

REVIEW OF ACTIVITIES

# ENGAGEMENT

Engagement with alumni, industry and the broader community remains a priority for UQ. The University has consolidated its reputation as a leading world university, in part through forging strong connections globally with individuals and with philanthropic, government and industry partners.

Engagement: Key indicators of performance					
	2012	2013	2014	2015	2016
Funds raised annually (philanthropic) (\$ million) <sup>1,2</sup>	37.47	24.65	47.61	66.0	37.3
Funds received annually (philanthropic) (\$ million) <sup>2,3</sup>	22.65	26.48	45.36	50.65	51.55
Number of living alumni for whom we have a current mail or email address	153,294	163,928	172,996	184,384	193,780

<sup>1</sup> Funds raised reports upon new funds secured within a reporting period. It includes one-off cash gifts, new pledges, new recurring gifts (at five years' value), stock, gifts-in-kind and realised bequests; it does not include payments toward existing pledges or recurring gifts. This methodology, which is used internationally within Advancement, is intended to reflect income resulting from activity during a reporting period, and therefore counts pledges and recurring gifts at the time that the commitment is made by the donor.  
<sup>2</sup> Minor adjustments to the 2013, 2014 and 2015 figures are due to additional information becoming available during 2016.  
<sup>3</sup> Funds received reports upon cash received within a reporting period. It includes one-off cash gifts, payments toward existing pledges and recurring gifts, stock, gifts-in-kind and realised bequests; it does not include pledges or recurring gifts.



UQ alumnus and celebrity chef Ben Milbourne worked with UQ to educate television viewers on the science behind the food we eat.

## Fostering partnerships and relationships

Engagement with alumni and the community in 2016 has allowed the University to foster important strategic relationships and partnerships that will help UQ create change locally and throughout the world.

An example of one such partnership was the creation of the new Malcolm Broomhead Chair in Finance, made possible by a \$3 million gift from alumnus, philanthropist and leading Australian businessman Malcolm Broomhead. The endowment of this chair is of strategic importance to UQ and will enable the University to extend programs, attract high-quality staff and offer transformative student experiences.

Another relationship of note was with 2016 Distinguished Young Alumni Award-winner and *MasterChef* finalist Ben Milbourne, who partnered with UQ to produce a new 'pop science' television series, *Food Lab by Ben Milbourne*. The series was filmed on location at the St Lucia, Herston and Gatton campuses, and UQ scientists were interviewed to explain the scientific principles being explored through cooking. The series is scheduled to air in 2017.

## Alumni and community

With more than 10,000 graduates each year, engaging with alumni and the community to develop lasting relationships is a priority for the University. Connections were maintained through a number of engagement programs, including reunions, networking events and volunteering opportunities. Alumni and the community also received targeted communications about the University's local, national and worldwide impact.

Outstanding alumni were recognised for their achievements at the annual Courting the Greats ceremony in October. The 2016 Alumni Award recipients were:

### Vice-Chancellor's Alumni Excellence Awards

- Anne Cross
- Emeritus Professor Ian Harper
- Greg Minton
- Marie Myers
- Greg Vickery AO

### Distinguished Young Alumni Awards

- Dr Jackie Campbell
- Michael Fox
- Mike Knapp
- Benjamin Milbourne
- Selena Uibo

### International Alumnus of the Year

- Professor Tadimety Chakrapani (TC) Rao

### Indigenous Community Impact Award

- Associate Professor Gregory Phillips

### Colleges' UQ Alumni Award

- Dr Heather Smith PSM, Emmanuel College

### Awards founded and supported by Alumni Friends of The University of Queensland Inc.

- UQ Alumnus of the Year
  - Emeritus Professor Dr Mary Mahoney AO
- UQ Graduate of the Year
  - Gabriel Perry

### UQ Sport Awards

- UQ Sportsman of the Year
  - Dane Bird-Smith
- UQ Sportswoman of the Year
  - Gabrielle Simpson.

The Global Leadership Series included eight events with more than 1300 attendees, while the UQ Young Alumni Ball attracted more than 500 guests. Forty-three class reunions were also held in 2016 and 15 global alumni networks were supported in countries including China, Vietnam and Chile.

The Future Leaders program welcomed another intake of graduating students who made a valuable impact through their leadership, volunteering, mentoring, academia and research. Thousands of graduating students were gifted their Class of 2016 t-shirts and encouraged to stay in touch with the University.

An extensive Annual Giving telephone campaign led to almost 10,000 conversations, allowing student callers to connect with alumni and keep them up to date with UQ news. The campaign also enabled UQ to add or update alumni records, and generated gifts for specific and general funds across the University.

The Alumni and Community Relations Centre, located at UQ's St Lucia campus, welcomed more than 1200 visitors this year and successfully launched the Tea and Tours program in June. Tea and Tours invites alumni back to campus to tour a different UQ facility each month, and more than 100 people attended the six programs held between June and November. The program allows alumni to reconnect with their fellow graduates and, for many, is their first return to UQ's St Lucia campus since graduation.

Participants enjoying a chat at one of the inaugural Tea and Tours visits to UQ St Lucia's Alumni Centre.

## Philanthropy

UQ benefited from more than \$37.3 million in gifts in 2016, raised through the generosity of alumni, community and industry partners.

