Leave your car at home some days

The Council has taken steps to help car parking facilities on the campus keep pace with the University's rapid growth.

A survey of parking facilities has confirmed what most people who drive to the campus already know — parking has reached full capacity on Tuesdays and Wednesdays and things are not much better on Thursdays.

The Buildings and Grounds Committee recommended to the Council on April 21 that the Vice-Chancellor have the lecturing timetable immediately reviewed with the object of lectures being spread more evenly over all week days to ease the pressure on the University's parking facilities.

Moreover, the Committee recommended that multi-storied car parking facilities be investigated as a possible solution to the current parking crisis.

The Council agreed to the recommendations virtually without comment. The high parking accumulations on Tuesdays, Wednesdays and Thursdays are shown by the survey, which was conducted by the Attendant Patrol Staff in the third week of this semester.

The peak accumulations occurred at 10 am on the Tuesday and 2 pm on the Wednesday. At these times the University's parking facilities were full and more than 200 cars were parked in overflow areas.

The peak accumulation on the Thursday occurred at 2 pm, when 24 parking bays were vacant and 160 cars were parked in overflow areas.

The survey revealed that no parking problems were experienced on the Monday and the Friday of the third week of this semester. At 2 pm on the Monday, there were 237 vacant parking bays and overflow areas were clear of cars. At 2 pm on the Friday, 210 parking bays were vacant and 25 cars were parked in overflow areas.

The Manager, Buildings and Grounds, Mr. Maurice Edmonds, said that the current situation would be worse after amalgamation, as observations on the Hunter Institute campus had revealed that the Institute's car parking areas were full, cars were parking wherever they could and some cars were parked on Rankin Drive.

The Senior Attendant Patrol had reported that the vast majority of cars parking on campus only transported one person each and that, no doubt, due to the increase in full-time students, a large number of vehicles arriving on campus during the morning stayed on campus during the day.

Furthermore, as students from the Hunter Institute attended lectures in the Engineering Lecture Theatres on Tuesdays and Thursdays, a number of the students were parking on the University campus on these days.

During the last long vacation, gravel parking areas were established behind the Science/Engineering building (for 40 cars) and as an extension of No.2 car park (for 70 cars).

"Parking on campus on Tuesdays, Wednesdays and Thursdays is now critical", Mr. Edmonds said, "and would have resulted in vehicles parking on Rankin Drive, and in surrounding streets, if the gravel parking areas to absorb 110 cars had not been constructed.

"On the above days it is difficult for the Attendant Patrol Staff to control parking, as students and staff drive around for 20 to 30 minutes and when they cannot find a legal car park they then park wherever they can illegally", he said.
Division uses Uni's expertise

A more effective harnessing of the skills of the University for the benefit of the community — that is the aim of Hunter Occupational Health.

The new division of TUNRA has been established to provide a high-quality, independent, consultative service concerned with all aspects of health and safety in the workplace. It consists of occupational health professionals, including occupational physicians, occupational hygienists, an occupational nurse and a statistician.

Professor of Environmental and Occupational Health, Professor David Christie, said at the launching of Hunter Occupational Health that any technological development had 'its down side'. It is our responsibility to assist workers to maintain their health and safety, he said. Hunter Occupational Health is guided by a tri-partite Advisory Committee, consisting of representatives from the trade union movement, local business and the University.

The Chairman of the committee, Professor Keith Morgan, said that 20 years ago it would have been impossible to establish an occupational health and safety consultancy, as no university had the expertise in the appropriate areas.

The consultancy is located at 86 Platt Street, Waratah. The telephone number is 67 9868.

Government urge to expand Council

The University Council on April 21 passed a resolution urging the State Government not to reduce the number on the Council to fewer than 22 members. This size was originally proposed to ensure that all the sectors of the University would be democratically represented.

Council was told that the Bill providing for the amalgamation of the University, the Hunter Institute of Higher Education and the Newcastle Branch of the New South Wales Conservatorium of Music was before the Legislative Assembly and was expected to go to the Legislative Council soon.

Before the Bill was submitted to State Parliament, the University requested the Minister for Education, Dr Metherell, to legislate for a Council for the amalgamated University of 22 members, including four academic, staff, two general staff and two student representatives.

The Bill incorporates a number of amendments to the draft legislation, parts of which were condemned by the University and campus groups mainly because of the drastic reductions in the numbers of the Council. One amendment provides for staff representation of two academics and one general staff and student representation of one.

The Bill defines the composition of the Interim Council, which would govern the consolidated University until the establishment of the new Council.

The Council proposed that the composition of the Interim Council be altered to provide for the 15 members appointed by the Minister to consist of eight members representing the University Council, five representing the HIHE Council and two representing the Newcastle Branch of the Conservatorium Committee. (The Bill also provides for the Chancellor, the Vice-Chancellor, the Principal of the HIHE, the Principal of Newcastle Conservatorium and the Deputy Chairman of Senate to serve on the Interim Council.)

