EDITORIAL AND PRODUCTION
Dr Vivienne Watts
Vice-President (Administration and Research)

DESIGN
Cover Ann Stafford
Pictures Ann Stafford
Typesetting Nina Hearn
Printing Signs Publishing Company

ISSN: 1835-1247

LOCATIONS
582 Freemans Drive, Cooranbong, NSW, Australia
185 Fox Valley Road, Wahroonga, NSW, Australia
Wine Country Drive, Pokolbin, NSW, Australia

BUSINESS HOURS
8.30 am to 5.00 pm Monday–Thursday and
8.30 am to 12 noon Friday

POSTAL ADDRESS
PO Box 19, Cooranbong, NSW 2265, Australia

TELEPHONE
(02) 4980 2222

FACSIMILE
(02) 4980 2118

WEBSITE
www.avondale.edu.au
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Major projects undertaken during 2007 included:

1. The move to replace the custom-built student records system with Callista. The Plan and Build phases were undertaken in 2007 with an estimated ‘go-live’ date of October 2008. In addition, new IT infrastructure was purchased and installed.

2. Work on the North Cooranbong Development project continued and is ahead of time. This project aims to convert approximately 300 acres of college land to residential development from which an endowment fund will be created.

3. Plans continued for the establishment of a new building for the faculty of Nursing and Health in Sydney on land opposite the Sydney Adventist Hospital.

4. The Spiritual Masterplan was revised.

5. The first PhD student was enrolled.

6. Plans continued for extensions to the student residences. A new community-based gymnasium was established merging the old college gymnasium with equipment purchased from a local gym which closed.

7. An increase of 60 EFTSU above the 2006 level was achieved making a total enrolment of 1250.

8. In response to Higher Education Support Act amendments, renegotiation of the course assurance agreements with second providers was undertaken; renegotiation of the fee assurance guarantee provided by the SDA church was completed; and a revision of the statement on tuition assurance was published on the Avondale website.

9. In response to an application to DEST Avondale was awarded an additional 20 Commonwealth Supported Places (CSPs) in teacher education for 2008. Avondale had 468 places, 314 of which were in teacher education and 154 were in nursing. The application of the pipeline places will give a total of 568 places for 2008. As a result almost all Australian applicants for first-year nursing and about 75% of applicants for first-year teacher education are likely to receive supported places in 2008.

10. The new Enquiry and Enrolment Centre was created to provide an integrated approach with the same staff guiding prospective students from initial enquiry through to enrolment. The aim is to provide a one-stop-shop for potential students.

Avondale College is a private, not-for-profit Higher Education Provider (HEP) of quality tertiary education in a Christian context. The demand for values-based education of the kind offered at Avondale is demonstrated by enrolment growth of over 40% since 2004. Students come from all states and territories of Australia and from overseas, with the highest proportion coming from New South Wales. International enrolment varies between 8% and 12%. Approximately 42% of undergraduate students are accommodated on campus, experiencing the interchange of ideas and group activities which are the strengths of residential campuses.

Established in 1897, Avondale offers forty-three degree programs from bachelor to PhD level in Arts, Humanities, Business, Education, Nursing, Sciences and Theology. Avondale is registered as a higher education institution by the New South Wales Department of Education and Training (NSW DET). It operated on three campuses, the Lake Macquarie Campus in Cooranbong, the Sydney Campus in the grounds of the Sydney Adventist Hospital in Wahroonga and the Hunter Valley Campus in Pokolbin.

Avondale College is incorporated as an autonomous public company limited by guarantee, and has been assessed as compliant with the National Governance Protocols for Higher Education Providers.

Avondale had 86 FTE academic staff and 95 FTE general staff. Avondale’s staff qualifications have received 5-star ratings in The Good Universities Guide (GUG) each year since 2004. Fifty-two per cent of full-time and fractional full-time academic staff in higher education have doctoral qualifications, and a further 12% are engaged in doctoral research. There were 19 items of research output that met the criteria outlined in the Higher Education Research Data Collection.

Avondale’s small size gives it flexibility to change, facilitates student-staff interaction and pastoral care, and contributes
Annual Report 2007

Vision, Mission, Values and Strategic Priorities

Vision
Avondale aspires to be a university recognised for excellence in Christian tertiary education; acknowledged for its distinctive contribution to scholarly activity in teaching, research and community service; and esteemed for its focus on ethical values, the development of the whole person, and quality of student life.

Mission Statement
The mission of Avondale College is

To deliver quality education characterised by:
- excellence in scholarship, teaching and research;
- commitment to free inquiry and academic and professional integrity;
- integration of intellectual, professional, spiritual and personal values;
- development of the whole person in the context of Seventh-day Adventist world view, values, faith and lifestyle.

To conduct research and research training in targeted areas and to enhance the research-teaching nexus.

To equip students for service to society and church.

To develop graduates with high ethical standards; inquiring, disciplined minds; a sense of individual worth; respect for others; an appreciation of diversity; and a commitment to faith, integrity, and justice.

Avondale welcomes students of varied backgrounds who desire a tertiary education in a Christian context.

Values
Avondale College is committed to the following values:

Spiritual development in students and staff
Avondale College places a high priority on the spiritual development and nurture of both students and staff in order to assist students and staff to develop and maintain a personal Christian experience and to share that experience with others.

Life balance
Avondale education seeks the balanced development of the whole person, including the intellectual, social, physical, spiritual and aesthetic dimensions of the being. Avondale also encourages a healthy balance between work, personal development, and family and social life.

to a cohesive academic and social community. These factors underlie Avondale’s consistently high Course Experience Questionnaire ratings for quality of teaching, good generic skills and student satisfaction.

Avondale graduates make a significant contribution to the national priority professions of teaching and nursing, and are employed in a wide range of other public and private organisations. Many Avondale graduates have progressed to master and doctoral degrees in Australian and overseas universities with an outstanding record of achievement, and a number hold academic positions in Australian and international universities.

Avondale’s vision of university status will enhance its capacity to fulfil its mission, enable its graduates to compete in the workplace on a more equitable footing with university graduates, and will position the institution to contribute more significantly to tertiary education and lifelong learning in the local region.

In 2007 the Faculty of Education launched a major initiative throughout the South Pacific, establishing an internet portal (www.ministryofteaching.edu.au) which includes interviews with practising teachers as well as the refereed journal Ministry of Teaching. All teachers in Adventist schools received one initial hard copy of the first issue of the journal.
A supportive ethos
Avondale College aims to establish and maintain a supportive learning environment that encourages initiative, challenge and enterprise as dynamic elements that contribute to a quality education.

Collegiality
Avondale seeks to function as an integrated, multicultural community in which a sense of individual worth is balanced by respect for others, an appreciation of diversity, and informed evaluation of ideas, viewpoints, values and conduct. Interpersonal and teamwork skills are also essential components of a collegial environment.

Integrity
Avondale College values integrity in its own operations and it seeks to develop skilled graduates who will act with integrity and ethical principles in their future personal and professional lives.

Social and environmental responsibility
Avondale is committed to the ideals of service, social justice, the welfare of society and responsible environmental stewardship.

Leadership and collaboration
Avondale College believes in challenging students to reach their highest potential in their academic pursuits, their practical experiences, and in their community service. It is expected that, as future community leaders, graduates will contribute to the well-being of society, work collaboratively with other professionals, and actively lead the Church and society into the future.

Work-to-study opportunities
Avondale values the provision of earning opportunities for student workers in a rural location where little casual work is available. Avondale also values the training of students in the importance of a responsible work ethic.

Intellectual endeavour
Avondale values the dynamic nature of the pursuit of knowledge through research and scholarship. Avondale supports creativity, curiosity, critical thinking, reflection and the development of wisdom.

Aesthetic appreciation
Avondale College encourages aesthetic appreciation by promoting musical, visual and performing arts through performances, exhibitions and demonstrations.

STRATEGIC PRIORITIES
Avondale seeks to function as an Australian Christian university, and to this end has identified the following key strategic priorities:

Priority 1 Enhance the delivery of high quality education in a Christian context from a Seventh-day Adventist perspective.
Priority 2 Increase research performance in targeted areas and foster the research-teaching nexus.
Priority 3 Extend mutually beneficial partnerships with selected universities, industry, professional bodies and the Seventh-day Adventist Church community.
Priority 4 Facilitate the development of the whole person, including the spiritual dimension.
Priority 5 Instil in students and staff a commitment to service, equity, diversity and social justice.
Priority 6 Achieve consistent enrolment growth across all academic programs.
Priority 7 Enhance financial sustainability by increasing revenue from diverse sources.
Priority 8 Raise staffing levels in proportion to enrolment and revenue growth.
Priority 9 Enhance staff development and community.
Priority 10 Foster a culture of continuous improvement.
PRINCIPAL OFFICERS

CHAIR OF THE COLLEGE COUNCIL
Dr Laurence J Evans, FNIA, MAICD

DEPUTY CHAIRPERSON OF THE COLLEGE COUNCIL
Dr Barry D Oliver, BA, MA, PhD, FAICD

PRESIDENT OF THE COLLEGE
Dr John F Cox, BA, BA Hons, MA, PhD

VICE-PRESIDENT (ADMINISTRATION AND RESEARCH)
Dr Vivienne Watts, BSc, MA, PhD, GradDipTch, RN, RM, AMusA, ATCL, LTCL

VICE-PRESIDENT (LEARNING AND TEACHING)
Dr Malcolm Coulson, BAppSc, GradDipTch, MA, PhD

VICE-PRESIDENT (FINANCE)
François Keet, BCom(Hons), Chartered Accountant

REGISTRAR
Paul deVille, BA, BEd, GradDipLib, GradDipSocSci, MA, MEd Stud, TTC

HEAD LIBRARIAN
Marilyn Gane, MA, BAppSci, Librarianship Certificate

DIRECTOR OF IT SERVICES
Timothy Tew, BComSc, AssocDipComp

DIRECTOR OF STUDENT SERVICES
Kevin Judge, NZTTC, BEd

DIRECTOR OF ADVANCEMENT
Lorin Bradford, BEd, MBA

MANAGER OF HUMAN RESOURCES
Michelle Crawford, BSocSc, MAppSc SocEc, Cert IV in Assessment and Workplace Training (BSZ40198), DipSports Therapies

MANAGER OF MARKETING
John (Rick) Creighton, BSc

LEARNING AND TEACHING

INTRODUCTION OF A NEW ADMINISTRATIVE DEPARTMENT
In response to a number of reviews of workloads, administrative functions and recognition of the increasing importance of research for the future needs of the College, the department of Learning and Teaching was created. The Learning and Teaching department has responsibility for administration of the higher education coursework programs of the College.

Dr Malcolm Coulson has been appointed as Vice-President (Learning and Teaching) and Ms Natalie Biro is the Personal Assistant.

COURSE ACCREDITATION
The most important task undertaken in 2007 was the re-accreditation, through the NSW Department of Education and Training, of a significant majority of the undergraduate and postgraduate coursework programs offered by the College. Accreditation applications were submitted according to the newly instituted DET procedures including new subject outline formats. The challenge this process presented was handled very well by all those involved, especially the Deans of Faculty and Course Coordinators who undertook most of the work.

NEW COURSE OFFERING
Dr Vivienne Watts, Vice-President (Administration and Research), initiated a collaborative arrangement with the University of New England giving Avondale students access to distance learning units in psychology. Students are able to complete units toward either a specialisation, or a major or minor in psychology.

The Master of Ministry course is among the programs submitted for accreditation with NSW DET. The new version of this degree proposes a course structure with a number of core subjects and choices from among five specialisations. Specialisations will enable ministry professionals to develop knowledge and skills in areas for which they feel a particular gift, including church renewal, youth, family or church ministry and pastoral care.

The Business and Education courses, which prepare graduates for employment within specific professions, are also reviewed by professional bodies. The Business courses, including the BBus, BA/BBus and BSc/BBus have successfully achieved CPA/ICAA accreditation. The Education programs are currently being reviewed by the NSW Institute of Teachers.
STRATEGIC PLANS
The formulation of a Learning and Teaching Plan has set the broad strategies for academic development through to 2012. The plan sets out strategies directed toward the goals of
• enhancing the College’s reputation for providing educational excellence;
• providing a relevant and responsive curriculum;
• ensuring a climate of learner engagement involving academic, social, physical and spiritual development;
• supporting programs and initiatives which equip students for service; and
• graduating learners distinguished for their high ethical standards, inquiring minds, appreciation of diversity, and commitment to faith, integrity and justice.

SUPPORT FOR THE IMPLEMENTATION OF A NEW STUDENT MANAGEMENT SYSTEM
Following the decision to upgrade the College student management system to the Callista program a number of analyses of current and future academic and student management processes were conducted. Reviews included current processes ranging through admissions, advanced standing, credit transfer, progression and graduation which resulted in both better understanding of our current processes and ways to improve these processes. The comprehensive review of associated academic policies has also resulted in significant improvements.

POSTGRADUATE STUDIES
Dr Peter Morey
Postgraduate Coordinator
Avondale’s annual Winter School was conducted on 1–27 July which in 2007 was the coldest July in eight years. The students (particularly those from the Pacific Islands) felt the chill, but this did not impact the study programs.

MIXED MODE SUBJECTS
This July intake included people in the Master of Education (MEd), Master of Leadership and Management (MLM), Master of Arts (Theology) (MA (Theol)), Master of Ministry (MMin).

