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September 2000
Recently, I have been thinking more and more about our future as a university. These thoughts have been initiated by the university wide review of our current organisational structure and administrative arrangements which will be undertaken later this semester, and the 2003-2005 Profiles discussions with DETYA last month.

Central to this review and planning for the future is our goal of enhancement as a comprehensive and research intensive university across all of our major academic areas. We are fortunate to have a substantial research base as well as a growing number of research postgraduate students. It was pleasing just last week to be able to celebrate the achievement of the milestone of more than 1000 research students now undertaking their training programs with us.

The university has also recently established a number of new research centres and has streamlined the arrangements for the establishment of these centres. Substantial research and development (R&D) groups within faculties, schools and departments, as well as multidisciplinary groups that are organisationally based across these units, are advised to consider establishing additional centres. Model constitutions are available from the Research Branch. Faculties will drive these new enterprises and have prime responsibility for providing the infrastructure and initial planning and support.

R&D centres have the potential to enhance the reputation and recognition of our research programs and researchers and to establish a national and/or international profile. In addition, they may assist in obtaining further research grants, consultancies, scholarships for research and honour students, equipment and other infrastructure, as well as a base for effective and successful community, business and professional consultation.

I urge all of our researchers to consider whether the current arrangements are the most effective for their research and research training agendas, and to contemplate associating with an established research centre, or establishing new research centres within the university. This does not necessarily apply to everyone given the nature of research in many areas, which may be an intense and personal experience. Nevertheless, participation within a research centre may provide an edge in this very competitive world of seeking grants, infrastructure and scholarships.

One can sense a growing agenda for the Federal Government (and the Opposition and Shadow Ministry) for the development of the country’s research base in the lead up to the next Federal election. We need to be in a good position for what I hope will be major enhancement of the availability of research and infrastructure funding to Australia’s best researchers.

An example of this agenda is the report from the Innovation Summit Implementation Group, which was released in August (www.isr.gov.au/industry/summit/index.html). The report arose from a National Innovation Summit organised by the Business Council of Australia and the Federal Government in February. The recommendations, in a package designed to enhance Australia’s innovation system, were released to the Prime Minister’s Science, Engineering and Innovation Council seven months after the Summit. The report wisely recognised that Australia’s international economic competitiveness is dependent upon our ‘ability to develop and utilise new ideas and technology’. Recognised as essential to this innovation enhancement process were: a world class research base; easy pathways for the commercialisation of new ideas; good access to the latest ideas and technology; and a culture where innovation is actively pursued and encouraged by businesses and research institutions.

The recommendations are in three areas: creating an ideas culture; generating ideas; and acting on ideas. A fully comprehensive program is envisaged in order for this to be successful.

For ‘creating an ideas culture’, the following initiatives were proposed:

• improving innovation awareness and supporting young entrepreneurs;
• enhancing entrepreneurship as a discipline in teaching programs in universities, VET institutions and schools, including online programs;
• improving the quality of teaching, and increasing funded student enrolments in areas of skills shortage such as IT and mathematics;
• providing better opportunities for graduates to link with business; and
• improving access to relevant coursework postgraduate programs.

For generating ideas:

• increasing the Commonwealth’s R&D tax concession rate to 130 percent;
• providing a ‘cash out’ option for small and medium sized enterprises;
• doubling of funding for ARC Grants over the next 5 years; and
• providing an incremental tax concession rate of between 170-200 percent for R&D over and above a company’s current level of R&D expenditure.

For acting on ideas:

• doubling funding for the Government’s Commercialising Emerging Technologies (Comet) Program;
• establishing a national incubator program based on the Building on Information Technology Program (BITS);
• establishing a competitive pre-seed fund for universities and other research organisations; and
• increasing support for international business R&D collaboration, including through CRCs.

It is an impressive and ambitious report with a comprehensive set of recommendations commended for implementation by the Federal Government.

During a time when Australia is hosting the Olympic Games and winning medals due to excellence in sporting achievement, it would be pleasing to see this country as outstanding in research, development and in the commercialisation of our R&D outcomes. For this to be achieved, substantial public and private investment will be required, as well as a strong commitment by universities and other research institutions to succeed in their research agendas.

Roger S. Holmes
Vice-Chancellor and President
Malaysian graduation ceremony well attended

More than 120 people graduated at the first graduation ceremony held by the university in Kuala Lumpur in August. The ceremony, held in association with one of the university’s strategic partners, Institut Wira, was officiated by Deputy Chancellor Professor Trevor Waring and attended by the Vice-Chancellor, Professor Roger Holmes, and other senior university officers. Graduates from Architecture, Building and Design, Arts and Social Sciences, Economics and Commerce, Education, Engineering, Medicine and Health Sciences, and Science and Mathematics received their testamurs or certificates of participation.

An honorary degree was presented to Tan Sri Dato' K R Somasundram, Executive Chairman of Malaysia’s National Land Finance Cooperative Society and the founder of Institut Wira, for his contribution to education.

Founded in 1960 by Tan Sri Dato' K R Somasundram and the then Malaysian Minister of Works and Telecommunications Tun Sambanthan, the National Land Finance Cooperative Society was formed to prevent the fragmentation of rubber estates and has grown to be one of Malaysia’s leading cooperative societies with 70,000 members. Under Tan Sri Dato' K R Somasundram’s leadership, the cooperative has helped with the education of children from disadvantaged backgrounds, introducing several loan and scholarship schemes.

“I believe that education is the most important vehicle to develop one’s character, personality, wisdom and sensibilities,” he said.

As a member of the Board of Directors of Institut Wira, Tan Sri Dato' K R Somasundram has been instrumental in enabling the delivery of the university’s postgraduate business programs through a partnership with the Institut. Born in 1930, he is proficient in four languages and was a founding member of the Malaysian Indian Congress. He was also a member of the Senate of the Malaysian Parliament and has attended the United Nations Assembly in New York as a member of the Malaysian delegation.

The graduation ceremony was held on August 12 at the Hotel Istana in Kuala Lumpur. It was followed by the signing of an agreement with Sedaya College to deliver the university’s Bachelor of Music degree program under licence in Malaysia.

The university also held the biggest alumni dinner ever held outside Australia, with more than 300 graduates from South East Asia attending. The Warden of Convocation Jill Scott, who attended the dinner, held discussions with graduates on the formation of a University of Newcastle Alumni Chapter in Malaysia.

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Cover pic: Bachelor of Commerce student and swimming sensation Justin Norris named Sports Person of the Year at the Blues Dinner.

Photo republished courtesy of the Newcastle Herald
Photonics: the future of the Internet

The massive growth in the Internet over recent years has been made possible by developments of new technologies at a rapid rate. Dr Simon Poole, an engineer with 20 years experience in optical fibres who has been involved in developing these technologies in Australia, delivered a public lecture at the university on August 23.

The lecture, part of a series initiated by the Faculty of Science and Mathematics, was about photonics, the technology of generating and harnessing light through devices such as optical fibres, the modern carriers for telephone and Internet communications.

Dr Poole discussed how optical fibres provide the transmission capacity needed to support the growth of the Internet, particularly the technology required for streaming video and high-bandwidth interactive games.

"This is an area of significant growth for Australia," said Professor David Finlay, Dean of the Faculty of Science and Mathematics. "A 1999 survey of just 12 modern communications companies showed at least 700 graduates will be required in the Australian photonics industry by 2006. A government and industry initiative to train people in the field has recently commenced, and the University of Newcastle will offer a course of study in photonics for the first time in 2001," he concluded.

