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Cover photo - rear left to right - Director of International Development Office, Brian Freedman, Pro Vice-Chancellor, Professor Jenny Graham, Secretary-General of the Korean Council for College Education, Dr Kang, President of ISEP Korea J K Kim; seated - Vice-Chancellor, Professor Roger Holmes and Yoo, Kwang-Sup, President of Dong Seoul College

Green Paper on research and research training

The discussion paper on 'Higher Education and Research Training' entitled *New Knowledge, New Opportunities* has been released by the Federal Minister for Education, Training and Youth Affairs, Dr David Kemp. We have until 1 October 1999 to submit comments on the proposals to the Assistant Secretary, Higher Education Research Branch, LC441, DETYA, GPO Box 9880, Canberra City, ACT 2601, or at email: rbpolicy@detya.gov.au

I have asked the Deputy Vice-Chancellor (Research) to undertake the necessary analysis of the likely impact of implementing the new policies upon this University, and to draft our response. I would urge as many of you, either as individuals or as groups, to read the Paper (available at http://www.detya.gov.au/highered/index.asp) and to submit your views.

I have some initial thoughts about the Paper which I am happy to share with you. There are some positives in the paper, such as the recognition of the importance of university based research and research training, particularly for regional Australia, such as the Hunter and Central Coast, where the University is closely identified with the local economy and with regional development. In addition, the paper supports the establishment of the Australian Research Council (ARC) as a distinct federal entity, with key responsibilities in distributing research funding on a peer reviewed basis, and providing strategic research advice to the government.

Unfortunately, no new money is identified and the paper discusses a new framework for distributing the existing 'cake' for research and research training. This will probably result in a reduction in funding for research infrastructure and for research student places at this University. The precise details are being established within the University, and through the AVCC, with the Federal Government in time for the Profiles Meeting with DETYA on 21 September.

Major concerns about key elements of the Green Paper are as follows:

1. Research Infrastructure Block Grant (RIBG). This is a grant currently made available to the University on the basis of our success in winning government supported research grants (National Competitive Grants or NCG's), and is used to support relevant research infrastructure. Under the new scheme, the funds are distributed by the NCG agency, not the University. Consequently, there would be no guarantee about the use of those funds for university research infrastructure.

2. Institutional Grant Scheme (IGS). The block grants proposed are based on the existing Research Quantum (RQ - $221m), the Small ARC Grants ($28m) and a 'share' of the research training component (ie funding for research students) of the Operating Grant ($210m). The proposed IGS distribution formula for this $459m is based upon a two-part formula: research postgraduate student load (60 percent) and research grant funding (40 percent) (with no weightings for NCG income). This formula contains no output measures such as...
Historic Korean visit strengthens links

Articulation Agreements with Korean colleges arising from an unprecedented visit to the University at the end of July, have the potential to inject $1.5 to $3 million a year, beyond university fees, into the Hunter economy.

Thirty eight high ranking Korean delegates representing some of the 562,186 students in Korea’s current pool of college enrolments, met with senior staff on July 29 and 30 for full day briefings.

In welcoming the delegates, the Vice-Chancellor, Professor Roger Holmes, said the University was keen to establish good working relationships with colleges in Korea.

“The University has established a number of very important associations with Korea since 1988,” he said. The association had already seen 400 Korean students graduate through an Articulation Scheme for Korean Nursing College graduates and a number of partnerships and working relationships with other institutions in Korea, he said.

Responding on behalf of the Korean Presidents (the equivalent of Vice-Chancellors), Dr Cho Sae-Hwan emphasised that he was looking forward to negotiating concrete agreements.

“We wish to develop or enhance the relationship between the University of Newcastle and Korean colleges for the benefit of our students and to promote the relationship between Korea and Australia,” he said.

Brian Freedman, Director of the International Development Office, said that the visit is an extremely important one for both the university and the local economy.

“The anticipated drop in the number of Korean university aged students by 2003 makes articulation agreements with external universities an important internationalisation strategy for Korean colleges,” he said. “It is the first time a delegation of this size has visited Australia. Newcastle and the Hunter will reap huge benefits as each student spends an average of $9,000 while studying.”

Professor Jenny Graham, Pro Vice-Chancellor External Relations says the University is building on its relationship with the Koreans. “The University is uniquely appealing to the delegates because of the strong support base that has developed over the last ten years, including an active Korean student association and experience of the Language Centre in teaching English to Korean students,” Professor Graham said.

Economic changes in Korea such as pressures for labour market restructuring, a demand for skilled workers with English language proficiency by foreign investors, and value placed on study abroad by prospective employers has increased the potential for the Australian university system to attract large numbers of Korean students over the next five years. Articulation Agreements signed with several Korean colleges during the recent visit gives the University a distinct national advantage.

Deans of the Faculties of Arts and Social Science, Economics and Commerce, Education, and Science and Mathematics provided the delegates with information on their undergraduate programs and possibilities for articulation during their visit to the Callaghan campus on July 29. The visitors split into groups to tour facilities in the Faculties of Engineering, Nursing, Music and Architecture, Building and Design.

The delegation visited the Central Coast Campus and met with senior staff on Friday, July 30. Director of the Campus, Professor Les Eastcott, was part of the group that had formed relationships in Korea in 1988. The Vice-Chancellor said Professor Eastcott, along with Professor Jenny Graham and Brian Freedman, had played a big part in that early contact and continue to do so today.
Helping to save lives

The University has agreed to join a payroll deduction program to support the Hunter’s Westpac Rescue Helicopter Service. Covering an area from Coffs Harbour in the north, Tamworth in the west and Gosford in the south, the Angel II helicopter provides an aeromedical rescue service that is available 24 hours a day, every day of the year.

Beginning with a volunteer crew manning a Bell 47 helicopter in 1975, the rescue service was initially dedicated to surf rescue and coastal observation. As the need for an improved rescue capability was recognised, the service grew to a full time operation with improved equipment. The community has played a crucial role in supporting the rescue helicopter.

“The Westpac Rescue Helicopter is a vital lifesaving link for the people of our region,” Marketing officer for the service, Karen Phillips said. “Many of your staff or their families might one day need our services. Our annual budget is in excess of $3.8 million per annum and we need to generate $1.5 million a year from the community to continue our operations.”

The payroll deductions have been made possible with the introduction of the University’s CONCEPT Human Resource Management Information System this year. The helicopter service is a registered charity with all donations over $2.00 being tax deductible. Personal deduction authority forms will be circulated with payroll slips.

Poetry competition

BETWEEN THE SPACES

There is a pause between the spaces of desire and love.
We may linger there gauging the opposition checking baggage, preparing for anticipated costs hoping that another unknown player does not hold all the cards. When chance throws the dice futures fall randomly possibility pleads for explanation but meaning has already left for another game.

LIFE’S RICH TAPESTRY

As afflictions during childhood instill inexplicable fears, But the impact of these episodes grows clearer with the years. So the stitches at close quarters seem repetitive and plain, But life’s rich tapestry viewed remotely is explained.

You search for a companion For your trek across the threads, To feel with you the fabric Underfoot as you tread.

But as another spoilt encounter Leaves a residue of pain, Life’s rich tapestry Soaks up another stain.

As you wonder about the future you declare indecisively, “Tomorrow will be better. I’ll press on courageously”.

But the tapestry is folded. The remainder is well hid. Who knows the illustration Underneath, or beyond the fringe?

Alumni celebrate

Both the Sydney and Brisbane Chapters of Convocation held functions in July.

Sydney

David von Schill, Emeritus Professor Godfrey Tanner, Patricia Forsythe, MLC, Dr Bernie Curran and David Forsythe enjoyed a glass of wine at the NSW State Library function on July 9.

Brisbane

Dr Bernie Curran celebrated with graduates, Ted Brennan and Jill Scott at the Brisbane Chapter function at the Polo Club on July 16.
Accounting for himself

Newcastle commerce graduate, Gavin Cassar, has won a scholarship to study towards his PhD in Business Administration at the Haas School of Business at Berkeley University in California.

Gavin, who was dux of Raymond Terrace High School in 1993, went into accounting at the suggestion of his father, a small businessman. While many who begin a pursuit suggested by a parent find their interests lie elsewhere, Gavin discovered he was good at accountancy and "picked up the concepts easily".

While working full time as an accountant, Gavin also studied full time, collecting a swag of merit awards for his outstanding academic performance along the way. He ultimately won the Dean's Medal from the Faculty of Economics and Commerce for achieving the highest average score across the faculty. His working hours were also rewarding as he formulated and implemented an automated accounting system that ultimately made him redundant!

Gavin again took advice on whether or not to undertake honours, this time from the Director of the Graduate School of Business, Professor Scott Holmes. "I wasn't going to do Honours, but Scott talked to me about the advantages of academic life," Gavin said. The advantages will be multiplied by the successful completion of his studies at Berkeley. Considered one of the top 10 business schools in the world, PhD graduates from Haas are in demand for teaching jobs in the United States with starting salaries in the area of $US130,000 a year.

Gavin, who did his Bachelor of Commerce and Honours in Accounting at the University, has been working as an associate lecturer in accounting and finance here. He won the scholarship, worth around $US36,000 per annum, after completing a GMAT examination and finishing in the top two percent of applicants.

"I will choose several projects to complete during my studies, while studying maths and econometrics on top of accounting and finance," Gavin said. "It's a mixture of coursework and research projects that provide me with exposure to a range of areas."

Building Department recognised

The Department of Building in the Faculty of Architecture, Building and Design has won a special award for its contribution to excellence in teaching. The prize has been awarded by the Australian Institute of Building (AIB), the peak professional body of the building industry.

The citation on the award says the AIB "recognises the excellence of teaching provided by Department of Building staff at the University of Newcastle since the introduction of the Bachelor of Building/Bachelor of Construction Management (Building) course, and acknowledges the leadership demonstrated by Professor Denny McGeorge and Chen Swee Eng".

While the AIB recognises outstanding individuals with teaching awards each year, this is the first time a whole Department has been honoured in this way. Head of the Building Department, Chen Swee Eng said.

The decision to present the special award was made following a visit by an AIB accreditation panel to Newcastle.

"The course assessment panel was very impressed with the course (Bachelor of Construction Management (Building)) and proclaimed it to be one of the best in Australia," Chen said.

The course received unconditional accreditation for five years from the AIB.

