

Australian Institute of Family Studies
ANNUAL REPORT 2000–2001



BOARD OF MANAGEMENT
AUSTRALIAN INSTITUTE OF FAMILY STUDIES

Referral Officer for 2000-2001 Annual Report

The Director

Australian Institute of Family Studies

300 Queen Street, Melbourne, Victoria 3000, Australia

Telephone (03) 9214 7888 Facsimile (03) 9214 7839

Internet <http://www.aifs.org.au/>

© Copyright Australian Institute of Family Studies –
Commonwealth of Australia 2001

The cover shows detail from artworks featured on the covers of recent editions of the Institute's research journal, *Family Matters*.

Designed by Double Jay Graphic Design

Printed by Impact Printing

ISSN 7726-9870



Australian Institute of Family Studies

300 Queen Street, Melbourne, Victoria 3000, Australia
Ph (03) 9214 7888. Fax (03) 9214 7839. www.aifs.org.au/

September 2001

Senator the Hon. Amanda Vanstone
Minister for Family and Community Services
Parliament House
Canberra ACT 2600

Dear Minister,

In accordance with Section 9(1) of Part 3 of the *Commonwealth Authorities and Companies Act 1997*, we have the pleasure of presenting the twenty-first Annual Report of the Australian Institute of Family Studies. The report relates to the period from 1 July 2000 to 30 June 2001.

Board of Management,

Ann Henderson (Presiding Member)
Donald Chalmers
Dianne Gibson
Alan Hayes
Robyn McKay
Frank Oberklaid
David Stanton (Director)
Louise Staley

VISION STATEMENT

The Australian Institute of Family Studies will achieve and maintain eminence as a centre of excellence for research and information on family wellbeing.

CONTENTS

VISION STATEMENT	vi
1. CORPORATE OVERVIEW	1
2. STRUCTURE AND FUNCTIONS	7
3. RESEARCH, SERVICE REVIEW AND EVALUATION PROGRAM	15
Overview	16
Program Area A: Children and Parenting	20
Program Area B: Family and Marriage	24
Program Area C: Family and Society	27
Research Operations Unit	29
Research Support Grants	30
Summary of Research Project Performance	31
4. INFORMATION, DISSEMINATION AND MARKETING PROGRAM	43
Publishing	44
Marketing and Communications	48
Family Information Centre	52
Information Development	54
National Child Protection Clearinghouse	57
National Youth Suicide Prevention Strategy	60
5. MANAGEMENT, ADMINISTRATION AND FINANCIAL INFRASTRUCTURE PROGRAM	63
Corporate Services	64
Personnel Management and Policy	66
Freedom of Information	68
Information Technology	69
6. DISSEMINATION AND COMMUNITY RELATIONS	71
Staff publications, presentations and external professional involvement	72
Consultations	88
Institute visitors	94
Institute seminars	97
7. AUDITOR GENERAL'S REPORT	99
8. FINANCIAL STATEMENTS	103
INDEX	125

LIST OF TABLES

1.1	Reporting by Outcomes 2000–2001 \$'000s	6
1.2	Total Resources for Outcome 1 \$'000s	6
2.1	Outcomes and outputs framework	10
4.1	Reports received from Media Monitors	50
4.2	Total Web pages accessed successfully	55
5.1	Total staff employment by employment category and gender at 30 June 2001	66
5.2	Total number of employees, full-time and part-time permanent and temporary by classification and gender at 30 June 2001	67
5.3	Consultancy services over \$10,000 in cost	67

FIGURE

2.1	Organisational structure	12
-----	--------------------------	----



C O R P O R A T E O V E R V I E W

C O R P O R A T E O V E R V I E W

A primary focus of the Institute during 2000–2001 has been the development and implementation of new research projects as part of a consolidation of the 1999–2001 Research Plan. Considerable progress has been made across the Research Program which has been strengthened by the appointment of a number of new staff during the reporting year. The Institute has further extended the scope and reach of its research activities through the development of a number of significant research partnerships.

BOARD OF MANAGEMENT

The Minister for Family and Community Services, Senator the Hon. Jocelyn Newman, announced the appointment of a new Board on 24 July 2000. The Hon. Ann Henderson was appointed to the position of Presiding Member. Ms Henderson served as Victorian Minister for Housing and Minister Responsible for Aboriginal Affairs between 1996 and 1999, and as a Member of the Victorian Legislative Assembly for Geelong between 1992 and 1999.

