ACER 2001-2002 Annual Report

Australian Council for Educational Research (ACER)

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2001–2002
on record

Core-funded projects 3
Commissioned projects 4
Staff publications and professional activities 7
Directors’ report 28
Financial report 30
Members of ACER Council 42
Members of ACER Staff 44
During 2001–2002, ACER conducted the third year of a three-year core research program funded by all States and Territories and the Commonwealth. The core-funded program was established in consultation with the providers of the core grant to undertake research in five national priority areas. Thirteen projects were conducted in the five areas.

The core grant also supported Cunningham Library, Australian Education Index, Australian Thesaurus of Education Descriptors and Bibliography of Education Theses in Australia.

**Improving vocational outcomes and lifelong learning**

*Longitudinal Surveys of Australian Youth (LSAY), Core Component*

*The Monash University-ACER Centre for the Economics of Education and Training (CEET), Core Component*

*Improving the Foundations for Lifelong Learning*

**Assessment and reporting to improve learning**

*A co-ordinated approach to using student achievement data across the levels of the education system*

*A teacher’s guide to using student achievement data’*

**Improving literacy and numeracy learning**

*Closing the gap between research and practice: Foundations for the acquisition of literacy*

*Longitudinal Literacy and Numeracy Study*

*Summing up: Australian numeracy performances, practices, programs and possibilities*

**Teaching practices to improve learning**

*Panel Study of Teaching and Learning in Schools*

*Student Academic Work*

*Information and Communication Technology in Schools*

**Improving outcomes for Indigenous students**

*As Easy as 1, 2, 3: A Review Of The Literature on Improving Outcomes for Indigenous Students*

*Longitudinal Study of English Literacy and Numeracy Development in Indigenous Students*

*Monograph: Building Indigenous Learning Communities in a Global Society*

**Cunningham Library**

*Cunningham Library holds the most comprehensive and up to date collection of educational research documents in Australia*

**Australian Education Index**

*AEI indexes and abstracts documents and articles from print and electronic resources at all areas and levels of education and related fields.*

**Australian Thesaurus of Education Descriptors**

*A current thesaurus of terms for use in education showing scope notes and relationships between terms.*

**Bibliography of Education Theses in Australia**

*Database of higher degree education theses accepted at Australian universities and colleges in the area of education.*
Commissioned projects

INTERNATIONAL

AusAID
Cambodian Australian National Examinations Project – partner: IDP Education Australia

Batu Hijau International School
Batu Hijau International School Workshops 2001

Department of Education, Science and Training
IEA Civic Education Study

ITC International
Sri Lanka Secondary Education Modernisation Project (SEMP) 2001

Jakarta International School
Jakarta International School Assessment Reform

Ministry of Education, Argentina
Scaling Data for Argentina

National Science Foundation (USA)
– ACER sub-contractor to the University of Wisconsin, Madison
Progress Maps for Middle School Mathematics

New Zealand Ministry of Education
An Evaluation of Technical and Methodological Aspects of the School Entry Assessment Kit

A written commentary on the national School Curriculum

Organisation for Economic Co-Operation and Development (OECD)
Programme for International Student Assessment (PISA) 2000 and 2003
PISA 2000 Reading Report

SAGRIC
Papua New Guinea Curriculum Reform Implementation Project – Curriculum Standards Test Activity

Thailand Aust Capacity Building Facility
Consultancy in Education Reform – School Autonomy and Financing

Thailand Aust Capacity Building Facility
Consultancy in Education Reform – ICT in Schools

University of Nottingham and St George’s Hospital Medical School, London
Use of Graduate Australian Medical School Admissions Test

World Bank
South Pacific Social Tolerance Project
Education Reform Core Course

NATIONAL

ARRB Transport Research
Update of Hazard Perception Test and Test Items

Australian Library and Information Association
Feasibility Study for the Development of a National Coalition for Information Literacy Advocacy

Australian Multicultural Foundation
Australian Language Certificates

Australian Research Council
Teacher evaluation in Australia

Australian Universities Teaching Council
Bachelor of Arts Courses

Consortium of Graduate Australian Medical Schools
Graduate Australian Medical School Admissions Test (GAMSAT)
Graduate Medical Admissions Centre

Consortium of Medical Schools Using UMAT
Undergraduate Medicine and Health Sciences Admission Test (UMAT)

Department of Education, Science and Training
Effective Mathematics Teaching and Learning in Aust Secondary Schools
Effective Teaching and Learning Practices leading to Improved Literacy Outcomes in the Early years of Schooling
Effective Teachers: A project to identify the characteristics of ‘effective/quality’ teachers as perceived by students in contemporary primary, secondary and tertiary education settings
Graduate Skills Assessment

Graduate Skills Assessment – Stage One Validity Study

Graduate Skills Assessment – Stage Two

IEA Civic Education Study (National Report)
Indonesian Curriculum and Assessment Project
Investigating Teacher Professional Development and Student Learning Outcomes

Primary Schools Resourcing Study

Schooling Issues Digest No 3 – School Effectiveness

Third International Mathematics and Science Study 2003

Third International Mathematics and Science in Australian Schools Repeat (TIMSS-R)

Department of Family and Community Services

Longitudinal Survey of Australian Children Partnership led by AIFS

Department of Foreign Affairs and Trade

Cognitive Abilities Tests

Ministerial Council on Education, Employment, Training and Youth Affairs

OECD Programme for International Student Assessment (PISA) 2000 and 2003 – National Component

National Standards Framework for Teaching Profession

Business Council of Australia

Employability Skills

Commonwealth Department of Family and Community Services

The Household, Income and Labour Dynamics in Australia (HILDA) survey

Youth Allowance Longitudinal Survey

Graduate Careers Council of Australia

Analysis and Reporting of the Course Experience Questionnaire

Analysis and Reporting of the Postgraduate Research Experience Questionnaire

National Childcare Accreditation Council

Development of measurement tools for quality systems administered by NCAC

STATE/TERRITORY

Australian Capital Territory

Board of Senior Secondary Studies

Australian Scaling Test

Australian Scaling Test – Writing 2001

ACT Department of Education and Community Services

ACT Scaling Test for Year 12 Students 2002 and 2003

New South Wales

Board of Studies NSW

Review of Examination Procedures in the NSW Higher School Certificate

Department of Education and Training

Developing a French Listening Test for Year 6 Students

Developing an Indonesian Listening Test for Year 6 Students

NSW Opportunity Classes Placement Test

NSW Selective High Schools Test

NSW Quality Teacher Program Management Committee

Evaluation of the NSW Quality Teacher Program

University of Sydney

Graduate Dental Admissions Centre

South Australia

Department of Education, Training and Employment

ESL Scope and Scales, non-alphabetic and Indigenous Language Calibration

South Australian Test for Students with High Intellectual Potential

Victoria

Catholic Education Commission of Victoria

Literacy Advance Research Project

Quality Teacher Program Evaluation

Department of Education, Employment and Training


Evaluation of the Pilot Program “Leadership for School Improvement”

Review of the research capacity of the Victorian Curriculum and Assessment Authority

5
School funding literature review

The Middle Years Literacy Professional Development Project—in Partnership with Deakin University

University of Melbourne Postgraduate Association

Survey instruments, data analysis and report

Victorian Curriculum and Assessment Authority

AIM Psychometric Services – Phase 2

Annotated Student Work Samples for the Curriculum Standards Framework (CSF) II

General Achievement Test 2002, 2003, 2004

Trial of assessment materials for the English and Mathematics Years 3, 5 and 7 Statewide testing component of the 2002 Achievement Improvement Monitor (AIM)

Marking and data analysis of trialed items for the English and Mathematics Years 3, 5 and 7 Statewide testing component of the 2002 Achievement Improvement Monitor (AIM)

Western Australia

Education Department

Development of Instruments and Analysis for Small Scale Study of Student Performance in the Social Outcomes of Schooling

WA Monitoring Standards in Education Extra Year 10 Reading Development

WA Monitoring Standards in Education English 2001

WA Monitoring Standards in Education Maths 2002

WA Monitoring Standards in Education in Languages Other than English

WA Monitoring Standards in Education Technology and Enterprise 2000 – Technical Support and Data Analysis

Western Australian Academic Talent Selection Program

WA Curriculum Council

Progress Maps
Staff publications and professional activities

Books and reports


**Chapters in books**


**Journal articles**


**Published work refereed**


**Published work non-refereed**


**Conference papers and other presentations**


Bryce, J. (November/December, 2001) Constructing the personal competencies needed by young people when they start work. Paper presented to the RMIT University FELCS Conference.


Chiavaroli, N. & Nankervis, S. (December, 2001) Achieving efficiencies in international admissions. Presentation on International Student Assessment Test (ISAT) to the International Education Association (ISANA) Conference, Fremantle, WA.


