Christmas Message from the Vice-Chancellor

In this, the Christmas issue of Campus Bulletin, it is my pleasure to offer seasonal greetings and good wishes to all those associated with the University.

You hardly need me to remind you that this has been an eventful year. More has been written and spoken about universities in general and about our University in particular than is normal. What has been written and spoken has demonstrated confusion and not all of it has contributed to the advancement of learning. But it is good that the topic has been addressed and good in reflecting appreciation of the role which the University is expected to play. The importance of the University in the national and regional context is implicit in the high expectations and demands that are contained in the evolving plans for higher education. But now is perhaps the time of year when we may pause and note that this is only true because the universities are already demonstrating the value of their work and the quality of their achievements. The country as a whole should take pride in the excellence of its university system. And it is not immodest to say that this University occupies a prominent place in that system.

These achievements are the result of work by all those in universities. It is the staff and students of the university who earn the credit for the fine work and excellent reputations that they have established. In this regard it is often implicit that universities are primarily places for the young. To a considerable extent this has to be true. The stimulus of new students experiencing the excitement and challenge of learning is one of the privileges enjoyed by those of us who spend longer years in the university. But of high importance in the continuity of the university tradition is the wisdom, experience and learning of those who make their life’s work in the university. This University was fortunate in that it was able to attract numbers of people with high abilities, enthusiasm and dedication to its staff in its initial years. A substantial number of those people reached retirement this year. Their contributions have been special and they will be missed. My thanks and good wishes go especially to them.

I hope that Christmas is merry and the New Year both good and interesting. There will surely be much to do.

K.J. Morgan.
NEW DEVELOPMENTS FUND

A key feature of the near-to-balanced 1989 Preliminary Budget, which was approved by Council last week, was the introduction of a New Developments Fund (NDF) with an initial sum allocated of $600,000.

This is a very significant development which reflects the improved budgetary picture resulting from the economy drive and increased support from Canberra. When the objective of an NDF was set earlier this year, and endorsed by Council, it was not expected that we would be able to go to such a figure — approximately 1 per cent of total income in the first year of its creation. That we can do so offers great promise to the strengthening of the University's teaching research programs.

In approving the NDF, the Council also approved the proposal of the Bursar that miscellaneous income (such as sale of handbooks, full fee-paying students, Department of Community Programmes contribution etc. etc.) should be the source of the NDF. This would have two effects:

- it would mean that the University was living within its income from the Commonwealth grant, leaving the Vice-Chancellor's Discretionary Fund (power of income) free for its original purpose of special discretionary expenditures.
- it provides a good incentive for maximising University earnings of this kind, which can then be applied, on a competitive basis, to proposed new initiatives within the University.

The specific purposes to which the NDF will be put in 1989 and the means of administering the Fund will be considered by the Budget Sub-Committee in mid-January.

M.P. Carter,
Acting Vice-Chancellor

Council approves staff promotions

Council has promoted eight members of the academic staff from January 1, 1989.

Promoted from Senior Lecturer to Associate Professor are the following three members of staff:

Dr D. Blatt, of the Department of Computer Science. Dr N. Bogduk, of the Faculty of Medicine, and Dr A.W. Page, of the Department of Civil Engineering and Surveying.

The following members of staff have been promoted from Lecturer to Senior Lecturer:

Dr G. Kuczera, of the Department of Civil Engineering and Surveying. Mr O. Scott, of the Department of Mechanical Engineering. Dr S.W. Sloan, of the Department of Civil Engineering and Surveying. Dr T. Vilkinas, of the Department of Management and Dr E.L. Von Nagy-Pelsobud of Chemistry.

Mr G.P. Walker, of the Department of Management, has been promoted to Lecturer.

Growth of Open Foundation Course

After the enrolment for the Open Foundation Course (OFC) increased to a record level, the course will be expanded next year to include a teaching centre at Hunter.

Enrolments in the standard part-time course has already been received from centres as distant as West Wyalong, Bourke and Grafton.

Mr John Collins, the Acting Director of the Department of Community Programmes, which administers the course, said: 'We've had a waiting list for next year's OFC since mid-1988'.

The OFC commenced last February with 570 enrolments, including participants who studied in the Central Coast and Muswellbrook. About 300 completed the course, which is almost 50 per cent more than last year.

Mr Collins said it was not a bad record for a course that began in 1975 with 40 people and was expected to peter out by the 1980s.

There's quite a large growth in the number of mature-age people in the Hunter who are now eligible to enter a tertiary institution.

'Most of the expansion in the course comes from an increased number of people who enrolled in the intensive (full-time) OFC.

Enrolments in 1988 were nearly double the 1987 figure, and were clearly restricted by lack of accommodation places for people who would otherwise have moved to Newcastle for the duration of their course.

The rest of the increase is from the standard part-timers in Newcastle.'

About two-thirds of students were women, with student backgrounds varying, Mr Collins said.

We accept anyone over the age of 20. There is no upper age limit.

'It's very awkward to generalise, but about two-thirds of the bulk of all enrolments are in their 30s and 40s.

'And there are frequently people in their early 20s who left school before the HSC, realised they made a mistake, and are looking for a way back into the mainstream education system.'

Mr Collins said the OFC was attractive because it was taught at the University, university people and formed a good introduction into academic life.

CAMPUS WEEK

New research, lectures, course information, Community Programmes, amalgamation, student's issues, AUSTUDY. Stay in touch with your University by tuning into Campus Week with Vicki Petersen

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1997 FM NEWCASTLE

Thursdays, 4.30 pm
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them,' she said.

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Surrogate Mum

Freda Bartlett

- have made a lot of friends

long students and I shall miss

them,' Mrs Freda Bartlett said

before retiring after 25 years'

service to the Unions of the

University and its predecessor

Newcastle University College.

The University was a
couple of new buildings set
amongst the bush when four staff
from the Union at Tighes Hill were
moved to Shortland to institute a
new students' union', she said.

Teaching commenced at
Shortland that year, and because
the new Union building was only
partly completed a small, tempo­
rary Union was put up opposite
where the Commonwealth Bank
now is. It was just a little shed
from which we sold cakes,
sandwiches and other things.'

At the time she spoke to
Campus Bulletin, Mrs Bartlett was
looking forward to moving, with
her husband, Eric, from their
house in Mayfield to a new town

Freda Bartlett —
Surrogate Mum

house beside the river at Tweed

Heads.

'I have watched the Union
grow since 1966,' she said. 'The
changes have been really dramatic
and work on further extensions
has been commenced.'

Reflecting about the
friendly links between students
and Union staff, she told how
some ex-students returned around
Christmas.

'We have been like mums to
a lot of them. We have a special
attachment for the boys because
they seem more easy to talk to
than the girls.

'I have lent them dollar
notes, cigarettes and other things
because sometimes they do not
have any money. They always pay
us back. Most students are like
that. If they owe you two cents
they come back. They are very
honest.'

Freda has also had a good
relationship with her fellow
members of staff. She was on the
Union Board of Management as a
staff representative for four years
and, for a long period, was a

member of the Catering

Committee.

'Working on the committee
was very helpful because I got to
know what the kids like to eat.
Fads for certain foods come and
go. Junk food seems to have been
"in" for the last few years,
although nowadays some students
are more health conscious and
have turned to vegetarian linea.'

Mrs Bartlett spoke about
the differences between the
students from the University's
days of the past and students of
today. One difference was that
they were much tamer than they
used to be. For example, when she
started work at Shortland the
engineers and arts students had a
vendetta against each other and
consequently the campus was the
scene for some wild affairs.

'They don't get into it like
they used to,' she said. 'They seem
apatetic. Perhaps students
nowadays study harder than they
used to.

'The students from the 60s
have done very well out of life.
Many have executive positions.
They were wild boys before and we
thought they wouldn't come to
anything.'

Freda also thinks social
activity in the Union has
decreased over the years, perhaps
she says, because of the Booze Bus.

'We used to have the Miss
University Quest here and the
"happy hour". Stan, the former
Barman, put on his famous acts
in the Bar.

'We used to have many
characters and funny things
would happen. Homosexuals came
in wearing dresses and nail
polish. One day a fellow came into
the dining room and called out
"whoever is not dancing is a
poofler". Everybody got up from
their chairs and started dancing.
Nothing like that happens now.'