The terms of appointment of Dr Steven Schwartz and Dr John Mathews expired in July 2000. The contributions of both these Board members have been most appreciated. Professor Donald Chalmers and Ms Louise Staley were reappointed to the Board. Professor Frank Oberklaid OAM, Professor Alan Hayes, Ms Dianne Gibson, and Ms Robyn McKay were all appointed for their first terms on the Board.

The Board met on three occasions in 2000–2001. The next 12 months will see the Board concentrating on the development of new Corporate and Strategic Plans, and a new Research Plan.

RESEARCH COLLABORATIONS

During 2000–2001 the Institute entered into a number of significant collaborative research partnerships. Collaborative research is an important means by which the Institute is able to broaden its research focus and base. Partnerships were formed with Universities, government departments, and welfare service providers.

The Institute formed a consortium with the Melbourne Institute of Applied Economic and Social Research and the Australian Council for Education Research to tender successfully for the Department of Family and Community Services Household, Income and Labour Dynamics in Australia (HILDA) Survey. This is a major project, with the Melbourne Institute as lead organisation, that will involve the development and running of the HILDA survey, initially over a four-year period. The Institute has been extensively involved in the development of the family-related elements of the survey, and in the assessment of the policy relevance of the data to be collected. The survey will result in a significant enhancement in available data and will enable better assessment of social policy changes as they affect families through time.

Thirty-five key researchers in children's health and development attended a workshop held at the Institute over three days on 22–24 February 2001. The purpose of the meeting was to discuss the formation of a new National Research Partnership for Developmental Health and Wellbeing, drawing together researchers from a wide array of disciplines. The Partnership is in the process of formalising its structure and composition. The Institute has also lodged

an Expression of Interest, as the lead agency of a consortium of Australian institutions and researchers, to design, develop and run the government's proposed Longitudinal Survey of Australian Children (LSAC).

In partnership with the Centre for Research in Education, Equity and Work at the University of South Australia, the Institute was successful in receiving funding from the Department of Family and Community Services to conduct a nation-wide survey of relationship education service activities. The project aims to determine the nature and volume of relationship education services currently provided, and identify the various approaches taken by providers in conducting these activities. The information will help to identify any gaps in service provision and inform future policy directions. The project is part of the Institute's Family and Marriage program activities and is expected to be completed in early 2002.

The Institute, Anglicare Victoria and the University of Melbourne Department of Social Work were successful in an application for funding in 2000–2001 to the Financial Markets Foundation for Children to trial the UK Children in Need assessment framework in Anglicare Victoria Family Services. The research has been completed and a report is being prepared.

A strategic alliance between the Institute, Griffith University, University of Melbourne and the Federal Attorney-General's Department for an Australian Research Council SPIRT Grant to fund a project on children's contact services was also successful. A grant of \$375,692 over the next three years was awarded for this project, which commenced in April 2001.

The Institute continues to work closely with researchers from the University of Melbourne and the Royal Children's Hospital

on the ongoing Australian Temperament Project. A number of reports, papers and conference presentations of findings from the study have been completed during the past year. Most notable among these was a Research Report on *Pathways from Infancy to Adolescence: Australian Temperament Project 1983–2000*, published by the Institute in November 2000, which provides an overview of the wide range of issues investigated over the course of the study to date.

RESEARCH, CONTRACTS, ACTIVITIES

The year 2000–2001 has been a year of consolidation in the research area. In spite of significant changes to staffing in the senior positions within the research program, work has progressed smoothly, and a number of exciting new projects have been commenced. The year also saw the completion of two major research projects, and successful tendering for new collaborative, and stand alone projects.

Senior appointments

There has been significant movement in senior roles within the Research Program in 2000–2001.

The Institute's Research Manager, Professor Peter Saunders, resigned his position in October 2000. Dr Ann Sanson, Principal Research Fellow with the Institute's Children and Parenting program, was appointed Acting Research Manager in October 2000. The Research Manager position was reviewed and subsequently amended to a Deputy Director role. The position was extensively advertised, and after a rigorous competitive selection process, Dr Sanson was appointed Deputy Director (Research) in June 2001.

