Three documents released in Canberra over the last week or so have important implications for all Australian universities. They are: the Commonwealth Tertiary Education Commission’s funding recommendations for 1983, the Federal Government’s announcement of its decisions on the recommendations of the Ralph Enquiry into Management Education, and the report of the Senate Committee established to inquire into academic tenure.

CTEC REPORT - 1983

The CTEC has recommended the provision of a recurrent grant of $35.855 million for the University of Newcastle in 1983. The amount recommended comes as no great surprise; it represents the sum of $35.78 million for 1983 which was foreshadowed in Volume 2, Part 1 of the CTEC Report for 1982-84 (August, 1981), and adjusted to take account of transfers requested by the New South Wales Higher Education Board. The additional $75,000 corresponds to a reduction of an identical amount in the grant previously announced for the University of New England, and presumably relates to adjustments in the anticipated advanced education student numbers in the two universities. The grant for Newcastle includes $6.1 million earmarked as a minimum sum for teaching purposes in advanced education.

The cost levels in which these grants are expressed are "constant 1982 out-turn prices". These sums will therefore be adjusted when the prospective allowance for 1983 has been determined by the Government. In constant terms, the significant comparison to be made is with the amount of $36.72 million which was recommended for the University in the CTEC Report for 1982 in the expectation that amalgamation would occur this year. It will be seen that the reduction in funds for 1983 amounts to $865,000 expressed in constant (1982) dollars. This will mean a continued period of "belt-tightening" in the coming year, especially with a further reduction (to $35.435 million) expected in 1984. The earmarked minimum sum for advanced education teaching drops by $175,000 in 1984 (to $5.925 million).

Overall, there is little good news in the CTEC Recommendations. It is clear that present levels of expenditure in the University and College cannot be maintained without creating an intolerable deficit. Elsewhere in this issue, the Deputy Chairman of Senate has analysed in greater detail the implications of the funding situation for 1983, and drawn attention to the need to face up to difficult decisions in identifying priorities and determining the areas in which economies can be made.

RALPH REPORT

Included as an appendix to the CTEC Report is the Commission's advice to the Minister...
for Education on the recommendations of the Ralph Committee of Enquiry into Management Education. In tabling the Commission's advice, the Minister for Education noted the strong reaction that the Report had evoked in a variety of quarters (including institutions and State governments), and has asked the CTEC to report further on the best means of achieving rationalisation and concentration of resources. Nonetheless, the Minister indicated that the Government had adopted the recommendation to establish in 1983 a second national graduate school of management at the University of Melbourne. An Australian Foundation for Management Development would also be established with support from the business community.

The Ralph Report recommended that the MBA programme at the University of Newcastle be permitted to continue to operate provided that at least three-quarters of its graduate level of staffing is maintained. The Commission has commented that is is "not aware of any intention on the part of the University of Newcastle to alter the present operation of its MBA programme", and it reiterates its intention to conduct a review of the situation before the beginning of the 1985-87 triennium, so as to be able to recommend whether the University of Newcastle should have a regional management school from the beginning of that triennium.

**TENURE**

At the conclusion of an inquiry conducted over the last 12 months, the Senate Standing Committee on Education and the Arts has tabled in Parliament its report on the Tenure of Academics. Under the Chairmanship of Senator Baden Teague, the Committee has investigated the tenure of academic staff in Australian universities and colleges of advanced education, and has made 39 recommendations which it believes the Commonwealth should endorse and refer to relevant bodies for implementation.

The report will be widely circulated and discussed over the coming months, and space permits here only a very general appraisal of its contents. It is likely that the most debated recommendation will be No. 0 which proposes that each university and CAE should ensure that the proportion of academics at the level of lecturer and above who are tenured should not exceed 90 per cent of the total lecture-and-above staff. Differing views may be held on the merits of this recommendation, but it will come as something of a relief to those who had been anticipating a wholesale attack on the tenure system.

The Teague Committee, indeed, has been careful to list the advantages of tenure, and even after discussion of the perceived disadvantages it concludes that "the advantages of the tenure system are substantial and cannot be lightly dismissed ... The aim of any reform is not to abolish tenure but to strengthen the advantages of tenure and at the same time ensure that there are effective practical procedures to overcome the tenure system's principal problem".

The Committee's concern is that tenure should be granted only after exacting and sound appointment and probation procedures have been fully met. It also proposes extensive arrangements for internal reviews of tenured staff, and suggests that new colleges, as well as supporting the established practice of external reviews. A number of other recommendations, such as tenure, fractional appointments, measures to assist women, retraining for courses in demand, and early retirement are also canvassed.

Among the Committee's other recommendations are a minimum of three years (but preferably five years) probation for the first appointment to a lectureship and induction programmes for academics. Termination of appointment is discussed in some detail, and a number of grounds for dismissal (including serious inefficiency and financial exigency) are proposed. Appropriately, representation should be provided for staff who are dismissed, and each university and CAE should establish a Board of Appeal to "safeguard academic freedom at that institution and to ensure due process in the institution's consideration of the dismissal of an academic".

Despite the stringency of some of the recommendations, the body of the report makes it clear that, in the Committee's view, inadequate performance of their duties by academics is restricted to "a small minority of cases". The overall picture that emerges is that academic staff are generally hardworking and responsible. Problems of "incremental creep", the legacy of expansion in the 1960s and early 1970s, and the need for flexibility, appear to weigh at least as heavily with the Committee in its proposals for change as does the supposed inefficiency of a small number of staff.

Referring to Mr. Justice Macken's judgment in the University of Newcastle Academic Staff case of 1981, and to the belief of Mr. Justice Ludeke that the Academic Salaries Tribunal should not deal with industrial conditions but with salaries only, the Committee recommends that the Commonwealth and States should negotiate with a view to extending the powers of the Salaries Tribunal to industrial conditions beyond guidelines for salaries.