The award, which recognises the special requirements placed on lecturers in conducting a problem-based learning course, will be presented at the International Association for Professional Management in Construction congress in Sydney on September 9.
Specialisation has always been good for the University's new Business Liaison Manager, Peter Jones. It helped him build an office equipment business from nothing to a $5 million turnover in five years and to establish a successful family business at his Yarramalong property to export native flannel flowers. And he believes it will help him to create business interest in the University's intellectual property (IP).

"It's about coming back to core business and narrowing down what we do best," Peter said. "That will identify where we'll have the greatest success in being able to commercialise our existing intellectual property."

Peter's position, which is jointly funded by the Research Branch and TUNRA, has been created to introduce a more ordered process into developing the commercial potential of the University's IP and consultancy. To date it has been up to individual researchers to identify potential collaborative partners and find funding for their postgraduate students. While there has been some interaction by the Research Branch and TUNRA with outside organisations, it has centered on consultancies and contract research. Peter intends to extend these activities to encourage collaborative research programs and successfully commercialise IP.

"I've been appointed to liaise between the University and other organisations, be they in the government, corporate or non-profit sector," Peter explained. "My talks with academic staff and business since I began on May 26 have highlighted the need for more effective communication. There is a huge amount of opportunity that is not being effectively tapped because business isn't aware of what we can do."

Peter came from a background in sales and marketing, working for 3M in Sydney for 13 years before setting up his own company. By identifying a need in the corporate marketplace for effective electronic information delivery, he built a highly successful company that he sold at the end of 1994. He then took a year off to travel Australia with his wife, Jocelyn, and four children.

When their trip came to an end, Peter and Jocelyn escaped the city and purchased 17 acres in the Yarramalong Valley. Just seven kilometres from Wyong, the family property provides them with the best of both worlds - close proximity to family in Sydney, schools, transport and shopping, as well as a relaxed rural lifestyle. "The area amazed me," Peter admits. "The Central Coast is almost a satellite of Sydney and has big problems but the Valley has a caring, country atmosphere with strong community involvement."

A landscape architect, Jocelyn was interested in horticulture and the pair set up a business to grow and export native cut flowers. It was on the farm that Peter had his first experiences of research and development, both with a growers group keen to develop the native flower industry and with a prototype tractor that led him to learn quite a lot about the "do's and don'ts" of intellectual property. So with the flower business on track, Jocelyn encouraged Peter to answer the advertisement for the University's Business Liaison position.

"Negotiations are really where I come from - with my sales experience, from being an entrepreneur running my own business and from the other enterprises I've taken up," he said. "Only a small amount of my involvement is with IP and new ideas - the essential skill is in talking to business."

As well as working with individual inventors, departments and faculties to take their ideas to industry, Peter wants to bring back requests for research and development from industry to the University. In times when universities are expected to generate more of their own funding, he feels that the University needs to more effectively address the needs of business. Newcastle University is viewed by industry as world class and is ideally located to be one of Australia's leading universities, he said.

Peter sees his job as building relationships with organisations that will ultimately generate ongoing funding. "If we don't effectively present commercial outcomes and benefits to an organisation, we won't get funding. It's a matter of presenting those opportunities that exist in sponsorship, collaborative research, joint ventures and IP in the way that they need to report it to their managers and shareholders."

While he is anxious to get some "runs on the board" by attracting some significant funding to university projects quickly, Peter thinks successful negotiation is in his blood.

"The things that make a salesman successful aren't quantifiable - they come in all shapes and sizes," he said. "But I feel comfortable sitting and talking to people and working through the issues so that everyone feels the benefit of what has been decided."
Building fine men

An extension of the period between childhood and adulthood is creating difficulty in the passage of boys into men, Trefor Lloyd from the Working with Men team in London, told an audience at a Newcastle conference in July.

Speaking at the Working with Boys, Building Fine Men conference, Trefor described studies revealing the differences in the ages at which boys achieve the milestones along the way to manhood:


Confusion over what is wanted from young men now they are no longer required to fight in wars or work in heavy industry and the extension of adolescence has led to health problems, increasing suicide rates and criminal activity among men, he said.

Giving young men the opportunity to talk about what it means to be a man was a good place to begin addressing the difficulty many of them have in making sense of the process, Trefor told the conference audience of parents, teachers, youth workers, police, health and welfare staff, counsellors, researchers and policy staff.

"It is around us all the time but we never talk about it or think about it," he said.

"The more explicit we are, the more prepared boys are to talk about it."

Trefor is the Director of Working with Men, a London-based non-profit organisation supporting the development of men.

Conference Convenor, Richard Fletcher of the Men and Boys Program of the Family Action Centre, said that parents, practitioners, professionals and others who come into daily contact with boys play a significant role in their identity and development.

"While recognition of father's role is welcomed, the inference that a boy's development is entirely the responsibility of the biological father is fanciful. Apart from acknowledging women's role in raising boys, it is important to recognise the significance of boys' contact with teachers, coaches and adults in a variety of human services," he said.

Delegates to the Working with Boys, Building Fine Men conference took part in a range of practical skill workshops including boys and depression, using boys' stories, asking boys, working with indigenous boys and managing behaviour in the classroom, as well as research and policy forums.

Keys to a strong family

Sharing and commitment appear to be important qualities for building and maintaining a strong family unit, according to the initial results of a University study.

The Family Action Centre (FAC) has received $77,818 from the Department of Family and Community Services to adapt the Building Family Strengths - A Resource For The Community inventory, developed by Professor John DeFrain.

An internationally-acclaimed researcher and writer on family issues, Dr DeFrain is currently in Australia helping to develop a program of support for families in crisis, by building on their strengths as a means of overcoming their weaknesses. His work is based on the philosophy that healthy families lead to a healthy society - a view shared by the FAC.

Professor of Family Science at the University of Nebraska-Lincoln, Dr DeFrain has spent 25 years researching families and will work with the FAC to make the inventory more culturally-appropriate for Australian families.

"We welcome the opportunity to draw on Dr DeFrain's knowledge and skills in this field. He is a truly remarkable and knowledgeable man whose work overseas has contributed to the support and strengthening of families," said Centre Director, Di James.

The initial feedback from focus groups taking part in the study has highlighted the qualities of sharing and commitment as important to building a strong family, according to project officer, Sharon Hitchcock.

"One of the most surprising outcomes has been the range of opinions of what constitutes a family," she said.

"While we knew a family was not going to be as straight forward as mum, dad and a couple of children, we were pleasantly surprised with the range of 'family groups' that have been represented in our focus groups."

The emphasis of the research is now shifting from the focus groups to individual families in the wider community.

"We want Hunter families to give us their views of what makes families strong and we have started recruiting individual family members and whole families to take part in the project," Sharon said. She said people would answer a survey, take part in a family discussion, or be interviewed individually.

Families wishing to take part should contact Sharon on ext 6830 or Camilla Mcqualter on ext 6830.

The completed inventory will be presented at the Building Family Strengths conference being hosted by the Family Action Centre in November this year.
Central Coast Campus celebrates 10th anniversary

The Central Coast Campus celebrated its 10th anniversary recently with a series of events enjoyed by staff, students and the community. Held over a week-long period, the anniversary was observed as a major milestone in the development of the campus.

Pro Vice-Chancellor and Director, Professor Les Eastcott, said the state-of-the-art campus has evolved and developed into a dynamic and energetic educational facility in just ten short years. Its unique blend of partners: the University of Newcastle, the Hunter Institute of Technology and the Central Coast Community College - allows the campus to provide a broad range of educational opportunities to the people of the Central Coast region and beyond, he said.

"The campus commenced its first lectures in very humble surroundings ten years ago on 10th July. It was a concept that was translated into an ambitious and visionary project by a group of dedicated people known as the Central Coast Tertiary Education Development Committee."

"Today, ten years on, we see the results of that vision in a spectacular campus that is a credit to those people and a real and tangible asset to the Central Coast region," Professor Eastcott said.

The Central Coast Campus has not only fulfilled its original charter, but has extended far beyond the original expectations. Its graduates have proved themselves in the business and professional community.

"As well, niche courses that are only offered at the Central Coast Campus are steadily gaining international recognition. That's a fact we are very proud of," he said.

Celebratory events included the opening of the "Hermitage", one of the original buildings on campus refurbished as a staff social club; the launch of Catching the Waves by Susan Ryan, AO, at the Coop Bookshop; and the launch of The Past and the Future, a pictorial history of the Central Coast Campus.

A display highlighting the progress of the Central Coast Campus from its early days, through the intensive building process to the campus of today, was on show. It featured photographs of the many personalities that have contributed to the campus.

Similar to the ABC's Hypotheticals, a Speculative entitled Genetic Re-Engineering Food - Health, Hope or Horror?, was chaired by Dr Jacqueline Flint, of the School of Business.

On Thursday, 15 July, the Fine Art Studies Centre was officially opened by Michael Lee, MP, the Member for Dobell. A large crowd attended this function which was also attended by the Vice-Chancellor, Professor Roger Holmes and the Director of the Hunter Institute of Technology, Gaye Hart.

A Celebration Lecture by Dr W Merrilees, Ten Years later: The Marketing Revolution 1989-1999 dealt with the path that marketing has taken over the last ten years, with particular reference to the development and promotion of the Central Coast Campus.

The celebrations were completed by a special birthday barbeque for staff under the Sails in the CCC Student Union. The function included the presentation of awards to staff for five years service and to two members of staff (Dr Graeme Starr and Elaine McRae) for 10 years service. A number of special awards were also made for "meritorious service".

Early vision

If the plans for the Central Coast Campus had followed the path originally intended, the campus that we see today at Ourimbah would not have existed. The plans were for a correspondence...
facility (a type of Open University) and a community meeting held in the early 80's set up a committee to explore the possibilities.

But according to the Chair of that committee, Emeritus Professor Clif Ellyett, the timing was wrong and he and his fellow members, Ed Manners and Paul Davis, set off on a different track.

Professor Ellyett, who was Foundation Professor of Physics at the University, says he just happened to hear about the site at Ourimbah, which was State owned and earmarked for tertiary education. He immediately saw that it was a suitable central location and that rather than an Open University, the Central Coast needed a real one.

As State President of the WEA, Professor Ellyett could see that as the WEA was in unsatisfactory accommodation in Wyong, the move to the Ourimbah site would be good for them too.

"We had two or three houses on this site and we thought that we could offer lecture space to the University of Newcastle," he said. "Paul Davis and I talked to a lot of people in Sydney and Canberra and that was when TAFE came into the picture."