Such a diverse postgraduate program requires a wide range of expertise from the College and external personnel. In particular we would like to thank the following:

Dr Maurice Ashton, Dr Peter Morey, Dr Jean Carter, Lana Hibbard, Dr Steve Thompson, and adjunct staff Dr Wilf Rieger, Dr Brian Craig (and his guest presenters), Grenville Kent, Phillip Rodionoff, Dr Don Roy, Dr Marion Shields and external presenters Ken Dundas (Southern Cross University) and Dr Melvin Campbell (La Sierra University).

This range of adjunct and external national and international academics and professionals gives the postgraduate programs access to expertise that is otherwise not available.

The presenters listed above were involved in presenting 20 different subjects over a period of four weeks to around 150 students distributed across the five Masters programs.

Also functioning at this time was the second component of our Master of Education program which is delivered in Thailand to students enrolled in the TESOL major. Their first component was delivered in January 2007.

Students indicated that they found the Winter School a great opportunity to form networks that enhance their professional programs and make friendships that last well past their graduation.
ADMINISTRATION AND RESEARCH

HIGHER EDUCATION SUPPORT ACT (HESA)
Amendments to the HESA resulted in changes to the format for course deeds established with alternate providers, the course assurance statement, and the grievance and appeals policy. Each of the changes that Avondale made in response to these amendments to the HESA was subsequently approved by DEST.

ADMINISTRATION RESTRUCTURE
A new administrative restructure commenced in 2007. The single role of the Vice-President (Academic Administration) was replaced by the Vice-President (Administration and Research) and the Vice-President (Learning and Teaching). Dr Vivienne Watts was appointed Vice-President (Administration and Research) and Dr Malcolm Coulson was appointed Vice-President (Learning and Teaching). Also, a general election was conducted to fill the newly created position of Chair of Academic Board. Dr Robyn Priestley was duly elected. Subsequently, Dr Rob McIver was elected Deputy Chair of Academic Board by the members.

MURDOCH LECTURE
The annual Murdoch lecture, in honour of Dr W G C Murdoch, was presented by Associate Professor Stuart Piggin, Director of Macquarie University’s Centre for the History of Christian Thought and Experience Studies. The lecture was titled *Taken at the Flood* and was attended by approximately 150 community and college members.

CARRICK GRANT
Dr Rob McIver is collaborating on a project on theology education in Australian theological schools, headed by the Australian Catholic University. A provision of $100,000 was made for Stage 1 with a further $250,000 possible for Stage 2.

NOVUS FOUNDATION
The inaugural annual fundraising event organised by the NOVUS Foundation, the funding arm of the Wahroonga Rotary Club and McCarrols Toyota, attracted 680 people to a gala dinner at the Miramare Gardens in Terry Hills. The Novus Foundation was attracted by the research project conducted by Dr Ross Grant and his collaborators in the Australasian Research Institute, “Healthy Under the Skin You’re In”. The study focuses on identifying diet and lifestyle factors that regulate production of molecules that can increase insulin sensitivity and protect against diabetes. Over $170,000 was raised and approximately $90,000 of that was transferred to fund the research project.

HONORARY SENIOR RESEARCH FELLOWS
Dr Wilf Rieger, long time staff member of the Faculty of Education, was appointed to the role of Honorary Senior Research Fellow. In 2007 Dr Rieger worked on the publication of the *Teach Journal*, a refereed journal available in electronic format at www.ministryofteaching.edu.au and also in hard copy.

Dr Mary Trim, who has had a long academic and professional career in Australia, England and India, was appointed as an Honorary Senior Research Fellow.

COLLOQUIUM SERIES
The successful colloquium series continued on a weekly basis throughout the year culminating in a day-long research retreat in November. Staff, honours students and community members participated in the retreat both as attendees and as presenters.

ADMINISTRATION AND RESEARCH NEWS
A regular newsletter issued monthly during term time is circulated to all staff and includes news of staff research output, awards and honours, and information about upcoming events such as conferences and websites containing pertinent content.

SOFTWARE PROGRAMS
A site licence was purchased for *SPSS* and the program was uploaded to staff and college computers in 2007. Postgraduate students purchased the GradPack version of the software available in the bookshop.

A site licence was purchased and *N-Vivo* was uploaded to staff and research students’ computers. Training sessions are planned for 2008.

*EndNote* is now widely available and used. Comprehensive ongoing training sessions were conducted for academic staff and new students in its use.

MASTER OF EDUCATION (RESEARCH)
The MEd(Research) was approved by NSW DET and is currently available for students.

DOCTOR OF PHILOSOPHY
2007 was the first year of the operation of the PhD. A report was submitted to the Higher Education Advisory Committee at the NSW DET in December and included a register of approved supervisors (available on the Avondale website and continually updated) and guidelines for the examination of theses.
**SELECTED PUBLICATIONS**

**RESEARCH MONOGRAPH**

Dr Daniel Reynaud launched his research monograph, *Celluloid Anzac*, on Monday 23 April at the Newcastle Town Hall. He received a great deal of public attention for this book; including television (ABC) and other media interest in this venture, especially given its timely release just prior to ANZAC day.


Dennis, R. (2007). Recording of Beethoven and beyond [Artsong/Lieder Recital]; recording of Beethoven/Brahms/Wolf [Radio Program/Recital]. University of Newcastle: Newcastle, NSW. Both programs 40 min each.


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) (Avondale College)

ELLEN G WHITE ADVENTIST RESEARCH CENTRE

Pr 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

ADVENTIST HERITAGE CENTRE

Rose-Lee Power
BA (Lib) Riverina-Murray Inst of Higher Ed, GradDip ApplSc Victoria College

ANIMAL RESEARCH ETHICS PROTOCOLS

Liaison:
Carmen Booyens
BSc/BTeach (Avondale), MSc (Uni Newcastle), PhD cand (Uni Newcastle)

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.

HUMAN RESEARCH ETHICS COMMITTEE

The composition of Avondale’s Human Research Ethics Committee conforms to the requirements of the national guidelines stipulated by the NH and MRC and reports to DEST annually. In 2007 the committee approved applications for research undertaken by staff, and postgraduate and honours students.

Rose-Lee Power
BA (Lib) Riverina-Murray Inst of Higher Ed, GradDip ApplSc Victoria College

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Dr Douglas Robertson
DMin (Fuller), MA (Theol) Andrews, BA (Theology) Avondale College

Dr Robert McIver
BSc Cant, TeachDip Christchurch TC, BA PUC, BD (Hons) Lond, MA Andrews, PhD Andrews
AUSTRALASIAN RESEARCH INSTITUTE

RESEARCH ACTIVITY

COMMERCIAL/SPONSORED PROJECTS

Due to commercial in-confidence agreements this information cannot be displayed in detail.

Summary: There were two commercially sponsored projects running at the ARI during 2007.

INVESTIGATOR-DRIVEN PROJECTS

  Progress: 470 adolescents between the ages of 14 and 17 were recruited from state and private schools of Sydney’s upper North Shore. Input and analysis of data ongoing.

- Grant, R. (ARI), Morris, R. (UNSW), Bilgin, A. (Macqu U), Pearce, R. (Avon), Baines, S. (Uni of Newcastle), Zeuschner, C. (SAH). Comparison of adipocytokine levels in age, sex and BMI matched vegetarian versus non-vegetarian adults
  Progress: Blood sampling and survey data collected on 167 women aged 18–65 yrs. Data analysis in process. Data analysis for various aspects of this project, such as adiponectin correlates, vegetarian food diet selection patterns etc, are in progress.

- Matuszeck, M. (UNSW), Grant, R (UNSW) Investigation of the interaction between lipid-lowering agents and the ability to perform regular physical activity; implications for cardiac health regimens. This project is a joint study between the Exercise Physiology Department at UNSW and the ARI.
  Progress: Recruitment of required number of subjects now complete. Data analysis ongoing.

- Klupp, N. (UWS), Chang, D. (UWS), Kiat, H (Card.Health Inst.), Hokin, B. (SAH) A randomised placebo controlled trial to evaluate the effectiveness of Ganoderma lucidum for treatment of hyperglycemia in persons with metabolic syndrome. This project is well supported through the UWS School of Exercise and Health Sciences. Dr Hokin is the ARI/SAH collaborator in the area of pathology testing and result reporting.
  Progress: Recruitment of appropriate subjects for the study ongoing.


CLINICAL TRIALS

- Randomised comparative study of FOLFOX6m Plus SIR-Spheres(r) versus FOLFOX6m alone as first line treatment in patients with non-resectable liver metastases from primary colorectal carcinoma.
  Sponsor: Sirtex
  Principal investigators: Dr Gavin Marx, Dr Joseph Rutovitz
  Patient number/duration: 10 patients, 18 months
  Stage: Site initiation meeting: June 21, 2007

- IBIS-II DCIS
  Sponsor: The Australian New Zealand Breast Cancer Trials Group coordinates and holds overall responsibility for the conduct of this trial in Australia and New Zealand.
  Principal investigator: Dr Gavin Marx
  Patient number/duration: up to 50 patients, 2 years
  Stage: Site initiation meeting: June 2007

PUBLICATIONS 2007

FULL PAPERS/ABSTRACTS


5 Fedorow, H., Grant, R., Kapoor, V., Naif, H., Tryptophan Metabolism In Human Macrophages Infected By Selected Strains Of Hiv-1: Implications For Aids Dementia, International Brain Research Organisation (IBRO), Neurobiology of Neglected African Diseases, Satellite Meeting of the 7th IBRO World Congress, 2007


**EXTERntal Grants/Sponsorship FOR ARI RESEARCH**

1 The ARI was the sole recipient of a $90,000 grant from the Novus Foundation for its "Healthy Under the Skin You're in" research project that investigates nutritional impact on adipocytokine production with implications for adolescent obesity and type-2 diabetes.

2 Commercial sponsorship for ARI research in 2007 was in excess of $50,000 for two projects

Total external funding for ARI research 2007: $140,000

**Avondale Centre for Interdisciplinary Studies in Science**

The Centre publishes a journal entitled, Christian Spirituality and Science: Issues in the Contemporary World, currently every two years. Volume 7 was published in November 2007. The volume contained two feature articles, an editorial, and a book review. The feature articles are revised versions of papers originally presented at the “Dialogue on Design” conference held at Avondale College in June 1996. These feature articles are:

- A Taxonomy of the Contemporary Design Landscape by Lynden Rogers
- Reflections on Religion, Intelligent Design, and Ambiguity in the Universe by Kevin de Berg

A book review of Michael Denton's book, “Nature's Destiny: How the laws of biology reveal purpose in the universe”, by Ewan Ward is also included in Volume 7. The funding for this publication is supported by a small number of subscriptions and an allocation in the Centre’s budget of $2000. In 2007, 1000 copies of the journal were distributed.

While the Centre's major thrust in 2007 was in preparing the publication, its interest also extends beyond that in Science and Religion, particularly science studies in Education. Dr Kevin de Berg, the director of the Centre, was invited to participate in two plenary sessions at the International History, Philosophy, and Science Teaching Conference at the University of Calgary in June 2007. The two sessions related to recent work completed on the relevance of Periodic Table studies to epistemology in science education, and work completed on the relationship between Nature of Science Studies and a modern view of the concepts of Heat and Temperature. A personal paper on tin oxide chemistry was also presented. These are detailed below.


The Director of the Centre aims to increase the circulation of the journal.

**Ellen G White/SDA Research Centre**

The research centre aims to develop an integration between three interrelated areas: teaching, research and field ministry. This report covers activities in 2007 in each area.

### Teaching

Subjects taught by staff of the Centre were:
- CY165.1 *Seventh-day Adventist History and Ministry of Ellen White*
- CR243.1 *Christian Studies II*
- CR130 *Adventist History and Heritage*

### Research

**Refurbishment and Upgrading of the Research Centre**

Currently refurbishment of the centre is being undertaken to provide more space for new resources, and to change the aesthetic appearance of the centre. Further, the integration of the Sunnyside museum into the function of the centre has added another dimension to our work. Future plans include a restoration of Sunnyside to its original state. However, at this stage, we have commenced sorting and protecting the primary resources. Print resources include literature, letters, photos and publications, which date back as far as 1868. We also need to catalogue all the furniture and verify its originality. Preparatory steps were undertaken to digitise some of our DF resources. Finally, the centre’s website is being progressively upgraded.

**Research Focus**

The following seminars were presented.
- “The Journey of Hope and Trust: A Spiritual Walk with Ellen White”. It includes four parts.
  - Searching for God
  - Meeting God
  - Listening to God
iv  Walking with God
• Spiritual Journey and the Advent Movement
• Faith Reaction in the Life of the Adventist Pioneers
• Corporate Spirituality and the Christian Journey
• Ellen White: The Journey of Faith
• Ellen White: Inspiration, Interpretation and Application
• Rediscovering the Heartbeat of the Advent Movement
• Rediscovering the Passion of God’s Dream
• Ellen White: The Critical Journey

The focus for 2008 will move to Adventist history and spiritual development, specifically Ellen White’s spiritual experiences and an analysis of their impact on the Church.

FIELD MINISTRY

NEWSLETTER
The monthly Newsletter was circulated throughout Australia, the South Pacific, Europe and USA.

The Director attended a number of events where he informed participants about the Research Centre and its challenges. These events included:
• April 2: Ministers Meetings in South Australia
• May 28: Ministers in Western Australia
• August 7: Ministers Meetings in New Zealand
• September 11: Ministers Meeting in South NSW
• October 12–17: Ministers/Teachers Meetings (Cook Islands)
• Professional Development Workshops (NZ Union Conference)
• August 31–September 2: “Women and The Word” Conference
• November 17: presentation to the Lake Macquarie and District Historical Society

Adventist Heritage Centre

Mission: Preserving the past, collecting the current, providing resources for the future

Usage
Researcher/visitor numbers remained constant, with a small increase in email requests. Research questions are becoming more complicated and are requiring more staff time from student assistants and the Curator.

