining the physical infrastructure and environment of the university on all campuses.

Specific group functions include capital works and minor works delivery; property management including leasing; project delivery from feasibility and planning to commissioning and hand-over; maintenance; engineering management including energy management; accommodation planning services including space planning model; environmental coordination across all related university activities; security management; cleaning, furniture and contract services.

Some of the group's key achievements in 1996 include:

- restructuring of the group with a property management focus;
- development of a focus on cost centre relationships and interfaces; provision of meaningful cost reports; development of a space charge-back system for 1998 implementation;
- development of a ten year AMG strategic plan; identification of relevant bench-marks for performance evaluation;
- establishment of new cleaning contracts;
- development and establishment of an effective space planning model;

- further development of the Help Desk customer service operation; development of customer service agreements;
- implementation of phase one of security/access system installation;
- drafting of energy management policy; tender of energy supply contract;
- strengthening of environmental activities within the university community;
- development of a standard brief for project works; and
- commencement of significant upgrade of open spaces.

All new projects and maintenance works are being carried out in compliance with the *Building Act* 1993. Works to existing facilities that require regulatory upgrade are being funded from the capital management program approved by Council in November 1995. The allocation for 1996-97 is $9.2 million. Works have commenced on the city campus and documentation is proceeding in the TAFE sector and at the Bundoora campus.

Table 12. Building works in 1996

Type of work	Number
Buildings certified for approval	6
Works in construction and the subject of mandatory inspections	2
Occupancy permits issued	5
Notices issued for rectification of substandard buildings requiring urgent attention	0
Maintenance involving major expenditure and urgent attention	0

Institutes and Centres

RMIT's core research activity takes place in institutes and centres which operate both within faculties and across disciplines. These centres attract considerable research funding from a broad range of sources, including industry with which they work closely, and are established national sources of expertise in their respective fields. RMIT's centres enjoy a high level of collaborative activity with colleagues in the academic and industry research community in Australia and in universities overseas.

Institutes

- Interactive Information Institute

Centres

- Advanced Engineering Centre for Manufacturing
- Australian Housing and Urban Research Institute (AHURI)

- Centre for Advanced Technology in Telecommunications
- Centre for Applied Social Research
- Centre for Design
- Centre for High Performance Computer Systems
- Centre for Remote Sensing and Geographic Information Systems
- Centre for Youth Affairs Research and Development
- Centre in Finance
- Cooperative Research Centre (CRC) for Advanced Composite Structures
- CRC for Intelligent Decision Systems
- CRC for Intelligent Manufacturing Systems
- CRC for Polymer Blends
- CRC for Water Quality and Treatment
- eMERGE Cooperative Multimedia Centre
- Key Centre for Applied and Nutritional Toxicology
- Key Centre for Knowledge Based Systems
- Microelectronics and Materials Technology Centre
- Polymer Technology Centre
- Rheology and Materials Processing Centre
- Seismology Research Centre
- Sir Lawrence Wackett Centre for Aerospace Design Technology
- Software Engineering Research Centre
- Transport Research Centre

RMIT Gallery

The radically renovated RMIT Gallery in Storey Hall opened in April 1996. Nineteen exhibitions of fine art, design, craft, fashion and architecture were staged throughout the year. Supporting the exhibitions were public lectures by local, interstate and international speakers, a forum and gallery floor talks. Attendances have exceeded all expectations and media attention to the gallery and its program has been both extensive and uniformly celebratory.

Of note amongst the exhibitions was the opening show, *Ruins in Reverse*, which featured the work of fourteen young installation artists. A partnership initiative with the Museum of Victoria, the RMIT Textile Resource Collection and the RMIT Gallery led to the staging of *Prue Acton: Racing Ahead*, an exhibition of the Melbourne Cup designs of the fashion designer and RMIT graduate. In conjunction with the Goethe Institut and the Art Gallery of Western Australia, the RMIT Gallery exhibited *Otto Dix: Critical Graphics 1920-1924*.

The gallery, in conjunction with the Department of Fine Art, responded to an invitation by Asialink to curate an exhibition of craft objects to be shown in Seoul, Korea, as a component of the major Australian government-funded cultural initiative with the umbrella title of *Messages: Art from Australia*.