Examples included:

- a \$2.1 million pledge from The Stafford Fox Medical Research Foundation to support a Stafford Fox program dedicated to the prevention of ageing dementia
- a \$450,000 gift from the Lions Medical Research Foundation to support ovarian cancer research led by Dr Carlos Salomon
- a \$2 million commitment from The University of Queensland Endowment Fund to establish the TC Beirne School of Law Leadership, Excellence and Diversity (LEAD) Scholarship to support disadvantaged school leavers
- an additional \$105,000 from the estate of Cecil Hampshire English, bringing the total gifts from this estate to \$408,000, to support mental health research
- a \$1 million pledge from an anonymous donor to the UQ Spinal Cord Injuries Advancement Fund
- a \$750,000 bequest from the estate of Professor Philip Walker for two new funds, the Professor Philip Walker Ethics and Values in Medicine Fund and the Professor Philip Walker Surgery Research Fund
- the gift of a house, valued at \$1.25 million from the estate of the late Susan (Molly) Blake, the proceeds of which will be used to support the RD Milns Classics and Ancient History Perpetual Endowment Fund
- a \$1.3 million gift from the estate of Edna Dorothy Griffiths in memory of her daughter, Roslyn Griffiths, that will support scholarships and other activities within the School of Veterinary Science and the TC Beirne School of Law

Alumni <sup>1</sup> by faculty	
Faculty	Number of alumni <sup>2</sup>
Business, Economics and Law	64,492
Engineering, Architecture and Information Technology	29,730
Health and Behavioural Sciences	38,838
Humanities and Social Sciences	80,771
Medicine	22,316
Science	56,044

<sup>1</sup> Alumni includes graduates, Incoming Exchange students, Study Abroad students and honorary degree recipients and other alumni.  
<sup>2</sup> Figures as at July 2016; includes deceased.

Alumni living overseas <sup>1</sup> (Top 10 countries)		
Country	# living alumni	% of overseas total
USA	8060	19
Singapore	5524	13
China	5050	12
Malaysia	2974	7
UK	1771	4
Hong Kong	1741	4
Canada	1457	3
Indonesia	1381	3
Germany	1297	3
Japan	920	2

<sup>1</sup> Living alumni based on current address. Includes graduates, Incoming Exchange students, Study Abroad students and honorary degree recipients and other alumni.  
<sup>2</sup> Figures as at July 2016.

Alumni living by location <sup>1</sup>		
Location	Number	%
Queensland	109,494	44
Overseas	42,695	17
Other Australian states	17,546	7
Unknown	80,406	32

<sup>1</sup> Living alumni based on current address. Includes graduates, Incoming Exchange students, Study Abroad students and honorary degree recipients.  
<sup>2</sup> Figures as at July 2016.



- a \$300,000 pledge from The Helpful Foundation to support the Clem Jones Centre for Ageing Dementia Research (CJCADR)
- a \$40,000 gift from the estate of the late Muriel Ellen Kangan, which will fund the Queensland Brain Institute's research into mental health.

The University of Queensland in America Inc, a 501(c)(3) Foundation under the leadership of Andrew Liveris AO, continued to develop and engage in North America in 2016. The Board of Directors led a variety of engagement activities that attracted more than 350 alumni, including the UQ Rugby Benefit Dinner in New York, where more than US\$40,000 was raised for the UQ Rugby scholarship program. The foundation also received grants from Merck Sharp & Dohme Corp to benefit Dr David Muller's research in developing a vaccine to combat the dengue virus, and from the Silicon Valley Community Foundation to support the Animal Welfare Standards Project by the School of Veterinary Sciences.

In total, the foundation received more than US\$2.6 million in donations in 2016. This included a US\$2 million donation from The Dow Chemical Company as part of a five-year pledge to support The Dow Centre for Sustainable Engineering Innovation at UQ.

In 2016, the University also received \$14.9 million in charitable bequests. Staff giving raised \$1.5 million, while Annual Giving raised \$1.2 million for teaching priorities, research and student scholarships.

## Sponsorships

UQ announced a major partnership with Netball Queensland and the Queensland Firebirds in 2016. This partnership delivers mutual goals of promoting higher education to women and girls, promoting athlete-friendly universities and pathways for elite athletes, pursuing excellence in sport through world-class sports science research, and promoting industry-ready graduates through quality internships. The partnership also provides UQ with access to a key domestic recruitment market of high school students who participate in many grassroots and state finals competitions run by Netball Queensland.

2016 saw UQ become an official academic partner for the World Science Festival, an annual week-long celebration and exploration of science. Involvement included a UQ stall for the street science event, hospitality—including tours—during the festival, and significant branding opportunities. This was the first year the event was hosted in Brisbane, with another five already planned.

UQ sponsored and developed a new category for the Queensland Young Achiever Awards, which aim to recognise, encourage and reward young people, and to make them role models for others. The new UQ Create Change category acknowledges young Queenslanders driving activities, programs and initiatives that promote or create change: Orange Sky Laundry was the inaugural winner.

UQ also continued its support of several long-running sponsorships, including the Brisbane Writers Festival, Queensland Literary Awards, Fulbright Scholars awards, Queensland Certificate of Education Achievement Awards and Business Higher Education Round Table, and the more recent Brisbane Broncos and Surf Life Saving Queensland partnerships.

## Global engagement

2016 saw the launch of the UQ Global Strategy and Partnerships Seed Funding Scheme. Developed to support the successful implementation of the new Global Strategy Framework and assist faculties, institutes and units to pursue activities that would strengthen the impact of UQ's global network, the funding scheme has co-sponsored a diverse range of key initiatives across the priority countries of Brazil, the UK, Denmark, China, India, and the US.

