



Quality teaching, learning, research and community engagement all depend upon the quality and dedication of staff. As an employer of choice, ACU National's employment programs revolve around respect for individuals and their need to balance their work and life commitments.

The strength of our academics' qualifications are noted in *The Good Universities Guide 2007* with a five-star rating.

Improved options for flexible working conditions, support for further study, and the creation and adoption of a groundbreaking Pathways to Retirement Program were among initiatives of 2006 which helped the University to nurture its valued employees.

These actions complemented the University's historically generous maternity leave provisions, adopted in 2001, under which staff receive their full salary for 12 weeks and then 60 per cent for the remaining 40 weeks of a full year's leave.

Under the new Pathways to Retirement program, staff aged over 50 years may flexibly structure their retirement to suit their individual work-life balance preferences and financial needs. The program gives staff the option to reduce their work responsibilities or partially retire from full-time work, while maintaining their links to ACU National and enhancing their retirement income.

The University values the opportunity to continue to access the skills, knowledge and experience of our staff in a way that is mutually beneficial, while opening up career paths for younger academics and administrators. We were also glad to lead by example and join industry partners in an Australian Research Council – funded research project, Redesigning Work for an Ageing Society.

## Employee relations

Throughout 2006, employee relations were necessarily focused on the implementation of the Commonwealth Government's workplace relations legislation, and its ongoing Higher Education Workplace Relations Requirements (HEWRRs). On 27 February 2006, the University was advised that its Enterprise Agreement, its offer of Australian Workplace Agreements (AWAs) to staff, and its new and revised policies and procedures were compliant with the HEWRRs; and that the University had been successful in obtaining additional funding under the Commonwealth Grant Scheme.

The implementation of the Commonwealth Government's workplace relations legislation (which amended the *Workplace Relations Act, 1996*) required the University to review many of its policies and to edit and update its standardised AWAs. In particular the introduction of the Australian Fair Pay and Conditions Standard and variations to the Act's Regulations required that changes be made to the University's Personal Leave, Parental Leave and Probation policies and for the introduction of a Compassionate Leave policy. The University also updated its contracts of employment as a result of changes to the Act's Probation/Qualifying Period requirements, and also as a result of amendments to superannuation legislation.



Throughout 2006, the University continued to develop AWAs which were progressively offered to all current as well as new staff, including after 30 June 2006, to all casual and sessional staff. An application for Commonwealth funding under Round 2 of the HEWRRs was submitted on 31 August 2006. This application included seven post workplace relations legislation template AWAs and advice on policy development, including the implementation of the ACU Interim Policy – Australian Workplace Agreements. On 18 December, the University was advised that its second application for an additional 7.5 per cent funding under the Commonwealth Grant Scheme had been successful.

One of the major changes to be implemented is the new record keeping requirements, in particular the requirement for staff who are eligible for overtime and for all casual staff to record their hours worked. The University will continue the process of updating and refining its policies as a result of the ongoing legislative changes, e.g. 21 new policies were approved in 2006.

## Staff diversity and equal opportunity

During 2006, the University continued to introduce progressive workplace reforms, consistent with its Mission statement which expresses the University's fundamental concern for justice and equity, and for the dignity of all human beings.

In addition to the Pathways to Retirement program, the University agreed to participate in an Australian Research Council-funded research project called Redesigning Work for an Ageing Society (RW4AS). This project is concerned with the effective management of ageing workforces and it is linked into similar research being conducted in Europe. The aim of the project includes identifying and overcoming age barriers to staff continuing with their employment in ways that benefit individual employees and the organisation. The project is being managed from the Business, Work and Ageing Centre for Research at the Swinburne University of Technology. ACU National is one of five industry partners involved, along with Qantas, Australia Post, RACV and Laminex.

An Indigenous Employment Officer was appointed to implement the Indigenous Employment Strategy 2006-2008, which aims to increase the employment of Indigenous Australians across the University. Antonia Graham has provided practical assistance to supervisors who wish to enhance their efforts to recruit and support Indigenous staff, and advise and support to the University on issues of Indigenous employment. The strategy requires continuous liaison with ACU National supervisors and staff, Indigenous people, community organisations and employment agencies.