The gallery received three Museum Publication Design Awards from the peak industry body, Museums Australia, for the high quality of its graphic design work.

Faculties

Faculty of Applied Science

- Department of Applied and Environmental Sciences
- Department of Applied Chemistry
- Department of Applied Physics
- Department of Computer Science
- Department of Food Science
- Department of Land Information
- Department of Mathematics
- Department of Psychology and Intellectual Disability Studies
- Department of Statistics and Operations Research

The faculty developed a number of new courses and repackaged some existing courses during the year. New programs commencing in 1997 include the:

- multi-major Bachelor of Applied Science, with contributions from seven of the faculty's disciplines;
- Bachelor of Applied Science (Software Engineering);
- double degrees in computer science with land information, communication engineering or manufacturing systems engineering;
- Diploma in Conservation Ecology; and a
- Diploma in Environmental Technology.

The faculty's first dual award course, a combination of higher education and VET courses, is the Bachelor of Applied Science (Computer Science) incorporating the Advanced Certificate in Management Skills, which will be offered in 1997.

The Australian Psychological Society accredited the psychology stream offerings in the Department of Psychology and Intellectual Disability Studies, and in the Department of Food Science the independent living skills program and a quality assurance subject in food technology won quality awards.

The faculty received a large Australian Research Council grant through the Key Centre for Knowledge Based Systems; an ARC Mechanism C grant through the Department of Applied Chemistry; and state government funding for joint research into parenting by the Department of Psychology and Intellectual Disability Studies, the Royal Children's Hospital and a private company.

Implementation of its teaching and learning strategy will result in the faculty participating in the inaugural RMIT Extension Studies program in 1997. During 1996 the faculty was active in establishing this program which will see some of the most gifted secondary students in the State attend a first year subject for credit at RMIT as well as study their VCE.

The Structured Information Manager (SIM) software product being developed by the faculty's Multimedia Database Systems Group with support from the Ferntree Corporation is being successfully commercialised and the Software Engineering Research Centre, with support from Ericssons Australia, is developing a range of products for the telecommunications area.

Staff development and affirmative action were significant areas of activity in 1996. The faculty supported the development of AA policies in other areas of RMIT by way of a staff secondment, and staff development has been supported at all levels within the faculty.

On a sad note, the faculty has mourned the untimely death of Professor John Millar, head of the Department of Applied Physics.

The faculty conducted a number of events to promote science and RMIT to the community at large through the CRA Youth Forum, the Siemens Science Summer School, the Chemistry Enrichment Program and Computer Camps for Girls. In addition, the faculty sponsored the National Science Talent Search and the Mathematics Talent Search.

In the higher education sector, the faculty met its student target numbers in the undergraduate and research areas and was marginally under-enrolled in the postgraduate by course work area as at the 31 August census date. In the VET sector, the faculty was under-enrolled by a small but significant number in some courses but over-enrolled in others. The Foundation Studies program for overseas students was over-enrolled and the faculty encouraged as many of these students as possible to proceed to formal award courses.

Financially, the faculty ended 1996 with small operating surpluses in both the higher education and VET areas. This situation was significantly improved when all fund sources were taken into account.

Faculty of Art and Design

- Department of Communication Studies
- Department of Creative Media
- Department of Fashion and Textile Design
- Department of Fine Art
- Department of Pre-Press and Screen Printing
- Department of Printing, Machining and Finishing
- Department of Visual Arts and Display
- Department of Visual Communication

From 1 January 1996 the faculty embraced a new structure. The new configuration of departments provides opportunities for aligning existing discipline clusters across the faculty, and the Faculty Policy and Advisory Group has been formed to facilitate these discussions.

The research profile of the faculty continues to grow, especially in the new technologies represented by AIM, the Centre for Animation and Interactive Media. Greg Zaritski of the AIM centre received a standing ovation at the MILIA '96 exhibition at Cannes when he presented his award-winning CD ROM.

Following the highly successful term of inaugural research fellow Dr Bin Lee in textile design, postdoctoral research fellow Dr Ian Ferguson has been appointed in the Department of Fine Art. He is an expert on the development of new metals, combining the craft tradition of the silver-smith with the science of materials.