Other key outcomes of 2016 included:

- UQ hosted more than 130 international delegations: the largest number of visits came from institutions in the UK, the US and China. Of the 115 delegations,

eight were visits by Australian heads of mission and 13 by heads of diplomatic missions in Australia. Notable visits included a public address by Australia's Ambassador to Belgium, Luxembourg, the European Union, and The North Atlantic Treaty Organization, His Excellency Dr Mark Higgie, and an Official Visit by Qi Xuchun, Vice-Chairperson of the National Committee of the Chinese People's Political Consultative Conference.

- 11 UQ researchers and PhD students travelled overseas, and 40 international researchers and students studied at UQ as part of the 2016 Endeavour Scholarships and Fellowships program.
- UQ maintained its 700 active agreements with 58 countries, including China (131 agreements), the US (71), Japan (60), Germany (37), and Indonesia (33).
- The global diplomatic community now includes nine UQ alumni serving as Australian ambassadors and high commissioners, one as chargé d'affaires, and one as deputy head of mission.

### North Asia

- The Senior Executive Mission to China delegation—which included Vice-Chancellor and President Professor Peter Høj, Deputy Vice-Chancellor (External Engagement) Professor Iain Watson, and senior representatives—held meetings with senior representatives from Huawei Technologies and the South University of Science and Technology.
- The School of Languages and Cultures welcomed new Adjunct Professor and Consul-General of Japan in Brisbane, Hidehiro Hosaka, in May. The ceremony coincided with the launch of the 50th Anniversary of Japanese Languages and Cultures at UQ.

### Latin America

- UQ hosted the 10th Annual UQ-Latin American Colloquium. Attended by more than 150 people, including ambassadors and representatives from nine Latin American Embassies, the program celebrated a decade of collaboration and innovation.
- UQ was the recipient of four Council on Australia Latin America Relations (COALAR) grants for 2016-17, which included establishing a Centre of Excellence in Sustainable Mining, building capacity for Zika virus control, healthy river catchment management training seminars, and organising the fourth Chilean Graduate Conference.

### Europe

- The 2016 German Science and Innovation Day was held at UQ, in collaboration

with the Honorary Consul of the Federal Republic of Germany, as part of German Week. The event showcased joint research projects involving Queensland and German researchers.

- UQ became the first Australian university to sign an agreement with the new French mega-university, Université Paris-Saclay. UQ also joined forces with Paris-Saclay for a joint research symposium, building on existing research ties with the UQ Centre for Hypersonics.
- UQ and the Niels Bohr Institute at the University of Copenhagen established the Virtual Institute for Physics to promote education and applied fundamental physics research.

### North America

- UQ, in partnership with Washington University in St Louis, hosted the McDonnell International Scholars Academy 6th International Symposium: Addressing global challenges through international collaboration in education and research (see page 42).
- Boeing and UQ announced an Asia-Pacific first at the McDonnell Academy Symposium. Boeing Research and Technology Australia will establish a presence at the St Lucia campus, where around 30 Boeing staff will work and collaborate with UQ researchers and students on topics including cabin disease transmission, autonomous systems, and environmental monitoring technologies.
- In collaboration with the World Bank Group's Integrity Vice-President, UQ established a new internship program. Open to Bachelor of Laws students, the recipient will work at the World Bank's headquarters in Washington, DC.
- UniQuest negotiated an exclusive licence agreement with USP Technologies to commercialise a treatment to control sewer odour and corrosion. USP expects to market the UQ-developed technology in North America, Australia, China, and Europe.
- UQ became one of only a select number of universities outside the US and the first in Australia to join the membership-based University-Industry Demonstration Partnership (UIDP). Cook Medical Australia will join UIDP as UQ's industry partner.

### South-Central Asia

- UQ's Global Change Institute, along with Unity Water and Queensland Urban Utilities, led the Australian Water Mission to India. The Mission explored possibilities for collaborative water management projects and capability transfer with Indian partners.



Pictured above, from left: Brisbane Broncos Chief Executive Officer Paul White, Broncos coach Wayne Bennett, Vice-Chancellor and President Professor Peter Høj and Broncos captain Corey Parker at the Broncos headquarters, Red Hill.

### South-East Asia

- Vice-Chancellor and President Professor Peter Høj led a senior delegation to Indonesia that met university partners, research agencies, government ministries, industry representatives and alumni. The Vice-Chancellor signed an agreement for joint research between UQ and the Indonesia Institute of Science (LIPI) that will address urban resilience and the sustainable development of small islands.
- The new UQ-Indonesia internship program will provide the opportunity for UQ students to work with Indonesian partners including Trade and Investment Queensland (Indonesia), LIPI, and the Judicial Commission of Indonesia.
- In April, Vice-Chancellor and President Professor Peter Høj hosted a partnership luncheon for Malaysian scholarship bodies and industry partners, as well as the first UQ Partner Briefing and Luncheon for Malaysian Sponsors in Kuala Lumpur.

### McDonnell Academy International Symposium

In September, in partnership with the Washington University in St Louis, UQ hosted the McDonnell International Scholars Academy 6th International Symposium: Addressing global challenges through international collaboration in education and research.

The McDonnell International Scholars Academy, founded by Washington University in St Louis in 2005, is an elite international network of research universities and scholars comprising 32 university partners, including UQ. The biennial Symposium provides a valuable forum to explore the role of research universities in tackling significant global challenges, with broad objectives that are closely aligned with UQ's vision of knowledge leadership for a better world.

The 2016 Symposium brought together university presidents, researchers, and outstanding graduate students, as well as representatives from corporate, government and non-government organisations to focus on the interconnected themes of:

- energy, environment and sustainability
- ageing of the global population and public health
- food, water and agriculture.