Dr Matthew Gray, previously at the Centre for Aboriginal Economic Policy and Research at the Australian National University, was

appointed Principal Research Fellow in charge of the Institute's Family and Society program, and took up his appointment in November 2000.

In December 2000, Dr Belinda Fehlberg, resigned her position of Principal Research Fellow in the Family and Marriage program to take up an appointment as Associate Professor and Reader in Law at the University of Melbourne. The Family and Marriage program was overseen by Dr Grania Sheehan until the appointment of Ms Ruth Weston to the position of Principal Research Fellow in May 2000.

Following the promotion of Dr Sanson to the Deputy Director's position in June, the Institute is in the process of recruiting a new Principal Research Fellow for the Children and Parenting Program. Ms Sarah Wise has overseen the program since October 2000.

Completed projects

Over the year, each of the research program teams has been working on existing core and contracted research projects as well as developing new ones in consultation with key stakeholders. A number of research projects have been completed, or are in their dissemination phase.

A Research Report, outlining the findings of the Australian component of the Parenting-21 project was published in March 2001.

The Australian Divorce Transitions project is nearing completion. Data analysis on the project continued throughout the year with several new Research Papers published.

In 1995, the Institute was commissioned by the Commonwealth Department of Health and Aged Care to evaluate the \$31 million National Youth Suicide Prevention

Strategy, which ran from 1995 to 1999. During 2000–2001 the Institute completed its contract with a series of five published reports.

Contract research

The Institute was contracted by the Department of Family and Community Services to conduct a qualitative study focusing on child and parent perspectives of how parents' work and family roles are negotiated. Information from child informants was reported at the Family and Community Services *Family and Work: Listening to Our Children* conference in Sydney in May. A report was forwarded to the Family Relationships Branch of the Department of Family and Community Services in May.

In September 2000 the Institute was commissioned by the Family Law Pathways Advisory Group to explore consumer perspectives on the family law system. A joint initiative of the Attorney-General and the Minister for Family and Community Services, the Advisory Group comprises part of the Federal Government's *Stronger Families and Communities Strategy*.

INFORMATION AND DISSEMINATION

In addition to undertaking research on factors affecting family and marital stability and other family-related research, the Institute has an important role in disseminating research findings and other information about families in Australia.

An important means by which these objectives are met is the Institute's biennial conference. This year, the conference – *Family futures: issues in research and policy* – was held in Sydney in July 2000. More than 350 delegates attended, and the conference was widely reported in the media. The conference provides an opportunity for

key stakeholders in the development and implementation of family policy in Australia to meet and discuss current research and policy directions.

There was no shortage of Institute and external research for publication in *Family Matters* in 2000–2001. Three larger than usual editions were published during the course of the year, and each was extensively reported in the national media. Institute research was also published in its Research Paper and Research Report series. An edited collection of essays by Australian and international commentators, *Reforming the Australian welfare state*, produced at the end of the previous year, was released at the Institute's conference in July 2000.

The Institute's Web site (www.aifs.org.au) is an increasingly important means by which the Institute reports on its programs and activities; disseminates information from its databases, publications and resource collections; and promotes the development of networks with other individuals and organisations concerned with family research and policy, both in Australia and overseas. There was a significant increase in the use of the Institute's Web site, with the addition of papers from the Institute's conference in July, and the reports of the Youth Suicide Prevention Strategy increasing traffic to the site.

The Institute was successful in its tender to continue running the National Child Protection Clearinghouse on behalf of the Department of Family and Community Services for a further three to six years.

CERTIFIED AGREEMENT

The Australian Institute of Family Studies Certified Agreement 1998–2000 expired in November 2000. Negotiations on a

replacement agreement commenced in August 2000, and were completed in January 2001. Staff voted unanimously to accept the Agreement in February 2001, and the Australian Industrial Relations Commission certified the Agreement on 6 April 2001.

The draft agreement was developed with the assistance and advice of the Department of Employment, Workplace Relations and Small Business, the Public Service and Merit Protection Commission, and the Department of Family and Community Services.