Mrs Bartlett said because
the University was much smaller
everybody used to know everybody
else. Nearly all the professors who
moved from Tighes Hill had
retired. 'Nowadays, there are so
many professors the Union staff
don't have a clue who they are.'

Freda is a wife and mother
of four who mused that employ­
ment in the Union meant that she
had had only one hobby — work.
'If we include the weddings at
weekends, I have spent about
three-quarters of my life here.'

Her many friends from the
University will think of 1989
bringing Freda a new life of
leisure, with one of her main
pursuits fishing in the Tweed.
Advice had been received from student enrolment of Canberra that funding had been provided for recruitment of this support for a new campus of the University of New South Wales.

Professor Morgan said that at present there was nothing more than a vacant plot of land at Ourimbah and Dr Metherell recognised that it would be difficult to get things underway by first semester in 1989.

Uni-Conservatorium Affiliation

The Vice-Chancellor also reported that he and the Director of Newcastle Branch of the Conservatorium of Music, Dr M. Dudman, had held informal discussions.

Professor Morgan said the position paper had suggested that the New South Wales Conservatorium of Music amalgamate with a Sydney University.

Dr Dudman and he saw advantage in a close affiliation between this University and Newcastle Branch of the Conservatorium. It would be a logical and appropriate means of strengthening the provision of music education in the Hunter.

Kelver Hartley Bequest

The Vice-Chancellor reported that a bequest had come to the University from the estate of the late Emeritus Professor Kelver Hartley, who was Professor of French from 1965 to 1969. The latest assessment of the amount was $1,200,000.

Professor Morgan said Professor Hartley had wanted the money to be used to provide a recent graduate in French with a scholarship for postgraduate study in France. Based on current values of the franc, it would be very hard to spend all the income from the bequest in this way.

In discussions with the trustees it had been decided to propose that the bequest should provide a scholarship to a recent graduate in French with a scholarship for postgraduate study in France. Based on current values of the franc, it would be very hard to spend all the income from the bequest in this way.

It was proposed that the Courts be asked to vary the range and categories of awards covered by the bequest.

Suggestions of ways of using the bequest included:

- scholarships for undergraduates proficient in French to study in France for up to one semester each,
- provision for a native of France to visit this University to give tuition in French, and
- bursaries for people to study French at this University.

HECS charge

All postgraduate students will be required to pay the Federal Government's higher education contribution scheme charge (HECS).

The Deputy Chairman of Senate, Professor R.J. MacDonald, told Senate that the students may elect to pay the charge 'up-front' at a discounted rate, or by way of tax imposed when salary earnings exceed a certain nominated amount.

Professor MacDonald said the University was required to assume considerable administrative liability and would be compensated for this by a grant specifically for this purpose. For 1989 the University would receive close to $160,000.

The Government was also providing 15,000 scholarships providing exemption from the HECS charge, to be awarded to postgraduate students. The University had been allowed 242 such scholarships.

Call for papers for coal symposium

The Department of Geology is seeking offers of papers for the 23rd Newcastle Symposium on Advances in the Study of the Sydney Basin next year.

An excursion will be held on March 31 and the technical session will take place on April 1 and 2. A sheep roast and a symposium dinner will also be held.

In addition to the symposium's regular themes covering Sydney Basin geology, coal geology and engineering geology, contributions on industrial minerals, extractive resources and environmental geology have been requested.

Those who wish to deliver papers are asked to submit titles no later than January 16, 1989.

Poster papers or displays are also welcome.

Registration forms, a provisional program and further details of the symposium will be included with the second circular, to be distributed on January 27.
AWA and Uni

AWA and University of Newcastle links in high-tech field

After being impressed by the high standard of research and design being carried out in the microchip field by the University's Department of Electrical and Computer Engineering, AWA Limited has agreed to be involved in a close relationship with the University.

At a press conference on December 7, the establishment at Newcastle of Australia's first Chair in Microelectronics was announced.

AWA Limited will provide $6,000 for each of three years, initially, to upgrade a Senior Lecturer position to a Professorship.

This will be a permanent post within the Faculty of Engineering and will be known as the AWA Chair of Microelectronics.

The position will be advertised nationally and is expected to be filled by the start of the academic year in 1989.

In addition, AWA Microelectronics (AWAM) will make available design software to be used in the Centre for Industrial Control Sciences (CICS). There will be an interchange of staff and the University will have access to their manufacturing plant for silicon chips at Homebush in Sydney, which cost $65 million and is Australia's most advanced plant for the manufacture of microchips.

AWA is a member of the Newcastle-based Australian Warships Systems consortium which is bidding to build the ANZAC frigates, which will place considerable demands on AWA's microelectronics capabilities to support the vessels' communication and defence systems.

Dr Peter Crawford, Managing Director of AWA Limited, said the expansion of the University's proven capabilities, the new Chair of Microelectronics, and its access to AWA's development and manufacturing facilities were significant steps in advancing Newcastle's role as a high technology centre.

He said AWA's decision to fund the new Chair would provide "a kick-start to something bigger".

The winning of the frigate contract for the city would accelerate this role, but Newcastle had such a substantial infrastructure that it was a logical place to develop a high-technology centre.

It would only take one or two high-technology developments and other industries would quickly follow, he said.

The Vice-Chancellor, Professor Morgan, said the close working relationship between the University and AWA was a substantial and important development for the University and for Newcastle.

"AWA and the University are committing themselves to the teaching of skills and development of advanced technologies in a way that benefits both parties and is a key input to the industrial and technological development of Newcastle and the Hunter Region," he said.

The Vice-Chancellor said the Department of Electrical and Computer Engineering decided, as part of its evolution, to build expertise in the production of microchips so that the Hunter Region would stay abreast of developments.

State of the art facilities for microchip design were being installed on the Department's computer network. Many of the features of the system were technologically very advanced.

The University wished to acknowledge Mentor Graphics Pty. Ltd., for their technical and financial support for the establishment of the system software, and Apollo-Domain for the computer platforms on which the software was installed.

The centre, as envisaged, could arguably be considered the best equipped centre for microelectronics design in the country, Professor Morgan said.

The direction to microelectronics design was strengthened this year by two developments: integration of the Department of Electrical Engineering and the Department of Computer Science and, the establishment at the University of the Centre for Industrial Control Science whose main aim was to develop innovative ways to understand and design industrial control systems.

The link with AWA is a natural one, he said, "with AWA providing funds for a senior academic position at the University and access for the Department to its new Homebush Bay fabrication plant.

The University of Newcastle will become a major Australian computer "laboratory" for integrated circuit design, with links to AWA's fabrication, technological and marketing expertise."
John Armstrong told me that this edition of Campus Bulletin would be a 'bumper issue'. So it is with Admin Notes: there seems to be a lot to cover ranging from the hoary old one of parking charges to the burning issue of when Mick Carter will get his photo into Campus Bulletin. So here goes.

**Parking Charges**

At a recent special meeting of the Finance and Personnel Committee of Council to consider the 1989 Budget, the Committee agreed (I think) that I might introduce the subject of parking charges with 'I always get the good jobs around here...'.

Yes, the Finance and Personnel Committee is considering the introduction of parking charges for 1989. Why? A variety of reasons. One is to do with our considerable need to introduce revenue-raising measures on our own, so that we are not so desperately dependent on Canberra's goodwill. Another is to do with cost recovery: the University already spends resources on the policing of car parking, through the operations of its patrol staff, and so we are looking at ways of covering some of those costs.

However, the main reason seen by Finance and Personnel in considering the introduction of parking charges is the need to provide additional and better car parking facilities. The proposal we have before us is that the income from parking charges be used to finance expanded and improved car parks, including our first multi-storey car park. The University does not have huge reserves of land on which it can continue to spread bitumen to cope with ever-increasing parking demand.

Finance and Personnel asked that parking charges be considered in the above context, with the primary objective being to finance major carpark development.

A secondary objective would be to provide for improved carpark and road maintenance and upkeep. Finance and Personnel supported the notion that the funds obtained from parking charges should be dedicated to these purposes, that is, they should not be siphoned off to central revenues.

The Finance and Personnel Committee will be meeting again towards the end of January to give further consideration to this issue, with a view to putting proposals to the February Council meeting. In the meantime I have asked the Wastewatch Action Group, which considered this matter during 1988, to reconvene and consider both the views expressed within Finance and Personnel and other views which might be expressed on campus.