Keynote speakers included Boeing Company Chairman, President, and CEO Dennis A Muilenburg and Australian Department of Industry, Innovation and Science Secretary Glenys Beauchamp.

Approximately 360 delegates attended the event from Ghana, Turkey, Thailand, China, Australia, Hungary, Brazil, Israel, Indonesia,

Hong Kong, Chile, Korea, Taipei, Japan and the Netherlands.

### Confucius Institute

In 2016, the Confucius Institute at UQ (UQ CI) continued to develop programs and activities in teaching and research in Chinese language and culture at UQ—and in the broader Queensland community—as well as supporting UQ's China engagement.

Achievements included:

- hosting the Joint Conference of Oceanian Confucius Institutes in Brisbane to encourage regional Chinese teaching, research and learning cooperation
- consolidating cultural and language offerings to Queensland schools, promoting study opportunities particularly in rural areas
- conducting a well-publicised tourist safety campaign and cultural workshops to key government departments
- increasing promotion of the HSK Chinese Proficiency Test throughout Queensland
- facilitating a four-week in-country China study experience for UQ students.

UQ CI also received its first Australian Federal Police Certificate of Appreciation for its commitment to community service. Community engagement is a core component of UQ CI.

### ICTE-UQ

In addition to providing English language pathway and support programs for UQ's international students, ICTE-UQ forms an important outreach link between the Institute's more than 165 institutional, government and corporate partners in 20 countries and the UQ community.

In 2016, ICTE-UQ delivered a number of short-term customised programs for partners around the world that enhanced UQ's international footprint, including:

- an English Immersion program for 20 BA and BEd in Language Education – English students from UQ partner, the University of Hong Kong (HKU)
- an intensive English Language and Engineering Studies program for 30 students from UQ partner Kyushu University, Japan
- the annual Joint English and Methodology for TESOL Purposes (JEMTP) program for 63 teachers from China, Japan, Korea and Macau
- an English language and professional development training course for 36 immigration and customs officials from Indonesia, Timor-Leste, Laos and Myanmar as part of an ongoing partnership with the Australian Department of Immigration and Border Protection (DIBP)

- a Rehabilitation Therapies Training Program for 10 students from National Taipei University of Nursing and Health Sciences, Taiwan
- an Australian Business Experience Program for nine students from UQ partner Universidad de Lima, Peru
- an open-date study abroad program called *Australia: Past, Present and Future* for 16 students from Universidad San Ignacio de Loyola, Peru, one student from Fudan University, China, and one student from Tunghai University, Taiwan
- three professional development programs in Public Administration and Public Policy, Leadership, and Agricultural Development Policy for 60 government officials sponsored under Monitoring Office of Program 165, Vietnam
- a new Political Science and International Relations study abroad program for 11 students from UQ partner Keio University, Japan
- a Student Leadership program for 30 students from Beijing Normal University
- Content and Language Integrated Learning (CLIL) programs for 35 key English lecturers/teachers in Vietnam as part of the Vietnamese Government's *National Foreign Languages 2020 Project*, delivered in conjunction with the South East Asian Ministers of Education Organization Regional Training Center (SEAMEO RETRAC); and 46 academics from Taiwan, Japan, Colombia, Saudi Arabia and Thailand.

ICTE-UQ also administered more than 7000 International English Language Testing System (IELTS) tests, Occupational English tests and Teaching Knowledge tests to candidates across South-East Queensland for academic pathway, immigration and professional purposes, and placed more than 2000 students and professionals with homestay accommodation hosts within the local Brisbane community.

### UQ International Development

Becoming part of ICTE-UQ in 2016, UQ International Development continued to manage long-term development projects and deliver a wide range of short-course programs, both in Australia and across the globe. Key clients included the Department of Foreign Affairs and Trade (DFAT), and the Asian Development Bank (ADB), as well as other government agencies, managing contractors and the private sector.

Short-course topics included agriculture, public policy, public-private partnerships, infrastructure, journalism, business, governance and executive leadership. More than 400 awardees from 24 countries attended short-course training during 2016, with participants from Indonesia, Papua

New Guinea, Peru, Bhutan, Mongolia, Nepal and several African nations.

UQ International Development continued to draw on the expertise of UQ academics for course delivery and worked collaboratively with faculties, schools and institutes across program areas.

In addition to short-course delivery, UQ International Development continued to manage six long-term projects, including the Tonga Interim Skill Development Facility, which reached successful completion on 31 October 2016.

### Institute of Modern Languages

The Institute of Modern Languages (IML) continues to play an important role in providing staff, students, alumni and the community with language skills and cultural knowledge that contribute to a global perspective.

In 2016, IML had 2719 enrolments in 124 courses teaching 28 languages. This included 65 enrolments in customised language learning for individuals, small groups and organisations.

Language course development, delivery and assessment services were again provided for the Australian Defence Force in 22 languages.

IML also conducted more than 1500 translation and interpreting jobs for UQ units, staff and students, the community, companies, government departments, schools, and universities.

### Cultural and community activities

#### Customs House

One of UQ's CBD bases, the heritage-listed riverside building continued to be in high demand as a venue for University, corporate and private events in 2016, with many UQ alumni taking advantage of the restaurant's alumni discount.

In all, Customs House welcomed more than 76,000 guests and held 820 functions in 2016, including six School of Music concerts in The Long Room. Brisbane's Open House event in October attracted more than 900 visitors on the day.

The year also saw Customs House win the national and state awards for Caterer of the Year and Function / Convention Centre Caterer at the Savour Australia™ Restaurant & Catering HOSTPLUS Awards for Excellence.



Customs House hosted 76,000 guests at 820 functions in 2016.