Key developments included:

1. The agreement is a comprehensive agreement under s170LJ of the *Workplace Relations Act 1996*, and displaced all existing agreements and the Public Service Award.
2. The agreement links all salary advancement to satisfactory or better work performance and conduct. The performance appraisal scheme which determines salary advancement has been simplified and made more outcome oriented. Future salary advancement is therefore dependent on improved productivity.
3. The agreement provides for salary increases totalling 6 per cent over the life of the draft agreement, which has a nominal expiry date of 30 December 2002.
4. The agreement simplified the Institute's classification structure and introduced broadbanding to enable more flexibility in staffing, and greater career opportunities for staff.
5. Work and family life issues were addressed through the introduction of more flexible working hours and leave arrangements.

BUSINESS MANAGEMENT

The Institute remains in a strong financial position. Financial Reports are contained in Section 8 of this annual report. The introduction of accrual accounting, and the New Tax System were finalised during the year.

INTERNAL AND EXTERNAL SCRUTINY

During the year the Institute implemented Phase 2 of its three-year Internal Audit Program. The main focus during 2000–2001 was to review and upgrade the Institute’s Fraud Control Plan, and review the Institute’s Project Planning and Performance Reporting.

The review of Project Planning and Performance Reporting, only recently completed, recommended formal training for staff in project management and a formal procedure to review and evaluate projects once they are completed. Overall the review indicated that the Institute has sound project management practices.

The Institute has also met its financial budget targets for 2000–2001, and the final net asset and cash-flow position place it in a sound position to carry out a vigorous research program during 2001–2002.

Outcomes	Departmental (price of outputs) Revenue from government (appropriations)			Revenue from other sources	Price of outputs	Total administered appropriations	Total appropriations	
	Bill No 1	Special approps	Total					
Outcome 1 Inform governments, policy makers, and other stake- holders on factors influencing how families function	Actual	3,448	–	3,448	974	4,422	–	3,448
	Budget	3,448	–	3,448	1,104	4,552	–	3,448

	Actual 2000-2001	Budget 2000-2001
Administered appropriations	–	–
Total administered expenses	–	–
Departmental appropriations Output group 1.1	3,448	3,448
Total revenue from government	3,448	3,448
Contributing to the price of departmental outputs	3,448	3,448
Revenue from other sources		
Sales of goods and services	827	1,009
Interest and dividends	55	35
Other	92	60
Total revenue from other sources	974	1,104
Total price of departmental outputs	4,422	4,552
Total resourcing for outcome 1	4,422	4,552
Average staffing level number	37.06	39.12



STRUCTURE AND FUNCTIONS

STRUCTURE AND FUNCTIONS

The Institute was established in February 1980 under Part XIVA of the *Family Law Act 1975*. As described in s.114B(2) of Part XIVA of the Act, the functions of the Institute are:

- (a) to promote, by the conduct, encouragement and coordination of research and other appropriate means, the identification of, and development of understanding of, the factors affecting family and marital stability in Australia, with the object of promoting the protection of the family as the natural and fundamental group unit in society; and
- (b) to advise and assist the Minister in relation to the making of grants, and with the approval of the Minister to make grants, out of moneys available under appropriations made by the Parliament, for purposes related to the functions of the Institute and the supervising of the employment of grants so made.

Carrying out these broad functions involves the Institute in the following areas of activity:

Research: studying and evaluating matters that affect the social and economic wellbeing of all Australian families.

Information: informing government and the policy making process about Institute findings.

Promotion: promoting improved support for families, including measures which prevent family disruption and enhance marital and family stability.

Dissemination: communicating the results of Institute and other family research to organisations concerned with family wellbeing, and to the wider general community.

More specifically, the following functions are performed:

- monitoring demographic and social changes in Australian families and identifying implications of such changes for social policy;
- conducting research on the operation and effects of the *Family Law Act* and other legislation affecting the rights and obligations of family members;
- conducting research on factors influencing how families function with the object of understanding the consequences of social policy changes and recommending relevant means of promoting family wellbeing and stability;
- conducting research, consultations and reporting on the effect of Federal and State legislation and proposed changes in legislation and programs on the ways families function;
- disseminating information and research results via media, information publications, public seminars and other means, with the object of improving public understanding of factors affecting marital and family wellbeing;
- encouraging broader research on Australian families; and
- acting as a national centre of information about Australian families.