Not a popular matter, but, in its own way, an important issue. I believe that the University cannot afford to turn its back on additional revenue-raising measures whether these relate to full-fee overseas students, non-award enrolments or parking charges.

Associated with this edition of Admin Notes, Mr Edmonds, Manager of Buildings and Grounds, has outlined the system we have in mind and canvassed views on the level of charges. Staff and students are encouraged to make their views known to Mr Edmonds, by mid-January.

**Keyboard Integration**

My last treatment of this issue this column was a plea for support so that the Administration proposals could be introduced from January 1. These were acknowledged to be a first phase of keyboard integration, involving enhancement of a selected range of jobs, with full-scale review of all related jobs and duty statements to come later.

The redesignation and reclassification of keyboard staff to clerical/administrative grades involves re-negotiating industrial agreements with the general staff associations (notwithstanding the fact that not all keyboard staff are members of the associations). While, at the time of writing this column, I have not yet received formal advice of the outcome of these negotiations, I understand that the associations (PSA and HREA) have not accepted the Administration's proposals.

**Proposed Temporary Roundabout at University Entrance**

![Diagram of Proposed Temporary Roundabout at University Entrance]
Hence, the offer of implementation from January 1 lapses, and those keyboard re-classification cases which had been held over pending the negotiations, will now be finalised by the Re-classifications Committee under Mr Wells.

Where do we go from here? I will await the responses of the associations before considering next steps. I simply express my disappointment that it was not possible to commence 1989 with at least some limited reform of the existing system.

Reclassifications Committee

On the good news front, most members of general staff who applied to the Re-classifications Committee will by now have their answers. Congratulations to those who have got through and 'better luck next time' to those who have not.

The Committee, under Sid Wells' chairmanship, makes recommendations to me. I have so far taken the view that, unless very compelling reasons are brought to my attention, I should accept the recommendations of the Committee. Equally, I suggest that staff who have not been supported by the Committee should accept the Committee's recommendation, as the umpire's verdict.

The Reclassifications Committee, set up under the 4 per cent agreement, provides an annual opportunity for staff to bring changes in their jobs and responsibilities to attention, so that they might seek a re-grading. However, certain situations will be considered in advance of the annual round, where the Administration accepts that action is necessary to restructure jobs and units, to meet University needs. I make this point as it is evident that various adjustments to the employment profile will be required during 1989 to cope with changing needs and, in particular, the effects of early retirements.

For example, a separate announcement has been made of the restructuring of the Buildings and Grounds Division resulting from the retirements of Mr Morris and Mr Gates.

1989 Preliminary Budget

Council proceedings are elsewhere reported in this Bulletin, but I could not end the year without noting, with some satisfaction, the budgetary outcome. Last week Council approved the 1989 Preliminary Budget which had been recommended to it by the Finance and Personnel Committee and the Budget Sub-committee. As the Bursar pointed out at the Council meeting, this is first time that Council has had a budget before the commencement of the year in question and the first time for almost a decade that the budget has been balanced (a deficit of only 0.2 per cent of the total expenditure). A good result, which reflects much hard work and determination on the part of all those involved. The balancing of the Budget is not just an accountant's ideal but a statement that the University can live within its means and begin to consider new initiatives. Once again, I can only reiterate that we will need to keep tight restraint on expenditures if we are not to forfeit the gains so far made.

In a separate note Professor Carter has commented on the significance of the New Developments Fund created in the Budget.

General Staff Development and Training

Finally, general staff will be pleased to see the culmination of our plans for a general staff development fund made possible by our improved budgetary position. A separate treatment of this fund is also made in this Bulletin.

Happy Christmas

Lance Hennessy

P.S. As Acting Vice-Chancellor, Professor Carter, has decreed that my photo shall not appear again until there have been five of his.

Jim Cleary, Auchmuty Library.
Ordinary members: Ms Davies, Ms Roslyn Cameron (EEO Unit), Mr David Marr (Secretary's Division) and Ms Chris Eyre also of the Secretary's Division (four more to be elected).

Delegates to Annual Conference: Mr Marr and Ms Davies.
Nominee as Central Councillor — no nominations.
Government Agencies' Division Councillors: Mr Giles Martin (one more to be elected).

Parking Charges — have your say

It is proposed that parking permits be issued annually on the payment of the fee determined by the University Council.

All University staff, students and other staff employed on campus who propose bringing a vehicle on campus will be required to purchase a parking permit.

Important questions to be considered at the next Finance and Personnel Committee meeting are:

- Should handicapped persons be exempt from paying for parking permits?
- Should persons allocated reserved parking spaces have to pay an additional cost, or the standard parking charge. If so, how much?
- Should the 1989 parking charges be:
  [a] Staff — a flat $20, $50 or a figure somewhere between $20 and $50.
  [b] Other employees on campus (e.g. University Union, Co-operative Bookshop, Credit Union etc.) — the same fee for University staff.
  [c] Students — a flat fee of $10.

Any person wishing to make a submission on any of the above proposals are invited to forward same to me no later than Friday, January 13, 1989.

M.E. Edmonds
Manager,
Buildings & Grounds

Union's officers for next year

Following a call for nominations, the officers of the University's Sub-division of the Public Service Association for 1989 have been elected.
They are:
Chairperson, Ms Susan McDonald, Auchmuty Library.
Deputy Chairperson, Dr David Kay, Biological Sciences.
Secretary, Ms Greta Davies, Centre for Industrial Control Science.
Assistant Secretary, Mr McDonald.

Ordinary members: Ms Davies, Ms Roslyn Cameron (EEO Unit), Mr David Marr (Secretary's Division) and Ms Chris Eyre also of the Secretary's Division (four more to be elected).

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VIDEO WITH A POSITIVE MESSAGE

- Vikki Gates (left) directing an interview with an Engineering student during the filming of "You've Got To Be Kidding."

"What were your thoughts about going to the University of Newcastle? "Newcastle! You've got to be kidding. Ha ha. Get your kicks from watching the burn-off at the BHP on Sunday afternoons ..." "My parents thought it might be better than going to Sydney, where I might get mugged, or drugged, or something."

These interviews are used at the start of the University's high schools video, "You've Got To Be Kidding," which lasts 17 minutes.

By employing humour and irony, the script exposes the myth of the former steel city which has little to offer visitors.

The video has been mass produced and copies have been sent to high schools in western and north-western areas and the north coast, of New South Wales. Schools located closer to Newcastle can take copies on loan.

By showing interviews with students and staff, the video presents the viewpoint that this University has quality of education, flexibility of course work, high stature as a research centre, an attractive natural environment, new and improved facilities, a smaller number of students than metropolitan universities, a high employment rate for graduates — in fact everything a student needs for his or her learning and leisure.

Visually the video communicates very successfully, as a result of aerial and ground level shots of the University, the city, the beaches, the lakes, the parks, the rainforests, the vineyards and other positive features of the Hunter.

The video has particular value because of the interviews with students, who speak about their university experiences both personally and professionally.

Examples of the comments made: 'I expected it to be boring, but Newcastle has a lot to offer everybody' and 'we can go where we want; we're very employable'.

The video was produced by the Medical Communication Unit (Hunter Region), which used its extensive audio-visual facilities. Mrs Vikki Gates, of the unit, was the producer.

Copies of the video are distributed by Mr Frank Hawkins, Extension 410, on behalf of the Schools Liaison Committee.

Restructuring of Buildings and Grounds Division

As a result of the early retirement of the Architect/Planner, Mr Morris, and the Supervisor Property Services, Mr Gates, it has been necessary to restructure the Buildings and Grounds Division and re-order duties and responsibilities of certain members of staff in that division.

From December 24, the following changes apply:

- Mr Edmonds will become Head of Division with an expanded duty statement, covering some of the responsibilities previously exercised by Mr Morris; he will retain the title Manager, Buildings and Grounds. Master planning responsibilities will be arranged through a consultancy.

- Mr West, Senior Attendant Patrol, will assume the Attendant Patrol responsibilities previously carried by Mr Gates and all requests associated with Attendant Patrol services are to be directed to Mr West.

- A new position of Cleaning Supervisor has been established; this position is being advertised. The Cleaning Supervisor will be responsible for the administration of the University's cleaning contract and, when appointed, all cleaning requests are to be directed to this office.

