

Staff awards and achievements in 2009

- **Professor Abigail Elizur's research on 'tank-bred tuna'** earned her second-place in Time Magazine's '50 best inventions of the year'. See also page 14.
- **Professor Tim Smith, Director of USC's Sustainability Research Centre**, and his research partners, won a prestigious Australian Museum Eureka Prize for their major climate change adaptation project in Sydney. The three-year project involved Professor Smith and representatives from the Sydney Coastal Councils Group, WWF and the CSIRO assessing the ability of Australia's largest city to adapt to future climate conditions. See also page 14.
- **Sport scientist Associate Professor Brendan Burkett** was one of 150 inaugural sporting icons to be inducted into the Queensland Sports Hall of Fame. Dr Burkett also received the 2009 Outstanding Service to Swimming Australia award from the Australian Swimming Coaches and Teachers Association, and was appointed sports scientist to the Australian swim team at the International Paralympic Committee World Short Course Championships in Brazil.
- **Art and Design academic, Dr Lisa Chandler**, received the Sunshine Coast Regional Council's 2009 Creative Award for her dedication towards developing and supporting the region's creative sector.
- **Dr Christian Jones, Senior Lecturer in Interactive Digital Media**, won a Queensland Police Service (QPS) gold award for crime prevention. Dr Jones has been part of a joint USC and QPS partnership, creating an online computer game to help children avoid abduction. See also page 14.
- **A book co-authored by Associate Professor of History Dr Joanne Scott** won a gold medal in the National Trust of Queensland awards. Dr Scott and Dr Ross Laurie (The University of Queensland) spent four years researching and writing 'Showtime: A History of the Brisbane Exhibition', which was published in time for the 2008 Ekka. Dr Scott also took a fellowship at the National Film and Sound Archives in Canberra (awarded in 2008).
- **Lecturer in Japanese Studies and International Relations, Donna Weeks**, was awarded a Harold White Fellowship from the National Library of Australia.
- **USC Head of Environmental Science Associate Professor Bill Carter** won the Eric Anderson Prize for best article published in the Australasian Journal of Environmental Management in 2008-09. The article was co-authored by University of Queensland's Dr Chris Jacobson and Associate Professor Marc Hockings.
- **Professor John Lowe, Head of the School of Health and Sport**, was appointed senior editor of the Australian and New Zealand Journal of Public Health, a major health publication. Professor Lowe will hold the position until the end of 2012.
- **Several staff awards** were presented at the 2009 Graduation ceremony: Associate Professor Stephen Lambie received the Vice-Chancellor's Medal for Outstanding University Teacher; Professor Abigail Elizur received the 2009 Vice-Chancellor's Medal for Outstanding University Researcher; Joanne Davey and Jennie McNeich received the Vice-Chancellor's Medal for Outstanding Service (Administrative, Professional and Technical); and the Learning and Teaching Management Committee received the Vice-Chancellor's Medal for Outstanding Service (Teaching and Research).

USC staff won an unprecedented six Australian Learning and Teaching Council (ALTC) citations in 2009:

Staff appointments and promotions in 2009

Forty-nine part-time and full-time employees were added to the USC payroll in 2009, bringing the total full-time equivalent (FTE) staff figure to 517—an increase of 10.5 percent on 2008. Academic staff accounted for 36 percent of the USC workforce.

The University placed an increased emphasis on internal progression in 2009. From January until November, 14 internal staff appointments were made, 35 staff secondments occurred and 40 individual staff received an Acting in Higher Duties Allowance. Other opportunities for internal progression were created, such as the Faculty of Business appointing two Teaching and Research Fellows from sessional staff. In the internal promotion rounds, applications from eight staff were approved (compared to four in 2008).

Senior staff appointments included:

- Two additions to Chancellery staff during the year: USC Professor of Property and Development, Mike Hefferan, was appointed as Pro Vice-Chancellor (Regional Engagement); and Chief Financial Officer, Peter Sullivan, was appointed as Pro Vice-Chancellor (Corporate Services). Both also retained their existing titles and portfolios.
- Peter Hinton, formerly of Queensland University of Technology, was appointed as Director of Marketing and Communications.
- Award-winning academics were appointed to the Faculty of Science, Health and Education: Dr Noel Meyers as Professor of Education and Head of the School of Science and Education; and Professor Mark Porter as Professor of Engineering.
- Dr Hugh Lavery, one of Australia's most experienced field scientists who has advised on major public and private sector projects in Australia and overseas, joined USC as Adjunct Professor of Land Planning within the Office of Regional Engagement.

Staff profile

Total staff	517
T&R	188 (36%)
APT	329 (64%)
Full-time	437 (85%)
Part-time	80 (15%)
PhD	103 (20%)
Masters or higher degree	143 (28%)
Indigenous Australians	6 (1.2%)

All figures are FTE and exclude casuals.

- **Dr Ann Parkinson** – For improving the learning outcomes for foundation students in biology and physiology through innovative pedagogies and resources.
- **Anna Potter** – For excellence in curriculum design, assessment practice and academic leadership that supports and motivates students to learn in a large, first-year foundation course.
- **Dr Monte Wynder** – For sustained enthusiasm in curricula development and delivery that models and generates creative problem solving to prepare flexible and innovative accounting graduates.

- **Liani Eckard** – For enhancing the cultural engagement, personal development and employment opportunities of students through a leading Global Opportunities Program.
- **Margot Reeh** – For developing university-wide, student-to-student mentor and advising programs that enhance the university experience of beginning students and benefit the student leaders personally and professionally.
- **The Headstart Program** – For enhancing Year 11 and 12 students' development as individuals and as learners, through immersion in university courses across all faculties.