The committee then expanded to become the Central Coast Tertiary Education Development Committee. The WEA became the Central Coast Community College (one of the partners in the Central Coast Campus) in 1988 and in July of 1989 the first University students began lectures.

Professor Ellyett is modest about his role in the genesis of the Central Coast Campus. "I was mainly concerned with getting it started. It was for the benefit of the community and I really didn't think about it," he says.

2NUR reviewed

The University Council will hear a report from a Committee of Review into the future of radio station 2NUR-FM at its August 8 meeting.

Council established the Committee after hearing submissions regarding the station's future at its last meeting on June 25. The issue is the result of a Resources and Administration Committee recommendation to hand in the station's license due to budget considerations.

Deputy Vice-Chancellor, Professor Brian English, said the recommendation came as a result of community funding support being insufficient to make up the shortfall caused by changes in Federal Government funding to the University.

He said that the University had subsidised the operations of 2NUR-FM by $433,000 since 1997 and that the station had accrued a debt of $824,000 since that time. While it provided a valued contribution to the University and the community, funding cuts had reduced the University's ability to subsidise the station's operations.

Chair of the Committee of Review, Deputy Chancellor Trevor Waring, said he had been very pleased with the number of submissions received in relation to the station.

The committee comprises a representative of Council (Milton Ainsworth), a student representative (Samantha Turner), and nominees of both the Vice-Chancellor (Brian Penfold) and the Committee (Tony Doherty).

"I feel positive that we will be able to see a way forward for 2NUR-FM," Professor Waring said.
by Kim Britton

It is with deep sorrow that I write this obituary for my good friend and former colleague Martin Haggis, who died of stomach cancer on July 10, aged 43.

Those who worked with Martin during his years as Promotional Materials Manager in the Marketing and Media Services (M&MS) unit will remember his irreverent humour and his enormous talent as a graphic designer.

Martin taught me a great deal about work. He taught me to think on my feet, to strive for truly creative, unique solutions and to never settle for anything less. He taught me how to love what I did and find genuine pleasure in the craft of creating – whether it was a small brochure to promote a course, an advertisement or a full prospectus. Most of all he taught me how to have fun doing it!

There was a lot of laughter around Martin.

His own total dedication to the task of creating a professional visual image for the University and then safeguarding that level of professionalism was inspiring.

Martin never took the easy way out at work. Second best was never good enough. Colleagues will remember him sitting bleary-eyed at his computer after putting in an all-nighter to meet a deadline. He was an original. He was a strong mentor for the young designers who came under his supervision at M&MS. The University was lucky to have him.

Martin decided to become a commercial artist when a casual teacher at his junior school, St Michaels Church of England School in Wandsworth, England inspired him in the mid-'80s.

After studying art, technical drawing and design at high school, he began work as a junior artist at Sharps Advertising agency in London in 1972. He spent 12 years at Sharps, rising to the position of Studio Manager.

Ready for a change, Martin spent two years freelancing, working for many different agencies and studios around London before going into business, forming Michael Martin Partnership. From 1988 to 1990, he and partner Michael Lucy mastered the use of Macintosh computers and specialised in computerised design and production. When Lucy left to pursue a new direction, Martin formed a new company, Tribal Colour. He came to Australia in January 1995 to work with Interactive Media, an advertising information company, where he was responsible for all creative work. He joined the University later that year.

Friends will remember Martin’s passion for soccer. He was a determined competitor until he became ill, leading his senior team to competition victory last year. He also had a passion for music, encouraging both his sons to take up musical instruments. He had a passion for life.

Martin was farewelled by colleagues and friends in the Chancellery when he decided to return to England in June. He died in the presence of his family. He will be sadly missed by the friends he left behind. Martin is survived by his wife Kay and sons Robbie and Michael.
A novella revealing the life of an Italo-Australian family living in Melbourne forms the starting point for a unique exhibition of art which is currently showing at the School of Fine Art Gallery.

The King of the Accordion by Anna Maria Dell’oso is the story of a girl’s adoration of the accordion and of her brother, who will not, but eventually does fall under the spell of the instrument. It is a story of love and disillusion.

The King of the Accordion is also thirteen paintings, each with a response by a renowned artist to the novella. No one painting is a literal translation – they each bring personal attitudes to the story.

The exhibition of paintings evolved from the novella that was commissioned by Joseph Eisenbert, curator of the exhibition. It is being toured by the New England Regional Art Museum to state and regional galleries in four states. The thirteen artists are: Suzanne Archer, Bronwyn Bancroft, Kevin Connor, David Fairbairn, George Gittoes, Graham Kuo, Kerrie Lester, Victor Majzner, Ann Thomson, Vicki Varvarigos, John R.Walker, Madeleine Winch and Salvatore Zofrea.

Events coinciding with the exhibition at the School of Fine Art included an official opening, guest lectures from the artists and the launch of the School of Fine Art Foundation.
Teacher education review announced

Education Minister John Aquilina announced the first review of teacher education to be undertaken in New South Wales in 20 years while delivering the keynote address at a conference at the University in June.

The review follows on from a number of national and state reports on aspects of teacher education which have highlighted the difficulties faced by education faculties in the current regime of reduced funding from the federal government and industrial difficulties involved in student teacher practicums. Most recently, a report by the Ministerial Advisory Council on the Quality of Teaching, found that graduates were having difficulty coping with curriculum expectations and classroom behaviour. To be headed by international education consultant, Gregor Ramsey, the review will encompass initial teacher education, graduate programs, teacher induction and continuing education.

"It is crucial that teachers are being well trained to meet the changing needs of students and schools and the expectations of parents, the community and employers," Mr Aquilina said.

The review and other issues in education were discussed at the annual Teacher Education Council Conference hosted by the Faculty of Education from June 27 - 29.

Teacher education council president and Dean of the Faculty Professor Terry Lovat said the conference brought together political leaders from all sides of government, system administrators, union members and teacher educators, with members of the public, to share information about a range of important matters in education.

"Teacher shortages, enhancing beginning teacher readiness, and preparing teachers and students for the new HSC are just some of the major issues involved," he said. "Improving the partnerships and links between schools, TAFE and universities in creating better pathways to education careers was also on the agenda."

Winds of change

Dr Andrew Garrad

Convenor of the conference, Dr Philip Clausen of the Department of Mechanical Engineering, said the conference had been very timely as the two percent renewable target proposal is in its public comment stage.

"Evidence suggests that climate change is occurring and we do need to do something - business as usual is not a viable option," Philip said. "There is a lot of commercial interest in wind farms and if the Government proposal becomes legislation, energy authorities will be forced to look at renewable energy alternatives."

Wind energy is the most mature of the renewable technologies and produces the cheapest energy in favourable conditions, Philip said.

The conference attracted industry representatives from around Australia and overseas. The second keynote speaker, Dr Andrew Garrad is from British company Garrad Hassan and Partners, a large company that monitors wind farms, assesses potential sites and consults all over the world.

A speaker from the Sustainable Energy Development Authority, Nicole Ghiotto, reported on the current programs being run to promote renewable energy initiatives in New South Wales.

Members of the Wind Energy Group from the Department of Mechanical Engineering are among world leaders in the design and manufacture of small wind turbine blades. Philip Clausen organised the conference with fellow researchers Associate Professor David Wood and PhD student, Matthew Bechly.

"Everyone was pleased with the conference," Philip said. "The first speaker stimulated discussion and other papers retained the pace. Everything was a success, including an excellent dinner speech by Peter Dormand, Newcastle City Council's Green Energy Project Coordinator on the role local councils can play in promoting renewable energy."
Background
I came from Lismore on the NSW north coast. I finished my Leaving Certificate when I was 16 and didn’t know what I wanted to do. I went to Sydney and worked in a range of occupations before I found nursing through the Royal Ryde Homes. There were two nurses working there who were good role models. They were intelligent, they had presence and they were doing something meaningful. They packaged nursing for me in a way that showed me the real skill and set of abilities in it. I felt comfortable with what I was doing and found personal expression in it.
I married when I finished nursing training in Lismore. We lived in a series of very small country towns but always near larger towns. I knew about the push for nursing to go into the tertiary sector as early as 1974 and I did my Masters at Mitchell CAE. I was seconded from Lithgow District Hospital to establish the Mitchell program. I was always a clinical nurse but also a nurse/educator in many places.
My appointment at UWS Macarthur taught me a lot about the university culture and provided me with a lot of opportunities as a senior female academic. When, after eight years at UWS, the job came up in Newcastle, I thought it would be good to work in an environment with a medical faculty as well as having the opportunity to express ourselves as a nursing faculty and to have the option of working with two Area Health Services.

Challenges
Nursing is at a turning point. We are not in the affirmative action stage any longer. We have extended ourselves into another place. The challenge is in knowing what we need to let go of and what is our core business. It is still about caring but nursing activities are packaged differently. I have just been appointed to the Minister for Health’s NSW Health Council to help identify what people need in health services and how we, as nurses and health professionals, meet those needs in the world of contemporary health care. We need to ask a number of questions. For example, what does our education need to look like? What does technology mean to nursing?

Strengths
It is now set in law that there is such a thing as a nurse practitioner, an advanced nurse, often in some specialty area of practice, who can prescribe some medications, order tests, etc. There are 40 places funded by the government that will allow nurse practitioners, in collaboration with others in a health care team to show their abilities and assume extra responsibilities for patient care. There are lots of examples around the Hunter where nurses are already challenging the boundaries of our profession.

Work
I supervise research students as well as responding to a lot of outside calls to present research or engage in debate. I have done a lot of work with others on determining professional boundaries and the skills mix and developing models of best practice – the what and the how of nursing. The single department is a great asset to the university culture and to have a lot of fun with my family. Apart from that I do very ordinary things. I like to read, to cook and I enjoy the challenge of doing things with my hands – I garden and sew. I’m not one to sit still but I do go into my own space on the weekend – I like to smell the gum leaves.

Future
I’m not planning on going anywhere else. I like it here and I don’t want to do it all again somewhere else. I think the place has potential. Managing the transition at the end of my term as Dean is very important. I’d like to get out into the real world – somewhere attached to the university, perhaps, but with a link to the community.
Reconciliation with indigenous populations cannot be achieved if the extinguishment of native title to land is a precondition, a leading Canadian land rights lawyer told an international conference in Newcastle last month.