Mr C. Souris, MLA, member elected by the Legislative Assembly, said that since the Bill was being debated in Parliament he welcomed constructive comments. He did not see any proposal in the Bill as fait accompli. There were likely to be further amendments.

Mr Kent Gillman, member elected by students, said that students were appalled by Dr Metherell's unwillingness to change the size of student representation on the University Council. With the amalgamated University to be established with student numbers of around 11,500, just one member to voice student views was obviously inadequate.

The Vice-Chancellor, Professor Keith Morgan, said that Metherell had made some significant changes to the draft Bill, although it was still not satisfactory in every regard.

Professor Morgan said the Minister had told Parliament that he would ensure that his 13 appointments reflected a balance of interests among the participating institutions and represented the interests of staff and students as well as the community.

The Deputy Chairman of Senate, Professor Ron MacDonald, stated that although some objections had been heeded the Bill was still worrying, in particular because of the Interim Council which had to be more representative of the groups which would form the amalgamated University.

Professor MacDonald submitted that an apportionment of appointed members as follows — eight University Council, five HIHE Council and two Conservatorium Committee — would help to produce an experienced Council and result in the groups represented around the Council table having an opportunity to voice their opinions.
Tennis courts not to proceed

The tenders received for the construction of four synthetic tennis courts at sportsfields are in excess of the Sports Union's budget.

The Sports Union has rejected the tenders and decided to investigate the possibility of obtaining tennis courts for a lower cost than the tenders.

It will obtain advice and quotations from companies with experience in tennis court construction.

- The Sports and Recreation Officer, Mr Adrian Iakin, said the cheapest tender received for the construction of the new tennis courts was $389,662. This figure included $60,000 for the provision of synthetic playing surfaces and $22,500 for the erection of a shelter shed.

Mr Iakin said the Sports Union Executive had decided not to accept any of the tenders as the prices were far in excess of the average cost of high-quality commercial tennis courts constructed in Australia.

The high tender prices undoubtedly reflect the stringent design specifications and the Sports Union Executive accepts that modifications to the specifications will be necessary if the project is to proceed.

Consequently, the construction of new tennis courts would not proceed until an acceptable tender could be obtained that was within the Sports Union's budget.

10 per cent rise in enrolment

The official student enrolment for this University this year is 7,013 - 638, or 10 per cent, more than in 1988.

A summary of the statistics shows that the trend towards full-time undergraduate enrolment has continued.

- Full-time enrolment is 4,820 in 1989, compared with 4,357 last year. This is a 10.6 per cent increase.
- Part-time student numbers increased by 8.7 per cent — from 2,018 in 1988 to 2,193 this year.
- Male students this year number 4,039, compared with 3,793 last year (6.5 per cent increase), and female, 2,974, an increase of 15 per cent in last year's female enrolment of 2,582.

Staff Association's Executive

As a result of the annual elections of the University's Staff Association, the following members serve on the Executive:

- President, Robert Mackie (Education);
- Vice-President, Frank Bates (Law); Secretary, Jock McQuater (Education);
- Assistant Secretary, Marea Mitchell (English); Treasurer, Geoffrey Samuel (Sociology);
- Committee - John Burgess (Economics), Howard Dick (Economics), Peter Hempenstall (History), Colin Keay (Physics) and Margaret Sampson (History).
Graduation 1989
About 1,000 people will be admitted to degrees and diplomas when the University holds graduation ceremonies in the Great Hall on May 12 and 13.

Because of the continued growth of the University, four separate graduation ceremonies will have to be held - two on each day.
The Chancellor, Judge Evatt will confer 767 Bachelor degrees, 71 higher degrees and 148 diplomas. This will be a record graduation total for the University.

Judge Evatt will award five honorary degrees to distinguished Australians.
Four University Medals will also be awarded.
On Friday, May 12, at 10 am degrees will be conferred on candidates in the Faculty of Architecture, the Faculty of Education and the Faculty of Engineering. (Computer Science graduates will be included in the Engineering graduation for the first time.)
The degree of DEng honoris causa will be awarded to Dr Walter Hughes, OBE, who was born in Newcastle and was a Rhodes Scholar, in recognition of his long career as a professional engineer, company manager and executive in the shipbuilding and railway industries.
A DEng honoris causa degree will also be awarded at the ceremony to Emeritus Professor Ian Stewart, Foundation Professor of Chemical Engineering at this University, Foundation Chairman of the Institute of Coal Research and Honorary Fellow of the Institution of Engineers Australia, in recognition of his contribution to the University, the engineering profession and research in chemical engineering.
Later that day, at a ceremony beginning at 2.30 pm, degrees will be conferred on candidates in the Faculty of Economics and Commerce and Mathematics graduates in the Faculty of Science and Mathematics.
The degree of DSc honoris causa will be conferred upon Professor Warren Hogan, Professor of Economics at the University of Sydney and a Director of the Westpac Banking Corporation, in recognition of his contribution to University scholarship and research in economics over many years, including the period in the 60s in which he was a member of staff of the Newcastle University College and, later, this University.