Mellor, S. (February, 2002) Enhancing Social Tolerance and Cohesion Through Education in the South Pacific: Seminar for the Centre for Citizenship Education at the Hong Kong Institute of Education, Hong Kong.

Mellor, S. (June, 2002) Educating for Citizenship: A description of, and commentary on, the findings in Australian Report for the IEA Civic Education Study. Seminar held at VCAA.

Mellor, S. & Kennedy, K. (November, 2001) 90,000 students can’t be wrong: What young people know and believe about their civic responsibilities. AARE Conference, Perth.


O’Connor, G. (April, 2002) Planning valid assessments. Professional development workshop to visiting Thai educators for DET.


Rowe, K.J. (August, 2001) Equal and different? Yes, but what really matters? Background paper to keynote address presented at the joint conference of The Alliance of Girls’ Schools (Australasian) and The International Boys’ Schools Coalition (Australian Hub), The Southport School, Gold Coast, Queensland.

Rowe, K.J. (November, 2001) What REALLY Matters – the ’Pimple’ or the ’Pumpkin’? Exploring the Evidence for ‘Real’ Factors Affecting Girls’ and Boys’ Experiences and Outcomes of Schooling. Background paper to invited keynote address presented at the National Boys’ Education and Beyond conference, Fremantle, Western Australia.

Rowe, K.J. (April, 2002) Girls’ and boys’ learning experiences and outcomes of schooling throughout their primary and secondary years: Examining the evidence for what matters and the strategies that work. Background paper to keynote address and workshops presented at the Diocesan Principals’ Conference, Longreach, Queensland.

Rowe, K.J. (May, 2002) Boys in the middle years: Are boys behind the academic ‘8-ball’? Background paper to keynote address presented at the Australian Principals’ Centre, The University of Melbourne, Hawthorn Campus.


Rowe, K.J. (May, 2002) The measurement of composite variables from multiple indicators: Applications in Quality Assurance and Accreditation Systems. Background paper to invited address at a meeting of senior Standards and Accreditation personnel of the NSW and Queensland Government Departments of Housing, Brisbane.

Rowe, K.J. (May, 2002) What matters most: ‘Real’ factors affecting the educational experiences and outcomes for girls and boys throughout their primary and secondary schooling. Background paper to keynote address and workshop presented at the ELIM Leadership Program for Catholic School Principals, Edmund Rice Retreat and Conference Centre, Mulgoa Valley, NSW.


Rowe, K.J., Rowe, K.S., & Pollard, J. (July, 2001) Preventing the shift from what should be ‘Educational Issues’ to what have become major ‘Student Welfare Issues’: Literacy and externalizing behaviors; literacy and auditory processing. Background paper to invited workshop presentation at the Eastern Metropolitan Student Welfare Conference, Melbourne Convention Centre.


Semple, A. (November, 2001) Vocational Learning and the CSF. Presentation to COMVIEW, the annual conference of the Victorian Commercial Teachers’ Association, Melbourne.


Invited presentation/keynote addresses


Doig, B., & Rowe, K.J. (October, 2001) Project Good Start. Invited address and presentation to National Numeracy Projects Information Forum (DEST), Canberra.

Forster M. (June, 2002) ’Authentic’ and ’consistent’ assessment. Presentations to the Catholic Education Office South Regional assessment and reporting workshops, Melbourne.

Forster M. (May, 2002) What can we learn from international achievement studies? Presentation to the Nationally Comparable Large-scale Assessment of Writing Workshop, Melbourne.


Masters, G. (April, 2002) Occasional Address, 2002 Conferring Ceremony, Faculty of Education, Deakin University, Melbourne.


Rowe, K.J. (July, 2001) *Gender differences in students’ experiences and outcomes of schooling throughout their primary and secondary years: Exploring the evidence for WHAT MATTERS and WHAT WORKS.* Follow-up keynote address and workshops presented for staff of Macarthur Anglican School, Camden, NSW.


Rowe, K.J. (August, 2001) *Gender differences in students’ experiences and outcomes of schooling throughout their primary and secondary years: Examining the evidence for WHAT MATTERS and the strategies for WHAT WORKS.* Keynote address presented at the staff PD day, Melbourne High School.

Rowe, K.J. (August, 2001) *Equal but different? Yes, but what really matters?* Invited keynote address presented at the joint conference of The Alliance of Girls’ Schools (Australasia) and The International Boys’ Schools Coalition (Australian Hub), The Southport School, Gold Coast, QLD.

Rowe, K.J. (August, 2001) *Putting Life into Learning? What REALLY Matters – the ‘Pimple’ or the ‘Pumpkin’?: Exploring the evidence for ‘real’ factors affecting girls’ and boys’ experiences and outcomes of schooling.* Invited keynote address presented at the NSW North Coast Primary Principals’ Conference, Port Macquarie, NSW.

Rowe, K.J. (September, 2001) *Educational effectiveness in the 21st century? ‘Real’ factors affecting students’ educational experiences and outcomes of schooling.* Invited keynote address presented to the Board of Directors, Methodist Ladies College, Kew, VIC.

Rowe, K.J. (October, 2001) *Gender differences in students’ experiences and outcomes of schooling throughout their primary and secondary years: Examining the evidence for WHAT MATTERS and the strategies for WHAT WORKS.* Keynote address presented at Caulfield Grammar School.

Rowe, K.J. (October, 2001) *Normative data for the sub-tests of the Revised Observation Survey.* Invited keynote address presented at the National Reading Recovery Tutor-Trainers’ Meeting, Melbourne.

Rowe, K.J. (October, 2001) *Boys’ learning experiences and outcomes of schooling throughout their primary and secondary years: Examining the evidence for WHAT MATTERS and the strategies for WHAT WORKS.* Invited keynote address presented at the Educating Boys in the Middle Years National Symposium, Saint Ignatius’ College, Riverview, NSW.
Rowe, K.J. (October, 2001) *Equal but different? Yes, but what really matters?* Keynote address presented at the Staff Professional Development Day, Shore Sydney Church of England Grammar School, NSW.

Rowe, K.J. (October, 2001) *Responsible and irresponsible uses of ‘value-added’ measures in educational assessment and reporting.* Invited keynote address presented at the Sixth National Roundtable on Assessment and Reporting, Hobart.

Rowe, K.J. (November, 2001) *What REALLY Matters – the 'Pimple' or the 'Pumpkin'? Exploring the Evidence for ‘Real’ Factors Affecting Girls’ and Boys’ Experiences and Outcomes of Schooling.* Invited keynote address presented at the National Boys’ Education and Beyond conference, Fremantle, WA.

Rowe, K.J. (December, 2001) *Equal and different? Maybe, but what Really Matters – the 'Pimple' or the 'Pumpkin'?* Keynote address presented at the Staff Professional Development Day, St Catherine’s School, Toorak.

Rowe, K.J. (April, 2002) *What really matters in meeting the educational needs of boys during the middle years of schooling – the ‘pimple’ or the ‘pumpkin’?* Invited keynote address presented at the St Joseph’s College Staff Conference, Brisbane.

Rowe, K.J. (April, 2002) *Girls’ and boys’ learning experiences out outcomes of schooling throughout their primary and secondary years: Examining the evidence for what matters and the strategies that work.* Invited keynote address and workshops presented at the Queensland Diocesan Principal’s Conference, Longreach, QLD.

Rowe, K.J. (May, 2002) *Boys in the middle years: Are boys behind the academic ‘8-ball’?* Keynote address presented at the Australian Principals’ Centre, The University of Melbourne, Hawthorn Campus.

Rowe, K.J. (May, 2002) *What matters most: ‘Real’ factors affecting the educational experiences and outcomes for girls and boys throughout their primary and secondary schooling.* Invited keynote address and workshop presented at the ELIM Leadership Program for Catholic School Principals, Edmund Rice Retreat and Conference Centre, Mulgoa Valley, NSW.


Rowe, K.J. (May, 2002) *The measurement of composite variables from multiple indicators: Applications in Quality Assurance and Accreditation Systems, Part 1: Community Housing.* Background paper to invited address at a meeting of senior Standards and Accreditation personnel of the NSW and Queensland Government Departments of Housing, Brisbane.


Rowe, K.J., & Rowe, K.S. (June, 2002) *Preventing the shift from what should be ‘Educational Issues’ to what have become major ‘Student Welfare Issues’: Literacy and externalizing behaviors; literacy and auditory processing.* Invited workshop presentation at the Eastern Metropolitan Student Wellbeing Conference, Melbourne Convention Centre.


Turner, R. & McCrae, B. (December, 2001) *The PISA Project: Can our students use mathematics?* Keynote address to Annual Conference of the Mathematical Association of Victoria, Monash University.