L.H. Hennessy

Super Christmas Sale

University Sports Store, Squash Pavilion

10% discount on every item in the shop (except some Reebok shoes). Sale commences on Saturday, December 3 and continues until Christmas Eve.
LETTERS TO THE EDITOR

Dear Sirs,

The four main academic and non-academic unions from the University and the Hunter Institute of Higher Education have written to the Vice-Chancellor of the University and the Principal of the Hunter Institute as follows:

Dear Professor Morgan and Dr Huxley,

We write in response to your letter of November 1 on behalf of the Amalgamation Implementation Committee. Your letter was sent identical form to the various Trade Unions on both campuses and the substance of it was reprinted on page 2 of the Amalgamation Newsletter, No. 2, November 1.

While we take exception to the brusqueness of your reply, nonetheless we wish to thank the AIC for its promise of "wide-ranging consultation at all stages in the amalgamation process". Implementing this promise involves a number of matters which we draw to your attention.

We are still concerned that unions are not represented on any of the six working groups set up by the AIC. Much of the composition of these groups consists of senior administrators from both institutions. Clearly such senior administrators will have to administer policies that are decided upon, but they do not have a greater right than other members of staff to form that policy. In fact there seems to be an attempt to push trade unions off to one side and to limit their involvement in consultations over amalgamation to "industrial issues". It is quite clear, however, that the unions have major concerns in the areas of educational profile, legislation, academic structures and administrative structures. The AIC should realise that all members of staff at both institutions have an interest in and an involvement with a whole range of issues relating to amalgamation as it will effect their future working lives. The lack of adequate involvement in policy making over amalgamation has a debilitating effect on staff morale.

We would also point out that there has been no consultation over the Terms of Reference of the working groups. Indeed, the Terms of Reference were kept secret until the final decision was made on them by the AIC.

Moreover we are not satisfied with the consultative arrangements proposed by the AIC in your letter of November 1. It now appears that the consultative forum involving unions will be held after AIC meetings thus producing the effect that we will be told what the AIC and its working groups have decided and be asked for our opinions only when the AIC wants them. In effect we will be in the position of being consulted after the decisions have been made and then only on matters that the AIC chooses.

It has been suggested that we want to have our cake and eat it too, that is to have representatives on the working groups and to make submissions to the working groups. We should emphasise that senior administrators of both institutions are Indeed having their cake and eating it since they belong to the AIC and the working groups, and are also making submissions to the working groups.

We raise the further matter with respect to availability of documents which will be used by the AIC and the working groups in their deliberations. We believe that copies of these documents should be made available to unions on both campuses so that consultation with members about their contents can occur and also so that the AIC working groups can receive union opinion. We particularly wish this in view of the denial of access to the Terms of Reference of working groups.

The documents we request include, but are not limited to, the following:

- all background papers and reports prepared for the AIC and working groups,
- minutes and draft reports of the AIC and working groups,
- copies of all documents relating to amalgamation prepared by senior administrators of both institutions,
- submissions to the AIC and working groups,
- copies of all correspondence and other communications relating to amalgamation between The University of Newcastle and HIHE, the State and Federal Governments, and the Office of Higher Education in New South Wales, and the Department of Employment, Education and Training in Canberra.

We emphasise that this request for documents is not a substitute for representation on the working groups. It is a quite separate request which we feel is essential for adequate consultation between the AIC and the unions on both campuses on this matter.

David Rowe,
Federation of College Academics,
Hunter Institute.
Jim Cramp
NSWTF Lecturers' Association,
Hunter Institute Branch,
Giles Martin,
Public Service Association of
New South Wales/University
Hunter Institute/University
of Newcastle Representative
Committee.
Robert Mackie,
The University of Newcastle Staff
Association.

Dear Sirs,

As you are aware there was a series of nationwide protest meetings held on university campuses on October 20, 1988. These meetings were held to draw attention to and protest about the Log of Claims that the Australian Universities Industrial Association (AUIA) has served on the Federation of Australian University Staff Associations (FAUSA).

It is interesting to note that the La Trobe University Council, on November 7, 1988, endorsed the view of that University's Academic Board on the Log of Claims. The Academic Board saw the Log of Claims as an attack on academic tenure, one of the most fundamental aspects of the conditions of academic employment. The Academic Board pointed out that academic tenure ensured the attraction and retention of first rate staff in an international market and its defence was vital to the protection of academics who, in the pursuit of their research, develop views which were unpopular, in conflict with received opinion or in conflict with interests of parties both inside and outside the university.

In endorsing the view of its Academic Board the Council of La Trobe University noted the circumstances of the serving of the Log of Claims by the AUIA and the fact the Council had not been consulted. The Council then went on to reject, in principle, the concept of dismissal of academic staff on the grounds of redundancy and dissociated itself from the serving of the Log of Claims by the AUIA. It gave a firm assur-
The University of Newcastle Staff Association strongly believes that the University of Newcastle Council would be well advised to act on this matter in a manner similar to that of the Council of La Trobe University. In particular we would endorse the distancing of the University Council from the Log of Claims by the AUIA and especially welcome the firm assurance given by the La Trobe Council to its University academic staff.

J.W. McQuater,
on behalf of the Executive of the University of Newcastle Staff Association.

COUNCIL

Council met in its new meeting room — the Purdue Room in the Great Hall — for the first time. The room has been refurbished and air-conditioned. Members of Council said they were pleased with the move from the old Council Room in the McMullin Building.

The Finance and Personnel Committee informed Council that by November 18 22 full-fee paying students had accepted offers of places. Those who accepted included six postgraduates. Of the 16 undergraduate acceptances, seven came from Hong Kong, seven from Singapore, one from Indonesia and one from Sri Lanka.

Council reaffirmed its view that its preferred option was that legislation for amalgamation should be based on the University's existing Act. Council reaffirmed its view that the name 'University of Newcastle' should be retained.

Council empowered the Vice-Chancellor to take action for an application to be made to the Courts to have the terms of the Hartley Bequest varied so that the University could cater more fully for the needs of its French students.

Council agreed to enter into a formal academic collaboration with Zhejiang University in China.

Council endorsed further informal discussions concerning the proposal for the University and Newcastle Branch of the Conservatorium of Music to have a close affiliation.

Council approved the introduction of the University of Newcastle undergraduate Scholarship Scheme. Ten of the undergraduate scholarships will be provided each year, each valued at $2,000 per annum. They are aimed at providing an additional means of promoting interest in the University in high schools in the Region, especially amongst high-quality students, and increasing the number of high-quality students who enrol in the University.

The Buildings and Grounds committee drew to Council's attention the urgent need for the preparation of a detailed report and Master Plan for the combined educational precinct which would result from amalgamation. Council was advised that a preliminary review was being considered by the Architect/Planner, Mr Don Morris, in association with G. Gordon Fuller and Associates, with Eugene Smith and Hone as traffic consultants. Mr Fuller has been involved with the development of the University Master Plan in 1964 and the Review of the Master Plan in 1976.

This preliminary stage of the work will be largely completed by the end of 1988 and it is proposed that with the Institute's concurrence a full review leading to a new master plan of the whole campus will be carried out during 1989.

Council had before it a recommendation from the Advisory Committee on Affirmative Action and Equal Opportunity that, in pursuance of its commitment to equity and affirmative action for women, the Council introduce two University-funded postdoctoral fellowships for women in 1989.

Council decided to discuss the proposal further at its next meeting.

The preliminary budget for next year, which was endorsed by Council, shows an estimated deficit of $95,000, compared with $1,650,000 this year.

In putting the preliminary budget forward, the Deputy Vice-Chancellor (Administration), Mr Lance Hennessy, said that the budget had been subjected to an intensive process of evaluation.

He said that on the basis of implementing the Council's new budgetary strategy, in particular the tough economy measures, the Bursar, Mr M. Falconer, had been able to present a budget with a small deficit.

The deficit had virtually been eliminated and the University's recurrent operations could be funded from Commonwealth grants, leaving the Discretionary Fund free for use at the University's discretion.

Earlier this year the University had set a New Developments Fund as an objective, Mr Hennessy said. The University is now able to move immediately to introduce this fund.

The Finance and Personnel Committee reported to Council on the main points in the preliminary budget:

- it is intended that all miscellaneous income be directed to the New Developments Fund and, consequently, the aim is for the University to operate within the funds provided by Government;
- Government funding has been provided for an additional 100 students on campus and a further 40 students on the Central Coast;
- a comprehensive staffing review of all departments has been undertaken and, as a consequence, there are 11 less academic and 21 less general staff positions in the budget, although there are acknowledged pressures in certain departments because of unavailability of suitable staff;
- there is an increase of approximately 3 per cent in Government funding to meet a projected increase in student load of 2.6 per cent;
- the University has contributed $475,000 to the Government Reserve Fund and $490,000 to the Australian Research Council.
Council approved the recommendations made by the Religious Centre Steering Committee in a 35-page report.