The Committee proposes that the Ombudsman should play a major role in monitoring action taken in response to the Report, and in a more disturbing recommendation suggests that the CTEC take into account the progress made when the CTEC formulates the financial and other provisions for the 1985-87 triennium.

The Report recommends that staff associations should be consulted before decisions are made to alter staff arrangements. The Teague Committee Report clearly provides material for considerable discussion within universities over the coming months, and its implications for those universities in which academic staff numbers are steady or declining are bound to be the cause of extensive debate. The Australian Council of Chancellors' Committee has proposed that universities should try to work towards a common policy in responding to the report.
'Times are getting Tough'

by Professor M.P. Carter, Deputy Chairman of Senate.

Senator Beune, the Federal Minister for Education, has stated that legislation will be introduced into Parliament without delay to give effect to recommendations contained in Volume 3 of the Commonwealth Tertiary Education Commission's Report, 1982-1984 Triennium, released last week. The Report is in response to the Government's guidelines and contains the Commission's recommendations on the distribution of funds for equipment and capital programmes for universities and CABS.

A detailed analysis of the proposals is essential before definite conclusions can be reached about the implications for the University of Newcastle - the position is complicated by factors including inflation, "incremental creep" and uncertainty about the level of supplementation, if any, which the government will allow for salary and wage increases. Notwithstanding these complications, a number of points do emerge fairly clearly, however.

Firstly, the proposals establish beyond doubt that funding in advanced education is contingent upon amalgamation. The point is underlined by the case of Armidale. Referring to the continued opposition of the University of New England to amalgamation with Armidale CAR, the Minister states: "The Government urges the University to consider its position on this matter so that amalgamation can proceed quickly and effectively. It is a matter of concern that the attitude of the University is threatening the continued funding of advanced education at Armidale."

In Newcastle, a total of $35.8 m. is granted to the University for recurrent purposes in 1981, and this is reduced to $35.4 m. in 1984. These sums include minimum amounts for teaching purposes in advanced education of $6.1 m. and $5.9 m. in the respective years. The equipment grant to the University is $1.5 m. and it is indicated that this amount assumes amalgamation and, accordingly, contains an element for advanced education. Similarly, the capital grant for minor building purposes, at $0.4 m. envisages amalgamation. It seems most unlikely that these latter sums, for equipment and minor building, will come anywhere near the amounts needed for the modification of existing provisions - roads, telephone communication, electrical and other services - necessary to pave the way for economies in administration implied by amalgamation. Moreover, however, and even more worrying, is the short-fall in recurrent grants. Estimated expenditure for the University in this respect is at present of the order of $27.7 m. (including $3.7 m. earmarked for the Medical School) if the Newcastle CAR expenditure is of the order of $10.1 m. (it could well be more) this gives a total of $37.8 m. At 1982 levels the overall sum available will therefore be $2 m. short of present commitments for 1983 and $2.4 m. in 1984. A reduction in the amount available for advanced education is clearly signposted.

The University, for its part, has anticipated a marked reduction in recurrent grants and has devised its Academic Plan with a view to coping with the new situation. It is, however, inescapable, that even more economies will be required directly affecting the work of the University and of the advanced education sector and having important implications for administration and other costs. It would seem apparent that the recurrent grants have been arrived at on the basis of a formula which includes not merely reductions for the University and for advanced education, but an additional reduction purported to be derivable from economies consequent upon amalgamation. In these circumstances, there will be major problems to be confronted: core teaching and research programmes will be at risk unless imagination and determinants are applied to the situation. It is fair to say that the University's preferred mode of amalgamation provides the best basis for coping with an extremely difficult situation.

In a sky darkened by heavy clouds, there are only glimmers of blue. Firstly, the Commission's recommendations contain substantial provision for major building on clinical teaching facilities in Newmed II. And secondly, the go-ahead is given for work on the new Animal House which has been long awaited for teaching and research purposes by scholars in many sections of the University, notably Biological Sciences, Medicine and Psychology.

Overall, the recommendations confirm that this scheme is tough and are going to become tougher still. Difficult decisions can no longer be avoided. The recommendations relating to Newmed II and the Animal House are, nonetheless, encouraging and can be taken as an indication of confidence in the future of the University.

Letters to Editor

At a recent meeting at which the provisions of the 'new' State Superannuation Act were explained, a rumour was circulating concerning the proposed Federal Superannuation Scheme for universities.

It was suggested that all staff, academic and non-academic, currently employed and future employees, would be required to become members of the new fund. Such requirements would be enforced by legislative changes.

It has been the concern of many contributors to the New South Wales State Superannuation Scheme that such an event could happen; assurances have been given in the past that this scheme was not intended for non-academic staff. However, the available documents concerning the proposed scheme did not exclude non-academics from this scheme, which includes:

- forty year contributory period for maximum benefit
- a 7 per cent contribution rate and
- a retirement age for all of 65 years.

It appears, of course, that a number of other clauses - this selection is a sufficient indication of the need for concern.

Is there any truth in this rumour? In an effort to attain portability of superannuation rights for academics across Australia, it seems singularly inappropriate to discriminate against non-academic staff by locking us into such a scheme. Our portability needs are better served by remaining in the New South Wales State Superannuation Scheme, particularly with the package of amendments which are awaiting approval by member unions. Movement of non-academic staff is more likely to be within areas serviced by the State scheme than within the Australia-wide University system.

MARY RABBIT,
Auchmuty Library.
A proposition that has been supported by the Positive Initiatives Committee and the Council is that the University should establish a science and technology centre for the Newcastle Region.