OPERATION OF THE INSTITUTE

From its establishment in 1980 until June 1989, the Institute operated within the Attorney-General's portfolio. In June 1989, the Institute was transferred to the portfolio of

the Minister for Social Security. Following the Federal Election of March 1993, the Institute was moved to the Health, Housing, Local Government and Community Services portfolio, with transfer arrangements formally effected from 1 July 1993. In March 1994, the portfolio was restructured and the Institute relocated to the portfolio of Human Services and Health. Further restructuring in March 1996, saw the portfolio renamed Health and Family Services.

In October 1998 the Institute was relocated to the newly created portfolio of Family and Community Services. The responsible Minister is the Minister for Family and Community Services, Senator the Hon. Amanda Vanstone. Senator Vanstone was sworn in by the Governor-General as Minister for Family and Community Services and Minister Assisting the Prime Minister for the Status of Women on 30 January 2001, replacing Senator the Hon. Jocelyn Newman.

Part XIVA of the *Family Law Act 1975*, as amended by the *Family Law Reform Act 1995*, provides for the structure of the Institute to consist of a Director and a Board of Management appointed by the Governor-General, staff members employed by the Director on behalf of the Commonwealth, and other people engaged in the same manner to assist as consultants or otherwise. The Director and other Board members hold office for a period not exceeding seven years, as is specified in the instrument of appointment, and are eligible for reappointment. Staff numbers at 30 June 2001 were 43 people including the Director. Of the complement of 43 staff, 16 were part-time staff. In addition, the Institute hires fixed-term and casual staff, and consultants for specific research projects or functional tasks as they are needed.

The general direction of the Institute is entrusted to the Board of Management which

comprises the Director and four or more other members. Subject to the Board's general direction, the Director is responsible for the management of the affairs of the Institute.

The Board is responsible for setting broad guidelines for the operation of the Institute. Its role is to ensure that the Director has established appropriate plans, policies and procedures for the efficient and effective management of the Institute.

The Minister may request the Board to arrange for the Institute to engage in a particular activity and, after consultation with the Board, specify the priority to be given to the activity. Any requests made by the Minister are to be specified in the Institute's Annual Report along with the priority accorded them and progress made in giving effect to them. No such requests were made in 2000–2001.

The Institute conducts research for other bodies on a contract basis. Contract research projects undertaken during 2000–2001 are described in the Financial Statements Section of this report.

OUTCOMES AND OUTPUTS, AND PERFORMANCE

Within its outcomes and outputs framework, the Institute has the following outcome: 'Inform governments, policy makers and other stakeholders on factors influencing how families function'. The principal output of the Institute as developed in the Portfolio Budget Statements is: 'Information and advice on factors influencing how families function'.

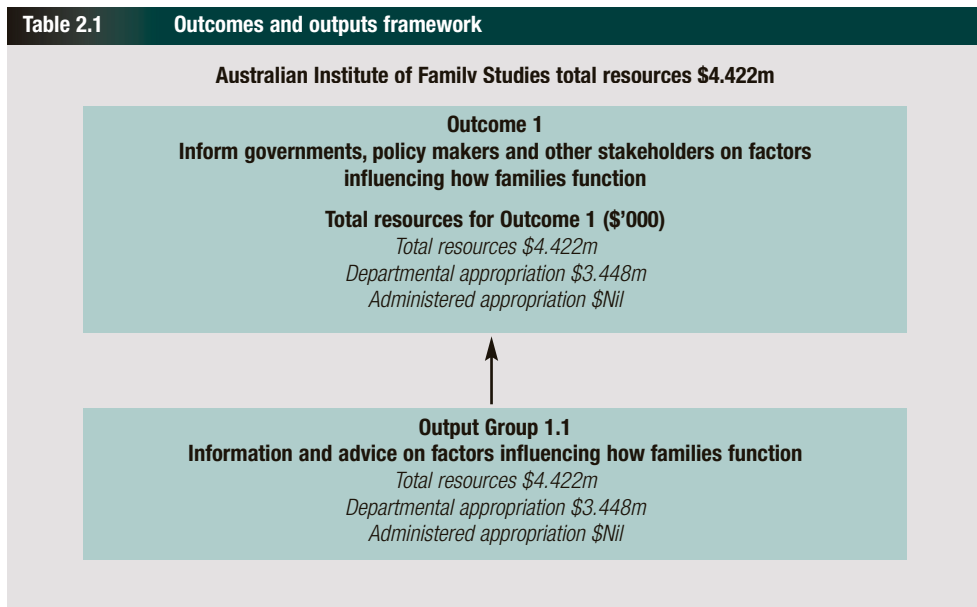
The Institute's research project performance is listed in the Research Section of this report. Performance indicators require 95 per cent of contracted research projects to be completed within planned timelines, and