The report was derived from meetings of interested persons and the Steering Committee, as well as comments received from staff and students of the University and the HIHE, campus ministers and heads of religious bodies, or their nominations in Newcastle and the Hunter.

Professor K.R. Dutton, Chairperson of the Religious Centre Steering Committee, said there was widespread support for a religious centre on the campus and the establishment of a Planning Committee with the authority to consider, in consultation with the University, a constitution for the Centre and raise funds for the project in the name of the University.

A summary of the main points in the committee’s recommendations:

Role of the Religious Centre

- To complement the academic nature of the University by providing opportunities for worship and interworship;
- To provide accommodation on campus for the Campus Ministers, or Chaplains, in which they may have the space and facilities required to carry out their functions effectively;
- To provide a number of meeting rooms which can be used for discussion, study and worship by religious groups and associations on campus;
- To provide a place which is open to all on campus who wish to engage in quiet contemplation or meditation;
- To provide a space suitable for religious celebrations or other functions of a religious nature or compatible with religious aims (e.g. weddings, memorial services, concerts of religious music).

Facilities to be provided

- Three offices suitable for use by Chaplains;
- One meeting room to accommodate 30 people (this room to be designated initially as a prayer room reserved for Muslim students);
- Two meeting rooms, each accommodating 15 people (possibly adjacent rooms, able to be opened up into a single large room) (for multi-purpose use);
- A space intended for both public worship (by arrangement) and private prayer/meditation/contemplation at other times, this space to accommodate 60 people;
- A kitchenette and appropriate storage space;
- Toilets and washrooms (required for ablution purposes by Muslim worshippers).

Means of proceeding

- The setting aside of an appropriate location on the campus and the establishment of a Planning Committee with the authority to consider, in consultation with the University, the location and plans for a Religious Centre, draw up a constitution for the management of a Religious Centre and raise funds for the project in the name of the University.

Council expressed its appreciation to Mr Don Morris, the Architect/Planner, for his long and outstanding service to the University. Mr Morris will retire on December 23 after nearly 28 years’ of service to the University.

Supported for research project in Germany

Dr John O’Connor, Senior Lecturer in Physics, has been awarded a prestigious Alexander von Humboldt Foundation Fellowship to work in the Federal Republic of Germany.

The Foundation awards fellowships to scholars of foreign nationality on a world-wide competitive basis. The value in Dr O’Connor’s case is more than DM 3,000 monthly plus other benefits.

Being awarded a fellowship means that Dr O’Connor, who will commence an Outside Studies Program next April, will be able to vary his long-term research program in Europe.

He said that in deciding where to most fruitfully use his study leave he had had to weigh up the maximum benefit he could achieve to the lines of research in which he was currently involved.

‘In the case of Medium Energy Ion Scattering, much of the establishment of the technique was undertaken at the FOM-Institute for Atomic and Molecular Physics, a research institution in Amsterdam administered by the Government of The Netherlands’, he said. They have successfully used this technique in the analysis of metal surfaces.

‘In recent years, I have developed a more versatile analysis system based on a novel compact analyser I invented several years ago. This is currently being used by my student, Xu Chen, and myself to investigate the structure of metal surfaces.

While this new system has the potential to extend the technique to new areas, I will still benefit from a collaboration with the people at the FOM’, Dr O’Connor said.

After making the arrangements for the visit to the FOM, he received notification that he had been awarded the Alexander von Humboldt research fellowship.

The Humboldt Fellowship was awarded to work at the University of Osnabrück in West Germany with Professors Helland and Snowden, with whom he has a close collaboration for many years. Last year Professor Snowden visited Newcastle to work with the Surface Physics group on a new area of ion scattering and he plans to return in February for two months to follow up that line of research.

‘At present there is a strong research link between the FOM and University of Osnabrück’, Dr O’Connor said, ‘so I will be seeking to use this opportunity to forge a productive three-way collaboration which includes the University of Newcastle.’
**POSITIONS VACANT**

Applications are invited from suitably qualified permanent members of staff for the following positions:

Applications, quoting position number, should be lodged with the Staff Office and should include all relevant information. Equality of employment opportunity is University policy.

**Stenographer — Department of Economics (Position No. N144/88) (Re-advertised)**

A person with sound secretarial experience and organisational skills is required to act as Secretary to the Head of Department and staff.

**Essential:** shorthand and typing skills.

**Desirable:** a knowledge of word processing.

Commencing salary will be up to $404.53 per week depending upon qualifications and experience. The salaries of all Departmental Secretary positions are under review as a result of the University's offer to the Public Service Association and The Health and Research Employees Association for an integrated keyboard salaries scale.

Applicants should indicate the shorthand and typing speeds they can obtain under test conditions.

For further information please contact Professor Barry Hughes, telephone 68 5768.

Applications close on December 23, 1988.

**Stenographer — Department of Civil Engineering and Surveying (Position No. N166/88) (Re-advertised)**

A person with sound secretarial experience and organisational skills is required as Secretary to the Head of Department and staff.

**Essential:** shorthand and typing skills.

**Desirable:** A knowledge of word processing. Experience with technical, scientific or mathematical typing.

Commencing salary will be up to $404.53 per week depending upon qualifications and experience. Applicants should indicate the shorthand and typing speeds they can obtain under test conditions.

Applications, quoting position number, should be lodged with the Staff Office, The University of Newcastle and should include all relevant information.

For further information please contact Professor Rob Melchers at 68 5526.

Applications close on December 23, 1988.

**New caterer in the Staff House**

From the beginning of 1989 the Staff House will have a new caterer, in the form of Mr Dallas Gold, who founded Cafe Gritz, Darby Street, Cooks Hill.

Mr Gold will take on the catering service provided by Mr Robert and Mrs Anne MacKinnon since the beginning of this year.

Mr MacKinnon will leave the Staff House on December 23 and take up his appointment as Head Chef in the Union in the New Year.

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**Special research centre's steering committee**

The meeting of the Steering Committee of the Centre for Industrial Control Science (CICS) on November 30 was its first. The committee is an advisory body which includes representatives of Australian government, industrial and university research interests. It will meet to provide feedback to CICS, which has been established in the Department of Electrical and Computer Engineering with a Federal Government 'centre of excellence' grant.

Photo shows the members of the Steering Committee who attended the first meeting. Back row, left to right: Professor A. Roberts, Dean of Engineering; Professor K. Morgan, Vice-Chancellor; Professor R.J. Evans, Associate Director, CICS; Dr M. Brisk, IC Aust. Engineering; Mr S. Ellis, Research Engineer, CICS; Dr R. Middleton, Electrical and Computer Engineering; Dr B. Cook, Assistant Director, CICS; Assoc. Professor D. Hill, Assistant Director, CICS. Front row, left to right: Dr D. Cooper, Chief of Division, CSIRO Division of Radiophysics; Dr H. d'Assumpcao, Chief Defence Scientist, Department of Defence; Dr A. Gallagher, Director of Research Policy, DEET; Professor G. Goodwin, Director of CICS; Mr R. Axe, BHP Newcastle; Mr P. Nicholson, Chairman, AWA Microelectronics Pty; Mr N. Godfrey, BHP Engineering and Dr K. Enever, BHP Port Kembla.
A little ‘Ray’ of sunshine

A man who will leave his imprint at the University is Printer-in-Charge, Mr Ray (Raymondo) Reynolds, who retires at Christmas after 16 years’ service.

Described by colleagues as a ‘top bloke’ and ‘calm, except in spite of repeated attacks by people wanting jobs finished yesterday’, Mr Reynolds was given the position of Small Offset Printer in the Secretary’s Division in 1972.

He recalls that he worked initially with a 1250 Multi-lith in a windowless niche on the ground floor of the McMullin Building.

When the University experienced growth in the mid-70s and Mr Reynolds received additional jobs such as printing examination papers, he was given some assistance.

The range of activities expanded further and all departments were offered services by the printery, which moved to its present location in the lower ground floor.

Mr Reynolds has up to this time had several assistants (the staff in the printery is now four and the equipment has grown to three machines).