**Test manuals and software**

**Software packages and documentation developed by ACER Information Technology Department**

- Computerised Assessment, Learning and Measurement online system (CALM) and CALM implementation for iAchieve
- Universal Online Registration System (CALM-ORS)
- Universal Online Data Dissemination System (CALM-ODD)
- Real Time PDF Reporting System
- Data Cleaning System and Data Cleaning Specification
- Data Duplication Detection System
- On-Request Online Data Calculation, selection and download system (initially implemented for the OECD PISA)

**Project specific software and documentation**

- Library Online Membership System
- Library Online Document Purchasing System
- ISAT Online Report Retrieval System for Universities
- COGEN item bank and test generation software
- I Can Do Maths Reporting system
- Proposal and design of sample Interactive Item for online testing.
- CSTP & PSP On Line Results & Reports Delivery

**Online registration systems and documentation**

- GAMSAT and UMAT Online Registration System
- LANNA Online Registration System
- CSTP & ACEP Online Registration System

**Database systems**

- ISAT database system for Project Services
- IBT database system
- ALC database system
- Pat Math database system
- Online Data Importing System for registration processes
Unpublished papers and reports of limited circulation


**ACER workshops for teachers and practitioners**


Farkota, R. (July, 2001) Direct Instruction: Little to Chance Much to Gain, Staff Professional Development, St Joseph’s School, Carrum Downs.


Farkota, R. (August, 2001) Direct Instruction: Little to Chance Much to Gain, Staff Professional Development, St Louis de Montfort’s School, Aspendale.


Farkota, R. (August, 2001) Direct Instruction: Little to Chance Much to Gain, Staff Professional Development, NSW Direct Instruction Special Interest Group.

Farkota, R. (September, 2001) Instructional Methods and Strategies for Teaching Spelling, Staff Professional Development, St Mary’s School, Hampton.

Farkota, R. (November, 2001) Instructional Methods and Strategies for Teaching Mathematics, Staff Professional Development, St Michael’s Grammar, St Kilda.

Farkota, R. (Dec, 2001) Interpreting the Assessment, Staff Professional Development, St Albans Secondary College, St Albans.


Farkota, R. (April, 2002) Instructional Methods and Strategies for Teaching Spelling, Staff Professional Development, St Joseph’s School, Malvern.


**Conference attendance**


**Staff professional activities outside ACER**

Ainley, J. Reviewer of papers submitted to Division (Educational Policy and Politics) and the School Effectiveness Special Interest Group of the American Educational Research Association.

Ainley, J. Member, National Research and Evaluation Committee, Australian National Training Authority.

Cresswell, J. Member of the Research and Graduate Studies Committee, Faculty of Education, University of Melbourne.

Fullarton, S. Chair, Education Committee; Vice-President; Emerald Secondary College School Council (from July to December 2000).

Goldsworthy, J. Member of the National Association for Prevention of Child Abuse and Neglect (NAPCAN Vic).


Lokan, J. Assessor, Australian Research Council (ARC).


Lokan, J. Reviewer of papers submitted to Division E of the American Educational Research Association, 1994 – (ongoing)

Long, M. Member of Reference Group of the National Survey of Course Experience – a committee to advise the Minister for Education, Science and Training, on the implementation of a national survey on the course experience of higher education students.

Marks, G. Joint Editor, Australian Social Monitor. Melbourne Institute of Applied Economic and Social Research.

Masters, G.N. Professorial Associate, University of Melbourne.


Masters, G.N. Member and President-Elect, Governing Council, Australian College of Educators.

Masters, G.N. Member, Education Network, Australian National Commission for UNESCO.

Masters, G.N. Member, Expert Panel for the Australian Schools Project.

Masters, G.N. Member, Australian College of Educators Awards Committee.

Masters, G.N. Associate Editor, Educational Research for Policy and Practice.

Masters, G.N. Member, Editorial Board, Journal of Applied Measurement.

McCrae, B. Principal Fellow (with the title Associate Professor), Department of Science and Mathematics Education, The University of Melbourne.

McCrae, B. Chairman of Setting Panel, VCE Specialist Mathematics Examination 1.

McCrae, B. Member of Setting Panel, VCE Specialist Mathematics Examination 2.

McCrae, B. Member of Setting Panel, VCE Mathematical Methods (CAS) Examination 2.

McCrae, B. Chief Assessor, VCE Specialist Mathematics Examination 1.

McCrae, B. Chief Assessor, VCE Specialist Mathematics Examination 2.


McCrae, B. External Moderator for Mathematics, Combined trials Examinations, Durban, Republic of South Africa.

McCrae, B. Member of the Editorial Panel, Australian Senior Mathematics Journal.
McKenzie, P. Member of the Commonwealth Government’s Youth Pathways Action Plan Taskforce.

McKenzie, P. Member of the Program Committee for the Joint Australian College of Education and Australian Council for Educational Administration Centenary of Federation Conference in 2001.

McKenzie, P. Member of the Steering Committee for the DEST-funded project Lifelong learning and teacher education being conducted by the Australian Catholic University and directed by Professor Judith Chapman.

Meiers, M. Member, VCE English Expert Studies Panel.

Meiers, M. State Reviewer, VCE English, Victorian Curriculum and Assessment Authority.

Meiers, M. Vetting Examiner, VCE English, Victorian Curriculum and Assessment Authority.

Meiers, M. Lecturer, Secondary English Method, Bachelor of Education course, RMIT University (until December 2001).

Meiers, M. Editor, Literacy Learning: the Middle Years, Australian Literacy Educators’ Association.

Meiers, M. Editorial Board, Australian Language Matters, Language Australia.

Mendelovits, J. (April, 2002). East Asian Regional Council of Schools Curriculum Coordinators’ Spring meeting, Jakarta.

Peck, R. Vice-President of the Mathematical Association of Victoria.

Power, M. Member of Victorian Psychologists Registration Board.

Rowe, K.J. Research Grant Proposal Assessor: Australian Research Council; National Health and Medical Research Council; Faculty of Education, University of Hong Kong.

Rowe, K.J. Reviewer of manuscripts submitted for publication to three Australian Journals and five international journals.

Semple, A. Vice-chair, Media Awards convenor, Victorian Chapter Australian College of Educators.

Semple, A. (2001) Awarded the Outstanding Service Award from the Victorian Chapter of the Australian College of Educators, Canberra.
The Directors of the Australian Council for Educational Research Limited (ACER) present the following report together with the financial statements for the financial year ended 30 June 2002.

Directors in office at the date of this report and meetings attended during year

Brian Astill AssocDipEd DipT AssocDip T&D BEd MEd PhD 2 of 2 meetings attended
Richard Bridge GradDipEc BEc 1 of 2 meetings attended
Jennifer Bryce BA BEd DipArtsMusic MsocSci 6 of 6 meetings attended
Joy Cumming BA DipED BEdSt MEd PhD 3 of 4 meetings attended
David de Carvalho BA(Hons) DipEd BTheol 0 of 0 meetings attended
Stuart Hamilton AO BA(Hons) BEc 0 of 0 meetings attended
Jillian Maling AM BA DipEd BEd PhD FACE 4 of 6 meetings attended
Geofferey Masters BSc MEd PhD FACE 6 of 6 meetings attended
Paige Porter BA MA PhD 4 of 6 meetings attended

Principal activities of the company

The principal activities of the company during the financial year were educational research and development, publication and sale of educational and psychological books, tests and materials, and the provision of assessment services. During the financial year there was no significant change in the nature of those activities.

Result for the year

The surplus for the year was $867,814.

Dividends

ACER is a not for profit company and neither declares nor pays dividends.

Environmental issues

The company’s operations are not regulated by any significant environmental regulation under Commonwealth, State or Territory law.

Review of operations

During the year, the company continued to engage in its principal activities, the results of which are disclosed in the attached financial statements.

Significant changes in state of affairs

During the financial year there were no significant changes in the state of affairs of the company other than those referred to in the accounts or notes thereto.

After balance date events

There have been no matters or circumstances since the end of the financial year, which significantly affect the operations of the company.

Directors’ indemnification

During the financial year the company paid a premium to insure each of the directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of director of the company, other than conduct involving a wilful breach of duty in relation to the company. The total amount of the premium was $6,745.
Proceedings on behalf of company

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of these proceedings. The company was not a party to any such proceedings during the year.

Signed in accordance with a resolution of the Directors.

For and on behalf of the Directors

[Signature]

Professor Jillian Maling
Director

[Signature]

Professor Geoff Masters
Executive Director

Date: 18 September 2002
Scope

We have audited the financial report, being a special purpose financial report of Australian Council for Educational Research Ltd for the financial year ended 30 June 2002 comprising the Directors’ Declaration, Statement of Financial Performance, Statement of Financial Position, Statement of Cash Flows and notes to the financial statements. The company’s directors are responsible for the financial report and have determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the requirements of the Corporations Act and are appropriate to meet the needs of the members. We have conducted an independent audit of this financial report in order to express an opinion on it to the members of the company. No opinion is expressed as to whether the accounting policies used, and described in Note 1, are appropriate to the needs of the members.