Staffing
The Curator is officially employed for 23 hours per week but actual hour worked were approximately 30 hours per week, a similar level to 2006.

The Center employed three student assistants during 2007. Each assistant was responsible for a portion of the collection ie photos (six hours per week), serials (four hours per week) and documents and multimedia (6 hours per week). During semester breaks assistants work up to 30 hours per week. The bulk of the work is done on large collections or collections that require more than one person to process them during these periods.

Public Relations
The Centre provides scanned photographs to Sev-Ad on a monthly basis. These photos are featured at every meeting. Over 100 photos have been identified by them so far. This arrangement will continue as it has been very rewarding for both parties.

The Centre has had limited media coverage during 2007 due to unforeseen circumstances. However a new website was built which continues to attract an array of visitors. Featured news items are easily accessed on the website.

Incoming Material
The number of donations is equivalent to previous years but the total cubic meterage was larger putting pressure on storage space. Plans are in place to build a larger facility at another site on campus in 2009.

National Significance
The ongoing influx of materials means the Centre is now deemed as holding a nationally significant collection. The South Sea Islands Museum, also under the jurisdiction of the Centre further increases the need for storage, cataloguing and care.
**Community Engagement**

Avondale staff participated in a wide range of community and professional organisations in 2007 and invited a wide range of community members and organisations to participate in College events.

**Peak Bodies**

ACDE (Australian Council of Deans of Education)  
Dr Peter Beamish (Member)

ACIVC (Australian Council of Independent Vocational Colleges)  
Dr Vivienne Watts (Board member)

BMTE (Board of Ministerial and Theological Education)  
Dr John Cox (Board member)  
Dr Ray Roennfeldt (Board member)

CDNM (Council of Deans of Nursing and Midwifery—Australia and New Zealand)  
Dr Paul Race (Member)

Committee of Deans of Theological Consortia and University Theological Faculties  
Dr Ray Roennfeldt (Member)

COPHE (Council of Private Higher Education)  
Dr John Cox (Executive member)

CRP (Contributions Review Panel (DEST))  
Dr Vivienne Watts (Member)

NMB (Nurses and Midwives Board, New South Wales)  
Dr Gwen Wilkinson (Member)

**Memberships of Professional Discipline Groups**

AAH (Australian Association of Homileticians)  
Dr Murray House

AASE (Australian Association of Special Education)  
Dr Marion Shields

AC (Australian Canoeing)  
Wayne Miller

Academic Relations Committee—The Institute of Internal Auditors, Inc.  
Dr Keith Howson (representative from the Australian Institute)

ACE (Australian College of Education)  
Andy Matthes  
Wayne Miller  
Dr Marion Shields

AES (Australasian Evaluation Society)  
Wayne Miller

AIOP (Australian Institute of Office Professionals)  
Nina Hearn (Fellow)  
Gaylene Heise (Fellow)

ALEA (Australian Literacy Educators’ Association)  
Barbara Fisher

ALIA (Australian Library and Information Association)  
Marilyn Gane (Associate)

AMI (Australian Marketing Institute)  
Don Dickins

AMSA (Australian Marine Sciences Association)  
Dr Jason Morton

ANZATFE (Australian and New Zealand Association of Theological Field Educators)  
Dr Murray House

ANZCA (Australia and New Zealand Communication Association)  
Carolyn Rickett

ANZTLA (Australian New Zealand Theological Libraries Association)  
Avondale Library

ARACY (Australian Research Alliance for Children and Youth)  
Dr Vivienne Watts

ASDAL (Association of Seventh-day Adventist Librarians)  
Marilyn Gane

ASFB (Australian Society for Fish Biology)  
Dr Jason Morton

ATEM (Association for Tertiary Education Management)  
Dr Gwen Wilkinson  
Marilyn Gane  
Dr Vivienne Watts

ATFE (Association of Theological Field Educators)  
Dr Murray House

Australian College of Midwives Incorporated  
Dr Athena Sheehan  
Dr Alison Smedley

Australian Nurse Teachers Society  
Dr Alison Smedley

Australian Writer’s Association  
Carolyn Rickett
Brain Injury Association, NSW
  Dr Malcolm Anderson

CAUL/CEIRC—External Participant, Council of Australian University Librarians
  Avondale Library

Chartered Institute of Public Relations (CIPR), UK
  Bruna Tawake

Dieticians Association of Australia
  Dr Robyn Pearce

Dept of Health NaMo Models of Care Reference Group,
  Dr Paul Race (Avondale representative)
  Dr Alison Smedley (Avondale representative, deputy)

HCCLN (Hunter Central Coast Library Network)
  Avondale Library

International Brain Injury Association, USA
  Dr Malcolm Anderson

MACE (Australian College of Education)
  Barbara Fisher

MRCNA (Royal College of Nursing Australia)
  Dr Malcolm Anderson
  Tonia Crawford
  Jenny Kum Yuen
  Dr Paul Race
  Dr Alison Smedley
  Dr Gwen Wilkinson

Music Teacher’s Association of California
  Dr Robb Dennis

National Curriculum Committee (Education Department—South Pacific Division of the Seventh-day Adventist Church)
  Bev Christian

NSW Midwives Association
  Dr Athena Sheehan

NSW Nurses Association
  Dr Athena Sheehan

NSW Writers’ Centre
  Carolyn Rickett

Nutrition Society of Australia
  Dr Robyn Pearce

PETA (Primary English Teachers Association)
  Barbara Fisher

PRIA (Public Relations Institute of Australia)
  Bruna Tawake

QTC (Queensland College of Teachers)
  Barbara Fisher
  Nina Hearn

Royal College of Nursing Australia
  Jenny Kum Yuen

The Royal Society of Chemistry
  Dr Robert Drewer

Sports Dieticians Australia
  Dr Robyn Pearce

**CONSULTANCY GROUPS**

Central Coast Environmental Network
  Dr Terence Annable (member)

Consultant for the World Sabbath School Guides
  Dr Ray Roennfeldt

NMB Forum for Medication Administration for Enrolled Nurses—2005/2006 Sydney
  Dr Alison Smedley (Avondale representative)

NSW Health Department Clinical Placements Reference Group—current
  Dr Paul Race

NSW Health Joint Strategic Reference Group
  Dr Paul Race

University Articulation meeting for the Enrolled Nurse Qualifications in the Health Training Package held by TAFE Meadowbank, NSW December 2007
  Dr Alison Smedley (Avondale representative)

**ACREDITATION PANELS**

Accreditation Panel for Australian College of Theology
  Dr Ray Roennfeldt

Accreditation Panel for Tabor College (NSW)
  Dr Ray Roennfeldt

Accreditation Panel for Wesley College
  Dr Ray Roennfeldt

Course Review Committee for Moore Theological College
  Dr Rob McIver

Course Review Committee for the Brisbane College of Theology
  Dr Ray Roennfeldt

Course Review Committee for the Sydney College of Divinity
  Dr Ray Roennfeldt
NSW Department of Education and Training
  Dr Vivienne Watts (panel member and/or panel chair, course accreditation panels)

NSW Institute of Teachers accreditation panel for Bachelor of Education (Primary)
  Dr John Watts

PhD Review Committee (Chair), International Institute of Advanced Studies, Philippines.
  Dr Keith Howson

UWS (Hawkesbury) accreditation panel for Graduate Diploma/Master of Midwifery—1998–99
  Dr Alison Smedley (past membership)

Advisory Committees

Australian Catholic University Bachelor of Nursing External Advisory Review Committee, 2007—current
  Dr Paul Race

Chair: University of Western Sydney Bachelor of Nursing External Advisory Committee 2005
  Dr Paul Race

Course Advisory Committee—Bachelor of Accounting (Cengage)
  Dr Keith Howson

Macquarie University, Department of Health and Chiropractic Program Review Committee, 2004
  Dr Paul Race

Moderator, for the Sydney College of Divinity with Dr John Capper, Tabor College, Vic. (2007)
  Dr Ray Roennfeldt

University of Western Sydney Bachelor of Nursing (Graduate Entry) External Advisory Committee, 2006
  Dr Paul Race

Joint Research

Dr Malcolm Anderson: Joint Research Collaborative Project: The impact of an adult child with severe traumatic brain injury on family functioning and the psychological well being of the parents. This research is being conducted in collaboration with the Brain Injury Rehabilitation Unit, Liverpool Hospital, NSW.

Dr Malcolm Anderson: Joint Research Collaborative Project: Predictors of nursing students’ intentions to practise and promote sun safe exposure behaviours. This research is being conducted in collaboration with the School of Nursing, Australian Catholic University, North Sydney.

Dr Terry Annable: Joint Research, Mr Dean Metcalfe. Pseudophryne coriacea (frog) biology

Dr Terry Annable: Joint Research, Mr Dean Metcalfe. Taxonomy of Geckos

Dr Terry Annable: Joint Research, Professor Michael Thompson. Gecko Reproductive Biology

Mr Don Dickins: Joint Research with Dr P Morey and K Zeuschner for Adventist Schools Australia, A Comprehensive Perceptual Study

Dr Murray House: Joint Research, Mr Brad Watson and Dr Graham Stacey. “Religion and Environmental Stewardship”

Dr Keith Howson: Joint Research – “The impact of faith and faith traditions on ethics education in colleges of business.” In collaboration with Dr Scott Freehafer, The University of Findlay.

Dr Keith Howson: Joint Research – “Meeting the requirements for membership with the Institute of Chartered Accountants. A comparative study.” In collaboration with Nirupa Padia, The University of the Witwatersrand, Johannesburg.

Dr Keith Howson: Joint Research – “Budgetary Planning and Control: Albatross or Eagle.” In collaboration with Dr Lisa Barnes, The University of Newcastle

Dr Keith Howson: Joint Research – “Sage on the Stage: A Teaching Approach to Introductory Accounting for Generation Y.” In collaboration with Jill Phillips, Southern Cross University

Mr Wayne Miller: Joint research project (APAI) which includes the School of Health Sciences at the University of Wollongong, the Australian Red Cross and Sanitarium

Dr Jason Morton: Joint Research, Associate Professor William Gladstone (University of Newcastle) (paper in preparation), Morton JK, Gladstone W. “The role of habitat in structuring labrid assemblages in southeastern Australia.

Dr Jason Morton: Joint Research, Associate Professor William Gladstone (University of Newcastle). “The importance of rocky reef as a habitat for fish assemblages in the Lake Macquarie estuary”

Dr Jason Morton: Joint Research (paper in print), Morton JK, Gladstone W, Hughes JM and Steward J. “Comparison of the life histories of three co-occurring...
wrasses (Teleostei: Labridae) in coastal waters of south-eastern Australia”

Dr Jason Morton: Joint Research, Associate Professor William Gladstone (University of Newcastle), Julian Hughes and Dr John Stewart (NSW Department of Primary Industries, Cronulla). Marine and Freshwater Research

Dr Robyn Pearce: Joint Research, Dr Ross Grant (ARI and UNSW) and Professor Margaret Morris (UNSW) principal investigators, with Dr Ayse Bilgin (Macquarie University), Dr Surinder Baines (University of Newcastle), Dr Robyn Pearce (Avondale College) Adolescent Adipocytokine Study

Dr Robyn Pearce: Joint Research, Dr Robyn Pearce (Avondale College) principal investigator with Dr Cedric Greive and Dr Peter Morey (Avondale College), Dr Ross Grant (ARI), Dr Bevan Hokin (Sydney Adventist Hospital) Teen Nutrition and Cognitive Function Study

Dr Robyn Pearce: Joint Research, Dr Ross Grant (ARI and UNSW) and Professor Margaret Morris (UNSW) principal investigators and Professor Gordon Parker (Black Dog Institute), with Dr Ayse Bilgin (Macquarie University), Dr Surinder Baines (University of Newcastle), Dr Robyn Pearce (Avondale College) Neurobiological Correlates of Depression in Adolescents

Dr Robyn Pearce: Joint Research, Dr Ross Grant (ARI and UNSW) and Professor Margaret Morris (UNSW) principal investigators, with Dr Ayse Bilgin (Macquarie University), Dr Surinder Baines (University of Newcastle), Dr Robyn Pearce (Avondale College) Adult Adipocytokine Study

Ms Carolyn Rickett: Joint Research, Australian Research Institute. “New Leaves Writing Project”


Dr Athena Sheehan: Joint Research, currently under review: National Health and Medical Research Council (NHMRC) Project Grant application number: 573116. The baby friendly initiative: exploring the translation, dissemination and implementation of a global health strategy CI: Ass/
In 2007 new enrolments in some disciplines in the BA were less than in the previous year. This, combined with a large graduation class in 2006, meant overall numbers in the BA degree were lower.

The five music ensembles associated with the Faculty’s Music programme (Avondale Singers, Orchestra, Wind Ensemble, The Promise, and Brass Band), continued to make a significant contribution to the Lake Macquarie community musical arts scene through performances in churches, schools, civic events such as the Morisset Anzac Day march and Lake Macquarie Carols by Candlelight, and by individual student performances at various venues. The Promise ventured further afield with performances in Sydney, Brisbane and Newcastle. A DVD recording of the People's Messiah (Handel), conducted by Head of Music, Dr Robb Dennis, performed in November in the Avondale College Church, was broadcast by the Australian Christian Channel, Hope Channel and the Three Angels Broadcasting Network. In 2007 the upgrade of the Music Department’s Computer lab was completed, with the addition of eight Hewlett Packard computers, and eight Korg keyboards and installation of Finale 2008 software. This doubled the number of lab stations.