STAFF STATISTICS	2006
<b>Total number of staff</b>	
General	485
Academic	397.7
<b>Total number of full-time equivalent casual staff</b>	
General	16.8
Academic	202.6
<b>Total staff including casual staff</b>	
General	501.8
Academic	600.3
<b>Total</b>	<b>1,102.1</b>

## Occupational health and safety

Initiatives arising from the OH&S Plan continue to be implemented, e.g. the appointment of a National OH&S and Well-Being Coordinator, based at the North Sydney Campus. The role of the Coordinator is to provide expert advice, support and strategic leadership in the planning, coordination and delivery of a wide range of OH&S and well-being initiatives and policies across the university as well as working closely with the local and National OH&S Committees.

OH&S induction is given high priority within the University, with local managers and supervisors continuing to play an important role in inducting new employees. Further consolidation of the induction process has taken place, with the development of modules for online delivery covering OH&S legal compliance, OH&S management, harassment and discrimination, and bullying.

The Employee Assistance Program (EAP) provides access to confidential professional counselling services for staff and their families and assists them with personal or work-related problems. Utilisation of this service is in line with the industry average and will continue to be monitored to effectively manage health and safety. Patterns relating to work-related and personal issues are emerging although further data is required before clear trends can be established.

Through the active management of Workers Compensation claims, a number of claims were closed. A slight increase in the number of claims lodged in Queensland has been offset by a decrease in the number of claims lodged in NSW and the ACT. Our Rehabilitation Coordinators continue to actively manage injured employees to ensure that an early and successful return to work is obtained, thereby reducing workers compensation costs.

## Grievance management

Staff completed compulsory online training programs on workplace behaviour and workplace discrimination and harassment to improve their knowledge and understanding of these issues and prevent the occurrence of discriminatory or bullying behaviour. Information sessions were held on all campuses about the University's Grievance Management Policy and procedures. Grievance management guidelines for staff, students and supervisors are published on the University's intranet.

## Senior management profiles

### Chancellor

Brother Julian McDonald cfc AO  
BA DipEd (Syd), CertRelFormation (St Louis),  
GradDipLangInEd (CSU)

Brother Julian was appointed Chancellor of ACU National in November 2000. He has been a member of the University Senate since 1992, and was previously Pro-Chancellor from 1995-2000. In October 2002, Brother Julian concluded a 12-year term as Province Leader of the Christian Brothers in NSW, ACT and Papua New Guinea. He is currently Executive Officer, National Committee for Professional Standards – a committee of the Australian Catholic Bishops Conference and the Australian Congregational Leaders of Religious Institutes.

Brother Julian was made an Officer in the General Division of the Order of Australia in 2003. He joined the Christian Brothers in 1960 and went on to gain a Bachelor of Arts and Diploma of Education at the University of Sydney. He received a Certificate of Religious Formation from St Louis University and a Graduate Diploma in Language in Education from Charles Sturt University. In 1973 he became Director of Christian Brothers Formation at Strathfield, NSW, and held this position until 1981. Brother Julian spent two years (1988–1990) in Rome as Director of Christian Brothers' International Renewal Program. He is completing an MA Hons in the field of children's literature at Charles Sturt University.

### Pro-Chancellor

Edward Exell AM  
BA (Hons) (Melb), BEc (ANU)

Mr Exell has been Pro-Chancellor of the University since November 2000. He is Business Manager of the Catholic Archdiocese of Melbourne. He is Chair of the Standing and Finance Committee of the University. Mr Exell was born in Melbourne and educated at Xavier College, Melbourne, Loyola College, Watsonia as a Jesuit scholastic, and at the Australian National University. Before joining the Catholic Archdiocese he was Deputy Managing Director of the Australian Trade Commission.

Mr Exell has served on the National Board of Employment Education and Training, the Mercy Health and Aged Board and, until recently, was a member of the School Council of Xavier College. He was made a Member in the General Division of the Order of Australia in 1988.