Mentoring for academic women called for

A mentoring program for academic women has been suggested as one solution to a range of issues raised at a Women's Consultation with Management forum, held at the university last month.

Organised in response to requirements of the Equal Opportunity for Women in the Workplace Act (EOWA) 1999, the forum saw several hundred women, academic and general staff, raise issues that concern them with a management panel. Members of the panel were the Vice-Chancellor, Professor Roger Holmes; the Deputy Vice-Chancellor, Professor Brian English; the Pro Vice-Chancellor (External Relations) Professor Jenny Graham and Deputy Chair of the Research Higher Degrees Committee, Associate Professor Linda Connor.

The forum was chaired by the University Secretary and Registrar, Gem Cheong. Twenty items were tabled for discussion at the forum including representation of women on decision making bodies, selection processes for senior academic managers, flexible work options, maternity leave, child care on campus, training and development, harassment, and academic promotion for women.

Several key issues emerged from the forum including a concern that academic women are undervalued, experiencing difficulty achieving promotion and are under-represented at the senior level. While there was no simple solution proposed to these concerns, there was a recurring suggestion that mentoring for academic women was important.

The Deputy Vice-Chancellor provided statistics that show that in more senior bodies of the university, women have the targeted representation of 33 percent. Inequities in the representation of women was more likely to occur at the faculty and departmental level. Gem Cheong pointed out that the chairs of university committees have the ability to co-opt women from any area of the university (or in some cases from outside the university) to join their group, regardless of their academic level.

"In any single-sex environment, the behaviour of the group is likely to be more extreme," Gem said. "The value of gender balance lies in the impact on the dynamics of the group."

The women's group has suggested that senior management advise faculty heads of the opportunity available to co-opt women from outside their area onto committees in the interests of bringing diversity of opinion to their decision-making.

The forum is one step in the university's requirement to develop and implement a workplace program that encourages equal opportunity for women. As well as consulting with women, the university needs to prepare a workplace profile and analyse the needs of women in the institution against each of the following:

- recruitment procedures and selection criteria for employing staff
- promotion, transfer and termination of employment
- training and development
- work organisation
- conditions of service
- arrangements for dealing with sex-based harassment of women
- arrangements for dealing with pregnant employees and those who are breastfeeding

The women's consultation forum was organised by the university's Equity and Diversity Unit and was held in the Richardson lecture theatre on September 11.
Saving the coal industry millions of dollars

A PhD student in the Department of Chemical Engineering has won an award for research on an innovative device which could save the Australian coal industry $84 million each year.

Giang Nguyen Tran Lam, who is undertaking her PhD in Chemical Engineering under the supervision of Dr Kevin Galvin, has won the $5000 Coal Preparation Scholarship from the NSW branch of the Australian Coal Preparation Society.

It will allow her to research a device developed by Dr Galvin known as the Reflux Classifier, which can provide the coal industry with a more efficient way to clean small coal—particles of less than five millimetres.

"Between the time coal is mined and the time it reaches the power station, it needs to be cleaned," Kevin said. "The Reflux Classifier is different to equipment currently used to clean coal because it uses parallel inclined plates to promote a higher processing rate and achieve better separation of coal particles."

"This means more waste is flushed away and the remaining coal is more efficiently cleaned, achieving a better quality product. Transportation costs are reduced, as less reject matter is taking up unnecessary space."

The ability of coal companies to retain export contracts depends on the ash levels of the coal they supply. Kevin and Giang believe the Reflux Classifier can control those ash levels and estimate that a four percent improvement in coal recovery could mean a saving of $84 million per annum for the Australian coal industry.

Giang will use her scholarship to investigate whether the classifier could be used on fine coal—particles of less than half a millimetre.

"There is a lot of waste in the processing of fine coal," said Giang. "If we can show the benefits of using the Reflux Classifier with small and fine coal, we may be able to apply the same technology to other industries such as waste water treatment."

Newcastle develops new teaching software

A new teaching package is being developed at the university for high school students across Australia. The Faculty of Engineering will produce and distribute the "Engineering Our Future" package in a CD-ROM format with a website for design, technology and science teachers of students in Years 7 to 9.

Professor Adrian Page, Dean of the Faculty, says the first CD-ROM will contain four modules.

"The modules will focus on practical examples of engineering, and will include topics such as structures and soil salinity," he said. "We will give teachers information and materials to present these concepts to students in an exciting way."

For each module, the package will include introductory technical information, 10 weeks of work for the teacher including exercises, worksheets and experiments, a major design project and additional references. The faculty expects to have the first CD-ROM available in schools in early December.

"The modules are being developed from final year student projects at the university, trialled in local high schools and professionally written by a design and technology teacher," Adrian said. "We expect this project to expand over the next three to five years, with the release of an additional four modules."

The project is being funded by a $46,500 Federal Government grant from the Science and Technology Awareness Program (STAP), and involves several industry partners including the Institution of Engineers Australia, the Australian Council of Engineering Deans, the Snowy Mountains Hydro-Electric Authority and the Commonwealth Bank.

Readership survey results

Overall results of the recently conducted readership survey indicate that respondents are satisfied with both the content and visual appearance of Uninews, with the majority having read all of this year's editions.

Conducted by Survey and Evaluation Services, the 2000 survey included telephonic interviews with more than 100 members of academic or general staff, face-to-face interviews with students and mail surveys of alumni. Of those staff members interviewed, 77.6 percent of academic staff and 91.2 percent of general staff were satisfied with the content. Seventy-nine percent of academic staff were satisfied with the visual appearance of Uninews, as were 93.4 percent of general staff.

Uninews is grateful to those readers who took the time to respond to our survey. Your comments and responses will form the basis of our policy making.

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Newcastle’s Master of Business Administration program is a hidden treasure according to the new Director of the Graduate School of Business (GSB), Professor Tony Travaglione.

“The fact that Newcastle had one of the first MBA programs in Australia and that it has been established for 25 years is very important, particularly when you try to promote it internationally,” Tony said. “It is unusual that it has taken so long for the university to set up a graduate school of business to effectively support the program.”

Tony, who was Deputy Director of the University of Western Australia’s (UWA) Graduate School of Management, comes to Newcastle with a vision.

One of the key aspects of his directorship will be to seek membership for the GSB of the Consortium of Australian Management and Business Schools (CAMBS).

“Within management education in Australia, there are three individual key players – the Australian Graduate School of Management, the Melbourne Business School, and the Macquarie Graduate School of Management,” he said. “Outside of those significant players, the most recognisable provider is CAMBS, a grouping of six major Australian universities.”

CAMBS would offer Newcastle a marketing advantage and the standardisation of programs between institutions, which allows business students more mobility. The UWA Graduate School of Management, with 20 full-time and 50 part-time members of staff, was a CAMBS member. Tony says this allowed them to leverage off CAMBS’ strong marketing scheme and expand.

While it is difficult to gain membership of the consortium, Tony says the staff of the GSB and the Faculty of Economics and Commerce have done an excellent job in building quality courses and high levels of customer service and very few changes will be needed to bring us into line with CAMBS expectations.

An important part of Tony’s position as director is to continue to foster links with local business. “It is interesting how many people I’ve met in Newcastle who have connections into the West,” he said. “For instance, former national basketball coach Dr Adrian Hurley, who is CEO of the Masters Games organisation for Newcastle, coached the Perth Wildcats for a while and making a connection like that is good.” The GSB is expected to assist in training volunteers in customer service ahead of the Games, which are expected to bring 12,000 competitors and 18,000 visitors to Newcastle.