Those who have put the idea forward say that judged by the success of science centres and museums in Canberra and cities overseas the centre will attract hundreds of thousands of people of all ages.

As well, they say, a science and technology centre should be located at the University because this is where scientists are continually involved in research projects.

Although a commencement on the work is seen as a somewhat distant future event, the centre has been given a name and a highly suitable one, given the location — Supernova, a term used to describe an exploding star.

The Council has also approved a constitution for Supernova and appointed Dr. Tim Roberts, Senior Lecturer in Biological Sciences, Foundation Director.

The science and technology centre is the outcome of Dr. Roberts' visit to Portland in the United States of America, in 1979. In Portland, he visited the Oregon Museum of Science and Industry where he observed the great impact made by the exhibits on visitors, in particular his young children.

On Dr. Roberts' return to Newcastle he and members of the Biology Society at the University put together a display which was exhibited at Newcastle Show and which introduced children to basic scientific principles.

Dr. Roberts then suggested that the University give its support to the establishment of a science centre to stimulate and foster the interest and curiosity of the general public in scientific and technological principles and their application to everyday life. He outlined the proposal to the Positive Initiatives Committee, the University's ideas body, and the Committee recommended that the Council give its support.

Dr. Roberts says more support has also been offered by local organisations, including the CAE, the Science Teachers Association, the Hunter Development Board, the Hunter Valley Tourist Association and Newcastle Technical College. Now that the project is underway, a large number of interested persons are needed, including retired engineers, bricklayers, carpenters and draughtsmen and people who can make models.

Various sites for Supernova are being investigated in the Newcastle area, in particular the University campus at Shortland. A request for obsolete equipment has been distributed across the University to various departments and already Mathematics and Chemistry have replied making positive offers.

Those appointed to the Supernova Planning Committee: Dr. Roberts, Mr. M.A. Linich, of Newcastle Technical College, Dr. D.J. O'Connor, of the Department of Physics, Newcastle University, Dr. M.N. Maddock, of the Faculty of Education, Newcastle University, Dr. D. Finlay, of the Department of Psychology, Newcastle University, Professor C. Hooker, of the Department of Philosophy, Newcastle University, Captain A.J. Chapman, of the BHP Company Limited and Mr. R. Flanagan, of Newcastle College of Advanced Education.

Dr. Roberts says that more than museums and encyclopedias are needed to provide people with an opportunity to understand and appreciate the fundamental principles on which our technological age is based. The best approach is to design a centre of science and technology which will so arouse the interest of visitors that they will return regularly. One such centre in Canada was planned to cater for 200,000 visitors per year. In 1975, 1,600,000 people visited the centre. In the last 10 years science centres have been established in several cities overseas, including Singapore, Seattle and Boston, and in Canberra.
The Chairman of the Trustees of the Newcastle Convocation Foundation, Mr. Philip Miller, announced that the Foundation has appointed Mr. Derek Charles Boosey, currently Technical Consultant - Sports for the XII Commonwealth Games, to the newly created position of Executive Officer of the Foundation.

Mr. Boosey, who was born in India and was originally in the Royal Air Force, attended Nevada University, in the United States, and Keele University, United Kingdom, before being appointed Deputy Director of Sport at Sussex University, U.K. in 1970 and directing the Coca-Cola International Athletics Meeting in London in 1972 and 1973. He continued his employment until 1974, when he went to Canada with an appointment as Track and Field Coach for Canadian Games teams. On completion of this work he accepted the position of Director of Athletics for the Saudi Arabian Athletics Federation. He spent from September, 1976, to June, 1977, in the Middle East, towards the end of the period as an athletics consultant in Kuwait.

Mr. Boosey then took up an appointment as the Director of Sports and Physical Recreation at the University of Melbourne, where he worked until 1979, when he accepted an offer to become the Deputy Administrator, Operations, for the Commonwealth Games.

He graduated as a Physical Education Teacher at Keele University in 1969 and completed a B.A. degree at the Open University in 1972. He has had a long career as a professional athlete, having represented Great Britain as a triple jumper in 35 internationals and held the record at one stage.

He is 40 and married, with two children. Mr. Boosey's contract with the Commonwealth Games expires on October 19. About a week after that date he is expected to take up duties as the Foundation's Executive Officer. His office will be located in Watt Street, Newcastle. His duties for the Convocation Foundation will include promoting the activities of the University by establishing liaison with a wide variety of organisations in Commerce and Industry. He will also be active on the fund-raising side.

Mr. Miller told the news that the appointment of a person like Mr. Boosey, who had a proven international record in administration, public relations, fund-raising and the promotion of imaginative projects and had wide experience in working in universities, augured well for the University of Newcastle. His achievement has already discussed aspects of his appointment with personal friends who hold similar positions at universities in other countries and he has also commenced corresponding with overseas universities, particularly in the United States of America and Canada, to get ideas. He would point out that his position has no permanency of tenure and Mr. Boosey's continued employment is based exclusively upon the tangible results of his performance.

Mr. Miller stressed that Mr. Boosey's job was not simply to raise money, but more importantly, to ensure a greater sense of the University's presence in the community. While certainly some of the University's problems would be reduced by increased funding, it was equally, if not more important, to ensure there was general community understanding and goodwill for the University.
**Time Consuming**

There can be absolutely no doubt that the subject which has involved most of the Staff Association Executive's time this year has been amalgamation, the Executive has told its members.

Members were probably aware of the critique and re-drafted version of the official plan prepared by the negotiating team (the so-called "gang of six") from the University and Newcastle CAE. Also they would be aware that representations had had a very substantial impact on the thinking of Council.