Staff and students have held exhibitions throughout the year, and students have won awards in many areas. Adrian Miles, lecturer in the Department of Communication Studies, launched a World Wide Web project known as HyperText, bringing together the theory, practice and technology of the new communications media. Mri Funaki, graduate and guest lecturer in gold- and silver-smithing, became the first Australian to win the Herbert Hoffman Prize, the world's most coveted award for contemporary jewellery.

November saw the launch of the Medici Society, the faculty's fundraising body set up under the umbrella of the University Foundation. A reception was held in the RMIT Storey Hall Gallery.

The twinning arrangement with La Salle in Singapore continues successfully, and the faculty continues to moderate diplomas in visual arts and product design at LICT in Malaysia. A memorandum of understanding will soon be signed to offer courses in multimedia at this college. The Department of Fine Art launched its

Master of Fine Art in Cross Cultural Studies, which will be offered across campuses in China, Indonesia, Papua New Guinea, Darwin and Melbourne.

In 1996 the total EFTSU for the Faculty of Art and Design was 4,136 comprising 2,277 higher education EFTSU and 1,859 VET EFTSU. International EFTSU was 760 in total, 40 for higher education and 290 VET. In budgetary terms, the actual total income to the greater faculty was $18.951 million, comprising $13.038 million in the higher education sector and $5.913 million in the VET sector.

To reflect the growing diversity and emphasis of the faculty, its request for a change of name was granted by the university. From 1 January 1997 it has been known as the Faculty of Art, Design and Communication.

The VET sector of the Faculty of Art and Design flourished during 1996 with newly accredited courses coming on stream and the opening of state-of-the-art new teaching facilities — building 94 in Cardigan Street, Carlton South, and building 4 in Dawson Street, Brunswick.

The six-level building 94 complex accommodates the faculty's VET sector, the university's Carlton library, the Design Transfer Centre, Student Administration and other services. The building serves seven hundred students and will provide accommodation for the target 1.1 million student contact hours in 1997. Sophisticated auditoriums and the Project Space enabled the faculty to stage different launches, conferences and exhibitions throughout 1996. The Creative Media Department hosted *Converging Media*, a forum featuring Antoni Jach, Richard Jones, Katherine Phelps and David Cox.

The Design Transfer Centre is a focal point of faculty and industry interface, a place where staff, students and industry-sponsored artists and designers work collaboratively on projects such as World Wide Web authoring and production of *Australian Short Stories* magazine.

Creative Media won a tender to deliver the TEAME multimedia certificate project traineeships and the printing departments increased their range of activities with new pre-vocational and post-initial training programs. Important curriculum development being managed by the faculty includes an art and design curriculum framework with a consortium of TAFE providers; learning resource packages for small business in the arts, designed for flexible delivery in conjunction with RMIT's Learning Solutions; and a CD ROM on the language of design.

The printing departments engaged secondary colleges on the dual recognition program in desktop publishing. RMIT will conduct the program for two secondary colleges in 1997, enabling successful students to enrol in the Certificate IV Electronic Publishing at RMIT. An innovative rehabilitation training program on screenprinting for Odyssey House was also delivered.

The Visual Arts and Display Department commenced a new course, Small Business Management for Artists and Designers. Two teachers in the department, Rozalind Drummond and John Kelly, each received prestigious Samstag scholarships. The department took a state-wide leadership role for art and design, utilising building 94 facilities for major staff development activities in art education and multimedia.

Enterprise Training expanded the faculty's VET interface with industry, gaining five new projects in Landcare and Environmental Action (LEAP) with the Department of State Development. The five LEAP projects focused on cultural heritage and involved teachers from six different departments. Enterprise Training, in conjunction with the Myer Grace Bros training department, trained staff of the Myer interior decorator centres: ten staff graduated with the Certificate in Interior Decoration Sales. Enrolments in VET short courses in 1996 totalled 132 across a diverse range of vocationally oriented courses.

Internationalisation of the faculty continued with Foundation Studies growing to more than one hundred enrolments and increased enrolment by overseas students in all departments. Negotiations took place with the Trident College (Japan) to deliver design training to their students in building 94 in 1997.

The VET departments overall exceeded their original 1996 profile target with substantial growth in applied design and creative media. The printing departments also achieved their adjusted profile targets.