Part of Tony’s vision for the GSB includes setting it up as a fully staffed model with an additional five lecturers moving to University House, and introducing a trimester system to replace semesterisation and take advantage of the international student market.

“This is less about the diversity of the international student market and more about the diversity of the international student body,” Tony says. “As Newcastle is a university with a goal of establishing its own business, the GSB is looking at organisational commitment, the strategies that organisations use to gain the commitment of their employees. His PhD work has led Tony to take a very inclusive and cooperative approach as a manager – an approach which is smoothing the path of change at the GSB.

“If you are open and honest with people and involve them from the beginning, you can achieve your objectives,” he said. As part of his management philosophy Tony stresses the importance of union involvement. “Unions are not a handicap to implementing change – unions need to be a key part of the process of effective change.”

Since coming to Newcastle, Tony has determined that growth in the GSB is unlikely to occur in the local market, where it has probably reached a peak, but in the international market. With 25 percent of its enrollment already made up of international students, the diversity of the international student body allows for substantial increases in that number, Tony says.

“Enrolments go across 28 different countries including European, Asian and African nationals. I’ve never seen such a diverse range of international students anywhere.”

Two successful partnerships he will seek to expand are with Universiti Wira in Malaysia and Hartford College in Hong Kong. He also hopes to introduce GSB programs into Singapore in 2002, when he also plans to launch a Doctorate of Business Administration both locally and internationally.

Tony, who comes from an entrepreneurial family in Perth, did his Bachelor of Business at Curtin University with the goal of establishing his own business. A short time into his course, however, he became keen on the idea of teaching others and began work as a tutor. He did his Masters degree at the University of Western Australia, and then a PhD looking at organisational commitment, the strategies that organisations use to gain the commitment of their employees. His PhD work has led Tony to take a very inclusive and cooperative approach as a manager – an approach which is smoothing the path of change at the GSB.
Sydney sprawl sparks analysis of public housing

The New South Wales Department of Housing will improve forecasting of public housing needs, after a report predicted population growth in Sydney of one million people over the next 20 years.

The recent "Whole of State Development Report", commissioned by the New South Wales Local Government and Shires Association, predicts the population growth in Sydney will force the city to expand to the north.

The Department of Housing is joining with the university to develop an electronic management system which will predict socio-economic and demographic trends in the Hunter and Central Coast areas, so the Department can assess where it will need to buy and sell property in future years.

This will enable the Department to ensure the provision of public housing more closely matches the needs of current and future tenants.

Dr Phillip O'Neill from the Discipline of Geography in the Faculty of Science and Mathematics, is heading the research team.

"The population growth in Sydney will see up to 200,000 extra people living on the Central Coast and in the Hunter," Phillip said. "With this growth will come an increased demand for public housing."

John Dewhurst, Regional Director of Housing, says the Department is the biggest homeowner in the Hunter and Central Coast regions.

"We provide 17,000 homes across the two regions, and make a substantial contribution to the rate revenue received by local councils," said Mr Dewhurst. "This new management system will allow the Department to analyse where its services are most needed."

The partnership will fund a full-time PhD student, six Honours scholarships and three vacation scholarships to work on the project. It is anticipated the management system will be ready in six months, and there will be ongoing research on managing urban growth over the next three to four years.

Aboriginal storytellers on the high seas

Aboriginal lecturers John Maynard and Fred Maher have identified a new and unique tourism opportunity. They will conduct a series of lectures about Aboriginal culture and history to seagoing passengers on board the Cunard ocean liner, Queen Elizabeth II, in February on the 2001 World Cruise.

Cunard, which operates QE2, hosts a lecture program on each voyage. These programs allow guests to enjoy privileged proximity to outstanding personalities from the worlds of music, theatre, cinema, television, sports, journalism, history, geography, food and wine.

The Aboriginal lectures will include presentations about "Journey to the Dreaming", Aboriginal mythology, rituals and sacred attachment to the land, traditional Aboriginal society, and the contemporary story.

Also travelling with the group will be Michael Davidson, Aboriginal storyteller, actor and extraordinary didgeridoo player. "We are very excited about showcasing the rich unique nature of our culture to people who have never had contact with Aboriginal people before," says John, who will use audio-visual displays, PowerPoint presentations and video to complement the lectures.

John, a lecturer and research academic at the Umulliko Centre for Indigenous Higher Education, is an authority on Aboriginal history and culture, both traditional and contemporary. Fred Maher, a lecturer at the university's School of Humanities Central Coast Campus, is an authority on Aboriginal spirituality and cosmology.
Lecture reveals vision

Senator Aden Ridgeway with Professor Lyndall Ryan, Head of the School of Humanities following his address.

Democrat Senator Aden Ridgeway initiated the Central Coast Campus Intercultural Arts and Guest Lecture Series last month with his lecture “Trick or Treat: Dotting with the Residue History”. The series is an initiative of Gibslee, the Campus’s Aboriginal Learning and Development Centre and Drama coordinator Dr Jocelyn McKinnon. Following are some excerpts of his lecture.

“Historically, people for millennia have tried to find the right ingredients and methods to communicate effectively, and to create a climate of peace, stability and cooperation in which life could prosper. The difficulty, of course, is that people are not always predictable and are more accustomed to disagreeing than agreeing with one another, particularly on matters of religious, politics and life...

The trend of globalisation brings with it its own set of new pressures — power will more significantly be vested in corporations rather than government and as a response, the idea of democracy must combine with new ideas and allow people to become more active agents of change. It is not so much that people no longer trust those in power but that as the world becomes smaller, people have a legitimate expectation to be involved in decisions affecting their lives.

It is like the first law of Aboriginal morality — “always ask”.

For my part, what I have sought to do in politics is to create a desire to increase respect of Australia’s indigenous peoples and create a better understanding of the need for a new social compact in the life of all Australians.

This goal manifests itself in many forms whether it be in addressing the question of constitutional change and reconciliation, or dealing with matters like the stolen generations and mandatory sentencing, to name but a few...

Earlier this year, I had the opportunity to attend the World Economic Forum in Davos, Switzerland. While there I was profoundly struck by comments of the world-renowned author and philosopher, Umberto Eco, when he said: “If we lose our memory, we lose our soul”.

What he had in mind when he said this is that history and tradition can inform or imprison societies. And that memory and tradition are vital ingredients of our sense of people and place, blood and belonging.

Being Aboriginal is about being defined as belonging to a particular community and place along with an emphasis on the place and role of the individual. In this context, the big challenge of change and new ideas, however, which is rarely ever questioned, is whether to maintain one’s identity or to assimilate into the dominant culture.

I am of the view that our survival as people depends upon our acknowledgement of being traditional and historical people (ie. bicultural) and our end goal should be to systematise Aboriginal thought and our way of life into Australian terms and to harmonise this through thoughtful reason, argument and communication.

The town of Moree is notable as an example of a calm and convincing demonstration of reason to achieve their goal of a new social compact. It is essentially a story about a meeting of elders with local government and cotton growers, who by sheer tenacity put in place a partnership plan that has reduced racial tension, created more trust and ensured an equitable distribution of the wealth and opportunities amongst the local people. In essence, it has allowed local people to find strength by investing in their own ideas.

The irony with current debates surrounding Indigenous affairs in this country is that the now famous Mabo case was seen as a rare opportunity to restore rationality to race relations. It was not the threat that some observers saw it to be. Some even went so far as to say that it was radical law making with judges straying into the political and legislative realm.

