

ANNUAL REPORT

2012



The best of both worlds



University of the
Sunshine Coast
Queensland, Australia

Report of the Council of the University of the Sunshine Coast

For the period 1 January 2012 to 31 December 2012

26 February 2013

The Honourable John-Paul Langbroek MP

Minister for Education, Training and Employment
PO Box 15033
CITY EAST QLD 4002

In accordance with the provisions of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*, and the detailed requirements set out in the *Annual Report Requirements for Queensland Government Agencies* (May 2012), I have the honour to present to you, on behalf of the Council of the University of the Sunshine Coast, the Annual Report for the year ended 31 December 2012.

John M Dobson OAM
Chancellor

Acknowledgment of country

The University of the Sunshine Coast acknowledges the Gubbi Gubbi people as the traditional owners and custodians of the land on which the campus stands, and recognises the strength, resilience and capacity of Aboriginal people in this land.

The University has a Reconciliation Action Plan (2012-2014) to guide its relationships, opportunities and progress reporting with regard to Aboriginal and Torres Strait Islander peoples.

Communication objectives

This annual report meets the reporting requirements of the Queensland Minister for Education, Training and Employment.

The University of the Sunshine Coast's 2012 annual report provides a record of the University's performance in 2012, its plans for the future, and audited financial statements. All achievements for 2012 are documented against the goals and corresponding key performance indicators of the University's Strategic Plan (2011-2015).

Potential readers of the annual report include federal, state and local government representatives and officers, the University community (including staff and students), business and media, potential benefactors, international visitors and members of the public.

Copies of the 2012 annual report are available from the Office of Marketing and Communications, University of the Sunshine Coast, by telephoning +61 7 5459 4558 or faxing +61 7 5430 1187. The report is also available online at www.usc.edu.au/reports.



The University of the Sunshine Coast is committed to providing accessible services to people from culturally and linguistically diverse backgrounds. If you have difficulty understanding the annual report, contact the Office of Marketing and Communications on +61 7 5459 4558 to arrange an interpreter to effectively communicate the report to you.

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© University of the Sunshine Coast 2013

ISSN 1837-7521

Published by University of the Sunshine Coast February 2013.

Information contained in this publication was correct at the time of publishing. For the most up-to-date information about the University, visit www.usc.edu.au. All amounts are in Australian dollars. University of the Sunshine Coast is registered on the Commonwealth Register of Institutions and Courses for Overseas Students. CRICOS Provider Number: 01595D.

Standing

On opening in 1996, the University of the Sunshine Coast became the first greenfield university to be established in Australia since 1975. The University serves the Sunshine Coast and impacts strongly on the economic and cultural development of the region.

In its first 15 years as a new public university for the Sunshine Coast region, USC has demonstrated its viability in terms of student demand, enrolment growth, teaching and research outcomes, campus development, financial position, regional contribution and reputation.

The early period of USC's second 15 years will be characterised by naturally reinforcing themes. Deregulation of student enrolments, including a student-centred, demand-driven funding system from 2012 and targets for higher education participation and low-SES students, will impact on the University's profile and teaching. Learning and teaching at USC will build on its existing reputation and become an exemplar of access and success in the Australian higher education sector. Opportunity will be provided over a broader region, and students and the wider community will have educational, cultural and economic possibilities well beyond current provision.

Research outcomes and outputs will increase in both quantity and quality. Existing areas of research concentration will be strengthened through collaboration with the best researchers in these fields in Australia and internationally.

Strategic partnerships will be expanded with related government agencies, industry and business. In addition, there will be substantially more applied research conducted with, and for the benefit of, the wider community.

Rapid growth of the University and the region it serves presents a major challenge for USC's institutional capacity and capability. Professional development of staff at all levels will be a priority, the University's systems will undergo major reinvestments, and core infrastructure will be expanded. Above all, development of strategic partnerships at regional, national and international levels will advance USC's footprint, profile and performance.

Vision

The University of the Sunshine Coast is regionally relevant and recognised, nationally and internationally, for excellence in teaching, research and engagement.

Values

In pursuing its vision and conducting daily operations, the University is committed to:

- creating and disseminating knowledge through innovative and effective teaching and research
- fostering freedom of inquiry and expression
- the process of lifelong learning
- engaging in and responding to the region's intellectual, cultural and economic challenges
- adopting consultative processes and ethical behaviours in all activities
- engendering respect throughout the University community
- fairness, openness, honesty, trust and effective communication
- developing the University and supporting the region as a sustainability exemplar
- advancing human rights within a tolerant and inclusive community, in which respect for Indigenous peoples is fundamental

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Highlights

- On-campus student enrolments increased by five percent in 2012, with undergraduate enrolments increasing by six percent. Research higher degree students increased by more than 25 percent with the highest number of enrolments recorded to date.
- The University's application for funding under the regional priorities round of the Education Investment Fund was successful. USC received \$30 million towards a \$37.2 million project to fund a major building for the Sippy Downs campus. The new building will be a state-of-the-art facility for engineering education that features a visualisation theatre and related immersive learning infrastructure.
- Campus infrastructure expansion continued, with the commencement of new buildings at Sippy Downs and on the Wide Bay Institute of TAFE campus at Gympie. This was part of the \$32 million Collaborative Futures Project (USC-SCIT-WBIT) funded by the Australian Government through the Education Investment Fund as part of the Structural Adjustment Fund; USC investment; and Sunshine Coast Institute of TAFE co-investment.
- The University expanded its footprint into Brisbane and Gympie. USC will offer degree programs at the Southbank Institute of Technology from Semester 1, 2013. In Gympie, USC commenced construction of the \$5.6 million teaching facility; appointed the new manager; and advanced planning for program delivery in 2013.
- For the fourth consecutive year, the Good Universities Guide confirmed USC as the only public university in Queensland to obtain five stars for the quality of staff teaching. USC was also awarded five stars for gender balance, overall graduate satisfaction and Indigenous participation.
- The Commonwealth Office for Learning and Teaching awarded six citations to USC staff: Dr Justin Debus, Associate Professor Peter Dunn, Dr Mark Sayers, Associate Professor Meredith Lawley, Johanna Einfalt and Janet Turley (jointly), and the University's International Projects Group.
- Overall satisfaction among international students remained strong in 2012, with 88.6 percent of international students indicating satisfaction with their overall experience at USC in the i-graduate International Student Barometer.
- The University conferred an award on its 10,000th graduate during 2012, and now has more than 11,000 alumni.
- 2012 saw the appointment of the University's inaugural law professors, Emeritus Professor Neil Rees and Professor Anne Rees. The University expects to enrol its first law students in 2014.
- Mark Paddenburg was appointed Chief Executive Officer of the Innovation Centre Sunshine Coast (ICSC). ICSC has directly supported the start-up and growth of more than 87 businesses, created more than 350 jobs and helped to raise \$24 million in investment for client companies.
- In December the University announced three research centres and three research clusters to underpin growth in existing and emerging areas of research concentration in sustainability, genecology, forest industries, health and digital technologies.
- The University's significant growth in research activity was rewarded in the 2012 Excellence in Research for Australia evaluation. USC's performance in the key research focus area of applied genetics in the fields of forestry and aquaculture were rated as above world standard.
- Research grant income rose in 2012 to \$7.2million (figure unaudited). This is a substantial increase over previous years and demonstrates USC's research strategy is delivering outcomes.
- The University submitted its Tertiary Education Quality and Standards Agency (TEQSA) re-registration as an Australian University in September and TEQSA Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) in October.

Cover: Architectural detail of Building H (Science).



Key five-year figures

Category	2008	2009	2010	2011	2012	Annual % change	Trend
Students							
Number of students ¹	5,833	6,325	7,276	7,766	8,139	4.8%	↑
Female	3,624	4,074	4,764	5,066	5,338	5.4%	↑
Male	2,209	2,251	2,512	2,700	2,801	3.7%	↑
On-campus students	5,383	6,092	7,148	7,640	8,010	4.8%	↑
Undergraduate	4,239	4,826	5,701	6,142	6,564	5.9%	↑
Postgraduate coursework	903	732	654	680	611	-10.1%	↓
Higher degree by research	118	129	140	141	177	25.5%	↑
Non-award	573	638	781	803	787	-2.0%	↓
International (all students)	977	880	870	805	697	-13.4%	↓
International (on campus)	674	766	855	789	690	-12.5%	↓
Student load (EFTSL) ²	4597.3	5332.7	6034.3	6398.2	6600.6	3.2%	↑
Degrees conferred							
Undergraduate degrees conferred	592	656	1,027	981	1,056	7.6%	↑
Postgraduate coursework degrees conferred	654	568	583	484	362	-25.2%	↓
Higher degree by research degrees conferred	11	12	25	20	18	-10.0%	↓
Total degrees conferred	1,256	1,237	1,635	1,485	1,436	-3.3%	↓
Equity							
Disability ³	3.5%	4.7%	5.6%	5.9%	6.1%	0.2%	↑
Indigenous ³	1.6%	1.8%	1.4%	1.8%	1.7%	-0.1%	↓
First in family to attend university ⁴	52.4%	51.4%	49.5%	48.6%	49.3%	0.7%	↑
Staff (full-time equivalent, excluding casuals)							
Number of staff	468	517	561	600	634	5.7%	↑
Academic staff ⁵	173	188	210	212	236	11.3%	↑
Non-academic staff ⁶	295	329	351	388	398	2.6%	↑
Proportion of academic staff with higher degree qualifications	83%	77%	83%	82%	81%	-1.0%	↓
Operating revenue (parent entity)	\$94.98m	\$109.04m	\$121.07m	\$127.33m	\$159.11m	25.5%	↑
Property, plant and equipment	\$165.31m	\$169.40m	\$167.17m	\$175.34m	\$176.30m	0.0%	↑
Research income ⁷	\$3.35m	\$4.27m	\$5.08m	\$4.81m	\$9.50m ⁸	97.5%	↑
Research publications ⁹	196.74	177.11	167.15	164.75	n/a ⁹	n/a	n/a

1. Number of students is at Census 1, each year.

2. Student load includes inbound exchange students. EFTSL = Equivalent Full Time Student Load. 2012 is based on forecast data as at Census 2, 2012.

3. Disability and Indigenous percentages are as a proportion of domestic students only.

4. First in family percentages are as a proportion of undergraduate students only.

5. Academic (Vice-Chancellor; Deputy Vice-Chancellor; Teaching and Research (Level A-E) staff).

6. Non-academic (Administrative, Professional and Technical (APT) Level 1-10 staff; APT staff above award).

7. Figures include research income reported to the Department of Industry, Innovation, Science, Research and Tertiary Education (DIISRTE) through the Higher Education Research Data Collection (HERDC), as well as research funding received from DIISRTE.

8. HERDC figure for the year is not finalised, and is unaudited.

9. Weighted calculation reported to DIISRTE in the HERDC.



Vice-Chancellor and President's review

2012 was very much about positioning USC for the future, both at the campus level, and more broadly, within the sector.

The revised academic structure—the consolidation of three faculties into two—took effect from January, and with it saw the appointment of two new executive deans, Professor Joanne Scott (Faculty of Arts and Business) and Professor John Bartlett (Faculty of Science, Health, Education and Engineering). The new structure positions the University well for future growth and an enhanced national profile.

The new Strategic Plan, introduced in 2011, sets us the large, yet attainable, goal of growing our student population to 12,000 (8,000 EFTSL) by 2015. This remains a substantial increase on the 2012 full year student population of around 9,800. Compact discussions indicate the Commonwealth is keen to see Australia's youngest public university reach this critical mass.

To achieve that goal, the University is expanding its footprint from the immediate Sunshine Coast to service the coastal region from north of Brisbane to Bundaberg. USC expanded further into Brisbane in 2012, reaching an agreement with Southbank Institute of Technology, which will see our academics delivering USC classes on the SBIT campus (using SBIT facilities) from Semester 1, 2013.

In order to continue to provide the high standard of learning and teaching for which our University is nationally recognised, we embarked on our largest construction project in USC's history. Two new facilities, one on campus and one co-located on the Wide Bay Institute of TAFE campus at Gympie, will provide modern, well-equipped learning environments for USC's students. The \$32 million project is funded in part by the Australian Government through the Education Investment Fund as part of the Structural Adjustment Fund.

Through 2012 an extended feasibility study was conducted to investigate the provision of paid parking on campus. The preferred paid parking model is to be implemented in early 2013. Other proposed campus developments are detailed in the Campus Master Plan, the revised version of which was approved in 2012.

Research continues to build momentum, with the University's profile strengthening through 2012. Following the success of 2011, we secured further ARC and NHMRC grants, and built on our roles in the Collaborative Research Networks initiative, the Australian Seafood CRC and CRC for Forestry.

We celebrated our 10,000th graduate in April. Every year, I am impressed by our student and graduate achievements, from University medallists to sporting achievers to success in business and the professions.

The University's strong national ratings for teaching quality and graduate satisfaction, and our strong performance in national awards for university teaching, reflect the dedication of our teaching staff and the personal attention they afford our students.

I thank all staff for their outstanding efforts in 2012.

Professor Greg Hill
Vice-Chancellor and President



Institutional forward planning 2013

- Implement the USC Engineering Futures Project (EIF Regional Priorities Round), with construction of the \$37.2 million Engineering Learning Hub complete for mid-2015.
- Maintain engagement with the planning process for the Sunshine Coast University Hospital and the Skills, Academic and Research Centre.
- Maintain momentum around student retention, student satisfaction and social inclusion agendas.
- Continue to aggressively grow the research profile and use the 2012 ERA outcomes to guide further investment and strategic interventions.
- Further develop the annual, high-level planning retreats introduced in 2012 (Council, Executive, Senior Staff).
- Focus on new program development as a major driver of growth in student load.
- Accelerate development of blended learning in association with completion of the Sippy Downs Learning Hub and USC Gympie.
- Following the SAF and EIF successes, redefine USC's future infrastructure requirements and strategies to meet same.

Financial review

The University's financial position continued to strengthen this year as a result of increased student load, reductions in expenditure and increased research and consultancy efforts. Results for the year included an operating surplus of \$24.82 million (2011: \$8.36 million), with an operating margin of 15.6 percent (2011: 6.9 percent).

Income and expenditure

Total income for the year was \$159.11 million—an increase of \$31.78 million (25.5 percent) on the previous year. The increase was driven primarily by continued growth in Commonwealth-funded student places, receipt of \$12.09 million in capital funding and receipt of increased investment income. Funds derived from government sources totalled \$131.09 million or 82.3 percent of revenue (includes advance payments in relation to HECS-HELP and capital funding but excludes up-front student fees), an increase of \$31.43 million (31.7 percent) on the previous year's funding.

Expenses for the year totalled \$134.29 million—an increase of \$15.72 million (13.2 percent) expended in the previous year. This increase can be attributed to an increase in employee benefits due to the four percent Certified Agreement wage increase in March 2012, increase in provisioning for long service and annual leave due to an ageing of the workforce and increased partnership and scholarship payments from contracted research grants.

Expenditure on consultancies

CATEGORY	2010 (\$)	2011 (\$)	2012 (\$)
Professional / technical	2,811,567	3,616,353	3,848,544
Communications	1,560	0	4,655
Finance / accounting	68,746	10,061	2,224
Information technology	682,657	855,437	1,477,632
Human resource management	14,809	146,215	107,299
Management	122,538	128,752	125,764
Total	3,701,877	4,756,818	5,566,117



Asset growth

At year's end, the University's net assets totalled \$214.71 million—\$25.21 million (13.4 percent) more than in the previous year. This reflected the accumulation of cash reserves for future years' capital expenditure and associated strategic initiatives. In addition, the reduction of long-term borrowings through regular premium payments and the early pay out (approximately \$1.9 million) of a loan with the Queensland Government.

Budget vs Actual 2012 — Actual 2012 vs Actual 2011

	2012				2011	
	ORIGINAL BUDGET \$'000	AUGUST REFORECAST \$'000	ACTUAL \$'000	VARIANCE ACTUAL vs REFORECAST	ACTUAL \$'000	VARIANCE ACTUAL 2012 vs 2011
STATEMENT OF COMPREHENSIVE INCOME						
Revenue and income from continuing operations	134,675	159,551	159,113	0%	127,333	25%
Expenses from continuing operations	133,459	135,440	134,291	-1%	118,575	13%
Operating result after income tax for the period	1,216	24,111	24,822	3%	8,758	183%
Gain (loss) on revaluation of land and buildings, net of tax	0	0	387	100%	2,823	-86%
Total comprehensive income attributed to members of the University of the Sunshine Coast	1,216	24,111	25,209	5%	11,581	118%
STATEMENT OF FINANCIAL POSITION						
Current assets	33,805	61,268	71,310	16%	45,656	56%
Non-current assets	197,122	192,146	177,811	-7%	177,865	0%
Total assets	230,927	253,414	249,121	-2%	223,521	11%
Current liabilities	17,659	15,752	17,832	13%	14,795	21%
Non-current liabilities	14,942	18,310	16,584	-9%	19,232	-14%
Total liabilities	32,601	34,062	34,416	1%	34,027	1%
Net assets	198,326	219,352	214,705	-2%	189,495	13%
Reserves	80,494	76,281	69,734	-9%	69,347	1%
Retained surplus	117,832	143,071	144,971	1%	120,148	21%
Total equity	198,326	219,352	214,705	-2%	189,495	13%

Organisation

Basis of authority

The institution was established under the *Sunshine Coast University College Act 1994* and took its first students in 1996. Full university powers were granted under the *University of the Sunshine Coast Act 1998*. The University acknowledges that on 3 April 2012, Education, Training and Employment Minister John-Paul Langbroek was sworn in to the Legislative Assembly of Queensland.

Functions and powers

The University's functions are to:

- provide education at university standard;
- provide facilities for, and encourage, study and research;
- encourage the advancement and development of knowledge, and its application to government, industry, commerce and the community;
- provide courses of study or instruction, at levels of achievement the Council considers appropriate, to meet the needs of the community;
- confer higher education awards;
- disseminate knowledge and promote scholarship;
- provide facilities and resources for the wellbeing of the University's staff, students and other persons undertaking courses at the University;
- exploit commercially, for the University's benefit, a facility or resource of the University, including, for example, study, research or knowledge, or the practical application of study, research or knowledge, belonging to the University, whether alone or with someone else; and
- perform other functions given to the University under the Act or another Act.

The University's powers are:

Under the *University of the Sunshine Coast Act 1998* the University has all the powers of an individual. It may, for example:

1. Enter into contracts;
 - a) acquire, hold, dispose of, and deal with property;
 - b) appoint agents and attorneys;
 - c) engage consultants;
 - d) fix charges, and other terms, for services and other facilities it supplies; and
 - e) do anything else necessary or convenient to be done for its functions.
2. Without limiting subsection (1), the University has the powers given to it under its Act or another Act.
3. The University may exercise its powers inside and outside Queensland.
4. Without limiting subsection (3), the University may exercise its powers outside Australia.



Strategic framework

The Strategic Plan www.usc.edu.au/strategicplan is the University's highest-level planning document, along with the Campus Master Plan. The role of the strategic plan is to articulate the broad goals and aims of the University over the next five years. Specific strategies complementing the Strategic Plan are set out in four top level plans, which apply University-wide and drive resource allocations through the budget process. Supporting strategies guide the University's involvement in international activities and regional engagement. Operational Plans for individual cost centres support initiatives outlined in both the strategic and top level plans. All plans are reviewed and updated during the budget and planning process in September each year.

Annual review of operations

As a review of its operations each year, the University of the Sunshine Coast measures its progress according to the goals and key performance indicators for four areas, as outlined by the Strategic Plan (2011–2015):

1. Enable access to the USC experience
2. Deliver high quality teaching, learning and graduate outcomes
3. Build research productivity and output significantly
4. Develop USC for a sustainable future

Baseline data has been reported for all performance measures, and assessment of performance has been made where the latest data is available.

The summary of key performance targets for the University is:

DESCRIPTION	2011	2012	2013	2014	2015
12,000 students by 2015 (8,000 EFTSL)	6429.5 [6398.2]	6895 (6600.6)	7301	7674.4	12,000 students (8,000 EFTSL)
Low SES participation	18.1% [19.1%]	18.5% (not available)	19.1%	19.7%	20%
Student satisfaction	National ranking in top quartile [1st]	National ranking in top quartile (not available)	National ranking in top quartile	National ranking in top quartile	National ranking in top quartile
Graduate outcomes	Progress towards national average [6% below]	Progress towards national average (not available)	Progress towards national average	Progress towards national average	Achieve national average
Research grants income	\$3,600,000 [\$2,993,628]	\$4,200,000 (\$7,206,535)	\$4,800,000	\$5,300,000	\$6,000,000
Weighted publications	190 [164.75]	200 (not available)	210	230	250 points
HDR students (Load)	120 [115.8]	130 (137.8)	140	150	155 EFTSL
HDR students (% in selected areas of research strength)	45% [47.3%]	50% (48.1%)	55%	60%	60%
Employment costs	Less than 60% [61.2%]	Less than 60% (60.6%)	Less than 60%	Less than 60%	Less than 60%
Operating margin	4% [7%]	4% (7%)	4%	4%	4%
Capital improvements	8.5% [13.5%]	8.5% (20.6%)	8.5%	8.5%	8.5%

Target: the target set as per the Strategic Plan

[Actual]: the final, full-year figure

(Forecast): the expected estimate, based on statistical/financial modelling

Enable access to the USC experience



National and local identities received honorary awards at the 2012 Graduation ceremonies: Honorary Doctorates of the University were awarded to Dr Willi Toisuta, Dr Janice Fullerton AO, Dr Mark Loane AM and Professor Ian Lowe AO. Emeritus Professorships were awarded to Dr Pam Dyer, Dr Andrew Hede and Dr Rod Simpson, while Honorary Senior Fellowships of the University were awarded to Darrin Edwards, Hayden Kenny OAM, Rabbi John D Cooper and Annette Sym. Refer also to page 31.

2012 saw growth in...

Students

An intake of 3,198 new students pushed the University's student population to 8,139 (including 697 international students) by Semester 1 census. The intake was a slight increase on Semester 1, 2011 and translated to an overall increase of 4.8 percent in student numbers, despite a tightening of OP requirements. The mid-year intake of 1,476 students was strong (similar to Semester 2, 2011).

With the student growth experienced this year, and the QTAC application figures for 2013, it is expected the University will come close to meeting its target of 12,000 students (8,000 EFTSL) by 2015. As at 17 December, the number of QTAC first preferences for study at USC in 2013 had increased by eight percent over the previous year, compared to a Queensland institutional average of two percent growth.

Programs

The Bachelor of Nursing Science was the most popular program at USC, with more than 230 new students enrolled at Semester 1 Census. Total enrolments (new and continuing) in the program accounted for 7.5 percent of the total student body. The Bachelor of Business was also one of the University's most popular programs, with more than 170 students commencing the program in Semester 1.

The top 10 undergraduate programs (based on all enrolments) in 2012 were:

1. Bachelor of Nursing Science
2. Bachelor of Business
3. Bachelor of Primary Education
4. Bachelor of Social Science (Psychology)
5. Bachelor of Sport and Exercise Science
6. Bachelor of Paramedic Science
7. Bachelor of Arts
8. Bachelor of Biomedical Science
9. Bachelor of Occupational Therapy
10. Bachelor of Social Work

Campus

The University's continued priority throughout the year was planning how to manage future student growth through the provision of campus infrastructure and buildings. There were major achievements in this area in 2012, with a number of projects commenced and completed. Refer to page 20 for details.

Reputation

The University's 2011 branding campaign was judged the Queensland winner of the Marketing Communications (Business to Consumer) category at the Australian Marketing Institute's 2012 Awards for Marketing Excellence. The 2012 brand campaign won a bronze Brisbane Advertising and Design Club award in the TV and cinema over 30 second category, for the male version of the University's mid-year television advertisement.

Reach

Extending USC's reach into non-traditional catchment regions was a priority in 2012. Attendance at recruitment events was strong—Open Day attracted more than 4,250 visitors, including many from areas including Gympie, Hervey Bay, Bundaberg, South Burnett, Darling Downs, Caboolture, Brisbane and the Gold Coast, as well as New South Wales, Victoria and the UK. The Sunshine Coast University Showcase, which involves all Queensland universities visiting high schools in the region and is organised by USC, took in 29 schools and reached 3,500 Year 12 students. Student Services continued its successful community education courses off-campus in a number of locations, providing six-week study skills sessions for adults considering returning to formal education.

USC's widening participation goals are long-term and aim to improve social inclusion by developing or supporting initiatives that build aspiration, increase pathways for future students, and support current students. This is achieved through collaborative activities with schools, TAFE, other universities, and community organisations by:

- developing educational resources with schools
- raising parent awareness of further education opportunities
- providing professional development activities for teachers
- offering career planning and guidance for adult learners
- building confidence and expectations of personal attainment
- demystifying higher education and offering tertiary taster activities

KEY STRATEGIES: Recruit and support a diverse student population | Provide a high quality student experience | Develop a vibrant and healthy University community and identity | Engage with the regional community through educational, cultural, creative, economic and recreational activities | Extend learning opportunities throughout the region

2012 saw engagement with...

Business and industry

Sunshine Coast Futures—the Innovation Centre hosted the annual conference in November, exploring the theme 'Sustainable villages'. The conference, sponsored by Sunshine Coast Council, examined the challenges and opportunities created by the interconnected urban centres that form the Sunshine Coast.

Community

Sunshine Coast World Environment Day Festival—the annual festival was attended by thousands of people, fostering environmental awareness and an understanding of local, regional and global imperatives in sustainability. The festival, organised and hosted by USC, the Sunshine Coast Environment Council and Sunshine Coast Council, won the Biggest Activity Mobilisation category in the United Nations Environment Programme World Environment Day Challenge 2012.

The University was the platinum sponsor of TEDxGympie, the first TEDx event to be organised in the Sunshine Coast region. The event was designed to stimulate dialogue between communities, organisations and individuals and featured presentations by four USC staff.

Youth

Voices on the Coast Festival—the week-long event began with a youth literature festival at USC, bringing 4,500 children aged 10 to 17 onto campus to meet and learn from top international and Australian authors, illustrators and poets. The festival is a long-term partnership between Immanuel Lutheran College and USC.

Schools

Headstart—185 Year 11 and 12 students from the 37 schools across the Sunshine Coast and surrounding region participated in the Headstart program in 2012. Headstart gives senior school students the opportunity to study at university and get ahead on their degree studies before completing school.

In other school activities, more than 1,300 Year 9 and 10 students from 26 Sunshine Coast schools attended Experience USC Day to explore career opportunities. With a choice of 30 workshops, the day was designed to give students an insight into industries, jobs and how they can achieve their goals.

Almost 300 Year 10 business students attended USC's Business Enterprise Day to hear the real world stories from a variety of Sunshine Coast business people. AIME (Australian Indigenous Mentoring Experience) Sunshine Coast started at USC in 2012, with more than 60 USC students providing one-on-one mentoring for Indigenous Year 9 and 10 students between Sunshine Beach and Beerwah.

Future students

Recruitment efforts in 2012 included 305 visits to more than 89 schools, 13 career markets, three university roadshows and an information day for guidance officers and career advisers. Thirty-three information events held on campus saw student and staff ambassadors talking to an estimated 7,400 people about their study options at USC.

2012 saw support for...

Sustainability

Ride to Work Day—held for the second time at USC, around 100 people took part riding, walking, catching public transport or carpooling to work to reduce greenhouse gas emissions and increase healthy activity. Sunshine Coast Council supported the event again in 2012. While the uptake of public transport and environmentally friendly campus travel improved during the year (refer also to page 20), existing overflow car parking areas were upgraded to cater for increasing demand, and preparations were made to introduce paid parking in 2013.

Reconciliation

Indigenous Education Symposium—the sixth annual event involved industry, professional and community members, with guest speakers addressing a range of topics designed to facilitate understanding between Indigenous Australians and the broader community. The University also marked National Reconciliation Week with the signing of its new Reconciliation Action Plan.

Equality

International Women's Day—more than 100 staff and students celebrated on campus with a breakfast. Coinciding with International Women's Day was the announcement that USC was, for the eighth consecutive year, an employer of choice for women—one of 12 Queensland organisations to receive the EOWA tick. The University also launched its Ally Network, in support of sexual and gender diversity on campus and within the community.

Art and culture

University Art Gallery—an impressive number of visitors came throughout the year—almost 13,000 people, an increase on last year's figure of 11,500. Exhibitions featured works by contemporary Australian artists, USC students and travelling artistic showcases. The University also hosted its first Harmony Day in March, acknowledging the positive impacts of cultural diversity on the campus community.



Olympic swimmer Tessa Wallace was crowned USC's 2012 Sportsperson of the Year. Wallace won the Australian 200m breaststroke championship in Adelaide in March, and competed in the semi-final of the same event at the London Olympics. The Bachelor of Communication student was one of four students to earn Full Blue awards at the annual USC Sports Awards Ceremony, along with international kayaker Stacey Higgins and outrigger canoeists Mitchell Olds and Jenaya Davis.

Sport

Sunshine Coast Sports Hall of Fame—iconic surf lifesaving siblings Zane Holmes, Kirsty Holmes and Denby Stokes, and Denby's husband Brad Stokes, were inducted into the hall of fame for 2012, in recognition of their outstanding individual careers. Located at USC's Health and Sport Centre, the hall of fame has recognised local high-achieving sports people since 1991.

2012 saw students benefit from...

Increased financial support:

- More than 900 undergraduate students at USC received financial support from scholarships, bursaries and prizes worth more than \$1.59 million. Approximately 800 students received support valued at around \$1.48 million in 2011.

- 56 talented first-year students received scholarships ranging in value from \$3,500 to \$12,000 (totalling approximately \$371,000) at the Undergraduate Scholarships Presentation Ceremony in February.

- Approximately \$1.46 million of the support was provided to students from low-SES or equity backgrounds:

- \$549,492 of this support was provided in the form of Equity Scholarships and Bursaries funded through Commonwealth's Higher Education Participation and Partnership Program.
- \$125,850 was provided for Study Support Bursaries to assist students in financial need to balance their studies and part-time work.
- \$77,900 was provided to support Education students undertaking Rural and Remote fieldwork placements through the generosity of the Tim Fairfax Family Foundation.
- Representatives of 36 local and national companies presented 51 academic prizes, scholarships and bursaries worth around \$45,100 at the annual Faculty of Arts and Business Awards and Prizes ceremony.

Extended practical learning opportunities:

- More than 1,700 students took placements with businesses and community organisations. Refer also to page 13.
- The GO (Global Opportunities) Program, where USC students study overseas as part of their degree, saw more than 100 students take part in semester-long and short-term study trips. Refer also to page 14.

Starfish Program aims to improve the university experience

Launched in September 2012, the Starfish Program was established to provide USC staff, alumni and community supporters a means to offer anonymous financial assistance to students who would otherwise need to work to support themselves through university. Participation in the program increased 250 percent by late October.

Starfish supporters directly fund the USC Study Support Bursary. The bursary supports equity groups from low socio-economic backgrounds with demonstrated financial need, with preference given to students who need employment to support their studies; encourages recipients to apply more time to their studies, with less focus on paid employment; and serves to increase retention and encourage academic achievement of students from low socio-economic backgrounds.



For the fourth consecutive year, USC stood out as the only public university in Queensland to gain five stars for teaching quality in the 2013 Good Universities Guide. The University also earned multiple five-star ratings for its educational experience, including overall graduate satisfaction, graduate satisfaction with generic skills, gender balance, Indigenous participation and electronic support.

Enhanced campus facilities and activities:

- The University addressed the introduction of the Federal Government's Student Services and Amenities Fee. Monies raised from the fee directly benefited students by improving student access to a range of campus services, such as sport and recreation activities, employment and career advice, financial advice, food services, counselling services, legal services, health services and housing services.
- The University introduced an online credit transfer calculator in November, allowing students to self-assess when preparing credit applications. The tool provides a single reference point for credit assessment and removes the need for individual agreements with VET providers. The calculator allows the University to deliver a more systematic and methodical approach to student pathways and ensures equity and transparency around granting credit.
- The Blackboard Mobile smartphone application was launched in September, giving students mobile access to course materials. Almost 3,000 users accessed the application in the first six weeks after its launch.
- USC expanded its social media presence for students on Facebook, Twitter and Instagram (in addition to its existing channel on YouTube). Social media is now being used by a variety of departments/initiatives, including USC International, UniSafe, the GO Program and student ambassadors.
- The Access and Wellbeing Expo (incorporating Ride to Work Day) raised awareness of disability, wellbeing and mental health issues through a series of fun activities and informative workshops.
- The University held its inaugural Diversity Week celebration, demonstrating support for culture, equity and inclusion.
- USC hosted some of the region's top young musicians as part of the University's Chill-out Tuesday series. The weekly performances were organised by Student Life and Learning.
- USC representatives recorded the University's best ever result at the Australian University Games in Adelaide. The team won three gold (400m, 400m hurdles, 4x400m relay), two silver (200m, 4x100m relay) and four bronze (1600m medley relay, 100m, mixed touch and mixed fours beach volleyball). USC had not previously won gold at the national event.

- An increase in donations boosted the value of the University's art collection to more than \$2.2 million. The first official valuation of the collection since 2006 was undertaken in 2012.

Greater student representation and consultation:

- The USC Student Guild increased its presence on campus in 2012. Funds from the Student Services and Amenities Fee provided assistance for all students, administered by the Guild.
- Phil Davison, previously a Complaints Manager for the Commonwealth Human Rights Commission and the Anti-discrimination Commission of Queensland, was appointed as the new USC Student Ombudsman.
- To support and retain new and continuing students, Student Administration conducted the 'Ask Us Anything' event, held early in Semesters 1 and 2. The three-week event, a part of USC's Student Retention Action Plan 2011-2013, provided study information and advice, and promoted the support and services available to students in order to reduce the likelihood of students withdrawing from study.

More travel and transport options:

- The free express bus service introduced in 2011 between Noosa and the Sippy Downs campus was extended in 2012 to include a southern route, from North Lakes (via Caboolture) and a second northern route, from Gympie (via Cooroy).
- The U-Pass subsidised public transport initiative trialled in 2011 was continued into 2012. The partnership between USC, Sunshine Coast Council and Translink provided 2,000 first-year students with \$65 of bus travel in Semester 1.
- The University conducted an extended feasibility study around the introduction of paid parking at its Sippy Downs campus, with the preferred paid parking model to be introduced in 2013. Refer also to page 20.

Forward planning for 2013

- Support and actively encourage the design and delivery of high quality pedagogy, curriculum and assessment, using emerging technologies in flexible and blended delivery approaches.
- Increase the provision of support and development activities to improve the engagement and success of students through the implementation and facilitation of the Student Engagement Program (StEP).
- Expand the access of students to USC through the continued development of productive partnerships with regional schools, the delivery of TPP in regional locations and the growth of programs at Gympie and South Bank.
- Enhance the internationalisation of programs through alignment with credible national and international partner institutions.

KPI 1.1: 12,000 students by 2015

MEASURE	TARGET	PERFORMANCE
Actual full year student enrolments	12,000 (8,000 EFTSL) by 2015	3.2% increase in 2012 ¹

Comment

Targets have been set annually for all fee types from 2012 to position the University for its target of 8,000 EFTSL by 2015. These will be rolling targets and progress will be assessed following each official reforecast (April and September each year). The September reforecast has indicated an increase in load for 2012 and revised estimates for 2015 of 7,805 EFTSL indicate that the University will be close to achieving this target.