On Saturday, May 13, at 10 am, degrees will be conferred on candidates in the Faculty of Arts.
The degree of MA honoris causa is to be awarded to Mr Ulric Burstein in recognition of his work for education and the cultural life of the community, particularly as past Director of the University Choir and present musical director and conductor of the Hunter Orchestra.
On the Saturday at 2.30 pm, degrees will be conferred upon candidates in the Faculty of Medicine and Science graduates in the Faculty of Science and Mathematics.

The degree of DSc honoris causa will be awarded to the Hon. Mr John Varnum, AO, Regional Commissioner and Deputy President of the Industrial Commission of New South Wales, and Chairman of the Hunter Area Health Services Board. Mr Varnum is a graduate of the Harvard University School of Business Administration. He was born in Singleton and is a former Secretary of Newcastle Branch of the Transport Workers’ Union.
The Minister for Family and Community Services, the Hon. Virginia Chadwick, MLC, will deliver the Occasional Address at the Saturday morning ceremony.
Dr Hughes, Professor Hogan and the Hon. Mr Varnum will deliver Occasional Addresses at the ceremonies at which they receive their degrees.

The Vice-Chancellor will present a brief report on the state of the University at every one of the ceremonies.
At every ceremony one of the candidates admitted to the degrees will respond on behalf of the other new graduates.
The Principal of Newcastle Branch of the Conservatorium of Music, Mr Michael Dudman, will be the organist for the graduation ceremonies.

Tea will be served in the Union after every ceremony.
To conclude each day of Graduation 1989, a Graduation Dinner Dance will be held in the Union, with music for dancing being provided by Rod Knight and The Cool Dudes. Tickets cost $20 and are available by telephoning Extension 370.
The Bulletin would be grateful if members of the University who know of any potentially 'newsworthy' graduates telephoned the details to the Information Office at Extension 328.

Paper Talk
2NUR is looking for new readers for its Paper Talk program.

Paper Talk, a news service for the print handicapped, broadcast each weekday from 9 am until 10 am.
The station is looking for people who can read clearly and concisely. A broad knowledge of current events, at the local, national, and international level is desirable.

If you think you fit the bill, and you want to assist in providing a valuable community service, call Steve Ford at 2NUR (Extension 713), to arrange an audition.

NewBeat on 2NUR
NewBeat is 2NUR’s late evening rock music program. It seeks to provide a clear alternative to the commercial radio rock music programs, concentrating on contemporary music for 'independent' labels and groups.
The station urgently needs new people for NewBeat, and is currently running auditions for prospective presenters. If you’re interested, call Steve Ford at Extension 713, or call in to 2NUR (during business hours) on the top floor of the Mathematics Building.

Changes
Saturdays, 11 am — The Rock Collector, rock music for older listeners.
Saturdays, 12.30 pm — Dance Club, contemporary dance music, presented by the Club 18 team.
Fridays, 7.30 pm — The Music of Greece, presented by Greg Cokinakis.
Fridays, 8 pm — Gaywaves, presented by and for the gay community in the hunter.
Higher Education courses on the Central Coast

Central Coast residents will have the opportunity to enrol in four part-time courses when the Central Coast higher education facility at Ourimbah becomes operational in July.

The courses range from Open Foundation to Master degree level and will enrol an anticipated 80 students for classes which begin on July 10. The number is in addition to about 30 students who are currently attending classes at Gosford and will transfer to the Ourimbah site.

The higher education facility is being developed jointly by the University and the Hunter Institute of Higher Education to cater for the growing demand for tertiary education by Central Coast residents.

The University, the HIHE and the Conservatorium of Music are currently involved in discussions on the amalgamation of the three institutions. The amalgamation is planned to take place on July 1.

The Deputy Principal of the Hunter Institute, Dr Les Eastcott, who has been assigned responsibility for the development of the new campus, said that although the courses would be offered on a part-time basis for the mid-year intake this year, there would be full-time opportunities in 1990.

He said that the courses on offer covered a range of areas which would be sought after by Central Coast residents. The courses were as follows:

- The Open Foundation Course allowed mature age people (people over the age of 21) to study for matriculation and enabled them to be eligible to enrol in University courses. The course was currently being conducted at Terrigal. However, enrolments would be accepted for the July intake at the Central Coast campus if adequate accommodation were available. From 1990 it was envisaged that 35 students per year would be enrolled in this course, Dr Eastcott said.

- The Bachelor of Business would take in a minimum of 20 part-time students from July with a further 20 part-time and 20 full-time in 1990.

