Graduation
The 1999 Educational Profiles meeting took place on 21 September with officers of the Department of Employment, Training and Youth Affairs (DETYA) and the Chair of the Australian Research Council (ARC), Professor Vicki Sara. The major agenda item was the Commonwealth Green Paper on Research and Research Training, 'New Knowledge, New Opportunities'. Other items related to the University’s performance in meeting targets for student enrolments, our over-enrolment status in 1999 and beyond, fee-paying students undertaking postgraduate coursework programs; the financial position and capital management for the University; industrial relations issues; quality assurance; equity issues; and our role in indigenous education.

In addition to these items, we raised with the Profiles Team matters relating to the Central Coast Campus, particularly the additional funding for IT infrastructure; the fore-shadowed Green Paper on Teaching and Learning; the major significance and role of enabling programs for the Hunter and Central Coast regions; views on the Australian Benchmarking Project; and new forms of accreditation for new Australian universities.

While it is not possible to give a detailed outline of the discussions in an 'Editorial', a few highlights from a personal perspective are given here.

The ‘Green Paper’ discussions confirmed the difficult funding position for the University if the policies as outlined are implemented. A reduction of $2.278 million has been advised, primarily as a result of a lack of recognition for full funding of 640 EFTSU for research higher degree students, for the year 2000. I am hopeful that this will be addressed by DETYA through negotiation.

Another area for discussion concerned changing the funding algorithm for the Institutional Grant Scheme. The current distribution formula is too heavily skewed towards RHD load, with insufficient account being made for research grants and output measures such as publications, patents etc.

The establishment of the Australian Research Council (ARC) as a quasi-independent body reporting to the Minister was strongly supported. Professor Sara outlined a strong vision for the ARC in providing strategic advice to the Commonwealth on research and development, as well as in developing a quality peer review based system for research support and infrastructure allocation. In addition, it was advised that administrative funding for the new ARC will be sourced from DETYA administrative sources and from the grant administration budget, and not from research grant funds. This is good news.

Discussions on the other topics were very helpful and we were able to give a strong sense of direction and strategic planning for the future of this University. The financial and capital positions for the University were recognised as being very sound, with continuing major provision for capital enhancement, new buildings and IT infrastructure enhancement being provided by the University.

We enquired about the Green Paper on Teaching and Learning, which will be released during 2000, but were unable to gain any clear view about future directions in this area, although issues relating to student mobility, quality assurance and student feedback on teaching quality are likely to be on the agenda.

Overall, it was a useful meeting which gave us the opportunity to present our views to the DETYA and ARC representatives, and to highlight some areas of research strength, such as the Biomolecular Research Facility and the Special Research Centre in Multiphase Processes.
A Nobel Prize winning scientist spoke at the 67th Annual Meeting of the Australian Physiological and Pharmacological Society (APPS) hosted by the University last month. Professor Bert Sakmann, who shared the 1991 Nobel Prize for Medicine, delivered the APPS Special Lecture to 170 scientists from around Australia on September 27.

Meeting coordinator and lecturer in the Discipline of Human Physiology at Newcastle, Dr Robin Callister, said Professor Sakmann's work had taken neuroscience ahead in leaps and bounds. "His collaborative work (with Irving Neher) on the nervous system developed a technique that allows us to study individual cells and the connections between them," she said. "He uses the technology very successfully and always asks some very interesting questions with it. He likes to push the frontiers of knowledge. We are very lucky to have him here."

Professor Sakmann's lecture, "Active properties of dendrites of cortical cells and their contribution to plastic changes in synaptic connections", reported on work he had done on the structure of the neuron, dendrite, which was previously thought to be a passive cable element. "We have showed that is not true and that dendrites have active electrical properties," he said. "The active properties of receiving structures are vital for re-establishing connections in neurons which depend on their electrical activity."

While from the Max Planck Institute for Medical Research in Heidelberg, Professor Sakmann is currently Visiting Fellow in the Department of Physiology at the University of Melbourne. "I came to Australia one and a half years ago and found the country and the scientists so relaxed and friendly that I thought I would like to come back, so when Melbourne made me an offer, I immediately accepted," Professor Sakmann said. "It is like a polite English society in a Mediterranean climate."

The other keynote speaker at the APPS meeting was Professor Richard Harding from the Department of Physiology at Monash University, who delivered the APPS Lecture. His topic, "The intra-uterine environment: implications for future lung health", looked at the long term effects of activities that interfere with the normal rate of growth of a foetus resulting in low birth weight.

1999 readership survey

Thank you to the readers who responded to our survey circulated in the July edition. While only two percent of those who receive Uninews through the mail responded, we value your feedback. Apologies to all those who felt unable to return surveys due to a lack of return address on the form.

Of those who sent back their survey forms, 63 percent were members of general staff and 30 percent academic staff. I should take the opportunity to address my apparently poor wording in the questions about different types of stories. In future I will ask you to comment on "Stories about general/technical staff" and not "Stories about administrative stuff". Sorry if you felt excluded by this form of expression.

Overall, Uninews was given the "thumbs up" in terms of visual appearance (80 percent of readers satisfied) and content (77 percent satisfied). None of the respondents were dissatisfied with either the overall content or the visual appearance.

When asked to indicate whether they would like to see more or less of different story types, the majority of readers opted to keep the ratio the same with the exception of stories about students, where 56 percent of respondents wanted to see more. Forty seven percent of readers wanted more pictorial stories and 21 percent wanted to see less news on staff books/publications and IESD stories.

When asked if they would like to see the format of Uninews change to a tabloid size, a resounding 98 percent of readers opted to retain the current format. Eighty six percent chose to receive Uninews with the same frequency, while 12 percent would like to receive it more often. None wanted to receive it less often.

Thanks again for your comments and responses, which will be taken into account when planning the shape of Uninews 2000.
Financial deregulation to blame for world unemployment trend

A decision by former US President Richard Nixon on August 15, 1971, began what was the most significant factor in the worldwide trend to high unemployment in OECD countries, a Newcastle conference heard last month. Nixon instructed the US Secretary of the Treasury to stop selling gold at US$35 an ounce, which was the first step in the removal of the fixed international exchange rate system, Lord John Eatwell said in his keynote address to the 6th National Conference on Unemployment.

Up to 1971, the public sector had carried the risk of foreign exchange fluctuations, but from 1973 it was privatised. This led to firms trying to hedge the risks by "putting their eggs in many baskets", which in turn led to intense pressure on governments to remove the barriers to the free flow of currencies around the world, Lord Eatwell explained.

"On January 1, 1974, the US abolished exchange controls, which led to the creation of an open liberal financial system," he said. One of the characteristics of this system is the growth of the open financial markets with which we are so familiar today.

"In 1971, foreign exchange trading was 1-1/2 times the value of trade and real investment, now the ratio is 80 to 1," Lord Eatwell said.

The growth in trading in bonds and securities was another indicator of the effects of the move to privatisation. "In 1980, three percent of the US gross domestic product (GDP) was spent in cross-border trade in US securities, now the rate is 135 percent," the situation in Lord Eatwell's native Britain was even more dramatic, with virtually no cross-border trade in bonds and securities in 1980, with the trade now accounting for 1000 percent of GDP.