Delivering workshops to high school and community choirs in Cairns.



Performing *Illuminae* at the State Library of Queensland during the Brisbane Writers Festival.



In 2016 UQ Art Museum celebrated its 40th anniversary with the exhibition *Beyond the Tower* UQ Art Museum – 40 years and counting. Photo: Simon Woods

### School of Music

The UQ Symphony Orchestra and the UQ Chorale performed two concerts at the Queensland Performing Arts Centre Concert Hall in 2016. The May concert commemorated 400 years of Shakespeare, including Tchaikovsky's *Romeo and Juliet Fantasy Overture*, Shostakovich's *Hamlet Suite*, and Walton's *Belshazzar's Feast*, for which the UQ Chorale was joined by selected secondary school choirs from South-East Queensland. The October concert featured one of the School's ensembles-in-residence, White Halo Ensemble, performing Beethoven's *Triple Concerto* with the UQ Symphony Orchestra, alongside Rimsky-Korsakov's *Scheherazade*. Both concerts featured a world premiere composition by prize-winning undergraduate student John Rotar in May and Connor D'Netto in October.

As part of its ongoing partnership with the Queensland Music Festival, the School collaborated with the Brisbane Writers Festival to present *Illuminae*, a surround sound space opera composed by student duo Argo, and performed by students and staff members at the State Library of Queensland in September.

Staff and students travelled to North Queensland in July to continue to work with Indigenous Australian children from Aurukun, Hope Vale and Coen as part of the Cape York Instrumental Program, and again in October to deliver voice concerts and workshops with high school and community choirs in Cairns and Innisfail. Both activities were supported by the Paula and Tony Kinnane Bequest.

The School maintained its regular concert series at Customs House, the UQ Art Museum, Brookfield Hall, and the Nickson Room in the Zelman Cowen Building.

### UQ Art Museum

UQ Art Museum exhibitions in 2016—its 40th anniversary year—included:

- *ephemeral traces: Brisbane's artist-run scene in the 1980s*, curator Peter Anderson
- *We who love: the Nolan slates*, curator Dr Chris McAuliffe, also toured to Heide Museum of Modern Art, Melbourne
- *Barjai and Miya Studio*, curator UQAM Associate Director (Curatorial) Michele Helmrich
- *Beyond the Tower: UQ Art Museum – 40 years and counting*, curators UQAM Director Dr Campbell Gray and UQAM Curator Samantha Littlely
- *Over the fence: contemporary Indigenous photography from the Corrigan collection*, curator UQAM Project Manager Gordon Craig

- *Creative accounting*, curator Holly Williams, in conjunction with Hawkesbury Regional Gallery and toured by Museums & Galleries of NSW
- *Denise Green: beyond and between – a painter's journey*, curator UQAM Associate Director (Curatorial) Michele Helmrich.

The UQ Art Museum maintained visitor numbers of the previous year, welcoming more than 50,000 visitors during 2016.

The UQ Art Museum was grateful to be one of the recipients of the \$8 million Kinnane bequest. This generous gift allows the museum to provide education and opportunities for future generations in the Arts, both locally and in regional Queensland.

The UQ Art Museum continued to focus on public and educational programs relating to the 2016 exhibitions and others by engaging with various areas of the University, including the Aboriginal and Torres Strait Islander Studies Unit; the Schools of Biological Science, Economics, Historical and Philosophical Inquiry, Political Science and International Studies, and Geography, Planning and Environmental Management, as well as various Alumni groups and Brisbane community groups.

The University purchased 42 new artworks for The University of Queensland Art Collection, with 54 works acquired through donations. The Art Museum loaned 59 artworks to major public art institutions, including the National Gallery of Australia, Queensland Art Gallery | Gallery of Modern Art, Museum of Contemporary Art Australia, and the Heide Museum of Modern Art.

### Indigenous engagement

UQ is committed to ensuring the University is a safe, culturally embracing environment for Indigenous students, staff and the community, and actively works towards forging strategic, respectful partnerships with Indigenous communities.

In 2016, UQ entered into a formal partnership with the Institute for Urban Indigenous Health (UIIH). The Institute leads the planning, development and delivery of comprehensive primary health care services to the Indigenous population of Queensland, with 18 multidisciplinary primary health clinics operating throughout the region. The partnership with UIIH will create opportunities for the University to contribute towards closing the gap in health disparity between Indigenous and non-Indigenous Australians, and pursue research, workforce development and outreach opportunities in the area of Indigenous health for Aboriginal and Torres Strait Islander people.

### Student recruitment

The University continued to increase the numbers of Aboriginal and Torres Strait Islander students enrolling at and graduating from UQ, supported by the Aboriginal and Torres Strait Islander Studies (ATSIS) Unit, which engages in a number of initiatives to increase the proportion of Indigenous Australian students at UQ.