The current estimate for 2012 is 6,601 EFTSL, an increase of 77 EFTSL over the April reforecast. The mid-year intake was slightly above 2011 with the majority of this increase from higher than estimated retention of students from Semester 1 to 2. In addition, there were slight increases in international and postgraduate domestic load compared to the April reforecast.

University EFTSL by fee type, 2008 to 2015

Estimates and targets based on Census 1 and 2, 2012 data.

FEE TYPE	ACTUAL				ESTIMATE	TARGETS		
	2008	2009	2010	2011	2012 ¹	2013	2014	2015
CGS EFTSL ²	3631.6	4313.3	4994.4	5433.5	5720.2	6186.2	6597.0	6998.8
International EFTSL ³	713.0	767.1	777.0	714.4	610.1	610.1	551.3	531.2
Fee Paying Domestic EFTSL ⁴	220.4	227.8	231.9	209.2	209.2	231.0	230.7	235.7
Inbound Exchange EFTSL	32.3	24.5	30.9	41.1	39.4	39.4	39.4	39.4
Grand Total EFTSL	4597.3	5332.7	6034.3	6398.2	6600.6	7034.6	7418.3	7805.1
% increase	11.3%	16.0%	13.2%	6.0%	3.2%	6.6%	5.5%	5.2%

1. 2012 figures based on forecast data.

2. Includes Enabling, TPP, Undergraduate and Postgraduate CGS EFTSL.

3. Includes international on campus, online and remaining off campus transnational (TNE) EFTSL following the University's phased withdrawal from these programs.

4. Includes Postgraduate, HDR, Headstart and Visiting domestic fee paying EFTSL.

KPI 1.2: SES participation

MEASURE	TARGET	PERFORMANCE
Participation rate of students from low socio-economic backgrounds	20% participation rate of students from low socio-economic backgrounds by 2015 Achieve compact agreement targets 2011: 18.1%, 2012: 18.5%, 2013: 19.1%, 2014: 19.7%	2012 data not available from DIISRTE until mid-2013

Comment

Prior to 2009, assessment of socio-economic status (SES) was based on the postcode of the student's permanent home residence. Concerns regarding the postcode methodology as an accurate indicator of SES have been ongoing. In 2010, an interim indicator of students from low socio-economic backgrounds was developed, combining data based on the existing ABS SEIFA classification methodology refined to the Census Collection District, as well as data on recipients of selected Centrelink benefits. The interim indicator provides a composite measure that includes area-based and individual components to better reflect the multi-dimensional nature of SES. The interim indicator is used for allocating funding for the participation component of the HEPPP. The interim SES indicator is also used to measure universities' performance against compact agreement targets for low SES domestic undergraduate enrolments.

Based on the interim indicator, USC's participation rate for students from low socio-economic backgrounds improved from 18.0% in 2010 to 19.1% in 2011. This is above the national rate of 14.6% and is above USC's compact agreement target of 18.1% for 2011.

Participation rates (%) for low SES students

PARTICIPATION RATES ⁵	USC 2010 (%)	NATIONAL 2010 (%)	USC 2011 (%)	NATIONAL 2011 (%)	USC 2012 (%)	NATIONAL 2012 (%)
Low SES (Interim measure) ⁶	18.0	14.3	19.1	14.6	n/a	n/a
Low SES (CCD measure) ⁷	18.7	15.5	19.0	15.7	n/a	n/a

5. Domestic students with permanent home residence in Australia only.

6. The DIISRTE interim measure of the Low SES Participation rate is based on the number of domestic undergraduate students with home addresses within the Low SES Census Collection Districts (CCD) and the number of students who are receiving selected Centrelink Student Income Support payments.

7. Based on the number of domestic undergraduate students with home addresses within the Low SES Census Collection Districts (CCD).

n/a—Data not yet available.

Deliver high quality teaching, learning and graduate outcomes

For the fourth consecutive year, USC was recognised at a national level for its quality of learning and teaching:

- USC was the only public university in Queensland to earn five stars for teaching quality in the 2013 Good Universities Guide.
- USC won six Citations for Outstanding Contributions to Student Learning, from the Commonwealth Office for Learning and Teaching (OLT).



Introduction of Law

USC will offer a range of law degrees from 2014, having made appointments in 2012 for the University's inaugural Professor of Law (refer to page 21). The University's law curriculum will be developed through 2013, in consultation with the University community and local members of the profession, with the first students expected to be enrolled in 2014.

New Drama major

The Faculty of Arts and Business announced in November that it will introduce a major in drama in Semester 1, 2013. The 8-subject major will produce multi-skilled graduates with a focus on performance-making and performance, theatre direction, event management and drama workshop facilitation.

Faculty of Arts and Business

School of Business
School of Communication
School of Social Sciences

Professor Joanne Scott, previously Head, School of Social Sciences at USC, was appointed Executive Dean of the restructured Faculty of Arts and Business (refer to page 21), commencing in January 2012.

Undergraduate students **3,216**
 Postgraduate students **240**
 Research students **78**
 Male:female students **36:64**
 Award programs **99**

Achievements in 2012

Dr Justin Debuse and Associate Professor Meredith Lawley received OLT citations for outstanding contributions to student learning, for implementing best-practice pedagogical innovation and sustained excellence in research supervision, respectively.

Professor Joanne Scott and Lecturer in Politics Bronwyn Stevens, along with third co-author Professor Patrick Weller of Griffith University, received a Mander Jones Award for their book detailing the history of Australia's Department of the Prime Minister and Cabinet.

Property academics Pam Wardner and Dr Lucy Craddock won four major awards at the Pacific Rim Real Estate Society Conference, making USC the most successful university at the event, which drew participants from 15 countries.

Professor Andrew Vann, a Graduate Certificate in Business Administration alumnus, was appointed Vice-Chancellor of Charles Sturt University in Bathurst.

Arts graduate Cassie Janetzki secured a highly sought-after graduate assistantship at the University of Mississippi, which includes a \$60,000 stipend to cover her postgraduate studies.

Bachelor of Communication graduate Emma Jane Clark was appointed CEO of Womensport Queensland, two years after completing her degree. She completed an internship with the non-profit organisation, which led to an initial offer of employment.

One new program was approved for offer in 2013:

- Master of International Business

Faculty of Science, Health, Education and Engineering

School of Health and Sport Sciences
School of Nursing and Midwifery
School of Science, Education
and Engineering

Professor John Bartlett, previously Dean (Elect), School of Science, University of Western Sydney, was appointed Executive Dean of the restructured Faculty of Science, Health, Education and Engineering (refer to page 21), commencing in February 2012.

Undergraduate students **3,349**
 Postgraduate students **371**
 Research students **99**
 Male:female students **32:68**
 Award programs **68**

Achievements in 2012

Associate Professor Peter Dunn and Dr Mark Sayers received OLT citations for outstanding contributions to student learning, for building confidence and enthusiasm among statistics students and for continued excellence in teaching biomechanics, respectively.

Nursing Science student Pauline Lambert was the sole Queensland winner in the 2013 Emerging Nurse Leaders program, and one of only five nationally. The program identifies students with the capacity to inspire their peers towards change.

Three Education students—Prue Jones, Hannah Ward and Renee Laing—took part in the NASA Space Camp in Alabama, participating in space science exercises, including simulated orbit and lunar facility repairs.

Honours student Liam Owen, majoring in Environment and Water, won the Michael Woodhouse Memorial Award for his final-year research project. This is the most prestigious student award offered by Engineers Australia in Queensland for water engineering.

The first cohort of civil engineering students received their degrees at the April Graduation ceremony. Six of the seven students had commenced full-time work in the field prior to officially graduating. In addition, the first cohort of mechanical engineering students commenced their studies at USC in 2012.

Senior Lecturer in Environmental Microbiology Dr Ipek Kurtboke was appointed editor-in-chief of the International Journal of Microbiology and Microbial Biotechnology, an online resource of peer-reviewed original papers.

KEY STRATEGIES: Embed academic excellence in all teaching and learning activities | Support diverse learning and teaching styles to maximise student participation and success | Offer innovative programs, in particular via partnerships | Produce graduates with knowledge, skills and attributes to succeed in a world characterised by rapid change

Education lecturer Sharon Hogan was a joint winner of the 2012 Australian Teacher Education Association's Early Career Award.

Associate Professor in Education Michael Nagel chaired the first Australian Biennial Conference on the Brain and Learning in Brisbane in July.

About 340 occupational therapists and OT academics took part in the wholly online OT 24-hour Virtual Exchange (OT24Vx), hosted for the first time by USC in November.

One new program was approved for offer in 2013:

- Bachelor of Nursing Science / Bachelor of Midwifery

Students in other programs

Cross-institutional enrolments **6**

International Inbound Exchange **42**

Integrated Learning Engineering **38**

Study Abroad **158**

Tertiary Preparation Pathway **940** (full year)

Visiting (Headstart/Non Award) **132**

Figures as at Census 1.

Learning and teaching week

USC held its third Learning and Teaching Week in 2012. The five-day event was themed 'Connecting the puzzle pieces' and explored increasing connections across courses, curriculum, and with the wider community, and curriculum renewal and graduate attributes.

Keynote topics included connecting curriculum design with community engagement to aid authentic learning in Indigenous studies; building global partnerships to achieve leadership in nursing education in eastern Indonesia; the value of clinical placements to nutrition studies; and ways to improve assessments such as online multiple choice tests.

Funding learning and teaching excellence

USC's Learning and Teaching Grant Scheme received a significant funding boost in 2012, providing increased opportunities for staff to explore, develop and advance innovations in learning and teaching to enhance the student-learning experience.

The revised funding model, developed to align with the national Office for Learning and Teaching grants programs, was implemented in November, offering up to \$10,000 for exploratory grants (funding proof-of-concept, evidence-based learning and teaching projects which test and evaluate an original idea) and up to \$20,000 for enhancement grants (funding projects which have previously undergone proof-of-concept, aim to promote and support strategic change and have potential to leverage to external-grant success).

The University offered \$150,000 to support up to three Commissioned Learning and Teaching Grants Program (CLTGP) grants (maximum value \$50,000 each) for staff to undertake projects to achieve significant transformation of learning and teaching at the institutional level.

Of the six applications submitted, two proposals with strong synergy across faculties were combined as a whole of university project and funded by the CLTGP. The project, entitled 'Engagement and Capacity Building: Enhancing first year retention through building staff communication and leadership capability' (grant value \$98,000) aims to explore, implement and evaluate a variety of coordinated engagement strategies to provide a cohesive approach to improving student retention.

Learning by doing

An integral part of the University's approach to learning and teaching is work integrated learning—providing as much practical experience as possible to prepare students for success in their chosen career.

- A group of nursing science students spent four weeks undertaking voluntary work in Tanzania, in hospitals and health centres to gain an insight into working in an under-developed nation.
- Final-year regional and urban planning students worked with the Caloundra Chamber of Commerce, Sunshine Coast Council, Caloundra Community Centre and Caloundra Holiday parks to identify methods of revitalising Caloundra's CBD.
- As part of her business degree, Lorin Willson developed a marketing plan to drive a local small business into the Chinese marketplace.
- An internship with KPMG as part of her accounting degree helped Sarah O'Keefe secure full-time employment in the company's Private Enterprise division.
- Honours student Mick Dan spent six months researching climate change in the Galapagos Islands to help save its declining sea lion population.
- Business students travelled to Fiji to complete three tourism-focused projects for the remote Nataliera Village, on the east coast of Viti Levu, Fiji's main island. The students developed snorkelling trails, assessed the health of Moon Reef, and launched the area's first Moon Reef Ocean Festival.
- Science students Emma Menzies and Sam Rouse travelled to Ecuador to undertake climate change research as part of an international team investigating the impacts of climate change in environments at elevations greater than 3,500 metres.
- A research paper by property student Janet O'Hara was featured as the cover story of the March edition of the Australian and New Zealand Property Journal, published by the Australian Property Institute.

■ Journalism student Emily Ditchburn and Master of International Business student Waldemar Schneider coordinated a fundraising effort for the Smart Tuna Hook, to raise money to fund independent testing of the environmentally friendly fish hook.

■ Students took up placements at Kruger National Park in South Africa, working in the Skukuza Rest Camp and Letaba Elephant Hall.

Funding for clinical placements

The University secured a grant of almost \$515,000 from Health Workforce Australia (HWA) to fund additional clinical placements for students studying nursing, midwifery and allied health programs. The funding will be used to employ several senior staff to lead processes of curriculum change and professional development associated with blended learning and simulation-based learning.

USC was granted a further \$155,000 from HWA to support the establishment of USC's Uni Clinic on campus—a combined paediatric occupational therapy and midwife outreach clinic. The clinic will support existing clinical training growth, create new clinical training places, improve the quality of clinical training, and provide new services to the community.

Academic support

Enrolments in the Tertiary Preparation Pathway (TPP) remained consistent in 2012, although lower than the previous peak of 1,005 in 2011 (full-year enrolments). More than 940 students enrolled at USC in the pathway in the 2012 calendar year. TPP classes were also taught at Caboolture, Gympie, Noosa and Nambour.

The Tertiary Enabling Program (TEP) continued to deliver academic support to students needing to brush up on study skills in areas such as mathematics, physics and biology. Around 340 students enrolled in TEP in 2012, compared to around 430 in 2011 (full-year enrolments).

eLEAP

The three-year eLearning and Flexible Delivery Advancement Project (eLEAP) concluded in 2012. The project aimed to enhance students' learning experiences by enabling staff to augment face-to-face learning through the effective integration of educational technologies and flexible delivery strategies. The project was integral to the formation of USC's 2012 blended-learning statement and the comprehensive blended-learning resources made available to staff and students.

Internationalisation

International student profile

International students **697**

Undergraduate and postgraduate coursework **457**

Higher degree by research **31**

Study Abroad **158**

Exchange **42**

Other pathways **9**

Figures as at Census 1.

International enrolments declined in 2012, reflecting the strong Australian dollar and a tightening of USC's entry requirements in some programs. Numbers from Germany and the USA declined noticeably, however enrolments from Scandinavian countries grew. The School of Business accounted for almost one third of international student enrolments.

The top source countries in 2012 were:

1. USA
2. Germany
3. Canada
4. France
5. Norway

The International Student Barometer, administered in April 2012, reported a very strong overall student satisfaction in three of the four broad experience categories, being arrival, living and support. USC had the highest rate of overall student satisfaction for living experience among all Australian institutions (86.4 percent), and the second-highest rate of overall student satisfaction for support and arrival experience (92.3 percent and 89.4 percent respectively). USC's total response figure in 2012 was 316, representing a response rate of 46 percent from a population of 705 international students, including Study Abroad, Exchange and Academic English students (off-shore students were excluded). The overall Australian ISB response rate was 23 percent. USC was ranked third out of 33 Australian universities for overall satisfaction, with 88.6 percent of the students satisfied with the overall experience, compared to 84.4 percent in 2011.

AusAID funding builds international relationships

The University extended its operations into Uganda and Mongolia for the first time after its International Projects Group secured \$1,073,765 in AusAID grant funding, under the Australian Leadership Awards Fellowships program. Four of USC's five applications were successful in the funding round.

The funding allowed USC to broaden its scope after working for the previous four years in developing nations in the Asia-Pacific region.

The projects funded were:

- Advancing policy and planning for eLearning in Ugandan teacher training, \$252,296;
- Building e-health capacity for community nursing in eastern Indonesia, \$289,925;
- Developing integrated approaches to sustainable management of coastal destinations in Lombok, \$218,926; and
- Building leadership and management capacity of university centres in Mongolia, \$312,618.



A young teacher living with cerebral palsy and a mother of two with a perfect GPA received Chancellor's medals at graduation ceremonies in 2012. Education graduate Patrick Walden, 23, and nursing science graduate Christine Pointon, 42, received the highest award available to graduating students, recognising excellence in academic performance, University governance, community service and student welfare.

GO Program

Sixty-one students undertook semester long study in 14 countries in 2012, plus an additional 43 undertook short-term learning in five countries, as part of USC's Global Opportunities (GO) Program.

The University secured \$345,000 in semester-long funding, and \$88,000 for short-term study from the Commonwealth Government's Endeavour program, which was distributed as scholarships to GO Program participants. The most popular countries for semester-long study were the USA, Germany and Japan.

The GO Program, which traditionally focuses on students studying a semester or two at overseas partner universities, was expanded in 2011 to include work placement opportunities (WPL). In 2012, \$88,000 in funding from the Commonwealth Government's Mobility program facilitated individual and group study tours and placements in Indonesia, South Africa, Fiji, Ecuador, Cambodia and the USA.

Alumni

The University welcomed more than 1,400 new graduates into its alumni cohort in 2012, with two ceremonies in April and a third in October. In April, Nursing Science graduate Megan Ailey became USC's 10,000th graduate. At a ceremony in September, three high-achieving graduates received the 2012 Outstanding Alumni of the Year Awards:

- Dr Laura Bray, BSc 2007, for her research into the viability of silk-based materials in ocular tissue reconstruction.
- Suzie Burford, BA (IntStud) 2005, BA (Hons) 2006, for her leadership and dedication to international community development.
- Tristan Kurz, BBus 2004, for his continued business and philanthropic leadership.

Indonesian MOU

The Secretary General of the Indonesian Ministry of Home Affairs (MoHA), Diah Anggraeni, visited the University in April to sign a Memorandum of Mutual Understanding to commit the Ministry, USC and its partner, Willi Toisuta and Associates, to work together to upgrade MoHA's key training centres and develop a master plan for training Indonesia's 2.6 million village government administrators.

Forward planning for 2013

- Support staff to explicitly address academic standards, especially those identified in the AQF, in all USC curriculum documents and requisite teaching, learning and assessment activities.
- Support staff to engage with pedagogical approaches to teaching and assessing Graduate Attributes.
- Provide professional development and encourage engagement with e-learning, blended learning and simulation-based learning.
- Provide support for academic staff in developing sustainable learning designs for multi-site teaching using technologies and pedagogies of blended learning.
- Increase the opportunity for fieldwork and WIL activities in programs to enhance student engagement with the community and the research-teaching nexus.
- Engage with students, staff and the community to promote the Graduate Attributes and Standards Project, highlighting educational and employability outcomes.

KPI 2.1: Student satisfaction

MEASURE	PERFORMANCE
Annual national comparative assessment in the CEQ Overall Satisfaction Index	2012 national data not available from DIISRTE until April 2013

Comment

The Australian Graduate Survey (AGS) captures a measure of graduate satisfaction through responses to the Overall Satisfaction Index (OSI). The OSI is a mandatory single item scale included in the Course Experience Questionnaire (CEQ) component of the AGS. It seeks response to the statement "Overall, I was satisfied with the quality of this program". The University reports on the performance for this scale as the percent of all respondents that 'agree' with the survey item (ie Agree or Strongly Agree).

The results in the table below detail the level of overall satisfaction reported by USC undergraduates in comparison to the aggregated level of undergraduate overall satisfaction for Table A providers. The University performed strongly in the Overall Satisfaction Index from 2009 to 2011, being above the average in each of these years.

Data collected on the 2010 AGS indicated a sharp spike in graduate satisfaction. At the national level a similar increase was also evident. A change to the response category labelling on the 2010 AGS was believed to have impacted positively on graduate responses to CEQ items. Prior to the 2010 AGS only the end points of the five-point Likert scale were labelled (Strongly Disagree and Strongly Agree). In the 2010 AGS, labelling of all response categories was introduced, as advised by the AGS coordinating body Graduate Careers Australia (GCA), to mitigate instances of graduates mistakenly reversing their CEQ responses. GCA advised that "the change to the instrument has seen a positive upward shift in CEQ responses and brings about with it the establishment of a new CEQ time series". GCA further commented that "the sector should note that this is across the board and not restricted to individual institutions".

Course Experience Questionnaire Overall Satisfaction Index, Percentage Agreement,^{8,9} relative to the national¹⁰ ranking

	AGS SURVEY YEAR ^{11,12}			
	2009	2010	2011	2012
University of the Sunshine Coast	71%	86%	88%	86%
National ¹⁰	69%	81%	82%	n/a

KPI 2.2: Graduate outcomes

MEASURE	TARGET	PERFORMANCE
Annual national comparative assessment of graduate employment and graduates undertaking further study	Achievement of the national average for bachelor degree graduates in employment or further study by 2015	2012 national data not available from DIISRTE until April 2013

Comment

The graduate outcomes measure represents a combination of the number of graduates in their preferred mode of employment plus the number of graduates in further full-time study as reported through responses to the Australian Graduate Survey (AGS). Results are reported for undergraduates.

The proportion of USC respondents in their preferred mode of employment or further full-time study over the period 2009 to 2011 has been lower than the comparable national figure. The results of the 2011 AGS show both an improvement over 2009 and 2010 and a decrease in the differential between USC and the national figure. This result indicates movement in the right direction in relation to the target for this measure.

USC and national¹⁰ Graduate Outcome results, 2009–2012

	AGS SURVEY YEAR ^{11,12}			
	2009	2010	2011	2012
University of the Sunshine Coast	75%	74% ¹³	77%	74%
National ¹⁰	85%	83%	83%	n/a
Differential	10%	9%	6%	n/a

8. Combination of percentage of responses that Agree or Strongly Agree with the Overall Satisfaction Index: "Overall, I was satisfied with the quality of this program."

9. Undergraduate level students only.

10. Table A providers only.

11. Data reflects responses/outcomes by students who completed their qualification in the year prior to the AGS survey year, ie data for the 2011 AGS reflects responses/outcomes by students who completed their qualifications in 2010.

12. 2012 national data not available until April 2013.

13. USC value amended from figure published in 2011 Annual Report (77%).

n/a—Data not yet available.

Build research productivity and output significantly

The research efforts of academics and students are broad and varied, with sustainability, aquaculture and forestry the core research foci at USC.

In 2012 research grant income was \$7.2million (figure unaudited). This is a substantial increase over previous years and demonstrates USC's research strategy is delivering outcomes.

The total number of Higher Degree by Research enrolments for 2012 was 137 EFTSL. This was a 19 percent increase on 2011, and above the target of 130 EFTSL. As USC's research activities strengthen, particularly in the areas of sustainability and geneecology, this number is expected to rise. Health science remains the strongest research specialisation in terms of HDR enrolments.

Expanding research capacity

A call for Expressions of Interest for Research Centres and Clusters was made in July, with several Eols proceeding to full applications. After assessment by external reviewers in conjunction with an internal committee comprising the Faculty Executive Deans, the Manager of the Office of Research and the Pro Vice-Chancellor (Research), the following centres and clusters were announced in December:

Tier 1 Research Centres

- Sustainability Research Centre led by Professor Tim Smith (existing)
- GeneCology Research Centre led by Professor Abigail Elizur and Professor Helen Wallace (existing)

Tier 2 Research Centre

- Forest Industries Research Centre led by Professor Mark Brown (new)

Research Clusters

- Inflammatory Processes in Health and Disease Research Cluster led by Associate Professor Shelley Walton (new)
- Engage Research Cluster led by Associate Professor Christian Jones (new)
- Research Cluster for Applied Health, Innovation and Translation led by Professor Marion Gray (new)

Excellence in Research Australia rankings

The 2012 Excellence in Research Australia (ERA) evaluation outcomes ranked USC's performance in the disciplines of agricultural and veterinary sciences and biological sciences above (4/5) and at (3/5) world standard respectively. This reflected the University's increased research capacity in forestry and aquaculture and marked a substantial improvement over the ERA 2010 rankings.

The University rated near the international benchmark in four other disciplines: chemical sciences; commerce, management, tourism and services; business and management; and studies in creative arts and writing.

About 50 percent of the total volume of new staff publications submitted by the University did not contribute to the ERA 2012 rankings due to restrictions around the staff census date.

ARC success

A key component of raising the University's research profile is success with the Australian Research Council (ARC). USC received two ARC Discovery grants, worth more than \$820,000, in the 2013 funding round announced in November:

- Dr Scott Cummins: awarded his second ARC Discovery Project (DP) grant in two years in partnership with his research collaborator at the University of Queensland to study the chemical signalling of sea sponges. The \$454,000 grant will fund Dr Cummins' research into the evolutionary origin and essential roles of peptide communication in humans and other animals.
- Dr Tomer Ventura: awarded a \$371,800 ARC Discovery Early Career Researcher Award (DECRA) for his study characterising the genes that control the masculinisation process in crustaceans, discovering new targets for sex reversal and sterility induction. The findings will have implications for aquaculture and the development of tools for invasive/pest crustacean control.

In other ARC achievements:

- Dr Terry Lucke (pictured below) won a \$150,000 ARC Linkage Project grant for his work in designing a permeable paving bed with an underlying reservoir. The pavement structure promotes water harvesting to aid urban tree growth during times of drought. The partner organisations for Dr Lucke's research are the Sunshine Coast Council and the University of South Australia.



Dr Terry Lucke embarked on permeable pavements research.

- The University recruited Associate Professor Paul Salmon from Monash University, who brought with him Discovery and Linkage grants and an NHMRC Training Fellowship, in the area of accident research.

Significant grants

- Professor John Lowe: a member of a partnership awarded \$2,454,998 under the NHMRC Centre of Research Excellence scheme for its five-year study of antibiotic resistance in acute respiratory infections.
- Dr David McMillan: a member of a team awarded a \$944,798 NHMRC Project Grant to trial a method of effectively securing intravenous devices in hospitals.
- Professor Abigail Elizur and Associate Professor Wayne Knibb: Australian Centre for International Agricultural Research grant valued at \$146,000 on a project entitled 'Controlling Giant Grouper maturation, spawning and juvenile production in Vietnam, the Philippines and Australia'.
- Dr Renfu Shao, Professor Abigail Elizur, Dr Scott Cummins, Dr Tomer Ventura and Mr Daniel Powell: Australia-China Science Research Fund grant valued at \$45,000 for a project entitled 'Collaboration with the Beijing Genomics Institute to strengthen genomics research capacity'.
- Dr Tim Smith (Queensland DAFF Adjunct Researcher) and Associate Professor Neil Tindale: Department of Agriculture, Fisheries and Forestry—Filling the Research Gap Program Project grant valued at \$339,300 on a project entitled 'Soil Carbon benefits through Reforestation in Sub-tropical and Tropical Australia'.
- Professor Mark Brown: establishment of the Australian Forestry Operations Research Alliance (AFORA) valued at \$324,000, incorporating 18 partners across all states of Australia.
- Associate Professor Neil Powell: Climate Change Adaptation and Water Governance international scheme grant valued at \$450,000 on a project entitled 'Reconciling food security, renewable energy and the provision of multiple ecosystem services'.

USC Research Futures Project

The University was awarded \$5.45 million in 2011 under the Commonwealth Government's Collaborative Research Networks (CRN) program. In 2012, in conjunction with Griffith University and University of Tasmania, 17 CRN Research Fellows took up positions, and were awarded seed funding and start-up grants. Fifteen projects, valued at up to \$20,000 were awarded to the research fellows.

Memberships of national research committees

- Professor John Lowe was appointed to the Editorial Board for Tobacco Control and Public Health in Eastern Europe e-journal. Professor Lowe will become Editor in Chief of the Australian and New Zealand Journal of Public Health, and continued to serve on the NHMRC Assigners Academy (reappointed for 2013).
- Professors Helen Wallace and Professor Abigail Elizur served on the Australian Research Council–Research Evaluation Committees as part of ERA 2012.
- Professor Roland De Marco served on the Materials, Structures and Dynamics Specialist Committee of the Australian Institute of Nuclear Science and Engineering (reappointed for 2013), as well as the Queensland Consortium Committee of the Australian Synchrotron.

Queensland Smithsonian Fellowship Program

The Queensland Smithsonian Fellowship Program provides Queenslanders the opportunity to undertake research at the Smithsonian Institution, the world's largest museum and research complex. Dr Alison Shapcott was one of four Queenslanders to secure a fellowship. She will study DNA barcoding laboratory and analysis methodologies at the National Museum of Natural History, at the Smithsonian.

Fullbright Senior Specialists

The University attracted two of the eight US academics who visited Australia as part of the prestigious Australian-American Fullbright Commission. Lematta Professor of Forest Engineering Dr Loren Kellogg from Oregon State University and Professor of Geography Stephen Walsh, Director of the University of North Carolina's Centre for Galapagos Studies in Ecuador, arrived at USC in February for five and three week visits respectively. The professors delivered seminars, workshops and lectures both at USC and at universities in Brisbane.

Key research activities

Swimming Australia further extended its strategic partnership with the University, funding Professor Brendan Burkett's High Performance Paralympic Research Centre (Inclusion Project). The \$831,178 project includes funding for students, researchers and an engagement component, and aims to understand the current opportunities and barriers for participation in swimming.

Eighteen forestry stakeholders across Australia contributed to a \$324,000 alliance with the University to investigate new methods of improving the industry's economic and environmental sustainability.

The year-long USC Australian Forest Operations Research Alliance, which started in July, recognised the importance of building on the momentum of research in forest operations. The Alliance Director is Professor of Forestry Operations Mark Brown, who joined USC in 2012 from the University of Melbourne.

USC will co-lead a three-year international research project on climate change adaptation and water governance after the joint proposal won a grant of one million Euros, of which USC will receive around A\$450,000. This was USC's first joint proposal with the Stockholm Environment Institute (SEI), a non-profit, independent research and policy institute, with which the University signed a memorandum of understanding. Associate Professor Powell, formerly of the SEI, joined USC as a Collaborative Research Networks (CRN) Professorial Fellow in Sustainability and will coordinate the grant project alongside USC's Professor Tim Smith and Senior Lecturer Dr Dana Thomsen.

Associate Professor David Lee was awarded an Australia-China Science Research Fund grant valued at \$28,010 for a project entitled 'Collaboration with the China Eucalypt Research Centre on disease resistance screening to protect trees from eucalyptus rust and other pathogens.'

Professor Steven Underhill was awarded an Australian Centre for International Agricultural Research grant valued at \$17,500 on a project entitled 'Assessing next steps in developing a commercial fruit sector in Tonga.'

The impacts of insect borers on the local region's hardwood plantations and the importance of two locally grown gum tree species to the global forestry industry were outlined by Associate Professor David Lee and Dr Helen Nahrung at the biannual Australian Forest Growers Conference at Gympie in October. Associate Professor Lee and Professor of Forestry Operations Mark Brown also presented at the inaugural Gympie First Forum in August.

Lecturer in Entrepreneurship Dr Retha de Villiers Scheepers examined the decision-making logic used by successful female entrepreneurs and intrapreneurs (individuals who implement initiatives within organisations). Her research found that women complemented rational planning with a less structured, more relational process known as effectuation.

Dr Mark McKean was the recipient of the Australian Institute of Fitness Research Fellowship which will allow the investigation of three key pillars of fitness research including movement quality and function, lifelong health and wellbeing and exercise prescription and industry practices.

In a project called 'Knowing You, Knowing Me', Professor of Psychology Mary Katsikitis, Associate Professor of Interactive Digital Media Christian Jones, and PhD student Melody Muscat sought to determine whether boosting mother-daughter communication can reduce the risk-taking behaviours of adolescent girls, and to promote healthier relationships using education and shared experiences.

PhD student Vaughan Nicholson commenced a study into the impact the group fitness class BodyPump has on the health of bones and muscles in adults aged 55 to 75. He also examined whether the coordination and balance of people aged over 55 can be improved by completing balancing exercises in video games. Both studies were supported by the Australian Fitness Network.

Lecturer in Science and Engineering Dr Adrian McCallum was deployed by the Australian Government's Antarctic research arm, the Antarctic Division, to assess the viability of an existing manufactured gravel road from Casey Station to the nearby wharf.

Research by sports biomechanist Dr Mark Sayers identified a specific pelvic twisting movement used by top punt kickers that puts them at greater risk of injuries such as osteitis pubis. His research is continuing, exploring means of preconditioning the body to minimise the injury risk.

Psychology Honours student Jennifer Bowers commenced a study to investigate how parents influence their children's activity levels. The research will examine factors affecting a child's involvement in exercise, sport and other recreational activities, in children aged 5 to 12.

A \$120,000 Queensland Government grant provided funding for Senior Lecturer in Molecular Engineering Joanne Macdonald to work towards developing a single-use disposable diagnostic test for a range of viruses including Hendra virus.

Senior Lecturer in Regional and Urban Planning Dr Claudia Baldwin worked in conjunction with researchers from the University of Mataram in Indonesia to examine Lombok's decision-making process for water distribution. The research was funded in part by Irrigation Australia.

Key research activities (continued)

PhD student Karina Hamilton commenced a study of the medicinal properties of a resinous substance made by Australian stingless bees, to identify the anti-inflammatory, antioxidant and wound healing properties of the substance, called propolis. She will receive \$75,830 in funding over three years from the Australian Government's National Health and Medical Research Council.

Lecturer in Psychology Dr Prudence Millar conducted research into women's menopausal experiences while employed, and how the symptoms can be best managed. She also conducted a study into the relocation trends of sea- and tree-changers on the Sunshine Coast, to determine why people choose to move to the region and either stay or move on, and whether social support plays a role in that decision.

Psychology Honours student Phoenix Lawless' study entitled 'The Effect of Auditory Subliminal Stimulation and Personality on Learning in Adults' investigated whether the brain is receptive to information that the ears are not fully tuned into.

Forward planning for 2013

- Continue to increase substantially the research productivity of USC staff and students as reflected by publications and research income.
- Continue work on the Collaborative Research Network project.
- Develop a policy framework for the conduct of Joint Doctoral Programs with domestic and overseas universities and implement several executed agreements with other universities.
- Develop formal linkages with external partners to fuel the development of USC's research capacity.
- Facilitate the development of USC's new Research Centres and Research Clusters.
- Continue the building of research capabilities in health to coincide with the opening of the Skills, Academic Research Centre at the Sunshine Coast University Hospital.
- Identify and nurture the development of two or three new research strengths within the University.



Jane Shamrock, winner of USC's 2012 Three Minute Thesis competition.

University Research Week

The annual University research conference, themed around 'Communicate, Connect, Collaborate', attracted academics, higher degree by research students and external guests. Almost 50 presentations showcased USC research efforts, with topics ranging from local seafood and weather to Antarctic expeditions and reality television formats.

Research Week also featured presentations from more than a dozen USC Research Fellows, appointed under the CRN program; via ARC funding; and through strategic investments by USC.

Jane Shamrock's presentation on researching the lives of East Timorese people with disabilities won the Three Minute Thesis competition.

STRATEGIC PRIORITY

THREE PERFORMANCE

Build research productivity and output significantly

KPI 3.1: Research grants income

MEASURE	TARGET	PERFORMANCE
Total HERDC reportable income (all categories)	\$6,000,000 by 2015 (reporting on 2015 data)	\$7,206,535 (reporting on 2012 data) ¹⁴

Comment

Competitive grant income projected for 2011 was not achieved which has impacted on the overall target. This is due to reporting requirements which reported income in 2010 of \$150,000 which had to be distributed and thereby reduced the 2011 reportable income. In addition, extended negotiations on another major grant and milestones which were amended have resulted in anticipated income for 2011 now received in 2012.

Total HERDC reportable research income (\$) by category by year

GRANT INCOME (\$)	2008	2009	2010	2011	2012 ¹⁴
Competitive Grants	856,985	514,039	1,191,726	315,695	2,323,277
Public Sector Funding	1,221,736	2,140,483	1,620,848	1,174,789	2,544,570
Industry/Other Funding	298,297	408,875	795,270	894,891	1,294,950
CRC ¹⁵	n/a	n/a	277,675	608,253	1,043,738
Total (\$)	2,377,018	3,063,397	3,885,519	2,993,628	7,206,535
Target					3,600,000

¹⁴ Figures are unaudited. Updated figures will be made available at www.usc.edu.au/reports

¹⁵ Income received from the Seafood Cooperative Research Centre (Seafood CRC) in which the University of the Sunshine Coast was defined within the Commonwealth Agreement as a Participant.
n/a—Data not yet available.

