Higher Education and Vocational Education in a Christian Context
AVONDALE COLLEGE
ANNUAL REPORT
2006

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Avondale College has operated on its current site for 110 years as a privately funded, not-for-profit, higher education institution. Its main campus is on rural land near Lake Macquarie about 100 km north of Sydney. A second campus offering nursing courses has operated in the grounds of the Sydney Adventist Hospital in the northern Sydney suburb of Wahroonga for a similar period of time. A third campus, opened in 2006 at Pokolbin in the Hunter Valley, operates aviation courses.

Avondale College is a dual sector institution and is accredited to offer a broad range of undergraduate and postgraduate higher education courses, as well as vocational and technical education courses. It was awarded Higher Education Provider status under the Commonwealth’s Higher Education Support Act (2003) and is one of 53 private providers of higher education in Australia. Although operating autonomously, Avondale College also is part of a network of 99 Seventh-day Adventist institutions of higher education in 66 countries worldwide.

Avondale’s major strategic priorities include the achievement of national recognition as a quality provider of Christian higher education; expansion of its contribution to the national research effort through increased productivity in research publications, research training, and successful grant applications; and integration and enhancement of Avondale’s information management systems across the organisation in preparation for the introduction of a new student record system, Callista.

Again in 2006 Avondale was awarded a five-star rating in the Graduate Careers Australia Course Experience Questionnaire for quality of teaching, generic skills, and graduate satisfaction with the educational experience.

Also in 2006 Avondale achieved a record enrolment of 1,222 students, an increase of 17% over the previous record enrolment in 2005. The 2006 increase tracked against the national trend for the year of 2006 in which tertiary enrolments decreased overall.

In 2006 Avondale brought its recording of research data collection in line with the specifications as outlined in the Department of Education Science and Training’s Higher Education Research Data Collection reporting categories.

Avondale has continued to make special provision for students with disabilities in line with the disability standards, despite receiving no government funding to do so. This special provision was provided in the form of modifications to learning environments and assessment requirements where a bona fide disability is present and the student requested assistance. Also in 2006, 104 students took advantage of one of Avondale’s alternate pathways into tertiary education.

The 2006 year concluded in a satisfactory financial position due to the overall increase in enrolments identified above. Net surplus after tax from ordinary activities was $596,856 compared to a surplus of $3,427,514 for 2005.

Finally, in line with its mission to equip students for service to society and church, Avondale had a successful year of providing both a range of services to students, and providing opportunities for over 110 students to serve communities in Australia and overseas as volunteers.
GOVERNANCE

The Avondale College Constitution sets out the objects for which the company is incorporated which are as follows:

1.1.1 to establish, operate, maintain and promote the College, as part of the mission of the Seventh-day Adventist Church, in accordance with the mission, principles of operation and values of the Seventh-day Adventist Church;

1.1.2 to foster, promote and undertake education, scholarship and research and through the education programs of the College provide and promote the preparation and continuing development of persons inspired by Christian principles who will be capable of assuming positions of responsibility in the church and in society and in particular:
   a) to provide undergraduate and postgraduate teaching programs of appropriate higher education standard;
   b) to create an environment for the achievement of excellence in scholarship and research;
   c) to bring students to a high standard of professional development;
   d) to foster a Christian environment and community amongst the staff and students of the College;

1.1.3 to develop governance, procedural rules, admission policies, financial arrangements and quality assurance processes that are underpinned by the values and goals of the College, and that are sufficient to ensure the integrity of the College’s academic programs;

1.1.4 to furnish and allocate funds and resources in accordance with the educational objectives of the College;

1.1.5 to establish facilities to enable the College to implement its objectives;

1.1.6 to award and confer academic qualifications as authorised by the relevant accrediting authority according to New South Wales law;

1.1.7 to participate in commercial ventures and activities to expand the College Endowment and to support the objectives of the College;

1.1.8 to carry out charitable work as an expression of the ethos of the College; and

1.1.9 do all such things as are, in the opinion of the Council, ancillary or conducive to the attainment of all or any of the above objects.
MEMBERS OF COUNCIL 2006

CHAIRPERSON
Pursuant to Section 13.1.1 and 18 of the Constitution
Dr Laurence J Evans, FNIA, MAICD
Five year term from 1 January 2006 to 31 December 2010

PRO-CHAIRPERSON
Pursuant to Section 13.1.2 and 18 of the Constitution
Dr Barry D Oliver, BA, MA, PhD, FAICD
Five year term from 1 January 2006 to 31 December 2010

DEPUTY PRO-CHAIRPERSON
Pursuant to Sections 13.1.3 and 18 of the Constitution
Rodney G Brady, DipBus, GradDipAcc, MA, CPA, MAICD
Five year term from 1 January 2006 to 31 December 2010

PRESIDENT OF THE COLLEGE
Pursuant to Section 13.1.4 of the Constitution
Dr John F Cox, BA, BA Hons, MA, PhD
Five year term from 1 January 2006 to 31 December 2010

SECRETARY OF THE COUNCIL
Pursuant to Section 13.1.5 of the Constitution
Dr Diane L Fletcher-Way, DipTch (Applied Arts), MA, EdD, RD
Current four year term ends 31 December 2007, re-elected for four years to 2011

Dr John G Hammond, BA Hons, DipTch, PhD, MACEA, MACE, JP (Qual)
Current four year term ends 31 December 2008

Dr Barry A Hill, BA, DipEd, MCurrStud, PhD, MACE
Current four year term ends 31 December 2007, re-elected for four years to 2011

Jerome Matthews
Current four year term ends 31 December 2009

Carol-Joy Patrick, BBus (Communication), Certificate of University Teaching
Current four year term ends 31 December 2009

Dr Paul Birch Petersen, BA, CandPhil, PhD
Current four year term ends 31 December 2007, re-elected for four years to 2011
Appointed by the Council
Pursuant to Section 13.1.10 of the Constitution
Dr Gavin S Donald, BE Hons, BSc, PhD, FIEAust, CPEng
Current four year term ends 31 December 2007, re-elected for four years to 2011
Professor Warren B Grubb, BSc Hons, PhD, FASM, FAAM
Current four year term ends 31 December 2007, re-elected for five years to 2011
Andrew Perry, BEc (Accounting), LLB, MAICD
Current four year term ends 31 December 2008

Elected by the Alumni
Pursuant to Section 13.1.9 of the Constitution
Phillip West
Current four year term ends 31 December 2009

Elected by and from the postgraduate students
Pursuant to Section 13.1.8 of the Constitution
Ms Angela Jackson
Four year term ended 31 December 2006 as graduation occurred

Elected by and from the undergraduate students
Pursuant to Section 13.1.7 of the Constitution
Braden Blyde
Term ended 31 December 2006

Elected by and from the academic staff
Pursuant to Section 13.1.6 of the Constitution
Dr Peter J Morey, BSc Hons, DipEd, MAppSc, MEd, EdD
Current four year term ends 31 December 2008
Dr Ray C Roennfeldt, RN, BA, MA, PhD
Current four year term ended 31 December 2006

Committees of Council

Academic Advisory Committee
Council Deputy Chair, Chair
President
Vice-President (Academic Administration), Secretary
two members of Council appointed by Council
one co-opted member appointed by Council

Audit Committee
four members of Council with financial expertise
Vice-President (Finance), in attendance

Finance Committee
Deputy Pro-Chairperson, Chair
Vice-President (Finance), Secretary
President
two co-opted members appointed by Council
Chief Accountant, in attendance

Human Resources Committee
Deputy Chair of Council, Chair
President, Secretary
Vice-President (Administration and Research)
two members of Council
one co-opted member
Occupational Health and Safety Officer, in attendance

Staff Selection and Appointments Committee
Council Deputy Chair, Chair
President, Secretary
Vice-President (Academic Administration)
two members of Council appointed by Council
one co-opted member—Human Resources Manager
Occupational Health and Safety Officer, in attendance

Vision, Strategy and Organisation Committee
Council Chair, Chair
College President, Secretary
two members of Council appointed by Council
one co-opted member appointed by Council

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OTHER COMMITTEES REPORTING TO COUNCIL

ACADEMIC STAFFING COMMITTEE
President, Chair
Vice-President (Academic Administration), Secretary
three Faculty Deans
two Senior Lecturers
one Lecturer

ADGROUP
President, Chair
Vice-President (Academic Administration), Vice-President (Finance)
Director of Student Services
Assistant to the President (Advancement)
Personal Assistant to the President, Secretary in attendance

ALUMNI COMMITTEE
President of Alumni Association, Chair
Secretary/Treasurer of Alumni Association
Assistant to the President (Advancement)
Public Relations Officer
at least five alumni elected at the Annual General Meeting (Homecoming)
Personal Assistant to Director of Advancement, Recording Secretary in attendance

ANIMAL RESEARCH ETHICS PROTOCOLS
The Animal Research Ethics function is administered under an auspiced arrangement with Newcastle University. A representative of the Faculty of Science and Mathematics at Avondale College liaises with the Chair of the Animal Research Ethics Committee at Newcastle University. Newcastle University is responsible for official documentation and approval of research projects at Avondale involving animals.