The Headstart Program
(Left to right: Kylie Russell,
Tegan McFarland, Tim Weir,
Kath Hughes)



Liani Eckard



Dr Ann Parkinson



Anna Potter



Dr Monte Wynder



Margot Reeh

Staff satisfaction survey

The results of the University's first Staff Climate Survey were explored through staff focus groups in 2009, with an emphasis on identification of areas for improvement. More than 200 staff attended the various focus groups. Combined with the 53 percent of staff who participated in the online survey, conducted in August 2008, more than 70 percent of staff participated overall in the survey and focus groups. The research found that staff showed a strong sense of engagement, had a clear view of their individual roles and how they contributed to the 'bigger picture', and perceived there is good teamwork within their immediate workplace. Overall the results were similar to university sector benchmarks, with the scores tending to be slightly above average.

USC an employer of choice

The University received its fifth consecutive citation from the Equal Opportunity for Women in the Workplace Agency, as an Employer of Choice for Women. The University was one of 12 Queensland organisations to earn the citation. The citations are awarded annually in recognition of organisations' efforts to increase the representation of women at senior staff levels and to help staff maintain work/life balance.

2007		2008		2009		Target
% Female Staff	Sector Average	% Female Staff	Sector Average	% Female Staff	Sector Average	
36%	33%	41%	34%	39%	35%	Equal to or above sector average

■ Staff profile: proportion of women in senior positions

Staff

PERFORMANCE AGAINST TARGETS

Staff profile: proportion of women in senior positions

Target	Performance
Proportion of women in senior positions to be equal to, or above, sector average	Proportion of women in senior USC positions remained above the sector average in 2009 (39% compared to 35%)

Overall, the University remained above the sector averages for senior female staff. In 2009 female staff were in 39% of senior positions at the University, which remained above the sector average of 35%.

High qualifications profile

Target	Performance
To be in the top quintile of Australian higher education providers for percentage of T&R staff (FTE) with a Master or higher level degree	Ranked in the top quintile of Australian higher education providers for percentage of T&R staff (FTE) with a Master or higher level degree
To be in the top third of Australian higher education providers for percentage of T&R staff (FTE) with a PhD, by 2010	Ranked in the top third of Australian higher education providers for percentage of T&R staff (FTE) with a PhD

For several years, the University has been in the top quintile of Australian Higher Education Providers for T&R staff (FTE) with a Master or higher level degree (based on available published data for 2005–2008). Based on the proportion (%) for 2009, it is expected the University will remain within the target measure. *

Similarly, the University has remained in the top third of Australian Higher Education Providers for T&R staff (FTE) with a Doctor of Philosophy, based on available published data for 2005–2008. Based on the proportion (%) for 2009, it is also expected the University will remain within the target measure. *

Summarised on the following page is the number and proportion of Teaching and Research (T&R) staff (FTE) with either a Master or higher level degree, or a Doctor of Philosophy for 2005 to 2009. Also provided is the national rank of the University for these categories, where available.

Senior professional appointments in 2009 included the Head of School of Science and Education, Professor of Engineering, Director of Marketing and Communications, and Adjunct Professor of Land Planning. Following the promotion round in December, USC now has 24 professors and 35 adjunct professors.

The proportion of teaching and research staff at Associate Professorial (Level D) and Professorial levels (Level E) increased by 13.5% in 2009.

* Sector Average derived from Universities' HR Benchmarking Program ©.

	2005		2006		2007		2008		2009*	
	PhD	Masters or HD	PhD	Masters or HD	PhD	Masters or HD	PhD	Masters or HD	PhD	Masters or HD
USC FTE	37	92	77	107	103	143	89	123	118	160
USC Staff percent	62%	88%	63%	88%	60%	83%	62%	85%	57%	77%
National Average	54%	75%	55%	75%	57%	76%	55%	79%	Not available	
National Rank	9th (equal)	3rd	10th (equal)	3rd (equal)	12th	7th (equal)	11th (equal)	5th (equal)	Not available	
Target achieved?	✓	✓	✓	✓	✓	✓	✓	✓	Not available	
#1 Rank	ANU	Avondale	ADFA & ANU	ADFA & Avondale	ANU	Avondale & UTS	ANU	Avondale	Not available	
#2 Rank	UQ	Newcastle	UQ	UTS	UNSW	UNSW	UQ	Wollongong	Not available	

■ High qualifications profile

GOAL To attract, retain, develop and reward excellent staff

FORWARD PLANNING FOR 2010

DEEWR staff FTE data on academic staff levels 2008–2009

Level	2008	% change	2009	% change
Above senior lecturer (D & E)	37	37%	42	13.5%
Senior lecturer (C)	46	7%	46	-
Lecturer (B)	63	13%	62	-1.6%
Associate lecturer (A)	27	71%	38	40%
Total staff	173	20%	188	8.5%

- Continue negotiation of the University's fourth Certified Agreement.
- Provide recruitment and selection training, guidelines and support to selected staff.
- Maintain a proactive workplace rehabilitation program, with time lost to injury remaining lower than sector average.
- Embed equity principles into policy, procedures and practices, ensuring gender pay equity within Australian sector (EOWA), and 100% staff completions of EO Online by end of 2011.
- Establish an ongoing Indigenous Employment Officer position, and implement the Indigenous Employment and Development Strategy (created in 2009).
- Establish strategies (such as Chairs and research funds) to aid in the international recruitment of academic and research staff.
- Implement recommendations from the review of the Promotion and PDP policies and procedures.

Notes for: High qualifications profile

Derived from published DEEWR Staff Tables as at 31 March each year.
*2009 data is not released until late 2010.