KPI 3.2: Weighted publications

MEASURE	TARGET	PERFORMANCE
Total HERDC reportable publications (all categories) weighted	250 points by 2015 (reporting on 2015 data)	2012 data reported to DIISRTE in June 2013

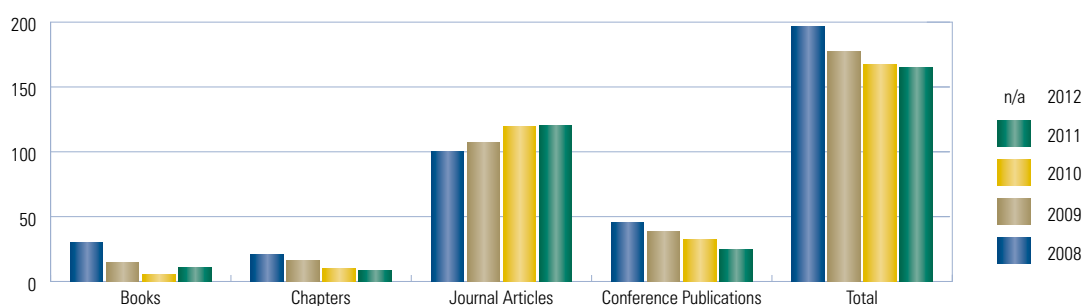
Comment

Although the target was not reached and a slight decrease in total weighted publications is reported for 2011 it is pleasing to note the journal article points remain on track. There were a large number of publications provided for this collection (101 actual publications) which are not HERDC reportable for 2011 as there is no USC by-line. This is generally an indication of publications produced by staff new to USC. It is anticipated this will translate to increased reportable outputs for USC in the coming years. The annual weighted publications targets can be viewed in the Target Summary on page 5.

Research publications (weighted) by category and by year

PUBLICATIONS (WEIGHTED)	2008	2009	2010	2011	2012
Books	30.00	15.00	5.00	10.83	
Chapters	20.81	16.54	10.14	8.51	
Journal Articles	100.19	107.08	119.38	120.39	
Conference Publications	45.74	38.49	32.63	25.02	
Total	196.74	177.11	167.15	164.75	n/a ¹⁶

Total research publications (weighted) by category (publication type) and year



KPI 3.3: Higher degree by research

MEASURE	TARGET	PERFORMANCE
Part A: HDR student enrolments by EFTSL	155 EFTSL by 2015 (based on 2015 data)	2012 data reported to DIISRTE in April 2013
Part B: HDR students aligned with existing and emerging areas of research strength	60% of HDR student load in selected areas of research strength by 2015 (based on 2015 data)	48.1% in 2011 (below the annual incremental target of 50%)

Comment (Part A)

Final 2011 load data indicated a small shortfall of approximately 4 EFTSL (3.5%) on 2011 targets. Current estimates for 2012 (based on Census 1, 2012 and Census 2, 2012) indicate that enrolments are on track to exceed target load by 6%. An ongoing focus on HDR students, in particular in relation to the Collaborative Research Network, USC Fellows and other funded grants, is anticipated to see increases in enrolments in the future.

Higher Degree by Research (HDR) enrolments by EFTSL by faculty 2008-2012

FACULTY	2008	2009	2010	2011	2012 ¹⁷
Arts and Business					62.3
Science, Health, Education and Engineering					75.5
Arts and Social Sciences	19.8	22.5	30.0	32.8	
Business	14.0	15.5	16.4	16.3	
Science, Health and Education	53.3	60.8	65.3	66.8	
Total	87.0	98.8	111.6	115.8	137.8
Target				120.0	130.0

Comment (Part B)

The shift towards enrolments in selected areas of research strength is ongoing. Load in strength areas at 47.3% in 2011 was slightly ahead of the target of 45%. 2012 proportion increased to 48.1%. As the revised Research Centres Policy is implemented fully in the coming years targets are likely to be achieved.

Proportion of Higher Degree by Research (HDR) EFTSL in selected areas of research strength

SELECTED AREAS	2011	2012 EFTSL
Sustainability Research Centre	18.5	15.8
Genecology	21.3	30.5
Health Science	15.0	20.0
Non-aligned research specialities	61.0	71.5
TOTAL EFTSL	115.8	137.8
% of total in research specialities	47.3%	48.1%

16. 2012 data not available from HERDC until July 2013.

17. Estimates based on Census 1 and 2, 2011 data.

n/a—Data not yet available.

* Updated figures will be made available at www.usc.edu.au/reports

Develop USC for a sustainable future



Funding secured for engineering hub

The University secured a \$30 million Education Investment Fund (EIF) Regional Priorities Round grant from the Commonwealth Government to fund the construction of the Engineering Learning Hub at the Sippy Downs campus. USC will contribute a further \$7.2 million to the project.

The four-storey, 6,500 square metre facility will be linked to the University of Southern Queensland, with visualisation theatres built at both universities to enable collaboration in producing 3D scenarios in civil and mechanical engineering and in developing teaching materials. The facility will also feature learning and teaching spaces, a 120-seat interactive lecture theatre, and a stand-alone Engineering Structures Learning Lab, which will be used to demonstrate physical properties of a range of materials and structures.

Revenue

The University started the year in a strong financial position, carrying an operating surplus of \$8.76 million from 2011. A 25.5 percent increase in income was achieved to just over \$159 million, due mainly to international student fees and capital funding from the Commonwealth.

While the increase in enrolments in 2012 equated to an increase in income, it also necessitated significant capital expenditure (or allocations of future expenditure) to accommodate pipeline growth.

Infrastructure and development

Having been officially opened in April by the Governor of Queensland, Her Excellency Ms Penelope Wensley AC, teaching commenced in the new \$4.75 million science building. The multi-storey building features three learning spaces, designed to encourage interaction and engagement.

Also, the University commenced construction of two new buildings in 2012, one on campus at Sippy Downs, and the second co-located with the Wide Bay Institute of TAFE at Gympie:

- Construction commenced in October on USC Gympie. The two-floor facility will include a 75-seat lecture theatre, skills development laboratory, tutorial rooms and study areas, staff offices and interactive learning technology to connect to the University's main Sippy Downs campus. The \$5.6 million project is jointly funded by the Australian Government through the Education Investment Fund as part of the Structural Adjustment Fund, USC and SCIT, and is expected to be completed in May 2013.

- Construction commenced in November on the \$24 million Sippy Downs Learning Hub. The three-level building will include lecture theatres and tutorial rooms, study areas, staff offices, a simulation suite and office space for student support and service delivery. The project is jointly funded by the Australian Government through the Education Investment Fund as part of the Structural Adjustment Fund, USC and SCIT, and is expected to be completed by November 2013, with teaching to commence in Semester 1, 2014.

Transport and parking

The University undertook a major scoping project to assess the feasibility of introducing paid parking on campus in 2013, in an effort to better manage growth-associated pressures on existing facilities and the campus environment. Staff and students were invited to give feedback during the consultation process. The project will include improving existing parking facilities and planning for the construction of multi-level car parks.

Considerable efforts have been made in recent years to relieve pressure on existing parking facilities, raising the profile of alternative transport options including public transport, car-pooling, cycling or walking:

- Improved and subsidised public transport services, in conjunction with Sunshine Coast Council and Translink.
- Introduction of free express shuttle services from North Lakes/Caboolture, Gympie/Cooroy and Noosa/Cooloom.
- Provision of the \$55,000 Bike Hub, with secure bicycle parking and shower/change facilities.
- Introduction of T2 parking zones for exclusive use by car-pooling vehicles.

Over 18 months to November 2012 more than \$811,000 was spent on establishing new, and improving existing, parking areas. To meet demand, the University will need to add 300 additional parking spaces each year, which requires the construction of multi-level parking facilities at a cost of around \$17,000 per parking space (\$9 million in total for the first facility).

As a result, the University intends to introduce a paid, annual parking permit model in 2013, to generate an income stream to support the required infrastructure development, and avoid redirecting operating funds away from the organisation's core activities of teaching, research and engagement.

USC recognised for development excellence

The University was named as a joint winner of the Wildcard Award at the Urban Development Institute of Australia (UDIA) Queensland's Boral Awards for Excellence. The award recognised USC's significant contribution to the urban development industry and the community; its commitment to best-practice urban design and sustainable development; and its encouragement of creative and artistic flair in campus development.

Additionally, USC had its EnviroDevelopment status reaffirmed by the Urban Development Institute of Australia (UDIA). USC is the only institution in Australia to hold accreditation to this standard.

Academic restructure

The retirement of Deans in two of the University's three faculties, whose tenures ended in 2011, along with the commencement of a new Deputy Vice-Chancellor and Pro Vice-Chancellor (Research) presented the University the opportunity to review its academic structure with minimal disruption to operations.

Having examined the three faculty structure in the context of the new Strategic Plan (2011–2015), and with respect to future growth plans, areas of strength, areas for improvement and the potential requirements for additional resources and leadership, the University elected to move to a two faculty model.



Expansion to South Bank

The University expanded its footprint into Brisbane, through an agreement with Southbank Institute of Technology (SBIT) that will see USC academics teaching at South Bank, using SBIT facilities, from Semester 1, 2013. USC will initially offer select courses from bachelor degrees in Commerce (Accounting), Justice and Legal Studies, and Business (Tourism, Leisure and Event Management). The programs will be available to all students, with articulating SBIT students receiving full credit for their diploma-level qualification.

KEY STRATEGIES: Develop and enable staff to manage change and contribute to achievement of the strategic plan | Invest in and continuously improve information management systems, business processes and workforce planning | Advance the University through key strategic partnerships | Maximise opportunities to develop well designed, technology rich, sustainable University sites

From 1 January 2012, the three faculties (Arts and Social Sciences; Business; and Science, Health and Education) were consolidated into the Faculty of Arts and Business and the Faculty of Science, Health, Education and Engineering. The faculties were further divided into three schools, as follows:

- Faculty of Arts and Business
 - School of Business
 - School of Communication
 - School of Social Sciences
- Faculty of Science, Health, Education and Engineering
 - School of Health and Sport Sciences
 - School of Nursing and Midwifery
 - School of Science, Education and Engineering

In 2012 a complete review of services, workflows and business processes was undertaken to ensure the balance between services provided centrally and those located within faculties and schools is appropriate. The exercise included process mapping of existing services and the opportunity to re-engineer existing processes to gain efficiencies.

Staff development

Staff had access to a variety of professional development activities during the year, such as:

- Cross-cultural awareness workshops
- EO (equal opportunity) Online training
- Change management seminars
- Information privacy sessions
- Middle management forums
- Academic development workshops in lecturing and teaching
- Research workshops in partnerships, publications and grants
- Learning and Teaching Week (refer to page 13)
- University Research Conference (refer to page 18)



Senior Academic Advisor Tilly Hinton was the inaugural recipient of an academic secondment to the national Office for Learning and Teaching. Her secondment project was 'Influence factor: understanding outcomes from Australian learning and teaching grants', focusing on understanding and enhancing the influence of funded projects. The secondment strategically positions the University to continue its engagement with learning and teaching at the national level.

Senior staff appointments

Faculty of Arts and Business

- Professor Joanne Scott was appointed Executive Dean, Faculty of Arts and Business, taking up the role from 1 January 2012. Previously, Professor Scott was Dean, Faculty of Arts and Social Sciences and Professor of History at the University of the Sunshine Coast. She was Chairperson of the University's Learning and Teaching Management Committee from 2007-2010.
- Professor Mary Katsikitis—Associate Dean (International and Engagement)
- Dr Maria Raciti—Associate Dean (Learning and Teaching)
- Associate Professor Christian Jones—Associate Dean (Research)
- Dr Rod McCulloch—Head of School, School of Communication
- The University made appointments for its inaugural Professors of Law, selecting Emeritus Professor Neil Rees and Professor Anne Rees to take up the roles. Emeritus Professor Neil Rees was the foundation Dean of Law at the University of Newcastle and was most recently Chairperson of the Victorian Law Reform Commission for five years. Professor Anne Rees was Head of Deakin University's School of Law for five years until March this year and full-time Commissioner of the Australian Law Reform Commission from 2001 to 2004.

Faculty of Science, Health, Education and Engineering

- Professor John Bartlett was appointed Executive Dean, Faculty of Science, Health, Education and Engineering, taking up the role from 6 February 2012. Professor Bartlett was previously Dean (Elect), School of Science at the University of Western Sydney. Professor Bartlett has held senior positions with the Australian Nuclear Science and Technology Organisation and has established significant worldwide research and industry collaborations.
- Professor Brendan Burkett—Associate Dean (International and Engagement)
- Dr Jennifer Rowe—Associate Dean (Learning and Teaching)
- Professor Helen Wallace—Associate Dean (Research)

Financial Services

- Elizabeth Cannon—Director

Development Office

- Russell Ousley—Director

Centre for Support and Advancement of Learning and Teaching

- Kylie Readman—Director

Innovation Centre

- Mark Paddenburg—Chief Executive Officer

Staff successes

The University received six Commonwealth Office of Learning and Teaching Citations for Outstanding Contributions to Student Learning in 2012. The successful nominees were:

- Dr Justin Debus: For applying technological expertise to research, develop and implement best-practice pedagogical innovation that directly improves learning and teaching.
- Associate Professor Peter Dunn: For bringing statistics to life for students from diverse disciplinary backgrounds, using real data, engaging activities and rapport to build confidence, enthusiasm and success.
- Dr Mark Sayers: For 23 years of excellence in teaching biomechanics from a foundation of outstanding communication skills and authentic problem-based learning that inspires and motivates students.
- Associate Professor Meredith Lawley: For sustained excellence in research supervision of a diverse range of doctoral students, motivating and inspiring through a supportive guide approach to developing independent researchers.
- Johanna Einfalt and Janet Turley: For designing and driving a sustained assessment support model built on collaborative partnerships, paving the way for student growth in skills, independence and peer-to-peer learning.
- The International Projects Group (IPG): For stimulating systemic educational reform in Indonesian Papua through a unique, outcome-driven teacher education program for students within an Australian university. IPG members include Professor Emeritus Merv Hyde, Suzanne Burford, Dr Bill Allen, Professor Noel Meyers, Jacqueline McConnell, Rama Brierty, Ann Robertson, John Hunt, Dr Michael Carey, Henny Soepriyanti and Dr Untung Waluyo.

A number of staff received recognition for their work at the graduation ceremonies during the year:

- Professor Emeritus Merv Hyde AM—Vice-Chancellor's Medal for Research
- Dr Mark Sayers, Marjorie Blowers—Vice-Chancellor's Medal for Service
- Dr Lisa Chandler—Vice-Chancellor's Medal for Learning and Teaching
- Karen Shelley—Vice-Chancellor's Medal for Learning and Teaching (Sessional)

The recipients of the Vice-Chancellor and President's Awards for Excellence (formerly Vice-Chancellor's Medal) for 2012 were announced at a ceremony held on 12 December 2012, to be presented at Graduation ceremonies in 2013.

USC continued its involvement in the planning of the Sunshine Coast University Hospital. Construction commenced in 2012 on both the private and public hospital components of the project. The University is part of a partnership with the Sunshine Coast Hospital and Health Service and providers of tertiary education, skills training and research responsible for developing the Skills, Academic and Research Centre planned for the Kawana site. The centre is expected to open in 2016.

Internal name changes

In response to review recommendations and sectoral change, several departments within the University were renamed in 2012:

- Centre for Support and Advancement of Learning and Teaching (C-SALT) (previously Office of Learning and Teaching): The name differentiates the centre from the Australian Government Office for Learning and Teaching and more accurately reflects the remit of the centre and its role in the University.

- Student Life and Learning (previously Student Services): The name more accurately represents the area's responsibility of providing professional services that enable students to achieve their academic and personal goals, and delivering activities to develop a vibrant campus life.
- Development Office (previously University Foundation): Renamed to better align with the broader sectoral naming convention.

Regional Universities Network

As a member of RUN, the University's activities for the year included:

- Engagement with government regarding the role and impact of regional universities.
- Signing of the RUN Regional Accord whereby RUN universities have committed to enhancing their capacity and sustainability through greater collaboration as a network of like-minded universities.
- The Vice-Chancellor and President participated in ABC's Future Forum Program The Clever Country 'Can universities meet the challenges facing regional Australia?' with all RUN Vice-Chancellors.

Forward planning for 2013

- Further develop USC's sites to enable cutting edge pedagogical approaches.
- Promote awareness and acknowledgement of environmentally sustainable practices and strategies.
- Develop and implement workforce planning processes which ensure capabilities are developed and aligned to USC's vision.
- Develop a blended learning strategy, roadmap and governance structure to identify future directions for USC.
- Implement integrated data warehouse and business intelligence solution to enhance analytical abilities and streamline output.

STRATEGIC PRIORITY

FOUR PERFORMANCE

Develop USC for a sustainable future

KPI 4.1: Employment costs as a percentage of total revenue

MEASURE	TARGET	PERFORMANCE
Employment costs as a proportion of total revenue (adjusted)	60% (DIISRTE good practice 50%-70%)	60.6%

Comment

The YTD 31 December 2012 employment costs as a percentage of total revenue (adjusted) result was 60.6 percent.

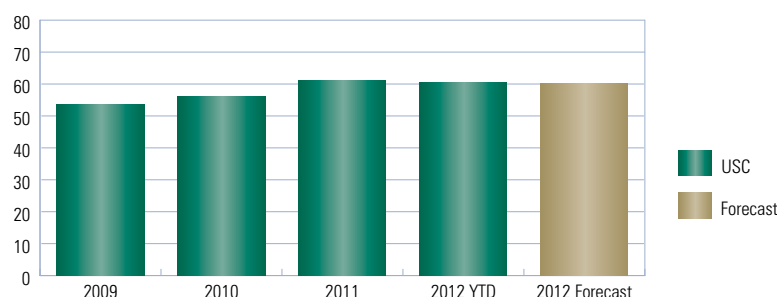
Employment costs includes associated fringe benefits tax and provisions for leave entitlements (long services leave and recreation leave) relevant to the general operations of the University (excludes employment costs associated with grants and agreements).

Total revenue (adjusted) reflects operating revenue relevant to the general operations of the University. It excludes revenue received in relation to capital grant funding, donations and research agreements. In previous years, ordinary revenue was used as a comparison to Queensland and Australian universities. DIISRTE doesn't publish the information required for comparison to the adjusted revenue. As such, no comparison to other universities presented.

Employment costs as a percentage of revenue (adjusted) for USC

ACTUAL				FORECAST ¹⁸	
2009	2010	2011	YTD 2012 ¹⁹	2012	TARGET
53.5%	56.1%	61.2%	60.6%	60.6%	< 60%

Employment costs as a percentage of revenue for USC



18. Forecast values as per 2012-2014 August reforecast.
19. Actual values YTD 31 December 2012.

KPI 4.2: Operating margin

MEASURE	TARGET	PERFORMANCE
Operating profit as a proportion of total revenue (adjusted)	4% annually	7%

Comment

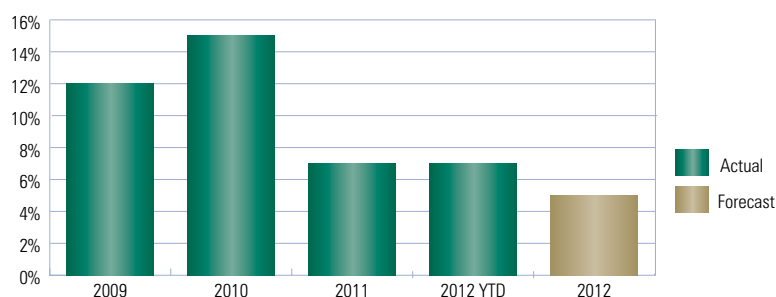
The Operating Margin (Operating Profit as a proportion of total revenue (adjusted)) of 7.33 percent as at 31 December 2012 exceeds the August reforecast of 4.77 percent.

Total revenue (adjusted) reflects operating revenue relevant to the general operations of the University. It excludes revenue received in relation to capital grant funding, donations and research agreements.

Operating margin for USC

ACTUAL				FORECAST ²⁰	
2009	2010	2011	YTD 2012 ²¹	2012	TARGET
12%	15%	7%	7%	5%	4% annually

Operating margin for USC



20. Forecast values as per 2012–2014 August reforecast.
21. Actual values YTD 31 December 2012.

KPI 4.3: Capital improvements

MEASURE	TARGET	PERFORMANCE
Proportion of operating funds invested in capital-related projects	8.5% annually	20.6%

Comment

As part of the planning framework the University identifies the strategic asset requirements of the University, details of which are published in the Strategic Asset Management Plan (SAMP). Each year a portion of the University's operating funds are allocated to the SAMP along with any external funding and available cash reserves to complete the SAMP project listing.

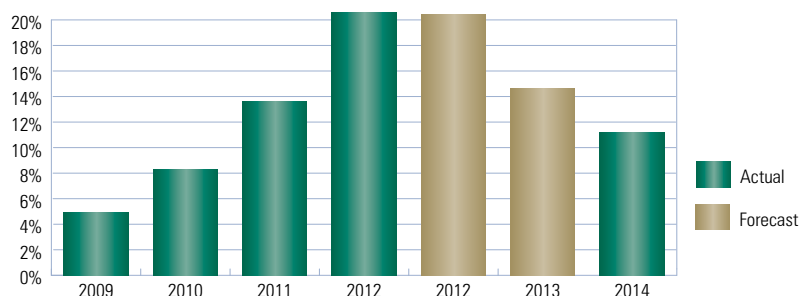
It is noted that not all projects are completed within the year of allocation, therefore the key performance indicator for the current and future years is based on the latest budget forecast (2012 August).

This KPI's target over the 2012–2014 period is reflective of the University's commitment to investing in information technology resources for learning, teaching and research. In addition, the commitments to continual building and infrastructure construction are as a result of continual growth in student load and research capacity.

Proportion of operating funds invested in capital-related projects

	ACTUAL				FORECAST ²²			TARGET
	2009	2010	2011	2012	2012	2013	2014	
USC total operating funds (\$'000)	93,452	103,955	109,505	122,239	123,013	129,260	134,805	8.5% annually
Capital projects expenditure (\$'000)	4,579	8,632	14,937	25,130	25,130	18,908	15,047	
Proportion (%)	4.9%	8.3%	13.6%	20.6%	20.4%	14.6%	11.2%	

Proportion of operating funds invested in capital-related projects



22. Forecast value as per 2012–2014 August reforecast.

University leadership (principal officers)

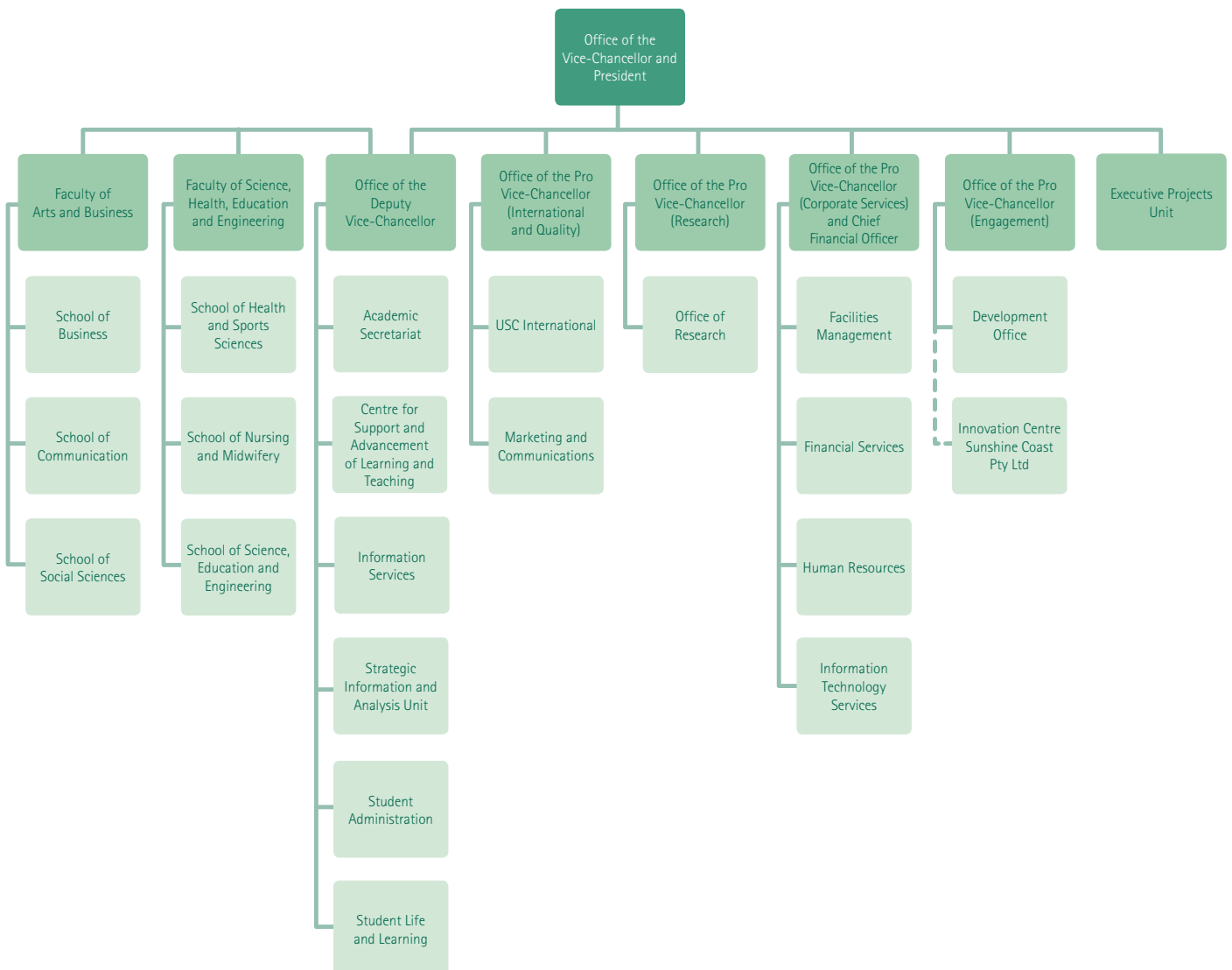


Vice-Chancellor and President

University CEO, responsible to University Council for strategic development, organisational leadership and day-to-day operations of the University

Professor Greg Hill
CertTeach, BA(Hons), PhD Qld.

Commenced as Vice-Chancellor and President, University of the Sunshine Coast in 2011 following a term of office as Vice-Chancellor and President Designate from June 2010. Previously Deputy Vice-Chancellor, University of the Sunshine Coast 2005-2010. Lead Vice-Chancellor, Universities Australia Indigenous Higher Education; Foundation Member, Regional Universities Network; Board Member, Education Australia Limited; Board Member, IDP Education Pty Limited; Chair, Department of Innovation, Industry, Science, Research and Tertiary Education OLT Academic Secondment Program Reference Group; Queensland Tertiary Admissions Centre Ltd; and Fellow, Queensland Academy of Arts and Sciences. Charles Darwin University - Foundation Professor of Tropical Environmental Science 1995-2004; Dean 1997-2004. Program Leader, Tropical Savannas CRC; Director, Centre for Tropical Wetlands Management; Chair, Northern Territory Board of Studies; Member, Kakadu National Park Research Advisory Committee; Member, AVCC Indigenous Advisory Committee. University of Queensland 1979-1994 - Reader in Geographical Sciences; Director, ARC Key Centre in Land Information Studies. Research interests in remote sensing, wildlife ecology, resource management, environmental planning and education. National recognition for research, teaching innovation and technology transfer to developing countries.





Deputy Vice-Chancellor

Chair of Academic Board, overseeing the academic functions (learning and teaching) of the University, with responsibility for related support areas such as the Centre for Support and Advancement of Learning and Teaching, Information Services, Student Administration and Student Life and Learning

Professor Birgit Lohmann

BSc (Hons) *Adel.*, PhD *Flin.*

Appointed to the University in 2010, taking up the position of Deputy Vice-Chancellor from February 2011. Chair of Academic Board, Promotions Committee and Equity Advisory Committee, member of University Council, Executive, Honorary Awards Committee, Senior Staff Forum, Internationalisation Advisory Committee, and Co-Chair, Student Liaison Committee. Previously Head of the School of Science and Director of the Centre for Quantum Dynamics at Griffith University and Pro Vice-Chancellor (Learning and Quality) at the University of Adelaide. Current Chair of the Regional Universities Network Deputy Vice-Chancellor Academic Group, member of the Executive of the Universities Australia Deputy Vice-Chancellor/Pro Vice-Chancellor (Academic) Group, member of the Office for Learning and Teaching Grants Standing Committee. Research interests in atomic and molecular physics.



Pro Vice-Chancellor (Research)

Oversees, manages and advises the University's research activity, aligning research effort with the University's goals and advancing the research profile of the University

Professor Roland De Marco

BSc, MSc *RMIT*, PhD *La Trobe*, MRACI

Appointed to the University in 2010, taking up the newly-created Pro Vice-Chancellor (Research) role from January 2011. Member of Academic Board and Chairperson of the Research Management Committee and the Research Degrees Committee. Previously Professor of Chemistry, along with Chemistry Department Head 2001–2007, Dean of Research in Science and Engineering 2007–2009 and Associate Deputy Vice-Chancellor (Research) 2010 at Curtin University. Recipient of the 2008 RACI Lloyd Smythe Medal for excellence in research in Analytical Chemistry.



Pro Vice-Chancellor (International and Quality)

Oversees, manages and advises on internationalisation, quality improvement, and marketing and communication

Professor Robert Elliot

BA(Hons) *NSW*, MA *La Trobe*, DipEd *Melb.*, PhD *Qld.*

Pro Vice-Chancellor (International and Quality) and Professor of Philosophy. A founding staff member of the University. Member of University Council and Chairperson of the Internationalisation Advisory Committee and Learning and Teaching Committee. A member of Academic Board and the Student Disciplinary and Student Grievance Appeals Committees. Former foundation Dean of Arts and subsequently Dean, Faculty of Arts and Social Sciences, University of the Sunshine Coast, from 1995–2005.



Pro Vice-Chancellor (Corporate Services) and Chief Financial Officer

Oversees the University's planning, budgeting, infrastructure, human resources, financial and information technology services and implements internal controls and risk management systems

Peter Sullivan

BBus *BCAE*, FCPA

Appointed to the University in December 2007. Attends meetings of University Council, Planning and Resources Committee, and Audit and Risk Management Committee. Previously Executive Director, Finance and Resource Planning, Queensland University of Technology. Experience in the higher education sector includes the integration of planning, budgeting, performance management and risk management frameworks in support of strategic planning and strategic financial management.

University leadership (principal officers)



Pro Vice-Chancellor (Engagement)

Oversees the University's links with its primary stakeholders and its regional community in achieving the teaching and learning and research priorities of the University

Professor Mike Hefferan

BA Qld., GradDipMgmt C.Qld., MAppSci, PhD Qld.UT.

Pro Vice-Chancellor (Engagement) and Professor of Property and Development. Appointed to the University in 2008. Member of Academic Board, Executive and Foundation Board, and Chair of Innovation Centre Sunshine Coast Pty Ltd. Immediate past President of the Australian Property Institute (Queensland Division), Chair of the API's National Education Board and board member of Regional Development Australia (Sunshine Coast) and the Sunshine Coast Business Council. Registered Urban and Rural Valuer, Fellow of the Australian Institute of Company Directors, Urban Development Institute of Australia, Australian Property Institute and Royal Institution of Chartered Surveyors.



Executive Dean, Faculty of Arts and Business

Oversees the Faculty of Arts and Business, comprising the School of Business, School of Communication, School of Social Sciences, the Sustainability Research Centre and the Engage Research Cluster

Professor Joanne Scott

BA(Hons) Qld., GradCertEd Qld.UT, GradCertCulturalHtge Deakin, PhD Qld.

One of the longest-serving members of the University. Became the inaugural Head of the School of Social Sciences (2006-2010), and chaired USC's Learning and Teaching Committee (2007-2010). She commenced her current role as Executive Dean of the Faculty of Arts and Business in January 2012. Member of Academic Board, Senior Executive, Planning and Resources Committee, Senior Staff Forum, and Equity Advisory Committee. Research interests include Australian and oral history.



Executive Dean, Faculty of Science, Health, Education and Engineering

Oversees the Faculty of Science, Health, Education and Engineering, comprising the School of Science, Education and Engineering, School of Health and Sports Sciences, School of Nursing and Midwifery, GeneCology Research Centre and several research clusters

Professor John Bartlett

BSc (Hons) Newcastle., PhD Newcastle.

Appointed to the University in 2011, taking up the position of Executive Dean, Faculty of Science, Health, Education and Engineering in February 2012. Member of Academic Board, Executive, Innovation Centre and Industry Advisory Group, Senior Staff Forum and Equity Advisory Committee. Previously Head of the School of Natural Sciences and Dean-Elect of the School of Science at the University of Western Sydney and Acting Head, Institute of Materials Engineering and Science at the Australian Nuclear Science and Technology Organisation. Research interests include materials chemistry and nanotechnology.

University Council (governing body)

Under the University of the Sunshine Coast Act 1998, the University is governed by an 18-member Council representing University and community interests.

Council has the power to manage and control University affairs, property and finances, and appoint University staff. Where allowed under the Act, Council may delegate its powers to an appropriately qualified member of Council or member of the University's staff; or to an appropriately qualified committee that includes one or more members of Council.

The Council met six times in 2012.

Council leadership

Chancellor

Leads Council and presides at Council meetings

John M Dobson OAM

Elected Chancellor in 2007 for an inaugural term from 1 April 2007 to 31 March 2012. Re-elected in 2011 for a term from 1 April 2012 to 31 March 2017. Member of the University Council since 1997. Parish Priest of Caloundra Parish since 1982, Dean of the North Coast Deanery within the Catholic Church since 1992. Contributions to the community include founding privately-funded residential care facilities for the aged and for people with intellectual disabilities; co-founding a retirement village, and a comprehensive college (in partnership with the United Church); and developing support groups for prisoners and their families.



Deputy Chancellor

Acts as Chancellor in the absence of the Chancellor or when the office of Chancellor is vacant

David Jeffries

BCom Qld., FCA, FAICD, FFin

Elected Deputy Chancellor in 2010 for an inaugural term from 15 February 2010 to 8 December 2013. Member of the University Council since August 2006. Member of the Foundation Board in 2008 and 2009. Elected Chair, Planning and Resources Committee in 2010, member of the committee since 2006. Fellow, Institute of Chartered Accountants in Australia, Australian Institute of Company Directors and Financial Services Institute of Australasia. Business contributions include numerous positions as company director/adviser, and as senior executive in the financial services sector: Deputy Chief Executive of Bank of Queensland Limited, Chief Executive Officer of First Australian Building Society, State Chairman of The Institute of Chartered Accountants, Australian representative on the Financial and Management Accounting Committee of the International Federation of Accountants.



Council membership

The Council comprises three official members, six members appointed by the Governor in Council, five elected members and four additional members appointed by the Council. 2012 was the third year of the sixth University Council. The term of office of the majority of members is four years. The term of office for student members is two years.