COLLEGE LIFE COMMITTEE
President, Chair
Assistant to the President (Advancement)
Director of Student Services, Secretary
Head Librarian, Recording Secretary
Vice-President (Finance)
Director of Women’s Residences
Director of Men’s Residence
Director of Public Relations
Director of Marketing
Director of Cafeteria
Deans of faculties
Sport and Recreation Co-ordinator
President of ASA
President of ANSA
College Chaplain
Church Pastor

DISCIPLINE COMMITTEE
President, Chair
Director of Student Services, Secretary
Director of Women’s Residences and/or Associate Director of Women’s Residences
Director of Men’s Residence and/or Associate Director of Men’s Residence
three staff representatives appointed by College Life Committee
one female Resident Assistant
one male Resident Assistant
Avondale Student Association President

EQUITY COMMITTEE
Vice-President (Academic Administration), Chair
Equity Officer, Secretary
Human Resources Manager
Director of Student Services
one Faculty Dean appointed by College Life Committee
one Academic Staff member elected by the Academic Staff
two General Staff members appointed by the General Staff
one staff representative from the Sydney campus elected by staff from the Faculty of Nursing and Health
one Student Residence Assistant elected by the Residence Assistants
one Outdoor Student Representative elected by ASA Council

HONORARY AWARDS COMMITTEE
President
Vice-President (Academic Administration)
two members of Council, appointed by Council
one co-opted member
three Faculty deans, appointed by the Academic Board
**Human Research Ethics Committee**

Chairperson
Person with knowledge of, and current experience in, the professional care, counselling or treatment of people
At least two members with knowledge of and current experience in the areas of research regularly considered by the Human Research Ethics Committee
Layperson—one man from the community
Layperson—one woman from the community
Minister of religion or Aboriginal elder, or equivalent
Lawyer
Additional members so that all faculties have at least one representative on the committee
Research Services Officer, Secretary
Vice-President (Academic Administration), ex officio

**Occupational Health and Safety Committee**

Occupational Health and Safety Officer, Chair
Members, voted by staff biennially—every even year

**Terms and Conditions of Employment Committee**

President, Chair
Vice-President (Academic Administration) ex officio
Vice-President (Finance) ex officio
Affirmative Action/EEO Officer, by invitation
Human Resource Manager (Secretary)
two representatives of General Staff, elected at the Staff meeting
five representatives of Academic Staff, elected at the Staff meeting
two representatives from the South Pacific Division in liaison with the President
## Administrative Organisation
### Senior Administrators: Major Areas of Responsibility

### Avondale College Council
- President
  - Overall responsibility
  - Vision strategy and organisation
  - Leadership
  - Spiritual life
  - Human resources

### Vice-President (Finance)
- Financial management
- Fees policy
- Student finance
- Estate and property management
- Buildings and maintenance
- Housing
- Occupational health and safety
- Risk management
- Security
- Bookshop
- Food services
- School of Aviation and airport
- Dairy
- Stores, deliveries and purchasing
- Cleaning services
- Student employment

### Vice-President (Academic Administration)
- Academic policies and programs
- Teaching and learning
- Research
- International education
- Quality assurance
- External reviews
- Registrar's office
- Library
- Flexible learning
- English language centre
- Institutional research
- IT services relating to academic program
- Equity
- Vocational education

### Assistant to the President (Advancement)
- Fund raising
- Public relations
- Alumni relations

### Director of Student Services
- Student orientation
- Student residences
- Counselling services
- Student health
- Sport and recreation
- Avondale Students' Association
- Student organisations
- Student community services
- Overseas volunteer service
- Student publications
- Disability support
- International student support
- Employment and careers advice
- Student behaviour

### Director of Marketing Services
- Marketing policy and planning
- Student recruitment
- Marketing publications
- International liaison and recruitment
- Scholarship administration
- Participation in major event promotions
Administrative Organisation
Personnel reporting to senior management—2006

Avondale College
Council

President
Chaplain
Human Resources Manager
Personal Assistant (President’s Office)

Vice-President (Academic Administration)
Associate Vice-President (Academic Administration)
Faculty deans
Course coordinators
Flexible learning coordinators
Heads of research centres
Director of Studies, English Language Centre
English Language Centre Manager
Academic Registrar
Head Librarian
Personal Assistant (Academic Administration)

Vice-President (Finance)
Accountant
Director, Food Services
Property Manager
Special Projects Manager
Occupational Health and Safety Officer
Bookshop Manager
School of Aviation Manager
Dairy Manager
Maintenance Officers: carpentry, electrical, plumbing
Cleaning Supervisor
Personal Assistant (Finance)

Assistant to the President (Advancement)
Public Relations Officer
Personal Assistant (Advancement)

Director of Student Services
Residence Directors
Counsellor
Sport and Recreation Coordinator
Student/Faculty Association President
Heads of student organisations
Personal Assistant (Student Services)

Director of Marketing Services
Senior Marketing Assistant
Recruiters
Marketing Assistant
STATEMENT OF AFFAIRS

VALUES OF THE COLLEGE
Avondale College values spiritual development in students and staff, educating students for the balanced development of the whole person. Balanced development includes the intellectual, social, physical, spiritual and aesthetic dimensions of the being and a healthy balance between work, personal development, and family and social life. Education in a supportive learning environment is valued which encourages challenge and risk-taking as dynamic elements that contribute to a quality education. Teamwork in a collegial environment; integrity and ethical principles in staff and students; service, social justice, the welfare of society and responsible environmental stewardship; leadership and training are part of the overall values of Avondale.

ESTABLISHMENT OF THE CONSTITUTION
Avondale College Limited is established as a company and operates under the guidance of a constitution established in 2004. The Constitution contains 33 sections and provides that the functions of the College should include:
- carrying on educational and charitable work;
- carrying on the operation of the College;
- provision of facilities or services for study, research or education;
- undertaking research, development, consultancy or other services for commercial organisations, public bodies or individuals;
- aiding or engaging in the development or promotion of research or the application or use of the results of such research; and
- seeking or encouraging gifts to the College for the purposes of the College.

PLANNING
Avondale College developed and approved the following suite of plans:
- Business Plan
- Campus Master Plan
- Disability Action Plan
- Equity Plan
- Library Plan
- Marketing Plan
- Registrar's Academic Office Plan
- Research Management Plan
- Spiritual Master Plan
- Strategic Plan

FINANCIAL REPORTS

FINANCIAL PERFORMANCE
Increased enrolments, tight cost controls and continued support of the Seventh-day Adventist Church accounted for satisfactory results for the 2006 year.

Net surplus after tax from ordinary activities for 2006 was $596,856 compared with a surplus of $3,427,514 for 2005. Given that in 2005 a $3 million special appropriation was received from the South Pacific Division of the Seventh-day Adventist Church (SPD), and a further $1.7 million reduction in base appropriations from SPD in 2006, the financial outcome for 2006 was significantly better than the previous year.

Revenue of $23,309,442 decreased by 4.25% in relation to 2005. This was due mainly to a 45.6% decrease in appropriations received from Seventh-day Adventist entities as explained above, compensated by a 28% increase in fee income as a result of strong enrolments.

Expenses of $22,712,586 increased by 8.6% in relation to 2005. This was due mainly to inflationary pressures with the Education CPI touching 5.8% during the year. The biggest individual contributing factors other than inflation were a 50% increase in repairs and maintenance costs as a result of planned maintenance activity and a 25% increase in student wages as a result of an increase in the minimum wage rate and rates negotiated in the new Avondale Student Workers Collective Agreement.

Year end total assets stood at $15,059,905 comprised predominantly of cash and bank term deposits of $9,426,509.

Year end total liabilities amounted to $6,672,166 comprising payables and provisions. Avondale is debt-free and fully provisioned for statutory obligations and operating contingencies.

FIVE YEAR FINANCIAL INDICATORS ($000s)

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
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<tr>
<td>Revenue</td>
<td>19,150</td>
<td>18,116</td>
<td>18,957</td>
<td>24,344</td>
<td>23,309</td>
</tr>
<tr>
<td>Costs</td>
<td>17,014</td>
<td>18,331</td>
<td>20,950</td>
<td>20,917</td>
<td>22,712</td>
</tr>
<tr>
<td>Surplus</td>
<td>2,136</td>
<td>(214)</td>
<td>(1,993)</td>
<td>3,427</td>
<td>597</td>
</tr>
</tbody>
</table>

REGULAR REVIEW OF OPERATIONS
The Finance Committee of the Avondale College Council regularly reviews the financial operations of the College and makes recommendations to the Council. The Finance Committee reviews the draft annual budget and, when
satisfied, recommends it to the Council. The Committee also reviews the monthly financial reports, comparing the actual operating with the budget. Cash and reserve reports are also reviewed.

In addition the Audit Committee of the Avondale College Council is comprised of independent members of the Avondale Council. The committee reviewed the 2006 financial results and operations with the external and internal auditors.

**Outlook**

The availability of FEE-HELP from 2005 and additional Commonwealth supported places means that it is now much easier for students to choose to study at Avondale and to finance their full-fee paying study program. With another record enrolment for 2007 resulting from the continuation of the National Priority Places and FEE-HELP, the financial forecast for 2007 and onwards indicates that the financial stability of Avondale College will continue to be maintained.

The College administration plans to establish an endowment fund, which will be invested to provide a secure funding base for future growth and development. To this end, Avondale College and the Seventh-day Adventist Church with a joint venture partner, have prepared a proposal for a planned residential development of a 260 hectare parcel of land near the College. The proposal has been presented to the Lake Macquarie City Council for approval. A share of the development will form the basis of the planned endowment fund.

In summary, Avondale is in a strong financial position to sustain and expand on its service to the higher education sector over the years ahead.
Buildings and Grounds

Our buildings and grounds teams experienced a challenging and productive year. Planning was done on some major capital developments to start in 2007, some major refurbishment projects were completed, and despite the challenges of the drought we have managed to maintain our grounds in a healthy and attractive manner. Significant work has also been done on the overall security of the campus.

New Construction Projects

Architects have been engaged to finalise plans for the André Hall extensions. It is targeted that construction will commence early in 2008. We are simultaneously planning an extension to Watson Hall. The combination of these two construction projects will create 132 rooms with shared bathroom facilities between each two rooms. There is a potential to house an additional 264 students if students are accommodated in a twin-share arrangement. The estimated cost of this project is $5m.

A new Faculty of Nursing and Health building is also planned on our Sydney campus at a cost of approximately $8m. This project is jointly managed by Avondale and the Sydney Adventist Hospital, and construction is also targeted for early 2008. This will provide Avondale with a building separated from the Sydney Adventist Hospital.

Refurbishment Projects

Watson Hall chapel has been converted to a lecture theatre seating 200 students which could serve dual purposes. The project has been completed at a cost of about $100,000.

The cafeteria lounge has been refurbished to house the bookshop. In addition, an area to be used as a café was created to be operated by the bookshop to provide more food options for non-resident students and staff. This has moved all of our retail activities into one area with a potential for more students visiting both the cafeteria and bookshop. This could result in higher sales. The total cost of this project amounted to $40,000, with a further $20,000 to be spent in 2008 to expand the services of the café.