- The Bachelor of Business Administration (postgraduate) would take in 15 part-time students in July with a further 15 part-time in 1990. Investigations were still being carried out as to whether this course could be offered full-time in 1990, Dr Eastcott said.

- The Bachelor of Educational Studies and the Master of Educational Studies were currently being conducted at the Central Coast. It was envisaged that a further 30 part-time places would be available in 1990.

- The Associate Diploma of Police Studies (a course for police officers only) would enrol 25 part-time students in July, 1989. Completion of this course would provide advanced standing for a proposed degree in Justice Administration.

Dr Eastcott said that although it was not possible to offer a Bachelor of Arts course this year, discussions were currently being held with the University's Deputy Vice-Chancellor (Academic), Professor Michael Carter, and the Dean of the Faculty of Arts, Professor Victor Emeljanow, with a view to designing a Bachelor of Arts degree specifically for the Central Coast campus.

He said that the proposed Bachelor of Arts would have a core of interdisciplinary subjects with a chance to specialise in later years.

The Ourimbah campus would be developed on 80 hectares of vacant land at Brush Road, Ourimbah, and initially the tertiary facility will operate from temporary accommodation at the site.

Dr Eastcott said that the Central Coast Action Committee had established a Fund-raising Sub-committee to seek support from the local community to raise funds for an establishment lecture building.

Significant financial help has been promised from the...
business community in the area and we are very pleased to see this type of commitment by residents of the Central Coast', Dr Eastcott said.

'Even though it will take some time before the campus will be fully developed, it is heartening to see the first steps being taken in a dream long held by the people of the Central Coast', he said.

Dr Eastcott said the development and use of the site was viewed as a joint venture with the Department of TAFE. In addition, the WEA and other local agencies had expressed an interest in involvement in the tertiary campus.

He said the WEA had agreed to supply three portable classrooms on the campus to provide shared temporary accommodation for the higher education courses until more permanent building development could take place. He was particularly grateful for the support of Mr Paul Davis in this endeavour.

The University currently had an application for $700,000 before the Department of Employment, Education and Training for the construction of a Stage I Education Complex. However, this would be subject to the priorities of the Commonwealth Government.

The University and the New South Wales Department of TAFE had had important discussions on the development of joint facilities and it was expected that in 1990 the Department of TAFE would also provide teaching space and was considering the provision of a limited educational presence at the campus.

Dr Eastcott said the University was particularly grateful to the Wyong Shire Council for the support it had given in helping the University to move to offer courses in mid-1989.

He said that advertisements calling for enrolments would be placed in local newspapers during the first week of May. Full details of courses and closing date for applications would be published in these advertisements, the closing date envisaged being during the first week in June.

Applications had now closed for the position of Campus Manager for the Central Coast campus and an appointment was expected to be made within a month.

The Chancellor welcomed a new member, Mr David Mitchell, when the Council met in the Great Hall on April 21. Mr Mitchell has been elected by members of the academic staff other than professors.

It was reported by Senate that the total enrolment this year was in excess of 7,000 students.

The Deputy-Chairman of Senate, Professor Ron MacDonald, said the intake of new undergraduates had been exactly on target and the growth in enrolments had been due to an increase in the number of students re-enrolling, particularly on a full-time basis.

The Buildings and Grounds Committee reported to Council on the following matters:

The Union Board had advised that working drawings for the proposed extensions to the Union, to be known as Stage IV, were currently being finalised and it was expected that tenders would close on May 31.

Council authorised the Vice-Chancellor to enter a contract with the contractor submitting the lowest satisfactory tender.

Proposals put up by the previous University Planner, Mr Don Morris, for the development of the Campus Wetlands had been supported by the Campus Wetlands Group, the Board of Environmental Studies and the Shorthand Wetlands Centre.

Council asked the Vice-Chancellor to allocate $1,000 for the development of Stage II of the Campus Wetlands to match a grant of $10,000 made by the National Estate Grants Program.

The architects for the proposed building to house new studios for 2NUR said they were well advanced with the preparation of plans. The building will be constructed adjacent to the Behavioural Sciences Building and the Mathematics Building.

Council agreed to make the site available to 2NUR, with all costs being met by the station, and authorised the Vice-Chancellor to enter a contract with the contractor submitting the lowest tender subject to the Finance and Personnel Committee approving the Radio Station's funding proposals.

Contrary to the University's expectations, the Roads and Transport Authority had completed works at the entrance to the University before the commencement of this semester. The works comprised a temporary roundabout in Rank Drive and a pedestrian refuge at the bus stop at Hunter Technology.

The Committee asked the Vice-Chancellor to send a letter of appreciation to the Roads and Transport Authority.

The Vice-Chancellor had signed a contract with R.W. Black Pty. Ltd. for the construction of the Joint Computing Teaching Building, located east of the Mathematics Building. Construction began March 13 and was scheduled to be completed during April, 1990.