Almost seven years later, in new matters of race relations involving the stolen generations and mandatory sentencing, the United Nations is accused of straying into the domestic realm.

Each time that there is a little, but belated, win by Indigenous Australians or a challenge to do better, we react by diminishing the legitimate demands of Indigenous people and denying ourselves a rational debate on race relations.

It is not surprising that even in last week’s Linguini Lecture, the former Prime Minister, Malcolm Fraser, was moved to say that “Australia has failed Aboriginal people”.

This is not a time for remorse or sentiment, it is a time to promote a harmonious and non-discriminatory society where respect is the highest virtue and people move beyond a narrow dispute to a larger vision of a new social compact for the entire nation.

But it must be a nation that understands that the ideals being put forward by Aboriginal people should be more than the ideals of those in power and a sense of justice should be greater than giving power to those already in charge.”

Literary lights laud Hardy

Internationally renowned literary critic Terry Eagleton joined an elite group of scholars at the University of Newcastle English Research Symposium held at the Newcastle Region Art Gallery last month.
Philippine Ambassador speaks

The Philippine Ambassador to Australia, Mrs Delia Domingo-Albert, called on Filipino students studying in Australia to act as advocates for stronger relations between the two nations and delivered a keynote address at the University last month.

Speaking at the third annual Filipino Students Conference, held at the university on September 11, Mrs Domingo-Albert said that according to available data, Philippine investment in Australia was almost double that of Australian investment in the Philippines.

"We still have some way to go for our two countries to get to know each other better," she told the audience in the Brennan Room.

"A prospective alumni association that you may form when you get home could work towards that and you could act as ad hoc consultants. While you are here, you can do some of our job in promoting the Philippines in Australia."

Beyond the Olympic hype

Can the world go through this Olympic frenzy again? asked Professor Alan Tomlinson, an international authority on the Olympics and a Research Visitor at the university, who presented his own tongue-in-cheek views on the future of the Ancient Games, in which he revived the ancient Games in 1896, David said "a Millennial Olympic Moratorium would enable us to get the Olympics right for a new epoch."

The other points in David's plans were:
- promotion by the International Olympic Committee (IOC) of a Permanent Olympic Torch Relay
- ensuring that the Olympics become a Not-for-Profit Enterprise
- restoring the old regimes of Olympic discipline after the Olympic Monstorum, including empowering members of the public to physically and publicly chastise officials, athletes, spectators, chief executives, advertising copywriters, players' agents, commentators and Ministers for the Olympics...

The conference provides a forum for Filipino students to discuss issues and challenges affecting them. It attracted more than 50 delegates from Australian universities and the Philippine community in Australia.
Simplicity a Winner

A photograph by School of Fine Art student Robbie Burnett — one of only six Australian works selected to compete in the International Olympic Art and Sport Contest — has been presented to the university.

Kinetic Simplicity, a black and white photograph of a doubled over male body, was selected to compete in the contest run by the International Olympic Committee (IOC) through its Cultural Commission. The competition, begun for the summer games in Stockholm in 1912 and continued until the London games in 1948, was revived by the IOC in 2000 with a view of putting into practice a fundamental principal of the Olympic Charter — that Olympic ideals blend sport with culture and education.

A total of 54 nations submitted a maximum of six works (three sculptures and three graphic works) each to the international competition. They were on show at the Olympic Museum and the Musee Matisse from April 6 to June 25, and were then shipped to Sydney. They were exhibited in the window of David Jones in the city as part of the Olympic Arts Festival from September 13 to October 4.

Presenting the photograph to the Vice-Chancellor at the university's Blues Dinner held in August, Deputy Head of the School of Fine Art Miranda Lawry said the dinner was one of the rare occasions that artists and sportspeople came together to celebrate success.

"Robbie, a second year student enrolled in the Bachelor of Teaching/Bachelor of Fine Art degree, has a passion and a great eye for photography," Miranda said. "He has already been involved in a number of community art projects that have given his work an important profile and his success with this award has given him important contacts that hopefully will prove useful in his career. Robbie had also raised the profile of the university and its fine art school with his success and inspired other students to consider applying for competitions and awards they might initially feel overwhelmed by," Miranda said.

The 22 year old photographer from Walcha, near Tamworth, said the desire to be a photographer has been with him for as long as he can remember.

"I got my first SLR camera when I was in Year 11 at school and I have only looked back a couple of times — usually to see if there were any potential shots to be caught," he joked. "It is through images that I feel I can tell the greatest and most beautiful stories."

Winner

Kinetic Simplicity conveys elements of power, athleticism, harmony and movement by using the simple play of light on the exposed back of the figure, the human figure in all its perfection is displayed in Robbie’s image, which conjures images of the athlete at the starting blocks, the diver poised to spring, the gymnast at work or a swimmer tensing for the start.

The Australian judges for the Art and Sport competition, which was open to art and design school students from around the nation, included retired director of the Australian National Gallery Betty Churcher, Secretary General of the Australian Olympic Committee Craig McLatchey and Director of the Sydney College of the Arts Richard Dunn.
Stockton swimming sensation and Olympic bronze medallist Justin Norris was named 1999 University Sports Person of the Year at the Sports Union Slues Dinner held last month.

Justin, who deferred his Bachelor of Commerce studies to prepare for the 2000 Games in Sydney, was unable to accept his award as he was in swimming camp in Melbourne. Among the performances that earned him consideration for the university's top sporting award were wins in the 200 metre butterfly and the 400 metre individual medley at the NSW Open Championships held in Sydney in January.

The twenty year old Norris, who slashed nearly a second off his personal best time to win third place in the Men's 200 metre Butterfly event at the Sydney Olympics last month, faced stiff competition for the university award. The four other finalists were champion water skier Chris Cockburn (Bachelor of Law/Bachelor of Economics), wheelchair track racer Kevin Gaidies (Bachelor of Occupational Therapy), soccer star Glenn Moore (Bachelor of Computer Science — completed 1999), and water polo player Philip Reid, who has represented at state and national levels.

Despite his Olympic success, Justin isn't eligible to win the Sports Person of the Year award in 2001 for this year's performances.

Sports Union Executive Officer Adrian Iakin explains that the award can only be presented to a student once during their time at the university. "We agreed two years ago that it was unfair and overshadowed the achievements of other talented sports people at the university to award it to the same person twice."

Adrian said the standard of the field for the 1999 award was particularly strong. "It was quite invidious to choose between them," he said.

Eleven sports people were awarded University Blues at the August 25 dinner for their outstanding 1999 performances and five received University Colours for their contributions to coaching or administration. They are:

**BLUES**
- Andrew Cairns (swimming) — Bachelor of Law
- Christopher Cockburn (water skiing) — Bachelor of Law/Economics
- Warwick Crosby (rugby union) — Bachelor of Science (Medical Radiation)
- Gemma Dashwood (swimming) — Bachelor of Speech Pathology
- Alicia Jenkins (swimming) — Bachelor of Science
- Nick Johns (soccer) — Bachelor of Teaching (Physical Education)
- Junior Lene (rugby union) — Bachelor of Commerce
- Glenn Moore (soccer) — Bachelor of Computer Science
- Philip Reid (water polo) — Bachelor of Environmental Science
- Nikki Searle (water polo) — Bachelor of Arts/Education
- Glen Sedgman (swimming) — Bachelor of Chemical Engineering/Business

**COLOURS**
- Alan Knight (men's hockey)
- Katrina Knight (women's hockey)
- Stephen Orford (men's soccer)
- Snezana Parazanovic (women's soccer)
- Gordon Rintoul (basketball)
Celebrating Japanese exchange

Acting Dean of the Faculty of Arts and Social Science Professor Wayne McKenna (centre) with Japanese lecturer Tami Takatsu (left) and Head of the Department of Modern Languages Professor Leith Morton (right) congratulate five of seven Newcastle students who have won scholarships to study in Japan in 2000/2001, at a function held in August.