Some major refurbishment work has also taken place in the cafeteria which included painting and new flooring throughout and new checkout counters. The project has been completed at a cost of about $45,000.

The old bookshop area has been converted to offices, a workshop and a training room for the IT Services department. The old bookshop area is more suitable than the previous IT Services area to house the new server equipment required for the new student record system implementation. Conversion of the former bookshop area has been completed at a cost of $75,000.

New floorboards and carpet have been installed in the north-west half of the English Language Centre building and partitioning has been installed to create two additional offices. The Music Department has moved into this building and the total cost of the expansion amounted to about $20,000.

Plans are in place to refurbish the area vacated by the IT Services Department to house the new Student Enquiries Centre. This will result in the Student Finance Office, the Academic Office and the Marketing Office all being located in close proximity, thus improving communication between departments and providing better service to students.

Ella Boyd and Watson Hall have been placed on a programmed maintenance painting program over the next six years. Maintenance painting has been performed in André Hall which will be placed on programmed maintenance as soon as a complete repaint is required. Our two most significant wooden buildings have also been placed on a six-year programmed maintenance program.

Six married student units were refurbished in 2006. Plans are in place to refurbish units as they are vacated by students.

Campus and Grounds

Boom gates now operate at main entry points into the campus. These gates are intended to restrict the flow of traffic through the campus, thus providing better safety for student pedestrians and better security for the campus.

All parking bays in Palm Court have been removed and access blocked to vehicles in order to create a vehicle-free walkway for students. The parking bays were replaced with lawn, creating a huge improvement to the aesthetic appearance of the landscaped area.
ACADEMIC BOARD

The Academic Board takes responsibility for academic matters. Its membership consists of the Vice-President (Academic Administration), Associate Vice-President (Academic), Registrar, Deans of Faculties, Head Librarian, two elected academic staff members, and two elected students. Subcommittees of the Academic Board are the Teaching and Learning Committee, the Research Committee, and the Resources Committee.

ACADEMIC ADMINISTRATION

A submission to offer a new degree, the Doctor of Philosophy, was approved by New South Wales Department of Education and Training and the first full-time PhD student commenced on 17 October 2006.

A new suite of ministry training courses was approved. A combined four-year Bachelor of Theology/Bachelor of Ministry degree will become the main ministerial training degree for Seventh-day Adventist ministers. Students who wish to exit after three years will be able to graduate with a Bachelor of Theology. Two graduate diplomas were added for holders of a previous degree: the Graduate Diploma of Theology and the Graduate Diploma of Ministry. A two-year Associate Degree in Theological Studies was approved for mature-aged students interested in working as paraprofessionals in the theology and/or ministry contexts.

Videoconferencing facilities were installed and now provide a live connection between the Sydney campus and the Lake Macquarie campus. Links to other videoconferencing sites are possible via the IP network. The videoconferencing facility is primarily being used by staff at the Lake Macquarie campus for delivering subjects to students undertaking courses on the Sydney campus. Other uses include staff professional development and staff meetings.

Avondale College submitted an application to the New South Wales Department of Education and Training on 2 June 2006 under the guidelines for submissions for institutions seeking to become a university in the state of New South Wales.

Staff in the Faculty of Education submitted an application to the New South Wales Department of Education and Training to offer a Master of Education (Research). This new degree will complement the existing research masters degrees offered by Avondale College, the Master of Nursing (Research) and the Master of Theology (Research).

A revised policy on Honorary Senior Research Fellows was developed and the following persons were either confirmed in their position or inducted to the position in accordance with the new policy now located on the Avondale College website: Dr Bryan Ball, Dr Graeme Bradford, Dr Merle Cozens, Dr Milton Hook, Dr Arthur Patrick, Dr Alwyn Salom, and Dr Norman Young.

The New South Wales Department of Education and Training (NSW DET) advised that the CRICOS number has changed from 00618K to 02317D as a result of the change in legal entity from Australasian Conference Association to Avondale College Limited. For the same reason, the Vocational Education and Training Board advised that the number for Avondale College’s Registered Training Organisation changed from 7066 to 91191.

The annual Murdoch Lecture was delivered on 25 August by Professor Charles Scriven, President of the School of Medical Arts at Kettering, Ohio, USA. Also, Dr Mark Reynolds, the Director of the Torrey Honours Institute at Biola University USA delivered a series of presentations from 2–5 November on “The Role of Philosophy in the Modern University”.

A study of the capacity of the institution for growth was prepared in three stages:

a  study of the capacity of the infrastructure of the institution to sustain continued growth in student numbers on the Lake Macquarie campus;

b  a study of the human resources of the institution to sustain continued growth in student numbers on the Lake Macquarie campus; and

c  a study of the infrastructure and human resources on the Sydney campus

TEACHING AND ACADEMIC DEVELOPMENT

Avondale’s higher education courses are offered within the terms of the Australian Qualifications Framework, and are accredited by the New South Wales Department of
Education and Training. Avondale is listed on the NSW Register of Higher Education Institutions, and its courses also are listed on the CRICOS Register.

Avondale offers undergraduate courses in arts, business, education, nursing, science, and theology. Postgraduate coursework degrees are available in education, business, nursing, and theology. Research masters degrees are available in nursing and theology and Masters (Honours) degrees are available in education and leadership and management. Avondale also has recently been accredited to offer a Doctor of Philosophy degrees. Vocational and technical education courses include aviation, business services and outdoor recreation. The English Language Centre offers English language study tours for overseas students.

Three college handbooks are published in hard copy biennially: the undergraduate students’ handbook, the postgraduate students’ handbook, and the vocational education students’ handbook. The handbooks were revised in 2006 to cover the period 2007–2008. Regular updates to the handbooks are made to the web-based version, which is considered the definitive version.
Research

Scholarly publications in 2006 included ten refereed journal articles, one chapter in a scholarly book, one refereed conference paper, three books and four original creative works. The three books were: People are Human (G Bradford), Beyond the Da Vinci Code (R. McIver) and Seven Secrets for Feeling Fantastic (D Morton). One external research grant was obtained by Carolyn Rickett ($5,000) for a pilot study of the potential benefits of writing poetry for people who have experienced or are experiencing life-threatening illnesses and who have or are receiving treatment. A second external grant was obtained by Dr Robert McIver ($10,800) for a study of giving patterns among West Australian Seventh-day Adventists 2006–2007.

Dr Malcolm Anderson’s team was awarded a research award by the Centre for Assessment and Research Development at the Hong Kong Institute of Education in recognition of their quality research design. Their paper published in 2005 is ‘The effects of neuro-behavioural impairments on family functioning and the psychological well-being of relatives of people with severe traumatic brain injury: A mixed method approach.’

The following list outlines items complying with specifications as set out in the DEST Higher Education Research Data Collection. Various other items of scholarly output also were produced.


DIRECTORS OF RESEARCH CENTRES

AUSTRALASIAN RESEARCH INSTITUTE
Dr Ross Grant
PhD (University of NSW), MAppSc (University of Technology, Sydney), GradDipAppSc (University of Technology, Sydney), BEd (Avondale College)

AVONDALE CENTRE FOR EXERCISE SCIENCE
Dr Darren Morton
PhD (University of Newcastle), MAppSc (University of Ballarat), BEdDist. (University of Ballarat)

AVONDALE CENTRE FOR INTERDISCIPLINARY STUDIES IN SCIENCE
Dr Kevin de Berg
PhD (University of Qld), MSc.(Curtin), BEd (University of Qld), BSc (University of Qld), DipEd (University of Qld)

ELLEN G WHITE ADVENTIST RESEARCH CENTRE AND HERITAGE CENTRE
Dr John Skrzypaszek
MA(Theol) Avondale, BA(Theol) Avondale

INSTITUTE OF CHURCH MINISTRY
Dr Douglas Robertson
DMin (Fuller), MA(Theol) Andrews, BA(Theology) Avondale College

AVONDALE ACADEMIC PRESS
Dr Robert McIver
BSc Cant, TeachDip Christchurch TC, BA PUC, BD(Hons) Lond, MA Andrews, PhD Andrews
Marilyn Gane was appointed to the position of Head Librarian in March 2006, replacing Jo Lloyd who had served in the position for 10 years.

During 2006 the library focused on enhancing access to its electronic resources including Electronic Reserve (E-Reserve) and Serials Solutions’ Journal Portal. E-Reserve was implemented in March with usage of the service steadily increasing to an average of over 1,350 downloads per month. The Journal Portal was implemented in April, giving students, faculty and staff access to over 12,000 electronic journals in full-text from both on and off-campus. Wireless computer access was available from May enabling students to use their own laptop computers to access the library's website, online catalogue and electronic resources from within the library building.

Towards the end of 2006, three new online databases were trialled and subsequently purchased and all recorded high usage from both on campus and off campus.

Despite the increase in electronic resources, usage of print materials remained steady with almost 40,000 items being lent out during the year and 67,247 individual visits to the library being recorded during second semester.

Over 1,800 new print and audio-visual items were added to the library’s collection along with over 450 donated items. Library staff and faculty worked together removing materials that were considered to be out of date and no longer relevant.

Cataloguing of the Simandjuntak Asian Collection, which was donated in 2005, progressed steadily during the year, with many of the items proving to be unique to Australian libraries and hence of great value to researchers in the Malaysian federation.

The development and implementation of SAIL Pacific (Services to Adventist International Libraries—Pacific) in September allowed the library to send over 250 donated books to Pacific Adventist University and Sonoma College in Papua New Guinea.

Library staff and student assistants provided library orientation tours for first year students, and reference staff provided customised library instruction for groups, classes and individuals.

During Library and Information Week 2006, the library conducted a survey into student awareness and usage of its electronic resources. While many favourable comments were received and students were satisfied with the electronic resources offered by the library overall, the survey highlighted two main areas for improvement in 2007: student access to computers and information resources, and the need for additional electronic resources in full-text formats to support learning and research needs.