With a smile, he tells of the young assistant who had grandiose plans for change. He said he was going to the toilet but was never seen again. ‘He even left his lunch box and coat behind,’ Mr Reynolds said.

Boeing backs aviation course

Support for the University’s aviation course has come from the Boeing Company, of the US.

On November 30, Mr Jim Chorlton, Vice-President of International Sales for Boeing Commercial Airplanes, and Mr Bob Heleniak, a Director, flew from Sydney and made a presentation to the Vice-Chancellor, Professor Keith Morgan.

Boeing made a donation of $8,500 for the establishment of an annual award to be presented in the final year of the new course in aviation.

The award, to be known as the Boeing Prize for Excellence in Aviation, will be presented to the graduating student who has demonstrated the highest level of attainment in both pilot skills and academic performance.

To the pleasant surprise of the Vice-Chancellor, Mr Chorlton donated a ‘plane-in-a-bottle’ to the University as an appropriate trophy.

This uncommon and very skillfully made piece consists of a glass model of the Boeing Company’s first plane — a B&W twin-float seaplane, which established the company in the airplane business in 1916 — contained in a decanter.

Mr Chorlton said Boeing was very interested in pilot-training programs like the one provided by the University. ‘We are very pleased to visit the campus and hope we have helped in some small way the advancement of aviation’.

Professor Morgan expressed appreciation and said Boeing’s support was important to the University, because the aviation course, which had been introduced this year, was innovative and the first of its kind to be offered by a university in Australia.

He said the trophy was most impressive and he felt sure the University as a whole would be lost in admiration of it.

(The ‘plane-in-a-bottle’ can be viewed in the trophy case outside the Vice-Chancellor’s suite on the top floor of the McMullin Building).

Mr Bob Heleniak and Mr Jim Chorlton show the Vice-Chancellor the trophy which Boeing has donated to the University.
Pakistan studies attract overseas visitor

Visiting scholar in Economics, Mr Farooq Asam, was drawn to this University by research being carried out into the socio-economic impact of international labour migration on Pakistan.

Mr Asam has been collaborating with Dr Chuck Stahl, Senior Lecturer in Economics, on an ARGS funded project which will eventually produce a book.

He comes from Islamabad, in Pakistan, where he manages the Welfare Division of the Overseas Pakistanis Foundation, which was set up in 1979 to deal with the problems faced by the overseas migrants from Pakistan and their families left behind and implement suitable schemes and projects to solve the problems.

He has also been a consultant to the International Labour Office on a number of their projects involving the labour exporting countries of South and South-East Asia.

Pakistan currently has some 2,000,000 migrants abroad, Mr Asam and Dr Stahl said, making it the largest country of voluntary emigration in the world, both relatively and absolutely.

The impact of these numbers on the economy is reflected in the fact that the remittances of overseas workers currently amount to over $US2 billion per year, officially, and over $US4 billion, unofficially, they said.

Earnings sent home by overseas Pakistanis were by far the most important source of foreign exchange for Pakistan, with unofficial remittances being well in excess of the total value of merchandise exports.

The objective of the research project was to bring together in one text the results of numerous studies of various aspects of Pakistani international migration.

This process involves not only an evaluation of the methodology and findings of the various studies, but a further evaluation of the data bases underpinning these studies, most of which have been only partially exploited.

The principal issues which emerge from our study are: methodological problems in relation to estimating the number of Pakistanis abroad and the development of more reliable estimation methods; the impact of labour emigration on domestic labour markets; the effects of overseas workers' remitted earnings and returned savings on the economy; the impact of return migration on domestic employment and strategies for the reintegration of returned workers; the social and cultural effects on the families of migrant workers; and an assessment of the contribution of labour export to national development.

Mr Asam and Dr Stahl said, 'analysis of the issues in the context of their review of studies was revealing a number of informational voids with regard to the impacts of international migration.'

'We intend to formulate a further research project aimed at filling these voids.

'Ultimately, the objective of research is to aid the government in introducing policy measures aimed at maximising the developmental benefits of labour export and reducing its negative side effects.'

The collaborators, asked by Campus Bulletin why there were so many Pakistanis abroad, replied that international migration from Pakistan had picked up around the mid seventies after the oil boom in the Middle East.

The workers were required in the Middle Eastern countries mainly for infrastructural projects.

By the early eighties, they said, there were about two million Pakistanis abroad, of which 80 per cent were in the Middle East. The rest were in West Europe and North America.

The countries which absorbed most of Pakistani migrant workers in the Middle East are Saudi Arabia and the United Arab Emirates, where more than 70 per cent of them are employed.

Mr Asam, who has been at this University for three months, will return home at Christmas. Dr Stahl will travel to Islamabad early next year to work on the final chapters of the text.

Coffs Harbour-Grafton Transmission Line

STUDY INTO IMPACT ON BIRDS

The Electricity Commission is seeking to determine the effects that the construction of a transmission line may have on birdlife inhabiting specific wetlands in the Coffs Crossing and Kangaroo River areas, south of Grafton.

The Commission seeks expressions of interest from suitably qualified persons prepared to undertake such a study which should lead to the presentation of a scientific paper on the subject.

Expressions of interest, including a curriculum vitae and relevant experience, should be forwarded to:

Manager/Transmission Plant Engineering
Electricity Commission of New South Wales
P.O. Box 5257, Sydney NSW 2001

ELECTRICITY COMMISSION

(PA437822)
Bill said a university librarian's responsibilities were different from those of a librarian at an institution like Swinburne. Swinburne's library primarily looks after the needs of undergraduates; a university library looks after the needs of a large number of postgraduate and research students.

'The responsibility is quite different. Not only do you purchase and collect different sorts of materials, but there is a different set of objectives and responsibilities in what you retain.'

Bill said he had seen the library at Swinburne expand substantially in the time he has worked here: from a staff of 18 to a staff of over 60. He has also seen the library's technology develop.

'Swinburne Library has changed a lot. It is probably the most advanced library in terms of hi-tech information technology and related materials and equipment of any library in Australia. I hope it will continue.'

Soon after he leaves, Swinburne will install Dynix, the library's first fully-integrated, commercially-developed library system, which Bill described as 'the best system available'.

'Responsibility is quite different'

Mr Bill Linklater's appointment to the position of Librarian at this University was reported in the latest Staff News of Swinburne Institute of Technology, where he is Librarian.

Mr Linklater informed Staff News he was leaving Swinburne for 'a variety of reasons', among them the better climate to be found in Newcastle. The main reason, however, was the challenge that a university library offered someone who was experienced in the libraries of tertiary institutions.

'Librarians in tertiary institutions probably regard a university library job as quite a challenge and a desirable change. Frankly, after 16 years, I think I need a change. I think Swinburne needs a change, too.'

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A Romantic Festival

by: DORRIT NESMITH

The 'Romantic Festival' organised by the Drama Department and Hunter Symphony offered something pleasurable for everyone: music (familiar and less familiar, orchestral, choral and solo) and poetry (read as drama). Manfred is a dark and somewhat Faustian tale presented primarily as a monologue.

The Great Hall was graced by John Bell in the title role — an actor of riveting presence. Even when he was less than perfectly audible, the completeness of his characterisation made the performance engrossing. He was supported by members of the Drama Department whose portrayal of various subsidiary characters was, for the most part, equivalent to Mr Bell's in professionalism and poise.

Director Victor Emeljanow moved his cast about through the Great Hall's spaces, offsetting the static nature of a work which Lord Byron intended only to be read, and never wished to be performed. Although your reviewer found the musical portions of the evening most rewarding, she lacks the expertise to comment on their technical quality and, thus, asked a more knowledgeable friend to give his views, which are:

Event to Cherish

To attract the Region's music lovers, the Hunter Orchestra, conducted by Ulric Bursteln and augmented to Romantic symphony size, offered a feast of music both familiar and less familiar.

Rachmaninov's autumnal Rhapsody on a Theme of Paganini op.43 received a deeply felt performance from David Helfgott making a welcome re-appearance in the Region. We may be perhaps more accustomed to the urgency of an Ashkenazy whose performance leaves little room for the spaciousness and nostalgia embedded in Rachmaninov's work. Helfgott replaced the warmth and allowed us once again to appreciate the work's nuances as well as its pianistic brilliance.