As well as farewell the Newcastle students, the function served as a welcome to study tour and exchange students and their teachers from Japan. The Study Tour group included teacher Mr Fuji and seven high school students from Newcastle's sister city Ube, who are studying at the Language Centre. Ten exchange students from six Japanese universities (Kumamoto, Yamaguchi, Hakodate, Ube College, Nagoya University of Foreign Studies and University of Electro-Communication) were also welcomed.

Departures

The arrival of spring has seen a number of university staff retire or move on to other challenges in their career.

Director of Human Resource Management (HRM) Dr Don Reeves left the university on September 15 after five years service.

Don said he had never anticipated the sort of change that would unfold at the university in the context of the Savings Taskforce. "It wasn't an easy time for anyone,‖ Don said at a farewell in the Chancellery. "I have tried to reshape HRM to be very client focussed and I hope I've left a little behind me in terms of people management,‖ he said. "I am very proud of all the staff of HRM."

Deputy Vice-Chancellor Brian English said he had known Don before he came to the university and had always enjoyed working with him. "Don's advice has always been clear and his approach to human resource development and his knowledge of industrial relations regulations have been excellent,‖ he said.

Don will relocate to his home state of Victoria and plans to offer his services as an education and HR consultant.

Director of Wollotuka Aboriginal and Torres Strait Islander Education Centre Laurel Williams retired from her position at the end of September. Laurel, a Birpai woman from the north coast of NSW, came to the university's Department of Social Work in 1994 to develop curriculum to teach Aboriginal studies.

"Overall the University of Newcastle is really genuine about creating opportunities for Aboriginal education, through Aboriginal studies being put forward so the student body as well as the staff are more aware of Aboriginal issues,‖ Laurel said. "We still have a long way to go and maybe we'll have reached self-determination when we no longer need places like Wollotuka and we have Aboriginal students coming through school, university and colleges as a matter of course."

Laurel plans to develop resources to teach Aboriginal studies in schools. She will also spend more time with her children and grandchildren.

Deputy Dean of the Faculty of Arts and Social Science and Deputy President of Academic Senate Wayne McKenna left the university last month to take up a position as the Dean of the College of Arts, Education and Social Science at the University of Western Sydney.

Wayne, who has been at the university for 25 years since arriving as an English lecturer in 1975, oversaw the restructuring of the former Faculty of Art and Design in 1998.

"The staff in Design and Fine Art worked tremendously hard and gave me great support in the role of Dean,‖ Wayne said. "They restructured all the degrees and now they have got really good quality courses. People are often kind enough to say that I played a major role, but you can't do that without the staff supporting you."

Wayne found it hard to leave Newcastle where he says everything was set up perfectly for him, from administrative positions he enjoyed, to teaching in areas he was strongly committed to and research that he found rewarding in the Centre for Literary and Linguistic Computing.

"When the opportunity came along, I thought it was now or never,‖ he said. "It is a big challenge to take on the Dean's position in an organisation that has been restructured as extensively as UWS. My goal is to create a productive environment for people to work in."

Also leaving, John Drinan retired as Deputy Director of Information and Education Services Division (IESD). John, who was director of the School of Administration and Technology at the Hunter Institute of Higher Education and of CALT, prepared the review document for the University External Review that is currently underway.
School of Medical Practice  
Faculty of Medicine and Health Sciences  
Professor Michael Hensley

Disciplines
Medical Practice includes six disciplines: Medicine, Surgical Science, Reproductive Medicine, General Practice, Psychiatry, and Paediatrics and Child Health. There are also a number of centres: ANZ Breast Trials Centre, Centre for Mental Health Studies, Mothers and Babies Research Centre.

Compatibility
The disciplines form the clinical basis of the Bachelor of Medicine degree. As a school, we live and die by the BMed course. Students identify our disciplines as being the core of the medical course. Academic staff of the school are involved in teaching in all years of the course, particularly Years 3, 4, and 5.

Strengths
One of our great strengths is the partnership with the Hunter Area Health Service. Newcastle’s medical students get excellent clinical experience and are highly respected as interns with a good record of success in postgraduate training ventures.

Within our school, the vast majority of the staff are conjoint academics. Medical students receive over 60 percent of their direct teacher contact with conjoint staff. They make great teachers and provide a strong academic input to the school. Another very positive development has been the Hunter Medical Research Institute (HMRI), as a collaborative venture between the HAHS, the university and the community. Working at the interface between the health service and the university is very important and satisfying part of the academic responsibility of our staff. Another important partnership is with the Central Coast Area Health Service to form the Central Coast Clinical School. Our medical students already receive excellent educational experiences at Gosford and Wyong hospitals as well as in general practitioners’ rooms. The clinical school will provide more time in clinical attachments.

Challenges
There are several difficulties in running the school. One of these is the physical distribution of the disciplines, which are separated from each other and also from the rest of the faculty. We have considerable trouble communicating with the university e.g. Groupwise doesn’t work well from the John Hunter. Most of our university staff and all of our conjoint staff have clinical responsibilities which must take priority and it can be difficult to timetable some academic commitments. It is not possible to remain a credible teacher in the clinical disciplines without being a competent and respected medical practitioner.

The large number of conjoint appointments in the school is both an advantage and a challenge. The conjoint staff are keen and happy to teach and research as well as maintaining their heavy workload in patient care. They find it very difficult to be more involved however in the administration of the BMed course, for instance in planning, evaluation and assessment.

Head of School
It is early stages for the school and it is difficult to predict how it will turn out. Although I anticipated that the school structure would mature more rapidly than it has, I remain optimistic. The challenges of management can be very rewarding. I have been a clinical manager at the John Hunter for 10 years including a three-year period when I was Chair of the Division of Medicine with a budget of over $30 million. My approach to management is to accept the responsibility for providing an environment where staff can be productive and have good job satisfaction.

I have been at the university for 21 years, arriving here as the first cohort of medical students were in their second year. So I have seen the passion that went into the early development of the medical school. There was a powerful sense of it being a joint venture between the community and the university and HMRI is revisiting that sense now. It was also pretty radical and set a risky path. It is fantastic to see that most Australian medical schools now use our admission procedures and many of our approaches to medical education.

Having had a medical education in one traditional university (Sydney) and post-doctoral work in another (Harvard), I found the innovative Newcastle course difficult to accept at first. I still remember the unease and believe that it is necessary to have a sense of unease, especially amongst more mature staff like me, for truly innovative steps to be taken.

My vision for the school is that it will continuously improve its core business, the BMed course, enhance the range and quality of its clinical research and provide leadership in the provision of high quality and safe medical care to the people of the Hunter.

You are getting sleepy...

Why are some people easier to hypnotise than others? How can hypnosis be used as a treatment to benefit people?

Fourth year Psychology Honours student Ben Fletcher is researching the link between hypnosis and personality.

"By understanding what sort of person responds better to hypnosis, we can gain a deeper understanding of hypnosis itself," explained Ben. "If we can understand what makes some people easier to hypnotise than others, then we can better apply hypnosis in areas like relaxation and stress reduction, and treatment of chronic illness and pain."