The financial report has been prepared for distribution to the members for the purpose of fulfilling the directors’ financial reporting requirements under the Corporations Act. We disclaim any assumption of responsibility for any reliance on this audit report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of significant accounting estimates. These procedures have been undertaken in form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the accounting policies described in Note 1 to the financial statements so as to present a view which is consistent with our understanding of the company’s financial position, and performance as represented by the results of its operations and its cash flows. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In our opinion, the financial report of Australian Council for Educational Research Ltd is in accordance with:

(a) the Corporations Act, including:
   (i) giving a true and fair view of the company’s financial position as at 30 June 2002 and of its performance for the financial year ended on that date in accordance with the accounting policies described in Note 1; and
   (ii) complying with AASB 1025: Application of the Reporting Entity Concept and Other Amendments, AASB 1034: Information to be Disclosed in Financial Reports, other Accounting Standards to the extent described in Note 1 and the Corporations Regulations; and

(b) other mandatory professional reporting requirements to the extent described in Note 1.

Saward Dawson
20 Albert Street
Blackburn
Victoria
Chartered Accountants

Mr Bruce Saward
Partner

18 September 2002
Blackburn
Statement of financial performance for the financial year ended 30 June 2002

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Revenues from ordinary activities</td>
<td>24,448,651</td>
<td>22,923,765</td>
</tr>
<tr>
<td>Expenses from ordinary activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment expense</td>
<td>(11,262,802)</td>
<td>(10,913,772)</td>
</tr>
<tr>
<td>Depreciation and amortisation expenses</td>
<td>(786,473)</td>
<td>(642,037)</td>
</tr>
<tr>
<td>Computer expenses</td>
<td>(537,375)</td>
<td>(392,839)</td>
</tr>
<tr>
<td>Freight and cartage expenses</td>
<td>(462,947)</td>
<td>(557,557)</td>
</tr>
<tr>
<td>Printing and stationery expenses</td>
<td>(1,066,125)</td>
<td>(944,478)</td>
</tr>
<tr>
<td>Travel expenses</td>
<td>(1,087,083)</td>
<td>(1,138,724)</td>
</tr>
<tr>
<td>Consultancy expenses</td>
<td>(2,434,304)</td>
<td>(2,527,580)</td>
</tr>
<tr>
<td>Royalty expenses</td>
<td>(517,529)</td>
<td>(333,497)</td>
</tr>
<tr>
<td>Cost of Goods Sold</td>
<td>(2,745,822)</td>
<td>(2,370,569)</td>
</tr>
<tr>
<td>Rent &amp; Occupancy expenses</td>
<td>(322,124)</td>
<td>(303,575)</td>
</tr>
<tr>
<td>Joint venture provision and bad debt expenses</td>
<td>(583,439)</td>
<td>(629,558)</td>
</tr>
<tr>
<td>Borrowing expenses</td>
<td>(110,606)</td>
<td>(175,060)</td>
</tr>
<tr>
<td>Other expenses</td>
<td>(1,664,208)</td>
<td>(1,553,970)</td>
</tr>
<tr>
<td></td>
<td>(23,580,837)</td>
<td>(22,483,216)</td>
</tr>
</tbody>
</table>

Share of net surplus (deficit) of associates and joint ventures accounted for using the equity method

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$(52,595)</td>
</tr>
<tr>
<td>Surplus from ordinary activities</td>
<td>867,814</td>
<td>387,954</td>
</tr>
<tr>
<td>Total changes in Members' funds</td>
<td>867,814</td>
<td>387,954</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
## Statement of financial position as at 30 June 2002

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

### CURRENT ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash assets</td>
<td>4,919,258</td>
<td>1,858,297</td>
</tr>
<tr>
<td>Receivables</td>
<td>4,673,125</td>
<td>4,189,345</td>
</tr>
<tr>
<td>Inventories</td>
<td>1,832,865</td>
<td>2,232,194</td>
</tr>
<tr>
<td>Other</td>
<td>128,328</td>
<td>99,041</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>11,553,576</strong></td>
<td><strong>8,378,877</strong></td>
</tr>
</tbody>
</table>

### NON-CURRENT ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loans to/Investments in associated entities</td>
<td>3</td>
<td>141,850</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>6</td>
<td>6,730,910</td>
</tr>
<tr>
<td>Intangible assets</td>
<td>7</td>
<td>20,000</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT ASSETS</strong></td>
<td><strong>6,750,910</strong></td>
<td><strong>6,900,793</strong></td>
</tr>
</tbody>
</table>

### TOTAL ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$18,304,486</td>
<td>$15,279,670</td>
</tr>
</tbody>
</table>

### CURRENT LIABILITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payables</td>
<td>4,372,472</td>
<td>2,235,242</td>
</tr>
<tr>
<td>Interest-bearing liabilities</td>
<td>25,989</td>
<td>36,940</td>
</tr>
<tr>
<td>Provisions</td>
<td>2,011,109</td>
<td>1,865,094</td>
</tr>
<tr>
<td>Other</td>
<td>1,269,794</td>
<td>967,637</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td><strong>7,679,364</strong></td>
<td><strong>5,104,913</strong></td>
</tr>
</tbody>
</table>

### NON-CURRENT LIABILITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest-bearing liabilities</td>
<td>1,400,000</td>
<td>1,825,989</td>
</tr>
<tr>
<td>Provisions</td>
<td>217,794</td>
<td>209,254</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT LIABILITIES</strong></td>
<td><strong>1,617,794</strong></td>
<td><strong>2,035,243</strong></td>
</tr>
</tbody>
</table>

### TOTAL LIABILITIES

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$9,297,158</td>
<td>$7,140,156</td>
</tr>
</tbody>
</table>

### NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$9,007,328</td>
<td>$8,139,514</td>
</tr>
</tbody>
</table>

### MEMBERS’ FUNDS

<table>
<thead>
<tr>
<th>Description</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reserves</td>
<td>1,095,738</td>
<td>1,097,282</td>
</tr>
<tr>
<td>Accumulated surpluses</td>
<td>7,911,590</td>
<td>7,042,232</td>
</tr>
<tr>
<td><strong>TOTAL MEMBERS’ FUNDS</strong></td>
<td><strong>9,007,328</strong></td>
<td><strong>8,139,514</strong></td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
Statement of cash flows for the financial year ended 30 June 2002

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>CASH FLOW FROM OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from customers</td>
<td>28,418,013</td>
<td>23,980,506</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(23,693,568)</td>
<td>(22,493,124)</td>
</tr>
<tr>
<td>Interest received</td>
<td>104,090</td>
<td>67,415</td>
</tr>
<tr>
<td>Borrowing costs</td>
<td>(110,606)</td>
<td>(175,060)</td>
</tr>
<tr>
<td>Net cash provided by operating activities</td>
<td>18 (b)</td>
<td>4,717,929</td>
</tr>
<tr>
<td><strong>CASH FLOW FROM INVESTING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment for property, plant and equipment</td>
<td>(778,440)</td>
<td>(546,282)</td>
</tr>
<tr>
<td>Payment of Joint Venture Contributions</td>
<td>(441,588)</td>
<td>(650,445)</td>
</tr>
<tr>
<td>Net cash used in investing activities</td>
<td>(1,220,028)</td>
<td>(1,196,727)</td>
</tr>
<tr>
<td><strong>CASH FLOW FROM FINANCING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Repayment of borrowings</td>
<td>(436,940)</td>
<td>(334,489)</td>
</tr>
<tr>
<td>Net cash used in financing activities</td>
<td>(436,940)</td>
<td>(334,489)</td>
</tr>
<tr>
<td>Net increase/(decrease) in cash held</td>
<td>3,060,961</td>
<td>(151,479)</td>
</tr>
<tr>
<td>Cash at beginning of financial year</td>
<td>1,858,297</td>
<td>2,009,776</td>
</tr>
<tr>
<td>Cash at end of financial year</td>
<td>18 (a)</td>
<td>4,919,258</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial report preparation requirements of the Corporations Act. The directors have determined that the company is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the Corporations Act, and the following applicable Accounting Standards:

AASB 1001: Accounting Policies
AASB 1002: Events Occurring After Reporting Date
AASB 1018: Statement of Financial Performance
AASB 1025: Application of the Reporting Entity Concept and Other Amendments
AASB 1031: Materiality
AASB 1034: Information to be Disclosed in Financial Reports
AASB 1040: Statement of Financial Position

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The report is also been prepared on an accruals basis and is based on historic costs. This report does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

(a) Inventories

Inventories are measured at the lower of cost and net realisable value. Costs are assigned on a first-in first-out basis and include direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenses.

(b) Property, Plant and Equipment

Property, plant and equipment are carried at cost. All assets, excluding freehold land and buildings are depreciated over their useful lives.