"Indigenous peoples have a great capacity to form new relationships which can be mutually beneficial to the settlers and to the lands on which we all make our home," QC Louise Mandell said. "But to achieve this, the premises of colonisation must be abolished in all forms and replaced with a collective ideology of coexistence."

In her paper, Is White Might Right, delivered to the Land and Freedom Conference, on July 10, Ms Mandell said that colonisation doctrines continue to be promoted by the governments of Canada and Australia through extinguishment arguments.

"In Canada, these extinguishment arguments have not succeeded," she said.

Ms Mandell, and fellow QC, Stuart Rush, who were the keynote speakers at the conference, represented the Gitksan people in the landmark land rights case "Delgamuukw", the Canadian equivalent to Mabo.

Conference co-convenor, Dr Nancy Wright from the University’s English Department, said the Delgamuukw decision was important, not just to Canadians, but as a point of comparison with land rights struggles in other countries. "The debate over native land rights is not specific to a particular country but is occurring in all post-colonial countries including Australia and Canada," she said. "What the conference did was to look at points of comparison between Delgamuukw and Mabo and subsequent cases in Australia, most significantly that of the Yorta Yorta Aboriginal nation. The struggle of Rush and Mandell to establish the legitimacy of historical indigenous tradition, as reflected in oral evidence, was successful in the 14 year long Delgamuukw case that holds important lessons for Australian land rights groups.

Co-convenor, Andrew Buck, Coordinator of the University’s Politics Program, said that the conference acted as a site to bring together highly professional researchers who came not only from Australia and New Zealand but also Canada, England, South Africa and the United States for the comparative study of land rights issues. "The points of comparison between countries isn’t just of academic interest," he said. "It provides the machinery, the tools and the vocabulary for use in the ongoing struggle for land rights."

More than 28 top researchers in the historical analysis of property rights from around the world, together with representatives from aboriginal groups from around Australia, attended the international conference, which was the 18th annual conference of the Australian and New Zealand Law and History Society. The visit of the internationally renowned Canadian law team was supported by the Association for Canadian Studies in Australia and New Zealand and the University of Newcastle.

Rush and Mandell also met with representatives of the local land council and with interested staff and students at Wollotuka Aboriginal Education Centre at the University on July 8. That event, like the Land and Freedom Conference, was organised to mark national NAIDOC Week.

**Gold to Newcastle tennis**

A strong squad of tennis players won medals for Newcastle at the Eastern Australia University Games held at Western Sydney in July. Many of the University’s top players represented Newcastle, including Antony Capewell, Jenny-Anne Fetch and Kim Whitty. The team also enlisted the talents of Erik Friberg and Mathius Landin from Sweden and Stephanie Woiz from Germany.

Remaining squad members were James McLeod, Luke Medcalf, Rebecca Walker and Kelly Cunningham.

The women’s team were undefeated taking home the Gold medal. The men’s team was overpowered in the final by UNSW and won Silver. Both teams will compete the Australian University Games in Perth later this year.

The tennis squad was missing former top player and Blue recipient, Richard Nicholls, who was competing at the World University Games in Majorca, Spain. After starting well, winning both his first round singles and mixed doubles with partner Angela Lawrence, Richard was knocked out in the second round. Congratulations to Richard on his selection in the Australian team.

Around 5,000 athletes from 27 campuses competed in 30 sports at the Eastern Australia games from July 5-9. Students from NSW and the ACT congregated at the University of Western Sydney’s Macarthur campus, with some events held at nearby Liverpool and Bankstown.

Newcastle teams performed well winning medals in golf, gridiron, men’s hockey, judo, mixed netball, rowing, men’s soccer, women’s softball, swimming, Taekwondo, men’s touch and athletics. The Newcastle athletes were assisted by a large contingent of international students, especially those from Sweden, Norway and the USA. Some teams will compete in the Australian University Games to be held in Perth from September 27 to October 1.
Top country students recognised

The University highlighted the support it gives students from rural and regional areas during this year’s Open Day by presenting more than $130,000 worth of scholarships.

Thirty-three first year students were recognised for their achievements when the Vice-Chancellor awarded them certificates acknowledging their $4000 lump sum scholarships. “The University believes it has a responsibility to make education as accessible as possible to people from regional and rural areas as well as from major urban centres,” Professor Holmes said.

The Foundation Scholarship Scheme was established in 1997 and complements the regional and rural preference scheme which awards a bonus four UAI points to current NSW HSC students who apply to study for certain degrees. To be eligible for the regional and rural preference scheme the students must have attended schools and TAFE colleges with postcodes in the Hunter, Central Coast, Central West, Northern Rivers, Mid North Coast, New England, Western Plains and Broken Hill mail centres.

“This year’s scholarship recipients are all great achievers – all of them had an UAI of over 95. Now, with the University’s help, they are working towards their chosen professions in a vast range of disciplines,” Professor Holmes said.

The march of time

Brenda Twiss has seen a lot of changes in the 33 years she has worked at the University. When she joined as a data entry operator in 1966, she used a huge IBM 1130 computer with magnetic disks to store information. When the computing section upgraded to an ICL machine, it was even bigger and used reel to reel tape.

As the years passed, the computers got more compact and more numerous. Brenda adapted to the changes. “We retrained on the job,” she said. “I’m a practical person and just get on with learning something new and even though the computers were different, I was still using a keyboard.”

It is more than just the equipment that has changed for Brenda. During her early years here, there were only three buildings (McMullin, Physics and Geology), about 1000 students and 30 members of non-academic staff. “We were like a little family then,” she said. “All the general staff met for lunch once a month and people appreciated your work. Over the years things seemed to get worse and worse and now there is very little people contact.”

Changing technology is responsible for Brenda’s job being made redundant. When the new Finance One system became operational, her data entry position came to an end. She was seconded to the Accounts Payable section, where she has worked for the past 12 months.

Brenda plans to take an interest in her husband’s business when she finishes up on August 13 but mostly wants to relax. She wants to learn to play golf. “I had no intention of staying for 33 years but I’ve had a lot of fun here over the years and I’ll leave with some sadness.”
Time On, Time Out: Flexible Work Solutions To Keep Your Life In Balance

Susan Biggs' and Kerry Fallon - Horgan's 1999 book seemed like a good idea for the frantic nineties. If I had the time. No, seriously, this book has potential, if only I could get around to reading all of the material in the way that it deserved to be read. I mean, look at the contents. It talks about "balance", and "getting a life" before moving onto what are termed "The challenges".

Most of us are challenged in this era of downsizing / rightsizing / optimizing and everything else you can think of! To "enhance personal productivity" in putting this review together I went to the website at http://www.familiesatwork.com/publications.html and extracted the following statement about the book:

"Are you looking for a healthier balance between your work and personal life? Do you enjoy the work you do, but want more time to look after other things that matter to you. Time On, Time Out! offers you all the information, strategies and confidence you need to negotiate the work/life balance you're looking for, including:

- Worksheets to help you assess what you want from your life and to understand the types of flexibility you may need.
- Detail on how flexible arrangements work and research data on how productive they can be.
- A look inside workplaces that offer flexibility, and how they do it.
- Case studies of successful individuals and organisations.

- Action plans with which you can approach your workplace and make flexibility happen.

Published by Allen & Unwin. Cost $19.95 + postage and handling."

The book's length of some 300 pages explores work - life balancing options for employees who are able to adopt flexible practices in carrying out their work. For those of us who aren't yet flexible there is a section on how to get it and hopefully, how to keep it.

The writers are systematic in their approach, firstly capturing our attention by asking us to imagine "what it would be like to work in an organisation that has excellent flexible work practices". They then move on to flexible workplace options, explaining what's in it for employer and employee if work arrangements were to be altered.

Helpful referrals are provided in the "Useful Contacts & Resources" section and a quick glance reveals some credible organisations such as the not for profit Council for Equal Opportunity in Employment Limited (Victoria), The Australian Institute of Family Studies (Victoria), The Australian Council of Trade Unions (Victoria) and the Work / Life Net and the Families At Work Consultancy as well as one of the authors' (Fallon - Horgan) own consultancy in Willoughby.

- Victoria has a smaller population but it would appear has more call for this sort of thing. Perhaps they're just more advanced than we are in NSW!

Who should read this book? Everyone of course! Especially if you are trying to get a life outside work; and employers and managers who want a better understanding of what flexible work arrangements might offer for their organisation. People who are responsible for achieving results through others, i.e. managers, will find the book quite useful and informative about emerging work practices across the globe.

For those that don't have time to read material presented in book form anymore and experience life as a series of "downloads", the website addresses provided in the Useful Contacts & Resources Section of the book are definitely worth a look.

In addition to http://www.familiesatwork.com/ indicated above, try the Australian Institute of Family Studies at http://www.aifs.org.au . The Institute cites as one of its objectives: "To promote by the conduct and encouragement of fundamental and applied research, understanding of the social and economic factors influencing the capacity of Australian families to function effectively."

Reading this gives yet another perspective on work flexibility. It's not just about getting more into your day, or about management's desire for higher productivity in the workplace as a result of staff being "grumbled" rather than disgruntled! Workplace flexibility has a "knock-on" effect. Families that cease to function effectively, partly because of family UN-friendly workplaces impact on all of us, one way or another.

Finally, for further insight about working options, go offshore to Flexibility - The Interactive Forum on New Ways of Working in the United Kingdom at http://www.flexibility.co.uk/. Lots of good material here, including reviews of yet further publications on the evolving nature of flexible working arrangements.

This started out as a book review. The book's content has prompted some further poking about. This has revealed a far wider world of issues for individuals, issues for families, issues for managers, and broader economic and societal issues.

Bloody hell. I wanted to delimit this and deal with it in the time frame I'd allocated!

John Dugas lectures in the University's School of Management in the areas of Organisational Behaviour, Organisational Design, and Strategic Management.

After finishing this book review he fled to play with his two and a half year old daughter, Jasmin.
The Video and Interactive Media Team (Media Design, Production and Publications Program) has recently received an award from the British Medical Association for their production of a CD-rom which deals with the effects on families of those who have sustained brain injury. Why did it have to happen to our family?

The project was initiated in 1996 by the Hunter Area Health Service when it was realised that the needs of such families were not being met by existing publications. A model was conceived for an interactive workstation to be made available to brain injury rehabilitation units. It was tailored for use by any member of a family as research had revealed that all members of affected families experienced difficulties in coping with the problems arising from such injuries. The intent was to provide a tool which helped create empathy and understanding within the family unit.