**Library Statistics**

<table>
<thead>
<tr>
<th>Collections</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenditure on collections</td>
<td>$259,000</td>
</tr>
<tr>
<td>Total holdings (print and audio visual)</td>
<td>124,760</td>
</tr>
<tr>
<td>Electronic serial titles held</td>
<td>14,000</td>
</tr>
<tr>
<td>Current print serial titles held</td>
<td>532</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Use of Collections</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual loans</td>
<td>39,933</td>
</tr>
<tr>
<td>Items held in E-Reserve</td>
<td>746</td>
</tr>
<tr>
<td>Item downloads from E-Reserve</td>
<td>11,025</td>
</tr>
<tr>
<td>Items supplied to other libraries</td>
<td>164</td>
</tr>
<tr>
<td>Items obtained from other libraries</td>
<td>94</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Library Hours and Use</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours open per week during semester</td>
<td>70.5</td>
</tr>
<tr>
<td>Library use—individual visits (second semester only)</td>
<td>67,247</td>
</tr>
</tbody>
</table>

| Library Orientation/Library Instruction           | 873  |

**Adventist Heritage Centre**

The Adventist Heritage Centre was officially staffed for 20 hours per week, and open to the public each Thursday from 9 am—5 pm. Student workers provided an additional 867 hours of labour. During the year over 94 researchers/visitors used the centre’s facilities staying from 30 minutes to 9 hours per day. The centre received on average four phone calls and up to ten email enquiries per week.

The centre was successful in receiving one of eighty Community Heritage Grants awarded Australia-wide. The grant of $5,900 will provide for a preservation assessment and a significant assessment of the centre and the South Sea Islands Museum in 2007. Media coverage of the grant resulted in four offers of materials for the centre.

Donations continued to arrive at the rate of one every week day and included books, serials, documents, pamphlets,
artefacts, audiovisual items, photographs and textiles. Although additional storage was installed during the year, space is an ongoing problem and it is anticipated that the centre will be full to capacity by the end of 2007.

**Ellen G White/Adventist Research Centre**

The growing vision for the centre includes:
- providing a user-friendly and representative facility for research and study purposes;
- addition of extra bookshelving space to accommodate new resources;
- addition of a section displaying audiovisual resources such as DVDs, CDs and audio tapes;
- preparation to digitise document file resources. This project will link with resources prepared by students from Bogenhofen Seminary in Germany who are preparing a digitised and searchable format of the document files. The Ellen G White/SDA Research Centre in Australia has many documents connected with Australian history, issues and events. We are planning to digitise the documents and make them available in an electronic format for quick access.

Pr John Skrzypaszek, the centre's director, conducted five workshops for professional clergy and presented six seminars at different locations in Australia and a paper at the International Research Centre Directors' Conference in Washington.
**Record Keeping**

**Student Records**
Permanent, accessible student records are maintained with backup facilities off-site. There is an established system of making daily, weekly, monthly and yearly archives, and of storing the monthly and yearly archives in a secure off-site location.

The student record system includes records of admission, enrolment data, student progression and achievement, and award completions. A student records management policy and procedure is in place. Avondale College is currently in the process of transferring its student records system from the current in-house package to Callista.

At the conclusion of each semester, after approval by the Board of Examiners, the records of student achievement are transferred from the faculties to the Academic Office. Paper copies of all student Permanent Academic Records are produced from SRS each semester and stored as an additional archive, and filed by student name in the fireproof strong room within the Academic Office.

**Financial Records**
Avondale College operates a computerised accounting system, Finance One, which records all transactions. Robust internal controls are built within and around the system to ensure accurate and timely data is produced, free from material error or fraud.

Avondale’s financial management procedures are in accordance with legislative requirements and current best practice. Annual budgets for both operating and capital are developed prior to the beginning of each calendar year, and reviewed after census date in the light of actual income from student fees. The Avondale College Council approves the annual budgets. Monthly operating statements, balance sheets and statements of cash flow are prepared for management to track the operation of the institution against the authorised operating budget. Annual financial statements are prepared as at December 31 and externally audited. The annual financial statements, the auditor’s report and the response of the Vice President (Finance) are presented to the Council’s Audit Committee and to a meeting of the full Council.

**Library Records**
The Avondale College library and the Sydney Adventist Hospital library maintain records of library use, borrowings, acquisitions and holdings.

**Recruitment Database**
The Marketing Services office maintains a database of persons inquiring about study at Avondale College. The database records each contact with inquirers and the information sent to each, enabling staff to track inquiries through to enrolment.

**Alumni Database**
A database is maintained of previous graduates and students of Avondale College. The college maintains regular communication with all persons on this database.

**Human Resource Records**
The Human Resource Office maintains staff files, personnel service records, and files of human resource policies and procedures.
PROFESSIONAL DEVELOPMENT

Various professional development activities were undertaken by both academic and general staff members in 2006. In particular staff members have:

• completed formal courses at various levels of the Australian Qualifications Framework from Certificate IV to PhD;
• undertaken seminars conducted by both external and internal agencies;
• participated in continuing education units;
• engaged in special projects;
• undertaken induction programs which are conducted twice-yearly;
• attended academic conferences;
• attended the annual 3-day staff retreat;
• participated in colloquia conducted weekly;
• submitted their work for peer review.

One industry-current staff member in the Faculty of Education is on secondment from the school sector for a two-year limited term contract. Her perspective on current industry practices in the schools provides a useful two-way interaction on current methods, procedures and challenges for both the school-sector staff member and the academic staff members of the Faculty of Education.

Staff wishing to undertake advanced degrees are eligible to apply for advanced study funding through the Academic Staffing Committee and in 2006, $107,724 was approved in response to applications received. As a result, eleven academic staff members enrolled or continued in doctoral degrees, three enrolled or continued in masters degrees, and one in a graduate diploma. Two general staff continued in bachelor degrees.

Avondale College offers to all staff the opportunity to take one subject free of charge per semester at any level of the AQF. In this way some staff have undertaken whole degrees or part thereof. In 2006, eight staff members took up this option.

Avondale encourages and offers financial support for academic staff to be members of two professional associations. In this way staff are able to remain current in area of their professional discipline.

INFORMATION TECHNOLOGY SERVICES

Staff in the ITS department undertook the following new projects in 2006 in addition to maintaining the current IT infrastructure.

• a wireless network system was introduced for use by staff and student users.
• a student network web/automatic registration was introduced.
• videoconferencing infrastructure was set up to link the Sydney campus with the Lake Macquarie campus. The videoconferencing system was designed and implemented under the direction of Integrated Vision, a videoconferencing specialist company located at Circular Quay in Sydney.
• the security system was upgraded for existing users.
• a new design of network infrastructure was undertaken for implementation in 2007 associated with the introduction of Callista.
• various tasks were undertaken in associated with the relocation of the bookshop.
• the IT infrastructure of the gardening shed was connected to the main system by fibre optics.
## Enrolment Statistics

<table>
<thead>
<tr>
<th>EFTSL</th>
<th>2006</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><em>(includes distance education students)</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Lake Macquarie Campus</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postgraduate excluding postgraduate entry initial training courses</td>
<td>15.50</td>
<td>19.19</td>
</tr>
<tr>
<td>Postgraduate entry initial training courses (BTch, GradDipTheol, GradDipMinistry)</td>
<td>17.00</td>
<td>19.63</td>
</tr>
<tr>
<td><strong>Undergraduate (excluding DipGenStudies)</strong></td>
<td>342.52</td>
<td>334.72</td>
</tr>
<tr>
<td>DipGenStudies</td>
<td>51.17</td>
<td>29.75</td>
</tr>
<tr>
<td><strong>Vocational Education</strong></td>
<td>21.65</td>
<td>24.12</td>
</tr>
<tr>
<td><strong>Lake Macquarie campus total</strong></td>
<td>447.84</td>
<td>427.40</td>
</tr>
<tr>
<td><strong>Sydney Campus</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postgraduate</td>
<td>10.00</td>
<td>5.25</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>61.73</td>
<td>77.75</td>
</tr>
<tr>
<td><strong>Sydney Campus total</strong></td>
<td>71.73</td>
<td>83.00</td>
</tr>
<tr>
<td><strong>Total all campuses</strong></td>
<td>519.57</td>
<td>510.40</td>
</tr>
<tr>
<td><strong>Total Annual EFTSL</strong></td>
<td>1029.97</td>
<td></td>
</tr>
</tbody>
</table>

## Human Resources

### AVONDALE COLLEGE

#### Staff Numbers 2006

<table>
<thead>
<tr>
<th>Employment Status</th>
<th>Academic (FTE)</th>
<th>Non-Academic (FTE)</th>
<th>Total Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher Education Full time</td>
<td>60</td>
<td>59</td>
<td>119</td>
</tr>
<tr>
<td>Higher Education Fractional Full time</td>
<td>6 (8 persons)</td>
<td>1 (16 persons)</td>
<td>24</td>
</tr>
<tr>
<td>Higher Education Sessional/Casual</td>
<td>22 (60 persons)</td>
<td>9 (18 persons)</td>
<td>78</td>
</tr>
<tr>
<td>VET Full time</td>
<td>5</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>VET Fractional Full time</td>
<td>0.4 (1 person)</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>VET Sessional/Casual</td>
<td>5 (6 persons)</td>
<td>0.5 (3 persons)</td>
<td>9</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>98 FTE</td>
<td>71 FTE</td>
<td></td>
</tr>
</tbody>
</table>

**Totals**

169 FTE

237 persons
**ACCESS AND EQUITY**

**EQUITY AND EQUAL EMPLOYMENT OPPORTUNITY**
The Equity Committee consists of 11 members, and includes representatives from administrative, academic and general staff, and students. The members are appointed biennially, and meet at least four times during the academic year, review the college equity program and monitor and evaluate the workplace in support of the *Equal Opportunity for Women in the Workplace Act 1999*.

The Equity Officer (part time position), who is also a member of the Equity Committee, coordinates the preparation of the annual institutional report to the Equal Opportunity for Women in the Workplace Agency (EOWA). The agency, in its assessment of the 2005–2006 EOWA report, found Avondale College to be compliant with the *Equal Opportunity for Women in the Workplace Act 1999*.

The Equity Committee also reviews policies and procedures in relation to equal employment opportunity, anti-bullying and harassment for students and staff, student grievances and appeals, and students with disabilities.