With the approval of the Hunter Institute of Higher Education, the Vice-Chancellor had entered a contract with Leighton Contractors Pty. Ltd., for the design of new on-campus housing to provide an additional 180 residential places for students.

The Finance and Personnel Committee reported that the Federal Government had provided $1.8 million for the joint University/Hunter Institute project and $500,000 would be available this year.

The University and the Hunter Institute would provide matching funds of $1.8 million, giving a project cost, including all fees, services, furniture, etc., of $3.6 million.

Campus Hotels Pty. Limited, of Western Australia, had undertaken feasibility studies for on-campus academic conference and accommodation centres for several Australian universities.
The Vice-Chancellor had been authorised to accept the company's offer to undertake a full feasibility study for this kind of development on the University campus at the company's cost.

Council was informed that by March 31 fifty-nine full fee-paying students had enrolled and, in addition, eight full fee-paying students had enrolled as postgraduates in the Faculty of Medicine.

The Association of Postgraduate Students of the University of Newcastle presented a submission to Council. The submission, among other things, claimed that the role of the University in postgraduate education, particularly in regard to research degrees, was poorly defined.

Upon initial enrolment in a research degree, postgraduate students often knew little more than that they must produce a thesis for examination and that they would be appointed a supervisor, the Association said.

Council decided to ask the Senate to prepare and adopt a set of guidelines for postgraduate study and supervision and to present the document to the Council no later than August.

Affirmative goal needs attention

The Chair of the Advisory Committee on Affirmative Action on Equal Opportunity, Dr Tom Callcott, believes the University needs to give urgent attention to achieving greater progress with affirmative action.

At the meeting of the Council on April 21, Dr Callcott spoke on the 1988 EEO Annual Report, which Council endorsed for submission to the Office of Equal Opportunity in Public Employment in Sydney.

He referred to the report's data on the participation of women in the University's workforce and said efforts to increase significantly the number of women employed at different levels had not been achieved last year. Statistics for 1987 and 1988 were illustrated by two bar charts (reproduced this page). He believed that appropriate targets would require statistically significant changes. Such changes are indicated on the top bar chart as Step 1.

Dr Callcott pointed out that the average salary of women academics at the University had worsened. The average salaries were so far below men's that redress through promotion and new senior appointments needed urgent attention.

The resources provided for Affirmative Action and EEO had been inadequate to meet the demands on the EEO Unit. The demands would be increased by amalgamation.

He also thought that courses should be developed to train women interested in AA EEO requirements. Dr Callcott interpreted the bar charts for 1987 and 1988 in the following terms:

'The first bar chart deals with the actual numbers and percentage of women in each employment category.'

'The second bar chart displays the average salaries of men and women in each category for 1987 and 1988.'
Book collection presented

Pictured: The Deputy Vice-Chancellor (Academic) Professor Mick Carter, Mr Linklater, Mr Egger and Mrs Liselotte Egger.

The Swiss Consul-General, Mr Hans Peter Egger, recently presented 50-odd works of Swiss-German literature to the Anchnuty Library.

Mr Egger said that as well as some internationally famous dramatists being represented in the book collection the work of a younger generation of Swiss-German authors was included.

He said this University was the first university away from Sydney to be a recipient of works of literature from the Swiss Consulate, which would send further material in the future.

The University Librarian, Mr Bill Linklater, gratefully accepted the books and said they added a significant element to the holding of Swiss materials. While being useful to staff, the books would also interest people from outside who had rights to use the library.

Continuing interest in Greenhouse

The Board of Environmental Studies is to stage a follow-up public workshop on the greenhouse effect.

A workshop on June 9 and 10 at the University will be the Board's response to indications of interest in having further information given following the public forum on the greenhouse effect last February.

The workshop will focus on the problems of the greenhouse effect and potential solutions.

The greenhouse effect is the atmospheric warming caused by anthropogenic gas emissions, which, in Southeast Australia, may increase temperatures by 3 to 4°C, increase summer rain by 20 per cent and increase sea level by 0.5 to one metre by the year 2030.

The five sessions of the workshop are:

- Coastal development and planning, discussing problems related to rising sea levels, storms and flooding, coastal erosion, and relevant counter measures;
- Social and urban problems, discussing impacts on urban populations and possible adjustments;
- Agriculture, forests, and natural ecosystems, and the benefits and problems associated with greenhouse;
- Education, emphasising methods of educating primary and secondary students and the general community about greenhouse;
- Can greenhouse effects be limited? Does Australia have an important role?

The workshops will be repeated in two-and-a-half hour blocks on Friday morning and afternoon, and Saturday morning. This will allow registrants to attend different workshops if they desire. Saturday afternoon is reserved for workshop reports by convenors and a plenary session for general questions to a panel. All workshops will be convened by experts in the particular areas.