The Council membership for 2012 was as follows:

Chancellor	John M Dobson OAM
Deputy Chancellor	David Jeffries, BCom Qld., FCA, FAICD, FFin
Vice-Chancellor and President	Professor Greg Hill, CertTeach, BA(Hons), PhD Qld.
Chairperson of the Academic Board	Professor Birgit Lohmann, BSc (Hons) Adel., PhD Flin.
Six members appointed by the Governor in Council	Dr Suzanne Innes, BA(Hons), BEdSt Qld., GradCertTESOL UNE, MSchM EdD C.Qld. David Jeffries, BCom Qld., FCA, FAICD, FFin Paul Lunn, BBus S.Qld., FCPA, CA Affil. Julie-Anne Mee, BBus C.Qld., MAdmin Griff., FCPA Michael Williams (until 24 April 2012) Jacquelyn Wright, BBus(Comp) NTU, Master of Computing Studies Deakin, GDipEd(Adult) S.Aust., GDipEd(Primary) NTU
Two elected members of the University's academic staff	Professor Robert Elliot, BA(Hons) NSW, MA La Trobe, DipEd Melb., PhD Qld. Dr Donna Weeks, BA(Hons) Griff., MIRAP Qld., GradCertArtsEntMgt Deakin, PhD Qld.
One elected member of the University's general staff	Bruce Williams, BA(Hons) Sunshine Coast
Two elected members of the student body	Manuel Barth Lynette Maguire
Four additional members	Bruce Cowley, BComn, LLB(Hons) Qld. FAICD Rob Hubbard (from 12 December 2012) Natasha Read, BCom Griff., MBA Sunshine Coast, FAIM, GAICD Scott Williams AM, NE, QDAH Qld, BEc, GradDipCompSc, GradDipFinMangt, GradDipRurAcc NE, FAICD (from 11 December 2012)

Council Secretary

Peter Sullivan, Pro Vice-Chancellor (Corporate Services) and Chief Financial Officer.

Council decisions in 2012

In 2012, Council:

- Approved appointments to Council in accordance with the *University of the Sunshine Coast Act 1998*
- Approved appointments and reappointments to committees of Council
- Noted Corporate Performance Reports against the Key Performance Indicators in the University's Strategic Plan (2011-2015)
- Noted a report on 2012 performance against the University's top level plans (2011-2015)
- Adopted the 2012 Campus Master Plan for a five year period
- Approved the Strategic Asset Management Plan (2013-2017)
- Noted the final report on the implementation of recommendations of the 2011 External Review of the Innovation Centre Sunshine Coast
- Endorsed the appointment of the Pro Vice-Chancellor (Corporate Services) and CFO as Council Secretary and the transfer of the role Senior Committees Officer to the Office of the Pro Vice-Chancellor (Corporate Services) and CFO
- Approved changes to the Academic Board's composition and membership
- Approved changes to the composition of the Planning and Resources Committee
- Approved the 2012-2013 Student Appeals Committee Membership Pool
- Endorsed the University investigating possible paid parking models for introduction in 2013
- Approved the signing of lease documents to secure USC's conditional interest in the proposed Skills, Academic and Research Centre at the Sunshine Coast University Hospital
- Gave in-principle support to the introduction of Law programs at USC from 2014
- Endorsed Central Queensland University preparing a draft submission to the Minister in relation to changes to the Queensland University Acts, with a view to the draft submission being considered by Council before determining USC's position in relation to the Queensland University Acts being amended to include provision for councils to remunerate members and other changes to the composition of councils
- Resolved that two members of Council, who were not members of the Chancellor's Committee, be permitted to participate in the annual review of the Vice-Chancellor and President's performance
- Gave in-principle support to the University entering into an arrangement with Southbank Institute of Technology, which would see USC delivering degree programs at the South Bank campus
- Noted December 2011 and June and October 2012 Budget Outcomes Reports
- Approved the 2012 April and August reforecasts of the University's Consolidated Budget
- Approved the University Triennial Budget (2013-2015)
- Approved the 2013 Student Guild membership fee for Ordinary Members
- Noted the Student Guild audited Financial Statements for 2011
- Gave in-principle support to amendments to the Student Guild Constitution
- Noted the Innovation Centre Sunshine Coast Pty Ltd (ICSC) 2011 Annual Financials
- Noted the ICSC's Strategic Business Plan (2013-2015)
- Noted ICSC quarterly financial reports
- Noted the ICSC Board's Statement of Governance Principles
- Noted the ICSC's Budget Forecast for 2013
- Approved appointments to the ICSC Board of Directors
- Approved nominations for Honorary Awards of the University
- Approved the reappointment of John Dobson OAM as Chairperson of Foundation Board for a further three-year term
- Rescinded the Constitution of the University of the Sunshine Coast Foundation Board
- Approved changes to the Terms of Reference of all standing committees of Council

New policies

- No new Governing policies were approved by Council in 2012

Amended policies

Council approved amendments to the following existing Governing policy:

- Investment—Governing Policy

Rescinded policies

Council rescinded its approval of the following Governing policy:

- Code of Conduct for Research—Governing Policy

University committees

Academic Board

The University's Academic Board was established under the *University of the Sunshine Coast Act 1998* as the University's senior academic body. In 2012 its members included:

- Deputy Vice-Chancellor [Chairperson]
- Pro Vice-Chancellor (Research)
- Pro Vice-Chancellor (International and Quality)
- Pro Vice-Chancellor (Engagement)
- Faculty Executive Deans
- Faculty Associate Deans (Learning and Teaching)
- Faculty Associate Deans (Research)
- Chairpersons of Academic Board committees
- Heads of Schools
- Three elected academic staff members from each faculty
- One undergraduate and one postgraduate student
- External representatives for secondary schools and TAFE
- Director, Student Administration
- Director, Student Life and Learning
- Director, Centre for Support and Advancement of Learning and Teaching

The role of Academic Board is to:

- advise Council on teaching, scholarship and research matters concerning the University
- formulate proposals for academic policies of the University
- monitor the academic activities of the University's faculties
- promote and encourage scholarship and research at the University

The terms of reference of Academic Board in 2012 were as follows:

1. To advise Council on general education directions, policies and practices on teaching, research, ethics and scholarship, and facilitate development and innovation in these areas.
2. To approve and amend academic policy, on delegated authority of Council.
3. To recommend to Council on the University's areas of study and research priorities.
4. To contribute to the development, monitoring and reviewing of relevant goals and objectives in the University's Strategic Plan and relevant top-level plans and to advise Council, accordingly.
5. To monitor the academic activities of the University's faculties.
6. To approve schemes for internal research grants.
7. To recommend to Council proposals that imply the entry by the University into a discipline not currently taught in the University and proposals relating to the offering of programs in existing disciplines but at a higher level.
8. To determine the accreditation of new programs in disciplines currently taught in the University.
9. To determine the outcomes of proposals to make major changes to existing programs and courses.
10. To determine the outcomes of proposals to discontinue courses and programs.
11. To confer awards on the delegated authority of Council (this authority may be delegated to the Chairperson Academic Board).
12. To monitor the work of the University Animal Ethics Committee and the University Human Research Ethics Committee, via the Research Management Committee, and advise Council on ethics related matters as required.
13. To determine the acceptance of scholarships, bursaries and prizes above the value of \$15,000 per award.
14. To establish committees to advise the Board on relevant aspects of the Board's functions.

Academic Board decisions in 2012

Strategic and academic quality assurance developments in 2012 included:

- Resolved that recommendations contained in the Report of the 2009 Evaluative Review of the Academic Board had been addressed
- Endorsed the re-naming of the Coast Research Database to the USC Research Bank
- Recommended to Council in-principle support for the University to progress to the development and consideration of a full proposal for undergraduate and graduate entry law programs
- Approved the Statement of Resources for Higher Degree by Research (HDR) Candidates
- Approved the USC Statement on Blended Learning
- Approved responses to reviews of the following programs and pathways:
 - Accounting and Financial Planning Programs
 - Sport and Exercise Programs
 - Tertiary Preparation Pathway
 - Counselling, Human Services and Social Work Programs
 - Journalism Programs

Policy developments in 2012 included:

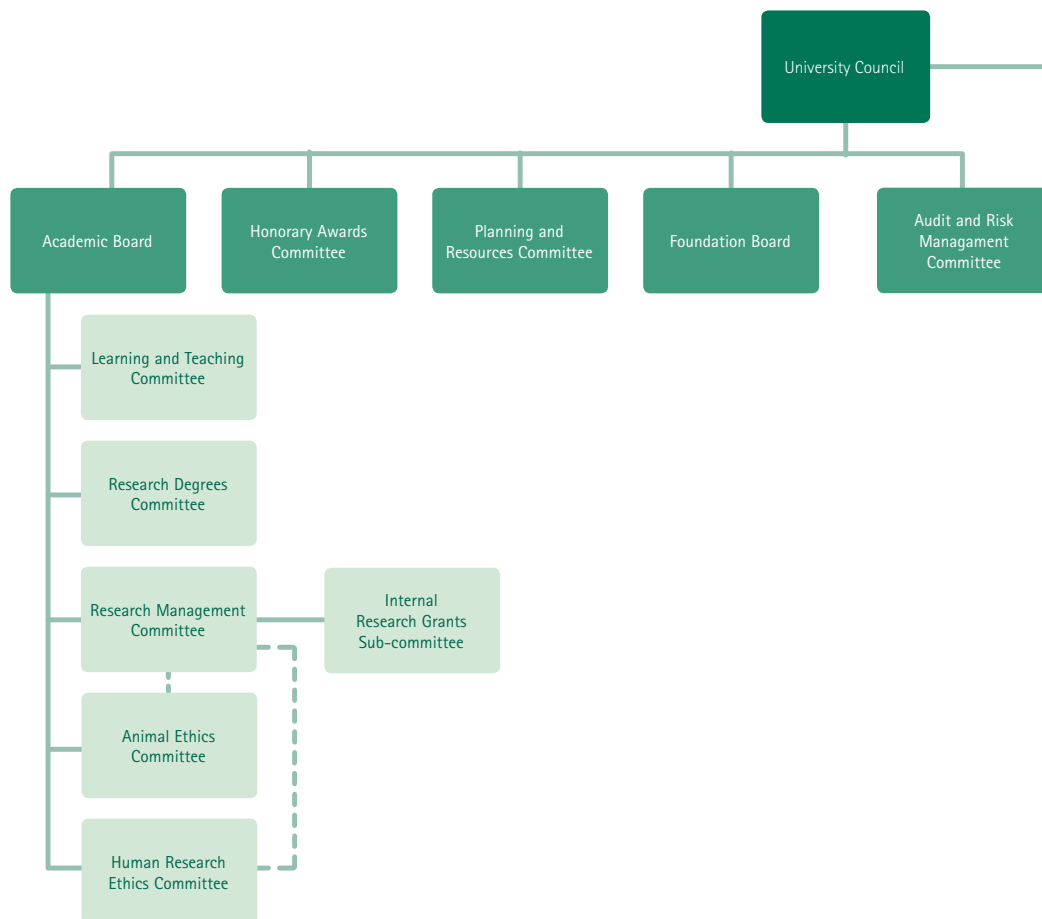
- Approved the revised University Research Fellowships Scheme – Academic Policy
- Approved the new Research Centres – Academic Policy and rescinded the Research Centre and Groups – Academic Policy
- Approved changes to the Doctoral Degrees – Academic Policy and the Research Masters Degrees – Academic Policy
- Approved amendments to the Academic Progress and Exclusion – Academic Policy
- Approved amendments to the Student Evaluation of Teaching and Courses – Academic Policy
- Approved amendments to the Bachelor Honours – Academic Policy
- Approved changes to the Student Academic Misconduct – Academic Policy
- Approved the new Research – Academic Policy and recommended to Council that the Code of Conduct for Research – Governing Policy be rescinded.

Academic Board accredited the following programs in 2012:

- Reinstatement of previously discontinued programs:
 - BU342 Bachelor of Business (Human Resource Management)
 - BU331 Bachelor of Business (International Business)
 - BU341 Bachelor of Business (Management)
 - BU351 Bachelor of Business (Marketing)
 - BU362 Bachelor of Business (Tourism, Leisure and Event Management)
 - BU356 Bachelor of Commerce (Accounting)
 - BU357 Bachelor of Commerce (Financial Planning)
- SC723 Master of Midwifery
- SC521 Graduate Certificate in Midwifery
- BU783 Master of International Business

Academic Board approved the discontinuation of the following programs:

- SC804 Master of Environmental Change Management by Research
- SC802 Master of Integrated Coastal Zone Management by Research
- SC803 Master of Wetlands Management by Research
- BU323 Bachelor of Software Engineering
- SC721 Master of Midwifery (96 unit – one year program)
- ED602 Graduate Diploma in Education (Preparatory to Year Three)
- ED603 Graduate Diploma in Education (Primary)
- SC521 Graduate Certificate in Midwifery
- AR514 Graduate Certificate in Creative Writing
- AR522 Graduate Certificate in Creative Writing for Youth
- AR614 Graduate Diploma in Creative Writing
- SC511 Graduate Certificate in Health Promotion



Additionally, in 2012 Academic Board approved the following:

- Annual Summary Report on Student Academic Misconduct for 2011
- Changes to the composition and terms of reference of its standing committees
- Introduction of 53 new courses
- Discontinuation of 108 courses
- Substantial changes to programs
- Conferral of individual student awards

Audit and Risk Management Committee

The Audit and Risk Management Committee (ARMC) has five major areas of responsibility:

1. Monitoring internal control and risk management
2. Monitoring of internal audit activities
3. Monitoring of external audit activities
4. Oversight and appraisal of financial reporting
5. Oversight of any fraud or ethics issues

Membership consists of a minimum of four and a maximum of six persons, and includes the Chancellor *ex officio* and at least one other member of Council. At least one ARMC member must be a member of the professional accounting or audit bodies in Australia and have a professional accounting, management consultancy or audit background. At least one member should possess expertise within the education sector. Membership is approved by Council. The initial term of office of members is a period not exceeding three years, and may be extended for further terms subject to the composition and skill requirements of the Committee.

The ARMC's activities in 2012 were in accordance with its terms of reference and had due regard to Queensland Treasury's Audit Committee Guidelines. Four regular meetings and one special meeting of the ARMC were held in 2012. The Committee assessed reports on risk management, work health and safety, internal and external audit matters, insurance, the University's compliance with relevant legislation and the University's 2011 Annual Financial Statements. The ARMC also conducted its annual self-evaluation.

The outcomes of the Committee's discussions and advice to Council were provided to Council via the minutes of its meetings.

Planning and Resources Committee

The role of the Planning and Resources Committee (PRC) is to recommend the strategic directions of the University to Council, in the context of development of the University's plans and their resourcing strategies. The Committee also provides advice to Council on issues arising from these plans. The key areas of concern to the Committee are planning and strategy, financial resources, asset management (including information technology) and human resources.

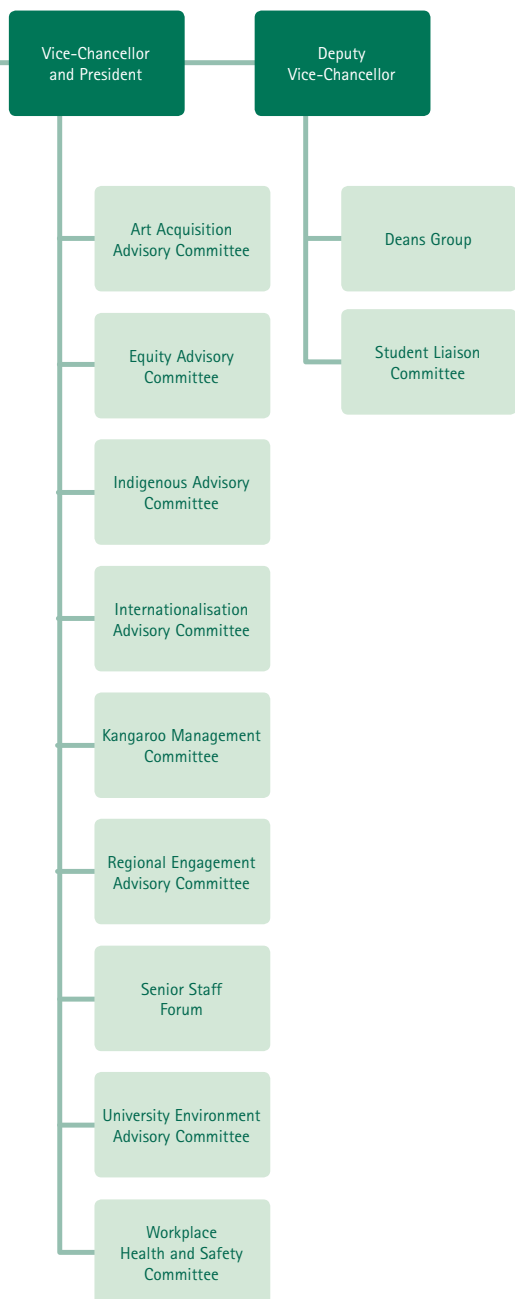
Members of the PRC include the Chancellor, the Deputy Chancellor (who currently chairs the Committee), the Vice-Chancellor and President, the Executive Dean of the Faculty of Arts and Business, and three external members with specific expertise in strategic financial management and planning. The Deputy Vice-Chancellor, Pro Vice-Chancellor (Corporate Services) and Chief Financial Officer, and the Director, Facilities Management attend meetings of the Committee and have participating, but not voting, rights.

Five regular meetings and one special meeting of the PRC were held in 2012. Discussion focused on financial matters, budget reports, reports from the University's controlled entity (Innovation Centre Sunshine Coast Pty Ltd), planning matters, including reports on outcomes for the key performance indicators in the University's previous and current strategic and top level plans, and funding and progress of capital projects.

The outcomes of the Committee's discussions and advice to Council were provided to Council via the minutes of its meetings. Recommendations to Council related to:

- Reforecasts of the University Consolidated Budget
- Appointments to the ICSC Pty Ltd Board of Directors
- The Strategic Asset Management Plan (2013–2017)
- The University's Triennial Budget (2013–2015)
- Changes to the composition of the Planning and Resources Committee
- Changes to the Investment–Governing policy
- The appointment of a new member and the reappointment of an existing member of the Committee
- The 2012 Top Level Plan Performance Report and Corporate Performance Reports
- The introduction of Law programs at USC

The Committee also endorsed the University signing the Skills, Academic and Research Centre Lease Agreements to secure USC's conditional interest in the joint venture at the Sunshine Coast University Hospital.



Honorary Awards Committee

The Chancellor chairs the five-member Honorary Awards Committee, which seeks, considers and recommends to Council nominations for honorary awards, in accordance with the University's Honorary Awards—Governing Policy. In addition to the Chancellor, the Committee's membership currently comprises the Vice-Chancellor and President, the Deputy Vice-Chancellor and two University Council members. The Committee met formally on two occasions in 2012 to consider honorary awards.

The following honorary awards were presented in 2012:

- One Honorary Doctorate of the University, to –
 - Dr Willi Toisuta for his work in education, which has focused on building research and human resources throughout the developing world
- Two Honorary Senior Fellowships of the University, to –
 - Darrin Edwards for his excellent leadership as Principal of the James Nash High School and his role in setting up Middle School Excellence Programs which have dramatically enhanced the Cooloola region's access and exposure to post-secondary learning options and have provided an important link between USC and the schools in the Cooloola Shire
 - Hayden Kenny for his dedication to surf lifesaving and surf rescue on the Sunshine Coast and his contribution to the launch of the Sunshine Coast Helicopter Rescue Service Limited in 1979, which was the first community-based service of its kind in South East Queensland
- Three Emeritus Professorships of the University, to:
 - Dr Andrew Hede for his distinguished service and contributions to the University of the Sunshine Coast over fifteen years
 - Professor Rod Simpson for his contributions to education, academic leadership, and sustained and distinguished service
 - Professor Pam Dyer for her contributions to education, academic leadership, and sustained and distinguished service

Foundation Board

The Foundation Board provides advice in relation to the operations of the University Foundation, which is the University's fundraising and alumni relations arm. Foundation Board members include the Pro Vice-Chancellor (Engagement), two University Council members, and representatives of the Sunshine Coast community.

The Foundation Board met formally on four occasions in 2012. The following matters were considered at these meetings:

- Membership of the Board and the possible appointment of persons to the Board
- Fundraising priorities and fundraising matters generally
- Annual Foundation Board report to Council
- Establishment of the Development Office (formerly University Foundation)
- Recruitment and appointment of a new Director, Development Office
- Establishment of a Bequests program
- Establishment of the staff giving "Starfish" program
- Establishment of the Wednesday Club
- Professional development opportunities for members of the Board
- Matters concerning Alumni Relations
- Review of the USC Foundation Board Constitution
- The response to the Report of the Review of the University Foundation
- New terms of reference of the Foundation Board
- Subgroup reports on fundraising activities
- Financial reports
- Renewal of the terms of existing members
- Opportunities for collaboration with the Innovation Centre Sunshine Coast
- Fundraising for a second Art Gallery space at USC
- Reports on progress towards achievement of Foundation performance targets

A workshop for Foundation Board members was held during the year facilitated by an external consultant. The recommendations of the formal evaluative review of the University Foundation, undertaken in 2011, continued to be implemented throughout 2012. From 2013, the Foundation Board will function as an Advisory Committee to the Vice-Chancellor and President and will cease to be a committee of Council.

Monitoring quality

The University conducts internal audits within the relevant terms of reference and has due regard to Queensland Treasury's Audit Committee Guidelines. The University monitors overall quality through a system of reports against performance indicators and planned targets, and scheduled regular reviews and internal audits of performance. The latter often include input from external sources.

The Council, committees and senior managers monitor quality, performance, standards and outcomes via performance reports and data, particularly in relation to the University's finances, Strategic Plan and thematic top-level plans such as those supporting access to the USC experience; delivery of high quality teaching, learning and graduate outcomes; building research productivity and output; and preparing USC for a sustainable future.

Improvement plans are developed in response to review and audit findings and regular reports on progress in achieving those plans are provided to senior University staff and such bodies as the University Executive, Academic Board and Council committees.

In response to the report on the University's first quality audit by the Australian Universities Quality Agency (AUQA), released in 2007, an Action Plan to address matters identified in the report was developed. Monitoring of implementation of the planned actions, with associated updates of progress reports in achieving the plan, continued throughout 2008 to 2011.

For much of 2012 the University undertook preparations for re-registration as an Australian university by the Tertiary Education Quality and Standards Agency. The re-registration application and supporting evidence to demonstrate the University's compliance with the national Higher Education Standards was submitted in September 2012.

In 2012, a scheduled major evaluative review of the University's Office of Learning and Teaching was held. Major ad hoc reviews were also held in relation to the University's timetabling system and core courses.

Formal reviews of the following programs were also undertaken in 2012:

- Bachelor of Arts/Bachelor of Business (Marketing Communication)
- Bachelor of Arts/Bachelor of Health (Human Services and Health Promotion)
- Bachelor of Communication
- Bachelor of Counselling
- Bachelor of Human Services
- Bachelor of Journalism
- Bachelor of Social Work
- Graduate Certificate in Communication
- Graduate Diploma in Communication
- Graduate Certificate in Journalism
- Graduate Diploma in Journalism
- Master of Communication
- Master of Counselling
- Master of Counselling Practice
- Master of Social Work (Qualifying)

The quality system is published online at www.usc.edu.au/quality

Benchmarking

During 2012, the University participated in a range of professional and academic benchmarking activities as part of continuous quality improvement processes. The University's inventory of benchmarking activities was updated, including recording the use made of benchmarking activities for planning and identifying improvement actions and setting improvement targets.

Controlled entities

Council approved a Policy for the Establishment and Operation of Controlled Entities in December 2006.

Innovation Centre

The University established the Innovation Centre Sunshine Coast Pty Ltd (ICSC) on 26 October 2000, under the *University of the Sunshine Coast Act 1998 Part 2(6)*. The company commenced trading in January 2002. The Chief Executive Officer of Innovation Centre Sunshine Coast Pty Ltd reports to the Board through the Chairman, the University's Pro Vice-Chancellor (Engagement).

The company's mission is to support the start-up and growth of knowledge-based businesses and to promote beneficial interaction between these businesses and the University of the Sunshine Coast.

ICSC operates a major 3,500m² office facility on the edge of campus. This includes an award-winning business incubator, aimed at start-up companies, and a business accelerator, providing next-stage growth space for companies graduating from the incubator and space for professional service firms.

The business incubator and accelerator are the first two phases in the development of the Business and Technology Precinct at Sippy Downs, which has the long-term potential to provide employment for 8,000-plus knowledge workers.

Mark Paddenburg commenced as CEO in January 2012 and under his leadership, ICSC occupancy level grew from 62 percent to 88 percent in 2012. The ICSC team is also investigating new methods to engage with the Sunshine Coast entrepreneurial ecosystem, including the development of a teleworking space and active student incubator.

At the end of 2012, the Innovation Centre was home to 28 resident companies, five professional service firms, two associate clients (virtual tenants), the Sustainability Research Centre and a number of other USC business-related activities.

To date, the Innovation Centre has supported the start-up and growth of more than 95 businesses, principally in the digital, clean-tech and creative industry sectors. The Innovation Centre's extensive program of business development and education events has attracted more than 7,000 delegates since 2002.

The ICSC also hosted Tasmania's former Premier David Bartlett for an enlightening Digital Futures presentation to clients, students and staff with more than 150 attendees.

The ICSC is working closely with USC, Sunshine Coast Council and Regional Development Australia to collaboratively implement the Digital Futures Strategy.

ICSC has also signed a new partnership with the Sunshine Coast Council on the development of a Creative Industries Business Incubation Lab, as part of the Council's Smart Arts+ program. This lab will provide six Sunshine Coast creative businesses with access to ICSC facilities and services throughout 2013.

The Innovation Centre's UniConnect program also delivered valuable connections between businesses in the ICSC and USC. The ICSC has engaged with more than 530 USC students to date, with the following engagements occurring in 2012:

- 35 students engaged in full-time or part-time work
- 28 students undertook work experience and internships
- 130 student resume applications were received
- 85 students attended ICSC events
- 280 students attended lectures by ICSC staff and clients
- 1 student assisted in building their business

The ICSC and USC have benefited from the enhanced Entrepreneur-in-Residence role which commenced from December 2012. The position is shared between ICSC and USC (3 days/week and 2 days/week respectively).

The Innovation Centre celebrated its tenth anniversary in May, with a major event featuring keynote presentations, panel sessions, a business pitch competition with \$28,000 in prizes, networking dinner and an expo for clients. More than 300 guests attended the events, including Speaker and Sunshine Coast MP, The Hon Fiona Simpson and the Minister for Science, IT, Innovation and the Arts, The Hon Ros Bates MP.

The Innovation Centre maintains an online presence at www.innovationcentre.com.au

Statutory obligations and compliance

Best practice for governance

The University complies with the Voluntary Code of Best Practice for the Governance of Australian Universities, as implemented by the industry body, Universities Australia.

The University also takes into consideration the Queensland Government objectives for the community.

Information privacy

In compliance with Queensland's *Information Privacy Act 2009*, the University has an Information Privacy Policy. A privacy statement is provided on the University's website and appropriate privacy statements are included on all University forms. The Information Privacy Policy is available at www.usc.edu.au/privacypolicy

Right to Information

In compliance with Queensland's *Right to Information Act 2009*, the University has a Right to Information Policy. In compliance with the legislation, the University has a Publication Scheme on its website, setting out the classes of information publicly available. The Publication Scheme is available at www.usc.edu.au/rti

No formal Right to Information requests were received in 2012.

Whistleblowers

With the repeal of the *Whistleblowers Protection Act 1994* and the introduction of the *Public Interest Disclosure Act 2010 (PID Act)* on 1 January 2011, the way in which public interest disclosures are to be publicly reported has changed. From 1 January 2011 agencies are no longer required to report public interest disclosures in annual reports.

Under section 61 of the PID Act, the Public Service Commission (PSC) is now responsible for the oversight of public interest disclosures and preparing an annual report on the operation of the PID Act. From 1 January 2011 agencies are required to report information about public interest disclosures to the PSC. The PSC will prepare an annual report on the operations of the PID Act and the information provided by agencies. The annual report will be made publicly available after the end of each financial year.

Workforce planning, attraction and retention

As at 31 March 2012, the Full Time Equivalent (FTE) staffing was 792, inclusive of casual staff. This was a four percent increase on 2011, with the growth consistent with the University's Workforce Planning process.

The 2011* staff retention rate was 87 percent. The 2011* separation rate was 13 percent, an increase from 2010.

The University maintains a number of key policies and procedures related to workforce development and management, including the Workforce Planning Guidelines.

Workplace health and safety

In 2011*, USC average time lost to injury was zero days per workers' compensation incident, with a total of four claims accepted by WorkCover Queensland during the year.

Workplace health, safety and wellbeing was addressed as a priority during 2012. A Human Resources Consultant (Health, Safety and Wellbeing) commenced and concurrently the existing University Safety Officer was relocated to Human Resources from Facilities Management. Development commenced on a Health, Safety and Wellbeing Management Plan, along with a new governance structure. Staff resilience workshops were designed and delivered and a series of wellness focus groups were conducted to inform future wellness initiatives.

Equity and work-life balance initiatives

Education and awareness of equal opportunity in the workplace was maintained during 2012 with four training sessions conducted by the Anti-Discrimination Commission Queensland and staff access to an online equal opportunity training package. The University was awarded its eighth consecutive Employer of Choice for Women citation.

Work-Life balance workshops were also conducted to support staff in the development of skills that will create healthy work-life balance and address workload perceptions.

The University allows for 26 weeks paid maternity leave to be paid on a 50 percent basis over the 52 week parental leave period. The University also provides flexible work arrangements and job sharing options for staff returning from parental leave. A child care facility is available on campus for staff and students.

Performance management framework

The University has a Performance Management Policy and Performance Planning and Review (PPR) Policy and Procedures, with both ongoing and fixed term staff participating in an annual Performance Planning and Review process. The University continued to develop performance management schemes with the Staff Recognition and Rewards Guidelines introduced in May 2012, which include a number of options to recognise and reward staff for exceptional performance.

Leadership and management development

The University's 2012 leadership program included development opportunities for executive, senior staff, middle managers and supervisors, including both an Executive Retreat and a Senior Staff Retreat. Middle managers and senior staff participated in two workshops about holding *Challenging Conversations* and *Coaching Conversations*. In addition, a bundled suite of seven programs called Supervisor Essentials was offered in 2012 covering fundamental knowledge and skills that enable supervisors and team leaders to be successful and effective in their roles.

Enterprise agreement

The University of the Sunshine Coast Enterprise Agreement 2010–2013 was approved by Fair Work Australia on 23 March 2012 and was fully implemented in the first half of 2012. The nominal expiry date of the new Agreement is 30 June 2013.

Carers (Recognition) Act 2008

The University of the Sunshine Coast supports the Queensland Carers Charter as detailed in the *Carers (Recognition) Act 2008*, through flexible work practices and remote access facilities for staff and students.

The University ensures staff and students are provided with relevant information and support as required. At the time of a staff member's commencement USC provides information with regard to carer's leave and flexible working options to assist in their caring responsibilities. This information is available on the USC Portal for staff to access.

Staff are provided with the opportunity to comment on any proposed changes to policy relating to carer's leave or flexible working options. This includes conducting focus groups with affected staff members whose views are then taken into consideration in the formulation of those policies.

Due to the flexible working options available at USC, staff who identify as carers are able to meet both their work and caring responsibilities in an open and transparent way.

The University also has a Disability Action Plan to assist in providing equal access to quality education for the whole community; to improve the teaching and learning environment for students and staff; and to raise awareness of disability issues and responsibilities as a foundation for good practice in equitable service provision.

There is a range of disability support services and facilities available to staff and students, with all activities guided by the *Disability Discrimination Act*. Support is tailored to the personal needs of staff and students, delivered by a qualified Disability Services Officer. Examples of support services include physical access, better hearing, and parking.

Ethical standards

In compliance with the *Public Sector Ethics Act 1994*, the University's Staff Code of Conduct—Governing Policy (the Code) defines acceptable conduct for staff of the University. The Code is shaped around four key ethical principles that are intended to guide ethical decision making and behaviour. The ethical principles are:

- integrity and impartiality
- promoting the public good
- commitment to the system of government
- accountability and transparency

* Due to DIISRTE reporting deadlines, 2011 figures are the most recent available.

Sessions on the Code were conducted at the Executive and Senior Staff Retreats, during the Challenging Conversations and Coaching Conversations workshops and in the Supervisor Essentials program. Additionally, the University established a Staff Code of Conduct webpage to provide further education for staff, providing a basis for discussion at work area meetings on the meaning of the Code. Hardcopy materials were supplied to all work areas to support these training sessions.

Corporate information systems and records management

The continuing development of the University's corporate information systems included the following activities in 2012:

- **Student Information:** the system was further developed to deliver Student Services Amenity Fee requirements, self-service improvements, to assess any associated audit risk and to improve configuration of the Student Financials.
- **Human Resources/Payroll:** application functionality was further developed, in particular the ability to request and approve leave online and modifications to accrued leave. In addition, general maintenance updates were applied.
- **Academic restructure:** necessary development changes were applied to Student, HR and Payroll Systems and interfaces to other corporate information systems to reflect changes to the academic faculty structure.
- **Finance:** a major version upgrade (v11.8) was implemented.
- **Learning Management/Portal:** major new functionality was implemented including mobile device connectivity, together with a new collaboration application to replace legacy collaboration technologies. ePortfolio solutions were also investigated for implementation in future years.
- **Timetabling upgrade:** the timetabling environment was upgraded with system and process changes being introduced to improve service delivery.
- **Student Feedback System:** the new system was fully implemented following the pilot in 2011, with full rollout across all academic sessions in 2012.
- **Policy management:** further developments were made to the Records Management System to support University policy. These developments focused on improvements to the policy repository; policy framework and management and policy development and lifecycle.
- **Corporate website:** implementation of a new corporate website content management system was undertaken and will be completed in early 2013. This will also support the delivery of Policy documents through the Records Management System.
- **Library management:** a major review of the Library System was undertaken, with Discovery Layer Services to be evaluated in 2013 and potentially a full system replacement planned for 2014.
- **Windows 7/Office 2010:** a new desktop application environment was developed and delivered to staff and student systems throughout 2012.
- **Information management:** Information Services and IT Services together with other University stakeholders continued to develop an Information Management Strategy that addresses the information lifecycle. Together with the development of an Enterprise Architecture, this has created a detailed roadmap for the planned rollout of information solutions over the coming years.
- **Staff email:** a new staff email system was released in March 2012, with post implementation support and training extending across the remainder of the year.
- **Collaborative Futures Project:** requirements were gathered with solutions to be implemented for ICT infrastructure, audio visual, video conferencing, a simulation laboratory, a wet laboratory and a skills laboratory. Similar work is being undertaken in support of USC's South Bank operations.
- **Recording of grades:** an Interim Results Module was developed to streamline and automate the capture, moderation and submission of grades between the Learning Management System and the Student Information System.
- **Credit matrix system:** a cloud-based solution was identified and implemented to support credit transfer information for potential students.

- **Research Data Management:** using ANDS funding, a University strategy was progressed with Information Services and Office of Research for managing research data.
- **Donor Management:** the integration between the Raiser's Edge and Student Information System was enhanced with alumni contact details.
- **Mobility strategy:** a strategy for mobile device management was progressed and will be used to assist with the planned rollout and support for greater diversity of mobile solutions.
- **Solutions were chosen for the future rollout of an eCommerce/Online Receipting System, a Customer Relationship Management System and an IT Service Management System.** These will be delivered across 2013.