All computer software and licenses are expensed in the period in which they are purchased.

The depreciation rates used for each class of assets are:

<table>
<thead>
<tr>
<th>Class of fixed asset</th>
<th>Depreciation rates</th>
<th>Depreciation basis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings</td>
<td>2.5-10 %</td>
<td>Straight Line</td>
</tr>
<tr>
<td>Motor Vehicles</td>
<td>25 %</td>
<td>Straight Line</td>
</tr>
<tr>
<td>Furniture, Fixtures and Fittings</td>
<td>25 %</td>
<td>Straight Line</td>
</tr>
<tr>
<td>Computer Equipment</td>
<td>33 %</td>
<td>Straight Line</td>
</tr>
</tbody>
</table>

(c) Leases

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the company are classified as finance leases. Finance leases are capitalised, recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values. Leased assets are depreciated on a straight line basis over their estimated useful lives where it is likely that the company will obtain ownership of the asset, or over the term of the lease. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period. During the year, the company held no finance leases.

Lease payments for operating leases or rental, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.
(d) Employee Entitlements

Provision is made for the company’s liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries and annual leave which will be settled after one year, have been measured at their nominal amount. Other employee entitlements payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those entitlements. Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred.

(e) Cash

For the purposes of the statement of cash flows, cash includes cash on hand and at call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months and net of bank overdrafts.

(f) Contract Revenue Recognition

Contract revenue is brought to account on a percentage of completion basis, less where necessary, any contingencies deemed by management. Contingencies are estimated by project directors in consultation with senior management taking into account the risks associated with the project.

(g) Income Tax

The company is exempt from paying income tax in accordance with the provisions of the Income Tax Assessment Act.

(h) Library Additions

The company adopts the policy of charging all additions to the library directly to the profit and loss account in the year in which the expenditure is incurred.

NOTE 2: OPERATING SURPLUS

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

Operating surplus from ordinary activities has been determined after:

Charging as expenses:
- Write down of inventory | 11,197 | 43,382 |
- Remuneration of the auditors for audit services | 22,930 | 19,934 |
- Bad and doubtful debts:
  - trade debtors | 29,992 | 943 |
  - write off Joint Venture loan | 285,538 | - |

Movements in provisions:
- Depreciation of property, plant and equipment | 781,473 | 637,037 |
- Amortisation of trademarks | 5,000 | 5,000 |
- movement in provision for diminution in value of holdings in joint venture | 297,900 | 629,558 |
- Movement in provision for stock obsolescence | 4,767 | 370,000 |
### NOTE 3: RECEIVABLES

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade Debtors</td>
<td>3,318,398</td>
<td>2,271,468</td>
</tr>
<tr>
<td>Less provision for doubtful debtors</td>
<td>(10,000)</td>
<td>(10,000)</td>
</tr>
<tr>
<td>Other debtors</td>
<td>1,364,727</td>
<td>1,927,877</td>
</tr>
<tr>
<td>NON-CURRENT - UNSECURED LOAN TO ASSOCIATED ENTITIES</td>
<td>3,308,398</td>
<td>2,261,468</td>
</tr>
<tr>
<td>- Related entities</td>
<td>927,458</td>
<td>771,408</td>
</tr>
<tr>
<td>- Provision for diminution</td>
<td>(927,458)</td>
<td>(629,558)</td>
</tr>
<tr>
<td>- 141,850</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### NOTE 4: INVENTORIES

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Product development</td>
<td>94,929</td>
<td>423,760</td>
</tr>
<tr>
<td>Stock on hand</td>
<td>2,262,703</td>
<td>2,328,434</td>
</tr>
<tr>
<td>Less provision for obsolescence</td>
<td>(524,767)</td>
<td>(520,000)</td>
</tr>
<tr>
<td>- 1,737,936</td>
<td>1,808,434</td>
<td></td>
</tr>
<tr>
<td>- 1,832,865</td>
<td>2,232,194</td>
<td></td>
</tr>
</tbody>
</table>

### NOTE 5: JOINT VENTURES

(a) Interests in Joint Venture Entities:

The company has a NIL% interest (50% 2001) in two joint venture companies, whose principle activity is online applicant assessment and reporting services and educational assessment services.

Carrying amount of investment in joint venture entity:

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at the beginning of the financial year</td>
<td>141,850</td>
<td>173,558</td>
</tr>
<tr>
<td>- Additional contributions made during the financial year</td>
<td>441,588</td>
<td>650,445</td>
</tr>
<tr>
<td>- Equity accounted share of joint venture loss for the year</td>
<td>-</td>
<td>(52,595)</td>
</tr>
<tr>
<td>- Provision for diminution or write off of holdings in joint venture</td>
<td>(583,438)</td>
<td>(629,558)</td>
</tr>
<tr>
<td>Balance at the end of the financial year</td>
<td>-</td>
<td>141,850</td>
</tr>
</tbody>
</table>

During the year the company has terminated its involvement in both joint ventures.
### NOTE 6: PROPERTY, PLANT AND EQUIPMENT

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td></td>
<td>$</td>
</tr>
</tbody>
</table>

**LAND AND BUILDINGS**

Freehold land:
- At cost 1,750,000 1,750,000

Buildings
- At cost 4,884,421 4,845,977
- Less accumulated depreciation (964,762) (822,240)
- Total buildings at cost 3,919,659 4,023,737

Leasehold Improvements
- At cost 297,781 243,659
- Less accumulated amortisation (139,857) (69,583)
- Total leasehold improvements at cost 157,924 174,076

Total land and buildings 5,827,583 5,947,813

**PLANT AND EQUIPMENT**

- Plant and equipment
  - At cost 889,493 616,968
  - Less accumulated depreciation (479,277) (318,163)
  - Total plant and equipment 410,216 298,805

- Computer equipment
  - At cost 1,542,032 1,128,683
  - Less accumulated depreciation (1,048,921) (641,358)
  - Total computer equipment 493,111 487,325

Total plant and equipment 903,327 786,130

Total property, plant and equipment 6,730,910 6,733,943

An independent valuation of land and buildings was undertaken by Mr David Morton of Herron Todd White on 30 April 2001. The valuation was undertaken in accordance with the requirements of AASB 1040 Statement of Financial Performance to value land and buildings periodically. The valuation revealed a current market value of $6,500,000.

### NOTE 7: INTANGIBLE ASSETS

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td></td>
<td>$</td>
</tr>
</tbody>
</table>

- Trademark at cost 50,000 50,000
- Less accumulated amortisation (30,000) (25,000)
- Total intangible assets 20,000 25,000

### NOTE 8: OTHER ASSETS

**CURRENT**

- Prepayments 128,328 99,041

37
NOTE 9: PAYABLES

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unsecured liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade creditors</td>
<td>730,682</td>
<td>387,149</td>
</tr>
<tr>
<td>Sundry creditors and accruals</td>
<td>3,641,790</td>
<td>1,848,093</td>
</tr>
<tr>
<td></td>
<td>4,372,472</td>
<td>2,235,242</td>
</tr>
<tr>
<td>NOTE 10: INTEREST BEARING LIABILITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secured liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire purchase liability</td>
<td>25,989</td>
<td>36,940</td>
</tr>
<tr>
<td></td>
<td>25,989</td>
<td>36,940</td>
</tr>
<tr>
<td>NON-CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secured liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bills of exchange and promissory notes</td>
<td>1,400,000</td>
<td>1,800,000</td>
</tr>
<tr>
<td>Hire purchase liability</td>
<td>25,989</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1,400,000</td>
<td>1,825,989</td>
</tr>
</tbody>
</table>

Bank borrowings are secured by mortgage over 19 Prospect Hill Road, Camberwell.

(a) The carrying amounts of non-current assets pledged as security are:

Registered first mortgage- Freehold land and buildings | 5,669,659 | 5,773,737 |

NOTE 11: PROVISIONS

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee entitlements</td>
<td>2,011,109</td>
<td>1,865,094</td>
</tr>
<tr>
<td>NON-CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee entitlements</td>
<td>217,794</td>
<td>209,254</td>
</tr>
</tbody>
</table>

Number of employees at year end | 170 | 145 |

NOTE 12: OTHER LIABILITIES

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>1,067,161</td>
<td>775,224</td>
</tr>
<tr>
<td>Other current liabilities</td>
<td>202,633</td>
<td>192,413</td>
</tr>
<tr>
<td></td>
<td>1,269,794</td>
<td>967,637</td>
</tr>
</tbody>
</table>

NOTE 13: MEMBERS’ GUARANTEE

The company is limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of $20 each towards meeting any outstanding obligations of the company. At 30 June 2002 the number of members was 15 (2001 15).