These enormous increases in cross-border flows have been accompanied by a series of economic crises including the 1981 Mexican crisis, the 1984 Mexican bond crisis, the 1987 Stockmarket crisis, right up to the 1997 and 1998 Asian and Russian crises. While acknowledging that each of these crises has its own specific causal explanation, Lord Eatwell compared the situation to an accident black-spot, where each accident had its own contributing factors but they all happened at the same place in the road.

"The public sector moved to risk averse policies, with today's governments measuring their success or failure in terms of monetary stability," he said. Due to the desire to prevent large financial flows from destroying their planning, governments of all colours in OECD countries have become very conservative in their economic policies. The private sector conservatism was reflected in low investment rates.

"The consequent decline in the rate of effective demand is the main explanation of the common experience of higher unemployment," he said.

Lord Eatwell, a world renowned economist, is President of Queen's College, Cambridge, as well as former shadow Treasury spokesperson in the British House of Lords. He is firmly opposed to suggestions that labour market flexibility can provide a solution to unemployment.

Convenor, Professor Roy Green from the University's Employment Studies Centre, said the conference coincided with the end of the millennium and of BHP's century of steel-making in Newcastle – the biggest single plant closure in Australian history – and the possibilities of a new beginning for the Hunter region. While many said that it was impossible for a small open economy to respond effectively to the forces of globalisation, the papers at the conference demonstrated that there were ways to respond, both as a nation and as a region, Roy said. Topics discussed included the macroeconomic picture, the jobs network and unemployment services, training and skills development, and industrial policy.

The Employment Studies Centre hosted the conference, Jobs, Policies, Markets and the Future of Work, which was held at Noahs on the Beach on September 23 and 24.
Women in Universities Workshop

The Australian Vice-Chancellor's Committee (AVCC) recently adopted an action plan to encourage greater gender equity for women employed in Australian universities. The plan has three main elements:
• to exhort the AVCC’s leadership to promote the achievement of gender equity in Australia;
• to develop strategies based on research for overcoming barriers to gender equity for university staff;
• to refine the AVCC and university staff development services to target gender equity more effectively.

In support of the plan, each university is to undertake its own activities targeted to specific priorities. A Women in Universities workshop will be held in the Gallery at Callaghan on November 19 to develop priorities for the University of Newcastle.

Professor Eleanor Ramsay, Pro Vice-Chancellor, Equity and Development, University of South Australia and co-convenor of the Colloquium of Senior Women Executives in Australian Higher Education (which developed the action plan), will be the keynote speaker. The workshop will provide an opportunity for University staff, particularly women, to review progress on affirmative action, both at the University and nationally, and to advise on priorities for action in the future.

Workshop topics will include flexible work policy and practice, women in non-traditional areas, leadership and management, research and postgraduate studies and career issues for both general and academic staff. Postgraduate students, as well as staff, are invited to this workshop.

To register, contact Faye McMillan, Learning and Development Program on ext 8634. For information or comment, contact Vincia Martin, Manager, Fair Work Practices on ext 6552 or email: vmartin@mail.newcastle.edu.au.

Surf’s up for Dutch swim team

The Dutch Olympic swimming team (pictured above), which is currently training at The Forum Sports and Aquatic Centre, took to the surf at Nobby’s Beach for a special coaching session on October 1.

The swimmers, who were experiencing Australian surfing conditions, were put through their paces by Head Coach of the Hunter Surfing Academy, Pat Kelly.

“Surfing is part of Australian culture,” Pat said. “The coaching session provided a new challenge for the team and gave them an insight into the Australian way of life.” The session in the surf provided the swimmers with a welcome change to following the black line on the bottom of the pool, he said.
Katie Porritt wanted to be a writer from the time she won a writing competition at her primary school in Essex, England. After coming to Australia at the age of 11 in 1982, Katie settled with her family in Canberra. It was there that the former radio journalist, now working in the media section of Marketing and Media Services at the University, found a focus for her writing ambition.

"I did a week's work experience at Radio 2CC and loved it. I kept going back to the station to help out in my school holidays throughout my senior high school years and when I was in Year 12, they offered me a journalism cadetship."

Though sorely tempted, Katie resisted the offer in favour of finishing her HSC. She did a communications degree at the University of Canberra, majoring in journalism, and then hit the streets of Sydney trying to find work in the competitive world of radio journalism. It was a serendipitous phone call to a former contact in Noosa Heads, however, that led to her apply for (and win) a job as News Director of Radio 2LF in Young, in country New South Wales.

"It was a one-person news room so I did everything – it was sink or swim. It was great experience and I'd recommend it to anyone to go to the country and learn."

After 18 months in Young, Katie returned to a position in the newsroom at 2CC and Canberra FM, which later became MIX-FM. She began as afternoon editor but did a range of jobs in the 18 months she was there, including reporting on the Legislative Assembly, courts and the ACT elections. She also continued a long-distance relationship with her then fiancé Richard, who was studying in Rockhampton. When she heard of a job at Newcastle’s NEW-FM, Katie was attracted at once.

"I was aware of Newcastle because we'd taken family holidays at Lake Macquarie. I phoned Richard and told him to pack his bags, we were moving to Newcastle."

Richard transferred to the University as a student and is about to complete his Bachelor of Business. He also worked at NEW-FM, driving the Black Thunder promotional vehicle.

Katie worked as a journalist for the breakfast show on NEW from December 1995 to July 1997, when she was invited to co-host the show with Steve Graham.

"I loved being on air and I became a lot more relaxed in my delivery and my style of writing as a result of it. I learned a lot from Steve but when the opportunity arose for him to re-team with his former partner, Garth Russell, I went back to the newsroom."

Katie reached a point at the end of last year when she felt that to advance her career in radio she would need to leave Newcastle. Having just built a house, she and Richard were settled and didn’t want to make the move to Sydney.

"Radio is in my blood but I only wanted to do it while it was fun. There were no challenges left for me within the industry in Newcastle."

Having decided that public relations and media liaison were areas that she was interested in, she was attracted to the journalism position in the University's media section.

"I don't think it matters whether you've worked in print or the electronic media, it is journalistic experience that is important. Radio taught me the art of brevity, of pulling the news angle out of a story and of working to deadlines."

She is enjoying the diversity that her new job offers and is responsible for promoting the Faculties of Architecture, Building and Design; Economics and Commerce; Engineering; Law; and Science and Mathematics.

"The University of Newcastle is highly regarded and it's good to be part of the machine that markets it. It’s easy when you've got great products to promote."

Having been in the media for so long herself, Katie has a thorough acquaintance with how they tick and what they are interested in. She believes that journalists make the best public relations people because they know the inside workings of a newsroom – who to speak to, when is the best time to call, what their deadlines are like.

"The people in the media section are a good team. We're all journos and we know what news is – not PR puff people. We don't pump out fluff."
At home in Hakodate

Newcastle Japanese students, Jarrod Hector and Annmarie Beek, have returned from a year's study at Hakodate University in Hokkaido, Japan. The students were the first to take advantage of scholarships offered by Hakodate in Japanese language, business and culture studies.