Ben is looking for volunteers to be hypnotised by his supervisor, Dr John Shea, for his research. The sessions will take place in groups and participants will also complete a few short questionnaires. No volunteer will be asked questions under hypnosis, made to perform embarrassing acts, or reveal personal information. All responses will be anonymous. To register as a participant phone ext 7406.

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Centre creator retires

When Di James took up a limited contract at the university in 1990, her brief was to wind up the landmark caravan project that had been set up with Van Leer Foundation funding. Not only did she revive the caravan project, flagging due to a lack of fresh funding, she created the university’s unique Family Action Centre (FAC) with its busy social agenda.

Funding, she created the university’s landmark limited contract at the university in 1990, her brief was to wind up the project set up to provide volunteer support to disadvantaged families with pre-school aged children. Di realised that the programs provided access to marginalised communities and what they were doing on a day-to-day basis that was unavailable through other sources. “That prompted us to begin setting up an independent centre,” she said.

Di made numerous trips to visit government ministers in the health and welfare portfolios in order to gain support and funding for the centre and its programs. Ten years later, the FAC has 26 members of staff and around 200 volunteers working on eight programs and functions and has a $1.5 million annual budget. And they are all committed to its vision of creating “a truly civil society”.

“The centre’s key strength has been its vision, which has driven it from the beginning,” Di said. “I knew that the vision needed to reflect the type of work that we were doing. If our workers were going out to troubled families and telling them there was a better way of being, we needed to develop a vision of this better way within our organisation.”

The FAC staff worked hard on defining their principles and practices and on creating a working environment that values people, allows them flexibility and removes obstacles to their productivity.

“It has been part of our dream to share our vision with the rest of the university,” Di said. “Our recent Co-operative Mode workshops with Jack Guillebeaux have been part of that.”

Staff from many areas of the university including Finance and Property, Physical Planning and Estates, Student and Services, and External Relations Division have taken part in the Co-operative Mode workshops. Di plans to continue working with Jack, who is based in Alabama in the United States, to spread the Co-operative Mode message in Australia.

Finding out about functional food

A survey conducted by fourth year nutrition and dietetics students has shown that while few people know what functional food is, most believe it’s got to be good for you.

Functional food is a food that has been enhanced to provide nutritional benefits beyond basic sustenance, such as fibre enriched breads or pro-biotic yoghurts.

With the international market for such foods set to take off,

Professor David Roberts from the Faculty of Medicine and Health Sciences says Australia is trailing other countries in market expansion because of legislation that prohibits labels that associate a food with a health claim. David, and students Emma McNamara, Lisa Nicholas and Jane Stanton, surveyed 625 university staff and 150 third-year health students to find out what they knew about functional food.

The majority of those surveyed said they would buy functional foods if they carried labels claiming that they improve health. Other key findings showed that:

- 62 percent of staff said they had bought functional foods in the past year;
- when asked to identify the functional food they had bought, half gave an incorrect example.

The survey concludes that the term functional food needs to be discussed, that a clear distinction needs to be made between it and genetically modified food, and that the benefits of functional foods need to be more widely disseminated.

On the ball

University engineers are helping a local company break into international markets by testing a new material for a health and fitness product which is sweeping the world.

AOK Health is manufacturing a version of the Swiss Ball called mediBall PRO. It is being made in Australia from a product called Duralon, and is being tested at the university’s Materials Testing Laboratory, in the Department of Materials Testing.

“Instead of winding it down, I decided to build it up,” Di said. “I put on more staff and by shifting things around and getting some short term grants, I managed to maintain it.”

Then came Homestart, the project set up to provide volunteer support to disadvantaged families with pre-school aged children. Di realised that the programs provided access to marginalised communities and what they were doing on a day-to-day basis that was unavailable through other sources. “That prompted us to begin setting up an independent centre,” she said.

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Environment management advances

A landmark publication on advances in environmental management in the Hunter Region was launched in Newcastle earlier this year.

Published by the Hunter Environmental Institute and edited by Joe Whitehead and Phillip Geary of the university and Rod Kidd of the Department of Land and Water Conservation, the book brings together the most extensive compilation of environmental resource material on the Hunter Region ever published.

Advances in Environmental Management in the Hunter Region includes 13 separately authored chapters, each written by an expert in the field, and demonstrates that the Hunter has accumulated what is probably the largest pool of environmental management expertise in Australia. Subjects covered include water and wastewater systems, biodiversity and conservation, coastal environments, waste, urban development, industry and commerce, air quality, and recreation and tourism.

Many of the contributors are present or former members of university staff including Phillip Geary, Kevin McDonald, Rod Kidd, Joe Whitehead, Howard Bodgman and Kevin Markwell.

Using extensive regional case studies, the book provides an expert review of advances in environmental management over the past decade. It can be purchased through Phillip Hitchcock, Treasurer of the Hunter Environmental Institute, PO Box 175, Carrington NSW 2294 for $50. Enquiries phone Joe Whitehead on ext 5019.

Explaining psychological phenomena

Have you ever wondered why our short-term memory capacity is limited when computer memory is expandable? Or why people make irrational decisions?

A book by Richard Heath, Associate Professor in the School of Behavioural Sciences, provides some answers to these and other deep psychological questions by applying nonlinear dynamics and chaos theory. *Nonlinear dynamics: Techniques and applications in psychology* explores linear and nonlinear time series technology and demonstrates how these procedures can provide novel explanations of psychological phenomena. Applications in many areas of psychology are considered including handwriting, reaction time, mood fluctuations, heart rate, brain waves, child development, memory, decision making, and many others. The book also contains chapters on general topics such as complexity theory, and the control chaotic systems, with its generality making it accessible to people interested in mathematics, physics and other natural and social sciences.

“Nonlinear dynamics is becoming increasingly popular as a methodology for the behavioural sciences,” Richard said. “Many of our PhD students have been offered postdoctoral appointments in top universities in the USA, prior to completing their studies.”

The material in Richard’s book is expected to have a considerable impact on psychological research internationally for the foreseeable future. The book is accompanied by data sets and software accessible from the World Wide Web.

The difference with boys

The important role of women in teaching boys needs to be recognised, says Deborah Hartman of the Men and Boys Program at the Family Action Centre in her new book, *I can hardly wait till Monday: Women teachers talk about what works for them and for boys*.

Deborah says women are the majority of teachers of boys, yet most discussions regarding boys’ education is about male role models. Her book contains case studies from women teachers in primary and secondary schools in both rural and urban situations. The studies also include teaching indigenous boys, women providing leadership in schools, working collaboratively with male colleagues and fathers, single sex classes and special support programs for boys.

The book was launched at the Teaching Boys Developing Fine Men Conference in August.

Books

Black liberation, marginalisation and nationalism are the underlying themes of *African America and Haiti, Emigration and Black Nationalism in the Nineteenth Century*, a book by Dr Chris Dixon launched in the Department of History in August.

“This study of a little-understood aspect of the black diaspora investigates the development of black nationalism, the relationship between racial and national identity and the often divergent aspirations of African American leadership and the black masses,” Chris said.

Published by the Greenwood Press, the book was launched earlier this year in the US.

Professor David Lemmings latest book *Professors of the Law Barriers, the Courts, and the Culture of English Law in the Eighteenth Century* blames the high fees and exclusive culture of the Bar on hard times for lawyers in eighteenth-century England.

His book explores what happened to the culture of common law in England in a period when litigation declined and parliamentary legislation increased to become the main form of governance.