NOTE 14: ACCUMULATED SURPLUS

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated surplus at the beginning of the financial year</td>
<td>7,042,232</td>
<td>5,843,435</td>
</tr>
<tr>
<td>Net surplus attributable to members of the entity</td>
<td>867,814</td>
<td>387,954</td>
</tr>
<tr>
<td>Strategic Initiatives Reserve transferred to Accumulated Surplus</td>
<td>-</td>
<td>814,621</td>
</tr>
<tr>
<td>Transfers to and from reserves</td>
<td>1,544</td>
<td>(3,778)</td>
</tr>
<tr>
<td>Accumulated Surplus at reporting date</td>
<td>7,911,590</td>
<td>7,042,232</td>
</tr>
</tbody>
</table>
NOTE 15: MEMBERS FUNDS

<table>
<thead>
<tr>
<th>Note</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Total members funds at the beginning of the financial year</td>
<td>8,139,514</td>
<td>7,751,560</td>
</tr>
<tr>
<td>Total changes in members funds recognised in the Statement of Financial Performance</td>
<td>867,814</td>
<td>387,954</td>
</tr>
<tr>
<td>Total members funds at the reporting date</td>
<td>9,007,328</td>
<td>8,139,514</td>
</tr>
</tbody>
</table>

NOTE 16: RESERVES

Strategic Initiatives Fund Reserve 1,029,745 1,029,745
Scientific Research Fund Reserve 65,993 67,537

Total 1,095,738 1,097,282

Movements during the financial year

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic Initiatives Fund Reserve</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Balance</td>
<td>1,029,745</td>
<td>1,844,366</td>
</tr>
<tr>
<td>Transfer to accumulated surplus</td>
<td>-</td>
<td>(814,621)</td>
</tr>
<tr>
<td>Closing Balance</td>
<td>1,029,745</td>
<td>1,029,745</td>
</tr>
</tbody>
</table>

This reserve is available to fund strategic initiatives that relate directly to the operations of the company.

Scientific Research Fund Reserve

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open Balance</td>
<td>67,537</td>
<td>63,759</td>
</tr>
<tr>
<td>Transfers to/from reserve</td>
<td>(1,544)</td>
<td>3,778</td>
</tr>
<tr>
<td>Closing Balance</td>
<td>65,993</td>
<td>67,537</td>
</tr>
</tbody>
</table>

This reserve contains funds that directly relate to employees that wish to participate in educational research and development activities.

NOTE 17: CAPITAL AND LEASING COMMITMENTS

Hire purchase commitments

Payable

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>- not longer than one year</td>
<td>26,603</td>
<td>39,903</td>
</tr>
<tr>
<td>- longer than one year but not longer than two years</td>
<td>-</td>
<td>26,603</td>
</tr>
<tr>
<td>Minimum hire purchase payments</td>
<td>26,603</td>
<td>66,506</td>
</tr>
<tr>
<td>Less future finance charges</td>
<td>614</td>
<td>3,577</td>
</tr>
<tr>
<td>Total hire purchase liability</td>
<td>25,989</td>
<td>62,929</td>
</tr>
</tbody>
</table>

Represented by:

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current liability 10</td>
<td>25,989</td>
<td>36,940</td>
</tr>
<tr>
<td>Non-current liability</td>
<td>25,989</td>
<td>62,929</td>
</tr>
</tbody>
</table>

Operating lease and property rental commitments

Non-cancellable operating leases contracted for but not capitalised in the financial statements:

Payable

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>- not longer than one year</td>
<td>489,922</td>
<td>295,649</td>
</tr>
<tr>
<td>- longer than one year but not longer than two years</td>
<td>416,645</td>
<td>304,683</td>
</tr>
<tr>
<td>- longer than two years but not longer than five years</td>
<td>126,000</td>
<td>207,408</td>
</tr>
<tr>
<td>Total</td>
<td>1,032,567</td>
<td>807,740</td>
</tr>
</tbody>
</table>
NOTE 18: CASH FLOW INFORMATION

(a) Reconciliation of cash

Cash at the end of the financial year as shown in the statements of cash flows is reconciled to the related items in the statement of financial position as follows:

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash on hand</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>4,918,258</td>
<td>1,857,297</td>
</tr>
<tr>
<td></td>
<td>4,919,258</td>
<td>1,858,297</td>
</tr>
</tbody>
</table>

(b) Reconciliation of cash flow from operations with surplus from ordinary activities

<table>
<thead>
<tr>
<th>Surplus from ordinary activities</th>
<th>2002</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amortisation</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Depreciation</td>
<td>781,473</td>
<td>637,037</td>
</tr>
<tr>
<td>Charges to provisions</td>
<td>154,555</td>
<td>713,055</td>
</tr>
<tr>
<td>Provision for doubtful debts</td>
<td>297,900</td>
<td>-</td>
</tr>
<tr>
<td>Write-off of loan to subsidiary</td>
<td>285,538</td>
<td>-</td>
</tr>
<tr>
<td>Share of associated company’s operating surplus</td>
<td>-</td>
<td>52,595</td>
</tr>
<tr>
<td>Changes in assets and liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase in trade and term debtors</td>
<td>(456,885)</td>
<td>(905,699)</td>
</tr>
<tr>
<td>Decrease in inventories</td>
<td>399,329</td>
<td>259,903</td>
</tr>
<tr>
<td>Increase in income received in advance</td>
<td>1,801,989</td>
<td>(222,038)</td>
</tr>
<tr>
<td>Increase in trade creditors and accruals</td>
<td>581,216</td>
<td>451,930</td>
</tr>
<tr>
<td>Cash flows from operations</td>
<td>4,717,929</td>
<td>1,379,737</td>
</tr>
</tbody>
</table>

NOTE 19: COMPANY DETAILS

The registered office of the company is:
Australian Council of Educational Research Ltd
19 Prospect Hill Road
Camberwell VIC 3124

The principle place of business is:
Australian Council of Educational Research Ltd
19 Prospect Hill Road
Camberwell VIC 3124
Directors’ declaration

The directors have determined that the company is not a reporting entity. The directors have determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 4 to 13:
   (a) comply with Accounting Standards as detailed in Note 1 to the financial statements and the Corporations Act; and
   (b) give a true and fair view of the company’s financial position as at 30 June 2002 and its performance for the financial year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.

2. In the directors’ opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the directors.

Director: Professor Jillian Maling

Executive Director: Professor Geoff Masters

Dated this 18th day of September 2002
Members of ACER Council

Chair
Maling, Jillian

Deputy Chair
Boston, Ken

Elected Members

Cairney, Trevor*, BA, Mlitt UNE, PhD
Newcastle Director, Centre for Regional
Research and Innovation, University of
Western Sydney (to November 2001)

Cumming, Joy, BA, DipEd, BEdSt, MEd, PhD
Queensland Faculty of Education, Griffith
University (from November 2001)

Hughes, Professor Paul, AM, DipT(Prim)
TCAE, AdvDipT ACAE, MEd Harvard,
HonDLitt Flinders, FACE
Professor and Director, Yungorrendi
First Nations Centre for Higher
Education and Research, The Flinders
University of South Australia

Knight, Susan, DipT Frankston, BEd Chisholm,
GradDipDrama MSC, MedStudies
Principal, St Kilda Park Primary School
(to November 2001)

Maling, Jillian*, AM, BA, DipEd, BEd Melb.,
PhD Stanford, FACE
Educational Consultant, South Australia

Pascoe, Susan, BA, DipEd Melb, GradDip
Special Ed Edith Cowan, MEd(Hons)
Melb, FACE, FACEA
Chief Executive Officer, Victorian
Curriculum & Assessment Authority
(from November 2001)

Porter, Paige*, BA Missouri, MA PhD Stanford
Executive Dean (International
Relations), The University of Western
Australia

Members appointed by Institutes of
Educational Research Standing Committee

Astill, Brian*, AssocDipEd, DipT, AssocDip
T&D UniSA, BEd, MEd Adelaide, PhD
Flinders
Visiting Research Fellow, Institute of
International Education, School of
Education, Flinders University of South
Australia

Holbrook, Allyson, BEd, DipEd, PhD LaTrobe
Director, The Centre for the Study of
Research Training and Impact (SORTI),
Faculty of Education, The University of
Newcastle

Cumming, Joy*, BA, DipEd, BEdSt, MEd,
PhD Queensland
Head of School, School of Cognition,
Language and Special Education,
Faculty of Education, Griffith University
(to November 2001)

Members appointed by Conference of
Education System Chief Executive Officers

Hamilton, Stuart, AO, BA(Hons) Tas, BEd
ANU,
Secretary, Department of Education and
Training, Victoria

Boston, Ken*, AO, MA, PhD Melb., FRGS,
FACE, FAIM
Director-General, NSW Department of
Education and Training,
Members appointed by Secretary of
Commonwealth Department of Education,
Science and Training

Bridge, Richard*, Grad Dip Ec ANU, BEc
   ANU
   Manager, Economic Analysis &
   Evaluation Branch, Department of
   Education, Science and Training (from
   February 2002)