The Department of Modern Languages has established a relationship with Hakodate for the past few years. Students from Hakodate have been coming to Newcastle to study English at the Language Centre in their first semester and university courses in their second. The scholarships are very generous, around $1,200 per month from the University and some contributed by the city of Hakodate as well, she said.

Jarrod and Annmarie initially stayed in a student hall of residence at the University before finding homestay accommodation through the Hokkaido International Exchange Centre. They were teamed with third or fourth year student 'advisers' from Hakodate. Annmarie, who is in the third year of her combined Bachelor of Arts/Bachelor of Business degree, had become close friends with her adviser.

"My friend was a middle-aged housewife who was studying English at the university," she said. "She had a thing about going to restaurants and she took me to lots of places. She is such a lovely lady and I hope we can continue our friendship.

From left: Annmarie and Jarrod with a fellow exchange student in Japan

She is hoping to come to Australia soon."

Jarrod said the year at Hakodate had helped him a lot with his Japanese studies.

"It was great to get an understanding of Japan and its culture," he said. "We learned a lot of stuff that you just can't get from a textbook."

The generosity of the scholarship allowed the students to travel around Japan during their vacation periods. Two scholarships are offered to Newcastle students each year, with two more students beginning their studies there this month.

Leading the world in chronic fatigue research

Four scientists from the University’s Collaborative Pain Research Unit were given the honour of presenting the opening plenary lecture of the 2nd World Congress on Chronic Fatigue Syndrome in Brussels in September.

Doctors Henry Butt, Hugh Dunstan, Neil McGregor, and Associate Professor Tim Roberts presented ground breaking research on chronic fatigue and associated diseases to over 300 international scientists during the conference.

"The scientists have made major advances in the understanding of chronic pain and chronic fatigue as common host symptoms for many different diseases," a spokesperson from the Department of Biological Sciences said.

The central finding of the research unit shows that viruses interacting with bacteria and bacterial toxins result in the great diversity of symptoms expressed by sufferers.

"Onset of chronic fatigue and chronic pain have been associated with events (infections, trauma, stress) which instigate a host response requiring increased energy demands," Dr McGregor said. "Our studies indicate that changes in nitrogen homeostasis were associated with pain and fatigue symptoms and carriage of certain pathogens may sustain the chronic disorder."

The Newcastle scientists discussed ongoing collaborative research projects at the conference, which will apply their newly released findings.

Keeping up with the Jones’

People who are materialistic may suffer from depression more often, feel angrier, and be less satisfied with their lives than others.

In a study of over 300 people Shaun Saunders, a psychologist and doctoral researcher at the University found that those who believe that acquiring possessions like the latest television or car is a sign of success may not be as psychologically healthy as those who prefer a more simplistic lifestyle.

"People who strive to maintain status in the face of changing market trends might experience feelings of helplessness and hopelessness which are believed to underlie depression," Shaun said.

"In turn, a failure to 'keep up with the Jones' may lead to frustration and then anger, and constant messages regarding our economy that increased consumer spending is 'good news' may strengthen beliefs about status."

Shaun explains that in a consumer-driven society, someone else will always have more possessions, and the material things that one does own are unlikely to hold value or be fashionable for long.

"While there has been a growing concern about the effects of market-driven economic growth on the environment, few researchers have addressed the relationship between consumerism and psychological health," he said. "Psychological illness such as depression and acts of violence resulting from anger must have an economic cost as well as a social one."
Community Open Day great success

After rain on our parade at a number of recent public events, the Central Coast Campus was blessed with a perfect sunny spring day for the Community Open Day on September 19. Over 5,000 people visited the Campus to see what was going on, to find out about courses, and to join in the many activities that were arranged by the different academic areas. It was a very successful occasion, involving the many staff who organised it, the public who came in such numbers and showed such enthusiasm, businesses which donated prizes and other goods, community organisations that took part and the student helpers who provided invaluable assistance and encouragement.

Community involvement

The amount of community involvement was considerable. Many groups set up stalls and displays such as Tuggerah Leisure and Learning Centre, Gosford Library's Local Studies Section, the Family History Society, National Parks and Wildlife Service, WIRES Animal Rescue Service, Central Coast Youth Health Service and many others. NBN Television's Big Dog was on hand, there was free ice cream donated by Sara Lee, a train running around the Campus, and lots of other games and activities for visitors to enjoy. At the heart of it, besides the fun and the activities, was the business of informing intending students about courses available at the Central Coast Campus.

Sponsorship

Sponsors for the day were NBN Television, Central Coast Radio (2GO & SeaFM), Ansett Australia, Traveland Toronto, Holiday Inn Resort Terrigal, Sara Lee, the Coop Bookshop, NCP Printing and the Ourimbah Rotary Club.
What shares should I buy?

As a finance academic, Professor Steve Easton is often asked at barbecues, the football or around the university, 'what shares should I buy?'. While the answer to the question depends on a million and one factors and is usually avoided at the footy, Steve feels it's an important one. He shared some of the insights gained over 35 years of research in the finance discipline with the audience at his inaugural lecture in September.

"People are provided with little public-sector guidance with respect to finance matters. The medical profession provide advice to the public with campaigns like 'Life - be in it', or 'Slip Slop Slap' having been around for 20 years. There is no financial equivalent."

The two word answer to the shares question is 'it depends', Steve said. Any individual decision on investment would need to take into account the person's health, their wealth, their income and job security, their marital status, their dependants and benefactors and many other factors. There are, however, five basic principles that can be drawn from the finance discipline to help people make fundamental decisions on their financial future, Steve said. He used as an example the recent decision by members of the SSAU (Superannuation Scheme for Australian Universities) to either remain in the defined benefit plan or change to the investment choice plan.

"Of those here tonight who had to decide, I wonder how you went about making that decision, have you considered the impact of that decision on your future, and whether after tonight's presentation you might, if you had the chance, change the decision that you made."

The five general principles to follow are:

- risk and return are related - 'don't put all your eggs in one basket' - diversifying investments minimises risk. Some risks cannot be diversified, however, and the amount you should invest in shares depends on what level of risk you are prepared to accept;
- markets are very competitive - share markets accurately reflect available information and respond rapidly to new information. Finance research over 35 years has shown few patterns in share prices. Don't try to 'beat' the highly responsive market - aim to match its overall returns, as measured by the All Ordinaries Index, with a diversified portfolio of shares (say 15);
- shares regularly outperform bonds over a ten year period - the story of 'Auntie Rose' showed that had she invested a thousand pounds in August 1959 in government bonds, she would have earned $28,100 by August 1999. The same amount invested in a diversified portfolio of shares would have netted her $123,000 in the same period;
- the value of the whole is equal to the value of the sum of its parts - or 'changing the way a pizza is cut up doesn't change the size of the pizza'. The way this relates to shares is that borrowing offers no magical recipe for riches. This 'regrettable reality' relates to buying investment property on the Gold Coast as much as it does to shares in Australian or overseas companies;
- options are important - this area of research, in which the University is strong, relates to the valuation of flexibility. That might be flexibility to buy shares, to sell a company, to open a mine, or for an employer to terminate your employment, or your right to remain employed.

With respect to shares, the message is value flexibility.