The Executive, in its latest Newsletter, noted "a multitude of other activities:
- The negotiation of the so-called 'joint principles' with the NCAE Lecturers' Association was begun on our initiative and held over on theirs when the production of the official plan seemed to demand a different approach for a time. These negotiations will resume in the very near future;
- We have made personal contact with all the local state members of parliament and have made the Association's position clear to them. We have also given them printed matter to take away with them;
- We have written to every member of the state and federal ALP caucuses and to all Democrat senators. The interest shown, and the friendly response, has been the most heartening feature of the campaign;"
Film Festival

The Travelling Film Festival will show six feature films in five sessions at the Civic Theatre on September 24, 25 and 26.

On Friday, September 24 at 7.30 pm.

Blood Wedding (Spain, Director: Carlos Saura) a treatment of the flamenco-ballet version of the Spanish modern classic and Bye Bye Brazil (Brazil, France, Director: Carlos Diegues) a kind of Brazilian road movie shot in the kaleidoscopic colours of the jungles, towns, villages and seashores of his native land will be screened.

On Saturday, September 25 at 5pm.

Muddy River (Japan, Director: Kohei Oguri), set 10 years after the end of the war, shows how economic recovery had come into full swing. Muddy River presents those difficult times as seen through the eyes of children will be screened.

On Saturday, September 25, at 8.15 pm.

Ticket To Heaven (Canada, Director: Ralph L. Thomas) which takes the view that religious cults are gigantic and dangerous con games run by greedy and wealthy businessmen will be shown.

On Sunday, September 26, at 5pm.

Veronika Voss (Federal Republic of Germany, Director: Werner Fassbinder) inspired by a real-life character, Sybille Schmitz, a famous star of films of the prewar period will be screened.

On Sunday, September 26, at 7.50 pm.

Wasn't That A Time (USA, Director: James B. Brown) is the story of the Weavers, a quartet of folk singers who became the musical conscience of their generation will be screened.

Subscription tickets cost $20, adults, and $17, students, and can be purchased in the Union.

Donation

During a recent visit by Mr. Ian D. Glasson, Admin./Joint Interest Manager, Production Department, of ESSO Australia Ltd., a further donation of $13,000 was made by ESSO to the Faculty of Engineering. This is in addition to a donation of $3,000 made in July, 1982, and $11,000 at the end of 1981.

The Dean of the Faculty of Engineering, Professor A.W. Roberts, said that the Faculty was indebted to ESSO for its generosity and for the policy that it has adopted in providing financial support to the various Engineering Schools throughout Australia. Monies received earlier from ESSO, Professor Roberts said, had been used to develop the Faculty computing facility, and it was planned to use the additional money in the same way.

BOOK FAIR

The Friends of the University are looking hopefully to you for donations of:

books, records, sheet music, & magazines

Donations will be sold at the Book Fair to provide funds to support the University.

The Friends intend to hold the Fair in the Great Hall next year. The aim is to attract book lovers, book collectors and bargain hunters, as the University of New South Wales annual fair does.

Donations can be collected

Phone 61 2059
Roman Banquet

Ever wanted to go to a banquet during Roman times? Well, the Drama Department is offering you a banquet plus the tragic drama of Salome.

Oscar Wilde's play about Herod's decadent Eastern court will be presented in a real banquet setting in the Green Room of the Great Hall from September 21 to 26.

The audience will be guests at Herod's banquet and will be served wine and food by beautiful slave girls in an opulent oriental atmosphere as they recline on luxurious cushions. All the decadence and mood of an eastern court under Roman occupation will be captured on stage.

The play will be directed by honours Drama student Felicity Biggins.

Heading the cast as Herod will be well-known Newcastle actor, Stephen Clark, who was last seen in the Hunter Valley Theatre Company's Macbeth.

Performing the challenging role of Salome will be Caroline Mooney, best known in Newcastle as a dancer. Her stage credits this year include West Side Story, Forget-Me-Not Lane and Rookery Knook, all for the HVTC.

Other cast members include David Bruce, who won critical acclaim earlier this year for his role as Earnest in that other Wildean classic, The Importance of Being Earnest. David will play Jokan, the object of Salome's desire.

Supporting the three leads will be Christian Kostiw, last seen in the Drama Department's Peer Gynt, who will play opposite Stephen Clark as Herod's embittered wife Herodias.

Tony Squires, who has appeared this year in the HVTC's West Side Story, and who was last seen in the Drama Department's Woyzeck, will play Narraboth, the young Syrian in love with Salome.

Newcomer Kate Halliday will play the Page, who loves the young Syrian.

Salome will perform the famous Dance of the Seven Veils to original music by Jonathan Biggins, who has also composed and recorded synthesised mood music for the show.

Performances from Tuesday to Saturday will begin at 8 pm, with a special Sunday performance at 5 pm. Admission will be $1 for students, unemployed and pensioners and $2 for others to cover the cost of the wine and food.

Salome (Caroline Mooney) executes her Dance of the Seven Veils.

ELECTIONS

Notices have been sent to all students proceeding to a degree or diploma of the University calling for nominations to fill one of the two student positions on the University Council for the period from January 1, 1983 to December 31, 1984. Nominations have been invited by midday on September 27, but students who are also full-time members of staff are not eligible for election.

If more than one valid nomination is received a secret ballot will be conducted by means of personal voting on October 12 and 13. Voting will take place on these days in the Lobby of Level 2 of the Union between 11.30 am and 3.30 pm and in the foyer of the Auchmuty Library between the hours of 5.30 pm and 7.30 pm.

$1,200 raised

The Professor David Maddison portrait fund has a $1,200 credit as a consequence of the Students' Recital and Champagne Supper held on September 2.