Phil Lloyd of the Video and Interactive Media Team, with the assistance of researcher Paula White and drawing on information provided by health professionals, devised a series of scripted scenarios which covered the areas of major difficulty experienced by families. These scenarios were filmed and then incorporated into the program. Fourth years students from Studio 4 of the Faculty of Architecture, Building and Design provided invaluable帮助 in the production stage. After completion in September 1996, it was decided that it should be made available as a CD-rom, to assist families in remote areas. It has also been widely-used in primary schools.

This superb production was given a first place prize by the US Health Media Group, the Health Sciences Communications Association (HESCA) in 1997 and has now received the Bronze Award given by the British Medical Association in this its first year of multimedia awards.

Simplifying the software installation process

Novell's Application Launcher (NAL) is a software package which makes it possible to quickly distribute software applications to users' workstations and to manage those applications. Users gain access to applications which are available via the Application Launcher and Application Explorer which display a clickable icon for each application.

The University's Central Computing Laboratories depend solely on the NAL for providing software applications to the students. Should an application become corrupt, then on next use of the application the NAL will undergo a "self-healing" process, rectifying the corruption. This means that students can be confident that the workstation will provide a robust and reliable platform on which they can perform their work.

The upgrade to FinanceOne (version 9) is using NAL. Changes required to the FinanceOne program have been encapsulated and using the NAL, these changes will be quickly and easily added to the workstation. Chemwatch, a program required under the Occupational, Health and Safety Act for tracking the storage and use of chemicals is another program that has been "NALised".

Benefits of NAL:

- Users can refresh the application and solve configuration problems at their own volition;
- New versions and patches can be distributed automatically, software for new machines can be distributed on request;
- Access to old and new programs can be changed as the user's needs and job requirement change;
- Applications can be configured in such a way that no matter where the user is, they will still have access to those applications;
- Centralised, constant, application distribution and setup.

For further information, please contact John Hendriks on ext. 5628 or email jdh@medicine.newcastle.edu.au, or contact the Year 2000 Project Team, email us on y2000@newcastle.edu.au, ph ext 5847, fax 6988.
Corporate Identity

The University has a policy to ensure that all materials to be viewed by an external audience, including students and prospective students, adhere to the corporate identity. Professional production of promotional materials not only improves their impact but helps to reinforce the University’s corporate identity. Anyone planning to produce a brochure, advertisement, video, booklet, conference materials, etc should initially contact the scheduler in Marketing and Media Services by calling ext 5594, fax 6400, email: phowatso@mail. If you are uncertain whether material you are using fits the University’s established visual identity, you can obtain a copy of the Corporate Identity Manual through M&MS via the above contact details.

Guinness Contemporary Art Prize

Guinness Australasia in conjunction with the Art Gallery of NSW is offering a $5000 prize to encourage excellence in screen-based media for young art students. Undergraduate students are invited to submit innovative screen-based works that may incorporate a variety of time-based media, including video, film, digital graphics and sound. Entries, in the form of a video, will be displayed in the Art Gallery of NSW exhibition Voiceovers. Closing date: September 6. Works must be posted to The Guinness Contemporary Art Prize, C/- Dreamcoat Sydney, 66-68 Foveaux Street, Surry Hills NSW 2010, ph 9212 1811.

For sale

1990 (TP) Magna Executive Automatic S/Wagon (original owner with log books). Very good condition, 142,000 kms, rustproofed, towbar, roof racks, reliable family motoring, excellent value for money ($6,795), phone: ext 5045.

Items: Victa mower $90; Ryobi ‘whipper snipper’ $45; portable gas BBQ (excl. bottle) $15; mid blue vanity basin $25; binoculars $10; steering wheel lock $8; vertical griller $25; sandwich toaster $15; hamburger maker $25; blender $25; ph ext 6563.

Business: Old Wares and Collectables - Established 11 years - private off street parking, fully burglar alarmed, cheap rent, popular area - owner retiring $7,000 + stock and fittings. Please telephone 0592319 (AH).

White pages telephone directories

Distribution of the 1999/2000 local white pages telephone directory on campus is now complete. Anyone wanting additional copies can get them from the underground car parking area of the Hunter Building. Simply drive up and help yourself. The area is usually open from 7.30 onwards.

Mail satchels

Most departments by now are having their mail delivered and collected using an exchange satchel service. This service, which commenced in January to departments in specific buildings/locations, is an integral part of the shift to individual cost centre charging for external mail, and is made several times a day to these departments/locations.

Recently the Mailroom staff are discovering that some satchels collected on their rounds have NOT been emptied from the previous delivery. This would suggest that when the person who’s job it is to empty the satchel is absent from work nobody else in the department empties it. This results in the satchel and its contents going BACK to the Mailroom for processing again. The Mailroom staff have no way of knowing that they are taking back a previously delivered shipment - this only becomes apparent during the sorting process when something which was delivered earlier is back again for sorting to the exact same destination.

Can department heads please ensure that the mail satchels are promptly emptied by someone else in the department if the person with the responsibility for the mail is absent? This may also help reduce (or at least answer) some people’s concerns about mail delays on campus.

Feral décor

Staff in the Chancellory are reminded that a protocol governing the visual presentation of the building’s internal spaces exists. The protocol aims to avoid the creation of unsightly and crowded work areas and prohibits the following:

• Signs on walls, glass, etc - limit signs in number and location to those that are absolutely essential, that are produced in an appropriate format and attached to available display boards.
• Attachment of items to fabric workstations - no materials are to be adhered to workstations.
• Visual clutter - workstations should not be used to display stored items, personal items or items for sale such as confectionery.

Thoughts from Philosophy

Groucho Marx:

I’m clubbable, but I wouldn’t join any club that would have me as a member. Which poses a problem for lonely grouchies. If they meet, they’d like to form a group, but ....

Does any collection of lonely, groupable grouchies that wouldn’t join any group that would have them as a member, form a group or not?

Professor Cliff Hooker

Fulbright Awards

Australian-American Educational Foundation is offering Fulbright Scholarships for postgraduate study in the United States in 2000/2001 in visual and performing arts; engineering; science; statistics and related disciplines; vocational education and training. There are postgraduate scholarships for Aboriginal and Torres Strait Islander People and the 2000 Coral Sea scholarship to investigate a problem or opportunity relevant to Australian business. Awards for senior scholars and postdoctoral fellows are also available. Applications close on September 30. For a full list visit the website at http://sunsite.anu.edu.au/education/fulbright.
July 27 – August 15
Watt Space Galleries at University House presents Acquisitions – a selection of works from the University Union collection displayed as a prelude to the Eighth Annual Union Acquisitive Art Prize in August; is my man working – serigraph paintings by Sean Smith; Cataplexy – an installation by Helena Goczol; Naughty Naughty – an installation by Helen Irene Thomas; be to silent – an installation by Niomi Sands.

September 20 - 21
Clinical Skills in Men’s Health - Healing men in practice conference – Richard Fletcher, ext 6401, email

September 23 - 24
The Employment Studies Centre is hosting the 6th National Conference on Unemployment at Noosav on the Beach in Newcastle. The theme of the conference is Jobs, Policies, Markets and the Future of Work. Inquiries to Linda Cooper, Conference Organiser via email

September 26 - 29
Chemeca 99 - a conference organised in conjunction with the The Institution of Chemical Engineers in Australia, The Institution of Engineers, Australia, and The Royal Australian Chemical Institute.

September 27th
1999 Tertiary Counsellors’ Conference - hosted by the University Counselling Service. A conference for University and Tafe Counsellors, to be held at the Central Coast Campus. Contact Nanette Bryant, ext 5801 or email

September 30 – October 1
1999 Australian Symposium on Combustion and the Sixth Australian Flame Days Callaghan campus.

Contact: B. Dlugogorski, email: cgbd@linga.newcastle.edu.au.

October 5
1999 Templeton Lecture by Professor Paul Ehrlich of Stanford University. 6.30pm – Wallace Lecture Theatre, University of Sydney.

Evolutionary and Environmental Ethics: A Non-Philosopher’s View. Admission free. Contact Dr Valerie Morris – valu@mail.usyd.edu.au.

November 17 – 20
2nd International Conference on Managing Enterprises – hosted by the University’s School of Management, contact Wendy Swinkels, ph ext 5991.

November 22 – 24
Family Strengths Conference, contact Jane Yeaman, ph 4984 2554.

Department of Biological Sciences Seminar Program
Venue: Audiovisual Lecture Theatre, Auchmuty Library Time: 4pm Friday

August 6:
Exercise immunology
Dr Maree Gleeson, Hunter Immunology

August 13:
Hormonal induction of sperm release in amphibians
Melissa Pomering, PhD, Department of Biological Sciences, University of Newcastle

August 20:
Human aldehyde dehydrogenase isozymes of anterior eye tissues
Professor Roger Holmes, Vice-Chancellor and President, University of Newcastle

Bascon Theatre, adjacent to Biological Sciences building

August 27:
Six genes: key regulators of vertebrate development?
Dr Peter Koopman, Centre for Molecular and Cellular Biology, University of Queensland

Sept 3:
Sperm formation and maturation in marsupials
Dr Minjie Lin, Department of Biological Sciences, University of Newcastle

Sept 10:
Marsupial ART
Dr Frank Molinia, Landcare, New Zealand

Sept 17:
Transfer cell development in V. fahs cotyledons
Suzanne Farley, PhD student, Department of Biological Sciences, University of Newcastle

October 8:
Regulation of sperm activation
Margaret Wade, PhD Student, Department of Biological Sciences, University of Newcastle

October 15:
Engineering plant sucrose metabolism: from source to sink
Dr Bob Furbank, Department of Biological Sciences, University of Newcastle

November 14, 1.00-5.00pm
“Paediatrics - including Asthma and Dermatology”, Level 2, David Maddison Building.

August 24, 7.00pm

September 7, 7.00pm

September 14, 1.00-5.00pm
“Ophthalmology (Common Eye Problems)”, Level 2, David Maddison Building.

Contact: HPGMI, ext 6173 for registration details.

Have your say!
Survey to ascertain perceptions

General and academic staff will be given the opportunity to let the University know what they think of it as an employer when they are asked to complete the inaugural University of Newcastle Staff Survey this month.