Steve is Foundation Professor of Finance and Dean of the Faculty of Economics and Commerce. He has previously held positions at the University of Adelaide, Lancaster University and Monash, and has acted as a consultant to a wide range of private and public sector organizations. He is co-author of the best-selling Australian tertiary finance textbook Business Finance. His recent research has included studies of the pricing of derivative securities and the impact of accounting data on security market behaviour.

He delivered his inaugural lecture, What Shares Should I Buy?, to a packed lecture theatre at the Graduate School of Business in King Street on September 22.
High-flier honoured

A high flying pilot who has been an invaluable supporter of the University's Bachelor of Science (Aviation) program was awarded an honorary degree at the September graduation ceremony at Callaghan.

Russ Evans joined the Newcastle Aero Club as a junior member in 1939, while still a schoolboy at Newcastle Boys' High. After completing school, he joined the Royal Air Force, serving as a pilot and reaching the rank of Flight Lieutenant. During the war he was involved in flight training and piloted aircraft including the Mustang and the Lockheed Venture.

Accepting a position as an Honorary Flying Instructor at the Newcastle Aero Club in 1946, Russ became a full time flying instructor with an A1 instructor rating – one of only six such instructors in Australia – by 1948. By the age of 26, he was in charge of the operation of the Aero Club - the largest aeronautical club in the southern hemisphere – and coordinating 57 training centres throughout NSW.

After a few years piloting DC4s internationally for Qantas, Russ joined the Department of Civil Aviation (now the Civil Aviation Safety Authority) where he worked as an examiner for 23 years. Retirement in 1983 didn’t slow him down much and he has maintained his pilot’s licences. He is endorsed to operate most single and multi-engine light twin engine airplanes, as well as turbo prop and jet airplanes such as the Cheyenne and Lear Jet.

During his long career, Russ has clocked in excess of 28,000 pilot hours and conducted over 10,000 flight tests as an examiner.

Chancellor, Ric Charlton, said Russ Evans has been a very good friend to the University and an invaluable supporter of its aviation program.

“He has contributed to the enhancement of our course by providing advice on its design and content,” he said. “Russ continues to provide welcome advice on developing a world’s best practice aviation training system.”

Russ Evans was awarded the degree of Doctor of Science, honoris causa, on September 17.

Social Work foundering receives first PhD

One of the founding staff members in the University’s Department of Social Work, lecturer Jill Gibbons, was the first to receive a PhD from the eight year old department at the September graduation.

Deputy Vice-Chancellor, Professor Brian English, who was foundation Professor of the Department, said it was most appropriate that Jill should receive the first PhD from Social Work.

“Our idea in beginning the Department in 1990 was to attract leading practitioners from within and beyond the region who would be willing to develop strong research profiles,” Brian said. “Jill was then the senior social worker with the Hunter Rehabilitation Service and I headhunted her. She is the first of that group to get her PhD but three others will do so in the next 18 months.”

The program in Social Work has achieved a national reputation for excellence and was also recognised by a University award for teaching excellence in 1994. “It is still the only full Department in the University to have received such an award,” Brian said.

Jill’s thesis is on services for adult survivors of child sexual abuse. It has become the basis of a Hunter Area Health Service Report measuring regional need.
The issue of animal experimentation is a difficult one. Scientific and medical researchers have contributed enormously to society's knowledge bank and to the fight against disease by experimenting with animals. It is crucial that this research is conducted with sensitivity to the animals used. One man who has done a great deal to ensure this is the recipient of this year's Exceptional Service Medal, John Carter.

John has been a member of the University's Animal Care and Ethics Committee for almost 10 years. Having joined as a nominee of the Royal Society for the Prevention of Cruelty to Animals (RSPCA) in December 1989, he has rarely missed a meeting, even when on annual leave. When John retired from his job with the RSPCA last year, he continued to be a member of the Committee as a nominee of Hunter Animal Watch.

Vice-Chancellor, Professor Roger Holmes, said in a citation that John has taken an intensive interest in the full range of activities of the Committee and has played a crucial role in providing advice.

“His membership of the Committee has extended well beyond obligatory attendance at meetings: he has participated fully in the extensive specialist sub-committee work and surveillance inspections which are imposed on the Committee,” he said.

The Exceptional Service Medal is awarded by the Council “to recognise exceptional and sustained contributions by a staff member, former staff member or a member of the community towards some aspect of the University's activities”. John was awarded the medal at a graduation ceremony on September 17.

A linguistics student who graduated last month with first class honours says a highlight of the ceremony was seeing her mother graduate alongside her.

“Graduation day made all the hard work worthwhile, but the best part was seeing Mum graduate. I'm so proud of her,” said Jillian Mcilwain, who graduated on September 17.

Jillian already holds a first class honours degree, having graduated with her Bachelor of Speech Pathology in 1997.

Her mother, Ellen, who did an Open Foundation Course at the University in 1991 following the death of her husband, began her Bachelor of Social Science degree in 1995. She was initially a part-time student but studied extra credit points so she and her daughter could graduate together.

“Mum’s done so well to finish her degree so quickly,” Jillian said. “Going back to ‘school’ is harder than just continuing on in your studies, and I have a lot of respect for all mature age students. Newcastle Uni is great in the way it supports mature age entry and mature age students have so much to offer the academic environment.”

Jillian’s sister, Heather Mcilwain, who completed an Arts/Law degree at the University attended the ceremony to see her mother and sister graduate.
Advising WHO on international TB legislation

The University's World Health Organisation (WHO) Collaborating Centre for Health Legislation, one of only two such Centres in the world, is playing a key international role in the development of 'good practice' model legislation for the prevention and control of tuberculosis (TB).

The Collaborating Centre, headed by Visiting Professor Philip Bates, a health legislation specialist, is a Unit that forms part of the University's broader Centre for Health Law, Ethics and Policy (CHLEP).

Following a direct request from the WHO headquarters in Geneva, the University's Collaborating Centre has established an Interdisciplinary Project Team to develop recommended new legislation.

The Team members are: Visiting Professor, Philip Bates (Coordinator); CHLEP Director, Mrs Jo Cooper; Professor Michael Hensley, Head of the University's School of Medical Practice, and four other staff from the Faculty of Law. In addition, the Project Team is being assisted with technical advice from a number of public health and infection control experts in the NSW Department of Health, the University of New South Wales and the University of Sydney.

WHO declared TB a global emergency six years ago. The disease kills nearly three million people a year; however, if properly treated, most TB patients can return to the community or to work after only a few weeks.

A public health strategy known as DOTS (Directly Observed Therapy, Short Course), where a trained observer watches patients take their medication, has been identified by WHO as the most effective treatment strategy.

DOTS was developed from the collective best practices, clinical trials and programmatic operations of TB prevention and control efforts over the past two decades in nearly 100 nations.

As well as advising on suggested 'core content' of good practice model TB legislation, the Collaborating Centre has also been asked by WHO to provide background information on legislation in Australia for TB prevention and control, outlining its main features and commenting on its effectiveness.

The Collaborating Centre will forward its recommendations to WHO by October.

mySAP.com Scholarship

"SAP has funded the scholarship to encourage students to pursue a career in information systems. There is an severe shortage of professionally skilled graduates in the IT industry," he said. IT professionals work as systems analysts, database administrators, software developers and information analysts.