**SPECIAL PROVISIONS FOR STUDENTS WITH DISABILITIES**
Avondale College has a policy and procedures in place to assist students who require special provisions because of disabilities. Such provisions may relate to learning and assessment activities, or to special requirements outside of the academic program. The policy and procedures are published on the Avondale College web site. Information about the process students should use to request special provisions also appears regularly in *Connections*, the college’s weekly newspaper.

Students who provide official documentation to substantiate the need for special consideration are able to make application, through the Equity Officer, who assists them through the process. The majority of requests in 2006 related to the need to modify learning and/or assessment activities to assist students in their academic program. During second semester, 2006, seven students were granted special provisions.

**ACCESS AND ALTERNATIVE ENTRY PROVISIONS**
Alternative entry to degree studies exists through a variety of pathways. These included Vocational Education courses, Foundation Studies undertaken at tertiary institutions in Australia, and the STAT test administered by the Australian Council for Educational Research. Students who fall outside any of the first three provisions are permitted to enrol in Avondale’s Diploma of General Studies which includes academic skills for tertiary education and English language skills. Tutorial support for students in all courses is provided on a daily basis.
AVONDALE COLLEGE ALUMNI ASSOCIATION

The Alumni consist of all graduates and past students of the college, past members of the council, past full-time academic staff members, and other invited persons. The President of the alumni, Pr Roger Nixon, Chairs the Alumni Committee and represents the alumni on all official occasions including the Opening Convocation, Graduation, and Homecoming.

Advancement and the Avondale College Alumni Association organise the ‘Homecoming’ event each year. A highlight of Homecoming was the worship service presented by Dr Charles Scriven, President of Kettering College of Medical Arts in Dayton, Ohio.

The Alumni Association nominated Sarah Clifford as the recipient of its annual Young Alumni Award. Sarah graduated from Avondale with a Bachelor of Science in 2002 and a Bachelor of Teaching in 2003. In 2003, she completed honours (first class) in science at the University of Newcastle and will graduate with a PhD in chemistry in 2007.

Alumni Association members continue to demonstrate an interest in Avondale’s future. They helped staff an alumni association table at registration on the Lake Macquarie and Sydney campuses. The president of the association spoke at the Opening Convocation, charging students to commit to Avondale’s mission statement.

Advancement plans to redesign the Alumni Association’s website by the end of 2007.

MARKETING DEPARTMENT

In 2006–2007 the incumbent Marketing Manager, Glen Roberts, concluded his long term of employment in June. Christina Hawkins led the team in the latter part of the year. The team in the Marketing Department completed a wide range of new initiatives. The Department:

- planned for an integrated Enquiry and Enrolment Centre, recruited a team leader for the Centre, and oversaw the refurbishment of the new premises;
- revised job descriptions for the new team members;
- revised the scholarship scheme so that all scholarships were merit-based and related to Avondale’s mission and vision;
- commenced work on Avondale’s new website;
- worked toward a corporate image;
- designed a new format for future prospectuses;
- undertook new course specific marketing initiatives;
- developed a new format for fee information;
- developed a set of Expo tools;
undertook a comprehensive advertising schedule to profile various faculties and courses;
increased the number of high schools visiting the campus;
conducted an Open Day; and
developed a range of course brochures.

A new Enquiry and Enrolment Centre has been established which provides a single point of contact for prospective students. The centre, created by a merger of staff members from admission and marketing services, will provide the following benefits:
clear communication between Admissions and Marketing Services to ensure prospective students are well managed from the generation of a lead (enquiry of a prospective student through a career expo or school visit) through to the admission process
higher conversion rate of prospective to enrolled students
closer proximity to student finance making more efficient processing
more effective use of relevant staff, who will respond to enquiries as well as admissions

Marketing Services held a workshop with staff from a number of departments and faculties. The group developed recommendations on the most effective ways to reach the target audiences with which Avondale needs to communicate its brand values. The brand values identified by the group were: connectedness, excellence, vitality, integrity, service, and hope. The group also identified insights about the brand. These were that Avondale:
develops leaders because its smaller size, in comparison with other providers, creates a greater sense of belonging and confidence in students
staff members provide a mentoring environment for students because of their high accessibility to students
provides a network of friends and mentors for life
spiritually transforms students.

The workshop outcomes form the foundation for the development of a design brief for a new corporate image.

PUBLIC RELATIONS
The editorial focus of Connections, the weekly newspaper for staff and students, has sharpened with a reduction in size from a double-sided A3 page to a double-sided A4 page. The newsletter now also includes additional articles and multi-media content online (see http://www.avondale.edu.au/connections/). The reduction in size has reduced the cost of printing and postage.

Avondale College has released 63 items to the media in the past year. Of these, the media published or broadcast 43, a success rate of 68 per cent.

The Promise, an octet of talented singers led by Dr Robb Dennis, head of the Music Department, continues to perform at churches and conventions but included more high schools on its itinerary in 2006.

A launch of the book Celluloid Anzacs by senior lecturer in history, Dr Daniel Reynaud was timed to coincide with Anzac Day and made news in the regional media, with the newspaper The Newcastle Herald publishing a feature, radio station 1233 ABC Newcastle conducted a live interview and the television station NBN broadcast a story in its evening news bulletin.
**Student Services**

Avondale is committed to creating an environment where each student is treated as an individual whose personal welfare, dignity and self esteem are valued and enhanced. The student services program provides support for students and contributes to balanced lifestyle development. During 2006, Student Services achieved the following:

A change of venue for registration and orientation of all students on the Lake Macquarie campus was organised. Previously held in College Hall and various other venues, the activities were organised for a single point of contact in the Chan Shun Auditorium. The majority of services were located in the auditorium over the three days allowing for easy access and efficiency of academic registration, ID photographs and the provision of campus information. It proved to be very successful and plans are in place to improve the processes in the future.

A Careers and Job Expo was organised in September to provide contact with prospective employers. It also allowed undergraduates to explore future options of career paths in their chosen degree. The inaugural expo proved to be popular with the students and the feedback from the business participants was positive. It is planned to make this expo an annual event with an increased budget and higher profile for participation by sponsors.

A kitchenette was installed for the day students in the College Hall student common area. This includes a refrigerator, microwave, sandwich maker and hot water urn. It is also used for other functions and has proved to be very functional.

Student Services staff developed a crisis management plan outlining procedures for the handling of a crisis on the Lake Macquarie campus, particularly relating to the residential students.

During the month of July approximately 110 students were voluntarily involved in five rural, at-risk communities in remote NSW areas. The STORMCo teams organised activities ranging from kids’ clubs to backyard blitzes. Avondale College students from both the Sydney and Lake Macquarie campuses were also involved in three overseas trips to Thailand, Philippines and Africa providing aid to orphanages and the underprivileged.

There was an increased focus to provide relevant spiritual support to day as well as residential students. The chaplain established a focus committee to address concerns and make recommendations to Student Services staff.

A kitchenette was installed for the day students in the College Hall student common area. This includes a refrigerator, microwave, sandwich maker and hot water urn. It is also used for other functions and has proved to be very functional.

Student Services staff developed a crisis management plan outlining procedures for the handling of a crisis on
DEANS OF FACULTIES

DEAN OF ARTS
Dr H J Fisher
BScAgr(Hons), MScAgr, PhD

DEAN OF BUSINESS AND INFORMATION TECHNOLOGY
Dr K Howson
DipBus, BSc, MBA, MCom, PhD, CMA, MIIA (Aust) AFAIM

DEAN OF EDUCATION
Dr P Beamish
BEd, MEdStud, PhD

DEAN OF LIFESTYLE EDUCATION AND VISUAL COMMUNICATION
Mr W Miller
DipTch, BEd, MHMStud, Dip of Training & Assessment Systems, MACHPER, MACE

DEAN OF NURSING AND HEALTH
Dr P Race
BA, MHA, PhD, RN, PN, MRCNA

DEAN OF SCIENCE AND MATHEMATICS
Dr L Rogers
BSc Hons, MSc, PhD, MAIP

DEAN OF THEOLOGY
Dr R Roennfeldt
RN, BA, MA, PhD
Faculty of Arts

In 2006 there were significant enrolment increases in the BA degree and associated double degrees. In particular, new enrolments in the Communication and Music specialisations were strong, with a 50% increase in enrolments in the latter.

Significant progress was made in the Communication specialisation. The professional internship placements program provided a wider range of workplace experience opportunities for students in the areas of writing, public relations, marketing and broadcast media. An exciting initiative with Adventist Media Networks was introduced for second- or third-year Communication students through which they have the possibility of a 6-month or 12-month work placement. Carolyn Rickett introduced a new first-year subject, Writing for Media, as part of a restructuring of the specialisation.

The five music ensembles associated with the faculty’s music programme (Avondale Singers, orchestra, wind ensemble, The Promise, and the brass band), made a significant contribution to the Lake Macquarie musical arts scene through performances in churches, schools, civic events such as the Morisset Anzac Day march and Lake Macquarie Carols by Candlelight, national events, and individual student performances at RSL venues, private concerts, and contests. The vocal ensemble, The Promise, directed by Dr Robb Dennis, performed at an ecumenical service during the Melbourne Commonwealth Games, and also contributed to the divine service at Holy Trinity Cathedral, Auckland, NZ. The Promise also released a CD album produced at Avondale College by Dr Dennis and audio-technician Andrew Johnson.

Students in the faculty’s International Development Studies programme, co-ordinated by Brad Watson, conducted an on-site evaluation of NGO ADRA Thailand’s Adventure-based Learning Project in tsunami-affected Thailand. The consultancy report was submitted to both ADRA Thailand and ADRA Australia. This was a significant development that gave IDS students real experience in the monitoring and evaluation of development projects.

The Diploma of General Studies coordinator, David Potter, started the year with 104 students, and had a total of 125 different students enrolled at some stage through the year. Many of these students transferred to degree programmes.

Two key people resigned from Avondale in 2006: Harwood Lockton, long time course co-ordinator for the BA degree and pioneer of the International Development Studies major, and Dr Allen Steele, pioneer of the communication specialisation. Both moved to other employment. Plans for permanent replacement staff to undertake these roles in 2007 were made.