Students in the Faculty’s International Development Studies (IDS) programme, co-ordinated by Brad Watson, were sponsored by the Adventist Development and Relief Agency (ADRA) to conduct a mid-term evaluation of the Luang Nam Tha Ethnic Minority Health Project in northern Laos. The report, presented to ADRA Laos and ADRA Australia was welcomed by both organisations. This project further advanced the development of the IDS programme as a provider of consultancies and services to the NGDO sector, which has real benefits for the quality of teaching and learning in this course.
The Diploma of General Studies course (DGS), directed by David Potter, enrolled 91 new students to make a total of 103 registered for the course, and a total of 230 current and former DGS students enrolled at Avondale College.

Nineteen former DGS students graduated with bachelor’s degrees, plus two with associate degrees in theology. One of these graduated with an honours degree (Class 2 Div 1). Degrees earned included BA (two), BBus (two), Education (five Primary and three Secondary), BN (one), BSc (one), and BTh/BMin and associate degree in theology (seven).

Early in 2007 Mr Tony Martin, lecturer in Visual Communication, accepted the position of Course Coordinator for the BA degree, replacing Harwood Lockton, who moved to other employment in mid-2006.

Dr Robyn Priestley (senior lecturer, history) accepted an appointment to Chair of the Academic Board of Avondale College. Dr Priestley also continued to serve as a member of the Higher Education Advisory Committee (HEAC) (DET, NSW).

In mid-year Ms Rhonda Jensen resigned from the academic staff in the Communication Department, and Ms Bruna Tawake was appointed as a permanent part-time lecturer.

Three members of the Faculty’s full-time academic staff were involved in continuing doctoral studies during 2007: Carolyn Rickett (Communication), Glenda Parker (English) and Sharon Tolhurst (Music).

Staff publications for the year included one monograph (Dr Daniel Reynaud, Celluloid Anzacs, Melbourne: Australian Scholarly Publishing), one refereed paper (Dr Daniel Reynaud), one international conference paper (Ms Carolyn Rickett: Communication, Medicine and Ethics conference at Lugano, Switzerland), three poems in journal anthologies (Carolyn Rickett) and two poems in refereed journals (Dr Jane Fernandez). Dr Robb Dennis, Head of Music, was tenor soloist on a CD recording of works by Beethoven, Brahms and Hugo Wolf; (Beethoven and Beyond) made at Newcastle Conservatorium.

Dr Reynaud was a keynote speaker at the Association of Christian School English Teachers Conference, Sydney, in June, and a workshop presenter at Hunter Christian Teachers Inservice Day, Metford, in July.

Howard Fisher continued as chair of the Dora Creek Catchment Group, a local community environment group in receipt of more than $130,000 in grants for local environment research, community education projects, and implementation of environment protection works.

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**BUSINESS AND INFORMATION TECHNOLOGY**

**ACCREDITATION OVERVIEW**

During 2007 an application was submitted to the New South Wales Department of Education and Training (NSW DET) for re-accreditation of the Bachelor of Business and the Master in Leadership and Management. The assessment panel was chaired by Emeritus Professor Brian Low. The panel made a number of key recommendations and recommended that the courses be accredited for a period of five years without conditions.

Subsequently a joint team from CPA Australia and The Institute of Chartered Accountants in Australia visited the faculty. Documentation prepared for this assessment differed from that prepared for the NSW DET application. The visiting team consisted of Emeritus Professor David Fraser and Mr Ron Woolley. The joint recommendation for accreditation for five years was received in November 2007.

**RESEARCH ACTIVITY**

In response to the strategic direction for the College, specific attention was paid to developing the research output of the faculty. This output will enhance future accreditation proposals as well as provide support for the research profile for the college. The strategic plan for the faculty specifies that the faculty will, amongst other things:

1. Position itself as an involved player within the Australian academic, business and professional community as opportunities become available. This will be achieved by:
   a. Attending and participating in academic and professional conferences;
   b. Submitting refereed conference and journal articles;
   c. Increased involvement activity in consultancies.

2. Expand its involvement in research activities in ways
that will address technical and educational areas. This will be achieved by:

a. Increased engagement in cross faculty or cross institution collaborative research;

b. Presenting papers at academic conferences sponsored by Adventist educational institutions or other organisations;

c. Publication of papers in refereed journals;

d. Increasingly sponsoring student research capacity.

These goals are congruent with the emphasis placed by the University Status Report but more importantly by the Business Degree Accreditation Panel's insistence on increasing our research output. Specific plans were developed to enable each full-time staff member to engage in some research in 2008. A selection of topics include:

- “Not More About Generic Skills! What About Emotional Intelligence?” (Lyn Daff)
- “Schools as Service—Managing the Relationships.” (Don Dickins)
- “The Development of a Business Degree Philosophy—A Journey” (Keith Howson)
- “The Generation Y Disconnect. Teaching Accounting to Generation Y.” (Keith Howson)

The 2008 report will indicate how these goals have been met.

In 2007 engagement with two accreditation submissions constrained research activity. Publications included:

- Keith Howson *Contemporary Auditing Trends and Issues* presentation to the South Pacific Division Finance Officers Convention of the Seventh-day Adventist Church, 31 May 2007.
- Peter Morey provided analytical skills for two research projects presented as posters at a conference:

**STAFF CHANGES**

Dr Norm Carlsen retired after 22 years of full-time service. The Faculty continues to draw on the expertise of a variety of sessional lecturers. Notable in 2007 was the engagement of Coral Reynolds, BA, MBA, to teach Strategic Principles and Organisational Behaviour.

**EXCELLENCE AWARD RECIPIENTS**

Continued financial support for students who excel academically is appreciated by the Faculty. Such recognition provides an important incentive and the following sponsors were thanked:

- *Williamson Chaseling Award of Excellence*: Kirsten Dunlop for, amongst other criteria, obtaining the best grade in Introduction to Accounting B

- *ACF Stanley and Dorothy Paterson Excellence Award*: This award recognises the best overall business student with a cash award of $4,000. The recipient was Kylie-Ann Blackburne.

- *Sanitarium Award for Excellence* to was awarded to Holly O’Grady, a graduating student with the highest grade point average.

- *The Mercer Excellence Award* for the best students in the Management or Marketing disciplines was awarded to Joel Kingston (Marketing) and Annet Chapman (Management).

**EUROPEAN TOUR 2007**

**PURPOSE**

The Faculty Research and Teaching Committee believed an extended travel experience with opportunity to see people at work in a large cross section of professional employment and economic endeavours across a wide region of the world could lead to many benefits. Students would develop personal skills in self-organisation and management, independence, team and group participation and learning as well as insights into the world of work. It also gave them opportunities to think critically, make judgements and grow in tolerance and empathy outside of their cultural and geographic contexts.

The tour ran during the June/July vacation period and was 30 days long with a three day stop en route in Singapore. The tour entered and left Europe via London. Among the highlights was a visit to the Ports Authority in Singapore to understand the scope of the task of managing the largest port in the world. Other highlights included Austrade and the Bank of England in London, water management at the Zuiderzeemuseum in Amsterdam, the Aalsmeer Flower
Auction, the largest flower and plant auction in the world, a three hundred year old working windmill, Frankfurt Stock Exchange, World Vision headquarters, Deutsches Museum, the world’s largest museum of technology and science, a visit to Dachau, and a tour through the UN building in Geneva. The group also visited Venice, Rome, Milan, Lyon and Paris and a number of other cities and centres.

Overall our assessment of this activity was that it provided an excellent opportunity for students to experience business in a different setting and to expose them to a range of cross-cultural situations. It proved such a success with the students that it is planned for such a tour to become a regular feature of the business program.

**Organisation**

Students in second and subsequent years participated in the tour. They chose to complete either one or two six academic credit units in either Management or Marketing.

Trafalgar Tours managed the transport and accommodation. The student group managed on-tour group tasks and duties. Student assistance in planning, managing and coaching was an invaluable asset and ensured that the group was well briefed and that student expectations were realistic and appropriate, and the students were safe.

The learning process was divided into the following:

**Pre-trip**
- Attend orientation and planning lectures
- Participate in group presentation, planning and document writing

**On-trip**
- Visit to business locations and observe presentations and demonstrations
- Participate in and listen to small group presentations and host the ensuing discussion
- Listen to visiting speaker and College lecturers presentations and participate in the ensuing discussion
- Completion of reflective journal on activities and observations from day to day

**Post-trip**
Completion and submission of reflective journals, tour debrief, tutorial questions.
FACULTY OVERVIEW
The Faculty of Education continues to support Christian education in Australia, New Zealand, and the South Pacific region. The Faculty of Education continues to offer higher education services to various educational sectors through research and scholarship, and advancing innovative, quality pre-service, in-service and post-graduate teacher education courses in a Christian context.

In 2007 the number of students studying courses within the Faculty of Education continued to rise with an increase in the number of students in all degree programs.

During this time a new course, the Master of Education (Research), was approved. The Faculty also submitted applications for re-accreditation of its remaining postgraduate and undergraduate courses. It worked closely with the New South Wales Institute of Teachers and the Department of Education and Training during the accreditation process.

A further significant project undertaken during 2007 was the Ministry of Teaching project. Based on the findings of a significant body of research which suggests that generations X and Y use the web to research career options and life directions, the Faculty developed an on-line portal to support recruitment initiatives. Such portals allow career information to integrate the personalised narratives and testimonials of teachers and students, with editorials and professional information. This innovative communication tool was utilised by the Faculty in developing its Ministry of Teaching website. The object of the site is to convey information about the profession of teaching in a format that is in sync with the communication and information patterns of generations X and Y. It employs direct communication techniques to affirm and inform practising teachers and present issues associated with the profession of teaching to people who are considering education as a career.

An exciting part of the Ministry of Teaching initiative is the establishment of the TEACH Journal of Christian Education. TEACH publishes articles on teaching and professional practice, educational administration, and research and scholarship. It also contains the reflections, impressions and experiences of Christian educators. The journal is published biannually in hard copy by Avondale Academic Press and is also located on the web at www.ministryofteaching.edu.au. TEACH aims to assist learning communities and interested individuals, to be empowered by passionate, reflective Christian educators who “tell their story” through sharing experiences, knowledge and research.

RESEARCH
In 2007, the Faculty of Education continued to expand its research profile. Research and research related activities undertaken during the year included:

During 2007 several members of the Avondale Faculty of Education became members of the Centre of Education, Research and Children, at Ourimbah campus, University of Newcastle. They regularly attended committee meetings, and contributed to presentations and they are planning on carrying out a joint research venture.

Academic staff were encouraged to engage with wider professional bodies and during 2007 most held memberships with a number of professional associations and organisations. Staff also attended various conferences such as the NSW Computer Education Group Conference, Newcastle, July 2007, and the English Australia Conference, “Diversity: A catalyst for innovation” in Sydney.

**TEACHING AND LEARNING**

During 2007 the Faculty of Education implemented a number of initiatives that focused on the teaching and learning occurring within the Faculty. The major focus of these initiatives was the use of Moodle software to support a blended learning approach to subjects delivered on the Lake Macquarie campus and the use of Moodle in the delivery of distance education subjects.

2007 saw the introduction of Experiential Education to the Secondary Education courses. Experiential education is made up of service learning and outdoor education and a number of students participated in experiential education activities during the year. Several students participated in school based outdoor education programs while 12 education students took part in a one month teaching experience in India as a part of a service learning project initiated by the Faculty of Education. During the India trip a partnership was formed with Azora School located in Bodh Gaya, Bihar. Azora school was established to provide educational opportunities for poor and orphaned children. Avondale College students were given the opportunity to teach for a three-week period in a variety of learning areas and year levels. They took responsibility for teaching the 100 students attending the school in the mornings and were involved with community service projects in the afternoons. Each student counted this teaching experience towards their School Practicum requirements. The host school benefited as their unskilled staff were able to observe our pre-service teachers operating in their classroom.

During 2007 six students completed the education honours degrees with all students graduating with 2nd class division 1 awards. A number of students studying within the Faculty of Education were recognised for achievements during the completion of their respective degrees. They were:

- Avondale Foundation Awards Of Excellence—Danielle Weiler and Braden Blyde
- Bachelor of Education (Primary) Award of Excellence (NZPUC)—Isabelle Millien
- Bachelor of Education (Secondary) Award of Excellence (AUC)—Braden Blyde
- Primary English Teaching Graduate Prize:
- PETA – Primary English Teaching Association—Rachel Murray and Marcia Avramovski
- Primary Pre-service Teacher Awards Scheme for Excellence in Science Education—Krystal Harder
- Avondale Alumni Community Service Award—Stacey Hetherington

**COMMUNITY AND PROFESSIONAL LINKS**

The Faculty of Education continued to develop a number of strategic partnerships with various educational groups throughout 2007. The Faculty has a good working relationship with the South Pacific Division of Seventh-day Adventists, 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, and Christian Schools Australia. The Faculty of Education is represented on various committees, Boards and Executive committees within these groups and institutions. Interaction with these groups include:

- Australian Union Conference Education Forum, Sydney, August 2007
- Various New South Wales Institute of Teachers panels
- South Pacific Division of Seventh Day Adventists Education Board, Sydney, March and September 2007
- Teacher Education Council Conference, Sydney, May 2007
- Australian Council of Deans of Education Conference, Canberra, September 2007

Community and school-based initiatives include:

- Various school visits during professional experience visits.
- Promotion in the community of the September National Literacy Day
• Development of Health resources for schools. Each year the SPD Health Department sponsors a competition for the fourth year Primary teachers in Curriculum Studies, Personal Development and Health. They award $300 to the best resource prepared on a given topic. They also supply several other awards of $100. They then take these resources and prepare enough electronic copies for each SDA Primary School in Australia and New Zealand.