### Vice-Chancellor

Professor Peter Sheehan AO  
BA (Hons), PhD (Syd), FAPS, FAPSA, FASSA, FACE

Professor Sheehan was appointed Vice-Chancellor of ACU National in February 1998. He obtained a Bachelor of Arts with Honours from the University of Sydney in 1961 and was awarded a Doctor of Philosophy in Psychology in 1965. After completing a postdoctoral fellowship at the University of Pennsylvania Hospital from 1965 to 1967, he was Assistant Professor of Psychology at the City College of the City University of New York from 1967 to 1968, lecturer and senior lecturer at the University of New England, Armidale from 1968 to 1972, and Professor of Psychology at the University of Queensland from 1973 to 1997.

He was Chair of the Queen Elizabeth II Fellowships and Australian Research Grants Committee from 1983 to 1985 and Chair, during 1992 and 1993, of the Australian Research Council's Research Grants Committee, and is past Chair of the Council's Social Sciences and Humanities Panel. He is also Past President of the Australian Psychological Society and was President of the International Congress of Psychology in 1988. From 1991 to 1993 he held office as President of the Academy of the Social Sciences in Australia, and was made Honorary Fellow of the Academy in 1996. He was made an Officer in the General Division of the Order of Australia in 1995, and received the Centenary Medal in 2003.

### Pro-Vice-Chancellor (Academic Affairs)

Professor Gabrielle McMullen  
BSc (Hons), PhD (Monash), FRACI

Professor McMullen has held her current appointment as Pro-Vice-Chancellor (Academic Affairs) since 2000. She is responsible for the ACU National Faculties, Library and academic staff development as well as the Victorian operations of the University. She was previously Rector of the Ballarat Campus for five years. Prior to joining ACU National, Professor McMullen worked at the Chemical Institute of the University of Freiburg, Germany as a postdoctoral fellow and then in the Department of Biochemistry and Molecular Biology at Monash University. She was also Dean of Mannix College at Monash University. She has held fellowships from the Alexander von Humboldt-Stiftung and the Deutsche Forschungsgemeinschaft, and is a Fellow of the Royal Australian Chemical Institute. Professor McMullen's current research interests include Catholic higher education and the history of science.

### Pro-Vice-Chancellor (Research and International)

Professor Peter Wilson  
BA (Hons), PhD (UNSW)

Professor Peter Wilson took up the position of Pro-Vice-Chancellor (Research and International) in May 2006. He was previously Professor and Head of Psychology at Southern Cross University where he established a new

School of Psychology. He also occupied the position of Associate Dean (Coffs Harbour Campus) in 2002.

Professor Wilson undertook his studies at the University of New South Wales where he was awarded a Bachelor of Arts (Honours) degree in 1975 and a PhD in Psychology in 1980.

Professor Wilson's research has been in the area of clinical and health psychology. In particular, he is well known internationally for his research on psychological aspects and management of tinnitus (ringing in the ears). He has also published work in the area of cognitive-behaviour therapy for depression. He received a Distinguished Career Award, 1998 from the Australian Association for

Professor O'Gorman was Head of the Department of Psychology and Dean of the Faculty of Arts at the University of New England in Armidale from 1979 to 1989. Between 1970 and 1973, he held the role of Psychologist and Senior Psychologist in the Psychology Research Unit at the Australian Military Forces in Melbourne. Professor O'Gorman is a Fellow of the Australian Psychological Society. He chaired the Conference Organising Committee for the Australian Psychological Society National Conference during 2001 and 2002, and during 1993 and 1994, and was Chair of the Psychologists Board of Queensland from 1992 to 1998.



Cognitive and Behaviour Therapy. He has held NHMRC grants for research on psychological aspects of tinnitus and diabetes, and has published extensively on topics in the area of clinical and health psychology.

Professor Wilson is a member of the Pro-Vice-Chancellor (Research) and the Pro-Vice-Chancellor (International) sub-committees of the Australian Vice-Chancellors' Committee. He also chairs the NSW PVC/DVC (International) committee. He is a former Chair of the Heads of Departments and Schools of Psychology Association (2002-2003), and the National President of Australian Behaviour Modification Association (1986-1987). For the Australian Psychological Society, Professor Wilson has served as a member of the Professional Development Accreditation Advisory Group from 1996-2006.