Three members of the faculty’s full-time academic staff were involved in continuing doctoral studies during 2006. Staff publications for the year included five papers in refereed journals (Dr Fernandez, Dr Reynaud, Ms Rickett), two conference papers (Dr Reynaud, Ms Rickett), and one poem in a refereed journal (Dr Fernandez). Dr Dennis (Music) made two CD recordings: Schubert and Schumann Lieder at the Newcastle Conservatorium and The Promise in Concert. One new research grant ($5000) was attained by a member of the faculty.

Howard Fisher continued as chair of the Dora Creek Catchment Group, a local community environment group that has so far attracted or mediated more than $130,000 in grants for local environment research, community education projects, and implementation of environmental protection works.
**Faculty of Business and Information Technology**

**Faculty Overview**

The Business Department of the college was started just prior to 1900 as the training of students in subjects such as accountancy and bookkeeping were regarded as important life skills. These early business courses at Avondale eventually developed into certificate and diploma courses and continued for many years. In 1976 Avondale’s Diploma of Business was recognised by the professional accounting bodies in Australia and New Zealand. In the early 1980s the Bachelor of Business accounting major was established with graduates obtaining Provisional Associate status with the Australian Society of Accountants and the ability to enter the “professional year” of the Institute of Chartered Accountants in Australia. Many accounting graduates of this period found employment with chartered firms. In 1989 the degree was extended to include a major in computing. In 1997 and 1998 the management and marketing majors were also brought on stream to provide more options in response to student demand.

In 1998 postgraduate studies in leadership and management were introduced. The graduates of these programs have fulfilled an important role in the administration of the Seventh-day Adventist Church and its enterprises and have been sought after for employment in businesses and commercial activities not associated with the church.

The faculty also contributes subjects for the BTch, BA and BSc courses in other faculties. While major business study areas are able to be completed in the double degree programs it also is possible for students to meet the requirements for a business minor in the BA and BSc programs.

The business courses aim to develop not only the necessary understandings and skills in order to function competently in the business environment but more significantly to provide an ethical basis that is much needed in the contemporary business world. The foundational principles that inform Avondale’s approach to higher education includes the development of analytic and reflective thinking, the development of academic and professional competence and a concern for the individuality of the student. This philosophy guides curriculum development for all business courses and informs the course objectives and graduate profiles for all courses and the subject outlines.

**Research**

The faculty is currently engaged in research projects that, amongst others, encompass the areas within the accounting discipline (corporate governance, accounting history and internal auditing): information technology (information resources management, enterprise education and training processes); and related pedagogical frameworks (mentoring, different delivery methods and contexts).

**Award of Excellence**

Student achievement is recognised within the faculty through several awards:

- Professional Advantage continues to support the Information Technology major and the 2006 recipient of their award for excellence was Brian Greentree.
- the annual award of excellence in the accounting major sponsored by Williamson Chaseling Pty Ltd was granted to Jonathan Oliver.
- a new award was initiated in 2006 aimed at recognising excellence in the management and marketing majors. The first recipient of this award was Holly O’Grady.
- a sizeable bequest to the Avondale Foundation has provided substantial funding for a new award which is made to the best overall business student. The award has a cash component of $4,000. The recipient was Holly O’Grady.
- the Sanitarium award for excellence to a graduating student was made to Angie Alford.

**Changes in Staff in 2006**

Early in 2006 Lyn Daff joined the staff. Lyn comes with a significant set of teaching and research skills having held a position at Monash University for some 10 years. The faculty has also been able to continue with the involvement of staff linked to the University of Newcastle in a part-time capacity that brings their experience to bear in lectures and tutorials. They include Lisa Barnes (Australian Tax Law and Practice), Susie Wright (Business Law), Pat Helion (Corporate Law), and Melody Danswan (Human Resource Management, Workplace Relations). Dr Ray Bredenkamp, consultant and educator, delivered two subjects in the field of Strategic Management.
**Student Internships**

The faculty is pleased to see students actively involved with potential employers through professional placements. These professional placements are designed so that students can receive academic credit as an Internship. Internship placements have been arranged at Sanitarium Health Foods, Seventh-day Adventist regional offices, ADRA (Adventist Development and Relief Agency), and Creata Promotions.

**Postgraduate Program**

Through its flexible delivery approach, the use of distance education and residential schools, the faculty is able to continue to provide opportunities for students to further their studies and maintain their present work program. In 2006 7.56 EFTSL students were enrolled in the postgraduate leadership and management courses. A number of these students opted to complete their degree via self-directed projects and research pathways. During 2006, as has been the case over the last few years, these postgraduate programs have been enriched by contributions from national and international presenters (Dr Allen Steele, Dr Bruce Manners, Dr Barry Oliver and Dr Brad Kemp) and input from a range of practitioners. Once again these courses have attracted students from a number of Pacific rim countries, which has greatly enriched the residential interaction and topic presentations.
The Faculty of Education aims to support and impact Christian education in Australia by engaging in research and scholarship and advancing innovative, quality pre-service, in-service and postgraduate teacher education courses in a Christian context.

In 2006 the number of students studying degrees within the Faculty of Education continued to rise with an increase in the number of students in all degree programs. The faculty commenced work on the documents for submission to the New South Wales Department of Education and Training for reaccreditation of its courses due in December 2007. During the current accreditation period the faculty developed three new courses: the Bachelor of Education in Early Childhood (Honours), an Associate Degree in Classroom Support, and the Master of Education (Research).

The Faculty of Education encourages staff to undertake professional development and advanced study. In 2006 two staff members completed PhD programs: Dr Cedric Greive and Dr Malcolm Coulson. Academic staff are encouraged to engage with wider professional bodies and during 2006 most held memberships with a number of professional associations and organisations. Staff also attended various conferences. Examples include:

- Australian Computers in Education Conference
- What Works Forum on Indigenous Education
- Inaugural Forum in Christian Heritage in Education

The Faculty of Education continued to develop a number of strategic partnerships with various educational groups throughout 2006. The faculty has links with employers, peak bodies and other educational institutions such as Adventist Schools Australia, the New Zealand and Pacific Union Conference, the New South Wales Department of Education and Training, the New South Wales Teacher Education Council, the Australian Deans of Education, the New South Wales Institute of Teachers, Mission College in Thailand, and Christian Schools Australia. The Faculty of Education is represented on various committees, Boards and Executive committees within these groups and institutions. In 2006 interaction with these groups included:

- Teacher Education Professional Experience Roundtable, Sydney, 16 November 2006
- Australian Union Conference Education Forum, Mackay, 22 August 2006
- Teacher Education Council Conference, Sydney, 4 June 2006
- Various New South Wales Institute of Teachers panels
- South Pacific Division of Seventh-day Adventists Education Board, Sydney, 11 April 2006
- Department of Education Accreditation Panel Member: College of Christian Higher Education, 15 February 2006

Community and School-based initiatives include:

- literacy and numeracy consultancy
- literacy tutoring to the local community
- counselling services
- promotion of International Literacy Day in the local community
- presentations to various high schools and primary schools
- student trips to Cambodia and Hong Kong
- career seminars at Central Coast and Avondale Schools

The consultancy on the Enhancement of Learning and Teaching also conducted several in-service courses including:

- professional development courses for SDA schools in NSW
- two science in-service courses
- middle school presentations in community high schools
RESEARCH

The Faculty of Education continues to expand its research profile. Research activities in 2006 included:

• a refereed journal article in ‘Special Education Perspectives’ about comparison of two spelling intervention programs using pre-service teacher tutors. Approved for publication.

• the commencement of a pilot study into pre-service teacher domain specific knowledge of phonological awareness and phonics.

• the publication of three papers in international refereed journals

• the publication of five articles in professional journals

• one student completed the Bachelor of Education (Honours) degree

• ten students entered the Honours program

• the development and submission of a proposal to introduce a Master of Education (Research) course

• the development of the Early Childhood (Honours) course

• the development of a faculty strategic plan which focuses on three areas of research: indigenous education, special character and school ethos and curriculum and pedagogy

• examination of PhD thesis for Central Queensland University

• links between Avondale College early childhood researchers and a Reggio Emilia research group at the University of Newcastle.

• $2,000 internal research grant for research into professional development supervision

• $2,000 internal research grant for research into admissions requirements as a predictor for professional success

• $4,000 internal research grant for ongoing research in attitudes on environmental issues among primary pre-service teachers.

• the use of Moodle as an open source software package to support learning of both on campus and distance students.

During 2006 a number of students studying within the Faculty of Education were recognised for achievements during the completion of their respective degrees. They were:

Primary English Teachers Association Award
Madelyne Hodges, Rebecca Carruthers

Primary Education Award of Excellence (NZPUC)
Debra Topperwein

Secondary Education Award of Excellence (AUC)
Brayden Oliver

Avondale Foundation Award of Excellence
Braden Oliver, Juanita Bond

Bachelor of Arts Award of Excellence (Willobee Floor Service)
Jo Darby

Bachelor of Science Award of Excellence (Cooranbong Pharmacy)
Braden Oliver

Excellence Award in Home Economics/Design and Technology Education (Hunter Technology Educators Association)
Bec Szalbot

Tertiary Student Health and Physical Education Award (Australian Council for Health Physical Education and Recreation)
Matt Crawford

Avondale Alumni Community Service Award
Madelyne Hodges

King and Amy O’Malley Trust Scholarship
Bec Szalbot

TEACHING AND LEARNING

During 2006 the Faculty of Education implemented a number of initiatives that focused on the teaching and learning occurring within the faculty. These included:

• the use of shared assessment tasks between subjects

• the ‘roll out’ of the early childhood course including the development of a distance education mode

• the use of live video links with classroom teaching at a local school

• induction of sessional and new staff

• lecturer appraisal processes

• development of skills in lecturing

• exploring ways to maintain interactive classes and high levels of student participation with larger classes
Faculty of Lifestyle Education and Visual Communication

In 2006 under the guidance of Mrs Donna Pinter assisted by Visual Communication lecturers, and with the support of the College, a fully-operational graphic design studio was implemented in the area occupied by the faculty. The studio functions as a business and students undertake the full range of graphic design work with clients from the community. Graduating students exit from their course with a portfolio of professional work that has been negotiated with clients from initial design briefs to delivery of work. Final year students named and registered the studio as ‘That Design’ and developed associated business products from business cards through to the studio’s operating manual.