Registration is $15 per day or $25 for both days. Persons wishing further information and registration form should write Dr Howard Bridgman, Greenhouse Workshop Co-ordinator, C/- The Department of Geography.

Filling of five Chairs proposed

Senate has endorsed a recommendation that the University fill Chairs in Information Systems, Social Work, Mathematics, Computer Science and Sociology.

The Vice-Chancellor, reporting on discussions at a meeting of the Planning and Resources Committee, said the Chair in Social Work was an old proposal jointly supported by the University and the (then) Newcastle College of Advanced Education.

Your University Needs You

We are seeking a team from the ranks of our students to represent the University of Newcastle in the ABC TV program, University Challenge.

If you believe that you have good general knowledge as well as a sound grasp of your area of study, you should be able to help your own university try to achieve media fame, and you could possibly go to Hobart with students representing the other universities in the TV program.

If you can help, please get in touch with Professor Ken Dutton (Extension 670, or Mr John Armstrong (Extension 328).
**EEO NEWS**

**EEO Annual Report**

The University's 1988 EEO Report, endorsed by Council at its meeting on April 21, 1989, will soon be winging its way to Sydney, to the Office of the Director of Equal Opportunity in Public Employment. The Report isn't actually due until 1 June, so we are several weeks early. It's worth noting that this will be the first time the University hasn't been late with its EEO Report. It's also worth noting, however, that to produce the Report for the April meeting of Council meant that the Unit's resources had to be devoted almost entirely to the report for five or six weeks, to the detriment of other work and planning.

In this and later issues of the Bulletin, I will extract items of interest from the Report, for the general information of staff. All dates given are as at March 1988.

**Employment of Target Group Members**

The Anti-discrimination Act required the University to make progress towards not only the employment of women, but also the employment of an appropriate number of Aborigines, people from a non-English speaking background, and people with disabilities. An 'appropriate number' is a number which represents in the total number of employees the same percentage, approximately, that this group of people represents in the Australian population as a whole. For example, 40 to 50 per cent of all Australian workers are women; therefore the University should aim to have half its workforce female. Aboriginals represent between 2.5 and 3 per cent of the Australian population, therefore, the University should aim to have about 3 per cent of its workforce Aboriginal. If numbers are much less than that, it can be strongly supposed that the University's recruitment and selection processes are not completely neutral as to race, sex, etc.

**Aborigines**

The Report stated that the University is only beginning to gather information on the number of Aborigines it employs. At the end of 1988, there were six employees identifying as Aboriginal, in a total workforce of 956 — only 0.5 per cent.

**Women**

About half the general staff are women, which is good, but in terms of salary, women are disadvantaged. In the Administrative and Clerical grades, for instance, the 712 men earn, on average, $226.55 per week more than the 59 women in that group of jobs. The keyboard classifications are all filled by women, and their average weekly salary is lower again than the average weekly salary of women in administrative and clerical positions.

Of academic staff, excluding those paid on research grants, there are 293 male employees and only 48 women: a percentage of 16.4. On average, the women earn $221.50 less than the men, as they generally occupy the lower rungs of the academic ladder.

**People with Disabilities**

In a questionnaire sent to 144 recently-joined staff (1987-88), nine people out of 100 who responded identified themselves as having a physical disability. However, only a full survey of all staff would disclose the true number of employees who have a physical disability.

**People from a non-English Speaking Background**

From the 100 people who replied to the above questionnaire, 18 people identified themselves as having either one or both parents whose first or native language was not English. Again, only a full survey would establish the percentage of staff with a non-English speaking background.

In the Australian population as a whole, 2.7 per cent of people come from a non-English speaking background; in New South Wales as a whole, 3 per cent of people do. But in the Hunter Valley region, only 0.7 per cent of people come from such a background. Since a large percentage of general staff are drawn from the local region, it would not be reasonable, at this stage, to aim to recruit 3 per cent of total general staff from people of non-English speaking background. Nonetheless, we should continue to scrutinise our recruitment processes to ensure that we are not deterring or discriminating against this group.

In the next issue, I will report on recruitment during 1988, staff training and development, and committee membership.

**EEO in New Zealand**

Just so we don't feel too discouraged by our own rate of progress, the Unit has been contacted by Sue Dwan of Canterbury University, in Christchurch, New Zealand. She is the new EEO Officer there, three weeks old to be precise: and she is one of only two in the whole country! Apparently New Zealand has just passed legislation similar to ours, requiring Universities to have an EEO program. Our support to Sue can only be long-range, but we'll do what we can. (Then again, we always wanted to see New Zealand. . . . ).

Susan M. Jones  
EEO Co-ordinator

**Call for Asian literacy in unis**

The author of the Report of the Inquiry Into the Teaching of Asian Studies and Languages in Higher Education in Australia visited the University on May 1.

Professor John Ingleson, Professor of History at the University of New South Wales, spoke to the Standing Committee on Asian Studies and the Department of History.