Other significant solutions delivered within the University include:

- Card access and control: major upgrade in 2012
- Student printing: major upgrade in 2012
- Telephone PABX
- Research repository (USC Research Bank)
- Research management
- Capital asset maintenance
- Leisure management
- Wireless services for the Sustainability Research Centre
- Digital signage at multiple locations across campus
- Chancellor Park teaching spaces

Under the *Public Records Act 2002*, the University archives full and accurate records of its activities. The University operates a decentralised corporate records management model, with faculties and cost centres responsible for the management of their records. A central Records Management Services unit provides University-wide support and advice. Records Liaison Officers have been appointed in each faculty/cost centre to manage their respective records. Internal audits are conducted on a rolling schedule to ensure appropriate records management and staff training is undertaken on a regular basis.

Work continued through 2012 on the development of a University-wide Information Management Strategy, to better manage information creation, use and distribution, enabling the advancement of the University's strategic priorities. Once completed, the Strategy will enable effective planning and decision making; performance management; information creation and collaboration; information discovery, access and distribution; information quality and integrity assurances; regulatory compliance and communication within the University and between the University and its external stakeholders.

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Report by members of the University Council

For the year ended 31 December 2012

Council is the governing body of the University of the Sunshine Coast and is responsible for the governance of the affairs and concerns of the University. Council's powers, duties and authorities are prescribed by the *University of the Sunshine Coast Act 1998*.

The members of the Council present their report for the 31 December 2012 financial year on the consolidated entity consisting of the University of the Sunshine Coast and controlled entity, the Innovation Centre Sunshine Coast Pty Ltd (ICSC).

It is recommended that this report be read in conjunction with the full details published in the 2012 Annual Report. The Annual Report provides a comprehensive record of the University's performance in 2012, plans for the future and achievements documented against the aims and objectives of the University's Strategic Plan 2011-2015.

Members of the University Council

The following persons were members of the Council during 2012.

Name and Qualifications

Appointment / Election / Resigned /
Retired /
Term completed

Chancellor

Mr John DOBSON OAM

Deputy Chancellor

Mr David JEFFRIES, BCom *Qld.*, FCA, FAICD, FFin

Vice-Chancellor and President

Professor Greg HILL, CertTeach, BA(Hons), PhD *Qld.*

Chairperson of the Academic Board

Professor Birgit LOHMANN, BSc (Hons) *Adel.*, PhD *Flin.*

Six members appointed by the Governor in Council

Dr Suzanne INNES, BA(Hons), BEdSt *Qld.*, GradCertTESOL *UNE*, MSchM EdD *C. Qld.*

Mr David JEFFRIES, BCom *Qld.*, FCA, FAICD, FFin

Mr Paul LUNN, BBus *S. Qld.*, FCPA, CAAffil.

Ms Julie-Anne MEE, BBus *C. Qld.*, MAdmin *Griff.*, FCPA

Mr Michael WILLIAMS

Resigned 24 April 2012

Ms Jacquelyn WRIGHT, BBus(Comp) *NTU*, Master of Computing Studies *Deakin*, GDipEd(Adult) *S.Aust.*, GDipEd(Primary) *NTU*

Name and Qualifications

**Appointment / Election / Resigned /
Retired /
Term completed**

Two members of the University's academic staff

Professor Robert ELLIOT, BA(Hons) *NSW*, MA *La Trobe*, DipEd *Melb.*, PhD *Qld.*

Dr Donna WEEKS, BA(Hons) *Griff.*, MIRAP *Qld.*, GradCertArtsEntMgt *Deakin*, PhD *Qld.*

One member of the University's full-time general staff

Mr Bruce WILLIAMS, BA(Hons) *Sunshine Coast*

Two members of the student body

Mr Manuel BARTH

Ms Lynette MAGUIRE, BA, BA(Hons) *Sunshine Coast*

Four additional members appointed by Council

Mr Bruce COWLEY, BCom, LLB(Hons) *Qld.* FAICD

Ms Natasha READ, BCom *Griff.*, MBA *Sunshine Coast*, FAIM, GAICD

Mr Robert HUBBARD, BA(Hons), FCA

Appointed 12 December 2012

Mr Scott WILLIAMS, AM, *NE*, QDAH *Qld.*, BEc, GradDipCompSc GradDipFinMangt,
GradDipRurAcc *NE*, FAICD

Appointed 11 December 2012

Members of the Audit and Risk Management Committee

The following persons were members of the Audit and Risk Management Committee during the year and up to the date of this report.

Name and Qualifications

**Appointment / Election / Resigned /
Retired /
Term completed**

Member of Council (Chairperson)

Ms Julie-Anne MEE, BBus *C. Qld.*, MAdmin *Griff.*, FCPA

Chancellor

Mr John DOBSON OAM

Member of the professional accounting bodies or audit bodies in Australia with a professional accounting, management consultancy or audit background

Ms Catherine BLUNT, BCom *Griff.*, MBA *Deakin*, CPA, CIA, CISA, CFIIA

Mr Gary McLENNAN, BCom *UTas*, Graduate Diploma – ICAA (CA Program), CA

Ms Natasha READ, BCom *Griff.*, MBA *Sunshine Coast*, FAIM, GAICD

Financial Statements

Report by members of the University Council

For the year ended 31 December 2012

Members of the Planning and Resources Committee

The following persons were members of the Planning and Resources Committee during the year and up to the date of this report.

Name and Qualifications	Appointment / Election / Resigned / Retired / Term completed
-------------------------	--

Deputy Chancellor (Chairperson)

Mr David JEFFRIES, BCom *Qld.*, FCA, FAICD, FFin

Chancellor

Mr John DOBSON OAM

Vice-Chancellor and President

Professor Greg HILL, CertTeach BA(Hons) PhD *Qld.*

One Executive Dean (formerly Dean) or Director nominated by the Vice-Chancellor and President and appointed by Council

Professor Joanne SCOTT, Executive Dean, Faculty of Arts and Business, PhD *Qld.*,
GradCertCulturalHtge *Deakin*, GradCertEd *Qld.UT*, BA(Hons) *Qld.* Appointed 19 June 2012

Professor Evan DOUGLAS, Dean of the Faculty of Business, BCom(Hons), MCom
Newcastle(NSW), PhD *S.Fraser*. Resigned 11 May 2012

Three members with expertise in strategic financial management and planning, at least one of whom must be a member of Council

Mr Bruce COWLEY BCom, LLB(Hons) *Qld.*

Mr John GALLAGHER LLB *Qld.*, Graduate Diploma in Applied Finance & Investment – Securities
Institute of Australia Reappointed 21 August 2012

Mr Paul LUNN, BBus *S.Qld.*, FCPA, CA *Affil.*

Meetings and Record of Attendance

Six (6) ordinary meetings of Council were held during the year. Confirmed non-confidential minutes of the meetings are available to members of the University community for perusal upon request. In 2012, Council meetings were held on 28 February, 24 April, 19 June, 21 August, 23 October, and 11 December.

Four (4) ordinary meetings and one special meeting of the Audit and Risk Management Committee (ARMC) were held during the year. In 2012, ARMC meetings were held on 24 February (two meetings), 31 May, 2 August and 22 November.

Five (5) ordinary meetings and one special meeting of the Planning and Resources Committee (PRC) were held during the year. In 2012, PRC meetings were held on 24 February (two meetings), 31 May, 2 August, 4 October and 22 November.

Member Listing	Board (Council) Meetings		Audit & Risk Management Committee		Planning & Resources Committee	
	A	B	A	B	A	B
John DOBSON OAM	5	6	3	5	3	6
David JEFFRIES	6	6			5	6
Professor Greg HILL	6	6			4	6
Professor Birgit LOHMANN	6	6				
Dr Suzanne INNES	4	6				
Paul LUNN	6	6			6	6
Julie-Anne MEE	6	6	5	5		
Michael WILLIAMS	0	2				
Jacquelyn WRIGHT	6	6				
Professor Robert ELLIOT	5	6				
Dr Donna WEEKS	6	6				
Bruce WILLIAMS	5	6				
Manuel BARTH	6	6				
Lynette MAGUIRE	5	6				
Bruce COWLEY	6	6			4	6
Natasha READ	3	6	4	5		
Scott WILLIAMS AM	1	1				
Rob HUBBARD	0	0				
Catherine BLUNT			5	5		
Gary McLENNAN			5	5		
John GALLAGHER					5	6
Professor Joanne Scott					3	3
Professor Evan Douglas					2	2

A = Number of meetings attended

B = Number of meetings held during the time the member held office or was a member of the council or committee during the year

Financial Statements

Report by members of the University Council

For the year ended 31 December 2012

Principal Activities

The University of the Sunshine Coast (USC or the University) was established under the *Sunshine Coast University College Act 1994* and officially opened in 1996. Full university powers were granted to the University under the *University of the Sunshine Coast Act 1998*.

The main functions of the University as set out in the Act are:

- to provide education at university standard; and
- to provide facilities for, and encourage, study and research; and
- to encourage the advancement and development of knowledge, and its application to government, industry, commerce and the community; and
- to provide courses of study or instruction, at the levels of achievement the Council considers appropriate, to meet the needs of the community; and
- to confer higher education awards; and
- to disseminate knowledge and promote scholarship; and
- to provide facilities and resources for the wellbeing of the university's staff, students and other persons undertaking courses at the university; and
- to exploit commercially, for the university's benefit, a facility or resource of the University, including, for example, study, research or knowledge, or the practical application of study, research or knowledge, belonging to the University, whether alone or with someone else; and
- to perform other functions given to the University under the Act or another Act.

There were no significant changes in the nature of the activities of the University during the year.

Review of Operations

For 2012, the University is reporting a consolidated operating result of \$24.8 Million. The operating result includes capital grant funding of \$12.2 Million for construction commitments into 2013.

In 2012, the University positioned itself to embark upon a period of geographical expansion, which will mark the next stage of its maturation. Following the uncapping of Commonwealth funded undergraduate places, USC is poised to drive the majority of its future expansion (Target: 12,000 students by 2015) through rapid growth in student enrolments from a wider region. After introducing student outreach programs in targeted areas, an increasing number of USC's students are now being drawn from the north and south, taking in the region from north of Brisbane to Hervey Bay. In addition to entering into an agreement with Southbank Institute of Technology, which will see USC teaching programs out of Brisbane from Semester 1 – 2013 and expose us to a new market for international students, in 2012 USC committed to the establishment of a new major site at the Wide Bay Institute of TAFE campus at Gympie. The Gympie Learning Hub is a \$6 Million project that will enable USC to deliver selected programs at Gympie and facilitate outreach to communities currently under-represented in Higher Education. In 2012, the University consolidated its plans to commence building a learning hub at Sippy Downs, which will complement the Gympie Learning Hub and significantly increase USC's capacity to deliver blended learning. This building and its contents, including extensive development of simulated learning environments, will allow USC to fulfil the aspirations of its Strategic Plan and contribute to improved retention rates. In 2012 negotiations continued for USC's involvement in the Skills, Academic and Research Centre (SARC). The SARC is a joint venture involving collaboration between Queensland Health, USC and Sunshine Coast Institute of TAFE. Queensland Health is currently seeking a fourth partner to become a Foundation Member, ideally a University with an existing medical school.

In October 2012, the University Council gave in-principle support to the introduction of Law programs at USC from 2014. It also endorsed a proposal to introduce paid parking on campus from Semester 1, 2013.

In 2012, the University submitted a bid for \$30 Million in funding through the Regional Education Investment Fund and in January 2013 was advised that the bid had been successful. This money will enable enhanced collaboration between USC and the University of Southern Queensland (USQ) in expanding provision of engineering education to produce more graduates to meet engineering skills shortages in regional Queensland. The first phase of the project will involve construction and operation of a new Engineering Learning Hub at USC, featuring a visualisation theatre and associated scenarios, contemporary learning and teaching spaces, an instrumented and monitored building and construction and operation of a visualisation theatre at USQ.

The University submitted its Tertiary Education Quality and Standards Agency (TEQSA) re-registration as an Australian University in September 2012 and TEQSA Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) in October 2012.

Significant Changes in the State of Affairs

During the year there were no significant changes in the state of the affairs of the University.

Matters Subsequent to the End of the Financial Year

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the University or the consolidated entity, the results of those operations or the state of affairs of the University in future financial years.

Likely Developments and Expected Results of Operations

Disclosure of information regarding likely developments, future prospects and business strategies of the operations of the University in future financial years and the expected results of those operations is likely to result in unreasonable prejudice to the University. Accordingly, this information has not been disclosed in this report (other than the information already disclosed in the review of operations).

Environmental Regulation

The University's operations are undertaken in accordance with any environmental regulations of the Commonwealth, State or Territory.

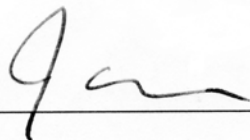
Insurance of Officers

In 2012, the University of the Sunshine Coast held comprehensive insurance policies in relation to its Executive Members and Officers. The annual premium for Directors and Officers Insurance covers the period 1 November 2012 to 1 November 2013.

Proceedings on behalf of the University of the Sunshine Coast

There are no significant legal matters other than those referred to in the financial statements and notes following.

This report is made in accordance with the resolution of the members of the Council of the University of the Sunshine Coast.



Mr John Dobson OAM
Chancellor
University of the Sunshine Coast

26 February 2013



Professor Greg Hill
Vice-Chancellor and President
University of the Sunshine Coast

26 February 2013

Financial Statements

Income statement

For the year ended 31 December 2012

	Notes	Consolidated		Parent entity	
		2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Revenue from continuing operations					
Australian Government financial assistance					
Australian Government grants	2	96,967	69,231	96,967	69,231
HELP - Australian Government payments	2	32,587	27,931	32,587	27,931
State and Local Government financial assistance					
HECS-HELP - Student payments	3	1,666	2,529	1,541	2,497
		3,439	3,137	3,439	3,137
Fees and charges	4	15,659	16,870	15,296	16,522
Investment revenue	5	3,240	2,830	3,235	2,826
Consultancy and contracts	6	2,084	1,352	2,084	1,352
Other revenue	7	3,986	3,902	3,964	3,837
Total revenue from continuing operations		159,628	127,782	159,113	127,333
Expenses from continuing operations					
Employee related expenses	8	82,703	73,027	82,358	72,504
Depreciation and amortisation	9	7,895	7,504	7,881	7,490
Repairs and maintenance	10	4,176	4,448	4,112	4,410
Borrowing costs	11	970	1,116	970	1,116
Impairment of assets	12	100	50	100	46
Net gain/losses on disposal of assets		98	245	98	245
Other expenses	13	38,849	32,805	38,772	32,764
Total expenses from continuing operations		134,791	119,195	134,291	118,575
Operating result before income tax		24,837	8,587	24,822	8,758
Income tax expense	1(e)	-	-	-	-
Operating result after income tax for the period and attributable to members of the University of the Sunshine Coast	23(b)	24,837	8,587	24,822	8,758

The above income statement should be read in conjunction with the accompanying notes.

	Notes	Consolidated		Parent entity	
		2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000
Operating Result after income tax for the period		24,837	8,587	24,822	8,758
Gain (loss) on revaluation of land and buildings, net of tax	23(a)	387	2,823	387	2,823
Total comprehensive income		25,224	11,410	25,209	11,581
<hr/>					
Total comprehensive income attributed to members of the University of the Sunshine Coast		25,224	11,410	25,209	11,581

The above statement of comprehensive income should be read in conjunction with the accompanying notes.

Financial Statements

Statement of financial position

As at 31 December 2012

	Notes	Consolidated				Parent entity	
		2012	2011	2011	2012	2011	2011
			31-Dec	1-Jan		31-Dec	1-Jan
		\$'000	Re-Styled	Re-Styled	\$'000	Re-Styled	Re-Styled
			\$'000	\$'000		\$'000	\$'000
ASSETS							
Current assets							
Cash and cash equivalents	14	22,037	15,162	38,813	21,907	14,830	38,461
Receivables	15	1,453	1,906	1,399	1,495	2,099	1,389
Other financial assets	16	45,000	26,250	1,020	45,000	26,250	1,020
Other non-financial assets	16	2,908	2,477	2,250	2,908	2,477	2,250
Total current assets		71,398	45,795	43,482	71,310	45,656	43,120
Non-current assets							
Property, plant & equipment	17	176,367	175,427	167,264	176,296	175,343	167,166
Intangible assets	18	1,079	1,990	2,901	1,079	1,990	2,901
Other financial assets	16	372	372	372	372	372	372
Other non-financial assets	16	64	160	226	64	160	226
Total non-current assets		177,882	177,949	170,763	177,811	177,865	170,664
Total assets		249,280	223,744	214,244	249,121	223,521	213,784
LIABILITIES							
Current liabilities							
Trade and other payables	19	3,299	1,749	3,581	3,205	1,567	3,394
Borrowings	20	1,468	1,649	1,696	1,468	1,649	1,696
Provisions	21	10,928	9,314	8,073	10,913	9,311	8,048
Other liabilities	22	2,246	2,268	2,387	2,246	2,268	2,380
Total current liabilities		17,941	14,980	15,737	17,832	14,795	15,518
Non-current liabilities							
Borrowings	20	13,768	16,874	18,441	13,768	16,874	18,441
Provisions	21	2,817	2,358	1,950	2,816	2,358	1,917
Total non-current liabilities		16,585	19,232	20,391	16,584	19,232	20,358
Total liabilities		34,526	34,212	36,128	34,416	34,027	35,876
Net assets		214,754	189,531	178,115	214,705	189,495	177,909
EQUITY							
Restricted funds		-	-	-	-	-	-
Reserves	23(a)	69,734	69,347	66,524	69,734	69,347	66,524
Retained earnings	23(b)	145,020	120,184	111,591	144,971	120,148	111,385
Parent entity interest		214,754	189,531	178,115	214,705	189,495	177,909
Total equity		214,754	189,531	178,115	214,705	189,495	177,909

The above statement of financial position should be read in conjunction with the accompanying notes.

	Consolidated				Parent entity				
	Restricted funds \$'000	Reserves \$'000	Retained earnings \$'000	Non-controlling interest \$'000	Total \$'000	Restricted funds \$'000	Reserves \$'000	Retained earnings \$'000	Total \$'000
Balance at 1 January 2011	-	66,524	110,811	-	177,335	-	66,524	110,607	177,131
Retrospective changes	-	-	784	-	784	-	-	784	784
Balance as restated	-	66,524	111,595	-	178,119	-	66,524	111,391	177,915
Profit or loss	-	-	8,587	-	8,587	-	-	8,758	8,758
Revaluation of land, buildings & infrastructure	-	2,823	-	-	2,823	-	2,823	-	2,823
Other comprehensive income	-	-	-	-	-	-	-	-	-
Total comprehensive income	-	2,823	8,587	-	11,410	-	2,823	-	11,581
Balance at 31 December 2011	-	69,347	120,183	-	189,529	-	69,347	120,149	189,495
Balance at 1 January 2012	-	69,347	120,183	-	189,529	-	69,347	120,149	189,495
Profit or loss	-	-	24,837	-	24,837	-	-	24,822	24,822
Revaluation of land, buildings & infrastructure	-	387	-	-	387	-	387	-	387
Other comprehensive income	-	-	-	-	-	-	-	-	-
Total comprehensive income	-	387	24,837	-	25,224	-	387	24,822	25,209
Balance at 31 December 2012	-	69,734	145,020	-	214,754	-	69,734	144,971	214,705

The above statement of changes in equity should be read in conjunction with the accompanying notes.

Financial Statements

Statement of cash flows

For the year ended 31 December 2012

	Notes	Consolidated		Parent entity	
		2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000
Cash flows from operating activities					
Australian Government grants received	2(h)	129,137	97,331	129,137	97,331
OS-HELP (net)	2(h)	(5)	24	(5)	24
State Government grants received		1,117	2,313	992	2,281
Local Government grants received		549	264	549	264
HECS-HELP - Student payments		3,439	3,137	3,439	3,137
Receipts from students fees and other customers		23,473	21,860	22,702	21,396
Interest received		3,211	2,705	3,206	2,702
Interest and other costs of finance paid	11	(970)	(1,116)	(970)	(1,116)
Payments to suppliers and employees (inclusive of goods and services tax)		(126,209)	(114,073)	(125,141)	(113,583)
GST recovered/(paid)		1,866	2,879	1,901	2,906
Net cash provided by / (used in) operating activities	29	35,609	15,323	35,810	15,342
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment		8	63	8	63
Payments for property, plant and equipment		(6,705)	(12,192)	(6,705)	(12,192)
Proceeds from financial assets		26,250	1,020	26,250	1,020
Payments for financial assets		(45,000)	(26,250)	(45,000)	(26,250)
Net cash provided by / (used in) investing activities		(25,447)	(37,359)	(25,447)	(37,359)
Cash flows from financing activities					
Repayment of borrowings		(3,286)	(1,615)	(3,286)	(1,615)
Net cash provided by / (used in) financing activities		(3,286)	(1,615)	(3,286)	(1,615)
Net increase / (decrease) in cash and cash equivalents					
Cash and cash equivalents at beginning of the financial year		15,162	38,813	14,830	38,461
Cash and cash equivalents at the end of the financial year	14(a)	22,037	15,162	21,907	14,830

The above statement of cash flows should be read in conjunction with the accompanying notes.

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Note 1 Summary of significant accounting policies

The University of the Sunshine Coast (the University) is established under the *University of the Sunshine Coast Act 1998* and is a statutory body as defined by the *Financial Accountability Act 2009*.

The principal accounting policies adopted in the preparation of these financial statements are set out below. These policies have been consistently applied for all years reported unless otherwise stated. The financial statements include separate statements for the University as the parent entity and the consolidated entity consisting of the University and its subsidiaries.

The principal address of the University is, Sippy Downs Drive, Sippy Downs, Queensland.

a) Basis of preparation

The annual financial statements represent the audited general purpose financial statements of the University. They have been prepared on an accrual basis and comply with the Australian Accounting Standards.

Additionally the statements have been prepared in accordance with the following statutory requirements:

- *Higher Education Support Act 2003* (Financial Statement Guidelines)
- *Financial and Performance Management Standard 2009*, issued under Section 57 of the *Financial Accountability Act 2009*

The University is a not-for-profit entity and these statements have been prepared on that basis. Some of the Australian Accounting Standards requirements for not-for-profit entities are inconsistent with the International Financial Reporting Standards (IFRS) requirements.

Date of authorisation of issue

The financial statements were authorised for issue by the University on 26 February 2013.

Historical cost convention

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of financial assets and liabilities at fair value through profit or loss and certain classes of property, plant and equipment.

Accrual basis of accounting

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting.

Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University's accounting policies. The estimates and underlying assumptions are reviewed on an ongoing basis. The members evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the consolidated entity.

The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed below:

Fair value of financial assets and liabilities

The fair value of financial assets and financial liabilities must be estimated for recognition, measurement and disclosure purposes. Further information is contained in note 1(k).

Fair value of property, plant and equipment

Land, buildings, infrastructure, library heritage and art collections are measured at fair values less any accumulated depreciation and accumulated impairment losses. All such assets are valued by an external valuer on a cyclical basis, or earlier if there is material movement. Further information is contained in note 1(l).

Impairment of assets

All non-current physical and intangible assets are assessed for impairment on an annual basis. Further information is contained in note 1(g). All financial assets are assessed for impairment on an annual basis. Further information is contained note 1(k).

Depreciation

Property, plant and equipment, other than land and the library heritage and art collection are depreciated over their estimated economic useful lives. Further information is contained in note 1(l).

There were no critical accounting estimates or judgments made during the preparation of the financial report.

b) Basis of consolidation

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of the University ("parent entity") as at 31 December 2012 and the results of all subsidiaries for the year then ended. The University and its subsidiary together are referred to in this financial report as the consolidated entity.

Subsidiaries are all those entities (including special purpose entities) over which the consolidated entity has the power to govern the financial and operating policies, generally accompanying a shareholding of more than one-half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the consolidated entity controls another entity.

Subsidiaries are fully consolidated from the date on which control is transferred to the consolidated entity. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between consolidated entity companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the consolidated entity.

c) Foreign currency translation***Functional and presentation currency***

Items included in the financial statements of each of the University's entities are measured using the currency of the primary economic environment in which the entity operates ("the functional currency"). The consolidated financial statements are presented in Australian dollars, which is the University's functional and presentation currency.

d) Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances and duties and taxes paid.

The consolidated entity recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the consolidated entity and specific criteria have been met for each of the consolidated entity's activities as described below. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the sale have been resolved. The consolidated entity bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement.

Financial assistance is recognised as revenue when the University obtains control over the income. Control over the income would normally be obtained upon the earlier of their receipt or their becoming contractually due. Financial assistance that has been identified as being potentially recoverable from DIIRTE is disclosed within other liabilities (refer Note 22). Financial assistance yet to be received from DIIRTE (if any) has been disclosed in receivables (refer Note 15). All revenue is stated net of the amount of goods and services tax (GST).

The following specific recognition criteria must also be met before revenue is recognised:

Government grants

The University treats operating grants received from Australian Government entities as income in the year of receipt. Grants are recognised at their fair value where the University obtains control of the right to receive the grant, it is likely that economic benefits will flow to the University and it can be reliably measured.

Student fees and charges

Fees and charges are recognised as income in the year of receipt, except to the extent that fees and charges relate to courses to be held in future periods. Such income is treated as income in advance. Conversely, fees and charges relating to debtors are recognised as revenue in the year to which the prescribed course relates.

Interest

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets. This is generally recorded on receipt from the relevant financial institution or as accrued revenue in respect of fixed term investments.

Contributions

Grants, contributions, donations and gifts that are non-reciprocal in nature are recognised as revenue in the year in which the University obtains control over them. Where grants are received that are reciprocal in nature, revenue is recognised over the term of the funding arrangements.

Human resources

Contract revenue is recognised in accordance with the percentage of completion method. The stage of completion is measured by reference to labour hours incurred to date as a percentage of estimated total labour hours for each contract.

Other human resources revenue is recognised when the service is provided.

Lease income

Lease income from operating leases is recognised as income on a straight-line basis over the lease term.

e) Taxation

The University and its controlled entity are, by virtue of Section 50-5 of the *Income Tax Assessment Act 1997*, exempted from the liability to pay income tax. The University and its controlled entity are, however, subject to Payroll Tax, Fringe Benefits Tax (FBT) and Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the item of expense. Receivables and payables in the statement of financial position are shown inclusive of GST. Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component on investing and financing activities, which are disclosed as operating cash flows.

f) Leases

All of the current leases held by the University are considered to be operating leases. Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. No accrual has been included to recognise the outstanding commitments on the term of the operating lease (refer Note 26(b)). Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis, over the period of the lease.

The University has not entered into and does not hold any finance leases.

g) Impairment of assets

The carrying amounts of all assets are reviewed for indicators of impairment at each reporting date. If an indicator of impairment exists, the asset's recoverable amount is estimated. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

The asset's recoverable amount is determined as the higher of the asset's fair value less costs to sell and depreciated replacement cost.

An impairment loss is recognised immediately in the Income Statement, unless the asset is carried at a re-valued amount. When the asset is measured at a re-valued amount, the impairment loss is offset against the asset revaluation reserve of the relevant class to the extent available.

h) Cash and cash equivalents

For statement of cash flows presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of twelve months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

i) Trade and other receivables

Trade and other receivables are recognised initially at fair value and subsequently measured at amortised cost, using the effective interest rate method, less provision for impairment. Trade and other receivables are due for settlement no more than 30 days from the date of recognition. Receivables arising from student fees are recognised as amounts receivable, as sanctions are applied to students who do not pay.

Collectability of trade and other receivables is reviewed on an ongoing basis. All impaired receivables are written off in the year in which they are impaired and are recognised in the income statement. A provision for impairment is established when there is objective evidence that the University will not be able to collect all amounts due according to the original terms of receivables.

Cash flows relating to short term receivables are not discounted if the effect of discounting is immaterial.

The carrying value less impairment provision of trade receivables is assumed to approximate their fair value due to their short term nature.

j) Prepayments

Payments for goods and services which are to be provided in future years are recognised as prepayments. Prepayments are recorded in other non-financial assets in the statement of financial position.

k) Investments and other financial assets

Classification

The consolidated entity classifies its investments in the following categories: loans and receivables, held-to-maturity investments, and available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. The consolidated entity determines the classification of its investments at initial recognition and, in the case of assets classified as held-to-maturity, re-evaluates this designation at each reporting date.

(i) Loans and receivables

Loans and receivables are non derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the reporting date which are classified as non-current assets. Loans and receivables are included in receivables in the statement of financial position.

(ii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the consolidated entity has the positive intention and ability to hold to maturity.

(iii) Available-for-sale financial assets

Available-for-sale financial assets, comprising principally marketable equity securities, are non derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless the intention is to dispose of the investment within 12 months of the statement of financial position date.

Regular purchases and sales of financial assets are recognised on trade-date - the date on which the consolidated entity commits to purchase or sell the asset. Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. Financial assets carried at fair value through profit or loss are initially recognised at fair value and transaction costs are expensed in the income statement. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the consolidated entity has transferred substantially all the risks and rewards of ownership.

When securities classified as available-for-sale are sold, the accumulated fair value adjustments recognised in other comprehensive income are included in the income statement as gains and losses from investment securities.

Subsequent measurement

Available-for-sale financial assets are subsequently carried at fair value. Loans and receivables and held-to-maturity investments are carried at amortised cost using the effective interest method.

Fair Value

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (and for unlisted securities), the consolidated entity establishes fair value by using valuation techniques. These include reference to the fair values of recent arm's length transactions, involving the same instruments or other instruments that are substantially the same.

Impairment

The consolidated entity assesses at each reporting date whether there is objective evidence that a financial asset or group of financial assets is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered in determining whether the security is impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit and loss - is removed from equity and recognised in the income statement. Impairment losses recognised in the income statement on equity instruments are not reversed through the income statement.

l) Property, plant and equipment

Each class of property, plant and equipment is carried at fair value or cost, less where applicable, any accumulated depreciation and impairment losses. Assets are valued at their fair value in accordance with the Queensland Treasury 'Non-Current Asset Policies for the Queensland Public Sector'.

Subsequent costs to an asset are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the University and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Land

The asset recognition threshold for land is \$1. Land is not depreciated.

Buildings and infrastructure assets

The asset recognition threshold for building and infrastructure assets is \$10,000.

Capital works in progress

Capital works in progress is shown at a value that recognises the extent of completion of work, as represented by progress payments to date. Contracts signed for the purpose of building projects that have not been completed and / or commenced at 31 December 2012 have been disclosed as capital expenditure commitments (refer Note 26).

Library reference collection

The library reference collection is valued at fair value in accordance with Accounting for Library Collections Policy. The asset recognition threshold for library reference collection is \$5,000.

Leasehold improvements

Leasehold Improvements are valued at cost. The asset recognition threshold for leasehold improvements is \$5,000.

Plant and equipment

All other plant and equipment assets are stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Items of plant and equipment with a value of equal to or greater than \$5,000 are recorded at cost less depreciation and impairment losses. Additions with a value of less than \$5,000 are expensed in the year of purchase. Plant and equipment donated to the University is recorded at valuation in the year of donation.

Art collection

The University's art collection is valued at cost, with donations to the collection, being independently valued on receipt and then in accordance with the University's revaluation policy (minimum every five years). In respect of art collections the asset recognition threshold is \$1. Art is not depreciated.

Revaluations

Land, building, infrastructure, library reference collection and art collections are re-valued every 5 years by external independent valuers in accordance with Queensland Treasury's asset policy. In 2012 an interim revaluation of buildings and infrastructure (all valued at fair value) was performed using Australian Bureau of Statistics price indices. Land was revalued using an index provided by the Department of Environment and Resource Management (State valuation service). All assets requiring formal revaluation, with the exception of the Art collection were last re-valued as at 31st December 2009 and are due for formal revaluation again in 2014.

Accumulated depreciation at the date of revaluation is restated proportionately with the change in the gross carrying amount of the asset, as mandated by Queensland Treasury. The carrying amount of the asset after revaluation equals its re-valued amount.

Revaluation increments are recognised in other comprehensive income and accumulated in equity under the heading asset revaluation reserve, except where the increment reverses a previously recognised decrement. In such cases the increments are recognised as revenue in the income statement. Revaluation decrements are recognised as an expense in the income statement except where the decrement reverses a revaluation increment held in the asset revaluation reserve.

Depreciation

Property, plant and equipment, other than land and the library heritage and art collection are depreciated on a straight line basis over their expected useful lives at the following rates:

Item	Useful Life (years)	Depreciation Rate (%)
Freehold Buildings	40	2.5
Infrastructure Assets	20	5
Leasehold Improvements	10	10
Plant and Equipment		
Computer Hardware	3	33.3
Motor Vehicles	5	20
Other Plant & Equipment	10	10

Depreciation is charged from the month after acquisition or, in respect of buildings and infrastructure assets under construction, from the month after the asset is completed and ready for use. The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting date. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Disposals

Gains or losses on disposals are determined by comparing proceeds with the carrying amount. These are included in the income statement. When re-valued assets are sold, it is University policy to transfer the amounts included in asset revaluation reserves in respect of those assets, to retained earnings.

m) Intangible assets

Research and development

Expenditure on research activities, undertaken with the prospect of obtaining new scientific or technical knowledge and understandings, is recognised in the income statement as an expense, when it is incurred.

Software development

Expenditure on development activities relating to the design and testing of new or improved products, are recognised as intangible assets when it is probable that the project will, after considering its commercial and technical feasibility, be completed and generate future economic benefits and its costs can be measured reliably. The expenditure capitalised comprises all directly attributable costs including costs of materials, services, direct labour and an appropriate proportion of overheads. Other development expenditure is recognised in the income statement as an expense as incurred. Development costs previously recognised as an expense are not recognised as an asset in a subsequent period. Capitalised development expenditure are recorded as intangible assets and amortised from the point at which the asset is ready for use. Amortisation is calculated using the straight-line method to allocate the cost over the period of the expected benefit, which is 5 years.

The intangible asset recognition threshold is \$100,000 for software development.

Amortisation

Intangible assets are amortised on a straight line basis over their expected useful lives. The useful life of software development in 2012 is 5 years (2011: 5 years).

n) Trade and other payables

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

o) Borrowings

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the income statement over the period of the borrowings using the effective interest method. Fees paid on the establishment of loan facilities, which are not an incremental cost relating to the actual draw-down of the facility, are recognised as prepayments and amortised on a straight-line basis over the term of the facility.

Borrowings are removed from the statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or other expenses.

Borrowings are classified as current liabilities unless the consolidated entity has an unconditional right to defer settlement of the liability for at least 12 months after the statement of position date and does not expect to settle the liability for at least 12 months after the statement of financial position date.

p) Borrowing costs

All borrowing costs are expensed in the period in which they have been incurred.

q) Provisions

Provisions are recognised when: the consolidated entity has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount can be reliably estimated. Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the reporting date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as a finance cost.

r) Employee benefits

Provision is made for the liability for employee benefits arising from services rendered by employees to reporting date. Liabilities for wages and salaries, including non-monetary benefits and annual leave expected to be settled within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for sick leave are recognised when the leave is taken and measured at the rates paid or payable.

Annual leave

The provision for annual leave does not include any entitlements due and payable to eligible scholarship holders, consultants and casual employees. Annual leave entitlements have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs.

Regardless of the expected timing of settlements, provisions made in respect of employee benefits are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date in which case it would be classified as a non-current liability.

Long service leave

Provision for long service leave has been measured with reference to the present value of the estimated future cash outflows to be made, incorporating predictions of when leave will be taken and the consolidated entity's experience of the probability that employees will qualify for long service leave. That part of the provision that is expected to be payable within 12 months of the reporting date is classified as a current provision and measured at its nominal amount. The liability for long service leave expected to be settled more than 12 months from the reporting date is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms of maturity and currency that match, as closely as possible, the estimated future cash outflows.