Horne, Robert*, MA Oxford
   First Assistant Secretary, International,
   Analysis and Evaluation Division,
   Department of Education, Training and
   Youth Affairs (to November 2001)

Robinson, Christopher James, BAgEc, Post-
Grad DipSocSci UNE, Managing
   Director, National Centre for Vocational
   Education Research Limited

Member appointed by the National Council
of Independent Schools’ Associations and
the National Catholic Education
Commission

de Carvalho, David, BA(Hons), DipEd Melb.,
   BTheol MCD
   Chief Executive Officer, National
   Catholic Education Commission

Staff Member

Bryce, Jennifer*, BA, BEd Melb, DipArtsMusic
   VCA, MSocSci RMIT
   Research Fellow, Australian Council for
   Educational Research

Executive Director

Masters, Geoffrey*, BSc, MEd WA, PhD
   Chicago, FACE
   Executive Director, Australian Council
   for Educational Research

* denotes member of Board of Directors
Members of ACER Staff

ORGANISATIONAL STRUCTURE
30 June 2002

Executive Director
Geoff Masters

Chief Finance Officer
Wayne Dawes

Director of Corporate Development
Robert Moore

Director of International Development
Peter McGuckian

General Manager of Sydney Office
Jim Tognolini

Professional Resources
Head: Deirdre Morris
Deputy: Deirdre Jackson

Policy Research
Deputy Director and Head: John Ainley

Teaching and Learning
Head: Lawrence Ingvarson

Measurement
Acting Head: Margaret Forster
Deputy: Christian Monseur
Executive Director
Masters, Geoff, BSc, MEd UWA, PhD Chicago, FACE

Personal Assistant to Executive Director
Meulenberg, Jackie, Dip Private Secretarial Practice RMIT

INTERNATIONAL DEVELOPMENT
Director of International Development
McGuckian, Peter, BAgSc, DipEd Melb.

Administrative Officer
Kruse, Julie

MEASUREMENT DIVISION
Associate Director
Adams, Raymond, BSc(Hons), DipEd, MEd, Melb, PhD Chicago, FACE (to October 2001)

Acting Head of Division
Forster, Margaret, BA(Hons) DipEd LaT, MEdSt Monash (from January 2002)

Deputy Head of Division
Lokan, Jan, BA, DipEd Adel, PhD Ottawa, FACE, MIAAP (to December 2001)

Monseur, Christian, DipTeach Theux, BEdSc Liege, MaAppSci Gembloux (from January 2002)

Project Coordinator
Callahan, Tony, DipEd Rusden, BSc Monash, GradCertEd Deakin

Administrative Officer
Bates, Susan

Principal Research Fellows
Forster, Margaret, BA(Hons) DipEd LaT, MEdSt Monash (from January 2002)

Lokan, Jan, BA, DipEd Adel, PhD Ottawa, FACE, MIAAP

McCrae, Barry, BSc(Hons), DipEd Melb, MEd Monash

Senior Research Fellows
McCurry, Doug, BA(Hons) DipEd LaT

Mendelovits, Juliette, BA(Hons), DipEd LaT, MA(Eng) Melb

Monseur, Christian, DipTeach Theux, BEdSc Liege, MaAppSci Gembloux

Morgan, George, BSc(Hons) UNSW, DipEd SCV, MSc LaT, MEd Melb

Schulz, Wolfram, Diplom-Politique Berlin, PhD (EcoSocSci) Rostock

Turner, Ross, MSc, DipEd Melb, DipEdPsych Monash

Wu, Margaret, BSc(Hons), DipEd, MEd Melb, GradDipComStudies RMIT

Zammit, Susan, BA(Hons) London, MEdSt, PhD Monash, MACE

Research Fellows
Anderson, Prue, BA Monash, DipEd LaT, MEd Studies Monash

Berezner, Alla, BSc, MSc Moscow

Bodey, Wendy, DipT VicColl, GradDipCompEdn Riverina Murray

Bryce, Jennifer, BA, BEd Melb, DipArts VicColl, MSc SocSci RMIT

Chiavaroli, Neville, BAppSci LaT, BA(Hons) Melb, MPhil Camb

Darkin, Lynne, BA(Hons) James Cook, GradDipEd LaT

Douglas, Aaron, BSc Indiana (from May 2002)

Farkota, Rhonda, DipTeach, BEd Melb, MEdSt Monash

Fraillon, Julian, BA GradDip Melb, PostGradDip (Maths) Melb (from February 2002)

Hambur, Sam, BSc(Hons) Monash, DipEd HIE

Hunt, Malcolm, BSc(Hons), DipEd, PhD Melb

Le, Luc, BSc Hue, MEd RMIT

Les, Magdalena, MSc Krakow (from January 2002)
Lindsey, John, BSc(Hons), PhD Monash, DipEd Melb
Lonsdale, Michele, BA(Hons) DipEd Melb., GradDip Student Welfare Hawthorn, MEd, PhD LaT
Lye, Helen, BSc Melb, DipEd Monash (from March 2002)
Macaskill, Greg, BSc(Hons) Adel, GradDipComStudies RMIT
McGregor, Margaret, BEd (Prim), MEd Studies Monash, TPTC Frankston
Monseur-Halleux, Beatrice
Murphy, Martin, BA, DipEd, MEdStds Monash, GradDipSocStat Swin
O’Connor, Gayl, BSc(Hons) LaT, DipEd Monash, GradDipAppSc VicColl.
Peck, Ray, BSpecial Ed Monash, BSc, DipEd Melb (from April 2002)
Raivars, Andrew, BA(Hons), DipEd, BLitt(Hons) Monash, GradDipMathSc MCAE
Recht, Eve, BA(Hons), DipEd LaTrobe
Routitsky, Alla, BSc(Hons, Math) PhD Vornezeh, DipEd Melb, DipSocStats Swin
Simpson, Brian, BSc, DipEd Melb
Stephanou, Andrew, Laurea in Physics Rome, DipEd Melb

Research Officers
Carstensen, Claus, Diplompsychologe, PhD Psych Kiel (to September 2001)
Doig, Brian, BAppSci, AssocDipMath RMIT, BEd Monash, GradDipEdn MCAE, MEd Melb, TPTC Burwood
Koomen, Marten, BEd, GradDipTechEd Melb, MBA, MEd Studies LaT
Nolan, Kathy, BEd, DipTeach ACU, GradCertEdStudies (TESOL)

Underwood, Catherine, BA Swin
Williams, Craig, BSc Monash, GradDip Melb
(to September 2001)

POLICY RESEARCH DIVISION
Deputy Director
Ainley, John, BSc, MEd, PhD Melb, FACE
Deputy Head of Division
McKenzie, Phillip, BEc(Hons), DipEd, MEd, PhD Monash, FACE (on leave from December 2001)
Senior Administrative Officer
Zubrinich, Julie, BA UWA, BEd Deakin

Principal Research Fellows
Marks, Gary, BSc(Hons), MSc Melb, PhD Qld
McKenzie, Phillip, BEc(Hons), DipEd, MEd, PhD Monash, FACE (on leave from December 2001)
Rowe, Ken, BA(Hons) Melb, MSc London, PhD Melb, DipGenStuds Swin, TPTC Melb

Senior Research Fellows
Beavis, Adrian, BA Chisholm, MEd Melb
Cresswell, John, BSc, BEd UWA, MEd UTas, PhD Curtin
de Lemos, Marion, BSc(Hons), MSc Natal, PhD ANU, MAPs (to August 2001)
Fullarton, Sue, BAppSci RMIT, DipEd Monash, GradDipMathsEd Deakin, MEdSt, PhD Monash

Rothman, Sheldon, BA Massachusetts, MAT New Mexico State, MEd(Hons) UNE, EdD Harvard (from October 2001)
Withers, Graeme, BA Melb

Research Fellows
Frigo, Tracey, BBSc LaT, DipEd Bendigo, GradDipAdol&Child Psych Melb
Hollingsworth, Hilary, BEd (Primary), DipT (Primary), PhD Deakin (on leave from December 2001)
McMillan, Julie, BA(Hons), PhD UQ
Mellor, Suzanne, BA, DipEd Melb, BEd LaT, MEdd Monash, MACE
Robinson, Lyn, BA, DipEd Monash, GradDipUrbResrch&Policy Swin (to August 2001)

Research Officers
Fleming, Marianne, BSc Melb, BA Swin
Fleming, Nicole, BBSc LaT, PGradDipPsych Melb., Assoc MAPS (from October 2001)
Hillman, Kylie, BA(Hons) MEd Psych Melb
Underwood, Catherine, BA Swin

TEACHING & LEARNING DIVISION
Head of Division
Ingvarson, Lawrence, BSc DipEd UWA, DipEd MA London, PhD Monash