Income from work generated funded attendance by all final year Graphic Design students to the AGIdeas International Design Conference week in Melbourne as well as providing funds for studio infrastructure. It is believed ‘That Design’ is a first for undergraduate programs and a vital drawcard for students to the course. Graduating students have moved into impressive design jobs with staff receiving excellent reports from employers on the high quality of work and professionalism demonstrated by our students and regular enquiries about the course.

Graduation 2006 culminated in the first graduating class of 12 students from the degree Bachelor of Arts with a major in Visual Communication. In the lead up to graduation students in the two strands of the degree, visual arts and graphic design, presented an exhibition of both fine art and graphic design work in the Joanne Felk Gallery titled ‘To be continued’. The exhibition was opened by Christopher Borg, director and curator of Gallery 460 on the Central Coast. A number of awards were presented during the opening of the exhibition including: The Ruarch Award of $1000 to Joanne Darby, The Signs Publishing Company Award of $1000 to Tamara Miles, the That Design Studio Award of $500 to Jamie Shy and the Acquisitive Award of $500 to Jaith Becs.

Matthew Crawford was the recipient of the Australian Council for Health Physical Education and Recreation (ACHPER) Award, recognising him as the outstanding Personal Development, Health and Physical Education graduate for 2006.

Rebekah Szalbot received the King and Amy O’Malley Trust Scholarship ($5000) and was recognised by the Hunter Technology Educators’ Association as the outstanding Home Economics Design and Technology graduate for 2006.

Staff were engaged in community engagement, consultancy, and research activities. A seminar was presented at the NNSW Conference teacher in-service program, and a research grant of $20,000 was received from the Adventist Development and Relief Agency and the Sanitarium Health Food Company to trial evaluation tools at six pilot sites in metropolitan and rural NSW. These trials are in association with research on evaluating school breakfast programs.

Dr Robyn Pearce is researching in the areas of the impact of vegetarian eating and cognitive function and the impact of diet and lifestyle on the body’s production of a newly identified fat molecule (adiponectine). Several grants, papers, public lectures and a poster have resulted.

Dr Darren Morton had a refereed article published in the International Journal of Sports Physiology and Performance, had his first book published by the Signs Publishing Company in Victoria, spoke on health and fitness topics for the popular market as well as for the scholarly market, and was published in a number of health and fitness magazines. His research was also featured in the television series ‘What’s good for you?’ which aired on Channel 9 on 12 June, 2006. Dr Morton was commissioned to prepare a resource for the world Seventh-day Adventist Church which included an eight-part series on the topic of exercise. The resource included PowerPoint presentations and facilitators’ notes.

Dr Wayne Miller, Dean of the faculty

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Avondale visual art staff have continued with their community engagement activities and consultancies. Andy Collis was engaged by two Canberra businessmen to undertake a consultancy on Chinese artworks they wished to import for sale in Australia. Mr Collis visited the sites where artworks are produced and a shipment of paintings was subsequently imported. A DVD record of the trip has proved to be a valuable teaching aid. Mr Collis had two works painted during 2006 hung in Gallery 460 on the Central Coast as well as artworks for the community market. Dr Morris has secured an exhibition in Sydney...
for 2007 at the Robyn Gibson Gallery and is producing the artworks for it. Mr Martin coordinated the week-long events associated the venue known as ‘Connections’ at the North New South Wales Conference Convention.

Mr Low provided on-going consultancy, training and assessment services in outdoor adventure activities for teachers at Gilson College, Victoria. Mr Low continues to represent Avondale College on the Board of Adventist Outdoors, the peak body representing outdoor ministries for the South Pacific Division of the Seventh-day Adventist Church.
The 2006 year was significant for the Faculty of Nursing and Health on a number of fronts as a range of plans that had been in development for some time finally came to fruition. The most significant of these was the offering of the first semester of the Bachelor of Nursing degree on both the Lake Macquarie and the Sydney campuses. A significant increase in student numbers resulted. Enrolment growth was facilitated by the allocation of Commonwealth Supported Places for Nursing. Coupled with this was the commencement of video conferencing that linked the two campuses. This was assisted by generous funding from Dr Brendan Nelson, the Department of Education Science and Training and the Avondale Foundation. This has also been a vital means of communication between the two campuses allowing the Sydney campus staff to become involved in colloquia, staff meetings, and other College events.

Total enrolment at the commencement of Semester 1 was a significant increase over previous years. In the Faculty of Nursing and Health programs there were 211 students. Of these 171 were undergraduate BN students, and 40 students were in postgraduate programs ranging from the graduate certificate to masters programs in nursing and health. Enrollees included students studying in the subject Clinical Teaching under an arrangement with Sydney Adventist Hospital to enrol Registered Nurses at limited cost to the individual. Thirty-one students commenced on the Sydney campus and 35 at Lake Macquarie campus seeing an increase of commencing students of 30%. Total enrolment at the commencement of Semester 2 in the Faculty of Nursing and Health programs was 187 students. The attrition rate for mid-year students in their first year of study was low at 7%, with attrition occurring for academic reasons and personal reasons approximately equally.

A request for allocation of additional Commonwealth Supported Places for BN students commencing in 2007 was submitted, resulting in and an allocation of 85 new growth places for 2007.

A range of staff and student events were scheduled throughout the year. A combined staff/student day was held at Dooralong Lodge in February. This involved a speaker on lifestyle issues for students and staff planning. Other student activities have included a “keep safe” training program and a visit to Mt Tomah in the Blue Mountains. A Festival of Faith was scheduled for the first time on the Sydney campus from August 21–25 and Dr Rohni Virathan from India was the guest speaker.

Toka Medical College from Japan has been a long standing source of visitors to the Sydney campus during an annual tour of health facilities in Australia. In 2006 a friendship agreement was signed and Dr Alison Smedley travelled to Japan to represent Avondale College at a signing ceremony.

Learning and Teaching

The revised Bachelor of Nursing program also commenced and was phased in for new and continuing students. Some of the important features of the revised degree are an enhancement of clinical hours across specialty areas. To encourage students to become involved in their global or local community, a service project was introduced in the final year of the course. A new suite of postgraduate programs also commenced with an updated range of specialty areas available. These are Health Services Management, Critical Care (includes Intensive Care, Coronary Care or Emergency Care), Clinical Teaching, Day Surgery, Oncology, Orthopaedics, Perioperative, Anaesthetics and Recovery, and Gerontology.

A new research masters degree, the Master of Nursing (Research) was accredited and is now available.

A strategy to assist Sydney Adventist Hospital with up-skilling clinical staff for student mentoring and ultimately to benefit Avondale’s students has continued throughout both semesters of this year. This has involved 24 Registered Nurses in 2006. Mrs Tamera Gosling (Clinical Coordinator) has also conducted workshops and orientation sessions with various institutions where the Bachelor of Nursing students are placed in order to further enhance the supervision they receive when on professional experience placements.

In recognition of excellence in the graduating group, a number of student awards were presented to high achievers. The Academic Excellence Award went to Luke Borgas who also received the Avondale Foundation Award of Excellence (Sydney). The Clinical Excellence Award went to Leece Drury and Renée Charles and both Luke Borgas and Joshua Ellison graduated with Distinction.
**Research, Publications and Presentations**

Faculty of Nursing and Health staff have been involved with a range of activities. These included Dr Malcolm Anderson and Mrs Tamera Gosling continuing research on Brain Injury and Family Functioning in association with Liverpool Hospital. Dr Paul Race has continued as a member of the Australasian Research Institute Research Advisory Committee and Dr Malcolm Anderson has continued research on skin cancer protection in conjunction with Australian Catholic University and is a member of their Research Committee.

Publications were finalised by Dr Malcolm Anderson and Dr Alison Smedley. Dr Anderson and colleagues published a book chapter detailing their findings on the psychosocial consequences of traumatic brain injury on family relationships. This research was also presented at The Annual Conference of the Pacific Rim Objective Measurement Symposium in Hong Kong (PROMS HK). Dr Smedley published an article on self-directed learning readiness in nursing students, which was based on findings from her doctoral studies.

Faculty members Mr Michael Steed and Pr Drene Somasundram presented at a ‘Women and the Word Conference’ held in August in association with Women’s Ministries in Sydney on the theme of exploring justice issues.

**Staff Development and Changes**

Alison Smedley was awarded study leave in first semester 2006 to complete a Doctor of Education. Upon her return in July, she assumed the role of Assistant Course Coordinator. Her Doctor of Education was finalised towards the end of 2006. Gwen Wilkinson moved to be Graduate Studies Coordinator as of first semester 2006 and also continues the final documentation work for her PhD studies. Pr Drene Somasundram is also continuing Doctor of Ministry studies.

A review of support staff in the Faculty also led to development of a new role of Assistant Clinical Coordinator to support the growing demands of coordinating clinical experience for increasing student numbers. The year concluded with agreement for filling of two lecturer/senior lecturer positions to replace the departure of a lecturer and another lecturer taking leave for a semester.

**Community and Professional Links**

The faculty has continued to explore and develop relationships with other higher education providers, and within the health care industry. A member of academic staff from University of Western Sydney (Mrs Cathy Dixon) meets with the faculty on the Research and Teaching Committee. Mrs Tamera Gosling has regularly attended the Network of Clinical Coordinators with Australian universities; Mrs Katherine Cooper assists Sydney Adventist Hospital on the Clinical Procedures Committee; Dr Paul Race has assisted the University of Western Sydney and the Australian Catholic University with External Advisory Committees, and continues on Nursing Council of Sydney Adventist Hospital. The range of institutions involved in accepting students from Avondale has also been broadened as increased student numbers flow through to clinical placements.

A group of lecturers from Mission College Thailand visited the faculty and spent two weeks observing teaching and learning in progress and studying nursing pedagogy.
STAFF AND STUDENT MOVEMENTS
The intake of students into first year subjects within the faculty was some 20% higher than for 2005, which was a gratifying increase at a time when science does not enjoy a high societal profile. The end of the year saw a comparatively small graduating class of six, reflecting earlier smaller intakes. 2006 also saw the appointment of a new staff member, Jason Morton into the vacant position in environmental biology.