Programs and initiatives included:

- Five **InspireU camps** were held in 2016, with a total of 102 Aboriginal and Torres Strait Islander secondary students attending. Established in 2013 as part of a global education partnership between Rio Tinto and UQ, the InspireU camps expanded beyond engineering in 2015 to include law, business, health and science. The week-long on-campus university experience gives students a practical insight into each of the disciplinary areas and the many opportunities available to them. InspireU is delivered in collaboration with community and industry partners, and UQ's faculties and schools. In recognition of the program's significant contribution towards increasing the participation of Aboriginal and Torres Strait Islander students at the University, the Outreach and Engagement team in the ATSIS Unit received a UQ Award for Excellence in Equity and Diversity in 2016.
- The **Deadly Choices Pathways to Success** program was developed to encourage and support secondary school students to transition into university. Focusing on the benefits of higher education and encouraging students to undertake the OP pathway to increase their opportunities for entry into university, the program uses an incentivised model to attract students, with academic improvement and an improved aspiration to attend university as the desired outcomes. Funding for the program is provided by UQ and the Australian Government's Higher Education Participation Program. In 2016, 99 students enrolled.
- UQ's outreach and engagement activities were expanded in 2016 to include greater focus on building partnerships with Aboriginal and Torres Strait Islander communities in regional and remote areas. Areas of particular focus were the Torres Strait, Central Queensland and the Wide Bay Region, North Queensland, Toowoomba and the Darling Downs, and Gold Coast and Northern NSW. A tertiary aspiration building camp for secondary school students in the Toowoomba and Darling Downs region was held in September in partnership with the Department of Education and Training.



Secondary students practising their robotic skills at one of the year's five InspireU camps for Aboriginal and Torres Strait Islander secondary students, held on-campus at St Lucia.

### Sponsorship

UQ once again sponsored and supported the Under-15 Competition for the Queensland Aboriginal and Islander Health Council's Arthur Beeton Foundation Murri Rugby League Carnival, with a focus on health and education. UQ hosted an on-campus event for the approximately 400 under-15 players in 2016, including tours of campus facilities, and information sessions focused around UQ program offerings, financial and support opportunities for Indigenous students, and University application and admission processes.

### Student engagement

#### Engaging with current students

During 2016, the UQ Advantage Office continued to deliver a wide range of experiences, services and funding for UQ students, designed to enhance employability and maximise their student experience.

In supporting the new Student Strategy's game-changing graduates goal (launched mid-year), highlights included:

- launching UQ's Employability MOOC in January with more than 22,000 enrolments across 182 countries
- engaging with 5000+ undergraduate students in the Advantage Award program to enhance their employability through extra-curricular activities
- holding the annual UQ Careers Fair that attracted more than 3800 students and 95 employers, and the annual Volunteer Expo that attracted more than 1400 students who engaged with 60 not-for-profit organisations
- offering more than 250 volunteer positions to UQ students on campus, giving them the opportunity to develop leadership, presentation and networking skills
- supporting more than 1000 UQ students to broaden their world view



ATSIS Unit staff received a UQ Award for Excellence in Equity and Diversity for their work in boosting Indigenous enrolments: pictured from left are outreach and engagement officers Andrew Dillon, Belle Sanewski and Sid Domic with Vice-Chancellor and President Professor Peter Høj (second from left).



Student ambassador Madeleine Ryan talking to a prospective student at the Career and Employment Expo in May.

- by participating in a global experience such as student exchange, short-term programs or an extra-curricular international program
- selecting 32 student leaders to represent UQ at a range of domestic and international events, such as the National Student Leadership Forum in Canberra and the CISA National Education Conference in Darwin
- supporting more than 650 students in the UQ Undergraduate Research Program, and hosting the annual UQ Undergraduate Research Conference.

### Influencing student choice for UQ

During 2016, the Office of Prospective Students and Student Equity (OPSSE)—in conjunction with UQ faculty staff—engaged with secondary schools throughout Queensland, New South Wales, Victoria, South Australia and the Northern Territory, and worked in conjunction with UQ’s International Office to engage with students, parents and key high schools throughout Australia and the Asia-Pacific region.

With Queensland’s regional areas being a major recruitment focus, the team attended 20 regional career expos in 2016, and delivered a range of complementary in-school and university experiences aimed at raising the educational aspirations of students attending secondary schools in Ipswich and the Lockyer Valley.

These experiences—hosted by UQ Student Ambassadors and designed to be interactive and fun—included visits to UQ facilities such as the University’s archaeology dig site, the Gatton Dairy and Wildlife Centre, as well as discipline-based workshops including rehabilitation therapies and engineering workshops. The overall activities program helps to demystify university life and break down perceived barriers to tertiary study.

Survey data have consistently shown that close to 90 per cent of students who participate in an on-campus experience day become more interested in university as a future option.

With nearly 25,000 guests, UQ’s Open Days at Gatton and St Lucia were well attended and provided an excellent opportunity for future students and their families to investigate post-school study options and pathways, learn about accommodation and support services, and experience campus life first-hand. In July, more than 1100 secondary students from 96 schools attended Careers that Shape the World, an annual event at St Lucia, where Year 11 and 12 students were introduced to the variety of career possibilities arising from studying at UQ.

Around 220 high-achieving Year 11 students participated in the UQ Young Scholars Program (YSP) in November. This ‘live-in’ academic enrichment experience, facilitated by UQ staff and student volunteers, helps to develop participants’ leadership skills through discussions and debates about some of the biggest societal challenges. The program has proven to be a highly effective recruitment activity, with close to 75 per cent of Young Scholars applying for a place at UQ.

The popularity of the annual Future Experiences in Agriculture, Science and Technology (FEAST) camp held at the Gatton campus continued, with almost 125 secondary school students involved in 2016. The program, which also includes an experience day at the St Lucia campus, introduces participants to some of the many exciting and rewarding careers in Agriculture, Science and Technology.

Interest in the University’s Enhanced Studies Program (ESP) remained strong, with almost 250 Year 12 students completing a first-year university subject in 2016. Demand for *WRI7999* was particularly high—a one-week summer-intensive course aiming to boost the critical thinking and writing skills of senior students attending selected schools in the Ipswich, Logan and north Brisbane regions.