Aimed at providing senior management with feedback on the concerns of their staff, the surveys (general and academic) ask staff to identify the strengths and weaknesses in their workplaces.

University Secretary and Registrar, Gem Cheong, says the survey is being initiated as part of the University’s quality assurance framework.

“This is not an idle exercise and the University takes it very seriously,” Gem said. “We have commissioned an external agency to receive the responses, analyse the data and produce reports, so staff confidentiality is absolutely assured.”

Heads of all faculties and divisions of the University have been urged to provide structured work time for staff to complete the survey form and staff will be informed of the outcomes of the survey. “It is important that the circle is closed,” Gem said.

Help the University to help you – complete your Staff Survey and return it to the Hunter Valley Research Foundation using the Reply Paid envelope provided.

Biggest Morning Tea - staff from the Mathematics Department (with Women’s Health Australia) raised $352.00 for the Cancer Council at their morning tea.
A Newcastle arts graduate with a burning interest in the philosopher, Nietzsche, has won a scholarship to carry out research at the Bauhaus University in Weimar, Germany.

Darrin Morgan, who is studying towards his Master's degree in Fine Art, began reading Nietzsche as a high school student in Forster. His interest in the philosopher led him to do a philosophy major and an honours year focusing on his work. It also led him to study German in an effort to be able to read Nietzsche in his own language.

"I've always been drawn to Germany," 29 year old Darrin explained. "Weimar has been nominated as the cultural capital of Europe this year. It is also the home of the Nietzsche archives."

Next year marks the centenary of Nietzsche's death. While the philosopher is sometimes linked to the rise of National Socialism in Germany, Darrin says he distanced himself from German nationalism.

"Nietzsche believed that fascism came from inside us and that we have the power to put an end to it within ourselves," Darrin said. His recent exhibition at the Watt Space Galleries, pipwyepis, explores fire and silence as commentary on Nietzsche's philosophy. The installation used gunpowder on watercolour paper and Darrin says creating the works was like playing with fire in a controlled way.

For a previous exhibition, Kristallnacht, Darrin spent eight months cutting glass into two and a half centimetre squares which were spread on top of newspaper reports of the night that heralded the beginning of widespread persecution of Jews by the Nazis.

"More than 30,000 Jewish men were arrested on Kristallnacht," Darrin said. "There is a concentration camp, Buchenwald, which is just outside Weimar and is one of three camps where those arrested after Kristallnacht were taken. I'm hoping to take my exhibition there."

The University has an exchange agreement with the Bauhaus University and Darrin will be the first student to take advantage of it. As well as being awarded the University's research scholarship, he has won a summer study scholarship to do two months of German language study at the Bauhaus. Darrin will spend 14 months in Weimar.
Please tick the box or circle your answer.

How many editions of Uninews have you read this year? 1 2 3 4 5

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Please circle which category you are in:

- Academic staff member
- General staff member
- Student
- Other:

Would you prefer Uninews’ format to:

- Stay same
- Change to tabloid size

Would you like to receive Uninews:

- More often
- Stay same
- Less often

Would you like to be added to our mailing list or do you know anyone who would like to be added:

Details: ___________________________________________
Staff Development Programs

September & October 1999

For further details and updates of Learning & Development's Programs and IT Training courses, please refer to our website at http://www.newcastle.edu.au/services/iesd/learndevelop/training/sdtrain.htm

The Learning and Development Program
INFORMATION AND EDUCATION SERVICES DIVISION

TO REGISTER FOR INFORMATION TECHNOLOGY AND STAFF DEVELOPMENT COURSES

- Contact Faye McMillan by phone, ext. 8634 or email learndev-bookings@newcastle.edu.au to reserve a place.

- Complete Registration Form (one form per course) and forward to Learning and Development or fax to Faye on 6994 as soon as possible. The Registration Form can be found on website http://www.newcastle.edu.au/services/iesd/learndevelop/training/rego.html

When the registration form is received by Learning and Development your place will be confirmed by letter.
UNDERSTANDING AND IMPROVING TEACHING

STUDENT GROUP PROJECTS: CAN THEY BE ASSESSED?
Friday 3 September
9.30am - 12.30pm

This workshop is for those who have had experiences of assessing group projects and for those who have little experience of using group projects and assessing them, but would like to know more about it or are considering using this method in their subjects and courses.

The leader of the workshop, Jo Gaba of the Department of Social Work, University of Newcastle, will introduce the important principles and approaches to group assessment. Participants will be invited to discuss their ideas and concerns related to this interesting and somewhat controversial method of student assessment.

TEACHING STUDENTS FROM OTHER CULTURES
Thursday 21 October
1.30pm - 4.30pm

This workshop is designed to examine the cultural assumptions that underpin teaching and learning strategies. It will present a number of studies of international and migrant students in Australian universities.

Participants will be asked to review their experiences as teachers of overseas and non-English speaking students. The workshop will provide an opportunity to reflect upon the implications our assumptions and experiences for the effective teaching of students from diverse cultural backgrounds.

The workshop will be presented by a panel of researchers and practitioners.

ASSESSING UNIVERSITY STUDENTS
Wednesday, 18 August
9.30am - 4.30pm

Student assessment is an integral part of the learning and teaching processes and is not a matter for last minute consideration. This introductory course will provide participants with an overview of student assessment systems, exploring such issues as:

- why we assess students
- what should and can be assessed
- how much assessment is necessary
- methods of assessment in various disciplinary areas.

The course will be presented by Dr Sue Toohey of the University of New South Wales, co-author of a recently published book "Assessing Learning in Universities". It will draw on the experience of academic staff in many Australian universities and will present several case studies of their assessment methods.

EVALUATION OF UNIVERSITY TEACHING AND COURSES
Thursday 23 September
9.30am - 4.30pm

This course will introduce staff to principles and practice of evaluation of university teaching and courses. It will discuss major concepts underpinning evaluation practices, a range of evaluation methods and their effect upon the quality of education. It will report on recent research and will propose answers to the following questions:

- What methods of evaluation are available and when to apply them?
- How can we identify the "good" and the "bad" aspects of teaching?
- What are the advantages and disadvantages of standard questionnaires?
- How to design our own evaluation system?

These and other questions will be addressed through presentations, workshop activities and discussion. The course will be led by Isabel Sendlak.

* * *

An extended version of this course is offered for staff interested in working towards formal awards (a Graduate Certificate and Master Degree). Those who have completed the extended course will be granted advanced standing in the programs leading to these awards, offered by the Faculty of Education, the University of Newcastle. For further information regarding award programs please contact Isabel Sendlak on ext. 6413, email: ais@alinga.newcastle.edu.au.

FOUNDATIONS FOR UNIVERSITY TEACHING
Monday 13 September 1.30pm - 4.30pm
Tuesday 14 September 1.30pm - 4.30pm
Monday 20 September 1.30pm - 4.30pm
Tuesday 21 September 1.30pm - 4.30pm
Monday 27 September 1.30pm - 4.30pm
Tuesday 28 September 1.30pm - 4.30pm

This course is designed to help academics in their teaching. It is offered to all, but preference will be given to new staff who have less teaching experience. The University anticipates that all new Level A and B appointees will undertake this course.

The course will introduce the principles and good practices of teaching and learning in tertiary education. It will help participants to reflect on and improve their teaching. Its program is based on the view that teaching should be seen in the context of student learning. Since it is an intensive course, it is scheduled as a series of six shorter sessions in order to make it easier for participants to prepare for each session.

* * *

An extended version of this course is offered for staff interested in working towards formal awards (a Graduate Certificate and Master Degree). Those who have completed the extended course will be granted advanced standing in the programs leading to these awards, offered by the Faculty of Education, the University of Newcastle.

For further information regarding award programs please contact Isabel Sendlak on ext. 6413, email: ais@alinga.newcastle.edu.au.
FLEXIBLE LEARNING

GETTING STARTED WITH TOPCLASS
14th September & 25th October
9.30am to 12.30pm

For staff wishing to create an integrated learning environment in which the tools for facilitating access to web based learning resources, online discussion forums, quizzes and class management are part of the one user friendly interface. This workshop has been designed for faculty wishing to use TopClass, a commercial web based learning system, to extend their range of instructional strategies with students on campus or at a distance. It is presumed workshop participants will have some familiarity with Web browsers and html pages.

The session will combine an overview of TopClass administration, facilities and IESD support with “hands on” practice in the following areas:

- Registering Students & Creating a Class
- Creating and Uploading Course Content
- Making Class Announcements
- Using Student Discussion Forums
- Tracking Student Progress
- Creating and Marking Tests

PROBLEM BASED LEARNING WORKSHOPS

PROBLARC (Problem-Based Learning Assessment and Research Centre) will be conducting their Annual Series of Workshops “Issues in Problem Based Learning” between 15th November and 24th November 1999. These workshops will be conducted on Campus and are free to full time University staff. The following Workshops will be offered:

Workshop 1: An Introduction to Problem-Based Learning
15th November 1999

This introductory workshop is intended for those with little or no experience in problem-based learning. It provides an opportunity to acquire a concise and quick overview of the characteristics of problem based learning and the implications for implementation. The workshop includes a practical demonstration of a problem based learning tutorial.

Workshop 2: Skills Development for PBL Tutors
16th November 1999

This workshop focuses on the development of facilitation skills and uses an experiential approach. An emphasis is given to strategies for facilitating problem-solving, self-directed learning skills, group process and conceptual learning.

Workshop 3: Development of Stimulus Material in Problem Based Learning
17th, 18th, & 19th November 1999

Design of appropriate stimulus material is essential to a successful PBL program. In this workshop, participants engage in the process of designing appropriate stimulus material and examine alternative methods of presentation of stimulus material.

Workshop 4: Assessment in Problem-Based Learning
22nd & 23rd November 1999

This workshop focuses on the development and implementation of forms of integrated assessment which emphasise problem-solving skills, the application of knowledge in novel situations and autonomous/self-directed performance. Participants will critique a range of assessment tools using a PBL framework.

Workshop 5: Design and Evaluation of Problem Based Learning Curricula
24th November 1999

Problem-based learning is both an educational methodology and a framework for curriculum organisation. This workshop looks at the implications of PBL for curriculum design and documentation. Issues to be discussed include curriculum evaluation generally and in models for evaluation specific to PBL.