SAP (Systems, Applications and Products in Data Processing) is the world's second largest software company and specialises in software for enterprise integration. It employs 20,000 people in 50 countries. Since February 1998, Newcastle has been part of a University Alliance Program run by the company since 1996. The program involves SAP donating their software for use in appropriate business subjects.

"The universities gain by being able to use their entire suite of software, and SAP gains by developing awareness of their company among IT graduates," Greg explained.

The $15,000 scholarship, called mySAP.com, is named to coincide with the release of a new software concept that SAP are selling worldwide. As the name suggests, the corporate software provides access to E-commerce and to the world's virtual marketplace.

"While there are a few prizes available to IT students, there are very few scholarships offered in the field," Greg said. "We approached SAP to set up the scholarship and they were happy to do it."

The scholarship will be awarded on academic merit to a student commencing the Bachelor of Information Science in 2000.

Convocation proudly presents the

1999 Newcastle Lecture

to be delivered by Peter Ryan – QPM Commissioner, New South Wales Police Service

"The Future of Crime Prevention"

Thursday 28 October 1999
7.00pm in the Griffith Duncan Theatre
Admission to this public lecture is free
Tickets from Reah Kay,
Development Unit,
ext 6459
Professor Rob Sanson-Fisher
Dean, Faculty of Medicine and Health Sciences

Background
Prior to applying for the dean's position I had a one year leave of absence from the University during which time I took up the position as the first director of the National Cancer Control Institute which was based in Melbourne. This post involved attempting to get coordination between a large number of stakeholders who are involved in the issue of cancer control within Australia. Consequently negotiations involved discussions with teaching hospitals, colleges of medicine, nursing, state and federal governments, and a variety of private groups. It was an interesting and demanding period. However the quality of cappuccino in Melbourne almost made it worthwhile.

Challenges
Any Dean now has to face the problems caused by financial constraints and the changes which have occurred as a consequence. There appears to be a greater demand to do a large variety of tasks seemingly on less money. As Dean of the Medicine and Health Sciences faculty, there are also problems which occur as a consequence of health services feeling that they are getting less funding and being asked to do more. Given the dependency that any clinical health force has on health services, this has also resulted in the need to more carefully consider what are excellent relationships with local area health authorities.

It is also a period of change in undergraduate education in the field of health care. Most universities are now establishing diverse ways of educating their students. While Newcastle has an enviable and deserved reputation for educational innovation it is clear that we must maintain this impetus if we are remain a leader in the field. Educational demands make it difficult for staff to capitalise on their research interests and expertise. The need for additional training of postgraduate research students is clear. At Newcastle we must find mechanisms to attract more research PhD's and provide strategies for our staff to achieve their potential in the research domain. These are not easy problems to resolve. However, given the tradition of innovation and commitment which characterises the Faculty of Medicine and Health Sciences at Newcastle, there is little doubt that we will work our way towards effective solutions.

Strengths
I have covered many of these things above. An advantage of selecting an internal applicant for Dean is that the individual is aware of the strengths of the institution and has existing knowledge about the importance of collaboration across faculties and institutions such as the local area health authority.

Work
As Dean, a considerable amount of my time is spent in administration and attempting to find more effective solutions to some of the problems that confront us in the educational, research, and community arenas. It is also part of the dean's task to assist in the process of innovation and attempt to ensure that our education represents best practice. Fortunately I have a large research grant to work with a number of Aboriginal communities in an effort to improve their health status. This provides a welcome relief from some of the administrative load. It has also given me contact with a population whose growth has much to offer the Australian community.

Leisure
I decided that I'm too young yet to play golf. However in an attempt to get some exercise I utilise the wonderful facilities at the Forum. In particular, I attempt to have a swim each day. I appear to be the only person in the Forum who uses a snorkel when swimming but I'm sure it will become a fashion statement in the future.

Future
There is little time to contemplate life after Deanship. As I am on a five-year contract, the opportunity to think about what might come next will occur later. It is enjoyable being a part of what is a committed, negotiable and friendly faculty. I would miss the warmth and dedication which is shown by all members of the Faculty of Medicine and Health Sciences. Often the role of academics is seen as central to achieving the strategic objectives of the faculty. However, in medicine and health sciences, the contribution of the general staff and our students is significant and of enormous benefit. This contact with such a wide range of individuals all of whom have different skills and abilities is one of the most enjoyable components of the job. If I stop being the Dean this contact would be missed.
Healing men in practice

The conference was held at the University from September 19 to 21.

The release of a set of six posters to encourage men to improve their health coincided with the conference. The posters use provocative images of men to make their point. They ask six questions with related health answers as follows:

When should men...lighten up? (weight, alcohol)
When should men...back up? (violence)
When should men...cover up? (safety at work, skin cancer)
When should men...team up? (friendships, sexual health)
When should men...check up? (physical check-ups)
When should men...make up? (family relationships)

The posters have been produced by the Men and Boys Program of the Family Action Centre at the University of Newcastle. Designer Richard Fletcher said men's health has got to be a joint venture between health workers and the men. "We (men) need to take more responsibility for fixing our own health. Doctors and nurses can't do it all for us".

He said the six questions are one for every year of life expectancy that men lose.

"Compared to women, men live about six years less. This is not destiny; this is behaviour. In all the areas where men do worse than women – from car accidents and suicide to cancer and heart disease – we can do better".

When former West Australian Premier Dr Carmen Lawrence opened the first national Men's Health Conference in 1995, she pointed out that "at every age from conception to death, men are subjected to, or experience, ill health and death in greater numbers than women". Despite their demonstrably poorer state of health, however, men use health practitioners, counselling and other support services less frequently and effectively than women.

Dr Lawrence opened a conference held at the University in September that examined the problems faced by health practitioners when encountering men in a clinical setting. The Clinical Skills in Men's Health: Healing Men in Practice conference brought together practitioners in primary, secondary and tertiary health care to look at ways could be more effectively treated.

Conference organiser, Richard Fletcher of the Men and Boys Program of the University's Family Action Centre, said the majority of men's health initiatives to date have focused on health promotion and disease prevention.

"Preventing disease makes obvious sense but clinical skills are also required to offer men appropriate health care. Health practitioners face immediate problems when encountering men in the clinical setting. They must engage men in assessments and realignments of their behaviours, roles, attitudes and relationships, while providing support and clinical expertise."

Whether the clinician is male or female may also influence treatment outcomes, Richard said. Indigenous men have been clear about the importance of male health practitioners and have made the connection between spiritual and physical health plain. "Taking a lead from this perspective, this conference will attempt to bring a deeper understanding of men's needs to all aspects of clinical practice," Richard said.

Speakers at the conference included Dr Graham Martin, Associate Professor of Psychiatry at Flinders University, who spoke about treatment of depression in young people; Dr Paul Gibney, a psychotherapist and senior lecturer in the School of Social Work and Social Policy at the University of Queensland, who considered various aspects of men in clinical situations including useful techniques for engaging them in a therapeutic alliance; Wendy Watts, Clinical Nurse Consultant in Urology, who described men's information and support needs before and after prostatectomy; Karen Harmon, Hunter Valley Mental Health Service and Don Stewart from the Centre for Psychotherapy, who addressed health professionals work with angry men; and Dr George Burkitt, a GP, author and men's health advocate, who spoke about the barriers to men consulting.