#### **Pro-Vice-Chancellor (Quality and Outreach)**

Professor John O'Gorman  
BA (Hons), PhD (Qld), FAPS

Professor O'Gorman commenced as ACU National's Pro-Vice-Chancellor (Quality and Outreach) in 2003 and is based at the Brisbane Campus. Before joining ACU National, Professor O'Gorman was Foundation Professor of Psychology and Head of the School of Applied Psychology in the Faculty of Health Sciences at Griffith University.

He was Associate Editor at Biological Psychology from 1984 to 1991 and Editor at Australian Journal of Psychology from 1991 to 1994. Professor O'Gorman has a proven record of internationally recognised scholarly achievement and a wealth of experience in university research and teaching. He is highly regarded in the education sector.

#### **Executive Director, University Services**

John Cameron  
MCom (UNSW), CPA, AIMM

Mr Cameron has held his current appointment as Executive Director, University Services since 2000. He is responsible for all non-academic administrative service and support functions in the University. Mr Cameron is the Company Secretary and Public Officer of Australian Catholic University Limited. In that role he is also Secretary to the governing Senate and its committees and is responsible for all governance and legal matters including copyright and privacy.

Mr Cameron was previously the Director of Finance for two years. Prior to joining ACU National, Mr Cameron worked at the University of Technology, Sydney from 1987 to 1998 as Director, Financial Services, and from 1973 to 1987 at the University of NSW in several administrative positions. He has a total of 32 years experience in higher education administration.

Left to right:  
Professor Gabrielle McMullen,  
Professor Peter Wilson  
and Professor John O'Gorman.

## Rectors

Associate Professor Peter Camilleri  
BSocStud (Syd), MSc (Surrey), PhD (Flin) – Canberra

Associate Professor Anne Hunt OAM  
BSc (Melb), DipEd (Melbourne College of Education),  
BEd (Monash), BTheol (YTU of MCD), MSc (Ed)  
(Fordham), MA (Theol) (Catholic Theological Union,  
Chicago), DTheol (MCD) – Ballarat

## Directors

Director of Finance  
John Ryan  
BBus (UTS), CPA – North Sydney

Director of Information  
and Communication Services  
Barbara Olde  
GradDipSc, InfoSys (CSU) – North Sydney

Director of International Education  
Valerie Hoogstad  
BA (Syd), MA (Macq) – North Sydney



Professor Gail Crossley, Professor  
Pauline Nugent (Incoming Dean,  
Faculty of Health Sciences) and  
Professor Marie Emmitt.

## Deans

Dean, Faculty of Arts and Sciences  
Professor Gail Crossley  
BSc, PhD (Melb), DipEd (SydCAE) – Melbourne

Dean, Faculty of Education  
Professor Marie Emmitt  
TITC (Toorak), BA, BEd, MEd (Monash), MACE  
– Melbourne

Dean, Faculty of Health Sciences  
Professor Elizabeth Cameron-Traub  
RN ICC Cert, BA (Hons), PhD (Flin), GradDipNS (Ed)  
(Armidale CAE), MAPS, FCN, FRCNA – North Sydney

Dean of Students  
Associate Professor Tim O'Hearn  
BA (Monash), BEd (Melb), MA (Macq), MA (Syd), PhD  
(Macq) – North Sydney

Director of Libraries  
Christopher Sheargold  
BA (Syd), AALIA – Melbourne

Director of Personnel Relations  
and Equal Opportunity  
Dr John Barclay  
BA, DipEd, DipLib (UNSW), MEd (Syd), PhD (Lough),  
GradDipEmpRels (UTS) – North Sydney

Academic Registrar  
Gabrielle Westmore  
BA (Qld) – Brisbane

Director of University Relations  
Patricia Ruzzene  
BA (UNSW), Grad Cert TCHG (UTS), MACommMgt  
(UTS) – North Sydney