The workshops will be led by Associate Professor Penny Little, Director of PROBLARC and Jane Conway, Teaching Fellow, PROBLARC. The Workshops will be held on campus and are free to full time staff of the University of Newcastle. For more information please contact Juliane Ward, E-mail: alpJ@cc.newcastle.edu.au

FLEXWEB WORKSHOPS

Facilitated by Keith Davey, Learning & Development Program.
For a description of the workshops go to:

The following workshops will provide you with the fundamental skills to design, create and maintain your own learning and teaching web site.

Wed 1st September - all day
Netskills Workshop - introduction to designing and creating web pages

Mon 6th September - all day
Photography for the Web and Multimedia

Tues 14th September - all day
Photoshop for the Web

Tues 21st September - all day
Fireworks for the Web

Mon 18th October - 4 hours
Media Content for TopClass

Thurs 28th October - 4 hours
Evaluation of Educational Web Sites

For a description of the workshops go to:
One of the first decisions to be made in offering a subject on-line is which parts of the teaching/learning process are most effectively offered over the Internet and which are best delivered via another medium.

A possible first step in offering an on-line subject might be to set up a subject web page, publishing the subject outline, lecturer contact details, lecture notes, and similar information online. Another possible starting point, is to establish a subject resource page, with an introduction to the subject area, bibliographies and reference lists and/or links to online information. Alternately, a first step in using the Internet in teaching might be to establish a forum for student interaction, or a mechanism for motivational quizzes, or student feedback.

This seminar will explore the why and wherefore of using the web in teaching, and will complement workshops on web-page creation. Information on using the web in teaching is also available at Web-based Teaching and Online Learning http://www.newcastle.edu.au/services/iesd/learndevelop/resources/online/internet.htm

A page that publishes your curriculum vitae and your hobbies is a popular choice for an individual home page, but it is a document that has very little relevance to people outside prospective employers and your immediate family. A topic page that relates to your research and teaching interests can be a resource for your students, an advertisement of your expertise, and an attractant for web searchers from around the world.

This seminar will cover the issues behind designing a topic page that will function effectively in these three ways, including locating and evaluating resources; re-writing print articles as hypertext documents; and ensuring your page is found by search engines. It will complement workshops on web page creation.

Through interaction with their peers students consolidate their ideas, test hypotheses, and confirm opinions and attitudes. This workshop will investigate the characteristics of various methods of online interaction including mailing lists, newsgroups, chat, and Motet web conferencing. As well as looking at available systems and methods of establishing online forums, the workshop will provide strategies for ensuring that student interaction facilitates learning.

Information on online interaction is also available at Web-based Teaching and Online Learning http://www.newcastle.edu.au/services/iesd/learndevelop/resources/online/interact.htm
LEADERSHIP AND MANAGEMENT
FRONTLINE MANAGEMENT INITIATIVE

The FMI is a competency-based development program, which is open to those in, or aspiring to, management positions. Participants who successfully complete the program will receive a nationally recognised award in Frontline Management at AQF Certificate Level III, IV, or V (Diploma).

The next intake for the FMI will be early 2000. To be placed on the waiting list and for all enquiries: Contact Bob Wiltshire on ext. 6570.

ABORIGINAL CULTURAL AWARENESS

Aboriginal Cultural Awareness - to register please phone Kerrie Matterson on 6547 or email kmatters@mail.newcastle.edu.au

ORGANISATIONAL HEALTH AND SAFETY

CHEMWATCH TRAIN THE TRAINER PROGRAM

This Program will be provided to targeted individuals to assist in the implementation of the ChemWatch database within the University. This database assists Faculties to manage hazardous substances that are used in their operations. Expressions of Interest for this Program will be sought shortly.

Enquiries: Contact Dianne Pascoe on ext. 5379.

CPR/EAR: FIRST AID IN THE CLASSROOM AND WORKPLACE

Tuesday 7 September
9:30am – 11:30am

The Occupational Health and Safety Act (1983) imposes an obligation on employees to take reasonable care for the health and safety of persons who are at their place of work and who may be affected by their behavior. So what would you do if:

• You encountered a conscious casualty?
• You encountered an unconscious casualty?
• You were confronted with an accident scene?
• You needed to perform Expired Air Resuscitation (EAR) or Cardio-pulmonary Resuscitation (CPR)?

If you can't answer all these questions and would like to know the basic principles of EAR and CPR, please enroll in this session.

Staff of the Australian Red Cross leads this workshop

LABORATORY & WORKSHOP SAFETY

The provision of effective safety training of all users of laboratories and workshops is an essential requirement of the NSW Occupational Health and Safety Act 1983. This Program aims to ensure that Laboratory and Workshop Managers are able to demonstrate that their current safety procedures meet the requirements of the OH&S Act regarding staff, students, and visitors. This Program will also address the development of safety manuals, effective systems of supervision, risk assessments of unique processes, and overall evaluation of safety systems. It is anticipated that completion of this Program will enable Laboratory and Workshop Managers to develop appropriate shared work practices with academic staff, and undergraduate, and postgraduate students to ensure effective management of safety within the workplace.

Enquiries: Contact Dianne Pascoe on ext. 5379.

MANUAL HANDLING

Wednesday 15 September
9:00am — 1:00pm

This workshop has been designed to inform staff of the new manual handling code. The session will be ‘hands on’ and will give staff the opportunity to practice the correct kinetic lifting methods.

Key Topics:
• The manual handling code/legislation
• Manual handling aids
• Assessment techniques
• Weights and forces
• Frequencies of assessments
• Risk assessment and risk control
• Kinetic lifting techniques

Mr Keith Platt will lead the workshop

OH&S FOR FACULTY-BASED SAFETY COMMITTEES

This Program aims to provide an overview of OH&S legislation, and the management of safety within the University. It is also envisaged that completion of this Program will enable Committee members to effectively liaise with OH&S support services within the University (including the OH&S Team and the University Occupational Health & Safety Committee). Included in the Program will be the clarification of roles, and responsibilities for Committee members, and an introduction to OH&S risk management.

Enquiries: Contact Dianne Pascoe on ext. 5379.
ORGANISATIONAL HEALTH AND SAFETY

OH&S RISK MANAGEMENT FOR ACADEMIC SUPERVISORS AND PRINCIPAL RESEARCHERS

This Program aims to ensure that academic staff supervising research students at any level are able to manage their occupational health and safety obligations. It is envisaged that, on completion of the course, academic staff will be able to evaluate OH&S risk assessments of research work incorporated by students into research proposals. Academic staff will also be provided with a framework for the ongoing maintenance of their OH&S responsibilities in supervising research of students, and an overall evaluation mechanism to complete this process.

This Program will also ensure that Chief Investigators are able to meet their OH&S responsibilities to students, research staff and the general public by the development of appropriate OH&S risk assessments, and controls for their research work. The methodology here will be structurally similar to that used by academic staff supervising research students. However it is envisaged that Chief Investigators will be responsible for both ensuring appropriate risk assessments are made of research work before this begins, and the implementation of any controls that are required. The Program will provide a forum where individual research projects can be discussed.

Academic staff and Chief Investigators are encouraged to bring case studies (i.e. individual research projects) requiring clarification to assist in the development of appropriate protocols.

Enquiries: Contact Dianne Pascoe on ext. 5379.

OH&S RISK MANAGEMENT FOR GENERAL STAFF MANAGERS

This Program aims to ensure that Managers of general staff are able to meet their obligations to staff, students, and visitors under the OH&S Act. It is envisaged that, on completion of the course, Managers of general staff will be able to organise OH&S risk assessments of hazardous activities that are performed by staff in their area of control. Following the completion of risk assessments it is anticipated that Managers of general staff will be able to implement appropriate controls to ensure that hazards are eliminated, where practicable, or minimised. Completion of this Program is essential to Managers wishing to ensure that their personal duty of care to staff is appropriately met. Case studies are welcome and a framework will be provided to Managers to assist in the orderly assessment of workplace risks. It is envisaged that an agreed priority list will be developed in consultation with staff.

Enquiries: Contact Dianne Pascoe on ext. 5379.

WORKPLACE DEVELOPMENT AND TRAINING

DEVELOPING POLICY/PROCEDURES MANUALS
Thursday 30 September
9:00am – 12:30pm

This workshop will identify the difference between policies and procedures and give participants some skills in drafting policy and compiling a procedure manual for their workplace.

Susan Jones and Margaret Jollow will present this workshop.

EFFECTIVE WRITING FOR ADMINISTRATORS
Wednesday 6 October and Wednesday 20 October
9.00am – 12.00pm

This program is designed to give participants the skills they need to write clear and concise workplace documents such as letter, minutes, e-mail, reports, manuals and policies. It is a practical program with lots of examples and opportunities for individual and group work and discussion. The program includes sessions on:

• What is plain English and how can it help?
• How to develop a clearer and more effective style
• The writing process: planning, drafting and editing skills

As part of the program evaluation, participants will receive individual feedback on a document they write at work after they have completed the course.

Anita van der Wal will present this workshop.

IMPROVING YOUR IMPROMPTU & PREPARED SPEECHES
Wednesday 3rd and Wednesday 10th November
9:30am – 4:30pm

This is a two day workshop which has been structured to provide an opportunity for participants to practise and improve their impromptu speaking skills. The workshop will also guide people in the preparation and presentation of prepared speeches.

If your work role requires you to introduce speakers, make formal presentations, speak at conferences, negotiate with clients, or undertake other public speaking duties, this course will benefit you.

Emphasis will be placed on group participation, in a supportive friendly environment, where questions and discussion are encouraged.

Dorothy Pinder and Nola McCarthy, both qualified toastmasters will lead this workshop.
WORKPLACE TRAINING AND DEVELOPMENT

PROJECT MANAGEMENT
Tuesday 19, Wednesday 20 and Thursday 21 October
9:00 am – 5:00pm

This program has been developed to work with all businesses, large and small, that are involved with project activities. Key project personnel, including new managers and those who need refinement of their techniques, will benefit from the course. Project support personnel can also learn to maximise their role as a team member for optimum project results.

Learn how to complete projects on schedule, within budget, and with the desired results by:
- Clarifying project goals
- Specifying the needed resources
- Scheduling the project and assigning responsibility for completing all tasks
- Monitoring and modifying the project during implementation
- Evaluating the success of the project

IT TRAINING

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<td>Time Saving Features</td>
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<td>Automating &amp; Customising Tasks</td>
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<td>Working with Long Documents</td>
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<td>Microsoft Word Flexible Learning Day</td>
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CANCELLATION/NON ATTENDANCE
(For All Staff Development and IT Training Workshops)

- If you need to cancel your place, please do so at least four days beforehand so that we can reallocate your place to another person.
- Failure to notify us 48 hours in advance of non-attendance will incur a $30 fee.
- As courses may not be conducted with less than five participants you will be notified 48 hours in advance of course cancellation.