• Literacy tutoring to the local community
• Service to local SDA churches
• Assembly presentations to schools
• Fifteen presentations at Seventh-Day Adventist Churches throughout Australia
• Student mission trips to India, Hong Kong and other places
• Career seminars at Central Coast SDA and Avondale Schools

The Avondale Centre for Enhancement of Learning and Teaching also sponsored several in-service courses including:

• Phonemic Awareness: One-day in-service course for primary teachers at the Wyong Christian Community School, Wyong, NSW

Highlights achieved during 2007 by staff of the Faculty of Lifestyle Education and Visual Communication in research, learning, teaching, community and professional activities are outlined below. Student achievements then follow.

RESEARCH

Dr Robyn Pearce presented further findings from her collaborative project, the Teen Nutrition and Cognitive Function Study, in two peer reviewed poster presentations at the 25th National Conference of the Dietitians Association of Australia in Hobart. The first was 'Brain power supplements: Self-reported use by adolescents in the 2005 Teen Nutrition and Cognitive Function Study'; and the second was 'Brain power supplements: Comparison of self-reported use by vegetarian and non-vegetarian adolescents in the 2005 Teen Nutrition and Cognitive Function Study'.

Subsequently Dr Pearce’s results were published as a journal supplement: Pearce, R., Grant, R., Grieve, and Morey, P., (2007). Brain power supplements: Self-reported use by adolescents in the 2005 Teen Nutrition and Cognitive Function Study. Nutrition and Dietetics 64 (Supp 1), S32. (NOTE: The second abstract was accepted but erroneously omitted from the journal supplement. The Avondale Foundation provided funding for this study. It will be published in 2008.)

Dr Pearce’s team presented a poster at the 2nd International Conference on East-West Perspectives in Functional Foods in Kuala Lumpur, Malaysia titled ‘Regular nut consumption linked to lower BMI in a cohort of Australian adolescents.’

Dr Pearce is also part of an on-going multidisciplinary study directed by Dr Ross Grant, CEO of the Australasian Research Institute and Professor Margaret Morris (UNSW) investigating the impact of lifestyle and diet on the production of adiponectin. This study has two components, one involving adults, the other focussing on adolescents.
Dr Darren Morton extended his publications on Exercise-related Transient Abdominal Pain (ETAP), commonly known as the ‘Stitch’. His article, ‘EMG activity is not elevated during exercise-related transient abdominal pain’ Journal of Science and Medicine in Sport was available online 20 August 2007.

Dr Morton’s new study of the physiological responses to competitive cross-country hang gliding commenced in February 2007. Dr Morton is conducting this project in association with Wendi Herman.

Teaching and Learning

Dr Robyn Pearce developed a proposal for a specialisation in the BEd (Secondary) Technology and Applied Studies (Tas). This proposal included a shared subject with the University of Newcastle.

A proposal to reconfigure the BEd Secondary Personal Development, Health and Physical Education specialisation was submitted to NSW DET. The purpose of this proposal is to allow students to graduate with a second teaching field. This proposal was developed in response to employer expectations for teachers who can teach more than one discipline area.

Under the guidance of Ms Donna Pinter the commercial graphic design studio, That Design, located within the faculty, continued to secure work from internal and external clients. This is an innovative approach to graphic design where final year students produce a professional portfolio in preparation for work in the graphic design industry.

Income generated from work supports 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. Graduating students have moved into well-regarded jobs with staff receiving excellent reports from employers on the high quality of work and the professionalism demonstrated by our students.

Community and Professional Links

Ms Cheryl Sonter continued her role as National President of the Adventist Singles Network (ASN). During 2007 she coordinated a two-day leadership training seminar for ASN and planned the five day convention which will be held at The Collaroy Centre in Sydney in January 2008.

Ms Sonter continued to represent her professional body, the Home Economics Institute of Australia, on the interview panel for the King and Amy O’Malley Trust Scholarship. She also represented the professional body at the Queensland HEIA Professional Development two day seminar held in Brisbane, July 2007.

Ms Sonter continues to represent her professional body, the Hunter Technology Educators Association as the tertiary representative on the management board.

Dr Pearce continues to serve as a member of the Research Advisory Committee for the Australasian Research Institute (ARI).

Dr Morton undertook a range of speaking engagements to community groups on various health promotion topics:

- February 22–25: A six-part series in Brisbane
- March 1: A three-part series at Maitland
- May 6: A presentation at Warburton.
- June 13: A presentation to school groups visiting Avondale College
- September 12: A presentation to the Central Coast Principals Association.
- October 5–13: A nine-part series at Stuarts Point, NSW
- November 17: A two-part series at Mile-end
- December 6: A presentation to the Turramurra ROTARY Club

Andrew Collis taught two ten-week sessions on oil painting at the Central Coast Regional Gallery, Gosford, and two Sunday workshops on figure drawing and painting at the same venue.

Andrew also organised three charity concerts, playing guitar, to raise money for a children’s charity.

Dr Richard Morris conducted a solo exhibition at The Robin Gibson Gallery in Darlinghurst, Sydney from 25 August to 19 September, 2007. The title of the exhibition was, Richard Morris: Recent Paintings. Reviews of the exhibition appeared in the City Central magazine, and The Sydney Morning Herald.

David Low provided on-going training and assessment services in outdoor adventure activities for teachers at Gilson College, Victoria during 2007. David Low also continues to represent Avondale College on the Board of Adventist Outdoors.

Wendi Herman gave a health-related seminar presentation at the NNSW Conference Convention titled 10 Things I Hate about Exercise. She followed the seminar by organising and leading out in daily exercise activities.
Wendi Herman was the lead organiser and event manager of a week long Hang Gliding Federation of Australia sanctioned National Hang Gliding Competition. Leading up to the event she chaired monthly meetings, worked with governing bodies, advertised the event, maintained and updated the competition website, processed applications, and applied for and received an external event grant. During the week of the competition she helped conduct morning briefings, was assistant launch marshal, safety officer and competition scorer.

Wendi Herman also made a seminar presentation titled *Making PE a Priority!* to the principals and teachers of the Hunter Region Independent Schools.

**Student achievements**

Thirteen Bachelor of Arts (Visual Communication) students from the graduating class of 2007 exhibited their work in the Faculty’s Joanne Felk Gallery. This exhibition showcased a representative body of their final semester’s work in fine arts and graphic design. Both areas of the exhibition opened on the same night but had discrete themes and titles to their exhibitions. The graphic design section was entitled *Delicatessen* which intimated the diversity and commercially-focused nature of the work, while the fine arts section was entitled *Inside Out*. The graphic design exhibition was opened by the design company *Design Itch* and the fine art exhibition by local practising artist Angela Miller. Works shown in the graduation exhibition were moderated by Alan Chawner the head of Photomedia Studies from the University of Newcastle. A number of awards were presented during the opening of the exhibition including, as in previous years, The Signs Publishing House award of $1000, the *That Design* Studio Award of $500 and the Faculty Acquisitive Award of $500.

Stacey Hetherington was the recipient of the ACHPER (Australian Council for Health, Physical Education and Recreation) Student Award, recognising her as the outstanding Personal Development, Health and Physical Education graduate for 2007.

Mary Wray received the Hunter Technology Educators’ Association Award as the outstanding Home Economics Design and Technology graduate for 2007.

**Nursing and Health**

**Faculty overview**

2007 saw a continued increase in student enrolment in the Faculty programs. The offering of the Bachelor of Nursing degree on the Sydney Campus for first semester continued following a successful introduction in 2006. Total enrolment at the commencement of Semester 1 was an increase over previous years and close to the maximum per intake able to be accommodated in the current facilities. Over all in the Faculty of Nursing and Health programs there were 240 students. Of these, 201 were undergraduate BN students, and 39 were in postgraduate programs ranging from the specific subjects to the Master of Nursing and other nested awards. Fifty three students commenced on the Sydney Campus and 42 at Lake Macquarie Campus seeing an increase of commencing students of 38%. The attrition rate for mid-year students in their first year of study was low at 6%, with attrition occurring for academic reasons and personal reasons approximately equally.

For students, the year commenced with a mission project in the Philippines that included a range of health promotion programs—11 students and one academic staff member from Avondale attended. Students also had the opportunity for a getaway at Crosslands Retreat, where they were involved in ongoing Friday night programs with a variety of local churches. The sponsorship of a student nurse in India through to her graduation was also finalised. A *Festival of Faith* program was run again on the Sydney Campus with Pr Kirsten Lundqvist from England guest speaker.

**Learning and teaching**

Degree offerings in the faculty for 2007 included the Bachelor of Nursing; the suite of postgraduate programs with the updated range of specialty areas available, including 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; and the Master of Nursing (Research) program. The key strength of Avondale’s BN with the development of clinical capability was further enhanced
with expanded clinical placement opportunities and continued encouragement of students to become involved in their global or local community through the service project in the final year of the course. Support for Sydney Adventist Hospital Registered Nurses to enrol in Clinical Teaching at limited cost to the individuals continued and this year 51 Registered Nurses enrolled in the program to assist with up-skilling clinical staff for student mentoring.

In recognition of excellence in the graduating group, a number of student awards were presented to high achievers. The Academic Excellence Award went to Joshua Goodman, the Clinical Excellence Award to Eileen Clarkson, and Nikita Barnard, Joshua Goodman, Amanda Lang and Anna Selent graduated with Distinction. The Avondale Foundation Award of Excellence (Sydney) was presented to Melissa Barrett.

**Research, Publications and Presentations**

Faculty staff have been involved with a range of research related activities. These included Dr Alison Smedley and Dr Paul Race in conjunction with Dr Peter Morey (Lake Macquarie Campus) investigating attitudes towards clinical support for students. Dr Malcolm Anderson and Mrs Tamera Gosling continued research on Brain Injury and Family functioning in association with Liverpool Hospital, and Dr Malcolm Anderson continued research on skin cancer protection in conjunction with Australian Catholic University where he also is a member of the Research Committee. Dr Paul Race has continued as a member of the Australasian Research Institute Research Advisory Committee. Pr Drene Somasundram also conducted a Women and the Word Conference in August.

**Community and Professional Links**

The Faculty has continued to explore and develop relationships within the health care industry and with other higher education providers. 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 attends the Network of Clinical Coordinators with Australian universities, Mrs Katherine Cooper assisted Sydney Adventist Hospital on the Clinical Procedures Committee, and Dr Paul Race has assisted the University of Western Sydney and the Australian Catholic University with External Advisory Committees. The range of institutions accepting students for practical experience placements from Avondale has also been increased in order to broaden the student’s experience in a variety of venues.

There has also been faculty involvement with a variety of important professional projects. These include the Models of Care project, Mental Health Advisory Group, Clinical Placements Project, Nursing and Midwifery Leadership Collaborative by the NSW Health Department and differing workshops and forums by the Nurses and Midwives Board NSW and Deans of Nursing. Various presentations and publications and have been made to professional groups and faculty visitors.

**Staff Development and Changes**

Pr Drene Somasundram successfully defended her research degree of Doctor in Professional Studies, Middlesex University, UK. Dr Somasundram’s thesis is entitled: *Gender inclusive curriculum innovations inform Theology degree programs of the Seventh-day Adventist Church* and she was awarded the degree with high commendations from the examiners. Gwen Wilkinson moved to the final stages of her doctoral work for her PhD studies and was submitting the thesis at the end of 2007. Two lecturer/senior lecturer positions were filled and Tonia Crawford and Sonja Frischknecht commenced in the Faculty. Late in 2007 following Gwen Wilkinson’s acceptance of the position of Academic Registrar, Alison Smedley resumed the graduate studies course coordination role, and Wayne Bradshaw moved to Avondale from lecturing at Waikato Institute of Technology in New Zealand.
Science and Mathematics

Staff and Student Movements

2007 saw a disappointingly small student intake into science courses, compared to the previous five years, while nine students graduated from science courses. This year also saw the retirements of Dr Terry Annable (Human Physiology), after 21 years service and also Dr Robert Drewer (Organic Chemistry), after 42 years. Dr Drewer also served as Dean of the Faculty from 1988–90 and 1994–2000. Both retirees continue in a sessional capacity.

Scholarly Activities

Christian Spirituality and Science (vol 7) published by the Faculty’s Centre for Interdisciplinary Studies in Science included refereed articles by Dr Kevin deBerg: “Reflections on Religion, Intelligent Design, and Ambiguity in the Universe” and Dr Lynden Rogers: “A Taxonomy of the Contemporary Design Landscape”.

Dr Lynden Rogers also presented a paper at the GRICO Conference convened by the Geoscience Institute in Salt Lake City, “Old Earth but Young Life: a New Tychonic Alternative”.

Dr Jason Morton continued his research on the sex changes associated with the maturation of common Wrasse species on the Central Coast. Considerable media coverage for Avondale has resulted from this research, including five media interviews during 2007. Jason presented a collaborative paper at the 2007 conference of the Australian Society for Fish Biology: “Differences in Feeding Ecology Facilitate Co-occurrence of three Wrasse Species (Pisces: Labridae) on Rocky Reefs of Temperate Australia”.