The Report of the Inquiry, prepared for the Asian Studies Council, is a major statement of directions for studying Asia in universities.

The Report argues that if Australians are to come to terms with their geopolitical location and manage their future as part of the Asian region, Asia literacy must be widespread.

Teaching about Asia and its languages is part of the Australianisation of curricula in higher education institutions, the Report states. The evidence from employers indicates a growing demand for graduates who are Asia-conscious or Asia-centred.

Professor Ingleson spoke to the History Department seminar on 'Changing Australian Perceptions on Asia and Asians'.
ADMIN NOTES

1989 Budget

When Senator Peter Baume (now a so-called leading Liberal 'wet') arrived in the Commonwealth Department of Education as Minister in the early 1980's, he is reputed to have come to the Department with a vision of the 'sunny uplands'. (I'm led to believe that this is a pinch from Dickens, who was perhaps contrasting them with the fog-bound lowlands). Presumably, he (Baume) was concerned that there was such little vision in the Department about the bright future for education.

Reflecting on those times, the Fraser years, one could forgive the departmental officers for not being all that charged up about the future. After all, a recurrent battle with the Government's expenditure advisers, the Commonwealth Treasury and the Department of Finance, to avoid even worse cutbacks in building programs, equipment expenditure and operating costs. There was no belief in those Departments (and probably still isn't) that education was both a democratic and an investment: at least it will be carried forward into 1990. Indeed that it will be carried forward into 1990.

The significance of this is that it leaves the Discretionary Fund free for its true purpose, discretionary expenditures. As well, the financial administration of the newly constituted University of Newcastle (assuming, of course, that the amalgamation legislation goes through Parliament). This recommendation does not of course commit the Commonwealth Government to funding it. Hence, the somewhat churlish reaction from a few, of 'What do we need that for?' or 'the money could be spent better on ....' is both somewhat premature and short-sighted.

Administrations are rather more than a necessary evil these days. A member of Council recently talked about academic staff being 'the life-blood' of the institution. Fair enough, but to get the academic bodies appointed, on the site, pay them etc, you need administrators who organise buildings, furniture, salary and the multitudinous other things that are involved in the running of any organisation. The proposed Administration Building will house the central administration for an institution with some 1,500 employees, which, after BHP and Comsteel, apparently makes us the third largest employer in the region. The University is and will be a big corporation as well as the traditional community of scholars. We should have a good administration and decent quarters.

Some people talk about the 'good old days'. Last year I actually heard one senior academic say that we had so much money in the mid-seventies that we/the University did not know what to do with it. Well, I don't know whether we'll ever get back to the good old days but I do know that people have short memories. In the mid-seventies, university building and equipment programs were cut to ribbons (actually, by Hayden, in his 1975 Budget), the triennium was aborted and no new developments were allowed. So, perhaps it mightn't be a bad idea to think of the future sunny uplands than hark back to the so-called good old days.

I'm afraid that it is something of the kind 'watch this space'. By the time this issue of Bulletin goes to press, I will have had further discussions with PSA and HAREA representatives on revised proposals for keyboard integration. Involving a form of joint examination of all keyboard and related positions. The high objective we have (I believe jointly) is agreement and implementation by 1 July — this year. Let us hope that this time we can all 'get it right'.

L.F. Hennessy

Administration Building

The Government's Task Force on Amalgamations has recommended a $5M building for the amalgamated
Graduate recruitment for 1990 is now well under way on the campus.

Careers Officer, Ms Helen Parker, said the University had already had visits from the Federal Police, the Department of Foreign Affairs and Trade, the National Australia Bank and a number of chartered accounting firms.

Organisations which had booked to visit this month:

NSW Public Service, May 10; Treasury, May 12; Department of Finance, May 15; Australian Public Service, May 17; Master Foods, May 17; Honeywell, May 19; Australian Audit Office, May 22; Taxation Department (for computer scientists), May 23; CRA Advanced Technical Development, May 24; Veterans Affairs (for computer scientists), May 25; Deloitte, Haskins and Sells, May 29 and IBM Australia, May 30 and 31.

Ms Parker said the University recently had a visit from Lieutenant Commander Steve Mullins, the Senior Naval Recruiting Officer in Sydney. Steve had called in to advise that he was looking for undergraduates from the following disciplines:

Mechanical/Industrial Engineering, Electrical/Electronic/Communications Engineering, Medicine, Mathematics, Science and Education.

The Navy sponsored undergraduates who were enrolled full-time in approved tertiary courses for the remainder of their courses up to a maximum of three years.

Salaries for undergraduates ranged from $12,400 to $16,500 per annum, Ms Parker said.

Further details can be obtained from the Careers Office.

Accounting Scholarship

Price Waterhouse had advised the Careers Office that it would introduce INSTEP during 1989, the Careers Officer said.