The University’s partnership with the Brisbane School of Distance Education was further strengthened, with the school delivering two UQ Enhanced Studies courses (in a blended-learning format) to students across Queensland.

Hosting future students, parents and key school contacts on-campus remained a focus for the team. This year, several new events were introduced to drive student choice for UQ. All events were well attended and included parent information evenings and inviting guidance officers from key interstate schools to the annual Guidance Officers Conference. Inaugural student leadership forums were held in August that leveraged UQ’s relationship with celebrity chef Ben Milbourne, as well as UQ alumnus and social entrepreneur Lucas Patchett, co-founder of Orange Sky Laundry.

The team promoted UQ’s new degrees to schools throughout Queensland, especially the Bachelor of Criminology and Criminal Justice, where 20 schools experienced a tailored, interactive, on-campus activity that highlighted the role criminologists play in addressing contemporary social order.

The Queensland Core Skills (QCS) Test booster program, a capacity-building initiative for state schools in the Ipswich and Logan regions, was again delivered in 2016 following a trial in 2014. Incorporating teacher training and a ‘booster’ workshop,

the program helped prepare senior students for success in the QCS Test. More than 560 Year 11 and 12 students and 80 teaching staff from 15 schools attended the sessions and feedback was very positive. Two new schools from Brisbane’s eastern suburbs also participated this year.

UQ’s academic community was heavily involved in the recruitment of future students to UQ, attending almost 70 school speech nights, delivering discipline-based activities on-campus, providing advice at Open Days/Tertiary Studies Expos, and visiting various schools throughout the state.

OPSSE sponsored almost 120 school speech nights during October and November, generally awarding the ‘Create Change’ Prize of certificate and gift voucher to the Year 12 school dux or other high achiever.

The UQ Young Achievers Program (YAP) continued to support the tertiary study and career aspirations of motivated secondary school students from low-income families, with almost 120 being welcomed into the program in October. In 2016, 90 Young Achievers applied for a place at university and 65 students accepted one. Many of the Young Achievers who transitioned to UQ took advantage of tailored induction and support services to help them settle into university life.

Student mentoring is a critical success factor for the Young Achievers Program. Mentors serve as friendly and accessible points of contact for Young Achievers, helping to build their confidence and educational aspirations. Forty passionate and committed UQ students, including 20 past Young Achievers, generously volunteered their time to mentor the current cohort of Young Achievers throughout their senior years. The University’s residential colleges also continued to be great supporters of the program, providing 26 discounted places for Young Achievers needing to relocate to study at UQ in 2016.

OPSSE’s responsibilities included the newly established Future Students Contact Centre (FSCC), which reached a milestone of 10,000 enquiries early in 2016. Live chat, email responses, inbound calls and call-backs to future students all formed part of their enquiry management role. FSCC staff were also leveraged to convert student choice toward UQ by contacting YSP, YAP, ESP and deferred students throughout the year.

### Scholarships

UQ’s Academic Scholarship program attracted more than 1350 applications from high-achieving Queensland and interstate students, making it a highly competitive field. More than 150 Academic Scholarships

were awarded to students commencing in 2016. A significant number of other scholarships, mostly discipline-specific, were also awarded to high-achieving continuing students.

More than 300 UQ Link scholarships, valued at \$3000 per annum for up to three years, were awarded to school leavers and gap-year students who had experienced educational disadvantage as a result of financial hardship.

More than 60 Young Achievers scholarships, valued at \$7000 per annum for up to four years, were awarded to YAP participants.

### UQ College

UQ College was established in 2010 to provide students with pathways to success in higher education. Celebrating its first Awards of Excellence in August 2016, seven former students received an Outstanding Achievement Award and nine received Awards of Excellence, presented by Deputy Vice-Chancellor (Academic) Professor Joanne Wright and UQ College Chair the Honourable Dr David Hamill AM.

UQ College is very proud of its extensive diversity in terms of student background, teaching expertise and learning pathways. Enrolments in UQ College courses again surpassed 500 in 2016, with increased interest from both domestic and international students in the Associate Degree in Business. A large number of past students successfully completed UQ bachelor degrees and attended graduation ceremonies in July and December 2016.

### UQ Sport

UQ Sport welcomed more than 750,000 participants—along with thousands of spectators—across St Lucia and Gatton during 2016.

This year, the following upgrades and enhancements of UQ Sport facilities were delivered:

- completing the synthetic fields precinct, which will allow more than 3000 additional hours of available play time each year (see page 55)
- repainting the UQ Sport Aquatic Centre 50-metre pool, installing new Olympic-standard starting blocks, and commencing construction of a new 25m pool
- upgrading the netball courts with new surfaces, goal posts, nets and pads
- resurfacing four tennis courts
- installing approximately \$100,000 worth of new cardio equipment at the UQ Sport Fitness Centre.



Attending UQ College’s 2016 Awards of Excellence Evening were, from left: UQ College Chair the Honourable Dr David Hamill AM, past Tertiary Preparation Program student Anna Savory (Award of Excellence recipient) and Deputy Vice-Chancellor (Academic) Professor Joanne Wright.



The UQ Aquatic Centre 50-metre pool was refurbished in 2016.



Bachelor of Health, Sport and Physical Education (honours) student and 2016 UQ Sport Sportsman of the Year Dane Bird-Smith won a bronze medal in the 20-kilometre walk at the Rio Olympics.

New student-participation merchandise brand, Team UQ, commenced its roll-out via new uniforms for all UQ Sport-affiliated sporting clubs. One hundred and eighteen Team UQ student athletes attended the Australian University Games, held over five days in Perth in September 2016, winning 32 medals, finishing sixth against 42 competing universities and becoming the highest ranked Queensland university.