this target has been achieved. Contracted research work consisted of the ongoing work for the National Child Protection Clearinghouse and the evaluation of the National Youth Suicide Prevention Strategy, plus a successfully completed contract on family perspectives on work and family for the Department of Family and Community Services, and some data collection on behalf of the Lincoln Gerontology Unit at La Trobe University.

One of the Institute’s other key performance indicators – to provide publications and other written material as required – has been achieved during the year. There are a number of sources in this report that provide

information on publications produced, articles written, and electronic database information disseminated. These sources are mainly within the Information, Dissemination and Marketing Program, and cover Publishing, the Family Information Centre, and Information Development. For example, the Institute has produced three issues of *Family Matters* during 2000–2001 to meet one of its key performance indicators in this area. In the Marketing and Communications section, information is provided on the number of media requests during the year – another performance indicator for the Institute.

Table 2.1 Outcomes and outputs framework



BOARD OF MANAGEMENT 2000–2001
Professor Donald Chalmers

LLB(Hons) (Lon), LLM(PNG)
 Faculty of Law
 University of Tasmania
 (Appointed July 1998;
 Reappointed July 2000)
Non-executive Director
Attendance: 3 Board meetings

Ms Dianne Gibson

MA (Psych)
 National Director
 Relationships Australia
 Canberra
 (Appointed July 2000)
Non-executive Director
*Attendance: 2 Board meetings, 2 Administration,
 Finance and Audit Sub-Committee meetings*

Professor Alan Hayes

BA(Hons) (UNSW), PhD(Macquarie),
 FAPsS, FAm.PsyS
 Dean and Head of Division
 Australian Centre for Educational Studies
 Macquarie University
 (Appointed July 2000)
Non-executive Director
Attendance: 3 Board meetings

The Hon. Ann Henderson

Presiding Member (from July 2000)
 (Appointed July 2000)
Non-executive Director
*Attendance: 3 Board meetings, 2 Administration,
 Finance and Audit Sub-Committee meetings*

Ms Robyn McKay

BA(Hons) BEc(Hons) (ANU)
 Executive Director, Family Capabilities
 Department of Family and Community
 Services
 Canberra
 (Appointed July 2000)
Non-executive Director
Attendance: 2 Board meetings

Professor John Mathews AM

BSc MBBS MD PhD(Melb) FRACP FRCPA
 Head, National Centre for Disease Control
 Department of Health and Aged Care
 Canberra
 (Appointed July 1998;
 Retired July 2000)
Non-executive Director

Professor Frank Oberklaid OAM

MBBS MD(Melb), FRACP, DCH
 Centre for Community Child Health
 University of Melbourne
 (Appointed July 2000)
Non-executive Director
Attendance: 3 Board meetings

Professor Steven Schwartz

BA(New York), MSc PhD (Syracuse NY)
 Vice-Chancellor and President
 Murdoch University, WA
 (Appointed July 1998;
 Retired July 2000)
Non-executive Director

Mr David I. Stanton

BEcon(WA), MSc(Lon)
 Director (Appointed 25 November 1999)
Executive Director
*Attendance: 3 Board meetings, 2 Administration,
 Finance and Audit Sub-Committee meetings*

Ms Louise Staley

BA ASIA GradDip.Fin(Melb), CFA
 Consultant Industrial Analyst
 (Appointed July 1998;
 Reappointed July 2000)
Non-executive Director
*Attendance: 3 Board meetings, 2 Administration,
 Finance and Audit Sub-Committee meeting*