Teaching and Learning

The BSc and BSc/BBus programmes were successfully re-accredited for a further five years. Further purchases of science equipment have strengthened the laboratory program offered within science subjects. Work continues on the conversion of class materials to electronic form.

A monthly lunchtime series of seminars for science/maths staff and students on general science topics was commenced in 2007. Speakers have included previous graduates, visiting lecturers and researchers.

Marketing and Recruitment

The Science Summer Camp which has been run by the Faculty for 24 consecutive years was not convened in 2007 largely due to difficulties associated with advertising. Many students have been attracted to science and other courses at Avondale by this initiative in the past. In its place the Faculty, in conjunction with Avondale Marketing and Recruitment, produced a DVD aimed to attract science school leavers to Avondale. This production features a promotional component, interviews with past graduates, and also some secondary school science classes in maths, physics, chemistry and biology presented by Lynden Rogers, Kevin deBerg, Ewan Ward, Anton Selvaratnam and Graham Stacey to assist senior high school students with their 6th Form preparation.

A maths study day was organised for 3- and 4-unit students from nearby high schools, with some success. In addition, one of our senior mathematics students was engaged by Avondale High School to teach their 4-unit maths program. This has been very successful and we aim to continue this arrangement as long as possible.

The Faculty continued its initiative of organising a tutoring program in which senior students are encouraged to tutor secondary students from the local schools. During 2007 this programme involved six Avondale science students, assisting some secondary students, mostly in mathematics.

Community Engagement

Science and Mathematics faculty members contribute actively to College and College Church, in such roles as Church leaders and program coordinators, teachers and voluntary consultants on acoustics and sound reinforcement. Science students are also highly profiled in
College Church spiritual leadership. In addition, science/maths lecturers presented 13 services at various churches, mostly in north and south New South Wales.

**THEOLOGY**

Dr Ray Roennfeldt
Dean, Faculty of Theology

**FACULTY OVERVIEW**

One highlight achieved during 2007 by the Faculty of Theology included the submission of an application for the accreditation of a completely redesigned Master of Ministry course. The previous course included two Master of Ministry degrees: one in Family Ministry and the other in Youth Ministry. The new degree structure responds to the increasingly diverse and complex character of Christian ministry. Students will now choose from five specialisations: church renewal and pastoral leadership, family ministry, youth ministry, pastoral care, and church ministry (coherent sequence). The pastoral care specialisation is a specific response to the demand for qualified chaplains in the burgeoning Christian schools sector. The course structure includes subjects in pastoral counselling and school chaplaincy theory and practicum experience. Alternatively, students may wish to undertake their chaplaincy training in a hospital setting. The church ministry (coherent sequence) specialisation is a particularly flexible approach to ministry upskilling in that students may study a coherent sequence of subjects that fits their own ministry situation, gifts, and interests.

The new Master of Ministry program is to be undertaken by coursework, and may be configured to include a study tour, independent-directed study, or a general elective. Admission will be available to students who have completed a 4-year degree in theology/ministry or other people-caring professions. Entry requirements also demand successful involvement in some aspect of ministry. Many enquiries have been received from people involved in church pastoral ministry, church planting, school chaplaincy, medicine, and nursing. The course is designed to mesh well with continuing employment since it is offered in mixed mode (distance education and intensive residential schools), with two subjects being available annually and the course being offered over a period of four years. The course has been approved by the accreditation panel and is awaiting final registration (due in early 2008).

The ministry student organisation, FIGtree (“Formed in God”), has organised a number of programs during the
year. The retreat day held at the Morisset Uniting Church was highly successful, as were the start-of-semester theology retreat/orientation days.

**Research**


Dr Robert McIver, senior lecturer in New Testament, is continuing to work on several academic book manuscripts which should be published in 2008–2009. Dr Steven Thompson, senior lecturer in New Testament has submitted a book proposal on the subject of Greco-Roman beliefs about wine and drinking. This study, which examines attitudes towards alcohol as revealed in the literary remains of Greco-Roman philosophers, playwrights, poets, social commentators and gossips, has now reached the penultimate point of Steve’s long-term research interest in this topic and is the direct result of a funded research leave undertaken during first semester 2007.

**Learning and Teaching**

In line with the overall high student enrolment achieved by Avondale College during 2007, the Faculty of Theology has maintained excellent numbers in its courses, in particular the Bachelor of Theology/Bachelor of Ministry degrees and the Graduate Diploma programs in Theology and Ministry. There is also strong interest in the Associate Degree in Theological Studies, with many sectors of the Seventh-day Adventist Church sponsoring students in part-time study. A pleasing feature has been the increasing numbers of women studying for ministry (presently between 20–25% of the total enrolment) with good pastoral employment results for both women and men.

The field education program which is structured into the Church Ministry subjects of the BTh/BMin and the Graduate Diploma programs continues to function well with students gaining experience in 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. This program provides students with essential supervision, mentoring, and spiritual formation.

Dr Murray House and Dr Doug Robertson, ministry lecturers and field supervisors, have re-written the Field Education Handbook for Theology Students which provides the protocols and details governing the practical components of the undergraduate and graduate diploma ministry courses.

**Community and Professional Links**

In February 2007, Dr Ray Roennfeldt, dean of faculty, 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 provide an assessment for suitability for further education. The teaching was conducted in English and Tok Pisin mediums. In addition, Ray undertook an audit of the academic program offered at the Omaura School of Christian Workers in the Eastern Highlands of PNG.

Members of the Faculty of Theology served on a Benchmarking Committee (incorporating other theological colleges), course advisory committees for the Sydney College of Divinity and the Brisbane College of Theology, the Committee of Deans of Theological Consortia and Theology Faculties, and moderated course offerings for other theological colleges.

John Skrzypaszek, lecturer in Adventist Studies and Director of the Ellen White/SDA Research Centre, had a particularly busy year. While continuing with his Doctor of Ministry studies he made over 50 presentations to community groups in Australia, New Zealand, and Pacific island nations to groups as diverse as youth, laity, pastors, and the local historical society. Dr Graham Stacey, senior lecturer in psychology, gave eight professional presentations at marriage and family seminars. Dr Lyell Heise, senior lecturer in ministry and director of the Institute of Worship, conducted an Institute for Worship Leaders in Papua New Guinea during August 2007. This program involved worship leaders from across PNG and has the potential to change congregational culture very significantly.

Overall, 2007 has been a busy and fruitful year for the students and staff of Avondale College’s Faculty of Theology. Planning is in place to enhance research activity during 2008 by the provision of a research sabbatical to a senior lecturer.
Vocational Education and Training

Overview
The VET sector continued to provide vocational qualifications for those who wish enter the workforce quickly and also continues to be a pathway into the higher education sector at Avondale. The Business Services, Outdoor Recreation and Aviation programs continue to offer nationally recognised training that is resulting in work ready graduates. Some students are using the time while studying some VET courses to evaluate future directions and have a gap year following the final year of their secondary education.

VET Fee-help
The announcement and passing of legislation regarding VET Fee-Help provides some hope that our VET diploma students will be able to access this in the near future. Letters have been received from Charles Sturt University and Avondale’s Vocational Education Manager attended briefing sessions and has commenced filling out the necessary documentation in readiness for submitting an application in 2008 for approval. It is hoped VET Fee-Help will remove a significant barrier to students who currently have to pay full fees with no government assistance and will result in a further increase in student enrolments.

Seven staff attended the Australian Council of Independent Vocational Colleges (ACIVC) Conference on 22 June at the Mercure Hotel in Sydney. Information on AQTF compliance was presented at this conference and staff also attended an AQTF compliance session in Newcastle on March 26. The Vocational Education Manager is a member of the ACIVC Board 2005–2007.

In 2007, a decision was made to allow all VET students to apply for the same Avondale scholarships as higher education students. This decision represents a change from previous years in which VET specific scholarships only were available to VET students. Under the new process, VET students who meet the criteria may apply for, and be awarded, scholarships on a competitive basis with higher education students. The purpose of this change is to promote the concept of seamlessness between both sectors and reduce the perception of difference in status.

Pathways to Higher Education
Discussions continue with Avondale faculties and external higher education providers to promote credit transfer arrangements for students who wish to continue studying for qualifications at AQF levels above the VET sector.

Australian Council of Independent Vocational Colleges (ACIVC) Audit
Jane King and Diane Potter conducted our yearly audit as required by the new AQTF2007 and VETAB and the results were most pleasing. Actioning of recommendations will contribute to continuous improvement of processes.

Callista
Course coordinators have been in continuing discussions to ensure the new student records system will meet the needs of the VET sector on campus and when reporting to government agencies.

Avondale School of Aviation
Garry Fraser, Chief Flying Officer
Overview
The Avondale School of Aviation was established in 1977 to train mission pilots for Papua New Guinea and surrounding regions. Since that time, the School has developed a strong reputation for quality teaching and flight training. However, with declining demand for employment of mission pilots since the School was first established, Avondale’s governing body decided in October 2007 to close the School of Aviation following a phase-out period to complete existing students’ programs. At the end of 2007 fourteen students graduated from certificate and diploma courses in aviation.
BUSINESS SERVICES DEPARTMENT
Gaylene Heise
Course Coordinator—Business Services

OVERVIEW
Following the announcement in the Federal budget, it now appears that students in the three diplomas offered by Avondale will be eligible for Fee-Help under the new provisions applicable to Diplomas and Advanced Diplomas that articulate with higher education courses. Staff attended information sessions in 2007. A proposal was then submitted to Charles Sturt University seeking CSU’s approval for students to articulate from Avondale’s Diploma of Business Administration (BSB50201), Diploma of Business Management (BSB50401) and Diploma of Business (Human Resources)(BSB50801) into various courses offered at CSU. Staff attended information sessions in 2007. This proposal was subsequently approved and a submission to offer Fee-Help to business services students will be submitted to DEEWR in 2008.

The number of students enrolled in courses offered by the Department of Business Services decreased in 2007 producing an operating loss for 2007. Discussions were undertaken to develop ways to maintain viability but it is hoped the acquisition of Fee-Help for students will assist in reducing fees, the main reason for the downturn in student numbers.

Nominal hours were approved for all units in the courses offered by Business Services.

PROFESSIONAL DEVELOPMENT
Three staff attended the ACIVC National Conference in June and the Australian Institute of Office Professionals (AIOP) Annual Breakfast in April.

INSERVICE TRAINING
The opening of the new Avondale Enquiry and Enrolment Centre during the month of July resulted in a need for staff to upgrade skills. This training and assessment was conducted by the coordinator of the program Gaylene Heise, and all participants completed the unit BSBCMNR310A—Deliver and Monitor a Service to Customers.

A number of campus staff also undertook workplace related training in order to upgrade their skills.

Nina Hearn provided the training for several Administrative Assistants from the Adventist Retirement Village in the following areas:
• document management
• letter styles
• overview of punctuation and abbreviation rules

AWARDS
The recipients of Business Services awards presented in November 2007 were as follows
• Certificate III in Business—Melenai Lolohea
• Certificate IV in Business (Human Resources)—Matthew Boyd
OUTDOOR RECREATION DEPARTMENT

Peter Vaughan
Course Coordinator—Outdoor Recreation

DEPARTMENT OVERVIEW

2007 saw an increase in enrolment with 16 students enrolled in both Certificate III and Diploma levels of study. This is the second consecutive year that our numbers have increased. Continued demand by outdoor operators for casual and full-time placement for graduates is encouraging with several graduates choosing to freelance in the local area. Several students had full time employment contracts for 2008 in place before they had actually completed their course of study. Graduate feedback continues to highlight the appreciation of students for the personal and professional approach of staff and the practical/hands on approach to development of outdoor skills and values in a diverse range of locations.

PROFESSIONAL/COMMUNITY/SCHOOL-BASED INITIATIVES

• All staff and the Diploma students attended the State Outdoor Recreation Industry (ORIC) Conference held in August at Homebush.
• Two staff also attended the Australian College of Independent Vocational Colleges National Conference in June
• Peter Vaughan and David Low also attended the 15th National Outdoor Education Conference in September at Ballarat, Victoria

To date we have been engaged in operating/assisting in the delivery of outdoor programs to a variety of organisations which we have integrated into the delivery of our courses. This has benefits including:

• students interacting and catering to the needs real clients
• opportunities for guiding/instructing assessments
• some students receiving payment with the income directed towards paying their fees
• an additional income stream for the Outdoor Recreation Department

Programs have been delivered in 2008 for the following groups

• Tocal Agricultural College (four), WEA Hunter Adult Education (three)
• Avondale Primary and Secondary School (two), Central Coast Adventist School (one), Gilson College (two), CRANKT (one), Whitebridge High School (one)
• Training and Assessment of several Gilson College staff in bushwalking skill sets

TAYLOR JOHNSON TESTING

Adrian Ellison is qualified as an Instructor and Counsellor in the use of the Taylor-Johnson Temperament Analysis instruments (USA) and uses these as part of the Visionary Leadership in the Outdoors program with all of our students. The tests are conducted three times a year and
Access to electronic resources continued to grow in 2007, both in the numbers of students and staff using the resources, and the numbers of resources being made available through the Library’s website. New purchases for 2007 included General OneFile, Britannica Online, Oxford Reference Online, and PsycArticles, bringing the total number of electronic journals available in full-text to over 22,000.

The addition of 10 new computers and an extra printer for student use on the main floor of the Library addressed concerns raised by students in the 2006 Library Survey, and the installation of a second wireless hub on the top floor of the Library ensures strong wireless signals to all parts of the Library building. SPSS statistical software was installed on all computers in the Library training room.