“This is important for Australia, which has largely inherited the culture of the English bar, and an adapted form of British government,” he said. David is continuing his research into the history of law with the aid of a large grant from the Australian Research Council.
Butterfly Gardens

Our University has been recognised as a Bushland Campus by the international association of University Leaders for a Sustainable Future. To add to our widespread reputation for nature conservation and environmentally responsible planning and development, our landscape gardeners have recently converted the old hunter gym basketball court into an attractively landscaped butterfly garden. Man. Woodland, the university’s horticulturist, specifically selected native plant species to include a splash of colour to our famous bushland campus.

Man’s crew have been hard at work over the last two months shaping the islands, planting selected native species, paving secluded alcoves and pedestrian pathways linking the Student Services Centre to the rest of the campus. Interesting rock features including bollards have been used to create a pedestrian friendly area linking the student centre and the Hunter Building.

The garden includes student sculpture displays and outdoor furniture within the alcoves providing a naturally stimulating study and relaxation area. Student Services centre staff are able to enjoy views of the butterfly garden from their lunchroom.

Many pedestrians have watched the landscaping crew in wonder as they performed the “new” landscaping technique on bitumen. The landscaping teams sensed a feeling of pride and recognition. They explained to interested individuals that the bitumen beneath the tree planting area had been removed prior to moundling and planting. However, the bitumen on areas to be paved was left intact to be surface treated, reducing the overall cost of landscaping. Our eco-efficient planners have once again conserved the use of our natural capital and saved valuable university funds.

It is intended that international students arriving at our university have a memorable first impression as they walk through our butterfly garden and into the spectacularly refurbished Student Services Centre.

Uninews on the web

If you would prefer to access Uninews on the web (http://www.newcastle.edu.au/news/uninews/current), you can unsubscribe from the mailing list by emailing the editor, Kim Britton at philb@minja.newcastle.edu.au. Please email the same address to advise of any address changes and to delete ex-staff members.

New commitment to Aboriginal employment

The university celebrated the conclusion of one Aboriginal and Torres Strait Islander Employment Strategy and the beginning of a new commitment at an afternoon tea at Wollotuka Aboriginal and Torres Strait Islander Education Centre last month.

Vice-Chancellor Professor Roger Holmes said the university is about to start on a new Indigenous employment strategy and on the mainstreaming of Aboriginal employment.

“Within the university’s strategic plan, the commitment to Aboriginal people figures very strongly,” he said. “It is part of our medium and long term strategies to employ more Aboriginal people, enrol more Aboriginal students, have more who undertake PhDs, have more Aboriginal researchers, and have Aboriginal people forming a part of our full academic profile. We don’t see it as just our plan – it is a joint plan with local Aboriginal people and it wouldn’t work without them.”

The Vice-Chancellor paid tribute to Fred Maher and Kerrie Tapp, who were involved in the five year Aboriginal and Torres Strait Islander Employment Strategy, initiated by the university in cooperation with the then Department of Education, Employment, Training and Youth Affairs, which ended in April this year. He welcomed the new Indigenous Employment Coordinator Lori Parish to the university and said that while there was still a long way to go in meeting the targets for Indigenous employment at the university, the mainstreaming of the Indigenous employment strategy was an investment in achieving them.

Aboriginal artist Mini Heath presented artwork to the university that formed the marketing face of the completed employment strategy and will form the basis for promoting the new strategy.
The Wallsend library is preparing to link with the Archives, Rare Books and Special Collections Unit to make the data needed for revitalising the commercial and residential areas available to local residents and businesspeople. The project proposes linking the skills of staff, students and resources at the university with Wallsend under a general theme Wallsend Sustainable Community. The WUP report spelled out four areas where Wallsend may seek assistance from the university in the next couple of years:

- Heritage
- Built Environment
- Natural Environment
- Economic Development.

Heritage

Pursuing a sustainable community goal at Wallsend will rely greatly on the suburb's physical assets. The Town Centre Committee hopes to build on Wallsend's strengths of compact street pattern, variety of housing and extent of open spaces. With the assistance of the university, the committee hopes to create a Heritage Access Mapping program. Under this program (for which a grant has been sought) all Wallsend's historic buildings, sites and open spaces will be catalogued and placed on a website.

Built Environment

The Town Centre Committee is proposing a design project on building rejuvenation, which would involve students working with up to a dozen commercial and residential property owners in applying heritage and energy conservation principles to building design.

Background information for the students has been prepared by the Committee (in conjunction with Newcastle City Council) over the last year. Main Street studies and design plans of public areas and parks have been indexed to provide resource material. A Wallsend-based computer Archicad program would be used in assessing building upgrades.

Natural Environment

The Town Centre Committee (with the assistance of the Newcastle City Council Geographical Information System) has prepared section maps to plot open spaces, natural habitats and conservation areas of Wallsend. It is hoped geography students can help the committee to create a Wallsend Green Map. The Green Map System is a global collaboration for linking eco-resources within cities and a number of Australian cities and towns are already participating in this project.

Economic Development

The Town Centre Committee is hoping university departments will participate in creating a Wallsend Niche Business Strategy to utilise all the resources under the Wallsend and University Partnership project. The project would examine how existing small businesses could be assisted in competing with regional shopping centres.

The Wallsend and University Partnership working relationship over the last year augurs well for the future. The Town Centre Committee in collaboration with the university has applied to the NSW government for its first research grant. It is hoped the Wallsend and University Partnership concept could be used as an example to other communities in the Newcastle, Hunter and Central Coast Regions. It is a further example of how a university can contribute to local and regional community and business development.

More information about the Wallsend and University Partnership program can be obtained from the committee's Ray Rauscher at ray.r@nidd.net.au or the Wallsend Town Centre Committee coordinator Phil Collins at pipromo@bigpond.com.au.

Dean's medal presentation

Sixteen students from a range of disciplines were presented with medals by the Dean of Arts and Social Science at a ceremony on September 1. The Dean's medals, presented at the ceremony by Professor John Ramsland, were introduced last year to recognise Honours students of outstanding intellectual ability. The 2000 winners were Kay Hayes, Kate Ranzi-Levy, Emma Travis, Elissa Ulman, Courtney Collins, Greg Warburton, Jillian McIlwain, Elizabeth Spencer, Jane Farrah, Katrina Foster, Alison Goodhew, Sarah Rasmussen, Evan Robertson, Deborah Dunn, Peter Graht and Kim Guy.
Hunter Lecture

Australian of the Year, Sir Gustav Nossal, will deliver a free public lecture at the Great Hall on October 18. Tickets are required and are available from the

Art for Christmas

Don’t forget the School of Fine Art Gallery shop when looking for that Christmas gift with a difference. The shop has a range of gifts available from inexpensive ceramic brooches and small sculptural pieces to one-off commissioned works in bronze. The shop is open from Wednesday to Friday and on Saturday from 2-5pm or by appointment by calling Melita on ext 6578.

Convocation Medal for Professional Excellence

Convocation is calling for nominations for the 2000 Convocation Medal. The Convocation Medal was instituted in 1987 and is awarded annually to a graduate with the most outstanding record of professional excellence that can be found.

Nominations must be graduates of the University of Newcastle, or one of its predecessors. The nominator must provide evidence that the nominee has made a substantial and significant professional contribution to the national and/or international community through one or more of (a), (b) and (c):

(a) leadership in their field or profession
(b) the advancement of knowledge
(c) the advancement of professional practice

Applications are made in the strictest of confidence. Please forward all relevant information on potential award candidates (including curriculum vitae) by 31 October 2000 to Ms Allison Kindler, Development Unit, The University of Newcastle, Callaghan NSW 2308

2000 Newton-John Award

The Management Committee of Convocation invites nominations for the 2000 Newton-John Award, recognizing graduates of the University of Newcastle who have made a substantial contribution towards enhancing the quality of life in the community.