ETHICS COMMITTEE 2000–2001

Dr Trevor Batrouney

BA BEd(Melb), MEd PhD(Monash)
 Research consultant
 (to January 2003)

Ms Judith Foster

BA(Swinburne)
 (to January 2003)

Reverend Dr Philip Hughes (Chair)

MA MEd (Melb), D.Theol(SEAGST)
 Christian Research Association
 (to January 2003)

Dr Richard Ingleby

BA MA PhD(Oxford), LL.M.(Cambridge)
 Latham Chambers
 (to January 2003)

Dr Duncan Ironmonger

BCom MCom(Melb), PhD(Cambridge)
 Department of Economics
 University of Melbourne
 (to November 2001)

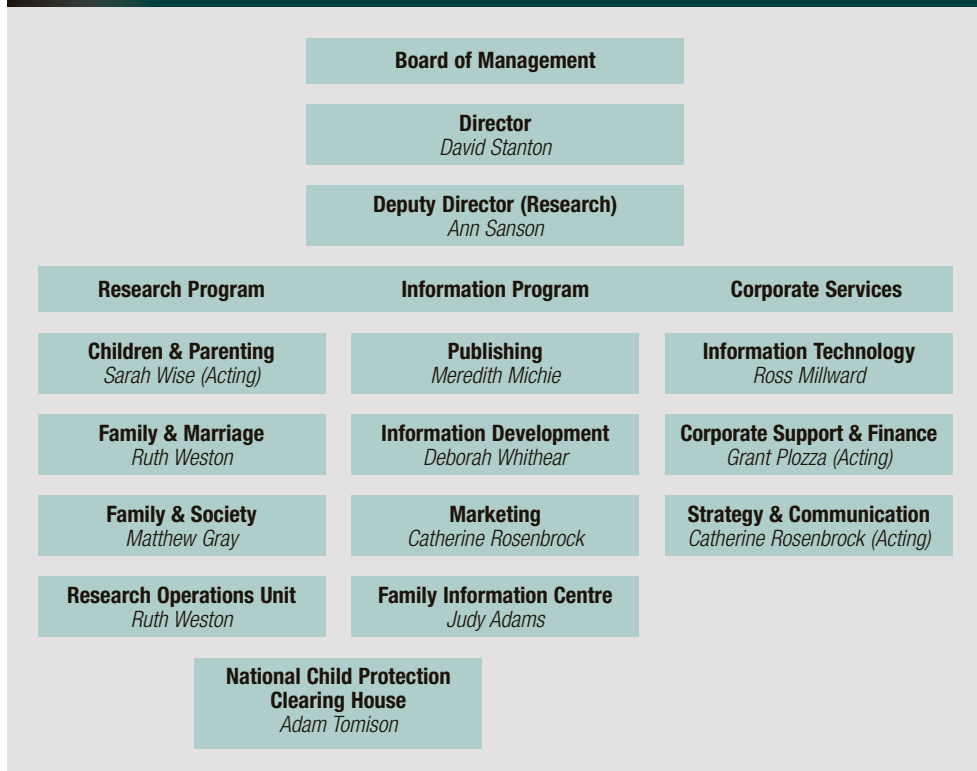
Dr Frank Morgan

BA MBBS MD GradDipMgmt(Melb)
 Advocacy Branch
 Department of Veterans' Affairs
 (to January 2003)

Dr Kerreen Reiger

BA Hons(Melb), PhD(La Trobe)
 Department of Sociology
 La Trobe University
 (to November 2001)

Figure 2.1 Australian Institute of Family Studies organisational structure at 30 June 2001



STAFF OF THE INSTITUTE 2000–2001

All staff are located at 300 Queen Street,
Melbourne, Victoria 3000, Australia.