Retirement benefit obligations

Contributions are made by the University to employee superannuation funds and are charged as expenses when incurred.

Superannuation

The UniSuper Defined Benefit Division (DBD), which is the predominant plan within the University, is a defined benefit plan under superannuation law however, as a result of amendments to Clause 34 of the UniSuper Trust Deed; it is deemed a defined contribution plan under Accounting Standard AASB 119 Employee Benefits. The DBD receives fixed contributions from the consolidated entity and the consolidated entity's legal or constructive obligation is limited to these contributions. Additionally, any actuarial risk and investment risk falls on the consolidated entity's employees.

s) Rounding and comparatives

Amounts in the financial report have been rounded to the nearest \$1,000 or where that amount is \$500 or less to zero. Comparative information has been restated where necessary to be consistent with disclosures in the current reporting period, particularly those required by the DIISRTE guidelines.

t) Authority to issue financial report

The financial statements were authorised for issue by the Chancellor, Vice-Chancellor & President, and the Pro Vice-Chancellor (Corporate Services) & Chief Financial Officer at the date of signing the Statement of Certification.

u) New accounting standards and interpretations

Certain new Accounting Standards and Interpretations have been published that are not mandatory for the 31 December 2012 reporting period. The University has assessed their application to the 2013 financial report and has determined that they do not have material impact.

AASB9 Financial Instruments, AASB2010-7 Amendments to Australian Accounting Standards arising from AASB9, AASB2011-8 Amendments to Australian Accounting Standards arising from AASB13, AASB13 Fair Value Measurement, AASB119 Employee Benefits (revised), AASB10 Consolidated Financial Statements, AASB11 Joint Arrangements, AASB12 Disclosure of Interests in Other Entities, AASB127 Separate Financial Statements, AASB128 Investments in Associates and Joint Ventures, AASB2011-7 Amendments to Australian Accounting Standards arising from the Consolidation and Joint Arrangement Standards.

v) Prior period accounting adjustments

The University has made the following prior period accounting adjustments:

Third statement of financial position		Consolidated			Parent entity		
		Previously	1-Jan 2011		Previously	1-Jan 2011	
		Stated \$'000	Correction \$'000	Restated \$'000	Stated \$'000	Correction \$'000	Restated \$'000
LIABILITIES							
Current liabilities							
Provisions	1	8,857	(784)	8,073	8,832	(784)	8,048
Total current liabilities		<u>16,521</u>	<u>(784)</u>	<u>15,737</u>	<u>16,302</u>	<u>(784)</u>	<u>15,518</u>
EQUITY							
Retained earnings	1	110,807	784	111,591	110,601	784	111,385
Total equity		<u>177,331</u>	<u>784</u>	<u>178,115</u>	<u>177,125</u>	<u>784</u>	<u>177,909</u>

Re-statement of financial position		Consolidated			Parent entity		
		Previously	2011		Previously	2011	
		Stated \$'000	Correction \$'000	Restated \$'000	Stated \$'000	Correction \$'000	Restated \$'000
LIABILITIES							
Current liabilities							
Provisions	1, 2, 3	9,972	(657)	9,315	9,969	(657)	9,312
Other liabilities	2	1,780	488	2,268	1,780	488	2,268
Total current liabilities		<u>15,150</u>	<u>(169)</u>	<u>14,981</u>	<u>14,965</u>	<u>(169)</u>	<u>14,796</u>
Non-current liabilities							
Provisions	3	3,377	(1,019)	2,358	3,376	(1,019)	2,357
Total current liabilities		<u>20,251</u>	<u>(1,019)</u>	<u>19,232</u>	<u>20,250</u>	<u>(1,019)</u>	<u>19,231</u>
EQUITY							
Retained earnings		118,996	1,188	120,184	118,960	1,188	120,148
Total equity		<u>188,343</u>	<u>1,188</u>	<u>189,531</u>	<u>188,307</u>	<u>1,188</u>	<u>189,495</u>

- 1) Restatement of the provision for workers compensation over provided for in prior periods (\$784K 01/01/2011, \$773K 31/12/2011).
- 2) Provision for Australian Government financial assistance of \$903K were re-stated from current provisions to other current liabilities, also provision for scholarship advance payments of \$415K reversed to income.
- 3) Re-statement of provision for annual leave of \$1.019M from non-current to current provisions.

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Re-statement of the income statement		Consolidated			Parent entity		
		Previously		2011	Previously		2011
		Stated	Correction	Restated	Stated	Correction	Restated
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Revenue from continuing operations							
Australian Government grants	2, 4	68,767	464	69,231	68,767	464	69,231
State and Local Government grants	4	2,577	(48)	2,529	2,545	(48)	2,497
Fees and charges	5	16,732	138	16,870	16,384	138	16,522
Other revenue	5	3,546	356	3,902	3,481	356	3,837
Gains on disposal of assets	5	20	(20)	-	20	(20)	-
Total revenue from continuing operations		126,892	890	127,782	126,443	890	127,333
Expenses from Continuing Operations							
Employee related expenses	1	73,013	14	73,027	72,490	14	72,504
Losses on disposal of assets	5	265	(20)	245	265	(20)	245
Other expenses	5	32,307	496	32,803	32,268	496	32,764
Total expenses from continuing operations		118,703	490	119,193	118,085	490	118,575
Operating result after income tax for the period and attributable to members of the University of the Sunshine Coast							
		8,189	400	8,589	8,358	400	8,758

- 1) Restatement of the provision for workers compensation over provided for in prior periods (\$784K 01/01/2011, \$773K 31/12/2011).
- 2) Provision for Australian Government financial assistance of \$903K were re-stated from current provisions to other current liabilities, also provision for scholarship advance payments of \$415K reversed to income.
- 4) Re-statement of \$48K income from State and Local Government grants to Australian Government grants.
- 5) Re-statement of minor expenditure and income to provide for better disclosure in accordance with DIISRTE guidelines.

Notes	Consolidated		Parent entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Note 2 Australian Government financial assistance including HECS - HELP and other Australian Government loan programs				
(a) Commonwealth Grants Scheme and Other Grants	31.1			
Commonwealth Grant Scheme #1	66,781	56,377	66,781	56,377
Indigenous Support Program	354	297	354	297
Partnership & Participation Program #2	1,934	1,358	1,934	1,358
Disability Support Program	112	83	112	83
Diversity & Structural Adjustment Fund #3	1,300	-	1,300	-
Transitional Cost Program	61	67	61	67
Reward Funding	324	-	324	-
Total Commonwealth Grants Scheme and Other Grants	70,866	58,182	70,866	58,182
(b) Higher Education Loan Programs	31.2			
HECS - HELP	30,429	26,724	30,429	26,724
FEE - HELP #4	1,113	1,207	1,113	1,207
SA - HELP	1,045	-	1,045	-
Total Higher Education Loan Programs	32,587	27,931	32,587	27,931
(c) Scholarships	31.3			
Australian Postgraduate Awards	424	295	424	295
International Postgraduate Research Scholarships	64	62	64	62
Commonwealth Education Cost Scholarships #5	343	28	343	28
Commonwealth Accommodation Scholarships #5	253	818	253	818
Indigenous Access Scholarships	165	27	165	27
Total Scholarships	1,249	1,230	1,249	1,230
(d) DIISRTE - Research	31.4			
Joint Research Engagement Program #6	573	463	573	463
Research Training Scheme	889	726	889	726
Research Infrastructure Block Grants	154	127	154	127
Sustainable Research Excellence in Universities	234	144	234	144
Total DIISRTE - Research Grants	1,850	1,459	1,850	1,459
(e) Other Capital Funding	31.5			
Education Investment Fund	12,091	-	12,091	-
Total Other Capital Funding	12,091	-	12,091	-
(f) Australian Research Council				
(i) Discovery	31.6(a)			
Project	366	82	366	82
Fellowships	261	-	261	-
Total Discovery	627	82	627	82
(ii) Linkages	31.6(b)			
Project	26	-	26	-
Total Linkages	26	-	26	-
Total ARC	653	82	653	82

1 Includes the basic CGS grant amount, CGS-Regional Loading, CGS-Enabling Loading, Maths and Science Transitional Loading and Full Fee Places Transitional Loading

2 Includes Equity Support Program

3 Includes Collaboration & Structural Adjustment Program

4 Program is in respect of FEE-HELP for Higher Education only and excludes funds received in respect of VET FEE-HELP.

5 Includes Grandfathered Scholarships, National Priority and National Accommodation Priority Scholarships respectively.

6 Includes Institutional Grants Scheme

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For the year ended 31 December 2012

	Consolidated		Parent entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Note 2 Australian Government financial assistance including HECS - HELP and other Australian Government loan programs (continued)				
(g) Other Australian Government financial assistance				
Non-capital				
Department of Industry, Innovation, Science, Research and Tertiary Education				
Australian Learning & Teaching Council	-	387	-	387
Indigenous Employment Program	13	38	13	38
Indigenous Tutorial Assistance Scheme	105	130	105	130
National Indigenous Cadetship Program	87	83	87	83
International Study Grants - Outbound Exchange Program	120	785	120	785
Co-ordinated Schools Outreach Program (HEPP)	578	-	578	-
Indigenous Engagement Program (HEPP)	255	-	255	-
Strategic Collaboration & Partnership Fund	-	273	-	273
SSAF Implementation	20	-	20	-
Promotion of Excellence in Learning & Teaching in HE	198	-	198	-
Mission Australia	76	-	76	-
Collaborative Research Network	1,039	1,930	1,039	1,930
Apprenticeship Other	13	20	13	20
AINSE - Aust Institute of Nuclear Science & Engineering	15	7	15	7
Aus Aid	1,783	1,749	1,783	1,749
Australian Centre International Agriculture Research	349	36	349	36
Australian Council of the Arts	-	20	-	20
Australian Institute of Sport	1	7	1	7
Australian Seafood Cooperative Research Centre	1,107	976	1,107	976
Australian Synchrotron	3	3	3	3
Australian Universities	735	582	735	582
Burnett Mary Regional Group for Natural Resource Management	2	28	2	28
CRC for Forestry	506	77	506	77
CSIRO	578	20	578	20
Department of Agriculture, Fisheries & Forestry	536	117	536	117
Department of Health and Ageing	-	905	-	905
Department of Sustainability, Environment, Water, Population & Communities	59	-	59	-
Fisheries Research Development Corporation	7	26	7	26
Health Workforce Australia	1,323	48	1,323	48
National Climate Change Adaptation Research Facility	67	-	67	-
National Health & Medical Research Council	35	-	35	-
Pacific Agriculture Research for Development Initiative (PARDI)	578	-	578	-
Torres Strait Regional Authority	-	31	-	31
Total Non-capital	10,189	8,278	10,189	8,278
Capital	-	-	-	-
Health Workforce Australia	70	-	70	-
Total Capital	70	-	70	-
Total other Australian Government financial assistance	10,259	8,278	10,259	8,278
Total Australian Government financial assistance	129,556	97,162	129,556	97,162
Reconciliation				
Australian Government Grants [a+c+d+e+f+g]	96,969	69,231	96,969	69,231
HECS - HELP payments	30,429	26,724	30,429	26,724
FEE - HELP payments	1,113	1,207	1,113	1,207
SA - HELP payments	1,045	-	1,045	-
Total Australian Government financial assistance	129,556	97,162	129,556	97,162
(h) Australian Government Grants received - cash basis				
CGS and Other DIISRTE Grants	70,600	58,418	70,600	58,418
Higher Education Loan Programmes	32,519	27,913	32,519	27,913
Scholarships	1,249	1,229	1,249	1,229
DIISRTE Research	1,850	1,459	1,850	1,459
Other Capital Funding	12,091	-	12,091	-
ARC Grants - Discovery	627	82	627	82
ARC Grants - Linkages	26	-	26	-
Other Australian Government Grants	10,176	8,230	10,176	8,230
Total Australian Government funding received - cash basis	129,137	97,331	129,137	97,331
OS HELP (Net)	31.7	24	(5)	24
Total Australian Government Grants received - cash basis	129,132	97,355	129,132	97,355

All entities are listed by their known titles at time of signing the relevant agreement.

	Consolidated		Parent entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Note 3 State and Local Government financial assistance				
Brisbane City Council	60	-	60	-
Department Environment & Resource Management	7	8	7	8
Department of Aboriginal & Torres Strait Islander & Multicultural Affairs	15	-	15	-
Department of Community Safety	-	893	-	893
Department of Education & Training	13	9	13	9
Department of Employment, Economic Development & Innovation	539	1,205	414	1,174
Department of Local Government & Planning	21	14	21	14
Department of Primary Industries & Fisheries	-	5	-	5
Department of Science, Information Technology, Innovation & Arts	398	-	398	-
Department of Transport & Main Roads	33	26	33	26
Fraser Coast Regional Council	-	5	-	5
Moreton Bay Regional Council	10	-	10	-
Noosa & District Landcare Group Inc	-	38	-	38
Queensland Education & Training International	-	30	-	30
Queensland Institute of Medical Research	90	-	90	-
Redland Shire Council	-	8	-	8
Regional Development Australia - Sunshine Coast Inc.	-	1	-	1
Sunshine Coast Health Foundation	27	44	27	44
Sunshine Coast Regional Council	424	212	424	212
Other	28	31	28	31
Total State and Local Government financial assistance	1,666	2,529	1,541	2,497
State and Local Government financial assistance includes no tied capital funding. All entities are listed by their known title at the time of signing the relevant agreement.				
Note 4 Fees and charges				
Course fees and charges				
Fee-paying overseas students	11,423	13,159	11,423	13,159
Fee-paying domestic postgraduate students	1,736	1,904	1,736	1,904
Fee-paying domestic non-award students	248	177	248	177
Total course fees and charges	13,407	15,240	13,407	15,240
Other non-course fees and charges				
Student Services Fees from students	512	-	512	-
Applications and late fees	23	9	23	9
Examination fees	5	1	5	1
Library fines	37	54	37	54
Conferences, activities & excursions	342	195	342	181
Rental charges	395	521	-	-
Hire of equipment and facilities	629	629	705	629
Accommodation services	149	140	149	140
Other	159	81	115	268
Total other non-course fees and charges	2,252	1,630	1,888	1,282
Total fees and charges	15,659	16,870	15,296	16,522
Note 5 Investment revenue and income				
Queensland Treasury Corporation - interest	1,196	2,041	1,196	2,041
Westpac Banking Corporation - interest	583	152	578	148
ANZ Banking Corporation - interest	1,396	441	1,396	441
Australian Taxation Office	3	1	3	1
Dividend Income	62	195	62	195
Total investment revenue and income	3,240	2,830	3,235	2,826

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For the year ended 31 December 2012

	Consolidated		Parent entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Note 6 Consultancy and contracts				
Consultancy	211	211	211	211
Contract research	1,873	1,141	1,873	1,141
Total consultancy and contracts	2,084	1,352	2,084	1,352
Note 7 Other revenue and income				
Donations and bequests	557	650	557	650
Scholarships, sponsorships and prizes	149	133	147	99
Food services	2,513	2,263	2,513	2,263
Sales - Publications and printing	453	422	453	422
Other	314	434	294	403
Total other revenue and income	3,986	3,902	3,964	3,837
Note 8 Employee related expenses				
Academic				
Salaries	31,671	27,227	31,671	27,227
Contributions to superannuation and pension schemes	4,584	3,917	4,584	3,917
Payroll tax	1,716	1,434	1,716	1,434
Workers' compensation	179	155	179	155
Long service leave - transfer to provision	471	678	471	678
Annual leave - transfer to provision	869	717	869	717
Other	69	85	69	85
Total academic	39,559	34,213	39,559	34,213
Non-academic				
Salaries	34,363	30,882	34,081	30,391
Contributions to superannuation and pension schemes	5,162	4,537	5,130	4,490
Payroll tax	1,901	1,625	1,886	1,598
Workers' compensation	238	190	236	187
Long service leave - transfer to provision	546	779	546	813
Annual leave - transfer to provision	837	683	825	705
Other	97	118	95	107
Total non-academic	43,144	38,814	42,799	38,291
Total employee related expenses	82,703	73,027	82,358	72,504
Note 9 Depreciation and amortisation				
Amortisation	911	911	911	911
Buildings	4,424	4,211	4,424	4,211
Leasehold improvements	74	76	69	71
Plant & equipment	1,589	1,563	1,580	1,554
Infrastructure	897	743	897	743
Total depreciation and amortisation	7,895	7,504	7,881	7,490

	Consolidated		Parent entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Note 10 Repairs & maintenance				
Maintenance-buildings/grounds	2,717	3,072	2,717	3,072
Maintenance-plant & equipment	954	852	921	814
Minor alterations/works	505	524	474	524
Total repairs and maintenance	4,176	4,448	4,112	4,410
Note 11 Borrowing costs				
Interest payments	970	1,116	970	1,116
Total borrowing costs	970	1,116	970	1,116
Note 12 Impairment of assets				
Receivables - student fees and loans	82	46	82	46
Receivables - trade receivables	18	4	18	-
Total impairment of assets	100	50	100	46
Note 13 Other expenses				
Scholarships, grants and prizes	9,383	6,662	9,633	6,912
Non-capitalised equipment	4,072	4,266	4,059	4,262
Advertising, marketing and promotional expenses	1,946	1,550	1,932	1,526
Bank fees & charges	222	150	221	149
Professional fees - audit, legal & consulting	6,350	5,191	6,260	5,104
Insurance	724	639	724	639
General consumables	1,056	847	1,056	847
Postage, printing and stationery	696	752	678	728
Telecommunications	723	683	637	583
Travel & entertainment	2,686	2,251	2,676	2,248
Subscriptions and memberships	830	976	829	975
Rental, hire and other leasing fees	1,709	1,445	1,676	1,494
Motor vehicles	163	125	151	125
IT software and licences	1,622	1,247	1,621	1,242
Commissions paid	714	712	714	712
Food and catering	1,287	1,125	1,287	1,125
Staff development and recruitment	1,171	841	1,164	836
Occupancy & utilities	2,974	2,705	2,954	2,704
Accommodation services	171	208	171	208
Student activities and excursions	290	280	290	278
Other	60	150	38	69
Total other expenses	38,849	32,805	38,772	32,764

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	Consolidated		Parent entity	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
Note 14 Cash and cash equivalents				
Cash at bank and on hand	5,519	1,554	5,389	1,222
Deposits at call	16,518	13,608	16,518	13,608
Total cash and cash equivalents	22,037	15,162	21,907	14,830
(a) Reconciliation to cash at the end of the year				
The above figures are reconciled to cash at the end of the year as shown in the statement of cash flows as follows:				
Balance as above	22,037	15,162	21,907	14,830
Less: Bank overdrafts	-	-	-	-
Balance as per statement of cash flows	22,037	15,162	21,907	14,830
(b) Cash at bank and on hand				
Cash at bank	5,503	1,536	5,373	1,205
Non-interest bearing - floats and petty cash	16	18	16	17
	5,519	1,554	5,389	1,222
(c) Deposits at call				
Deposits at call	16,518	13,608	16,518	13,608
	16,518	13,608	16,518	13,608

Cash not available for use

As at 31 December 2012 the consolidated entity held \$2.6M (2011: \$341K) of cash and cash equivalent balances that were restricted and not available for use.

	Consolidated		Parent entity	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
Note 15 Receivables				
Current				
Student fees and loans	128	143	128	143
Less: Provision for impaired receivables	(82)	(80)	(82)	(80)
Trade receivables	978	1,454	934	1,437
Less: Provision for impaired receivables	(18)	-	(18)	-
	1,006	1,517	962	1,500
Taxes receivable	130	49	130	49
Accrued revenue	282	315	282	315
Sundry loans and advances	35	25	35	25
Amounts receivable from wholly owned subsidiaries	-	-	86	210
Total current receivables	1,453	1,906	1,495	2,099

Impaired receivables

As at 31 December 2012 current receivables of the consolidated entity with a nominal value of \$100k (2011: \$80k) were impaired. The individually impaired receivables mainly relate to student tuition and library doubtful debts.

Movements in the provision for impaired receivables are as follows:

	Consolidated		Parent entity	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
At 1 January	80	59	80	44
Provision for impairment recognised during the year	18	28	18	28
Receivables written off during the year as uncollectable	(22)	(7)	(22)	(7)
Unused amount reversed	24	-	24	15
At 31 December	100	80	100	80

Note 15 Receivables (continued)

As at 31 December 2012, trade receivables of \$76k (2011: \$359k) were past due (greater than 30 days) but not impaired. These relate to a number of independent customers for whom there is no recent history of default. The ageing analysis of these receivables is as follows:

	Consolidated		Parent entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
1 to 3 months	57	282	46	282
Over 3 months	19	77	14	75
	76	359	60	357

The creation and release of the provision for impaired receivables has been included in 'other expenses' in the income statement. Amounts charged to the provision account are generally written off when there is no expectation of recovering additional cash.

The other amounts within receivables do not contain impaired assets and are not past due. Based on credit history, it is expected that these amounts will be received when due.

	Consolidated		Parent entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Note 16 Other financial and non-financial assets				
Current				
Other financial assets				
Held to maturity - term deposits	45,000	26,250	45,000	26,250
	45,000	26,250	45,000	26,250
Other non-financial assets				
Prepayments	2,908	2,477	2,908	2,477
	2,908	2,477	2,908	2,477
Total current other assets	47,908	28,727	47,908	28,727
Non-current				
Other financial assets				
Held to maturity - term deposit	272	272	272	272
Other financial assets	100	100	100	100
	372	372	372	372
Other non-financial assets				
Prepayments	64	160	64	160
	64	160	64	160
Total non-current other assets	436	532	436	532
Total other financial assets and non-financial assets	48,344	29,259	48,344	29,259

Note 17 Property, plant & equipment

	Construction in progress	Free hold land	Freehold buildings	Infrastructure assets	Leasehold improvements	Plant & equipment*	Library reference collection	Art Collection	Total
Consolidated	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Year ended 31 December 2011									
Opening net book amount	4,660	16,915	130,828	7,977	560	5,043	25	1,257	167,264
Revaluation surplus	-	-	2,605	218	-	-	-	-	2,823
Additions	4,178	-	2,545	3,500	-	1,992	-	25	12,240
Transfers	(3,804)	-	3,424	368	-	12	-	-	-
Disposals	-	-	(90)	(2)	(1)	(214)	-	-	(308)
Depreciation charge	-	-	(4,211)	(743)	(76)	(1,562)	-	-	(6,592)
Closing net book amount	5,035	16,915	135,100	11,318	482	5,271	25	1,281	175,427
At 31 December 2011									
-Cost	5,035	-	-	-	736	13,027	-	388	19,187
-Valuation	-	16,915	173,231	17,758	-	-	25	893	208,823
Accumulated depreciation	-	-	(38,132)	(6,440)	(254)	(7,756)	-	-	(52,582)
Net book amount	5,035	16,915	135,100	11,318	482	5,271	25	1,281	175,427

* Plant & equipment represents all operational assets, including motor vehicles and computer equipment.

Note 17 Property, plant & equipment (continued)

	Construction in progress	Freehold land	Freehold buildings	Infrastructure assets	Leasehold improvements	Plant & equipment*	Library reference collection	Art Collection	Total
Consolidated	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Year ended 31 December 2012									
Opening net book amount	5,035	16,915	135,100	11,318	482	5,271	25	1,281	175,427
Revaluation surplus	-	(1,692)	1,924	155	-	-	-	-	387
Additions	5,477	-	-	334	-	1,805	-	27	7,643
Transfers	(4,721)	-	4,328	114	-	279	-	-	-
Disposals	-	-	-	-	-	(106)	-	-	(106)
Depreciation charge	-	-	(4,424)	(897)	(74)	(1,589)	-	-	(6,984)
Closing net book amount	5,790	15,224	136,927	11,025	408	5,659	25	1,308	176,366
At 31 December 2012									
-Cost	5,790	-	-	-	737	13,568	-	415	20,510
-Valuation	-	15,224	180,089	18,466	-	-	25	893	214,697
Accumulated depreciation	-	-	(43,162)	(7,441)	(327)	(7,910)	-	-	(58,841)
Net book amount	5,790	15,224	136,927	11,025	409	5,658	25	1,308	176,366

* Plant & equipment represents all operational assets, including motor vehicles and computer equipment.

Note 17 Property, plant & equipment (continued)

Parent	Construction in progress	Freehold land	Freehold buildings	Infrastructure assets	Leasehold improvements	Plant & equipment*	Library reference collection	Art Collection	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Year ended 31 December 2011									
Opening net book amount	4,660	16,915	130,828	7,977	517	4,987	25	1,257	167,166
Revaluation surplus	-	-	2,605	218	-	-	-	-	2,823
Additions	4,178	-	2,545	3,500	-	1,992	-	25	12,240
Transfers	(3,804)	-	3,424	368	-	12	-	-	-
Disposals	-	-	(90)	(2)	(1)	(214)	-	-	(308)
Depreciation charge	-	-	(4,211)	(743)	(71)	(1,553)	-	-	(6,578)
Closing net book amount	5,035	16,915	135,100	11,318	444	5,225	25	1,281	175,343
At 31 December 2011									
-Cost	5,035	-	-	-	690	12,936	-	388	19,049
-Valuation	-	16,915	173,231	17,758	-	-	25	893	208,823
Accumulated depreciation	-	-	(38,132)	(6,440)	(246)	(7,711)	-	-	(52,529)
Net book amount	5,035	16,915	135,100	11,318	444	5,225	25	1,281	175,343

* Plant & equipment represents all operational assets, including motor vehicles and computer equipment.

Note 17 Property, plant & equipment (continued)

	Construction in progress	Freehold land	Freehold buildings	Infrastructure assets	Leasehold improvements	Plant & equipment*	Library reference collection	Art Collection	Total
Parent	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Year ended 31 December 2012									
Opening net book amount	5,035	16,915	135,100	11,318	444	5,225	25	1,281	175,343
Revaluation surplus	-	(1,692)	1,924	155	-	-	-	-	387
Additions	5,477	-	-	334	-	1,805	-	27	7,643
Transfers	(4,721)	-	4,328	114	-	279	-	-	-
Disposals	-	-	-	-	-	(106)	-	-	(106)
Depreciation charge	-	-	(4,424)	(897)	(69)	(1,580)	-	-	(6,970)
Closing net book amount	5,790	15,224	136,927	11,025	375	5,622	25	1,308	176,296
At 31 December 2012									
-Cost	5,790	-	-	-	690	13,477	-	415	20,372
-Valuation	-	15,224	180,089	18,466	-	-	25	893	214,697
Accumulated depreciation	-	-	(43,162)	(7,441)	(314)	(7,855)	-	-	(58,773)
Net book amount	5,790	15,224	136,927	11,025	375	5,622	25	1,308	176,296

* Plant & equipment represents all operational assets, including motor vehicles and computer equipment.

(i) Valuations of land and buildings

In 2012 an interim revaluation of buildings and infrastructure (all valued at fair value) was performed using Australian Bureau of Statistics price indices. Land was revalued using an index provided by the Department of Environment and Resource Management (State valuation service).

(ii) Non-current assets pledged as security

No non-current assets have been pledged as security.

(iii) Valuation effective dates

All assets requiring formal revaluation, with the exception of the art collection, were revalued on 31st December 2009.

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Note 18 Intangible assets

	Consolidated Total		Parent entity Total	
	Software (development costs)		Software (development costs)	
	\$'000	\$'000	\$'000	\$'000
At 1 January 2011				
-Cost	4,557	4,557	4,557	4,557
Accumulated amortisation	(1,656)	(1,656)	(1,656)	(1,656)
Net book amount	<u>2,901</u>	<u>2,901</u>	<u>2,901</u>	<u>2,901</u>
Year ended 31 December 2011				
Opening net book amount	2,901	2,901	2,901	2,901
Amortisation charge	(911)	(911)	(911)	(911)
Closing net book amount	<u>1,990</u>	<u>1,990</u>	<u>1,990</u>	<u>1,990</u>
As at 31 December 2011				
-Cost	4,557	4,557	4,557	4,557
Accumulated amortisation	(2,567)	(2,567)	(2,567)	(2,567)
Net book amount	<u>1,990</u>	<u>1,990</u>	<u>1,990</u>	<u>1,990</u>
Year ended 31 December 2012				
Opening net book amount	1,990	1,990	1,990	1,990
Amortisation charge	(911)	(911)	(911)	(911)
Closing net book amount	<u>1,079</u>	<u>1,079</u>	<u>1,079</u>	<u>1,079</u>
As at 31 December 2012				
-Cost	4,557	4,557	4,557	4,557
Accumulated amortisation	(3,478)	(3,478)	(3,478)	(3,478)
Net book amount	<u>1,079</u>	<u>1,079</u>	<u>1,079</u>	<u>1,079</u>

		Consolidated		Parent entity	
		2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000
Note 19 Trade and other payables					
Current					
OS-HELP Liability to Australian Government	31.7	92	97	92	97
Creditors		331	153	255	3
Accrued expenses		2,876	1,499	2,858	1,467
Total trade and other payables		3,299	1,749	3,205	1,567

(a) Foreign currency risk

The carrying amounts of the consolidated entity's and parent entity's trade and other payables are in Australian Dollars.

For an analysis of the sensitivity of trade and other payables to foreign currency risk refer to note 30.

Note 20 Borrowings**Current****Secured**

Loan - Queensland Department of Tourism, Regional Development and Industry		-	259	-	259
Loan - Queensland Treasury Corporation		1,468	1,390	1,468	1,390
Total current secured borrowings		1,468	1,649	1,468	1,649

Non-Current**Secured**

Loan - Queensland Department of Tourism, Regional Development and Industry		-	1,667	-	1,667
Loan - Queensland Treasury Corporation		13,768	15,207	13,768	15,207
Total non-current secured borrowings		13,768	16,874	13,768	16,874

Total borrowings		15,236	18,523	15,236	18,523
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Note – State government entities have been listed by their known title as at the date of signing of the relevant loan agreement(s).

(a) Assets pledged as security

Security for loan liabilities from the QTC is a guarantee of due performance and observance of the University's obligations under the facility by the Treasurer of Queensland in favour of QTC. No one specific asset has been pledged as security for current and non-current borrowings.

(b) Financing arrangements

The following facilities have been taken out under Queensland Government arrangements:

Queensland Treasury Corporation**Credit standby arrangements**

Total facilities					
QTC - Overdraft/Short-term Funding Facility		4,000	4,000	4,000	4,000
Total facilities		4,000	4,000	4,000	4,000
Used (Drawdown) at balance date					
QTC - Overdraft/Short-term Funding Facility		-	-	-	-
Unused (Drawdown) at balance date					
QTC - Overdraft/Short-term Funding Facility		4,000	4,000	4,000	4,000
Unused (Drawdown) at balance date		4,000	4,000	4,000	4,000

Note 20 Borrowings (continued)

Queensland Treasury Corporation loan/overdraft facilities consist of the following:

- \$15 million fixed loan facility. The loan is repayable in quarterly instalments of equal size such that the advance amount and interest (including capitalised interest) and fees calculated thereon are fully repaid at the end of the expected term of 17 years.
- QTC Debt Pools
- \$10 million 6 Year Debt Pool (adjusted from 9 Year Debt Pool on 27 October 2011), expected term of 10 years
- \$4million Overdraft/short term funding facility. No overdraft exists at reporting date as funds are currently being drawn from the QTC Capital Guarantee Fund.

(c) Fair value

	2012		2011	
	Carrying amount \$'000	Fair Value \$'000	Carrying amount \$'000	Fair Value \$'000
Non-traded financial liabilities				
Queensland Treasury Corporation	15,236	16,489	16,597	17,310
Department of Tourism, Regional Development and Industry	-	-	1,926	1,926
	15,236	16,489	18,523	19,236

(d) Risk exposures

The exposure of the consolidated entity's and parent entity's borrowings to interest rate changes is considered minimal as all major borrowings are held with State Government entities in fixed rate arrangements.

The carrying amounts of the consolidated entity's and parent entity's borrowings are in Australian Dollars.

For an analysis of the sensitivity of borrowings to interest rate risk refer to Note 30.

	Consolidated		Parent entity	
	2012	2011	2012	2011
		Restated		Restated
	\$'000	\$'000	\$'000	\$'000
Note 21 Provisions				
Current provisions expected to be settled within 12 months				
Employee benefits				
Annual leave	5,342	4,617	5,327	4,614
Long service leave	432	225	432	225
Subtotal	5,774	4,842	5,759	4,839
Current provisions expected to be settled after more than 12 months				
Employee benefits				
Annual leave	1,349	1,019	1,349	1,019
Long service leave	3,805	3,453	3,805	3,453
Subtotal	5,154	4,472	5,154	4,472
Total current provisions	10,928	9,314	10,913	9,311
Non-Current				
Employee benefits				
Long service leave	2,817	2,358	2,816	2,357
Total non-current provisions	2,817	2,358	2,816	2,357
Total provisions	13,745	11,672	13,729	11,668

Employee benefits

The long service leave provision reflects the amount of long service leave accrued as at 31 December 2012. It is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future salary increases, experience of employee departures and periods of service. Expected future payments are discounted using Reserve Bank of Australia's indicative mid rates of selected Commonwealth Government securities.

	Consolidated		Parent entity	
	2012	2011	2012	2011
		Restated		Restated
	\$'000	\$'000	\$'000	\$'000
Note 22 Other liabilities				
Current				
Income in advance	2,036	1,641	2,036	1,641
Australian Government Financial Assistance repayment	210	488	210	488
Other liabilities	-	139	-	139
Total other liabilities	2,246	2,268	2,246	2,268

Note 23 Reserves and retained earnings**(a) Reserves**

	Freehold land	Freehold buildings	Infrastructure assets	Art Collection	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Consolidated and Parent					
Balance - 1 January 2011	12,412	50,040	3,844	228	66,524
Revaluation increments	-	2,605	218	-	2,823
Revaluation decrements	-	-	-	-	-
Balance - 31 December 2011	12,412	52,645	4,062	228	69,347
Balance - 1 January 2012	12,412	52,645	4,062	228	69,347
Revaluation increments	-	1,924	155	-	2,079
Revaluation decrements	(1,692)	-	-	-	(1,692)
Balance - 31 December 2012	10,720	54,569	4,217	228	69,734

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Note 23 Reserves and retained earnings (continued)	2012	Consolidated 2011	2012	Parent entity 2011
	\$'000	Restated \$'000	\$'000	Restated \$'000
(b) Retained earnings				
Movements in retained earnings were as follows:				
Retained earnings at 1 January	120,183	110,811	120,149	110,607
Effect of correction of error in previous year	-	784	-	784
Net operating result for the year	24,837	8,587	24,822	8,758
Retained earnings at 31 December	145,020	120,183	144,971	120,149

Note 24 Key management personnel disclosures

The following details for key executive management personnel include those positions that had authority and responsibility for planning, directing and controlling the activities of the University during 2012. Further information on these positions can be found in the body of the Annual Report.

(a) Names of responsible persons and executive officers

**Appointment / Election / Resigned /
Retired /
Term completed**

Chancellor

Mr John DOBSON OAM

Deputy Chancellor

Mr David JEFFRIES, BCom *Qld.*, FCA, FAICD, FFin

Vice-Chancellor and President

Professor Greg HILL, CertTeach, BA(Hons), PhD *Qld.*

Chairperson of the Academic Board

Professor Birgit LOHMANN, BSc (Hons) *Adel.*, PhD *Flin.*

Six members appointed by the Governor in Council

Dr Suzanne INNES, BA(Hons), BEdSt *Qld.*, GradCertTESOL *UNE*, MSchM EdD *C.Qld.*

Mr David JEFFRIES, BCom *Qld.*, FCA, FAICD, FFin

Mr Paul LUNN, BBus *S.Qld.*, FCPA, CAAffil.