When should men... make up?
Get what you want from the web

While the Internet is fast becoming a useful resource, it can be a waste of time for people who don’t know where to start in their search for information.

"Business people, students and others who want specific information or access to particular websites can spend considerable time trying to find what they're looking for if they don’t have a specific address," explained lecturer in Sociology and Anthropology at the University, John Germov.

John and fellow lecturer, Lauren Williams, have co-authored a book designed to help people make efficient and effective use of the Internet and other information sources.

Published by Allen & Unwin, Get Great Information Fast guides the reader through the steps to finding particular information – deciding what information is really needed; how to make the most of the time available; and organising and evaluating the information.

The book also lists useful website directories, search engines and addresses.

"While this book is primarily for students, it's handy for anyone who uses the Internet to look for information," John said.

The pair wrote the book because they believe that developing research skills is just as important as developing knowledge.

"The key to good learning is knowing what to look for, how to find it, and knowing how to sift through the information to find what is most useful and adds value to the topic you’re researching," Lauren said.

Allen & Unwin have incorporated the book in its website, believing it is a useful addition to its online study centre. It can be found at www.allen-unwin.com.au/study/infofast.htm. The book retails for $14.95.

Get Great Information Fast was launched by the Dean of the Faculty of Arts and Social Science, Professor John Ramsland, at the Coop Bookshop on October 6.

Centre for Asia Pacific Studies launched

A landmark centre to study developments in the Asia Pacific Region and their impact upon Australian society was launched at the University at the end of August by the Chancellor Ric Charlton AM.

CAPSTRANS (Centre for Asia Pacific Social Transformation Studies), a Key Centre for teaching and research, is a joint initiative of the University of Newcastle and the University of Wollongong and is funded by the Universities, the Australian Research Council (ARC) and partners in business and government.

The Centre will offer opportunities for study and research for students from Australia and overseas.

CAPSTRANS will work closely with scholars, policy-makers and non-governmental organisations in Australia and throughout the Asia Pacific Region to examine how globalisation and regional integration are affecting local communities and national societies. It will provide information, analysis and policy advice to a range of government agencies in countries within the Asia Pacific Region and will play an important role in research networks linked to international organizations such as: UNESCO, APEC, PECC, the World Trade Organisation, ASEAN, the Asian Development Bank, the World Bank, the International Labour Organisation and the International Organisation for Migration.

CAPSTRANS will enhance Australia’s role as an international centre for Asia Pacific Studies.
Swing into Spring

The Swing into Spring concert, held at the Conservatorium concert hall on September 4, raised nearly $6000 for the Firstchance Early Education Program of the University's Special Education Centre. The concert was the inspiration of Mrs Diane Holmes, who was aware that singer Francine Bell and pianist John Foreman, who had performed together on national television, both had connections to the University. She suggested that they stage the charity concert and both performers, and percussionist Tim Constable, donated their services.

The full house swung to the music of the John Foreman Trio and then enjoyed the world-class singing of Francine Bell. A highlight of the evening was when John called his former piano teacher, Dean of Music, Professor Robert Constable, to the stage to perform. Robert wowed the audience with his impromptu rendition of As Time Goes By.

John Foreman's skill as a pianist was further enhanced by the use of the Stuart Piano. "It's a magnificent instrument," John said, "very easy to play and with an amazingly beautiful sound. Every concert hall should have one."

Proceeds from the concert will be used to provide teaching materials and equipment for young children with a disability at the Special Education Centre. Major sponsors for the concert were Network Ten, ABC Radio 2NC, and Impulse Airlines.

Hassle-free conferences

Newcastle has won the bid to host an important international physics conference in 2002. The 7th International Conference on the Structure of Surfaces will take place at Newcastle City Hall in July/August 2002. It is expected to attract between 150 and 200 delegates from around the world and is estimated to be worth around half a million dollars to the local economy.

The successful bid is another in a long line of collaborations between the University and the Newcastle Visitor & Convention Bureau (NVCB). The bid, prepared by the Department of Physics in conjunction with the Bureau, was presented at this year's conference in Vancouver, Canada, by Associate Professor John O'Connor and Associate Professor Phil Smith.

"We presented a very strong case for Newcastle," John said. "The standing of the proposed conference organisation team, the rare opportunity to interact with scientists and students from Australia and the appeal of the location were important factors in the bid win."

Other recent successful collaborations have been the 1999 International Conference on Assimilate Transport and Partitioning and the 5th International Qualitative Health Research Conference, hosted by the Department of Biological Science and the Faculty of Nursing respectively. Mathematicians, scientists, sociologists, health care industry professionals and many others have gathered at conventions and conferences under the auspices of the University.

Conventions Manager for the NVCB, Ruth Appleby, says the city is increasingly attracting scientific and medically based conferences.

For information contact Ruth on 4974 2998, or email: nvcb@newcastle.nsw.gov.au

<table>
<thead>
<tr>
<th>Semester Dates</th>
<th>2000</th>
<th>2001</th>
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<tbody>
<tr>
<td>Semester 1 commences</td>
<td>Monday 21 February</td>
<td>Monday 26 February</td>
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<tr>
<td>Semester 1 recess</td>
<td>Friday 21 April to Friday 28 April</td>
<td>Friday 13 April to Friday 20 April</td>
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<tr>
<td>Semester 1 concludes</td>
<td>Friday 2 June</td>
<td>Friday 8 June</td>
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<tr>
<td>Mid Year Examinations</td>
<td>Wednesday 7 June to Friday 23 June</td>
<td>Monday 11 June to Friday 29 June</td>
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<tr>
<td>Semester 2 commences</td>
<td>Monday 10 July</td>
<td>Monday 16 July</td>
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<tr>
<td>Semester 2 recess</td>
<td>Monday 11 September to Friday 6 October</td>
<td>Monday 24 September to Friday 5 October</td>
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<tr>
<td>Semester 2 concludes</td>
<td>Friday 10 November</td>
<td>Friday 2 November</td>
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<tr>
<td>End of Year Examinations</td>
<td>Wednesday 15 November to Friday 1 December</td>
<td>Monday 5 November to Friday 23 November</td>
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IESD Service Charter

The launch of the IESD Service Charter on 15th October marks the culmination of an extensive period of discussion and consultation within the Division and with client groups. Our Service Charter (recently distributed to all staff, student bodies, available at all IESD service points and appearing live on the Web (www.newcastle.edu.au/services/iesd/charter) serves a range of purposes for clients of IESD.

Our Service Charter is a simple, plain language document that outlines the services we provide; it also identifies the service standards to which we will adhere in the delivery of these services. In order to achieve these standards we also ask you to help us by treating us as partners and working with us in a collaborative manner.

Finally, our Service Charter offers you a range of mechanisms for providing us with feedback on any of our services. Feedback received will be acknowledged and, where actions result, will be posted on the IESD Web-site.

We are also currently working on the development of Service Charters for each of the specific services we provide. These will be released as they become available.

Peter Sidorko,
Client Services, IESD.