SERVICE TO THE COMMUNITY AND CHURCH
Department members continue to be very active within the college and church infrastructure, contributing advice, time and effort. We see this as important authentication and modelling for our students. In addition, science/maths lecturers presented some 14 services at various churches, mostly in the SNSW and NNSW Conferences, during 2006.

SCHOLARLY ACTIVITIES
Responding to church and community interest in the question of intelligent design, the faculty organised and ran a June conference: “Design and Intelligence”, featuring two presentations by internationally recognised author Dr Michael Denton, and attracting some 70 participants. Lynden Rogers, Kevin deBerg, Ewan Ward and Howard Fisher also presented papers at this conference.

Kevin deBerg continues to lead the faculty in research, publishing four refereed articles in scholarly journals: Science and Education, Teaching Science and Foundations of Chemistry. He also presented a paper at the 8th international HPST conference, at the University of Leeds. In addition, Kevin continues to coordinate the Centre for Interdisciplinary Studies in Science.

Lynden Rogers presented a public lecture on the topic of design and intelligence to the NSW Chapter of ISCAST (Institute for the Study of Christianity in an Age of Science and Technology). A joint article by Ward and Rogers on design and intelligence was also published in the SPD periodical, the Record.

TEACHING AND LEARNING
2006 saw significant development of subjects/programs towards the 2007 accreditation exercise. The refurbishment of some teaching spaces, such as the optics lab, and the purchase of much-needed apparatus has further strengthened the academic program. In addition, many of the class materials for PH160 Physics IA were converted to electronic form. It is intended that by 2008 some of our 100 level subjects may be made available via distance mode.

In the interests of ongoing professional development, an invited lecture on the range and capability of currently available open-source software was presented to science staff and students by a recent graduate of the faculty.

MARKETING AND RECRUITMENT
Faculty members continued to promote the study of science at Avondale through various activities. The 24th Science Summer Camp for Yr 10 and 11 students was run in January 2006, attracting some 26 students. Although it is proving more difficult to attract students to this program the actual event was as successful as ever. Science staff, together with some sessional assistance, presented some 182 secondary classes and laboratories for those attending, as well as organising a concert, excursion and banquet.

A program of 21 guest science classes were presented by staff to secondary school students at Lilydale Academy for the three Victorian SDA schools: Gilson College, Nunawading, and Lilydale. For the first time this series also included psychology lectures, presented by guest, Dr Graham Stacey.

The faculty continued its initiative of organising a tutoring program in which senior students tutor secondary students from the local schools. During 2006 this programme involved some five Avondale science students, assisting some eight secondary students, mostly in mathematics.
Faculty of Theology

Highlights achieved during 2006 by the Faculty of Theology included the successful roll out of a new suite of ministry training degrees. An Associate Degree in Theological Studies, a Bachelor of Theology, a Bachelor of Theology/Bachelor of Ministry, a Graduate Diploma in Theology, and a Graduate Diploma in Ministry were all accredited by the New South Wales Department of Education and Training. The new degrees replace the long-standing Bachelor of Arts (Theology) and the Graduate Diploma of Theology (2-year program) and provide improved acknowledgement of the scope of training, enhanced flexibility, and staged exit points. The Bachelor of Theology/Bachelor of Ministry, a four-year professional training combined degree, is the only one of its kind in Australia.

Dr Ray Roennfeldt, Dean and senior lecturer in Systematic Theology, attended the 2nd International Bible Conference in Izmir, Turkey, during July 2006. Roennfeldt presented a paper in the area of Adventist Studies entitled “‘The Spirit of Prophecy’: Then and Now.” The Conference also included a tour of several biblical sites.

A weekend retreat for ministry students and Faculty of Theology staff at Crosslands Convention Centre (near Sydney) during 2006 saw the re-institution of a feature of the faculty’s program that had been omitted from the faculty calendar for about 15 years. The retreat featured biblical study and reflection, community building, and vocational development. It is anticipated that a similar retreat-type program will be run every two years.

Research

Dr Robert McIver, senior lecturer in New Testament, continued to work on his book manuscript, “Memory, Orality and the Historical Jesus.” This work arose out of study undertaken by McIver during research leave taken in second semester 2005, and which was funded by Avondale Foundation. During November 2006, McIver also presented “An Evaluation of the Reliability of the Synoptic Traditions Based on Investigations into the Long-term Reliability of Eyewitness Memories” at the Society of Biblical Literature meetings held in Washington, DC.

Lyell Heise, a half-time member of the Faculty of Theology and Director of the Institute of Worship (at Avondale College) was awarded the Doctor of Ministry degree from Fuller Theological Seminary (California) in 2006. Dr Heise’s doctoral project was entitled “Training Worship Leaders in Seventh-day Adventist Congregations in Australia and New Zealand.” This research provides the foundations for the worship conferences and seminars which Heise coordinates across the South Pacific region as well as for his undergraduate and postgraduate teaching.

In 2006, plans were put in place for sessional staff to teach Dr Steve Thompson’s classes for the first semester of 2007 in order to release him to prepare a book manuscript for publication. His area of study relates to attitudes towards alcohol as revealed in the literary remains of Graeco-Roman philosophers, playwrights, poets, social commentators and gossips.

Teaching and Learning

In 2005–2006 the majority of the Master of Ministry (Family Ministry) and Master of Ministry (Youth Ministry) students completed their degrees. To date, 29 people have completed these courses and are now ministering in their speciality areas.

In addition, 2006 was marked by continuing strong enrolments in the ministry training programs offered by the faculty. A trend continues with women now constituting well over 20% of students enrolled in the church ministry vocation stream.

The field education program which is structured into the Church Ministry subjects of the BTh/BMin and the Graduate Diploma programs is functioning well with students gaining experience in both local churches (in the Hunter Valley, Central Coast, and Sydney regions) as well as short-term externships with church pastors, church planters, evangelists, and school chaplains.

Dr Robert McIver and Dr Graham Stacey led the members of the Faculty of Theology to undertake a research project which investigated student satisfaction toward theological education and training at Avondale College as well as attitudes in regard to employment prospects and views of Christian belief frameworks. A partial, unpublished report of the findings was completed during 2006 and the faculty has made some adjustments to its teaching and learning structures as a result.
COMMUNITY AND PROFESSIONAL LINKS

In February 2006, Dr Ray Roennfeldt team-taught an upgrading course for pastors in Lae, Papua New Guinea. The course was attended by almost 100 pastors from around PNG and was designed to enhance biblical knowledge as well as providing an assessment for suitability for further education. The teaching was conducted in English and Tok Pisin mediums.

Members of Avondale’s Faculty of Theology served on accreditation panels for courses offered by the Australian College of Theology, Sydney College of Divinity, Wesley Institute, and Tabor College (NSW).

During September 2006, Ray Roennfeldt attended the ANZATS Principals’ Conference in Brisbane. The conference enabled considerable networking with other South Pacific region heads of theological schools as well as the opportunity for collective reflection on theological education through the presentations of Dr Charles Foster.

In 2006, Don Mellor completed his PhD thesis at Loma Linda University (California). Mellor’s thesis was entitled “Perceptions of Student Counselling Service at the University of Redlands: A Q-sort Analysis.” Dr Graham Stacey, senior lecturer in psychology and theology in Avondale’s Faculty of Theology and previously of the Loma Linda staff, was one of two supervisors for Mellor’s research.
VOCATIONAL EDUCATION

Avondale College operated courses from the BSB01 Business Services and SR003 Outdoor Recreation training packages in 2006. In addition four Avondale courses in aviation were offered, namely, 90835 NSW Certificate III in Aviation (Private Pilot Licence); 90836 NSW Certificate IV in Aviation (Commercial Pilot Licence); 90837 NSW Diploma of Aviation (Instructor Rating); 90838 NSW Diploma of Aviation (Air Transport Pilot Licence)

AVIATION

The School of Aviation was led by Garry Fraser, the Chief Flying Instructor. Most of the activity in aviation in 2006 was related to the move of premises from the long-established site at Cooranbong to the Cessnock Airport. In addition, an application was made to offer TDA40203 Certificate IV in Transport and Distribution (Aviation Flight Operations). This course was approved early in 2007 and is available to both Australian and overseas students. Reg Litster continued to prepare students for examinations conducted by the Civil Aviation Safety Authority and many excellent results were obtained.

BUSINESS SERVICES

In 2006 the Department of Business Services (VTE), led by Gaylene Heise, undertook contract training for local industries and the college and developed a strong liaison with local enterprises. These contracts resulted in improved job opportunities for graduates of the various Business Services courses offered by the department:

- BSB20101—Certificate II in Business Services
- BSB30201—Certificate III in Business Administration
- BSB30301—Certificate III in Business (Sales)
- BSB40201—Certificate II in Business Administration
- BSB40701—Certificate II in Business (Marketing)
- BSB40801—Certificate II in Business (Human Resources)

All graduates either were employed at the end of the year, continued with their vocational education studies or entered undergraduate courses of their choice. Nina Hearn undertook the typesetting of the three Avondale College handbooks. Nina also completed a course in proofreading and editing and commenced a course on graphic design and desktop publishing with Thomson Education. Gaylene Heise continued her MEd with a major in curriculum studies. Three staff received the TAA40104 Certificate in Training and Assessment through Aurora Training and Professional Services: Dr John Watts, Gaylene Heise and Nina Hearn.
**Outdoor Recreation**

The Department of Outdoor Recreation was led by Peter Vaughan. Highlights of the 2006 year in outdoor recreation included the introduction of SR050203 Diploma of Outdoor Recreation. This course will serve two purposes: employment for outdoor recreations businesses, and as a pathway to higher education for people who do not meet normal entry requirements.

Also, relationships with Gilson College in Victoria were expanded under the leadership of David Low so that Avondale College supplies technical resources associated with the adventure component of the Year 9 program. Field excursions are undertaken to three sites: Baumont, the High Plains, and Tasmania. This relationship is mutually beneficial for our students who obtain work experience in this project and also for Gilson College.

Finally, the Diploma in Outdoor Recreation was upgraded from the previous version of the training package (SR050203) to the revised SR050206.
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