Ms Julie-Anne MEE, BBus *C.Qld.*, MAdmin *Griff.*, FCPA

Mr Michael WILLIAMS

Resigned 24 April 2012

Ms Jacquelyn WRIGHT, BBus(Comp) *NTU*, Master of Computing Studies *Deakin*, GDipEd(Adult) *S.Aust.*, GDipEd(Primary) *NTU*

Two members of the University's academic staff

Professor Robert ELLIOT, BA(Hons) *NSW*, MA *La Trobe*, DipEd *Melb.*, PhD *Qld.*

Dr Donna WEEKS, BA(Hons) *Griff.*, MIRAP *Qld.*, GradCertArtsEntMgt *Deakin*, PhD *Qld.*

One member of the University's full-time general staff

Mr Bruce WILLIAMS, BA(Hons) *Sunshine Coast*

Two members of the student body

Mr Manuel BARTH

Ms Lynette MAGUIRE, BA, BA(Hons) *Sunshine Coast*

Note 24 Key management personnel disclosures (continued)**Four additional members appointed by Council**Mr Bruce COWLEY, BCom, LLB(Hons) *Qld.* FAICDMs Natasha READ, BCom *Griff.*, MBA *Sunshine Coast*, FAIM, GAICD

Mr Robert HUBBARD, BA(Hons), FCA

Appointed 12 December 2012

Mr Scott WILLIAMS, AM, *NE*, QDAH *Qld.*, BEc, GradDipCompSc GradDipFinMangt, GradDipRurAcc *NE*, FAICD

Appointed 11 December 2012

Council officers

Further details of the University's Council Membership are located in the Governance Section of the Annual Report.

Executive officers

Position	Responsibilities	Current Incumbents		
		Name	Contract classification and appointment authority	Date appointed to position (Date resigned from position)
Vice-Chancellor & President	Management of the overall operations of the University and the provision of the leadership necessary to achieve the University's strategic objectives.	Prof Greg Hill	Employment contract Chancellor	14/6/2010
Deputy Vice-Chancellor	The leadership and management of the University's learning and teaching function	Prof Birgit Lohmann	Employment contract Vice-Chancellor & President	14/02/2011
Pro Vice-Chancellor, Research	Leadership and management of the University's research activities.	Prof Roland De Marco	Employment contract Vice-Chancellor & President	26/01/2011
Pro Vice-Chancellor, Engagement	Leadership and management of the University's engagement activities	Prof Michael Hefferan	Employment contract Vice-Chancellor & President	14/04/2009
Pro Vice-Chancellor, International & Quality	Leadership and management of the University's International and Quality activities	Prof Robert Elliot	Employment contract Vice-Chancellor & President	07/03/2005
Pro Vice-Chancellor, Corporate Services & CFO	Leadership and management the University's Corporate Services activities	Mr Peter Sullivan	Employment contract Vice-Chancellor & President	14/10/2009
Executive Dean, Faculty of Arts and Business	Leadership and management of the Faculty	Prof Joanne Scott	Employment contract Vice-Chancellor & President	01/01/2012
Executive Dean, Faculty of Science, Health, Education and Engineering	Leadership and management of the Faculty	Prof John Bartlett	Employment contract Vice-Chancellor & President	06/02/2012

Note all position titles are as at statement of financial position date.

(b) Remuneration of Council members, executives and key management personnel

Remuneration for the University's key executive management personnel is established in accordance with the approved delegations by Council to the Vice-Chancellor & President under the *University of the Sunshine Coast Act 1998* and the Senior Staff Remuneration Policy. The remuneration and other terms of employment for the key executive management personnel are specified in employment contracts. The contracts may provide for the provision of other benefits including motor vehicles.

Remuneration packages for key executive management personnel comprise the following components:

- Short term employee benefits which include:
 - Base – consisting of base salary, allowances and leave entitlements paid and provided for the entire year or for that part of the year during which the employee occupied the specified position. Amounts disclosed equal the amount expensed in the statement of comprehensive income.
 - Non-monetary benefits – consisting of provision of vehicle together with fringe benefits tax applicable to the benefit.
- Long term employee benefits include long service leave accrued.
- Redundancy payments are not provided for within individual contracts of employment. Contracts of employment provide only for notice periods or payment in lieu of notice on termination, regardless of the reason for termination.

Total fixed remuneration is calculated on a 'total cost' basis and includes the base and non-monetary benefits, long term employee benefits and post employment benefits.

No Council Member is entitled to any Retirement Benefit arising from their role as a Council Member. The University leases and maintains a motor vehicle for the Chancellor in his role as head of the University council.

Note 24 Key management personnel disclosures (continued)

Remuneration of Council members \$20,000 to \$29,999	Consolidated		Parent entity	
	2012	2011	2012	2011
	1	1	1	1
Remuneration of executive officers				
\$110,000 to \$119,999	-	1	-	1
\$130,000 to \$139,999	-	1	-	1
\$190,000 to \$199,999	-	1	-	1
\$210,000 to \$219,999	-	1	-	1
\$250,000 to \$259,999	-	1	-	1
\$240,000 to \$249,999	1	-	1	-
\$260,000 to \$269,999	1	1	1	1
\$280,000 to \$289,999	1	1	1	1
\$320,000 to \$329,999	2	1	2	1
\$340,000 to \$349,999	1	-	1	-
\$350,000 to \$359,999	-	2	-	2
\$370,000 to \$379,999	1	-	1	-
\$500,000 to \$509,999	-	1	-	1
\$570,000 to \$579,999	1	-	1	-

(c) Key management personnel compensation

1 January 2012 – 31 December 2012

Position (resignation or commencement date if applicable)	Short Term Employee Benefits			Long Term Employee Benefits	Post Employment Benefits	Termination Benefits	Total Remuneration
	Base Salary \$'000	Bonus Payments \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000	\$'000
Chancellor	-	-	28	-	-	-	28
Vice-Chancellor & President	452	-	43	10	71	-	577
Deputy Vice-Chancellor	270	-	21	7	45	-	344
Pro Vice-Chancellor, Research	263	-	11	6	42	-	321
Pro Vice-Chancellor, Engagement	211	-	33	9	32	-	285
Pro Vice-Chancellor, International & Quality	254	-	22	6	43	-	325
Pro Vice-Chancellor, Corporate Services & CFO	288	-	34	7	45	-	375
Executive Dean, Faculty of Arts and Business (from 01/01/12)	209	-	21	5	33	-	268
Executive Dean, Faculty of Science, Health, Education and Engineering (from 06/02/12)	186	-	21	4	30	-	241
Total Remuneration	2,134	-	233	55	341	-	2,763

Note: Pro Vice-Chancellor, Corporate Services & CFO adjusted for 70% appointment during the period 14 July to 7 October 2012.

1 January 2011 – 31 December 2011

Position (resignation or commencement date if applicable)	Short Term Employee Benefits			Long Term Employee Benefits	Post Employment Benefits	Termination Benefits	Total Remuneration
	Base Salary \$'000	Bonus Payments \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000	\$'000
Chancellor	-	-	25	-	-	-	25
Vice-Chancellor & President	423	-	47	10	67	-	547
Deputy Vice-Chancellor (from 14/02/11)	220	10	18	6	38	-	291
Pro Vice-Chancellor, Research (from 26/01/11)	222	10	-	6	38	-	276
Pro Vice-Chancellor, Engagement	207	-	41	8	31	-	287
Pro Vice-Chancellor, International & Quality	247	-	23	6	43	-	320
Pro Vice-Chancellor, Corporate Services & CFO	295	-	35	7	46	-	383
Dean, Faculty of Arts and Social Sciences (to 24/05/11)	28	-	10	2	16	20	76
Dean, Faculty of Arts and Social Sciences (Acting)	176	-	-	6	28	-	210
Dean, Faculty of Business	284	-	25	6	48	-	363
Dean, Faculty of Science, Health and Education (to 9/05/11)	31	-	16	2	12	16	77
Dean, Faculty of Science, Health and Education (Acting)	187	-	-	4	30	-	221
Total Remuneration	2,321	20	240	62	397	36	3,076

(d) Performance payments

No performance bonuses were paid or payable in the 2012 financial year.

Note 24 Key management personnel disclosures (continued)

The basis of performance bonuses paid or payable in the 2011 financial year is set out below:

Position	Date Paid	Basis for payment
Deputy Vice-Chancellor	7/10/11	Bonus payable on meeting agreed performance target set as part of annual review to a maximum of \$10,000
Pro Vice-Chancellor, Research	7/10/11	Bonus payable on meeting agreed performance target set as part of annual review to a maximum of \$10,000

The aggregate performance bonuses paid to all key executive management personnel are as follows:

	2012	2011
Key Executive Management Personnel	\$ -	\$20,000

(e) Loans to key management personnel

No loans were made to any key management personnel during the period.

	Consolidated		Parent entity	
	2012	2011	2012	2011
	\$	\$	\$	\$

Note 25 Remuneration of auditors

During the year the following fees were paid for services provided by the auditor of the parent entity, its related practices and non-related audit firms:

Assurance services**(a) Audit Services**

Fees paid to the Queensland Audit Office:

Audit and review of financial reports and other audit work under the Corporations Act 2001 and the Financial Accountability Act 2009

	130,500	136,500	113,000	120,000
Total remuneration of auditors	130,500	136,500	113,000	120,000

It is not the University's policy to employ QAO (the main auditor) on assignments additional to their statutory audit. It is the University's policy to seek competitive tenders for all major consulting projects where tendering is considered likely to deliver value for money.

	Consolidated		Parent entity	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000

Note 26 Commitments**(a) Capital commitments**

Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:

Property, plant and equipment

Payable:

Within one year	15,549	70	15,549	70
Later than one year but not later than five years	2,510	120	2,510	120
Total Property, plant and equipment	18,059	190	18,059	190

Total capital commitments	18,059	190	18,059	190
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Note – the University was advised in January 2013 that it had been successful in its application for \$30m in Regional Education Investment Funding. Although not yet contracted, this project will commit the University to approximately \$30m in capital commitments.

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For the year ended 31 December 2012

	Consolidated		Parent entity	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
Note 26 Commitments (continued)				
(b) Lease commitments				
Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities payable:				
Within one year	583	617	519	596
Later than one year but not later than five years	873	1,127	786	1,095
Later than five years	-	-	-	-
Total lease commitments	1,456	1,744	1,305	1,691

Non-cancellable leases relate to office equipment, motor vehicles and property and there are no implicit interest rates. The significant operating leases of the University are held with the Sunshine Coast Regional Council in relation to the occupation of Noosa J Building (term of 10 years) and the Qld Government in relation to Dilli Village, Fraser Island (term of 15 years though currently nil commitment in funds). The office equipment and motor vehicle leases are generally for a term of 2-5 years. The lease agreements do not provide for purchase options at the end of the lease term nor escalation clauses beyond the standard agreed terms.

All operating lease arrangements are considered to be of standard terms with no unusual restrictions.

Note 27 Related parties

(a) Parent entities

The ultimate Australian parent entity within the consolidated entity is the University of the Sunshine Coast which at 31 December 2012 owns 100% (2011: 100%) of the issued ordinary shares of the Innovation Centre Sunshine Coast Pty Ltd (ICSC).

(b) Subsidiaries

The primary purpose of ICSC is to provide regional leadership and support for new business designed to create wealth and generate employment on the Sunshine Coast.

(c) Key management personnel, Directors and specified executives

Directors of ICSC who are also key management personnel of the University are:

Ms Julie-Anne MEE
Professor Michael Hefferan
Professor John Bartlett

Refer to note 24 for key management personnel of the consolidated entity.

(d) Transactions with related parties

The University purchases goods and services from external parties on behalf of ICSC for which it is subsequently reimbursed. No fee is charged in relation to this arrangement. The University also provides a grant for ICSC expending in an approved manner. For 2012 ICSC received \$250,000 (2011: \$250,000).

(e) Outstanding balances

As at 31 December 2012, the wholly owned subsidiary ICSC owed the University an amount of \$85,674 (2011: \$210,231) through normal intercompany arrangements.

Note 28 Events occurring after the balance sheet date

There are no events that have occurred after the balance sheet date that may significantly affect the operations of the University or the consolidated entity, the results of those operations or the state of affairs of the University in future financial years.

	Consolidated		Parent entity	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
Note 29 Reconciliation of operating result after income tax to net cash flows from operating activities				
Operating result for the period	24,837	8,587	24,822	8,758
Depreciation and amortisation	7,895	7,504	7,881	7,490
Non-cash donations	-	(48)	-	(48)
Net (gain) / loss on sale of non-current assets	98	242	98	242
(Increase) / decrease in trade and other receivables	453	(507)	604	(710)
(Increase) / decrease in other assets	(335)	(161)	(335)	(161)
(Decrease) / increase in trade and other payables	610	(1,832)	702	(1,827)
(Decrease) / increase in other liabilities	(22)	296	(22)	303
(Decrease) / increase in provisions	2,073	1,242	2,060	1,295
Net cash provided by / (used in) operating activities	35,609	15,323	35,810	15,342

Note 30 Financial risk management

The consolidated entity's activities expose the consolidated entity to a variety of financial risks, including: market risk, credit risk, and liquidity risk.

The Council has overall responsibility for the establishment and oversight of the risk management framework. The Council has established the Audit and Risk Management Committee, which is responsible for developing and monitoring risk management policies.

Risk management policies are established to identify and analyse the risks faced by the consolidated entity, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies are reviewed regularly to reflect changes in market conditions of the consolidated entity's activities.

The Audit and Risk Management Committee oversees how management monitors compliance with the consolidated entity's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by the consolidated entity. The Audit and Risk Management Committee are assisted in its oversight role by Internal Audit.

(a) Market Risk

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rates and equity prices will affect the consolidated entity's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising return.

The consolidated entity does not hold any derivatives or other financial liabilities related to the management of market risk.

(i) Foreign exchange risk (currency risk)

The currency in which the consolidated entity's activities and associated transactions are conducted is primarily the Australian dollar (AUD). As such, the consolidated entity's exposure to currency risk on sales, purchases and borrowings is minimal.

(ii) Price risk

As the consolidated entity has not entered into any complex financial arrangements any exposure to price risk is immaterial.

(iii) Cash flow and fair value interest rate risk.

The consolidated entity's investment policy is to only invest with; major banking institutions, Queensland Treasury Corporation (QTC) and other Government associated entities, and to only borrow from; QTC and other Government associated entities.

The consolidated entity's current portfolio of investments consists of floating and fixed rate investments in the form of cash holdings with two major banking institutions, deposits held with QTC in a Capital Guaranteed Cash Fund, and a limited number of shares. The Capital Guaranteed Cash Fund enables USC to invest surplus funds in the short-term money market. The fund is run on a similar basis to a cash management account, with customers' deposits pooled together to take advantage of the more attractive interest rates and economies of scale available for larger investments with floating rate exposure.

The consolidated entity's current portfolio of borrowings consists of a mix of fixed rate funding and debt pool funding sourced through QTC. Pool lending is akin to fixed rate lending but offers greater flexibility as lump sum re-payments can be made. Such flexibility is not available with QTC's fixed rate loans, and QTC do not offer variable rate funding. Pool lending protects borrowers from large fluctuations in market value interest rates therefore reducing interest rate risk.

Note 30 Financial risk management (continued)

QTCs debt pools are structured to protect customers against adverse interest rate movements. This protection is achieved by matching the term of the loan with the term of the QTC debt pool as closely as possible. To achieve this it is necessary to move the loan through the appropriate debt pools during the term of the loan. Book rate reviews are performed periodically to safeguard against excessive interest rate risk and can be triggered by a number of events including lump sum repayments.

For interest rates applicable to each class of asset or liability refer to individual notes to the financial statements. For further details regarding interest rate risk refer to Note 30(c).

(iv) Summarised sensitivity analysis

The following table summarises the sensitivity of the consolidated entity's financial assets and financial liabilities to interest rate risk. As the consolidated entity is not subject to foreign exchange risk or other price risk, sensitivity analysis of these risks has been excluded.

31 December 2012	Carrying amount	Interest rate risk			
		-1%		1%	
		Result	Equity	Result	Equity
	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets					
Cash and cash equivalents	22,037	(220)	(220)	220	220
Receivables	1,453	-	-	-	-
Term Deposits	45,272	(453)	(453)	453	453
Other financial assets	100	-	-	-	-
Financial Liabilities					
Trade and other payables	3,299	-	-	-	-
Borrowings	15,236	-	-	-	-
Total increase/(decrease)		(673)	(673)	673	673

31 December 2011	Carrying amount	Interest rate risk			
		-1%		1%	
		Result	Equity	Result	Equity
	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets					
Cash and cash equivalents	15,162	(152)	(152)	152	152
Receivables	1,906	-	-	-	-
Term Deposits	26,522	(265)	(265)	265	265
Other financial assets	100	-	-	-	-
Financial Liabilities					
Trade and other payables	1,749	-	-	-	-
Borrowings	18,523	-	-	-	-
Total increase/(decrease)		(417)	(417)	417	417

(b) Credit risk

Credit risk is the risk of financial loss to the consolidated entity if a customer fails to meet its contractual obligations, and arises principally from the consolidated entity's receivables from customers and, for the parent entity, receivables due from subsidiaries.

The carrying amount of the consolidated entity's financial assets represents the maximum credit exposure.

Trade Receivables

The consolidated entity's exposure to credit risk is influenced mainly by the individual characteristics of each customer. Approximately 81% (2011: 77%) of the consolidated entity's revenue is attributable to Australian Government Financial Assistance, however, the arrangements are largely advancements rather than receivables.

The University's Financial Management Policy establishes a credit policy under which each new customer is analysed individually for creditworthiness before the consolidated entity's standard payment and delivery terms and conditions are offered. Purchase limits are established for each customer, which represents the maximum open amount without requiring approval from the Council.

Note 30 Financial risk management (continued)

More than 70% (2011: 70%) of the consolidated entity's customers have been transacting with the consolidated entity for over 3 years, and losses have occurred infrequently. The consolidated entity does not require collateral in respect of trade and other receivables.

Investments

The consolidated entity has limited the majority of its exposure to credit risk by only investing in liquid securities with QTC or other Industry initiatives. The consolidated entity holds a limited number of shares carried at cost.

(c) Liquidity risk

Liquidity risk is the risk that the consolidated entity will not be able to meet its financial obligations as they fall due. The consolidated entity's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the consolidated entity's reputation.

The consolidated entity uses past trend analysis and commitments reporting to assist in monitoring cash flow requirements and optimising its cash return on investments. Typically the consolidated entity ensures that it has sufficient cash on demand to meet expected operational expenses for a period of 90 days, including the servicing of financial obligations; this excludes the potential impact of extreme circumstances that cannot reasonably be predicted, such as natural disasters. For further details regarding current lines of credit refer to Note 20.

The following tables summarise the maturity of the consolidated entity's financial assets and financial liabilities:

31 December 2012	Average interest rate	Floating interest rate	1 Year or less	1 year to 5 years	Over 5 years	Non interest bearing	Total
	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	4.35	22,021	-	-	-	16	22,037
Receivables	-	-	-	-	-	1,453	1,453
Term Deposits	4.08	-	45,000	272	-	-	45,272
Other financial assets	-	-	-	-	-	100	100
Total financial assets		22,021	45,000	272	-	1,569	68,862
Financial Liabilities							
Trade and other payables	-	-	-	-	-	3,299	3,299
Borrowings	6.10	-	1,563	6,251	7,422	-	15,236
Total financial liabilities		-	1,563	6,251	7,422	3,299	18,535

31 December 2011	Average interest rate	Floating interest rate	1 Year or less	1 year to 5 years	Over 5 years	Non interest bearing	Total
	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	4.97	15,144	-	-	-	18	15,162
Receivables	-	-	-	-	-	1,906	1,906
Term Deposits	5.97	-	26,250	272	-	-	26,522
Other financial assets	-	-	-	-	-	100	100
Total financial assets		15,144	26,250	272	-	2,024	43,690
Financial Liabilities							
Trade and other payables	-	-	-	-	-	1,749	1,749
Borrowings	6.08	-	1,649	8,618	8,256	-	18,523
Total financial liabilities		-	1,649	8,618	8,256	1,749	20,272

d) Fair value of financial assets and liabilities

The fair values of all financial assets and liabilities are carried at cost with the exception of receivables and borrowings. Borrowings are carried at book value with market value adjustments reflected in the profit and loss at the completion of each loan agreement.

Due to the short-term nature of the current receivables, their carrying value is assumed to approximate their fair value and based on credit history it is expected that the receivables that are neither past due nor impaired will be received when due.

The carrying amounts and aggregate net fair values of financial assets and liabilities at balance date are:

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Notes to the financial statements

For the year ended 31 December 2012

Note 30 Financial risk management (continued)

	Carrying Amount		Fair Value	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
Financial assets				
Cash and cash equivalents	22,037	15,162	22,037	15,162
Receivables	1,453	1,906	1,453	1,906
Other financial assets	45,372	26,622	45,372	26,622
Total financial assets	68,862	43,690	68,862	43,690
Financial liabilities				
Trade and other payables	3,299	1,749	3,299	1,749
Borrowings	15,236	18,523	16,489	19,236
Total financial liabilities	18,535	20,272	19,788	20,985

**Note 31 Acquittal of Australian Government financial assistance
3.1.1 DIISRTE – CGS and Other DIISRTE Grants**

Notes	Parent entity (HEP) ONLY												
	Commonwealth Grant Scheme #1		Indigenous Support Program		Partnership & Participation Program #2		Disability Support Program		Diversity & Structural Adjustment Fund #3				
	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	66,569	56,616	297	297	1,934	1,358	112	83			1,300	-	
Net accrual adjustments	212	(239)	57	-	-	-	-	-	-	-	-	-	-
Revenue for the period	66,781	56,377	354	297	1,934	1,358	112	83			1,300	-	
Surplus/(deficit) from previous year	-	-	-	11	-	414	-	-	-	-	-	-	-
Total revenue including accrued revenue	66,781	56,377	354	308	1,934	1,772	112	83			1,300	-	
Less expenses including accrued expenses	66,781	56,377	249	308	1,465	1,772	73	83			113	-	
Surplus/(deficit) for reporting period	-	-	105	-	469	-	39	-	-	-	1,187	-	

	Transitional Cost Program				Reward Funding				Total			
	2012		2011		2012		2011		2012		2011	
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the Programmes)	64	64	324	-	324	-	-	-	70,600	58,418		
Net accrual adjustments	(3)	3	-	-	-	-	-	-	266	(236)		
Revenue for the period	61	67	324	-	324	-	-	-	70,866	58,182		
Surplus/(deficit) from previous year	-	-	-	-	-	-	-	-	-	425		
Total revenue including accrued revenue	61	67	324	-	324	-	-	-	70,866	58,607		
Less expenses including accrued expenses	34	67	-	-	-	-	-	-	68,715	58,607		
Surplus/(deficit) for reporting period	27	-	324	-	324	-	-	-	2,151	-		

#1 Includes the basic CGS grant amount, CGS-Regional Loading, CGS-Enabling Loading, Maths and Science Transition Loading and Full Fee Places Transition Loading.

#2 Includes Equity Support Program

#3 Includes Collaboration and Structural Adjustment Program

Note 31 Acquittal of Australian Government financial assistance (continued)
31.2 Higher Education Loan Programmes (excl OS-HELP)

	Notes	HECS-HELP (Australian Government payments only)		Parent entity (HEP) ONLY				Total
		Government payments		FEE-HELP #		SA-HELP		
		2012	2011	2012	2011	2012	2011	
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Cash Payable/(Receivable) at beginning of year		66	617	184	(349)	-	-	268
Financial assistance received in Cash during the reporting period		30,522	26,173	952	1,740	1,045	-	27,913
Cash available for period		30,588	26,790	1,136	1,391	1,045	-	28,181
Revenue earned	2(b)	30,429	26,724	1,113	1,207	1,045	-	27,931
Cash Payable/(Receivable) at end of year		159	66	23	184	-	-	250

#4 Program is in respect of FEE-HELP for Higher Education only and excludes funds received in respect of VET FEE-HELP.

Note 31 Acquittal of Australian Government financial assistance (continued)
31.3 Scholarships

Notes	Parent entity (HEP) ONLY											
	Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Cost Scholarships #5		Commonwealth Accommodation Scholarships #5		Indigenous Access Scholarships		Totals	
	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	424	295	64	62	343	28	253	818	165	27	1,249	1,230
Net accrual adjustments	-	-	-	-	-	-	-	-	-	-	-	-
Revenue for the period	424	295	64	62	343	28	253	818	165	27	1,249	1,230
Surplus/(deficit) from previous year	-	30	-	-	164	-	252	-	-	68	416	98
Total revenue including accrued revenue	424	325	64	62	507	28	505	818	165	95	1,665	1,328
Less expenses including accrued expenses	152	325	64	62	139	28	116	566	103	95	574	1,076
Surplus/(deficit) for reporting period	272	-	-	-	368	164	389	252	62	-	1,091	252

#5 Includes Grandfathered Scholarships, National Priority and National Accommodation Priority Scholarships respectively.

Note 31 Acquittal of Australian Government financial assistance (continued)
31.4 DIISRT E Research

Notes	Joint Research Engagement #6		Parent entity (HEP) ONLY		Research Infrastructure Block Grants		Australian Scheme for Higher Education Repositories	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	573	463	889	726	154	127	-	-
Net accrual adjustments	-	-	-	-	-	-	-	-
Revenue for the period	573	463	889	726	154	127	-	-
Surplus/(deficit) from previous year	-	-	-	667	-	207	-	67
Total revenue including accrued revenue	573	463	889	1,393	154	334	-	67
Less expenses including accrued expenses	568	463	889	1,393	90	334	-	67
Surplus/(deficit) for reporting period	5	-	-	-	64	-	-	-

Notes	Commercialisation Training Scheme		Sustainable Research Excellence in Universities		Totals	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	-	-	234	144	1,850	1,459
Net accrual adjustments	-	-	-	-	-	-
Revenue for the period	-	-	234	144	1,850	1,459
Surplus/(deficit) from previous year	-	44	-	280	-	1,265
Total revenue including accrued revenue	-	44	234	424	1,850	2,724
Less expenses including accrued expenses	-	44	234	424	1,781	2,724
Surplus/(deficit) for reporting period	-	-	-	-	69	-

#6 Includes Institutional Grants Scheme.

#7 The reported surpluses for Joint Research Engagement, Research Training Scheme, Research Infrastructure Block Grants and Sustainable Research Excellence in Universities for 2012 are expected to be rolled over for future use by DIISRT E. No surpluses for 2012 are expected to be returned to DIISRT E.

Note 31 Acquittal of Australian Government financial assistance
31.5 Other capital funding

						Parent Entity (HEP) ONLY	
		Teaching & Learning Capital Fund		Education Investment Fund		Total	
Notes		2012	2011	2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
	Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	-	-	12,091	-	12,091	-
	Net accrual adjustments	-	-	-	-	-	-
	Revenue for the period	-	-	12,091	-	12,091	-
	Surplus/(deficit) from previous year	-	2,202	-	-	-	2,202
	Total revenue including accrued revenue	-	2,202	12,091	-	12,091	2,202
	Less expenses including accrued expenses	-	2,202	2,388	-	2,388	2,202
	Surplus/(deficit) for reporting period	-	-	9,703	-	9,703	-

31.6 Australian Research Council Grants

						Parent Entity (HEP) ONLY	
		Projects		Fellowships		Total	
Notes		2012	2011	2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
(a) Discovery	Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)	366	82	261	-	627	82
	Net accrual adjustments	-	-	-	-	-	-
	Revenue for the period	366	82	261	-	627	82
	Surplus/(deficit) from previous year	38	-	-	-	38	-
	Total revenue including accrued revenue	404	82	261	-	665	82
	Less expenses including accrued expenses	348	44	151	-	499	44
	Surplus/(deficit) for reporting period	56	38	110	-	166	38

						Parent Entity (HEP) ONLY	
		Projects		Total			
Notes		2012	2011	2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
(b) Linkages	Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the programmes)			26	-	26	-
	Net accrual adjustments			-	-	-	-
	Revenue for the period			26	-	26	-
	Surplus/(deficit) from previous year			-	-	-	-
	Total revenue including accrued revenue			26	-	26	-
	Less expenses including accrued expenses			-	-	-	-
	Surplus/(deficit) for reporting period			26	-	26	-

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Notes to the financial statements


For the year ended 31 December 2012

31.7 OS - HELP

		Parent entity (HEP) ONLY	
	Notes	2012 \$'000	2011 \$'000
Cash received during the reporting period		148	312
Cash spent during the reporting period		153	288
Net cash received	2(h)	<u>(5)</u>	<u>24</u>
Cash surplus/(deficit) from previous period		97	73
Cash surplus/(deficit) for reporting period		<u><u>92</u></u>	<u><u>97</u></u>

We have prepared the annual financial statements pursuant to the provisions of the *Financial Accountability Act 2009*, the *Financial and Performance Management Standard 2009* and other prescribed requirements and we certify that –

- (a) the financial statements are in agreement with the accounts and records of the University of the Sunshine Coast and its controlled entity; and
- (b) in our opinion –
 - (i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects;
 - (ii) the financial statements have been drawn up to present a true and fair view of the transactions of the University of the Sunshine Coast for the period 1 January 2012 to 31 December 2012, and of the financial position as at 31 December 2012 in accordance with prescribed accounting standards and conform with the Guidelines for the Preparation of Annual Financial Statements issued by the Australian Government Department of Industry, Innovation, Science, Research and Tertiary Education;
 - (iii) at the time of this Certificate there are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due;
 - (iv) the amount of Australian Government financial assistance expended during the year was for the purposes for which it was intended and the University of the Sunshine Coast has complied with applicable legislation, contracts, agreements and program guidelines in making expenditure;
 - (v) the University of the Sunshine Coast charged Student services and Amenities Fees strictly in accordance with the *Higher Education Support Act 2003* and the Administration Guidelines made under the Act. Revenue from the fee was spent strictly in accordance with the Act and only on services and amenities specified in subsection 19-38(4) of the Act.



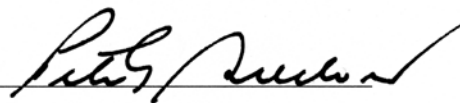
Mr John Dobson OAM
Chancellor
University of the Sunshine Coast

26 February 2013



Professor Greg Hill
Vice-Chancellor and President
University of the Sunshine Coast

28 February 2013



Mr Peter Sullivan
Pro Vice-Chancellor (Corporate Services) and Chief Financial Officer
University of the Sunshine Coast

26 February 2013

INDEPENDENT AUDITOR'S REPORT

To the Council of University of the Sunshine Coast

Report on the Financial Report

I have audited the accompanying financial report of the University of the Sunshine Coast, which comprises the statements of financial position as at 31 December 2012, the statements of comprehensive income, statements of changes in equity and statements of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and certificates given by the Chancellor, Vice-Chancellor and President, and Pro Vice-Chancellor (Corporate Services) and Chief Financial Officer of the entity and the consolidated entity comprising the University and the entities it controlled at the year's end or from time to time during the financial year

The Council's Responsibility for the Financial Report

The Council is responsible for the preparation of the financial report that gives a true and fair view in accordance with prescribed accounting requirements identified in the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*, including compliance with Australian Accounting Standards. The Council's responsibility also includes such internal control as the Council determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on the audit. The audit was conducted in accordance with the *Auditor-General of Queensland Auditing Standards*, which incorporate the Australian Auditing Standards. Those standards require compliance with relevant ethical requirements relating to audit engagements and that the audit is planned and performed to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control, other than in expressing an opinion on compliance with prescribed requirements. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Council, as well as evaluating the overall presentation of the financial report including any mandatory financial reporting requirements approved by the Treasurer for application in Queensland.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

The *Auditor-General Act 2009* promotes the independence of the Auditor-General and all authorised auditors. The Auditor-General is the auditor of all Queensland public sector entities and can be removed only by Parliament.

The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

Opinion

In accordance with s.40 of the *Auditor-General Act 2009* –

- (a) I have received all the information and explanations which I have required; and
- (b) in my opinion –
 - (i) the prescribed requirements in relation to the establishment and keeping of accounts have been complied with in all material respects; and
 - (ii) the financial report presents a true and fair view in accordance with the prescribed accounting standards, of the transactions of the University of the Sunshine Coast and the consolidated entity for the financial year 1 January 2012 to 31 December 2012 and of the financial position as at the end of that year

Other Matters - Electronic Presentation of the Audited Financial Report

This auditor's report relates to the financial report of the University of the Sunshine Coast and the consolidated entity for the year ended 31 December 2012. Where the financial report is included on the University of the Sunshine Coast's website the Council is responsible for the integrity of the University of the Sunshine Coast's website and I have not been engaged to report on the integrity of the University of the Sunshine Coast's website. The auditor's report refers only to the subject matter described above. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements or otherwise included with the financial report. If users of the financial report are concerned with the inherent risks arising from publication on a website, they are advised to refer to the hard copy of the audited financial report to confirm the information contained in this website version of the financial report.