Newcastle University Medsoc organised the musical evening in the Drama Theatre to get the portrait fund started. The portrait of Professor Maddison will be painted by Judy Cassab.
Visiting Fellow

Professor Kydd

Assoc. Professor Ron Kydd, of the University of Calgary, Alberta, Canada, has commenced work at the University as a Visiting Fellow in Chemistry. He is on study leave for a year and will be a partner with Assoc. Professor Ralph Cooney in research into infrared and Raman spectroscopy of surfaces and surface adsorbed molecules.

Professor Kydd, who is a Member of Chemical Institute of Canada, is accompanied in Newcastle by his two children, Owen 7 and Alison 4, and his wife, Gillian.

The principal research method to be used by Professor Kydd while in Newcastle is Raman spectroscopy. This technique is a form of chemical analysis involving laser light-scattering from materials. The data obtained constitute a molecular "fingerprint" for each molecular type. Systems which have been recently studied by Professor Cooney's research group include electrode surfaces exhibiting enhanced light scattering, catalysts employed in synthetic fuel production, surfactant (detergent) materials and uneroded coals.

He holds Bachelor of Science degree and a Ph.D. degree from the University of British Columbia. Leaving university, he was associated with the University of Reading, United Kingdom, as a post-doctoral research fellow, joining the University of Calgary subsequently.

Professor Kydd said his interest in visiting Newcastle University went back to a meeting between one of his friends and Professor Cooney at an overseas conference. Besides wanting to visit Australia, the presence here of Professor Cooney was the strong attraction. "Ralph has a high reputation internation­ally for his work on the spectroscopy of surfaces".

Described by him as a well-balanced medium-sized Canadian university, the University of Calgary has 11,000 undergraduate students and is situated in the foothills of the Rockies about 3,500 feet above sea level. He mentioned that the University of Calgary was young and situated on an attractive site, with building development well-separated. Therefore, there were similarities between his University and the University of Newcastle. However, if he were to contrast the two institutions, he would point to the absence in Newcastle of temperature variations like those experienced in Calgary, where in winter it reached 30 below and in summer 30 degrees. He is pleased to be in Newcastle at a time when temperatures are rising, so he and his family should be able to learn how to surf.

Distinguished Visitor

A distinguished public figure and academic from Japan visited the University on September 3 as part of a New South Wales tour. He is Professor Tadao Ishikawa, President of Keio University. Professor Ishikawa has travelled extensively in the United States, Europe, Asia, China and the Middle East. Among the public and university positions he holds are Director of the Japanese Association of International Relations, Japan Institute of International Affairs, the Asian-Pacific Association of Japan and the International Association of Universities. He held discussions with senior officers of the University of New South Wales, Macquarie University and this University. From left: Mr. H. Magosuka, interpreter, Professor Ishikawa, and the Acting Vice-Chancellor, Professor Ken Dutton.

Long Service Leave

The Positive Initiatives Committee has suggested that members of staff entitled to Long Service Leave might be reminded that it is possible to take this leave on either full-pay or half-pay. When taken on half-pay, the period of leave is double that available on full-pay, e.g. it would be possible to take three months' Long Service leave on full-pay or six months' on half-pay.

Details of Long Service Leave provisions are set out in the Finance and Staff Handbook, Section 3.4. Further enquiries may be made of Mr. R. Goodbody, Extension 376 or Mr. D. Jones, Extension 593, Personnel Department.
VISITING

Dr. Gordon Chapman is devoting his six months' study leave from Riverina College of Advanced Education to continuing his research collaboration with Professor Ron MacDonald in the Department of Physics. When Professor MacDonald was attached to the Australian National University, Canberra, they became partners in 1979 in research into high energy sputtering, funded by the Australian Research Grants Committee. Since then Dr. Chapman has spent about eight weeks a year working in Professor MacDonald's laboratory.

Dr. Chapman, who is a Lecturer in Physics at Riverina CAE, holds a M.Sc. degree in the University of New South Wales and a Ph.D. degree in the University of Sussex. On leaving university in 1972 he was a postdoctoral research fellow at the University of New South Wales, joining the Riverina CAE in 1974.

Dr. Chapman and Professor MacDonald are investigating Ion Scattering Spectrometry (ISS), the process of scattering low energy ion beams off solids. ISS is capable of characterising the surface of solids with regard to structure, composition and impurities in the top atomic layer of the surface. It is a particularly useful technique for detecting low mass impurities such as oxygen and carbon on metallic surface.

FROM ENGLAND

On September 8 and 9, Professor Roger Sargent visited the Department of Chemical Engineering and Electrical and Computer Engineering at the University. Professor Sargent is Head of the Chemical Engineering Department at Imperial College, London, and is currently visiting Australia under the sponsorship of the Institution of Engineers. His research interests overlap with interests here at the University of Newcastle in both Electrical and Chemical Engineering.

Professor Sargent gave a joint seminar to the two Departments on September 8 on the topic: Stability and Convergence of a Self-Tuning Regulator.

Professor Roger Sargent (centre) is shown with his joint hosts, Assoc. Professor Graham Goodwin (left), of the Department of Electrical and Computer Engineering, and Professor Graeme Jameson (right), of the Department of Chemical Engineering.

BICENTENARY

As part of its contribution to the Australian Bicentenary in 1988, the Australian Academy of the Humanities in Canberra has undertaken the promotion of new areas of scholarly work on our cultural history.

The project is taking the form of two new ventures. One is a series of annual seminars and, associated with them, a new journal, Australian Cultural History, published by the Academy in conjunction with the History of Ideas Unit at the Australian National University.

The journal should prove of particular interest to teachers and students at senior-secondary level as well as at tertiary level.

The first issue, focused on Culture and the State, has just been published. Copies are available at $6.50, including postage, from the Academy's office (P.O. Box 93, Canberra, A.C.T., 2600).