Library Relegation Project

One of the Library's longest projects has finally been completed with the last trolley of serial volumes being delivered to the Open Stack area in the Auchmuty Library at the end of August. The relegation project began in 1993 in response to collection-growth pressures in the Auchmuty and Huxley Libraries. Shelf-space problems coincided with the re-location of the University Store from level one of the Auchmuty Library to the eastern side of the campus. Planning commenced to convert some of this area into an open-access compactus storage facility for low-use books. Over the following year or so, approximately 150,000 items published before 1980 (which had not been borrowed since 1991) were withdrawn from the regular collections, re-labelled and placed in the compactus units.

Following the formation of the Information and Education Services Division, a decision was made to install two computer laboratories in the main reading room of the Huxley Library. To make room for these laboratories (as well as provide sufficient growth for serials in both libraries), collections had to be relocated. Fortunately, there was another large area in the Auchmuty Library which could house additional compactus units. For security reasons (following advice from PPE), the new area would not be accessible to the public. This allowed for the installation of four metre-high compactus units, raising the estimated storage capacity to more than 200,000 volumes. This area has become the Closed Stack Location. Books from the Open Stack were re-located to Closed Stack with a small collection of high-use Huxley books being retained in Open Stack. The Closed Stack also houses reference and archival materials. Over the last 18 months, approximately 160,000 serial volumes have been moved to the Open Stack which in turn will provide up to 15 years expansion on the regular shelves.

Although the Library is now building electronic collections, this is in addition to the ongoing acquisition of physical volumes. Collection management policies have been put in place to ensure that there is sufficient shelf space to house expanding collections into the foreseeable future.

Greg Anderson
Information Resources

Are you Y2K ready?

The University is now reaching the stage in the Year 2000 Project where senior staff are finalising the documentation on the remediation work done and submitting sign-off reports that will allow the University Council to ratify the success of the project. Are you aware of any outstanding matters that could affect the operations, compromise personal safety or pose legal risks to this University? If so, please advise your supervisor and/or the Year 2000 Service Centre as a matter of urgency.

Preparing for the worst case

Recently the Vice Chancellor sent all staff a memorandum regarding the proper retention of University documentation and materials. Below is an excerpt:

"All staff are expected to ensure that the data records they create, or are responsible for, are stored or archived in an appropriate manner. For electronic data this means ensuring reliable backups are occurring regularly (at least monthly if the data is changing). It is essential that verification of the backups occurs."

If you are having difficulties achieving this please seek assistance from your computer support staff or refer the matter to the Year 2000 Service Centre. Staff are advised that software is available to assist in fixing various data problems such as for MS-Access databases and MS-Excel spreadsheets. For more information please check out http://www.newcastle.edu.au/2000 or contact the Year 2000 Centre, email us on: y2000@newcastle.edu.au or phone ext 5847.
**Home-Start Beat the Christmas Rush Shopping Trip**

Saturday, 23rd October

Double Bay Warehouse, Shoes 2000, Trackmaster, Reebok, Amori Leather, Craft & Linen (Royal Doulton & Royal Albert Bed Linen), Nut & Sweet Warehouse, Houseware House (Kitchen, BBQ ware), XFT’s - Popular Character T Shirts & caps (Bananas in PJs, Tweedie, Thomas The Tank Engine, Harley Davidson etc), KB Toys. Please ring 6751 or 6842 immediately.

**For sale**

1992 manual Daihatsu Charade 5G sedan (power steering); air conditioned, rust-proofed; original owner (with full service history); very good condition, low kms (96,000), reliable motoring. Registered until late March 2000; white colour. $6950 ono phone ext 5045

1990 automatic Mitsubishi TP Executive Station Wagon; air conditioned, rust-proofed, towbar, Rola roof-racks; original owner (with full service history); very good condition, low kms (143,000), reliable motoring. Registered until late February 2000; white colour, $5950 ono phone ext 5045

1997 Peugeot 306 XR 5 speed manual, 3-door hatch (Regency Red). Power steering; air conditioning; magnesium alloy wheels. One owner, complete service history. Immaculate condition. 77,000 kms. $19950. Ph 49345253.

**For sale by tender 02/99**

The following item is available for sale by tender.

Item: Printer; HP Laserjet 4M Plus

For further information please contact Lorraine Alley ext 5202.

The goods are sold in "as is" condition and the University reserves the right to reject any or all tenders.

Tenders close on Friday, 29th October at 3:30pm and should be forwarded to the Finance Officer - Assets, Financial Accounting, The University of Newcastle, University Drive, Callaghan 2308.

Please mark clearly on the envelope "TENDER 02/99".

**Non-smoking policy**

A uniform Non-Smoking Policy applies in all buildings under the control of the University.

Smoking is not permitted within the confines of all University buildings, University vehicles and designated non-smoking areas e.g. adjacent to air intakes, building entrances and thoroughfares. This policy does not apply directly to buildings under the management of the University of Newcastle Union, the Halls of Residence or the Forum Sports and Aquatic Centre.

Where a head of a section/unit/School/Department/Faculty/Division becomes aware that a staff member is smoking, he or she is to advise the staff member of this policy, and to ask them to desist. If this request is ignored, the Occupational Health and Safety Rehabilitation Coordinator is to be advised.

Appropriate No-Smoking signs will be displayed prominently, and ashtrays removed.

The Occupational Health and Safety Rehabilitation Coordinator will organise assistance and counselling for staff who wish to cease/reduce smoking. No charge will be made and time off work for this purpose will be approved.

For further information, contact the Occupational Health and Safety Rehabilitation Coordinator on extension 8847.

**Don't give thieves an even break**

In recent weeks there has been a spate of thefts of wallets, purses, backpacks, and various personal items from offices, classrooms and canteen areas. This is over and above computers, bicycles and cars that are also being stolen, often in broad daylight.

On one day alone six wallets were reported stolen from various locations in different buildings on the campus. University security services operate on an efficient roster system 24 hours a day seven days a week all year round. Despite strategies to patrol and protect the university buildings, their occupants and possessions, security staff cannot physically be everywhere at once.

Staff and students are again urged to assist by being aware, taking care, and not giving thieves an even break!

Opportunities for personal theft can include vacant offices (even if left for a few minutes), handbags under desks, filing cabinets unlocked, backpacks left on canteen tables, personal items left in motor vehicles (even if the car is locked!) and a whole range of other situations.

For advice on security matters, or to express any concerns you may have about security generally please contact me peterb@ppe

Peter Boyd, Manager, University Security Services

**Staff surveys**

Staff surveys have been circulated to Deans of Faculties and Heads of Divisions for distribution to academic and general staff. The completed surveys should have been returned to the Hunter Valley Research Foundation in the reply-paid envelope provided by Friday 8 October. All completed surveys will be retained by the Hunter Valley Research Foundation and will not be returned to the University. If you have not received a copy of the Staff Survey, please contact Joanne Beveridge on extension 5999.

**External Reviews**

Faculty of Nursing

The external review of the Faculty of Nursing will commence on Monday 1 November. The external reviewers will be: Professor Margaret Alexander, Nursing and Community Health, Faculty of Health, Glasgow Caledonian University; Associate Professor Mike Hazelton, Head, School of Nursing, Curtin University of Technology; Ms Jennie West, Director of Nursing and Organisation Department, New England Health Service.