The bulk of the evening was taken up with the incidental music to Byron's Manfred op.115 by Schumann. The overture is a familiar concert piece but its 'perdendo' final bars were given their proper setting when followed by the first reflective words of Manfred. It suddenly made a lot of emotional sense. The remaining 14 pieces of music ranged from fragmentary musical emphases to fully developed choral statements. The Hymn to Arimanes and the final Requiem showed the Hunter Chorus at its best — balanced in its sections and strongly unified in its tuttis. Among the soloists I particularly liked Mary-Ann Fraser's alto and Christopher Allan's bass.

All in all, a musical event to cherish not only for its musicality but also for its seamless collaborative achievement.

CONDA success for Drama

The Department of Drama virtually scopped the pool in this year's City of Newcastle Drama Awards (CONDA).

When CONDA nominations were announced, the Department received 14. When the awards were presented in the Civic Theatre, six people associated with the Department received awards.

The full list of the Department's recipients of CONDAs:

Victor Emeljanow, best direction by a professional, The Caretaker.


David Berthold, best direction by a non-professional director and best non-professional actor in a supporting role, Romeo and Juliet.

Micaela Bolzan, best non-professional actress, Romeo and Juliet.

Mark Newland, best non-professional technical achievement swordfight choreography, Romeo and Juliet.

James Jablonski won an award for his lighting design for a non-Department of Drama production, The Magic Flute.
Staff House becomes wake - house

Seventy people enjoyed themselves at a Metallurgy Department re-union in the Staff House on December 1st. The attendees were principally graduates in Metallurgy - some from as far back as 1960 to some just about to graduate. Retired staff members, graduate students and some old friends of the Department were also present.

This year's graduates will be the last in Metallurgy from the University of Newcastle. This, together with the fact that the Metallurgy building is about to be re-cycled and the fact that Professor Eric Hall is about to retire, led to the organiser, Assoc. Professor Alan Oates, to describe the event as a wake.

Alan referred to the hanging fortunes of the Department in the last 30 years. In 1958, Metallurgy was considered so important to the area that the first Chair at Newcastle University College was to be in Metallurgy. Dr J. Taylor, from Glasgow, was offered the position, but eventually turned it down, making way for the appointment of E.O. Hall as Associate Professor in 1959. Professor Hall became Inaugural Professor in 1963 and is, of course, also the exaugural Professor - perhaps an unique occurrence?

Professor Oates expressed his sadness at the end of the Metallurgy degree program, not only at Newcastle but also at most other Australian universities. It was regrettable that national needs do not coincide with the interests of high school students in this case.

In proposing a toast, Professor Oates paid tribute to the outstanding research achievements of Professor Hall and also recalled his considerable political skills. His research contributions have had a considerable influence on the design of alloys over the last 30 years and his skill as a politician could also be expressed in metallurgical terms: 'Trying to nail Eric was like trying to pick-up mercury with a fork' (plagiarised from Lloyd George).

Although undoubtedly the end of an era in this University, the camaraderie between the graduates and their pride in their chosen profession led to calls for the next re-union.

Perhaps at the renaissance?

Brighter prospects on student housing

A joint grant of $1,800,000 has been made by DEET to the University and the Hunter Institute of Higher Education over the next triennium. An initial allocation of $500,000 will be made available in 1989. A joint committee of the two institutions, comprising senior members of the Administration from each side and the two SRC Presidents will oversee the development.

It is expected that, with loan funds to supplement the grant, at least 200 beds can be acquired. Discussions with the Department of Employment, Education and Training (DEET) before the commitment of funds focussed on the need for low-cost self-catering accommodation and this is expected to be the main emphasis of new developments.

At present the University has only 285 student residential beds, all within the Edwards Hall complex, and an additional 48 beds will become available early in the new year with the completion of Stage 1 of International House. An additional 200 beds would still only provide the combined Institution with a little more than half the number required for a population of 11,000 students.
"Bursary for Norway

The Norwegian Government is offering a bursary for one year's residence at a Folk High School, or other non-specialist school for young people, in Norway.

The bursary is tenable from August 20 to May 15 at a Folk High School, or from August 20 to June 20 at an ordinary high school.

The award covers meals and accommodation, necessary book purchases, school excursions and some pocket money. Supplementary grants may be made to cover short study tours and/or short courses preceding or following the main course of study.

The cost of travel to and from Norway must normally be paid by the applicant. Grants to cover part or all of the cost may, however, be provided in special cases.

Applicants must be at least 18 years of age. Special consideration will be given to applications which document an active interest in social, cultural or humanitarian activities.

Application forms may be obtained from: The Secretary, Department of Education (Norwegian Government Bursary), PO Box 826, Woden, ACT, 2606. The closing date is March 15, 1989.

Prep training for laboratory staff

The Centre for Continuing Education at the University of Sydney will conduct an Introduction to the Laboratory Methodology of Molecular-Genetics. An two-day course, conducted by Professor John Thomson and Mr Michael Joseph, will be held on February 18 and 19 in the Solander and Garrod Laboratories, Old Geology Building, the University of Sydney.

The course provides laboratory staff and teachers with hands-on experience of basic techniques in re-combinant DNA technology. Mini-lectures on gene recognition and cloning procedures will supplement practical exercises.

The registration fee is $225 and includes all laboratory materials and lunch.

Telephone the Centre for Continuing Education (02) 692 2507 for more details.

Equity project launched, Chancellor officiates

The Chancellor, Dr Elizabeth Evatt, was in Newcastle recently to chair a seminar which launched the University's Equity Project. The seminar comprised two sessions held at the Hunter Technology Centre.

The morning session was attended by representatives of many University departments.

The project was enthusiastically introduced by the Chancellor, with background information and specific objectives explained by the Deputy Vice-Chancellor (Administration), Mr Lance Hennessy, and an Assistant Secretary, Mr Frank Hawkins.

A presentation by Ms Penny Smith, of the Hunter Valley Research Foundation, on Student Aspirations in the Hunter highlighted the need for intervention programs of the type envisaged by the Equity Project Team.

In his summary the Vice-Chancellor, Professor Keith Morgan, expressed the commitment of the whole University to the effort to improve access to higher education for disadvantaged students.

Since much of the work of the project will be with secondary school students, representatives of public and private schools attended the second presentation in the afternoon.

The Regional Director of the New South Wales Department of Education, Mr Alan Beard, welcomed the project and offered the support of his department in working to achieve the program's goals.

The Equity Project team is now arranging meetings with the seminar participants and those who were unable to attend to discuss suggestions and ideas for the project's implementation. An advisory committee to support the Project Team will be formed in the near future.

General staff training and development

In 1989, an amount of $25,000 will be available as a General Staff Development Fund. The newly created fund will be administered with the advice of a General Staff Development Advisory Committee. These arrangements, to be in force as soon as possible after January 1, 1989, carry into effect Council's approval in principle for the scheme, given at its meeting on April 22 and announced in the Campus Bulletin of May 16 (No.2).

Since that April decision, an Advisory Group has met several times to discuss matters such as a policy on General Staff training and development (T&D), the creation of a staff T&D officer position, the establishment of a General Staff Development Advisory Committee to replace the ad hoc Advisory Group, and a possible training program for 1989. Halfway through the series of meetings, we were re-energised by a visit from Ms Sue Chapman, Personnel Manager of the University of Wollongong, who spoke of the things which had been achieved at Wollongong in general staff T&D. She also warned us that even a good staff T&D program could not be expected to solve all personnel issues.

As a result of this very fruitful series of meetings, we are now at the stage of interviewing for an Assistant Director (Staff Services), who will have as a major responsibility the co-ordination of general staff T&D. (The needs of academic staff are currently being addressed by a Senate Sub-committee).
Advisory Group held its final meeting on December 7, and agreed that the University's General Staff T&D program should be administered in accordance with the attached policy statement.

The Advisory Group also agreed that a short and specific needs-analysis survey should be trialled over the next month or two on a small, representative group of general staff. The trial will iron out any 'bugs' in the survey and prepare the way for a full survey of general staff to be conducted early in 1989. This will enable the responsible people to design a training program which appropriately meets identified needs.

Finally, the Advisory Group agreed on the composition of the General Staff Development Advisory Committee:

- Deputy Vice-Chancellor (Administration), Chair (alternate, Director of Staffing Services), Assistant Director of Staffing Services (ex officio), Representative of clerical and administrative staff, Representative of library staff, Representative of computer programmers and professional officers, Representative of technical staff, Representative of Public Service Association, Representative of Health and Research Association, EEO Coordinator (ex officio), co-opted members (as necessary), e.g., member of Counselling Service, member of academic staff with expertise in delivery of training, Director (Staffing Services), Member of Department of Community Programmes, and Assistant EEO Co-ordinator.