The Academy's second venture is to set up awards for outstanding scholarly work on Australian cultural history. Preference will be given to research that breaks new ground or develops an area on which comparatively little work has been done.
Mr. Francis G. Shinsky, from The Foxboro Company, Massachusetts, believes they can "extract some of the ways his colleagues could help to solve environmental problems in his keynote address delivered to the Control Engineering Conference at the University recently.

Mr. Shinsky has worked as a process engineer and a systems design engineer and developed advanced control systems for distillation, evaporation, heat transfer and effluent-treating processes. He has written several books on aspects of control engineering.

Mr. Shinsky urged the delegates to the conference to turn their eyes outwards and look critically at large systems that had an impact on people and society.

"Only now with the advent of high cost energy do we realise the limitations to, and the true cost of, some of our control systems", he said.

Mr. Shinsky devoted much of his address to a discussion of the efficiency of some of these systems and their long term effect on the environment.

One of the processes he labelled "destructive" was air conditioning. "You find that the rich people who have air conditioners throw their waste heat out into the air on top of the poor people who don't have air conditioners".

The efficiency of this thermodynamic process was fairly low and the environment could not cope with 100 per cent of our society owning air conditioners.

"In a society which used more and more control systems, accidents often happened. One control system used in the United States of America to protect people when dangerous chemicals were dumped, viz. putting the chemicals under ground and sealing them with clay, had failed and some people had been horribly injured.

Close to a nuclear power plant in Plymouth, Massachusetts, plutonium had been found in oysters, Mr. Shinsky said, showing that completely isolating the nuclear power process from the environment was an ideal that would never be realised.

He also raised the question of the effect of the application of pesticides on the environment. "Broadscale use of pesticides has a negative rather than a positive long term effect, because it is impossible to insulate one part of the environment from all other parts."

He had introduced these issues in his address because he believed that control engineers ought to evaluate seriously industrialisation and other developments which were obviously causing instability in the environment.

On the other hand, he said, there was "another half to the wheel". Solar power, hydro power and wind power were "creative" processes, which could be utilised without great environmental impact. There were other natural processes, such as biological agriculture and effluent treatment. Unfortunately the message being given by the government and industry in the United States was that solar processes were just not worth the time and effort. Maybe some would be worthwhile in the future.

Concluding his address, Mr. Shinsky cited the cow. "She cuts the grass without being asked, fertilises it and converts what she eats into beef. We need to exploit more productive processes like this".

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**News says thanks**

Francis Lim is a 23-year-old Architecture I student from Singapore. His design was recently chosen for the new banner headline for the University NEWS. Lecturer in Architecture Mr. Malcolm Park, gave Architecture I students two design projects - produce a new banner for the NEWS and a distinctive ensign for the University's Press Releases. The NEWS staff was impressed by the great variety and high standard of the submissions. We convey our thanks to the students and Malcolm Park.
Overseas Travel

Mr. David Hoole and Mrs. Elizabeth Hoole are back at the University. Prior to David taking up a position in the Computing Centre and Elizabeth entering first year Medicine they lived with their children in England. In this article, David reflects on the 1979 overseas experience and comments on the developments in the "amalgamation issue".

In early 1979, I graduated from Newcastle University with a Bachelor of Engineering degree in Electrical Engineering. I had always wanted to travel to gain work experience overseas - so when I was recruited by British Aerospace, Space and Communications Division, in Hertfordshire, United Kingdom, I went off full steam ahead.

I left Australia with all the usual cultural impressions that Australians usually have - people have complained of the "cultural cringe", i.e. I naively believed that, by going overseas, I would be going to high technology industries well in advance of anything here.

Now, after returning from three years in England, I have gained many insights which may be of some interest to others.

Firstly, the experience can often be very good, but the level of technology can be rather disappointing. I found that even in the Space Industry people are just as human and make the same sort of silly mistakes as everyone else. I found them wrestling with problems, such as software development and system reliability, where I expected them to have such problems pretty well sewn-up.

In a way it was more exciting that way, as I was thrown into the middle of it all and had to try to sort out some of the problems, especially in relation to software reliability in embedded spacecraft control systems. By the time I left to return to Australia I was working as a project leader on the design of the computerised test equipment for the Ariane autopilot.

However, it is a fallacy to think that the level of technology found in Australian industry is lower than that in other countries such as the United Kingdom. In fact, I found that the general level of professionalism in Engineering in the United Kingdom is lower than that in Australia. For example, most Engineers in the United Kingdom are not qualified to university level, holding qualifications such as the HNC (Higher National Certificate) or the HND (Higher National Diploma). During 1981 a peak was reached in the recruitment of Australian graduates by British companies and the time more than 100 Australians were working for British Aerospace, with larger numbers working with Marconi, EMI, Pye etc.

As we were working beside, and with, large numbers of British graduates, it presented an interesting comparison. Much to my surprise I found that, without exception, the standard of training provided by the Australian degrees was higher than that provided by British degrees. In fact, in my field, i.e. Engineering, it would appear that the B.E. degree is approximately equivalent to the Masters Degree in Engineering at a British University. This included the selection of the universities in England and Scotland, including the highly regarded ones such as Oxford, Cambridge and London.

I was also greatly gratified to find that the degree that I did at this University held up extremely well against those from other Australian universities, and was much better than some. Considering this, I was very surprised when I returned to hear of the plans for amalgamation with the CAA. Now I read in the local paper of talk of trying to downgrade the University. Considering that it gives degrees of full world standard, it would appear insane to downgrade its status to a point lower than the larger universities, which are often giving lower standard degrees.

During my time in England, I was also very interested to discover that the new Medical School at Newcastle University has been heard of there and is getting very good notices, even before it produces its first graduate.