Despite the increase in electronic resources, usage of print materials remained strong with over 35,000 items being lent out during the year and over 180,000 individual visits to the Library being recorded.

Maintaining a relevant and current Library collection is an ongoing process and while over 1,700 new print and audio-visual items were ordered for the Library’s collection, academic staff also assisted in the weeding of out-of-date, less relevant materials.

There was a marked increase in the number of new and used books donated to the Library in 2007 and from those, over 1,100 items were added to the collection. Of particular value were items obtained due to the closure of the St John’s Ministry Centre in Morpeth (428 books, 23 journals titles), and items received from the Jorgensen and Grosse collections.

Donations deemed to be surplus to Library needs were offered via the Library’s SAIL – Pacific program to the libraries of Pacific Adventist University and Sonoma College in Papua New Guinea, and Fulton College in Fiji. Over 500 items were shipped to these institutions during 2007. In addition, Avondale Library began purchasing new books on behalf of Fulton College and Pacific Adventist University.
To cater for the specialised needs of higher degree students, customised study spaces are being provided in the form of lockable study carrels and the recent construction of the Paul J Landa Study Room. This room was built in November thanks to a generous donation from Mrs Iris Landa, who visited the campus in August.

In 2007 Avondale Library assumed responsibility for the printing, binding and distribution of Avondale College theses and is currently investigating the establishment of an institutional repository for the digital storage and dissemination of Avondale’s research output.

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. The College endorsed the Australia New Zealand Information Literacy Framework (2004) in May.

The annual Library Survey was once again conducted during Library and Information Week in May and generated many favourable comments about the Library, its staff and the services provided. Comments on the need for additional computers were substantially less, indicating that the installation of 10 extra computers earlier in the year had made a significant improvement. The 2007 survey focused on student use of online resources and information literacy (IL) and provided useful data to be considered in the design of future IL programs. Student comments also highlighted the need for more current resources, particularly in the Teaching Materials Centre.

Coincidentally, Library and Information Week also introduced the first Make a Wish campaign where education students were given the opportunity to choose materials for inclusion in the Teaching Materials Centre. Approximately 70 items were added to the collection at this time and could well serve to address some of the concerns raised in the Library Survey.

While the Library is considered by the majority of students to be a focal point on the Campus, it is also recognised that some students do not feel any need to visit. In an attempt to draw these students into the Library, the Recitals in the Rotunda continued during 2007 as a showcase for the musical talent of Avondale students, along with a series of special exhibits. The highlight of these events was the Land of the Pharaohs exhibition, which was hosted in the Library for the month of August. The exhibition showcased the private collection of genuine Egyptian and Middle Eastern artefacts and replicas owned by College Chaplain, Dr Wayne French. The exhibition featured prominently in local newspapers and attracted over 700 visitors including members of the public, and community and school groups.

The Library featured prominently in accreditation applications lodged with the New South Wales Department of Education and Training (NSW DET), and subject areas which were deemed deficient in resources have been allocated additional funds for resource purchases in 2008.

Of particular interest was a comment made by a visiting panel of previous and current VCs and DVCs which described the Avondale Library as a good student focused library with reasonable holdings supported by an interlibrary loan scheme and membership of the UNILINC system. They were particularly impressed by the theme “It’s your library...”

**Library Statistics**

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**Academic Office**

**Enrolment Statistics**
*(includes Distance Education students)*

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<td><strong>Lake Macquarie Campus</strong></td>
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<td><strong>Total Annual EFTSL</strong></td>
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**Examination Invigilation**

In Semester 2, Avondale introduced external examination invigilators who were appointed on the Lake Macquarie Campus on a trial basis. No exceptional circumstances occurred during the examinations and the invigilators provided a consistent standard of supervision. The use of external invigilators also enabled academic staff to be released from examination invigilation duties at what is a busy time in the academic calendar. The Academic Board subsequently voted that external invigilators for examinations be made a permanent arrangement in both semesters, as well as for formally scheduled deferred and supplementary examination sessions.

**Enquiry and Enrolment Centre**

Following a review of its student recruitment processes, Avondale College identified the need to have a cohesive single point of contact from initial enquiry through to the point of enrolment. This has been achieved with the opening of the new Enquiry and Enrolment Centre. The objective of the centre is to provide a unified, integrated approach to the recruitment of students through the operation of a one-stop-shop, using multi-skilled staff. Geographically situated in close vicinity to the Marketing Office, Academic Office and Student Finance Office, it allows prospective students to have their enquiries dealt with promptly and efficiently, and for matters to be readily referred to other relevant staff and departments where required.

**Student Records**

Since the late 1980s Avondale College has maintained electronic student records using a purpose-built Student Record System (SRS). The records are backed up daily and a secure back-up copy is kept at another site. Following course completion by students, all required records are kept in an electronic format, while paper files are kept for a period of two years. Additionally, a permanent hard copy of the permanent academic record of each student is kept in a secure storage room. This record system, while accurate, secure, HEIMS compliant, and able to provide data required for DEEWR reports, needs to be updated to facilitate current processes and practices.

The decision was made in late 2006 to replace the current SRS with the Callista record system with a target date of ‘go-live’ set for mid-October 2008. Through 2007, work was completed on the Start-up, Initiation, Analysis, and Design Stages. The Build and Transition Stages are proceeding through 2008. Although some adjustment has been made to projected costs and target dates for various stages it is anticipated that ‘go-live’ to Callista will occur on time and within the approved budget.
Department of 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 2007 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.

College Church

College Church confirmed its role as the spiritual centre of the campus. While it is a Seventh-day Adventist church, it is a place of worship where people of all faiths are welcomed and encouraged to participate, and is committed to being a safe place for all people.

The church acted as a place of worship during the week and on weekends, with the worship often student led. It is also a gathering place for selected student events. The side rooms of the church were also used by staff and students for smaller gatherings and meetings. A dedicated Prayer Room at the church was also available to students of all faiths and was open from 5 am to 10 pm during semesters.

The church also encouraged, and supported with leaders and finances, activities within Australia and overseas that involve students serving others in practical ways. The church staff also provided guidance and counselling support in a variety of ways when requested. This ranged from pre-marriage to personal issues counselling, and referral for specialist counselling when needed.
Equity

Avondale College provides an equal opportunity workplace for students and staff as well as an equal opportunity learning environment for students. Special provisions also exist for those who require an alternative entry to degree studies.

Equity Committee

The Equity Committee is made up of 11 members as follows:
- Vice-President (Administration and Research), 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 the Student Association

Equal Employment Opportunity

The Equity Committee meets four times each year and more frequently if needed to review policies and procedures in relation to equal employment opportunity, antibullying and harassment policies, procedures and reports for students and staff, student grievances and appeals, and students with disabilities.

The Equity Officer under the direction 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 assessed the 2006–2007 EOWA report to be compliant with the Equal Opportunity for Women in the Workplace Act 1999. The following table indicates the percentage of women in the staff profile at the Census date of March 31 2007:

<table>
<thead>
<tr>
<th>Categories</th>
<th>% Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Above Senior Lecturer</td>
<td>33%</td>
</tr>
<tr>
<td>Senior Lecturer</td>
<td>18%</td>
</tr>
<tr>
<td>Lecturer</td>
<td>60%</td>
</tr>
<tr>
<td>Below Lecturer</td>
<td>75%</td>
</tr>
<tr>
<td>Casual Lecturers and Instructors</td>
<td>53%</td>
</tr>
<tr>
<td>Non-Academic (General)</td>
<td>61%</td>
</tr>
<tr>
<td>General Casual Staff</td>
<td>83%</td>
</tr>
<tr>
<td>Vocational education Staff</td>
<td>43%</td>
</tr>
<tr>
<td>Vocational Education Casual Staff</td>
<td>33%</td>
</tr>
</tbody>
</table>

An analysis of the staff profile by gender indicated that:
- There are no female heads of Faculties or Departments in either the higher education or the VET sector at Avondale College at present. In five Academic Organisational Units (AOUs) the proportion of women academic staff increased during 2007 while the proportion of women academic staff members has simultaneously decreased in three AOUs.
- There was a 50% or greater level of women academic staff in three of the eight AOUs. The Faculty of Nursing and Health currently has 70% women, the highest percentage of any AOU. The Faculty of Business and Information Technology has increased the proportion of its female academic staff members by adding one fractional full-time staff female staff member on .3 of a load to make a total of 1.3 female academics in the Faculty.
- There remains no female full-time academic staff members in either the Faculty of Science and Mathematics or the Faculty of Theology, although both these Faculties have female sessional lecturers. The Faculty of Theology is sponsoring a woman to complete her PhD in Theology and return to Avondale College.
- The Faculty of Science and Mathematics has placed advertisements for two full-time positions to replace recent retirements in chemistry and mathematics.
- Avondale College appoints academic staff to Course Coordinator roles, each responsible for the day-to-day academic operation of a particular course. Three female academic staff fill course coordinator roles out of 16 possible positions. This comprises 19% overall and is a decrease of 6% over the previous year.

Further analysis indicated that five of the 14 administrative and middle-management positions at Avondale College were held by women in 2007 comprising 36% of the positions where management, decision-making, planning and supervision occurs.

An analysis of committee membership indicates women are well represented in the decision-making committees which oversee the major programs of the College. However, because of the lower proportion of women in senior positions in both the academic and general staff categories, this situation results in some women carrying heavy committee workloads. For academic women this can restrict the time available for research and other scholarly activities.

During the reporting period, 24 new appointments to full-time or part-time positions occurred. Women were well represented in the group of newly employed staff with
17 women and 7 men making up the total. However, 12 of the 17 newly appointed women were appointed to part-time positions, whereas no men were appointed to part-time positions.

**SPECIAL PROVISIONS FOR STUDENTS WITH DISABILITIES**

Students of Avondale College are able to apply for modified learning and/or assessment activities when they provide official documentation of a disability. During the first semester of 2008 nine students applied. Policy and procedures are published in the Student Handbook and on the Avondale College website. The Equity Officer assists the students in following the procedure.

**ACCESS AND ALTERNATIVE ENTRY PROVISIONS**

Applicants who do not meet the regular degree prerequisites are able to apply for entry via a variety of pathways. These include Vocational Education courses, Foundation Studies undertaken at tertiary institutions in Australia and the STAT test administered by the Australian Council for Educational Research. Avondale also offers a Diploma of General Studies which includes academic skills for tertiary education and English language skills.

**TUTORIAL SUPPORT**

Tutorial support is available four days each week to assist students with English language, essay writing skills, and academic skills development.
AVONDALE COLLEGE
COUNCIL AND
GOVERNANCE

MEMBERS OF COUNCIL 2007

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
SECRETARY OF THE COUNCIL
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

ELECTED BY THE MEMBERS OF THE COMPANY
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 2011

Dr John G Hammond, BA Hons, DipTch, PhD, MAICE, 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 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 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 2011

Professor Warren B Grubb, BSc Hons, PhD, FASM, FAAM
Current four year term ends 31 December 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
Lynette Moodley
Four year term ends 31 December 2010 or if graduation occurs

ELECTED BY AND FROM THE UNDERGRADUATE STUDENTS
Pursuant to Section 13.1.7 of the Constitution
Robert Brown
Term ends 31 December 2008

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 2010
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.
AVONDALE COLLEGE
ADMINISTRATIVE ORGANISATION

COMMITTEES OF COUNCIL

ACADEMIC ADVISORY COMMITTEE
Council Deputy Chair, Chair
President
Vice-President (Learning and Teaching), Secretary
Vice-President (Administration and Research)
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
at least 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)
Human Resource Manager
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 (Administration and Research)
Vice-President (Learning and Teaching)
three members of Council appointed by Council
Equity Officer

VISION, STRATEGY AND ORGANISATION COMMITTEE
Council Chair, Chair
College President, Secretary
three members of Council appointed by Council
one co-opted member appointed by Council

OTHER COMMITTEES REPORTING TO COUNCIL

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

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

ALUMNI COMMITTEE
President of Alumni Association, Chair
Secretary/Treasurer of Alumni Association
Director of 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

COLLEGE LIFE COMMITTEE
President, Chair
Director of Student Services, Secretary
Head Librarian, Recording Secretary
Vice-President (Administration and Research)
Vice-President (Finance)
Director of Womens Residences
Assistant Director of Womens Residences
Director of Mens Residence
Assistant Director of Mens Residences
Public Relations Officer
Director of Marketing
Director of Cafeteria
Deans of faculties
Sport and Recreation Co-ordinator
Presidents of ASA and ANSA
College Chaplains
Church Pastor
**DISCIPLINE COMMITTEE**

President, *Chair*
Director of Student Services, *Secretary*
Director of Womens Residences and/or Associate Director of Mens Residence
three staff representatives *appointed by College Life Committee*
one female Resident Assistant
one male Resident Assistant
Avondale Student Association President

**HONORARY AWARDS COMMITTEE**

President
Vice-President (Administration and Research) *appointed by Council*
one co-opted member
three Faculty deans, *appointed by the Academic Board*

**OCCUPATIONAL HEALTH AND SAFETY COMMITTEE**

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

**ADVISORY COMMITTEE ON TERMS AND CONDITIONS OF EMPLOYMENT**

President, *Chair*
Vice-President (Administration and Research) *ex officio*
Vice-President (Learning and Teaching) *ex officio*
Vice-President (Finance) *ex officio*
Equity Officer, *by invitation*
Human Resource Manager (Secretary)
two representatives of General Staff, *elected by General Staff*
five representatives of Academic Staff, *elected by Academic Staff*
two representatives from the South Pacific Division *in liaison with the President*
Administrative Organisation
Senior Administrators: Major Areas of Responsibility 2007

Avondale College Council

President
Overall responsibility
Vision strategy and organisation
Leadership
Spiritual life
Human resources

Vice-President
(Organization and Research)
Research
Research training
Quality assurance
Institutional registration
CRICOS approval
Equity
Registrar's Office
Library
Institutional research
Scholarships and prizes
Compliance
Administration
Vocational Education

Vice-President
(Learning and Teaching)
Undergraduate and Postgraduate Coursework programs
Academic policies relating to coursework programs
Flexible learning
Quality assurance of coursework programs
Accreditation of coursework programs
International education relating to coursework programs
Academic staffing
Performance, planning and professional development of academic staff

Vice-President
(Finance)
Financial management
Fees
Student finance
Land management
Property development
Buildings and maintenance
Housing
Occupational health and safety
Risk management and insurance
Security
IT Services
Bookshop
Food services
Management of trading departments
Stores, deliveries and purchasing
Cleaning services
Student employment

Director of Student Services
Student orientation
Student residences
Residence workship programs
Counselling services
Student health
Sport and recreation
Student organisations
Student community services
Overseas volunteer service
Student publications
Disability support
International student support
Employment and careers advice
Student behaviour

Director of Advancement
Marketing policy and planning
Public relations and policy planning
Fundraising
Alumni relations
Relations with Avondale Foundation and other support groups
Coordination of annual Homecoming
Promotion of Avondale as a conference venue
Coordination of summer programs
Assist President in fostering staff relations and team spirit
Staff retreats
Financial Summary

Financial Performance
Increased enrolments, tight cost controls and continued financial support from the Seventh-day Adventist Church accounted for another positive financial result.