Submissions addressing the terms of reference are invited and encouraged from staff and students and should be directed to Christine Wood, Secretariat, The Chancellory by Monday 18 October.

Any member of staff or the student body who may be concerned about the sensitivity of any part of their written submission may make that written submission in confidence to the Deputy Vice-Chancellor.

If members of staff wish to meet with the Review Panel to speak to their submissions they should contact Trudi Wynne on ext 5281, or email twallon@mail.newcastle.edu.au to make an appointment.

Interviews will be conducted commencing Monday 1 November, 1999.
Aust & NZ Industrial Relations Society Conference 2000
1.2.2000/4.2.2000 – Venue: Noah's on the Beach
Contact: Julia Connell, School of Management, Ext 5011
Assoc of Industrial Relations Academies of Australia & NZ
1.2.2000/4.2.2000 Venue: The University of Newcastle
Contact: John Burgess, Dept of Economics, Ext 5028, fax 6919
Asia Pacific Carnival-Odyssey of the Mind
22.1.2001/23.1.2001 - Venue: the University of Newcastle
Contact: Elaine Street Ph: 02 49 63 3575
3rd International Conference on Gas-Liquid-Solid Reaction on Engineering 2001
April 2001 – Venue: TBA - Contact Prof. G. Jamieson Ext 6181 Dept. of Chemical Engineering
4th Asia-Oceania Symposium on Fire Science
7th International Conference on the Structure of Surfaces July/Aug 2002 – Venue: City Hall - Contact Prof John O'Connor, Dept of Physics, Ext 5439, Fax: 6907
National Alcohol & Drug Prevention Conference 2000
April 2000 – Venue: TBC. Contact Jenny Knight 02 4924 6049
2nd International Conference On Managing Enterprises
17.11.99/20.11.99 - Venue: TBC. Contact Marilyn Stegermaier-Newcastle University School of Management - 02 49 217248.
Family Strengths Conference
22.11.99/24.11.99- Venue: University of Newcastle
Contact Jane Yeanon Ph: 02 49 84 2554, Fax: 02 49 84 2755

Not only does the University have a statutory responsibility to provide a safe and healthy workplace but it has a commitment to ensure that best occupational health and safety (OHS) practice will produce a congenial and cooperative work environment. Responsibility for staff health and safety rests with workplace supervisors as well as with specialised staff units and an OHS Committee.

The Organisational Health and Safety Team within the Human Resource Management Branch has recently been renamed the Health, Safety and Development Team and appointment of a Team Manager is currently pending. The team comprises:

Maxine Remnev, OHS/Rehabilitation Coordinator (ext 8947); Glenn Bryant, Hazardwatch Officer (ext 6846); Shirley Sorensen, Workers Compensation Claims Officer (ext 5263); and Team Assistants, Liz Pilgrim (ext 6542) and Debbie Smith (ext 6543).

The services they will provide include:

- OHS legislation - advice on OHS legislation and how it applies to the activities of the University. This includes access to an up-to-date OHS library.
- Health and safety responsibilities - advice on OHS and responsibilities and how these apply to your position and your activities within the University.
- Health and safety action plans - assistance with, and advice on, the development of OHS plans for individual workplaces, Departments/Schools, Faculties and Divisions. This includes assistance with analysis of OHS training needs.
- Hazard identification - assistance with accurate identification of workplace hazards, such as awkward lifting and other movements, chemicals, electricity, radiation and biological materials.
- Risk assessment - advice on evaluating the risk to health and safety that workplace hazards represent, and how to minimise these risks.
- Ergonomic assessment - review of work arrangements and recommendations for improving body position and movement in order to reduce the chance of injury.
- First-aid officers - facilitation of training and coordination of ongoing education of first-aid officers.
- Injury reporting system - coordination of injury/incident/hazard reporting system for staff/students/visitors.
- Rehabilitation programs - for staff with an injury or illness; aimed at achieving the best possible restoration of physical, psychological, vocational and social functioning of the staff member concerned, at the earliest appropriate time.
- Worker's compensation - advise and assist staff in the workers compensation claims process. Liaison with the Rehabilitation Coordinator in the provision of Return to Work plans under the Workplace Injury Management and Workers Compensation Act.
- Committees - servicing the Chemical, Radiation & Bio-Hazards Technical Sub-Committees of the University OHS Committee.
- Research grant applications - facilitate the review of safety aspects of research projects. Assistance with the laboratory inspection processes undertaken by the Sub-Committees.
- Training and development - promotion and development of programs designed to:
  - raise OHS awareness;
  - enhance workplace management and;
  - meet statutory requirements.

Next edition: Injury/Incident/Hazard Reporting system
A strong belief in the value of education has led Gaye Hart a long way from the small western NSW town where she was born. Director of the Hunter Institute of Technology, Gaye was awarded an honorary doctorate at the September 17 graduation ceremony at the University.

Chancellor, Ric Charlton, said in a citation at the ceremony that Gaye was born the eldest of eight children in the town of Tottenham, where her mother instilled in her a strong belief that the ability to find work relied on a good education. She carried that belief with her through her boarding school education at Dubbo High School and on to the University of Sydney and Sydney Teachers’ College, where she completed her Bachelor of Arts and Diploma in Education.

After teaching for a few years, Gaye was rapidly promoted to the position of Head of Department before accepting a position undertaking research duties at Canberra College of Advanced Education (now the University of Canberra), where she did a Master’s degree in Education.

In 1988, Gaye was General Manager of the national program of events and activities for Australia’s Bicentenary. She was made Member of the Order of Australia the following year for her services to the community and to Australia’s Bicentenary. She spent five years as Chief Executive of UNICEF Australia with responsibility for a wide range of health, education and development activities throughout South East Asia and Africa.

The Chancellor said that Gaye Hart has been director of the Hunter Institute of Technology since 1995. It is one of the largest providers of vocational education and training in Australia, with 16 campuses and over 47,000 students. “Her current responsibilities include her positions as a Director of the Newcastle Port Corporation, the Hunter Area Consultative Committee, the Hunter Medical Research Board, Austraining International and the Sydney Paralympic Organising Committee,” he said.

“Gaye Hart’s vision is to develop a culture of sustainable education and training within organisations and to create lifelong opportunities for people through education.” Mr Charlton said. “This commitment to learning and education has become an integral part of her life.”

Gaye was admitted to the degree of Doctor of Education, honoris causa. She delivered an occasional address at the graduation ceremony.

Professor Trevor Waring has been re-elected Deputy Chancellor for a further two-year term. Professor Waring has held the position for the last two years. His new term will finish on September 14, 2001.

Professor Terry Lovat has been re-appointed Dean of the Faculty of Education for a second four-year term from 1 January 2000. Professor Lovat was initially appointed as Dean at the beginning of 1996.

Director of the Employment Studies Centre, Professor Roy Green, has accepted an appointment to a chair in Management and Labour Studies at the National University of Ireland, Galway and will leave in February.

Professor Bill Mitchell has been appointed Head of the Department of Economics to July 2003.

Ms Anne Finlay has been appointed Dean of the Faculty of Law from January 2000.

The AVCC has released a second edition of the online database of all postgraduate courses in Australia - the Directory of Postgraduate Study. It can be accessed at www.grad.com.au or via gradlink.edu.au.