Faculty of Biomedical and Health Sciences

- Department of Anatomy and Physiology
- Department of Applied Biology and Biotechnology
- Department of Chiropractic, Osteopathy and Complementary Medicine
- Department of Health and Clinical Sciences (including Industry Training and Consultancy Unit)
- Department of Human Movement Science
- Department of Medical Laboratory Science
- Department of Medical Radiations Science

With the integration of the higher education and Vocational Education and Training (VET) sectors of the university at the beginning of the year, the VET Department of Health and Clinical Sciences was incorporated into the faculty. The faculty also gained the Industry Training and Consultancy Unit of the former School of Health and Community Services. The expanded faculty is now able to offer award programs in many areas of health, biomedical science, biotechnology and complementary medicine at all levels from apprenticeship to doctoral degree. In addition, an extensive range of short courses is available to meet the requirements of industry, the professions and government. Irrespective of level or sector, the faculty's programs all have a strong vocational orientation and are consequently in high demand, attracting high-quality motivated students.

In the higher education sector a double degree program in Chinese medicine and human biology was introduced. Another course development was the introduction of a new major stream in the Bachelor of Applied Biology/Biotechnology program: medical microbiology. Also during 1996 two new Context Curriculum subjects were introduced: *Health Care Issues* and *Health, Fitness and Lifestyle*.

The integration of VET and higher education sectors has provided greater opportunities to introduce dual awards. The faculty's first dual award offering was for students studying for the Bachelor of Applied Science (Medical Laboratory Science). Students in this program now have the option of studying for an Advanced Certificate in Management Skills. The advanced certificate program, which is provided by the VET Department of Management, is taken concurrently with the third and fourth years of the medical laboratory science degree.

The faculty has progressively developed higher degree course work programs to meet identified demands of industry and the professions. Prior to 1996 graduate diploma/master programs had been introduced in medical science, ultrasonography, microbiology/biotechnology, acupuncture and specialist areas of chiropractic and osteopathy. In 1996 an articulated graduate diploma/master degree program was introduced in human movement science.

Research activity continued to increase within the faculty during the year. Five of the six higher education departments now have Bachelor of Applied Science (Honours) programs which enrolled a total of twenty-eight students in 1996. These programs are intended to feed higher degree research programs so as to allow the faculty to achieve its target of 7.5 percent of its total higher education load as research students (master and PhD) by the year 2000. With Professor Michael Hill taking up his appointment as Professor of Physiology in the Department of Anatomy and Physiology early in the year, new major research activities were introduced to the faculty: microvascular research, and research into the

complications of diabetes. Staff of the faculty won additional competitive grants from the Australian Research Council, National Health and Medical Research Council and the Ramacciotti Foundation. Substantial new research funding was also obtained from industry.

There were many international developments in the faculty in 1996. Some highlights were professional practice placements of medical laboratory science students in the United States, United Kingdom and Malaysia; a medical laboratory science student exchange with the University of Westminster, London; ten students articulating their programs from Ngee Ann Polytechnic in Singapore with the RMIT BAppSc (Applied Biology/Biotechnology); articulation of courses of institutions in Holland, Germany and Denmark with the BAppSc (Applied Biology/Biotechnology) (Honours) course; the delivery of a short course on food microbiology in Hong Kong, in association with the University of Hong Kong; and the development of a postgraduate osteopathic program for delivery in New Zealand.

Associate Professor Jeff Walkely of the Department of Human Movement Science spent six months at the State University of New York in Cortland on a staff exchange program; Mr Alan Turner of the Department of Medical Laboratory Science undertook a study tour of British universities; Associate Professor Kieren Maher of the Department of Medical Radiations Science was awarded a PhD by the University of Dublin; Associate Professor Greg Tannock of the Department of Applied Biology and Biotechnology was promoted to full professor; and there were four promotions to associate professor. Three eminent overseas academics spent periods of 3-6 weeks each in the faculty's departments in the first year of a faculty-sponsored visiting fellows program.

The Industry Training and Consultancy Unit published the faculty short course directory to meet the needs of individuals, government and industry in the broad areas of health and fitness. The unit also won four major external tenders for developing training programs for industry and government. The calibre of staff within the unit has been such that all targets, financial and broad client bases, exceeded all expectations.