Senior Research Fellow
Meiers, Marion, BA, DipEd Melb, BEd, MEd Monash, MACE

Research Fellows
Kleinhenz, Elizabeth, BA, BEd Melb, MEd Monash
Semple, Anne, BSc DipEd Reading UK, MEd Monash, FSTAV FACE

Research Officer
Jansz-Senn, Alison, BSc(Hons), GradDipMathsEd, DipEd Melb, GradCertEd Deakin (from September 2001)

SYDNEY OFFICE (from January 2002)
General Manager
Tognolini, Jim, BAppSc(Physics), WAIT; BEd, UWA; MEd, PhD, Murdoch, MACE (from January 2002)

Administrative Officer
Ticehurst, Alison, BA Wollongong (from May 2002)

Manager, Government Projects
Freeman, Chris, BComm UniQld, Dip Teaching ASPA (from December 2001)

Senior Research Fellow
Davidson, Michelle, MEd Syd, BEd UNSW, DipEd SCAE (from January 2002)

PROFESSIONAL RESOURCES
Head of Division
Morris, Deirdre, BA ANU

Deputy Head of Division
Jackson, Deirdre, BA, TPTC Monash, TTLC, Melb, Cert Project Consulting RMIT

Marketing Manager
Fyffe, Ros, BA Swin, GradDip Mktg Monash (from February 2002)

Promotions and Marketing Coordinator
Bonaccurso, Mara, BA (Management Communication) Deakin (to January 2002)

Marketing Administrative Officer
Thomson, Virginia, BA Monash, CertBusStud (Advertising) RMIT

ACER PRESS
Manager
Morris, Deirdre, BA ANU

Consultant, Marketing
Smith, Barbara, BCom, DipEd, Melb., GradDip (SecStudies) VicColl, GradCert (CareerCounselling) RMIT

Consultant, Organisational Psychology and Human Resource Management
Power, Marian, BA(Hons), GradDip Career Educ RMIT, MA(AppPsych) Melb, MAPS, AHRI, AACC, VPRB
Consultant, Parenting
Goldsworthy, Joanna, BA(Hons) Oxon.
Consultant, Psychology
Verbyla, Daiva, BEd Melb State Coll, GradDipAdol&ChildPsych, MEdPsych Melb., MAPS, MISH

CUSTOMER SERVICE
Manager
Higgins, Christine, GradCert(Mgt) Deakin
Customer Service Officers
Campbell, Yvonne
Gardiner, Jan
Keele, Julie, TPTC Coburg
Manuel, June
McNab, Victoria, BA, GradDipPsych Melb
Whitehead, Simone, DipIntTrade RMIT

Despatch Manager
O’Neill, Steven
Despatch Officers
Gilder, Peter
Matravers, Philip
Smith, Ian

PUBLISHING
Manager
Watts, Alexandra, BA Melb, GradDip Editing & Publishing RMIT (to May 2002)
Peterson, Anne, BA (Hons) DipEd LaT (from June 2002)

Publishing Assistant
Rankin, Stephanie

Electronic Publishing Manager
Saubern, Ralph, BA Melb, BEd LaT, MTESOL Monash, CTEFLA Holmes College

Production Manager
Seddon, Roger (to August 2001)
Coates, Jillian (from August 2001)

Senior Editor

Project Publishing Coordinator
Rigby, Caroline

Senior Desktop Publishing Officers
Bannon, Brian, Dip Print Mgt Dublin
McGregor, Wendy

Desktop Publishing Officer
Locock, Gloria

ASSESSMENT SERVICES
Manager
Jackson, Deirdre, BA, TPTC Monash, TTLC, Melb, Cert Project Consulting RMIT

Assistant Managers
Aldous, Cecily, BA Melb, DipEd(TESL) LaT
Butler, Adele, BSc(Hons) Monash, DipEd Rusden, BEd Monash, GradCertEduLeadership VUT, MEd RMIT

Education Consultant
Morath, John, DipEd, BEd Melb, BA, MA Monash

Project Management Staff
Dodds, Robyn, BA RMIT, GradDipSoc LaT
McCormack, Silvia, BA UWA, GradDipEd, MA Deakin (to October 2001)
Nankervis, Susan, BEd Melb

Senior Project Officers
Anderson, Melissa, Cert Travel & Tourism, Holmes College (from February 2002)
Haby, Kerry, BA Monash
Project Officers
Choules, Michelle, BA(Hons) Curtin (to February 2002)
Davies, Sandra, BA Swin, GradDip (Lib&InfSt) Monash, AALIA
Evans, Sandra, BA Monash, BAppSci VCAH, AdvCertIT NMI TAFE
Harvey, Georgia

Administrative Staff
Salinger, Bret, BA Deakin (from February 2002)

Research Fellows
Bibby, Yan, BEng Shanghai, MEng Auck, CertIT Newcastle, GradDipAppSciFinInv SIA
Congdon, Peter, DipAppSci VCAH (to February 2002)

Research Officers
Gibbins, Marisa, BAppSc RMIT, DipEd Melb (on leave to January 2002)
McCormack, Silvia, BA UWA, GradDipEd, MA Deakin (to October 2001)

PROFESSIONAL DEVELOPMENT
Coordinator
Hoad, Kerry-Anne, MEd Melb, BA Deakin, GradDip Special Ed SCVB, Dip Teach IECID (from October 2001)
Murphy, Sandra, BEd Melb (to August 2001)

Administrative Officer
Taylor, Margaret

CUNNINGHAM LIBRARY
Manager
Findlay, Margaret, BA VicColl, AALIA

Senior Librarians
Gifford, Anna, BA, GradDip Librarianship & Info Studies, Melb
Haby, Steven, BSocSci RMIT (on leave from January 2001)
Kowarsky, Tamara, BSc. UWA, GradDipLib WAIT

Librarians
Baker, Jill, AssDip Arts (Library Practice) SIT, BBus SCU (from February 2002)
Hughes, Stuart, BA(Hons) Otago, MA Monash, AALIA
Psiliakos, Lula, BBus RMIT, AALIA

Library Technicians
Ashfield, Cheryl, AssocDipAppSocSci (Lib&InfSt) Box Hill TAFE (on leave from February 2002)
Brinson, Laura, AssocDipAppSocSci (Lib&InfSt) Swin.

FINANCIAL SERVICES
Chief Financial Officer
Dawes, Wayne, BBus Chisholm, FCPA

Divisional Accountant
Nichol, Chris, BBus Swin, CPA

Accountant
Cameron, Andrew, BCom Deakin

Payroll Officer
Thomas, Alison, BBus(Acc) Bendigo

Accounts Officers
Car, Lyn
Evans, Dilsie
Firth, Patricia (from December 2001)
Guzowska, Anna, BEco, Warsaw
Harvey, Faye  
Millar, Vicki (to October 2001)  
Trembath, Stewart, BBus Swin.

INFORMATION TECHNOLOGY

Manager
Guzowski, Andrew, MSc EEng WUT, CPEng, MIEAust

Network and Support Manager
Nguyen, Daryl, BIS Monash

Software Engineering Manager
Scott, Corey, BEng (Hons) Software Systems RMIT

Technical Specialist
Nguyen, Hoai, BCompSci Monash

Software Engineers
Chan, Phooi Lai, BComp(Hons) Monash  
Chin, Edward, GradDip Business Systems Monash, MBusSys Monash, BBus Huafan (from October 2001)  
Hare, John

Online Services Coordinator
Maresch, Amanda, BA Edith Cowan (from June 2002)

CORPORATE DEVELOPMENT

Director of Corporate Development
Moore, Robert, BCom Melb

Corporate Communications Manager
Robinson, Julia, BA(Journ.) RMIT, GradCert(Mgt) Deakin (on leave to May 2002)  
Kosmopoulos, Petros, BA RMIT, GradDipEd Deakin (to May 2002)

Human Resources Coordinator
McSweeney, Fiona, BA(Hons) Melb, GradDip IR/HRM RMIT (on leave to October 2001)

Blumson, Julie, DipTeach MPColl, GradDip Chis, GradDip HR, MBA Deakin (to September 2001)

Human Resources Officer
Matar, Sarah, BBus (IR/HRM) RMIT

Facilities and Services Coordinator
Marshall, Lexie

Receptionists
Coyne, Meg  
Firth, Patricia (from December 2001)  
Lowry, Ann  
Millar, Vicki (to October 2001)  
Richter, Beatrice

Record Services Manager
Fraser, Simon

Record Services Officer
Bonning, Judy

Despatch Officer
Evans, David

Photocopying Services
Koglin, Dianne

Cleaning Services
Skiadopoulos, Marina

PROJECT SERVICES

Manager
Carrigan, Jim, MEI Swin

Administrative Staff
Buckley, Carole  
Cowhey, Pauline  
Prain, Stewart, BDesign(Industrial Design) Swin