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



B R STEEL CPA
(as Delegate of the Auditor-General of Queensland)



Queensland Audit Office
Brisbane

Financial Statements

Overseas travel expenditure

For the year ended 31 December 2012

2012 Overseas travel expenditure

Employee	Position	Destination	Reason for travel	USC \$ cost	Contribution from other agencies
Office of the Vice-Chancellor and President					
Hill G, Professor	Vice-Chancellor and President	Germany	Visiting international partner universities	15,221	0
Hill G, Professor	Vice-Chancellor and President	United States of America	Visiting University of Wyoming, Arizona and Tohono O'odham Community College	17,065	0
Office of the Deputy Vice-Chancellor					
Lohmann B, Professor	Deputy Vice-Chancellor	France	Attending OECD Institutional Management in Higher Education Conference	7,172	0
Office of the Pro Vice-Chancellor, International and Quality					
Elliot R, Professor	Pro Vice-Chancellor, International and Quality	Germany and Ireland	Attending conference (EAIE) and visiting partner institute	13,818	0
Elliot R, Professor	Pro Vice-Chancellor, International and Quality	Thailand, China and Japan	Attending Toyo University 125th Anniversary Celebration and visiting international partner institutions	9,099	0
Elliot R, Professor	Pro Vice-Chancellor, International and Quality	United States of America	Presenting paper at Post Graduate Research Seminar and visiting partner institutions	9,057	0
Office of the Pro Vice-Chancellor, Engagement					
Hefferan M, Professor	Pro Vice-Chancellor, Engagement	United Kingdom	Attending conference and research visit	23,658	0
Wardner P, Ms	Project Manager	United Kingdom	Attending conference and research visit	8,540	0
Office of the Pro Vice-Chancellor, Research					
Acuna M, Dr	Senior Research Fellow, AFORA	New Zealand	Attending Collaborative Forestry Meetings	1,235	0
Brown M, Professor	Professor, Forestry Operations	United States of America	Attending research meetings	2,159	2,000
Brown M, Professor	Professor, Forestry Operations	New Zealand	Attending Collaborative Forestry Meetings	764	0
Brown M, Professor	Professor, Forestry Operations	Finland and Portugal	Attending Collaborative Forestry Meetings	0	5,000
De Marco R, Professor	Pro Vice-Chancellor, Research	United States of America	Attending and presenting Pittcon 2012 Conference	5,904	0
De Marco R, Professor	Pro Vice-Chancellor, Research	India	Attending Premier of Queensland Education Trade Mission to India	8,460	0
Lieske S, Dr	CRN Research Fellow (Sustainability)	Australia (from Sweden)	Relocating to Australia for position at USC	4,446	0
Sohail M, Dr	Postdoctoral Research Fellow	Switzerland	Undertaking research for CSIRO Calibration Free Senses Project	5,951	0
Pearce T, Dr	CRN Research Fellow (Sustainability)	Australia (from Canada)	Relocating to Australia for position at USC	3,828	0
Powell N, Associate Professor	CRN Research Fellow (Sustainability)	Australia (from Sweden)	Relocating to Australia for position at USC	17,415	0
Schoeman D, Dr	CRN Snr Research Fellow, Water	Australia (from South Africa)	Relocating to Australia for position at USC	8,095	0
Ventura T, Dr	CRN Research Fellow (Aquaculture)	Australia (from Israel)	Relocating to Australia for position at USC	4,343	0
Wardell-Johnson A, Dr	CRN Senior Research Fellow	United States of America	Attending and presenting at Iconic Parks and Global Change Project	4,212	0
Faculty of Arts and Business					
Anwar S, Professor	Prof, Fin Et Financial Planning	Hong Kong	Undertaking research collaboration	2,286	0
Baldwin C, Dr	Senior Lecturer, Planning	Indonesia	Attending University of Mataram Indonesian Language School	2,535	0
Baldwin C, Dr	Senior Lecturer, Planning	Canada, Scotland and Kenya	Undertaking professional development	3,643	0
Baldwin C, Dr	Senior Lecturer, Planning	Indonesia	Attending, presenting and organising workshop on UNRAM	2,065	0

Employee	Position	Destination	Reason for travel	USC \$ cost	Contribution from other agencies
Beazley H, Dr	Lecturer, Human Geography	New Zealand	Attending Sexing Indonesia: Sexual Subjectives, Politics and Performance Seminar	1,342	0
Bussey M, Mr	Lecturer, History and Futures	India	Delivery of key notes at three conferences	0	0
Bussey M, Mr	Lecturer, History and Futures	Singapore	Attending International Security Conference	2,277	0
Carter J, Associate Professor	Associate Professor, Geography	Solomon Islands	Meeting with PARDI	1,564	0
Carter J, Associate Professor	Associate Professor, Geography	Fiji	Attending Grower Workshop and collecting data	1,441	0
Carter R, Associate Professor	Associate Professor, Heritage Resource Management	Vietnam and Cambodia	Lecturing in workshops with GIZ	2,830	0
Carter R, Associate Professor	Associate Professor, Heritage Resource Management	United States of America	Attending and presenting Iconic Parks for Global Change	5,437	0
Carter R, Associate Professor	Associate Professor, Heritage Resource Management	Cambodia	Attending, presenting and teaching for USC GO Program and Asia Pacific Network for Global Change	2,382	0
Chandler L, Dr	Senior Lecturer, Art and Design	Germany and United Kingdom	Presenting at the International Committee of Art Historians Conference and the Visual Literacies Conference	5,142	0
Douglas E, Professor	Dean and Head of School, Business	Thailand	Teaching and research in Bangkok	5,520	0
Douglas E, Professor	Dean and Head of School, Business	United States of America	Attending and presenting at 2012 Babson College Entrepreneurship Research Conference	1,797	0
Elick-Barr C, Ms	Research Assistant	United States of America	Attending and presenting at conference	2,941	0
Farr-Wharton R, Dr	Senior Lecturer, Innovation	Italy	Presenting paper and Session Chair for IRSPM Conference	5,843	0
Fidelman P, Dr	CRN Research Fellow (Sustainability)	Vietnam	Researching and collaborating with GIZ and other project partners	4,157	0
Fidelman P, Dr	CRN Research Fellow (Sustainability)	Thailand	Attending and presenting at Too Big to Ignore Workshop	3,751	0
Fidelman P, Dr	CRN Research Fellow (Sustainability)	Kenya	Attending UNEP CBA-EBA Workshop and undertaking research	4,455	0
Gration D, Mr	T and R Fellow	Norway	Attending Global Events Congress V and undertaking promotional activities for USC International	2,881	0
Hanusch F, Dr	Senior Lecturer, Journalism	Germany	Visiting project partner as part of external grant	2,643	0
Hanusch F, Dr	Senior Lecturer, Journalism	Chile	Presenting paper at two conferences	1,494	0
Hanusch F, Dr	Senior Lecturer, Journalism	Turkey	Presenting paper at European Communication Conference in Istanbul	2,861	0
Jacobson C, Dr	CRN Research Fellow (Sustainability)	New Zealand	Discussing journal articles and undertaking research projects	675	0
Jacobson C, Dr	CRN Research Fellow (Sustainability)	New Zealand	Attending research meeting and case study	631	0
Jacobson C, Dr	CRN Research Fellow (Sustainability)	Canada	Scoping research and attending Indigenous Knowledge Working Groups, committee meetings and interviews	0	0
Jacobson C, Dr	CRN Research Fellow (Sustainability)	Kenya	Attending UNEP CBA-EBA Workshop and undertaking research	4,455	0
Janzekovic J, Dr	Lecturer, Politics and International Relations	Russia	Attending and presenting at conference	4,867	0
Jones C, Associate Professor	Associate Professor, Interactive Digital Media	United States of America	Attending Visualisation Technology Conference	0	3,048
Jones C, Associate Professor	Associate Professor, Interactive Digital Media	United Kingdom	Attending conference at British HCI	4,055	0
Kannis-Dymand L, Dr	Lecturer, Clinical Psychology	Spain	Presenting oral paper at 33rd Stress and Anxiety Research Society International Conference	4,678	0
Katsikitis M, Professor	Associate Dean, International and Engagement and Professor, Psychology	South Africa	Attending and presenting at Web Based Mother-Daughter Communication Strategy Conference	5,331	0

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For the year ended 31 December 2012

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Katsikitis M, Professor	Associate Dean, International and Engagement and Professor, Psychology	Philippines	Attending course counselling session University of Arrellando	2,947	0
Kerr D, Associate Professor	Associate Professor, Information Systems	United Kingdom and Denmark	Undertaking professional development	6,329	0
Kerr D, Associate Professor	Associate Professor, Information Systems	Thailand	Presenting a paper at the International Conference of Asia Pacific Decision Sciences Institute 2012	2,835	0
Kerr D, Associate Professor	Associate Professor, Information Systems	United States of America	Attending conference at Decision Science Institute as outgoing President of Asian Pacific	3,036	0
Lawley M, Associate Professor	Associate Professor, Marketing	United States of America	Attending and presenting at Food Products and Marketing Conference	4,338	0
Lawley M, Associate Professor	Associate Professor, Marketing	Hong Kong and China	Undertaking a study tour	3,046	0
Matthews J, Dr	Associate Professor, Social Sciences	Canada	Attending AERA Conference	4,016	0
Matthews J, Dr	Associate Professor, Social Sciences	France and United Kingdom	Presenting at Crossroads in Cultural Studies Conference and presenting at Oxford Royal Art Museum	4,079	0
Mayes G, Dr	Lecturer, Tourism	Fiji	Undertaking research project	2,669	0
Mayes G, Dr	Lecturer, Tourism	Fiji	Undertaking research project	2,370	0
Mayes G, Dr	Lecturer, Tourism	East Timor and Indonesia	Undertaking language program	2,422	0
McCulloch R, Dr	Head of School, Communication	United States of America	Attending Advertising Program Study Tour	6,346	0
McCulloch R, Dr	Head of School, Communication	Malaysia	Visiting contacts on behalf of USC International	2,401	0
Millier P, Dr	Lecturer, Psychology	Switzerland	Attending and presenting at 10th European Academy of Occupational Health Psychology Conference	4,186	0
Pearce T, Dr	CRN Research Fellow	Canada	Presenting at ArcticNet General Meeting Conference	2,078	0
Potter A, Ms	Lecturer, Communication	Germany	Teaching and presenting at conference	2,271	0
Powell N, Dr	CRN Research Fellow (Sustainability)	Australia (from Sweden)	Developing research proposals and general orientation to SRC and USC	4,471	0
Powell N, Dr	CRN Research Fellow (Sustainability)	Vietnam	Attending collaboration with GIZ and other project partners	2,596	0
Powell N, Dr	CRN Research Fellow (Sustainability)	Sweden and United Kingdom	Attending PLAN Conference	1,076	0
Prowse N, Ms	Sessional, School of Communication	United Kingdom	Undertaking PhD research and attending conference	1,026	0
Ricatti F, Dr	Senior Lecturer, Italian	Italy and Ireland	Undertaking professional development	5,764	0
Roiko A, Dr	Senior Lecturer, Health and Environment	Cambodia	Attending, presenting and teaching for USC GO Program and Asia Pacific Network for Global Change	2,382	0
Salmon P, Associate Professor	Senior Research Fellow, School of Social Science	United States of America	Attending and presenting at Wilderness Risk Management Conference	157	0
Schaffer V, Mrs	Lecturer, Tourism	Germany	Teaching and researching for student and academic engagement activities	1,681	0
Schaffer V, Mrs	Lecturer, Tourism	Germany	Teaching in Munich and Nuremberg Campus, and visiting other campuses to promote USC	4,888	0
Scheepers M, Dr	Lecturer, Entrepreneurship	New Zealand	Attending and presenting at International Council for Small Business Conference	2,565	0
Sharma B, Dr	Senior Lecturer, Management	Canada	Presenting paper - 8th International Conference on Environmental, Cultural, Economic and Social Sustainability	5,182	0
Sharma B, Dr	Senior Lecturer, Management	Germany	Undertaking research with Ravensburg University	3,117	0

Employee	Position	Destination	Reason for travel	USC \$ cost	Contribution from other agencies
Smith T, Professor	Director, Sustainability Research Centre	Vietnam	Meeting with GIZ and officials regarding future projects	5,354	0
Smith T, Professor	Director, Sustainability Research Centre	United Kingdom, Norway and Sweden	Meeting with Volkswagen Foundation and liaising with Europe contacts	15,075	0
Smith T, Professor	Director, Sustainability Research Centre	Vietnam	Attending project meetings with GIZ and key stakeholder workshops	7,243	0
Smith T, Professor	Director, Sustainability Research Centre	United Kingdom	Attending research and expert panel forum	11,224	0
Smith T, Professor	Director, Sustainability Research Centre	Vietnam	Attending seminar for Climate Change and GIZ Partnership Workshop	5,892	0
Statham D, Dr	Senior Lecturer, Psychology, School of Social Science	Singapore	Attending Clinical Director's meeting	1,693	0
Stekelenburg N, Ms	Sessional, School of Communication	United States of America	Attending conference	1,346	0
Stevens N, Mr	Lecturer, Regional and Urban Planning	Indonesia	Attending as invited speaker at the Airport Development Conference	1,243	0
Stevens N, Mr	Lecturer, Regional and Urban Planning	United States of America and Canada	Presenting at conference plus research collaboration	4,537	0
Todd K, Mr	Senior Lecturer, Design	South Africa	Attending meetings in national parks for design project	6,290	0
Wynder M, Associate Professor	Associate Professor, Accounting	Germany and South Africa	Teaching and research with partner universities	4,788	0
Faculty of Science, Health, Education and Engineering					
Allen W, Dr	Senior Lecturer, Education	United Kingdom and United States of America	Undertaking professional development	7,829	0
Allen W, Dr	Senior Lecturer, Education	Indonesia	Attending, presenting and lecturing as part of Papuan SMP Teacher's Program	1,878	0
Anderson K, Dr	Researcher, Genecology Research Group	Argentina	Attending and presenting at the International Symposium on Fish Endocrinology	2,735	0
Ashford G, Mr	Environmental Economist	Mauritius	Attending Indian Ocean Commission Coastal Challenge Meeting	0	500
Barnes M, Associate Professor	Head of School, Nursing and Midwifery	United States of America	Attending and presenting at NETNEP 2012	4,008	0
Barnes M, Associate Professor	Head of School, Nursing and Midwifery	Indonesia	Attending ALAF Grant Application	2,789	0
Barnes M, Associate Professor	Head of School, Nursing and Midwifery	Italy	Presenting two papers at conference	5,224	0
Bartlett J, Professor	Executive Dean, FoSHEE	France	Meeting with collaborators	3,404	0
Bartlett J, Professor	Executive Dean, FoSHEE	France, Belgium and Germany	Meeting with collaborators and visiting the German Sports University	9,281	0
Brierty R, Mrs	Project Assistant, International Projects Group	Indonesia	Attending and presenting as part of Papuan SMP Teacher's Program	1,534	0
Brierty R, Mrs	Project Assistant, International Projects Group	Indonesia	Visiting ALAF Lombok Tourism Program for Pre Departure Program	884	0
Brooker L, Dr	Senior Lecturer, Physiology	United States of America	Undertaking professional development	5,806	0
Brooker L, Dr	Senior Lecturer, Physiology	New Caledonia	Undertaking collection of marine molluscs	3,009	0
Brooker L, Dr	Senior Lecturer, Physiology	United States of America	Undertaking professional development	20,171	3,291
Burford S, Ms	Manager, Business and Development, International Projects Group	East Timor and Indonesia	Obtaining data collection at the 2012 Paralympic Games	2,437	0

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Employee	Position	Destination	Reason for travel	USC \$ cost	Contribution from other agencies
Burford S, Ms	Manager, Business and Development, International Projects Group	Mongolia	Providing Pre-Departure Briefings to Mongolian Participants in IPG Project	1,794	0
Burkett B, Professor	Associate Dean, International and Engagement and Professor, Biomechanics	United Kingdom	Attending International Convention of Science, Education and Medicine in sport	3,049	0
Burkett B, Professor	Associate Dean, International and Engagement and Professor, Biomechanics	United Kingdom	Attending London Paralympic Games	4,717	0
Cameron M, Associate Professor	Associate Professor, Clinical Exercise Physiology	Netherlands, Switzerland and Germany	Attending and presenting at meeting of European Chiropractors Union	0	0
Cameron M, Associate Professor	Associate Professor, Clinical Exercise Physiology	South Africa	Attending Life Through Movement Conference	295	0
Cummins S, Mr	Research Fellow, Genecology Research Group	China	Attending BGI Bioinformatics Workshop in China	2,521	0
Dews G, Mr	Lecturer, Environmental Management and Marine Research	Mauritius	Attending Indian Ocean Commission Coastal Challenge Meeting	0	500
Dews G, Mr	Lecturer, Environmental Management and Marine Research	Kenya	Undertaking work on UNEP Project	3,474	0
Elizur A, Professor	Professor, Aquaculture and Biotechnology	Japan	Undertaking research	2,556	0
Elizur A, Professor	Professor, Aquaculture and Biotechnology	Argentina	Attending International Symposium on Fish Endocrinology	3,248	0
Elizur A, Professor	Professor, Aquaculture and Biotechnology	Israel	Teaching an intensive course	228	0
Elizur A, Professor	Professor, Aquaculture and Biotechnology	Thailand	Attending and presenting at 2nd International Anatomical Sciences and Cell Biology Conference	2,031	0
Elizur A, Professor	Professor, Aquaculture and Biotechnology	Taiwan	Participating in ACIAR Project FIS/2012/037	3,506	0
Ertl N, Ms	Research Assistant, Genecology Research Group	China	Attending BGI Bioinformatics Workshop in China	2,521	0
Fahey S, Dr	Associate Professor, Coastal Zone Environment	United States of America	Attending Climate Change Conference	5,627	0
Fahey S, Dr	Associate Professor, Coastal Zone Environment	Mauritius	Attending Indian Ocean Commission Coastal Challenge Meeting	0	500
Formosa D, Ms	Research Assistant, School of Health and Sports Science	United Kingdom	Undertaking international research project at the Paralympic Games	2,684	0
Fraser P, Dr	Lecturer, Primary Education and Work Place Learning Officer	Germany	Reviewing multi cultural curriculum at Fulda University	2,246	0
Grant E, Ms	Research Assistant, Genecology Research Group	Vanuatu	Undertaking research collaboration	1,561	0
Grant E, Ms	Research Assistant, Genecology Research Group	Solomon Islands	Undertaking research for PARDI Canarium Project	2,546	0
Grant E, Ms	Research Assistant, Genecology Research Group	Vanuatu	Meeting relating to PARDI Canarium Project	1,020	0
Gray M, Mrs	Lecturer, Nursing	United Kingdom	Presenting at Conference for Academic Development	2,000	0
Hamilton A, Ms	Lecturer, Occupational Therapy	Australia (from Canada)	Relocating to Australia to commence employment at University of the Sunshine Coast	2,552	0
Heck D, Associate Professor	Associate Professor, Science Education	Canada and United States of America	Attending SUNY Conference and presenting at 6th Biennial International Network	6,108	0
Hogan S, Ms	Lecturer, Education	Canada	Recruiting international students	4,142	0

Employee	Position	Destination	Reason for travel	USC \$ cost	Contribution from other agencies
Hogan S, Ms	Lecturer, Education	Canada and United States of America	Undertaking Canteach International Student Recruitment Program	7,337	0
Hunt J, Mr	Lecturer, Education	Hong Kong	Attending education conference	1,522	0
Hyde M, Professor	Professor, Education and Director, International Projects Group	East Timor and Indonesia	Reviewing AusAID Evaluation Procedures and business development meetings with Director General for ALAF Development	2,437	0
Jones K, Mr	Research Assistant, Genecology Research Group	Vanuatu	Meeting relating to PARDI Carnarium Project	1,020	0
Katouli M, Associate Professor	Associate Professor, Microbial Ecology	Sweden	Attending a meeting with partners on an international project	2,837	0
Katouli M, Associate Professor	Associate Professor, Microbial Ecology	Iran	Attending and presenting at Pasture Institute	2,912	0
Kerherve H, Mr	Administration Projects Officer	France	Undertaking data collection for PhD research project and publication in peer-reviewed journal	2,299	0
Kurtboke I, Dr	Senior Lecturer, Environmental Microbiology	Turkey	Attending and presenting Microbial Resources Conference	0	0
Kurtboke I, Dr	Senior Lecturer, Environmental Microbiology	Denmark	Attending Marine Microbial Biotechnology Symposium	982	0
Lanham S, Mrs	Project Officer, PICSE	New Zealand	Attending Agricultural Biotechnology Conference	0	2,500
Lee D, Dr	Associate Professor, Plant Genetics	China	Signing funding agreement for Australia China Science and Research Fund (ACSRF00480)	19,214	0
Lee D, Dr	Associate Professor, Plant Genetics	New Caledonia	Visiting New Caledonia Dry Areas Forestry	1,810	0
Lord B, Dr	Associate Professor, Paramedic Science	Ireland	Attending and presenting at International Conference on Emergency Medicine	0	4,000
Lovell D, Mr	Lecturer, Exercise Science	United States of America	Attending conference and university collaboration	6,716	0
Lowe J, Professor	Head of School, Health and Sports Sciences	United States of America	Attending and presenting at Research Laureate Awards	16,368	0
Lowe J, Professor	Head of School, Health and Sports Sciences	Ukraine	Facilitating research and finalising methodology on survey	9,088	0
Lowe J, Professor	Head of School, Health and Sports Sciences	United States of America	Attending SOPHE 63rd Annual Meeting	8,739	0
Lowe J, Professor	Head of School Health and Sports Science	Ukraine	Attending and research facilitation, finalising methodologies on survey, obtaining samples and organising communication	5,231	0
Lowe J, Professor	Head of School, Health and Sports Sciences	Ukraine	Undertaking research facilitation and finalising methodologies on samples	10,936	0
Lucke T, Dr	Senior Lecturer, Civil Engineering	United Kingdom, Spain, Italy and Greece	Attending three international conferences and undertaking research visits	8,981	0
Maconachie D, Mr	Director, Executive Projects Unit	Mongolia	Providing pre-departure briefings to Mongolian participants in IPG Project	1,794	0
Mahony I, Miss	Project Officer	Indonesia	Attending ASILE Conference	2,466	0
Marshman M, Dr	Senior Lecturer, Maths and Physics Education	Singapore	Presenting at Mathematics Education Research Conference	3,023	0
Mayes G, Dr	Lecturer, Tourism	Indonesia	Visiting ALAF Lombok Tourism Program for pre-departure briefing	1,397	0
McCallum A, Mr	Lecturer, Geotechnics and Environmental Engineering	Antarctica	Delivering a scoping study to the Australian Antarctic Division	4,842	0
McCallum A, Mr	Lecturer, Geotechnics and Environmental Engineering	United States of America	Presenting at Geophysical Union Fall Meeting	2,850	0
McKay D, Mr	Senior Lecturer, Biotechnics	United States of America	Attending Space Camp	4,440	0

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Employee	Position	Destination	Reason for travel	USC \$ cost	Contribution from other agencies
McKean M, Dr	Postdoctoral Research Fellow	China	Attending and presenting at National Certified Fitness Instructor Conference	0	3,000
Meyers N, Professor	Head, School of Science, Education and Engineering	United States of America	Attending Climate Change Conference	7,719	0
Meyers N, Professor	Head, School of Science, Education and Engineering	Mauritius	Attending Indian Ocean Commission Coastal Challenge Meeting	4,663	0
Meyers N, Professor	Head, School of Science, Education and Engineering	United States of America	Attending Space Camp	4,440	0
Mounsey K, Dr	ARC Research Fellow	United States of America	Attending and presenting at the American Society for Tropical Medicine and Hygiene Annual Meeting and International Alliance for Control of Scabies Inaugural Meeting and attending the ASTMH Global Health Pre Meeting Course	4,434	0
O'Neill M, Ms	Sessional, School of Business	Malaysia	Attending and presenting at AUCPESS 2012 Conference	1,917	0
Pelly F, Dr	Associate Professor, Nutrition and Dietetics	United States of America	Attending and presenting at international conference (American College of Sports Medicine) and PINES to report to board	6,750	0
Pinder R, Mr	Sessional, School of Health and Sports Sciences	New Zealand	Obtaining VISA for employment requirements	795	0
Porter M, Professor	Professor, Engineering	Germany	Visiting to discuss exchange agreements with German universities	4,561	0
Powell D, Mr	Scientific Officer, Genecology Research Group	United States of America	Attending and presenting at international conference (American College of Sports Medicine) and PINES to report to board	2,521	0
Randall B, Mr	Research Technician	Vanuatu	Undertaking research for the PARDI Canarium Nut Project	4,071	0
Randall B, Mr	Research Technician	Solomon Islands	Undertaking Research for PARDI Canarium Project	2,546	0
Randall B, Mr	Research Technician	Vanuatu	Meeting relating to PARDI Canarium Project	2,552	0
Randall B, Mr	Research Technician	Papua New Guinea	Visiting and Undertaking Research for PARDI Canarium Project	2,191	0
Reed R, Mrs	Lecturer, Nursing and Midwifery	United States of America	Presenting sessions at conference and promoting the University of the Sunshine Coast	0	0
Rosenhart L, Ms	Program Administrator, Early Childhood	Canada	Recruiting international students	7,248	0
Rowe J, Dr	Associate Professor, Nursing	Indonesia	Attending ALAF Grant Application	2,622	0
Schlacher T, Associate Professor	Associate Professor, Marine Science	New Zealand	Undertaking research collaboration with NIWA (National Institute of Water and Atmospheric Research)	1,875	0
Shao R, Dr	Research Fellow	China	Attending BGI Workshop Shenzhen and Cold Spring Harbour Asian	2,500	0
Shao R, Dr	Research Fellow	China	Attending research related visit and exchange program at Quigado University	4,789	0
Shao R, Dr	Research Fellow	Hong Kong	Attending BGI International Conference in Genomics	2,195	0
Shao R, Dr	Research Fellow, Genecology Research Group	China	Attending BGI Bioinformatics Workshop in China	2,521	0
Shelley K, Mrs	Associate Lecturer, Education	New Zealand	Contributing to discussion on Criticality in HPE to increase understanding of issues relating to PhD	1,195	0
Slater G, Dr	Senior Lecturer, Science, Health and Education	United States of America	Undertaking professional development and assisting at two workshops with Canadian colleague	3,699	0
Solomon C, Dr	Senior Lecturer, Exercise Physiology	France and Germany	Undertaking research collaboration and promoting USC International	2,600	0
Strydom S, Miss	Administration Projects Officer	South Africa	Delivering oral presentation on Multiple Scavenger Response to Food Subsidies	2,555	0
Thompson D, Mr	International Project Officer, International Projects Group	Mongolia	Providing pre-departure briefings to Mongolian participants in IPG Project	1,794	0

Employee	Position	Destination	Reason for travel	USC \$ cost	Contribution from other agencies
Ventura T, Dr	CRN Research Fellow (Aquaculture), Genecology Research Group	China	Attending BGI Bioinformatics Workshop in China	2,521	0
Wallace H, Professor	Associate Dean, Research and Professor, Agricultural Ecology	Vanuatu	Meeting and visiting for research relating to PARDI Tamarind/Canarium Project	3,002	0
Wallace H, Professor	Associate Dean, Research and Professor, Agricultural Ecology	Solomon Islands	Undertaking research for PARDI Canarium Project	3,734	0
Wallace H, Professor	Associate Dean, Research and Professor, Agricultural Ecology	Vanuatu	Meeting relating to PARDI Canarium Project	2,552	0
Wallace H, Professor	Associate Dean, Research and Professor, Agricultural Ecology	Papua New Guinea	Visiting and undertaking research for PARDI Canarium Project	2,191	0
Walton S, Associate Professor	Associate Professor, Immunology	United States of America	Attending and presenting at the Inaugural International Alliance for the Control of Scabies	6,080	0
Young K, Mr	Lecturer, Education	Canada and United States of America	Undertaking Canteach International Student Recruitment Program	4,057	0
Centre for Support and Advancement of Learning and Teaching (CSALT)					
Askew E, Mrs	Learning Designer	New Zealand	Attending and presenting ASCILite 2012 Conference	2,543	0
Hinton T, Ms	Senior Academic Advisor (Strategy and Scholarships)	Thailand	Presenting paper ICED 2012 International Consortium for Educational Development	2,979	0
Lynch K, Associate Professor	Associate Professor, ICT Research and Development	Hong Kong and Uganda	Attending and presenting at ICEL Conference	4,288	0
Lynch K, Associate Professor	Associate Professor, ICT Research and Development	United Kingdom, Spain and Uganda	Researching and visiting Makerere University, AusAid follow up	5,335	0
Facilities Management					
Bradley M, Mr	Director, Facilities Management	New Zealand	Attending The Future of Learning Spaces TEFMA Workshop	1,667	0
Financial Services					
Morgan A, Mrs	Systems Analyst (HR/Payroll)	New Zealand	Attending Mini HEUG Conference	1,891	0
Information Technology Services					
Bielby M, Mr	Senior Business Systems Analyst	New Zealand	Attending Mini HEUG Conference	2,097	0
Henderson P, Mr	Enterprise Architect	New Zealand	Attending and presenting at Technology Conference	1,875	0
Office of Research					
Palmer B, Ms	Manager, Office of Research	New Zealand	Attending Australasian Research Management Society National Executive Meeting	1,241	0
Records Management					
Berneville-Claye A, Ms	Print Supervisor	New Zealand	Attending NIPPA Conference	1,114	0
Student Administration					
Gillingham O, Mr	Business Systems Analyst (SA)	New Zealand	Attending Mini HEUG Conference	1,109	0
Simpson S, Mrs	Manager, Student Information Systems	New Zealand	Attending Mini HEUG Conference	1,407	0
Student Life and Learning					
Te Ruki O, Ms	Indigenous Support Officer	New Zealand	Attending International Indigenous Development Research Conference	681	0
Seeto E, Dr	Director, Student Life and Learning	United States of America	Attending Post Graduate Research Seminar and visiting partner institutions	3,694	0

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Employee	Position	Destination	Reason for travel	USC \$ cost	Contribution from other agencies
USC International					
Boon I, Ms	Admissions and Recruitment Officer	Sweden	Attending fairs and presentations to recruit international students	4,441	0
Boon I, Ms	Administration Project Officer	Finland, Sweden, Norway and Denmark	Undertaking recruitment	11,702	0
Boon M, Ms	Marketing Coordinator	United States of America	Undertaking recruitment	9,984	0
Boon M, Ms	Marketing Coordinator	United States of America and Kenya	Recruiting in USA and Kenya	14,957	0
Carter B, Associate Professor	Associate Professor, Heritage Resource Management	South America	Lecturing in Quito and Galapagos	6,507	0
Eckard L, Ms	Recruitment Coordinator	Mexico	Attending UDEM/ITESM Fairs and professional development	11,454	0
Eckard L, Ms	Recruitment Coordinator	Germany	Visiting partner institutions and recruitment	8,538	0
Fraser P, Dr	Director, Workplace Learning	Germany	Liaising and building on existing relationship with international partner institutions	6,221	0
Hanusch F, Dr	Senior Lecturer, Journalism	Germany	Liaising with Hochschule Bonn-Rhein-Sieg to discuss opportunities in establishing a double degree arrangement	524	0
Katsikitis M, Professor	Associate Dean, International and Engagement and Professor, Psychology	United States of America	Liaising for international engagement and meeting with US universities	8,141	0
Lawley M, Associate Professor	Associate Professor, Marketing	China	Recruiting international students	3,450	0
Peake S, Dr	Academic Projects Coordinator	South America	Liaising with South African Parks	7,290	0
Peake S, Dr	Academic Projects Coordinator	South Africa	Liaising with South African Parks	8,043	0
Peake S, Dr	Academic Projects Coordinator	United States of America	Visiting University of Wyoming and North Carolina regarding ongoing projects	6,113	0
Porter M, Professor	Professor, Engineering	United Kingdom and Germany	Visiting partner institutions to improve collaborations	5,906	0
Qi X, Ms	Admissions and Recruitment Officer	China and Japan	Recruiting Chinese students and promoting USC	9,508	0
Qi X, Ms	Admissions and Recruitment Officer	China and Taiwan	Undertaking agent and institutional visits	8,398	0
Qi X, Ms	Admissions and Recruitment Officer	Hong Kong	Promoting USC through the Complimentary Education Agents Workshop	1,318	0
Qi X, Ms	Admissions and Recruitment Officer	China	Promoting USC and visiting agents and institutions	5,388	0
Scott T, Mr	Recruitment Coordinator	Philippines	Attending IDP Philippines Education Expo	3,330	0
Scott T, Mr	Recruitment Coordinator	Singapore	Attending IDP Singapore Education Expo	1,949	0
Scott T, Mr	Recruitment Coordinator	Indonesia	Attending ADS Indonesia Exhibition	1,844	0
Scott T, Mr	Recruitment Coordinator	Philippines	Attending AusAID Philippines Open Day and stakeholder interviews	3,111	0
Scott T, Mr	Recruitment Coordinator	Singapore	Recruiting Singapore students and promoting USC International Singapore scholarships and brand awareness	2,767	0
Scott T, Mr	Recruitment Coordinator	Philippines	Attending IDP Philippines Open Day and partner visits	3,196	0
Tamba E, Ms	Director, International Relations	Japan, Korea, Thailand and China	Attending APAIE Conference, BEO Event and visiting partner institutions and agents	18,702	0

Employee	Position	Destination	Reason for travel	USC \$ cost	Contribution from other agencies
Tamba E, Ms	Director, International Relations	United States of America, China and Taiwan	Attending NAFA Conference and undertaking agent and institution visits	21,199	0
Tamba E, Ms	Director, International Relations	Ireland, Japan and Korea	Attending EAIE Conference and visiting agents and partner institutes	17,176	0
Tamba E, Ms	Director, International Relations	Japan, China, Hong Kong and Thailand	Visiting partner institutions and recruitment	10,673	0
Vuille J, Ms	Marketing Coordinator	New Caledonia	Recruiting international students	1,924	0
Vuille J, Ms	Marketing Coordinator	South America	Recruiting from overseas agents	9,428	0
White G, Mr	Associate Director, Recruitment	United States of America, United Kingdom, Poland and Germany	Attending NAFA Exhibition/Conference and institutional agent visits	12,681	0
White G, Mr	Associate Director, Recruitment	South Africa	Recruiting international students	5,335	0
Total international travel expenditure 2012				1,074,042	24,339

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IFC—Inside front cover

Glossary

ABS SEIFA	Australian Bureau of Statistics Socio-Economic Indexes for Areas
AGS	Australian Graduate Survey
ALTC	Australian Learning and Teaching Council
APT	Administrative, Professional and Technical (Staff)
ARC	Australian Research Council
ARMC	Audit and Risk Management Committee
AUQA	Australian Universities Quality Agency
CCD	Census Collection District
CEQ	Course Experience Questionnaire
CGS	Commonwealth Grant Scheme
CLTGP	Commissioned Learning and Teaching Grants Program
CRICOS	Commonwealth Register of Institutions and Courses for Overseas Students
CRN	Collaborative Research Networks
DEEWR	Department of Education, Employment and Workplace Relations (previously the Department of Education, Science and Training)
DIISRTE	Department of Industry, Innovation, Science, Research and Tertiary Education
EFTSL	Equivalent Full-Time Student Load
FTE	Full-time equivalent (Staff)
HDR	Higher Degree by Research (Student)
HEPPP	Higher Education Participation and Partnerships Program
HERDC	Higher Education Research Data Collection
ICSC	Innovation Centre Sunshine Coast
ICT	Information and Communication Technology
NHMRC	National Health and Medical Research Council
OLT	Office of Learning and Teaching (Commonwealth Government)
PPR	Performance, Planning and Review (Staff)
PSC	Public Service Commission
QETI	Queensland Education and Training International
QTAC	Queensland Tertiary Admissions Centre
RAISE	Regional Access, Inclusion and Success in Education
SBIT	Southbank Institute of Technology
SES	Socio-economic status
SSAF	Student Services and Amenities Fee
TEP	Tertiary Enabling Pathway
TEQSA	Tertiary Education Quality and Standards Agency
TPP	Tertiary Preparation Pathway
USC	University of the Sunshine Coast
WIL	Work Integrated Learning

The University of the Sunshine Coast began as the Sunshine Coast University College. Founded in 1994, the first students started at the Sippy Downs campus in 1996. In 1998 the new institution was granted full university status, and became the University of the Sunshine Coast on 1 January 1999.

The 100-hectare Sippy Downs campus lies around 90km north of Brisbane on land that was once a cane farm. Other teaching and research facilities include Dilli Village on Fraser Island, USC Gympie and the Noosa Study Centre. In 2012, USC had a total operating revenue of more than \$159 million and employed 792 staff (full-time equivalent).

USC has the highest rating for teaching quality, generic skills, and graduate satisfaction of any public university in Queensland*. At Census 1 2012, more than 8,100 students (including about 780 postgraduates and 700 international students) were enrolled in more than 150 academic programs in two faculties: Arts and Business; and Science, Health, Education and Engineering. The University conferred around 1,400 degrees, bringing alumni numbers to more than 11,200.



*The ratings of five stars for teaching quality and generic skills, and five stars for graduate satisfaction were awarded to USC by the Good Universities Guide 2013 using information obtained from Graduate Careers Australia's Course Experience Questionnaire, the Department of Industry, Innovation, Science, Research and Tertiary Education, and the University.



The University of the Sunshine Coast was the first greenfield university to be established in Australia since 1975. Founded in 1994, USC took its first 500 students at the Sippy Downs campus in 1996. Enrolments grew to more than 8,100 in 2012, with a growth target of 12,000 students by 2015.

The 100-hectare campus lies 90km north of Brisbane on land that was once a cane farm. The University has won many architectural awards and is part of a wildlife reserve.



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