The Department of Health and Clinical Sciences again achieved its student contact hour targets. The department has been successful in entering traineeships, for example in dental nursing, optical dispensing and health office work. The first advanced diploma was accredited during 1996, further lifting the status of myotherapists. A new course of study for medical technicians has been accredited using customised modules of the national SciTec Curriculum Development project. Fee-for-service activities conducted by the department particularly responded to needs in the optical dispensing, dental technology and medical technology industries.

Faculty of Education and Training

- Department of Access and Preparatory Studies
- Department of Industry Education
- Department of Professional and Further Education
- Department of School and Early Childhood Education

The Faculty of Education and Training has provided leadership in education in both formal and non-formal institutional settings. This is evidenced in the high quality of the courses at undergraduate and postgraduate levels. The undergraduate degree program in education is unique in allowing students to specialise in any two of the following areas: early childhood, primary schools, secondary schools, and adult training. There has been continued development in courses at the postgraduate level, where the new learner-driven master degree achieved significant acceptance in the market place. Specialist streams include leadership and management, arts administration, workplace education, curriculum leadership, applied languages, and assessment and evaluation.

The master degree program was bench-marked against course offerings in education at the graduate level at Leeds Metropolitan University. This has resulted in close collaboration between both university faculties.

Work was undertaken in 1996 that should lead to a Professional Doctorate in Education being ready for introduction in semester two 1997. This EdD program will cater for professionals working in the broad field of education and training.

The faculty continued to develop its research and consultancy activities. There was a significant growth in the number of research students enrolled. Special projects included yet another grant from the National Professional Development Program's vocational training project. Other significant consultancies were with the Myer Foundation resulting in the publication *Opting Into Active Citizenship*; the development of a training program for the Real Estate Institute of Victoria; and collaboration with the Australian Principals' Centre to deliver a training program for new and aspiring school principals. At the end of 1996 the director of the Assessment Research Centre and most of its staff left the faculty. A major task for 1997 will be establishing new focuses for the faculty's research interests.

At the beginning of December the faculty moved to a new building on the Bundoora campus, signifying the end of teacher training on the Coburg campus after thirty-eight years. This was commemorated with special functions and the publication of a book of reminiscences by staff entitled *The Teacher In Us*.

Faculty of Business

- Department of Accountancy
- Department of Business Computing
- Department of Business Information Technology
- Department of Business Law
- Department of Business Management
- Department of Economics and Finance
- Department of Financial Studies
- Department of Information Management
- Department of Law and Economics
- Department of Management
- Department of Marketing and International Trade
- Department of Marketing, Logistics and Property
- Graduate School of Business

RMIT Business is now the largest business education, research and consulting entity in Australia, comprising VET and higher education sectors and the Graduate School of Business. RMIT Business serves a wide range of clients including over fourteen thousand students throughout Australia and the Asia-Pacific region.

Operating from its new central city location in Bourke Street, Melbourne, RMIT Business is well placed to cater for diverse technical, education and training needs in business, from short courses to fully accredited master and doctoral degree programs.

The amalgamation of VET and higher education sectors in 1996 has enhanced cooperation, articulation, cross-teaching and the cooperative development of off-shore courses.

Significant expertise has been developed in the area of managing cross-cultural diversity, and this was showcased in the Graduate School seminar series on cross-cultural management and education. A leading international authority on cultural diversity, cross-cultural management and organisational anthropology, Emeritus Professor Geert Hofstede was the keynote speaker, supported by RMIT Business academics and industry experts.

New programs commenced during the year included the Doctor of Business Administration (DBA), Master in Corporate Governance, and the Bachelor of Business (Financial Planning) sponsored by National Mutual Life Association. The successful Master in Finance was launched in Malaysia.

In 1996, the number of RMIT Business postgraduate research students increased to 107, consistent with a growth in the number of theses completed and an improved publication rate. Three research scholarships and tutorships were awarded and four staff received 'Innovation in Teaching' awards.

RMIT Business continued to maintain a sound financial base from which it has pursued various academic and commercial ventures both within Australia and overseas.

RMIT Business (VET) met or exceeded most targets for 1996 and continues to maintain a sound financial position. It continued to be the only TAFE entity in Victoria to register VTAC tertiary entrance ranks (TERs) for all of its major courses.