Executive*Director*

David Stanton
BEcon(WA), MSc(London School of
Economics and Political Science)

Deputy Director (Research)

Ann Sanson
BA(UWA), PhD(LaTrobe)
(appointed 29 June 2001)
Acting Research Manager
(7 October 2000–28 June 2001)

Research Manager

Peter Saunders
BA(Hons) (Kent), PhD(London)
(resigned 6 October 2000)

Executive Support Unit

Narda Sowter

Mary Grace Soriano
BA GradDipIndRel(UP), MSc(AIT),
GradDipSocWelfare(Monash)

***Research, Service Review and
Evaluation Program***

Lisa da Silva (part-time)
BA(Hons) (Melb)
(commenced 15 January 2001)

Belinda Fehlberg
BA BLaws(Hons) (Melb), PhD(Oxford)
(resigned 31 December 2000)

Matthew Gray
B.Ec(Hons) (Adelaide), PhD (ANU)
(commenced 1 November 2000)

Kelly Hand (part-time)
BA(Hons) (LaTrobe)
(commenced 15 January 2001)

Jody Hughes
BA(ANU), Hons(Melb)

Christine Kilmartin
BSocStud(Qld)
(on extended leave)

Violet Kolar
BA(Chish), MA(Monash)
(resigned 7 July 2000)

Virginia Lewis (part-time)
BA(Hons) MA(Melb), PhD(LaTrobe)

Christine McCarthy
BA(Hons) (Lancaster)

Elizabeth McDonnell (part-time)
BA(Hons) (East Anglia), MA GradDip
CrWr(Melb)

Christine Millward
BA(Hons) MA(LaTrobe)

Penny Mitchell
BSc(Hons) (UNSW), MPubHealth(Syd)
(on extended leave)

Jane Muggleton (part-time)
BA(Hons) (SUT)

Robyn Parker
BA(Chisholm),
GradDipAppliedPsych(Monash)

Lixia Qu
BSc (Nanjing), MSc (Chinese Academy of
Sciences), MURP (Hawaii)

Grania Sheehan
BA(Hons) PhD(Qld)
(resigned 11 May 2001)

Diana Smart
BA(Hons) MA(Melb), Dip Ed(UNSW)

Bruce Smyth
BA(SUT)

Janet Stanley (part-time)
Dip.SocWork BCom(Melb), MA
PhD(Monash)
(commenced 23 January 2001)

Wendy Stone
BA(Hons)(ANU), MA(Melb)

Adam Tomison
BSc(Hons)(Deakin), PhD(Monash)

Jacqueline Tudball
BA(Hons)(SUT)
(commenced 16 August 2000, resigned
4 May 2001)

Ruth Weston
BA(Hons) MA(Melb)

Sarah Wise
BA(Hons) MA(Melb)

Information, Dissemination and Marketing Program

Judy Adams
BA(Melb), GradDipLib(RMIT)

Anita Emmanouilidis (part-time)
CertAppSci(BoxHill)

Ellen Fish
BA BSocWk AssDipSoc(La Trobe)
(commenced 15 January 2001)

Susan Fooks (part-time)
BA(Hons)(Colby), GradDipLib,
GradDipEdit/Pub(RMIT)

Sana Habib (part-time)

Carole Jean
BA(Hons) GradDipLib(Monash)

Robin Jeffs (part-time)
BA(Monash), GradDipLib(Ballarat),
GradDipChildren'sLit(Deakin)

Joan Kelleher (part-time)
BA(La Trobe), GradDipLib(MCAE),
GradDipEd(CIE)

Meredith Michie
BA(LaTrobe)

Elizabeth Poole
BA(Hons)(RMIT)
(resigned 1 February 2001)

Catherine Rosenbrock
BEc.Hons(Monash), MPubPol(Melb)

Kylie Slattery
BA(RMIT), GradDipProfWrit (Deakin)
(resigned 31 October 2000)

Belinda Snider
BA(Natal), GradDipLib(RMIT)

Deborah Whithear
BA(Syd), GradDipLib(NSW)

Management, Administration and Financial Infrastructure Program

Annette Dowie

Noelene Epstein

Pratima Francis (part-time)
BA(MSU), BA GradDipCrim(Melb)

Tracy Joyce (part-time)
BA(Hons)(Monash)

Karen McNair
DipBusAcc(Peninsula)
(on leave until January 2002)

Ross Millward
BSc(Monash), DipEd(Melb)

Grant Plozza
BBus(RMIT), GradDipAcc(Gippsland)

Christine Stojanovski (Part-time)

Melissa Veit
CertInf(Broadmeadows), AdvCertInf
DipInf(Kangan TAFE)

Feng Xi
AddipAcc(Adelaide TAFE) (Part-time)
(commenced 19 December 2000)