If you have any questions about courses or the booking procedure, please call Faye on extension 8634.

For a description of the workshops go to http://www.newcastle.edu.au/services/iesd/learndevelop/training/courses.html
The descriptions of new IT Training courses are detailed below:

Learn Microsoft Word 97 at your Own Pace at a Microsoft Word Flexible Learning Day!

In IT Training, we realise that people learn in different ways, and that being led through course material by an instructor may not be an optimal learning experience for some people. We are now addressing this need by offering Microsoft Word Flexible Learning days. These days are designed so that you may come to the room to work through a particular module or modules, at your own pace. There will be a training consultant in the room at all times if you require assistance.

The modules you may complete through flexible learning are:
- In The Beginning
- And We Created
- Tables
- Merging
- Time Saving Features
- All There is to know about Graphics
- Automating & Customising Your Tasks

There will be two separate time slots; 9am — 12pm and then 1pm — 4pm. You are still required to book into these sessions. When making your booking please advise Faye McMillan on ext 8634, as to which module/s you are intending to tackle. This is to ensure that we have enough manuals and computers available.

We are endeavouring always, to address the needs of our clients. Please note that these courses will still be run in the traditional manner, as well as offered flexibly. We look forward to seeing you at our flexible learning sessions!

Word 97 - Automating & Customising Your Tasks
This course is 3 hours in duration and will take you through features such as borders & shading, creating envelopes, templates and forms, macros, customising your toolbars and changing Word's defaults. Participants must have completed at least "Word 97 - And We Created" module.

Word 97 - Working with Long Documents
This course is a full day and deals with features such as styles, outlining, index, table of contents, field codes, master documents and headers & footers. Participants must have completed all Word97 modules except "Graphics" and "In the Beginning".

So, You Want to Create a Web Page... (The Essentials)
This is a basic HTML course for PC users which has been set as the prerequisite to all Dreamweaver training. It is 4 hours in duration.

Web Publishing with Dreamweaver — Creating Your Own Pages
This course is 4 hours in duration and will take you through creating a basic page from scratch. It is designed for people who do not need to use the University template.

INTRODUCTION TO SPSS
Windows-based statistical analysis software
Wednesday 29 September
9.30 am to 4.00 pm

The following topics will be covered:
- overview of SPSS
- using the SPSS data editor
- checking your data
- using the output navigator
- file manipulation
- cross tabulations
- importing data from other applications
- reading data from a text (txt) file
- creating & editing simple charts & graphs
- using SPSS syntax

Facilitator: Alaine Corning

INTRODUCTION TO SAS PROGRAMMING
Wednesday 22 September
9.30am - 4.30pm

SAS is a very powerful statistical and data management system. This one day workshop will cover the following topics:
- overview of the SAS System
- using the SAS Display Manager System
- reading in data
- saving your data to a SAS data set
- checking your data
- manipulating data sets
- producing simple reports

A fee of $85 is required to cover the cost of the manual "SAS Fundamentals: A Programming Approach". This manual has over 500 pages and is very comprehensive as it normally accompanies a 3-day course of the same name. Some sections of the manual will not be covered during the workshop. Registrations must be finalised one week prior to the workshop so the appropriate number of manuals can be ordered. Unfortunately money cannot be refunded for cancellations less than one week prior to the course though the participant will be entitled to the manual which has been ordered for them.

Facilitator: Cathy Turner
The Research Branch will be conducting the following Seminars and workshops in the second half of the year.

**PLANNING YOUR RESEARCH CAREER**
Wednesday 8th September 1999
12.00pm - 2.00pm

Important steps in planning the direction of your research career, where to draw upon funding and the importance of mentoring support from the Department.
The features of the new scheme for early career research staff, who is eligible, what can be sought, the timing of the first and subsequent applications.

Venue: Lambert Lounge Shortland Union
Target group: Early Career Researchers
Presenters: Associate Professor Geoff Evans, Associate Professor Rob Cowdroy, Dr Glenda Strachan and Ms L McBriarty

**MANAGING RESEARCH EXPANSION**
Monday 25th October 1999
10.00am - 12.00pm

This will cover the complementary role of the RMC grants schemes and the advantages to be obtained from planning at research program level to develop the capability of the research team. The role of the team leader and expansion of the research personnel base by support for visitors, postdoctoral staff and research candidates. The importance of coordinated applications for research infrastructure and support from schemes to bring researchers to the University.

Venue: Industry Development Centre, University Drive
Target group: Research Team Leaders
Presenter: Professor MacDonald, Mr Peter Farley and Mr Peter Jones

**LARGE GRANTS AND BEST PRACTICE**
Monday 1 November 1999
9.30am - 11.30am

Best practice in the development of high quality applications for ARC large, NHMRC project and similar grant schemes. Analysis of the reported problems from the current rounds of applications. Peer review support mechanisms from Faculties and Department mentors. Sources of information and the objectives of Research Branch review activity.

Venue: Industry Development Centre
Target group: Intending chief investigators in 2000
Presenters: A panel drawn from ARC and NHMRC panellists and Research Branch reviewers.

**COLLABORATIVE RESEARCH**
16th September 1999
2.00pm - 4.00pm

The availability of RMC Collaborative grants to support collaborative research with new partners from the private- and public sector organisations. The intended flow on to SPIRT applications or contracted research funding from Rural Industry R & D corporations. Intellectual property and what the University requires for the protection of its interests. Tax effective funding. The importance of business planning in the application process to ensure that a developed proposal will receive management endorsement and funding.

Venue: Treehouse, Shortland Union
Target group: Experienced researchers who are developing industry links
Presenter: Panel of Professor MacDonald, Dr Soozy Smith, Mr Peter Farley, Ms Merry Wright, Ms Jenny Kirkby, Ms Allison Wylie & Mr Peter Jones

**INTELLECTUAL PROPERTY**
Friday 24th September 1999
10.00am - 12.00pm

A development of the Intellectual Property content of the previous session. Protection of existing IP and the development of new project IP. Protection of future university interests. The special case of student IR. The processes of commercialisation and the preferred roles of the University and the IP partner. Licences, royalties and the costs of patent protection.

Venue: Industry Development Centre
Target group: Researchers who are entering the collaborative area or have aspirations to do so.
Presenter: Dr Soozy Smith, Prof Ron MacDonald

**INFRASTRUCTURE, THE RESEARCH QUANTUM AND NEW FUNDING REGIMES**
6th December 1999
9.30am - 11.30am

What will be the funding mechanisms for 2000? Will there be transition arrangements for the change to the Institutional Grants Scheme. How will infrastructure be managed in future? Will there be any on-going use of the Composite Index? What is it worth to obtain research income dollars, research publications and research higher degree completions? What is the value of the funded student load of a Masters or a PhD candidate?

Venue: ES203
Target group: Heads of Departments
Presenter: Professor Ron MacDonald or Mr Peter Farley
TAXATION AND THE RESEARCHER
Monday 6th September 1999
1.00pm - 3.00pm
Tax and travel for research activity. The special case of study leave in other countries. The need to maintain records of expenditure and the expenses that can be claimed in tax returns. The GST and research expenditure.

Venue: CT 202
Target group: Heads of Departments, Researchers and Research Branch staff
Presenter: Mr Brian Penfold

RESEARCH FELLOWSHIPS
Wednesday 8th December 1999
2.00pm - 4.00pm
The development of applications for postdoctoral fellowships from the ARC or other sources is a difficult process. It is important that there be a three pronged approach that the project is outstanding; the applicant is truly excellent and the research environment for the project is the best possible. Alternate sources of funding for post docs or research associates: the RMC; SPIRT; ARCLG and a search of SPIN.

Venue: Committee Room, The Chancellery
Target Group: Intending applicants and their Mentors or Supervisors
Presenter: Mr Peter Farley

NEW ETHICS GUIDELINES FOR RESEARCH INVOLVING HUMANS
Wednesday 20 October 1999
12.00pm - 2pm
This will introduce the new National Statement on Ethical Conduct in Research Involving Humans released in August 1999. This has been issued by NHMRC and endorsed by the AVCC, ARC, Australian Academy of the Humanities, Australian Academy of Science, Academy of the Social Sciences in Australia, and supported by the Academy of Technological Sciences and Engineering.

Venue: Industry Development Centre, University Drive
Target group: All researchers conducting research involving humans
Presenter: Ms Jo Cooper and Ms Sue O'Connor

BULLETIN UPDATE
The Green Paper and the proposed restructuring of the ARC mean that there will be the possibility of a lot of change at the end of 1999. To cope with this, the Research Branch will issue in December 1999 a bulletin or bulletins to update researchers with the late developments in research grant schemes as these unfold at the end of the year and early in 2000. The Bulletins will cover ARC and NHMRC policy changes and will be accompanied by email messages to the research-arc and research-nhmrc networks. The bulletins will be placed on the Research Branch web site so that they are accessible to researchers from the Internet.
The Teaching and Learning Committee invites nominations for the 1999 Award for Excellence in Teaching.

There are now 3 categories of awards, individual, project and academic organisational unit based awards.

Each successful awardee in category 1 & 2 will receive a Certificate and a grant of up to $5000 to be used in pursuit of academic excellence, and up to $20,000 in category 3 to be used for support of Teaching and Learning.

Nominees will be assessed on the extent to which their work or achievement reflects a degree of excellence beyond that normally expected by the University.

Tenured and contracted academic staff who hold an appointment of 0.5 or more, and conjoint staff, with at least two years' standing at the University of Newcastle, may be nominated.

Nominees may be individuals, teaching teams or project groups, or academic organisational units (see guidelines).

Nominations will be accepted on the Nomination Form from the nominee who may be a student, member of staff or a graduate.

Self nominations will also be accepted.

Nominations close on 13 September 1999

The Teaching and Learning Committee will then invite submissions from nominees, which will be required by 16 December 1999.

The guidelines and nomination forms are available on the web at http://www.newcastle.edu.au/services/iesd/learndevelop/awards/awards.htm or from Dorothy Pinder ext 6698 of The Learning and Development Program, IESD.

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