Applications from staff to attend externally-offered courses, which are not those courses normally funded by the department to which the staff member belongs, will be determined by the Deputy Vice-Chancellor (Administration) on the recommendation of an executive committee comprising:

- Assistant Director (Staffing Services), one of the two Associations (PSA and HREA) representatives, as appropriate to the applications under consideration, and the EEO Co-ordinator.

I will be formally approaching the two general staff associations about their nominations. I invite and urge other interested members of staff in each of the other representative staff categories mentioned, to express their interest in serving a one-year (1989) term on the Advisory Committee. Please write to me by January 30, 1989, advising which category of staff you belong to, and briefly stating the nature of your interest in staff T&D issues. If more than one expression of interest is received for any category of membership, a judgement will be made as to which staff member's application for membership is the strongest.

This is a new initiative for the University, which has very considerable potential to benefit both the staff and the institution. Realising some of those benefits will be a co-operative effort, in which I seek your support.

L.F. Hennessy,
Deputy Vice-Chancellor (Administration).

POLICY ON TRAINING AND DEVELOPMENT OF GENERAL STAFF

The University of Newcastle recognises that its largest resource is its staff. It is to the advantage of the University, of the tertiary sector, and also of the Hunter Region generally, that the University actively encourage and support the training and development of all its staff. Professional development for academics has, quite rightly, long been accepted as necessary for a vigorous and healthy academic life. No less necessary is training and development for general staff, since while the University is an academic institution, it could not achieve its academic objectives without both groups of staff.

The University's financial investment in human resources is considerable, and the fostering of staff training and development is an important way of getting the best possible return on this investment, by improving the skills of staff and providing opportunities for career and personal development. The broad aim of this policy is to improve the effectiveness and efficiency of the University's general staff, and to provide for:

- the development of the University and the achievement of its goals;
- the development of staff to meet current and future needs of the University; and
- the realising of skills of the University's general staff.

Responsibilities

Under this policy the University has a responsibility to provide the organisational climate and appropriate resources to enable staff to make use of the training and development opportunities offered. Members of the general staff have, first, responsibility for their own development and, secondly, responsibility to make their needs known to the University. Supervisors and managers of staff have a responsibility to assist the development of their staff to enhance each unit or section's effectiveness and to enable it to contribute to the achievement of the University's goals. The Assistant Director (Staffing) has a responsibility to act as a consultant on and co-ordinator of general staff training and development.

Policy Objectives

Through this policy, the University will aim to achieve the following objectives:

- to improve the existing knowledge and skills of general staff, for better efficiency and effectiveness in the University;
- to assist general staff to keep up with developments in their specialisations;
- to promote multi-skilling, that is, the acquisition of new knowledge and skills by general staff to help them adjust to the inevitable technological changes in their working environment, thereby assisting the University to adapt to changing conditions;
- to enhance the job satisfaction, motivation and morale of general staff, through an appreciation of how their particular job contributes to the University's purposes;
- to contribute to the personal development of general staff through the promotion of openness-mindedness and flexibility; and
- to increase opportunities for career development within the University, for the benefit of the University and of the tertiary education system generally.
ADVERTISEMENTS

For Sale

Solid, spacious three bedroom home in Lambton. Features include: separate lounge, dining room, large kitchen, two sunrooms and garage. Exterior recently painted, new roof and new berber carpets. Asking price: $95,500. This home is well situated, on bus route and only five minutes from the University. Please telephone Janis Thompson at Extension 392 or 57 1125 after hours.

1979 Mazda 323 hatchback (registration JPR330). Features include: low mileage, good tyres and registration and it runs well. Asking price: $3,700. Please telephone Greg Maguire at 82 1232 or 84 1129.

1975 Beige 4-cyl Centura in mechanically sound condition (good interior and body work). Asking price: $1,900 or near offer. Please telephone 66 1656.

Two wooden spoon racks (hand-carved) in varnished walnut (holds 65 spoons), $10 each. Please telephone Extension 328 or 58 2240 after 4 pm.

Accommodation wanted — house or flat

Alan Wearne, who will be Writer-in-Residence from February to June next year, wants to rent a flat or a small to medium house in Newcastle close to public transport. Mr Wearne's address and telephone number is: 83 Edgevale Road, Kew, Victoria, 3101 (03) 818 7648.

A responsible professional family, with two young girls, require a home in the Newcastle area to rent for approximately six months. Happy to care for a home of an academic going overseas. Please contact Kathy Mackay at 33 4489.

Staff Moves

Retirements

Early Voluntary Retirement Scheme:

Mrs M. Hamilton, Bursar's Division, Mr S. Farquharson, Bursar's Division, Mr N.J. Taylor, Bursar’s Division, Mr B.A. Twohill, Economics, Professor K.H. Moelle, Geology, Professor S. Warne, Geology, Dr A.G. Keene, Psychology, Mrs K. Watkins, Medicine, Dr R. Robinson, Philosophy, Mrs R.K. Wallace, English, Mr N.G. Keats, Chemistry, Mr E. Jacobs, Chemistry, Mr K. Davis, Auchenmu Library, Mrs B. Evans, Auchenmu Library, Dr F. Clarke, Civil Engineering and Surveying, Mr H. Gennette, Civil Engineering and Surveying, Professor W.G. McMinn, History, Mrs J. Ebbeck, History, Mr D.D. Morris, Buildings and Grounds, Mr V. Ford, Buildings and Grounds, Mr K. Pitt, Buildings and Grounds, Mr M.J. Hayes, Mathematics, Mr C.J. Ashman, Mathematics, Mr G.W. Southern, Mathematics, Mr R. Reynolds, Secretary's Division, Mrs A.M. Rowley, Physics, Mrs E.C. Kealy, Drama, Mr N. Gates, Buildings and Grounds, Mrs J. Hall, Modern Languages, Mr T. Fryer, Civil Engineering and Surveying, Mr J. Leis, Civil Engineering and Surveying, Mr P. McNabb, Physics, Mr H.C. Clarke, Architecture, Mr B.P. O'Shea, Commerce, Mrs E.M. Braye, Commerce and Mr H. Steigler, Physics.

Appointments

- Dr Ambikapatak Senthilselvan, Lecturer, Faculty of Medicine.
- Mr Matthew W. Janissen, School Accountant, Bursar’s Division.
- Mrs June Oyston, Stenographer, Department of Physics.
- Miss AnneMarie Probert, Laboratory Assistant, Central Animal House.
- Mrs Leone D. Scott, Office Assistant/Typist, Auchenmu Library.

Resignations

- Ms Catherine J. Burdekin, Stenographer, Legal Services.
- Mr Joseph P. Wallace, Lecturer, Department of Management.
- Dr Ibrahim M. Zardawi, Senior Lecturer, Faculty of Medicine.

Retirement

- Assoc. Professor Theodore H. MacDonald, Faculty of Education.

Semester Dates for 1989

Semester 1 —
Commences: Monday, February 27.
Recess: Friday, March 24 to April 2.
Resumes: Monday, April 3.
Concludes: Friday, June 6.

Semester 2 —
Commences: Monday, July 10.
Recess: Saturday, September 23 to October 3.
Resumes: Monday, October 9.
Concludes: Friday, October 27.

Examinations —
Mid-year: Monday, June 5 to 23.
End of Year: Monday, November 6 to 24.

End-of-year holidays

The schedule for end-of-year Public and University holidays this year is:

- Sunday, December 25, Christmas Day.
- Monday, December 26, Public holiday (Boxing Day).
- Tuesday, December 27, Public holiday.
- Wednesday, December 28, Concession Day.
- Thursday, December 29, Concession Day.
- Friday, December 30, Concession Day.
- Sunday, January 1, 1989, New Year’s Day.

The Information Office, which puts out Campus Bulletin and UNINEWS, will be closed for the Christmas-New Year holiday break.

We wish everybody a Happy and Holy Christmas and hope that the festive season will provide many pleasant occasions for our readers to relax. We express a special 'thank you' to our contacts and contributors, who have assisted greatly, and especially to those 36 staff who are voluntarily retiring.

Campus Bulletin and UNINEWS resumes in February.