INSTEP was an international student training program for accounting undergraduates. It provided training, summer vacation employment in Australia/London/Hong Kong/Dublin and a scholarship of $3,500 to assist with the following year.

Further details would be available soon, so students should watch the Careers noticeboards.

Part-time Work
At the moment the Careers Office has some 500 students registered for part-time work.

Ms Parker said that unfortunately very little work was available to offer the students.

In the past various types of work have come through our office, ranging from general labouring, babysitting, clerical, and delivery work to students being paid by the BHP to act as interviewees in a program to train interviewers to obtain better skills.

We are applying for a budget to advertise in all local newspapers for people who have part-time work, Ms Parker said.

If any staff member, or Department of the University, has any part-time work please don't hesitate to contact Ms Janet Britton or Ms Parker at Extension 466.

Students take up positions

Ms Alison Kinder and Mr Kent Gillman have taken up positions on the Council as members elected by students.

Ms Kinder, President of the Newcastle University Students' Association, is a new member of the Council.

Mr Gillman was re-elected after having concluded a term on the Council.
Newcastle Skeptics Hunter Regional Branch

Annual General Meeting on Friday, May 26 at 7.30 pm in the Science Lecture Theatre E01 at the University.

After the agm and election of officers will be a public talk and discussion on Shooting Down UFO's by the current President, Professor Colin Keay.

The talk will deal with the natural phenomena which give rise to UFO reports and detail many cases where an explanation has emerged from careful investigation of otherwise baffling observations. Often by sober witnesses.

Supper will be served following the discussion.

Diary of Events

Tuesday, May 9, 12.15 pm

12.30 pm
AWEUN lunchtime meeting in the Counselling Room. A representative of the Women's Investment Network will address the meeting. Enquiries: Margaret Henry, Extension 326.

1 pm

8 to 11 pm
Castanet Cabaret with the Castanet Cabaret. A full night of comedy, music, dance, maynardi plus all your favourite castanet characters. Tickets: $5 students and $8 guests from the Secondhand Bookshop.

Wednesday, May 10, 1 pm
Department of History and the History Club lunchhour paper entitled The Life and Times of Sherlock Holmes. Speaker: Assoc. Professor L. Fredman (the paper will be illustrated from his extensive personal collection of Sherlockiana).

12.30 pm
Entertainment in the Southern Cross Lounge featuring pianist, Kevin Ankers. Admission: free.

7 to 9 pm
Assoc. Professor M. Hensley will speak on the Prevention of Lung Cancer in Lecture Theatre K202, Medical Science Building.

Thursday, May 11, Noon
Movie: A Fish Called Wanda will be screened in the Bar. Donation: 50 cents.

Monday, May 15, 11 am

Tuesday, May 16, Noon

1 pm
Informal Mathematics-type seminar entitled New Ideas on Invariant Object Recognition (not just on how humans do it, but the problem ...). Speaker: Terry Caelli. Venue: V111, Mathematics Building.

Wednesday, May 17, Noon
Entertainment in the Southern Cross Lounge featuring folksinger, Peter Allsop. Admission: free.

7 to 9 pm
Dr A. Coulthard will speak on the Prevention of Cervical Cancer in Lecture Theatre K202 in the Medical Sciences Building.

Thursday, May 18, Noon
Movie: Big will be screened in the Bar. Donation: 50 cents.

Friday, May 19, 1 pm
Film Buffs Club will screen the movie I Was a Communist for the FBI in the Auchmuty Room, University Union. Admission: free.

Advertisements

For Sale
Fish tank, 60cm x 35cm x 36cm, with timber stand, air pump, gravel, goldfish and accessories. Asking price: $60. Please telephone Russell Craig, Extensions 671 or 755.

English Mahogany dining table, Regency style, fluted pedestal legs, brass claw feet. One extension leaf, seats six or 10. Asking price: $1,000. Please telephone 43 5462 or Extension 282.

Positions Vacant
Looking for talented person with a flair for writing and drawing interesting and imaginative comic strip for local newspaper. Please telephone Neil Worgan at 50 1444.

VACANCY

Weight Training Instructors

The University of Newcastle Sports Union requires two (2) qualified weight training instructors to assist members in a range of weight training related areas including:

- development of personal weight training and fitness programs.
- advising on appropriate strengthening exercises for a wide range of specific sports such as rugby, soccer, hockey, squash, running, etc.
- advising injured sportspersons on appropriate rehabilitation exercises.

An Instructor is required from 5.30 pm to 7.30 pm on Monday and Wednesday and a second instructor each Tuesday and Thursday.

Applicants are required to possess appropriate qualifications in weight training. Applications close on May 17, 1989.

Applications detailing relevant experience and qualifications should be forwarded to the Sport and Recreation Officer, Sport and Recreation Department, University of Newcastle, Rankin Drive, Shortland, 2308.

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11 WEEKS TO BOOK FAIR, July 22 to 30