The UQ Sport Academy elite athlete program supported some 170 student athletes, including 47 scholarship recipients. Among the 2016 highlights were a number of world championship attendances and a strong contingent attending the 2016 Rio Olympics and Paralympics, including medals at both games.

UQ Sport was recognised as one of the best places to work in Australia, being awarded a bronze medal in a national HR Employer of Choice survey.

### Master Plan

Early in 2016, work commenced on the preparation of a new Master Plan to provide the strategic framework for use and development of the University's main campus at St Lucia and its connected precincts. The St Lucia campus Master Plan will guide development for the next 15–20 years while ensuring that it aligns with the University's strategic objectives. It will enable UQ to adapt to the changing education and research landscape by capitalising on existing campus qualities and identifying future potential. The Master Plan will articulate a vision for the St Lucia campus to become a highly connected, vibrant destination that is an integral part of the community and the city. The University

recognises the traditional owners of the land it occupies and the cultural significance of the St Lucia area.

Extensive consultation with internal, community and government stakeholders has generated feedback and input on key issues for consideration in the planning process. A draft document will be released for further consultation prior to completion of the new Master Plan in the first half of 2017.

### Walking tours

In collaboration with University Sculptor Dr Rhyl Kingston Hinwood AM, the Office of Marketing and Communications published *Carving a history: a guide to the Great Court*, a fully illustrated guide to the more than 1200 carvings within and around UQ St Lucia's Great Court in both print and app format. This complemented a range of walking tours available via app that had been developed earlier in the year to encourage visitors to explore and appreciate the campus.

### Customs House and 443 Queen Street development

UQ and Cbus Property agreed that Cbus Property would:

- change the profile of its building by reducing their car park's size, so enabling the development to proceed whilst preserving important views of Customs House
- seek Brisbane City Council approval for pruning the fig tree in the grounds of Customs House and minimise any pruning.



University Sculptor Dr Rhyl Kingston Hinwood AM standing outside the Goddard Building with two of her favourite sculptures, Charles Darwin and Gregor Mendel.

# MANAGEMENT AND RESOURCES

The University's academic aims and aspirations for staff and students are supported by effective management strategies, policies, practices and systems. All aspects of the University are administered in a professional and client-focused manner. UQ has a proactive approach to environmental management and sustainability and continues to develop modern facilities.

## University staff

### Recruitment and selection

UQ externally advertised 763 professional and 370 academic staff positions in 2016. The primary medium for recruitment was the *UQ Jobs* e-recruitment website, with several externally hosted recruitment websites also used extensively, particularly SEEK, UniJobs and Global Academy Jobs. From 31 March 2015 to 31 March 2016, the University's continuing and fixed-term workforce decreased by 1.3 per cent to 6703 FTE, with a permanent retention rate of 90.4 per cent and a permanent separation rate of 9.6 per cent.

The Aboriginal and Torres Strait Islander Employment Strategy continued to be widely promoted by Human Resources. In 2016, 15 trainees were recruited into the Indigenous Traineeship Program.

The table below shows University staff as at 31 March 2016.

University staff as at 31 March 2016						
Staff FTE by function (excluding casuals) <sup>1</sup>	2014		2015		2016	
	FTE	% of Total FTE	FTE	% of Total FTE	FTE	% of Total FTE
Academic						
Teaching and research	1240.2	18.2%	1206.6	17.8%	1145	17.1%
Research focused	1435.5	21.1%	1452.2	21.4%	1460	21.8%
Teaching focused	179.1	2.6%	149.3	2.2%	139	2.1%
Other	28.5	0.4%	26.3	0.4%	28	0.4%
ACADEMIC TOTAL FTE	2883.2	42.3%	2834.4	41.7%	2772	41.4%
Professional						
Research support	592.7	8.7%	547.1	8.1%	490	7.3%
Other	3340.1	49.0%	3409.5	50.2%	3441	51.3%
PROFESSIONAL TOTAL FTE	3932.8	57.7%	3956.6	58.3%	3931	58.6%
TOTAL FTE (excluding casuals) <sup>2</sup>	6816		6791		6703	
Casual FTE (per year)	2014		2015		2016 <sup>3</sup>	
	FTE	% of Total FTE	FTE	% of Total FTE	FTE	% of Total FTE
Academic	492.9	14.6%	438	13.4%	438	13.6%
Professional	532.2	11.9%	552	12.2%	552	12.3%
TOTAL CASUAL FTE	1025.1	13.1%	990	12.7%	990	12.9%
Unpaid appointments	2014 Headcount		2015 Headcount		2016 Headcount	
Honorary/Adjunct appointments	1850		2061		2211	
Academic titles	2985		3269		3653	
Conjoint appointments <sup>4</sup>	134		136		139	
TOTAL UNPAID APPOINTMENTS	4969		5466		6003	

<sup>1</sup> The staff classifications shown here align with the reporting of data to the Department of Education.

<sup>2</sup> FTE represents full-time equivalent throughout table. Total headcount (excluding casuals) as at 31 March 2016 is 7289. Total payment summaries produced in 2016 is 18,173.

<sup>3</sup> The projected Casual FTE for 2016 is the 2015 actual figure as per Department of Education estimate. Actual Casual FTE for 2016 will be available 30 June 2017.

<sup>4</sup> Conjoint appointments are clinical academics jointly appointed by the University and an external health partner, with only one of the partners having an employment relationship with the appointee. While recorded as unpaid appointments in University systems, UQ contributes towards the cost of the appointment in cases where the external health partner is the employer.