Net profits after tax from ordinary activities for 2007 were $21,308 compared with a profit of $596,856 for 2006. The 2007 year was the first year when the impact of the changes in the Voluntary Student Unionism (VSU) legislation was felt which effectively resulted in a loss of about $1.2m in revenue from prior year.

Revenue of $24,206,420 increased $918,286 (3.9%) in relation to 2006. This is mainly due to a 16.8% increase in fees as a result of enrolment growth and fee increases. The effect of the increase in fee income is offset by a reduction of 9.0% in other revenue sources mainly attributable to the effect of the VSU legislation changes. The level of external donations and appropriations from the Seventh-day Adventist Church remained more or less the same from the prior year.

Expenses of $24,227,728 increased by 6.6% in relation to 2006. This was mainly due to inflationary pressures with the Education CPI ending at 4.1% for 2007. The biggest individual contributing factors other than inflation were additional academic costs as a result of two overseas study tours taking place which increased academic expenses by $500,000 compared with last year.

Year end total assets stood at $16,611,278, comprised predominantly of cash and bank term deposits of $9,458,642.

Year end total liabilities amounted to $8,202,231 comprising payables and provisions.

Avondale is debt free and fully provisioned for statutory obligations and operating contingencies.

<table>
<thead>
<tr>
<th>$000s</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>18,116</td>
<td>18,957</td>
<td>24,344</td>
<td>23,309</td>
<td>24,228</td>
</tr>
<tr>
<td>Costs</td>
<td>18,331</td>
<td>20,950</td>
<td>20,917</td>
<td>22,712</td>
<td>24,207</td>
</tr>
<tr>
<td>Surplus</td>
<td>(214)</td>
<td>(1,993)</td>
<td>3,427</td>
<td>597</td>
<td>21</td>
</tr>
</tbody>
</table>

Regular Review of Operations
The Finance Committee of the Avondale College Council (the governing body of the College) 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 an Audit Committee comprised of independent members of the Avondale Council was established in 2003. The committee met and reviewed the 2007 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 than previously for students who choose the quality educational experience that Avondale offers, to finance a study program. With another strong enrolment for 2008 resulting from the continuation of the National Priority Places and FEE-HELP, the financial forecast for 2008 and onwards indicates that the financial stability of Avondale College will continue to be maintained.

The College administration has plans to create 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, which has been presented to the state government for approval, with a share of the development to be the basis of the planned endowment fund.

In summary, Avondale is in a very strong financial position to sustain and expand on its service to the Higher Education Sector over the times ahead.
BUILDINGS AND GROUNDS

Our Buildings and Grounds teams experienced yet another challenging and productive year. Significant progress has been made with the implementation of our overall campus master plan.

NEW CONSTRUCTION PROJECTS

We are expecting to lodge a development application for the construction of a 60-bed ladies residence at the end of September 2008 at a total cost to occupy of about $6m. We are simultaneously planning major infrastructure upgrades which include a 200 car paved car park and a ring road around the campus.

Delays have been experienced with the new Faculty of Nursing and Health building planned for the Sydney campus due to site specific issues that need to be resolved. However, the building plans are well underway and the building is expected to be completed at a cost of approximately $16m to occupy. This project is jointly managed by Avondale College and the Sydney Adventist Hospital, and construction is targeted for 2009/2010. This will provide Avondale with a building separated from the Sydney Adventist Hospital, thus affording the opportunity to extend the range of courses offered at the Sydney campus.

REFURBISHMENT PROJECTS

A total of 22 rooms of the existing mens and ladies residences were near to completion at the end of 2007 and the remainder are expected to be finished before start of first semester in 2008. It is planned to refurbish at least 20 rooms per year.

The Avondale Café is expected to be finished and operational from the second semester 2008. The café has been incorporated into the operations of the bookshop project which was successfully relocated to the cafeteria precinct. The total cost for completing the café project is expected to be $40,000.

Refurbishment of the lower cafeteria is well underway, the purpose of which is to relocate the Avondale gym so that it is adjacent to the pool. The Avondale College gymnasium equipment has been merged with equipment purchased from a gym that has closed down in the local area. The opening of this new facility is expected to be March 2008, and total cost of this project is expected to be $100,000 which includes upgrades to the pool. The new gym will serve college students, staff and local community members.

A disabled access ramp linking the Education and Business faculty buildings to the rest of the campus is planned for the middle of 2008 at a cost of approximately $30,000.

CAMPUS AND GROUNDS

A new landscaped area has been created in front of College Hall which is one of our most significant heritage buildings on the campus. This has complemented the historical significance of the building.

A double row of trees on both side of Central road is to be planted in 2008. This will create an avenue of trees which will vastly improve the appearance of the College entry. Approximately 300 trees will be planted. The farm fences have also been placed back 10 m to accommodate the trees.

A network of internal walking tracks of approximately 8 km showcasing the natural beauty of the Avondale Estate is also planned for 2008.
PLANNING AND CONSTITUTION

PLANNING MODEL

Avondale’s Planning Model has been developed in response to a broad set of strategic priorities arising from our Vision and Mission and is embedded in Avondale’s values. These priorities address current and future institutional direction. The Avondale Model comprises four functional plans: Spiritual Master Plan, Learning and Teaching Plan, Research Plan, and Partnerships Plan. Additionally, there are six enabling plans comprised of the Business Plan, Facilities Plan, Faculty Plans, Marketing and Recruitment Plan, Staff Development Plan, and Student Services Plan.

The Functional Plans outline goals and strategies and the model includes pathways within the four functional plans and six enabling plans as well as between the Vision, Mission, Values and strategic priorities, functional plans and enabling plans.

The relationships between the four functional plans and six enabling plans are illustrated below.

ADVANCEMENT, PUBLIC RELATIONS AND MARKETING

ADVANCEMENT

Advancement is responsible for alumni relations, development, marketing services and public relations. The main activities and responsibilities of Advancement during 2007 are featured below.

CRM

Advancement has implemented Microsoft Customer Relationship Management (CRM) during 2007. Using this system, Advancement is now able to track and maintain contact with its stakeholders. These key stakeholders include alumni, donors, scholarship recipients, schools, staff members and various corporations and suppliers. Advancement held training with staff members during May. This system has facilitated communication within Advancement and Financial and Business Services and also allows Advancement to maintain a professional, informed approach when dealing with our clients.

WEBSITE

Advancement is committed in conjunction with the Web Coordination Committee to developing a professional, user-friendly website that is compatible with our corporate image. While the website is a marketing tool on one hand, it is also a portal for sharing a variety of information with Avondale’s community and for providing two-way communication between staff and students. Advancement is committed to introducing podcasts and vodcasts as well as Avondale news. Significant progress has been made in 2007 with the rebuilding of the engine behind the site and the look has been updated.

FUNDRAISING

Advancement reviewed Avondale’s fundraising strategies in 2007, adding a new partnerships model. It also launched its Adopt-a-Room project at Homecoming in 2007. This project encourages donors to adopt a room in Andre or
Watson Halls and donate $5000 for its refurbishment. Advancement added a new “Support Avondale” section, which lists projects in order of priority and gives donors the option of donating online to the website. It also designed a new fundraising brochure and donation form.

Advancement launched a staff member fundraising campaign in 2007. Staff members can now make fortnightly tax-deductible donations to their department or faculty. This money is placed in a reserve account to allow it to be rolled over from one year to the next. This account, as well as a donation expense account, will appear on departmental and faculty budgets. Deans and heads of departments decide how to spend the money. Advancement is working with the deans to ensure donors receive feedback.

Conferences
Advancement now coordinates all conferences held on Avondale’s Lake Macquarie campus during the summer and winter recess. It tracks all information about the conferences using the Intranet site, SharePoint. This allows easy access of information and ensures clients receive fast and effective service—Advancement aims to compile and confirm quotes within an hour. Advancement generated more than $250,000 worth of business from conferences in 2007.

Homecoming

Alumni Association
The Avondale College Alumni Association dedicated its inaugural Alumni Lecture to former president Dr Eric Magnusson. Outstanding Alumni of the Year Dr Barry Taylor presented the lecture.

Sarah Clifford received the Young Alumnus of the Year award. Sarah graduated from Avondale with a Bachelor of Science in 2002 and a Bachelor of Teaching in 2003. In 2003, she completed her honours (first class) in science at the University of Newcastle. In 2007, she received her Doctor of Philosophy (Chemistry).

Members of the association’s committee continued to demonstrate an interest in Avondale’s future graduates by promoting the association during registration and opening convocation.

Marketing Services
School visits and scholarship interviews
Advancement visited more than 40 schools in 2007. Marketing Services staff members hosted morning teas for staff members as well as conducting interviews for scholarships.

Corporate image
Advancement contracted Design Itch and Avondale’s That Design to revise the college’s corporate image in 2007. Advancement presented a new logo and corporate image to the College Council, which approved the implementation of the logo and the continuation of the rebranding process.

Enrolment and Enquiry Centre
Advancement opened a new Enrolment and Enquiry Centre in 2007. The centre, a merger of staff members from the Academic Office and Marketing Services, provides a single point of contact for prospective students in addition to these benefits:

- Clear communication between Admissions and Marketing Services to ensure prospective students are well managed from the generation of a lead through to registration
- Higher conversion rate of prospective to registered students
- Closer proximity to Student Finance
- More effective use of staff members, who will respond to enquiries as well as process admissions

Marketing manager
Advancement appointed Rick Creighton as Marketing Services Manager in 2007. Rick worked as a consultant with former marketing services director Glenn Roberts. A number of business interests limit his time at Avondale, so his appointment is on a 50 per cent basis. Advancement has appointed a second marketing officer.

Marketing officers
PUBLIC RELATIONS

MEDIA RELATIONS
Advancement pitched 153 releases to the media in 2007. The media broadcast or published 113, a success rate of 74 per cent. The releases communicate three key messages: quality education (including teaching, learning and research); spiritual growth; and service and social action. Almost half (41 per cent) of the releases communicate quality education, a third (27 per cent) spiritual growth and the remainder (13 per cent) service and social action.

THE PROMISE
Vocal ensemble The Promise performed 31 times in 2007, including as one of two featured groups at the annual Hymns and Songs of Praise and at the annual convention of the Seventh-day Adventist Church's North New South Wales Conference; as support for the Watoto Children's Choir at a fundraising concert at Hunter Valley Gardens; in concert as part of Adamstown Uniting Church's “Sunday Interlude” series; at ten churches and at six schools.

CONNECTIONS
Advancement produced 30 editions of Connections, the weekly newsletter for staff members and students, in 2007. This is an increase of two over previous years and included an edition for Winter School students.

BOOK LAUNCH
Advancement coordinated the launch of senior history lecturer Dr Daniel Reynaud’s book Celluloid Anzacs. The launch, two days before Anzac Day, made news in the regional media, with newspaper The Herald publishing a feature, radio station 1233 ABC Newcastle conducting a live interviewing and television station NBN broadcasting the story in its evening news bulletin.

NEW MAP AND SIGNAGE
Advancement has designed a new map of the Lake Macquarie campus. The map identifies each building on campus, the departments or faculties located in each building and disabled, staff member, student and visitor parking. Advancement has distributed the map to all staff members and has included it on a new information sign at the entrance to Avondale College. Advancement has also coordinated the placement of seven signposts on the campus to help visitors more easily find their way around the campus.

NEW WEBSITE
Advancement is now providing content for Avondale College’s new netAdventist website http://avondale.adventistconnect.org/, which came online in June 2007. The website provides information about events, news and alumni.

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.

Alumni Association members continue to demonstrate an interest in Avondale’s future. They helped staff at 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.

Advancement plans to redesign the Alumni Association’s website by the end of 2008.
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