My wife and I returned to Australia specifically for her to do the medical course here because it is so far in advance of anything available anywhere else.

You often hear the cry that universities are ivory towers that put too much emphasis on theory and research. This is an especially hot issue in Engineering, where managers would often prefer people with more applied training. However, after my exposure to industry I am a firm believer that it is essential in this field, with its rapidly changing technology, that people should receive a thorough theoretical training and be exposed to the new future technologies. I constantly came in contact with Engineers who had just received their training 10 to 15 years ago and who were floundering, and lost in the new areas of technology in which we were working. Therefore to train an Engineer only in today's ideas does a disservice, not only to him or her, but also to the whole community.

Generally my family and I found living in England a rather depressing experience, mainly due to the high cost of living and low salaries. Also England gave the impression of being a country with serious problems with declining industries, rampant unemployment, and serious racial tension. This was especially evident during the summer riots during the middle of last year. I clearly remember the depressing atmosphere as I walked round the burnt out remains of Moss Side in Manchester on the morning after the major riots in July.

We have a wonderful University here which has absolutely no reason to feel self conscious. Although it may not be as large as some it is as good as any in the world. I think the people of Newcastle should be more aware of the fact and take more pride in what is an enormous asset to the region.

So we are very happy to be back in Newcastle and are really enjoying the wonderful weather that we have been having lately.

Photo: Arthur Johnson
The University was thanked by the President of the Hunter District Water Board (Dr. John Paterson) on joining with the Board to provide the sponsorship of the Mattara Spring Festival Poetry Prize.

Dr. Christopher Pollnitz, Lecturer in English, was organiser of the Prize and editor of the anthology of outstanding entries, titled Lines from the Horizon. Professor John Burrows, Head of the Department of English, gave the competition support.

Central Coast author and poet, Peter Kocan, won the 1982 Mattara Poetry Prize. He is an Arts I student at this University.

Mr. Kocan's entry, From the Private Poems of Governor Gilfieid, won him the $500 prize from a record number of entries from all States of Australia, England, New Zealand and Israel.

Dr. Paterson said the Board and the University were delighted with the standard and the number of entries in the competitions.

This was the second year both the prize and the Children's Competition had been conducted. The number of poems received for the prize was 600 - 300 more than last year. The number of children's entries had risen from 400 to 1,500.

The President said that this would not be the last time his Board sponsored the competitions.

Dr. Pollnitz said that the anthology, which is available from the Department of English, comprised outstanding poems. He said that one outcome of the competition was that the Hunter Valley had become a "kind of catchment of the Australian imagination".

The year 1982 was a very successful year for the Women's Hockey. We entered five teams in the local competition. The teams finished the season as follows:

1st Grade (A1) Sixth.
2nd Grade (A3) Fourth (lost minor semi-final).
3rd Grade (A4) major and minor premiers.

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- Dunlop Laser $20
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SAMS - SPORTING GOODS

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2NUR-FM
Short Story competition

Arthur Warner's Bookshop and Nimrod Publications are again sponsoring 2NUR-FM's Short Story Competition. Two types of short stories are eligible for the competition - those lasting up to five minutes and those lasting between 12 and 15 minutes.

Stories must be in English, suitable for radio broadcasting, the original work of the author and hitherto unpublished.

The closing date is October 1.

2NUR-FM's Short Story Competition last year attracted a fascinating and diverse range of stories from all over the Hunter and beyond. The authors, from schoolboys to pensioners, were given their first exposure on the narrative medium of radio.

In addition, 11 short stories were published in Contrast and Relief, the Hunter Valley's first collection of short stories.

The best of the 1982 entries will be broadcast on 2NUR and published by Nimrod Publications.

LAND RIGHTS
University academics from all 19 universities in Australia have voted to support aboriginal land rights.

Meeting in Sydney, the annual general meeting of the Federation of Australian University Staff Associations passed unanimously a resolution to support the struggle of aborigines and Torres Strait Islanders in Queensland for freehold title to reserve lands and protection of sacred sites.

Speaking after the meeting, Mr. Roger Price, journalist with the ABC television's New Department, a cameraman and a soundman spent several hours at the University on September 16.

Mr. Price spoke to some academic members of staff about their current research and filmed interviews with Professor B. Boettcher, of the Department of Biological Sciences, and Mr. B. Heaton, of the Department of Civil Engineering and Surveying.

Expressing his interest in the varied research projects being pursued at the University, Mr. Price said he would need to make a follow-up visit in a couple of months to cover all the projects that were suitable for television news programmes.

He planned to use the Boettcher and Heaton interviews on the 7 o'clock National TV News.

Shown after arriving by ABC helicopter at No.1 Oval are: Dennis Brennan, Roger Price and Simon Prior.

ELECTION
Nominations for the positions of President and Media Officer of the 31st SRC will be open from Monday, September 20, until September 27.

Nomination forms are available from the SRC offices in the Union building.

If necessary elections will be held from Wednesday, September 29 until Tuesday, October 5 in the Union Building.

SPORT
A number of limited edition 1982 surfing intervarsity T-shirts - good quality, a collector's item - only $6. Available at Grace Brothers Travel on campus or from university surf riders' members.
As part of the 1982 series of Skills Development seminars, the University Counselling Services presented a one-day workshop on the uses of imagery in counselling and psychotherapy.

In the last decade particularly, there has been a renewed interest in the use of imagery and fantasy in counselling and psychotherapy; the application of such "private events" in the understanding and modification of human behaviour is one of the current growth-areas in research in therapeutic psychology.