Nominations should have displayed innovation or creativity in any field that improved life, particularly in Newcastle or the Hunter Region.

Instituted in 1974, the award is based on the following criteria:

• Graduates of the University of Newcastle; (or graduates of the University of New South Wales or the University of New England who spent at least three years as students of the Newcastle University College) are eligible to be nominated for the Award;

• The Award is given for innovation or creativity in any field with the emphasis on originality, or lasting value, or aesthetic value, or benefit to the community.

Please forward all relevant information on potential award candidates (including curriculum vitae if possible) by 31 October 2000 to Ms Allison Kindler, Development Unit, The University of Newcastle, Callaghan NSW 2308. Information provided is treated with the utmost confidentiality.

Notice of meeting

The Annual General Meeting of Convocation will be held on 17 October at 6:00pm in Room 4.16 University House, cnr King and Auckland Streets, Newcastle.

The primary purpose of the AGM is to elect members to the Management Committee for a two year term; and the Deputy Warden for a one year term. Nominations close at 5.00pm Monday 16th October 2000. The Management Committee meets every two months at the Callaghan Campus in the evening.

Professor Tony Travaglini, Director, Graduate School of Business will be the guest speaker.

Nomination forms and details from the Convocation Office – ph (02) 49216459, fax (02) 49218730 or convocation@newcastle.edu.au
Critical Incident Management Training

What is a "critical incident"? In broad terms, it's an event that lies outside the range of normal human experiences that causes extreme physical and/or emotional reactions in people. Obvious examples include fatalities and serious injuries, and hostage and other threatening situations. Whilst emergency service personnel deal with such incidents on a daily basis, critical incidents are, thankfully, extremely rare at the university. Nevertheless, they can happen, and it is important that we are prepared to deal with these events in ways that support staff and students that may be affected by them.

Some time ago the university formed a working party to develop a Critical Incident Management Handbook. The handbook establishes basic procedures to deal with both the immediate consequences and longer-term implications of a critical incident. It also identifies the functions of members of the Critical Incident Management Team - the group that handles the incident and its consequences.

People in this group come from a number of units including the counselling, chaplaincy, security and health services. One aspect of being prepared is making sure all members of the group understand their roles and functions, and how these are integrated into the overall response. In August this year, staff from the Callaghan and Central Coast campuses came together in a two-day workshop. The training was under the guidance of Dr Dan Casey, a crisis intervention specialist who works with emergency service organisations, public and private schools, and colleges and universities, particularly in the United States. The university was lucky to be able to make use of his services whilst he was visiting Australia.

Dr Casey led the group through a number of topics and issues, including:

- understanding what Critical Incident Management is all about;
- the core components of Critical Incident Stress Management (CISM);
- crisis intervention;
- Critical Incident Management Team development - team skills, formation, structure, function and role;
- the development and review of procedures and protocols, including the Handbook.

All of the participants relished the opportunity for significant team building, and generated a good deal of discussion about our own strategies and procedures during critical incidents.

Critical incidents are, by definition, extremely stressful to those they touch, including those that are directly affected, those involved in emergency response, and those associated with people in the first two groups. Dr Casey's speciality lies in dealing with the stress associated with an incident, and applying methods that accelerate the recovery of those affected by it. In considering this, the group identified the need to enhance the Handbook and the procedures it contains.

Stress is a part of all of our lives and may not be linked to a single event. Some level of stress may be necessary and normal, but we all have our limits. Stress is very personal, both in its causes and manifestations. It is important that individual differences are recognised in managing our responses. Some of the techniques of stress management are the subject of a series of workshops being run by our counsellors, commencing this month (http://www.newcastle.edu.au/lc/training/workshop/stress_management.htm).

For more information about the Critical Incident Management Handbook, contact Health, Safety and Development on ext 6543.

Next Month: Electrical Testing and Tagging

New Hunter dining guide

Everything you need to know about dining out has been collected in A Taste of the Hunter: The Definitive Guide to Restaurants and Cafes In And Around Newcastle - a project of Newcastle students as part of the Young Achievement Australia (YAA) Business Skills program.

The students have formed a company, Young Achievers Newcastle University (YANU), to create the easy reference to eating out that contains more information than the Yellow Pages.

The guide is easy to use and contains quick reference contact details for just about every eatery in Newcastle providing table service. It is available from newsagents and bookstores.

For further information contact: Ray Palmer on 0407 499 922.

September 29 to October 15

Watt Space Galleries - Katherine Hundy, Eloise Roberts, Glen Spencer Triplopia in the Loading Dock; Catherine Smith Continuum in the Long Room; Charlene Tubbs Memory in the Locker Room; Shahrazad Groenhout Black Creek in the Hoist; Jesse Flanagan King Mud in the Pit. Wednesday to Sunday noon to 6pm. Call ext 8733 or email simonep@mail; visit the gallery website at www.newcastle.edu.au/wattspace.

October 12, 13, 14 and 15

The Faculty of Music presents two short operas - Ralph Vaughan Williams adaptation of the John Millington Synge play Riders to the Sea. Emma Haining sings Maurya, with Naomi von Scuff, Katie Begg and Ashley Giles. Adam Wills conducts the University Symphony Orchestra.

Henry Purcell's Dido and Aeneas, adapted from Virgil's Aeneid, features Mirian Allan and Daniel Song as Dido and Aeneas, with Jane Lobban, Julia County and a full supporting cast and chorus. Christopher Allan conducts the instrumental ensemble, with Rosalind Halton at the harpsichord and Simon Martyn-Ellis on the oboe. Both operas will be directed by Michael Ewans. Held in the performance space in University House, the performances begin at 8pm. The Sunday performance will be held at 2pm. There are no reserved seats so come early - admission $18 or $10 concession. Enquiries call ext 8905.
Recruitment, promotions and projects officer at Wollotuka Aboriginal and Torres Strait Islander Education Centre David Newham has been selected to contribute to the International Youth Parliament 2000 next month. David has been appointed co-convenor of the parliament's Indigenous Caucus, representing the Indigenous Youth Advisory Committee. The parliament will bring together more than 300 young leaders from 161 countries and will meet in Sydney in October.

Eloise Roberts, third year Bachelor of Fine Art student, won the $500 Maitland City Art Gallery Tertiary Student Art Prize recently with her untitled landscape combining drawing and painting. Fellow student Emma Johnston won the Kerrijon Framing Award for Plant and Wildlife Illustration with her work "Zoomorphism." A team of three Rutherford High School Year 12 students excelled in the Royal Australian Chemical Institute's recent Titration Competition held in the School of Biological and Chemical Sciences under the guidance of Dr Erica Wanless. The competition tests experimental ability with the winners demonstrating precise analytical chemistry skills. Rutherford students Dusica Krunic, Adam Carruthers and Terneallynch came first out of sixteen local teams, with two team members achieving rare perfect scores, placing them second in the state. They placed third in NSW in the National competition.

Third year Bachelor of Medical Radiation Science student Warwick Crosby will wear the university rugby club colours in a forthcoming tour of Malaysia with the Australian Barbarians Rugby Union team. Warwick, who received a university Blues award last month, will wear his university club socks while playing for the Barbarians.