During 1996 several major initiatives were brought to fruition. These included:

- the accreditation of five new advanced diplomas in advertising, public relations, legal practice, conveyancing and information management (Penang);
- the establishment of three new industry advisory committees for management, accounting and office administration courses;
- implementation of the Teaching and Learning Strategy via the establishment of several local government subjects on the Internet and the publication of a range of textbooks and other flexible learning resources;
- the re-invigoration of a staff study support program with the goals of assisting staff to obtain teaching and higher qualifications; and
- the delivery of the Certificate of Workplace Leadership to a major Koori organisation.

RMIT Business (VET) continued to be the major destination for international students in TAFE in Australia. Teaching operations were also conducted in Penang, Vietnam, Singapore and Wuhan in central China.

Industry-based training was delivered to public and private organisations such as the Australian Federal Police, State Department of Human Services, McEwans, Ford Vietnam, General Motors and the Beijing Taxation Authority.

A successful Small Business Program for Artists and Designers was created and implemented in partnership with the Faculty of Art and Design. Efforts continued to introduce small business studies into vocational courses and undergraduate programs across RMIT.

Faculty of Engineering

- Department of Aerospace Engineering
- Department of Aerospace Technology
- Department of Air Conditioning, Fire Protection, Plumbing, Refrigeration and Steam
- Department of Chemical and Metallurgical Engineering
- Department of Civil and Geological Engineering
- Department of Communication and Electronic Engineering
- Department of Computer Systems Engineering
- Department of Construction and Surveying
- Department of Electrical and Control Technology
- Department of Electrical Engineering
- Department of Electronics Technology
- Department of Manufacturing Systems Engineering
- Department of Manufacturing, Mechanical and Marine Technology

- Department of Mechanical Engineering
- Department of Metal Technology
- Department of Polymer Technology Centre
- Department of Technician Electronics
- Graduate School of Engineering

Nineteen ninety-six saw the Faculty of Engineering consolidate many of the programs started in previous years and the successful launch of a number of new initiatives.

The implementation of the 'seamless university' strategy between the higher education and VET sectors saw this become the largest engineering faculty in Australia. The total student body is over nine thousand students. Greater opportunities are now available to students through the increased cooperation between the two sectors. A review of the organisational structure of the VET sector of the faculty will be undertaken in 1997.

The Teaching and Learning strategy inspired a move to increase the number of free electives available to students and an increase in the development and use of flexible learning modes. In a successful pilot project, a number of students undertook an Asian language and culture minor sequence as part of their engineering course. A teacher training program was conducted for new academic staff in the higher education sector.

A new double degree program involving the Bachelor of Engineering (Manufacturing Systems) and Business Administration commenced in 1996. The double degree programs have been further extended with the approval of new courses combining mechanical, electrical, polymer, metallurgical and computer systems engineering with business administration, and communications, electronic and manufacturing systems engineering combined with computer science. At the postgraduate level new courses in the telecommunication, electronics and engineering management areas have been approved.

There was an increase in the research links with industry including a further three year contract for micromachines research from NEDO Japan and additional collaboration with aerospace and polymer industries. Significant industrial grants were received in electronic sensors, microwave and optoelectronics research. Joint research projects commenced with institutions in Vietnam and France.

Off-shore activities included new course development in Penang and major training programs in Vietnam, Indonesia and Singapore. Enrolment of overseas students increased with significant articulation taking place from polytechnics in Singapore and Malaysia.

The faculty operates at the City, Bundoora East, Fishermens Bend and Penang campuses of the university. The 1996 budget comprised $16.2 million of Commonwealth operating grant, $10 million of state operating grant and $17.6 million from non-operating grant sources. There was a decline in demand for VET engineering programs and consequently the number of student contact hours was decreased. The higher education sector achieved all profile targets at the first census date. However, a higher than expected attrition rate in second semester saw a small under enrolment in the undergraduate area at the second census date.