Peter Bamford, with the assistance of Pat Loftus, engaged some 50 participants during the day in a stimulating series of imagery-experiences focussed upon self-esteem, coping with stress, and a variety of psychosomatic conditions ranging from psoriasis to premature ejaculation. If you were passing the Purdue Room on Friday, August 19 and observed a motley collection of psychologists, social workers and psychiatric nurses alternately laughing, crying or simply looking "stunned", then you saw the workshop in progress!

Later in the year, a further two workshops in the series will be presented as part of the University Counselling Service's continuing outreach to helping professionals in Newcastle and the Hunter Region.

Off to Naples

Professor B. Boettcher, of the Department of Biological Sciences, will present an invited address at a symposium in Naples later this month. The symposium, the International Symposium on Immunophysiopathology of Reproduction, has been arranged by the Department of Obstetrics and Gynecology of the Universitá Degli Studi.

The title of Professor Boettcher's talk will be Therapeutic possibilities for infertility due to antispermatozoal antibodies in the male or the female.

The talk will present information on the current concepts of the development of antispermatozoal antibodies by males and females and how they can cause infertility. Recent understanding in the field has led to mechanisms of treatment in Newcastle which have produced the most successful results so far for men infertile due to antispermatozoal antibodies.

Mr. Bamford

Professor Boettcher will leave Newcastle on September 21 to attend the conference and will return on September 28. During his period of absence, Assoc. Professor R.C. Jones will be Acting Head of Department.

A scene from Ticket to Heaven, one of the items on the programme for this year's Travelling Film Festival.
DIARY OF EVENTS

SUNDAY, SEPTEMBER 19
8 pm Newcastle Film Society presents: Bread and Chocolate (Bra­ sati, France, 1978).

TUESDAY, SEPTEMBER 21
1 pm Anglican Eucharist (Feast of Saint Matthew) Chaplaincy Office, Union Bas­ ement.

1.30 pm Student Christian Movement - Chaplain's Messing Room, Union Basement.

WEDNESDAY, SEPTEMBER 22
10 am Mathematics seminar - Combinatorial Series. Professor W.D. Wallis will speak on the topic: Some Open Questions Concerning Arrays. Room V126 (Mathematics).

5 pm Postgraduate Association (APSUN) meeting - all are welcome. Aunchmuty Room, Union Building.

6 pm Australian Federation of University Women (Hunter Valley Branch) are to meet at the Staff House at 6:30 pm for 7 pm. Guest Speaker: Nola Wallace (teacher of Speech and Drama) will talk on her experiences in the theatre and Newcastle theatre in general.

THURSDAY, SEPTEMBER 23
2.10 pm Department of Sociology seminar. Guest Speaker: Dr. D. Miles (Senior Lectur­ er, Anthropology Department, University of Sydney). Topic: Kochapi the Animal Lover: A Political and Structural Analysis of Monkey-Business in Dayak Myth. Room 326 (Sociology Depart­ ment).

FRIDAY, SEPTEMBER 24
Noon Department of Mathematics seminar. Guest Speaker: Dr. G. Joseph (Dr. Joseph took his doctorate from the University and is now working for IBM). Topic: IBM's Networking Architecture. Room V107 (Mathematics).

2 pm Department of Civil Engineering & Surveying seminar. Speaker: Dr. J.C. Small. Topic: Geotechnical Engineering in Hong Kong. Room EAG1 (Engineering Complex).

WEDNESDAY, SEPTEMBER 29
Noon German Feature Film: Nachtschatten (colour with English subtitles) - horror film.

1 pm The Holtermann Collection - a show on the photografting of the Australian gold towns of Hill End and Gulgong.

Advertisements

TO LET

Four bedroom house 20 metres to water from the end of Nov­ ember for approximately six months. Interested persons are asked to contact Judy Cowley, Special Education Centre (NCAS) or are requested to telephone 46 9041.

WANTED TO LET

Visiting Dutch academic and family wish to rent a fully furnished three bedroom home located within a 17 km radius of the University campus, from mid-October, 1982 for six mon­ ths. The family is prepared to care for pets. Please contact either Dr. C. Offler (Extension 579; home: 46 8582) or Dr. J. Patrick (Extension 575; home: 59 2009) if you are able to assist.

POSITIONS WANTED

ROBO'S LAWN SERVICE - yards cleaned, rubbish removed. Special pensioner rates. Please telephone 54 9060 for prompt service.

The following persons would like to type theses, reports, occasional papers etc.:
Ms J. Rose, Charlestown, telephone: 43 0367.
Miss K. Tripplett, Speers Point, telephone: 58 5977.
Mrs. J. Marsden, University, telephone: 68 5650.
Ms. C. Camps, Wallsend, telephone: 55 9323.
Ms R. Fay, Lambton, telephone: 52 6980.
Ms. D. Potts, Charlestown, telephone: 43 9751.
Ms. J. Alexander, Wallsend, telephone: 51 3825.


FOR SALE

1978 FORD PANEL VAN registered until July, 1983. 51,000 km, air shocks to rear, immaculate condition. Forced to sell due to ill health. Interested persons are asked to telephone 54 7473.

1979 FORD F100, 5.8L. - new polished fibre glass canopy, new rear bumper, tow bar att­ ched. Tyres are in perfect condition as well as the mot­ or. 82,000 km. Registered until June, 1983. Forced to sell due to ill health. 99,000. Interested persons are asked to telephone 54 7473.

REMINGTON MANUAL TYPEWRITER in excellent working condition, $75. Please telephone 43 7014.

University NEWS is published on a two-weekly basis in the Secretary's Division for the Editor, The Secretary, The University of Newcastle. Stories and items should reach Ms. John Armstrong or Ms. Linda Aurelius, C/- Room G58(a) or Room G60 in the McMullin Building by 5 pm on the Thursday before the publication date.