Faculty of Environmental Design and Construction

- Department of Architecture
- Department of Building and Construction Economics
- Department of Interior Design
- Department of Planning, Policy and Landscape
- Department of the Built Environment

The faculty was actively engaged in restructuring activities during 1996. As a result of this restructuring, the faculty's title changed in 1997 — the Faculty of the Constructed Environment will have a broad mission which encompasses social, policy, planning, environmental, design and construction perspectives. The next triennium holds tremendous teaching, research and development opportunities for this new faculty.

The faculty's higher degrees by research and international on-shore enrolments continued to increase in 1996 and enrolment targets were met. New off-shore programs were introduced at Singapore Institute of Management and La Salle in Singapore, and planning began for new off-shore programs for introduction in Malaysia in 1998.

The faculty's research activity continued through the Australian Housing and Urban Research Institute and the Centre for Design. A rich educational environment was maintained and community service agenda addressed through an extensive program of publications, exhibitions, public lectures and student community projects.

The faculty met its international revenue targets of $2.634 million and fell slightly short of an ambitious research target of $1.132 million. The faculty's overall financial position at the end of 1996 was slightly in deficit due to significant restructuring costs during the year.

Faculty of Nursing

- Department of Nursing Practice and Management
- Department of Primary Health Care Practice
- Department of Nursing Inquiry and Mental Health

A year of outreach and extension characterises 1996 — outreach to other faculties within RMIT, to the health care sector, to the rural area and internationally.

Within RMIT, this year saw the commencement of the Master of Creative Arts Therapy course, a course not only unique in its design of blending different art forms with therapy in a variety of settings but also a first in inter-faculty collaboration being conducted jointly by three faculties — Nursing, Art and Design, and Education and Training.

Extending beyond RMIT to the health care sector, agreement has been reached with the North Eastern Metropolitan Network Board for the establishment of a chair in clinical nursing. This will be funded jointly by the faculty and the network, and is a crucial step in the movement towards the establishment of a clinical school of nursing within the network.

Rural activities included the commencement of the Bachelor of Nursing program on the Bairnsdale site of the East Gippsland Institute of TAFE and an active program of workshops and distance education packages developed for both maternal and child health and school health nurses, as part of the role of the Chair in Community Child Health, funded by the government Department of Human Services. In addition, part of the Master of Health Science (Psychiatric Nursing) has been converted to a flexible learning package for use in off-campus mode not only for rural but also local and national students.

Work continues on innovations in teaching through CAUT and LearnT grants and other individual applications. Effort continues on ensuring continuous quality improvement of courses and the new mentor program for students was successful. Research and scholarship efforts are also expanding, evidenced by three public launches of significant publications during the year and the introduction of a nursing research week in September.

A number of factors converged to make 1996 a year in which target numbers and income to the faculty were not achieved. Strategies have been put in place to address this situation in 1997. Research income continues to increase and international student numbers are increasing, as are our international exchanges and connections. We have had several visitors to the faculty and are working with both the University of California, Los Angeles (UCLA), and the Kyung Hee University to establish close links in a number of areas. We have had our first staff exchange this year with Rhode Island College and sent our first group of students to India and Nepal.

Additional Information Available on Request

Consistent with the requirements of the *Financial Management Act* 1994, RMIT has prepared material on the following items, details of which are available on request:

- declarations of pecuniary interest;
- shares held beneficially by senior officers as nominees of a statutory authority or;
- changes in prices, fees, charges, rates and levies;
- major external reviews;
- major research and development activities;
- overseas visits undertaken;
- corporate publications;
- consultancies; and
- annual report of the RMIT.

Enquiries about these materials should be addressed to:

Academic   Registrar
Royal   Melbourne   Institute   of   Technology
GPO Box 2476V   124   La   Trobe   Street
Melbourne Vic 3001   Melbourne 3000

Telephone   +61   3   9660   4252
Facsimile   +61   3   9660   4621
E-mail   g.pope@rmit.edu.au

Compliance Index to Disclosure Requirements

The annual report of the Royal Melbourne Institute of Technology is prepared in accordance with the Financial Management Act 1994 and the Directions of the Minister for Finance. This index has been prepared to facilitate identification of compliance with statutory disclosure requirements.

In the list below:

- TEA = Tertiary Education Act

- FMA = Financial Management Act

- PE(EEO)A = Public Authorities (Equal Employment Opportunity) Act

Financial Statements
(including Auditor-General's report)