Grant of $60,000 launches equity project

The Vice-Chancellor, Professor Keith Morgan, is delighted with the announcement by the Minister for Employment, Education and Training, Mr Dawkins, that the University will receive a grant of $60,000 to fund the first stage of a Schools Liaison, Disadvantaged Schools Equity Project.

The project involves identifying pockets of disadvantage in Newcastle and the Hunter, supplying course information and inducements, in the first instance, and arranging bridging and special support programs to increase normal entry to University programs. It will be introduced in two stages. The first stage will identify the disadvantaged schools and groups. The second stage will design programs of assistance and introduce these to schools.

The University will work closely with the Hunter Institute of Higher Education on the project and preliminary discussions have already been held.

Professor Morgan said the Deputy Vice-Chancellor (Administration), Mr Lance Hennessy, had been instrumental in the submission of the proposal for the grant under the Higher Education Equity Project. The proposed project was intended to increase significantly the enrolment of disadvantaged students in tertiary education, with particular reference to women, Aborigines and lower socio-economic groups, increase the general level of aspiration and participation, and improve the chances of entry and, through special assistance, of graduation of such students.

The Hunter Region, with 8.9 per cent of the population of New South Wales, has a participation rate in tertiary education below that which could be expected in comparison with other areas in the state. Only 41.6 per cent of candidates for the 1987 HSC attending schools in the Hunter Region enrolled in tertiary institutions in 1988, with this figure for a number of schools in the coalfields area being as low as 20 per cent. With the number of year 12 students increasing substantially in a number of these schools, it is essential that every effort is made to increase the participation rate if there is a commitment to the principles of equity.

The University has recognised the need for equity policies for a number of years and it has demonstrated its commitment to the principles of equity through the programs it has introduced since 1975. The objective of these programs has been to increase the participation in Higher Education in the Hunter Region.

The major initiatives taken have been:

- the Open Foundation Course for mature-age applicants;
- the Special Admission to the Bachelor of Medicine degree for Aboriginal students;

(more over the page)
2. the Outreach Program for Aboriginal students for entry into courses other than Medicine.
3. the provision for students with special needs; and
4. the recognition of TAFE courses for admission purposes.

The Schools Liaison, Disadvantaged Schools Equity Project will again demonstrate the University's commitment to equity.

To introduce the project a team of three new members of staff have been appointed under the grant.

The team will be led by Gall White, who has accepted the position of Liaison Officer. Gall has been working with the Department of Employment, Education and Training over the past four years and has a sound understanding of the significance of equity in access to employment, education and training. The main emphasis of her work has concentrated on increasing the participating rate of disadvantaged groups in employment and has related to such groups as Aborigines, the disabled, migrants with English language difficulty, women and those in rural and isolated areas.

Gall has completed a Bachelor of Arts degree and a Diploma in Education at this University and spent a period after graduation travelling Asia and Europe. During this time Gall spent some time teaching English in Athens.

Anita van der Wal has been appointed as Assistant Liaison Officer. She came to Australia in 1983 after finishing a Doctoral degree at the Free University of Amsterdam. Prior to completing this degree Anita had completed a Bachelor of Arts degree and a Diploma in Education at the same university. After migrating to Australia Anita enrolled as a candidate for the degree of Doctor of Philosophy in the Department of Linguistics at this University. She is currently completing a thesis on an Aboriginal Language and Aboriginal Communication styles.

Anita has worked as a linguist in Milingimbi, and Aboriginal community in Arnhem Land.

The third member of the team is Edwin (Eddie) MacKenzie, who has accepted the position of Liaison Assistant (Aboriginal Services). Eddie has worked as an administrator for the Daruk Local Aboriginal Land Council and as a tutor for the Department of Technical and Further Education Hunter Valley Adult Literacy Scheme. He designed an Aboriginal Co-ordinators' course at Mt. Drutill Technical College and an Administrators' course at Wyong College.

Eddie completed a bridging course for Aboriginals in preparation for a degree course in teaching which he commenced at the Hunter Institute of Higher Education this year.

While attending the Institute in 1987 he was elected as SRC Multicultural Officer. Eddie was also elected to the Management Committee for the Wollutuka Aboriginal Education Centre.

Law representative back from the UK

Professor Frank Bates

Professor Frank Bates, Professor of Law, has returned to the University after spending about a month in the UK making visits to several universities.

Professor Bates said that apart from participating in two important conferences he took the opportunity afforded him to make contact with academics from other jurisdictions. 'As the activities of the Department of Law expands, contact with other institutions and individuals is necessary to maintain the Department's recent impetus and keep it as the forefront of legal academic endeavour,' he said.

Professor Bates travelled initially to the University of Newcastle-upon-Tyne, where he reinforced the links he had established during his visit last April. The first visit was most successful, he said, and it was hoped on both sides that links would be strengthened.

In addition he was able to have valuable discussions with Professor D.W. Elliott, a leading English authority on the Law of Evidence, regarding Professor Bates' research project, Corroboration in Australian Law.

Professor Bates was also able to make brief visits to the Universities of Sheffield and Durham.

The maintenance of contacts with Sheffield University is of special importance, not only because I am a graduate of that University, but because it is one of the two strongest provincial law schools in England and the research interests of its staff members could also have future implications for the work of the Department of Law,' Professor Bates then attended two conferences at the University of Hull. 'Both conferences proved of substantial importance to the Department of Law and the University,' he said.

It was an honour to be invited to the Colloquium on Family Law organised by the United Kingdom Committee on Comparative Law, which had two themes: Child Abuse and Neglect and the Grounds for Dissolution of Marriage. The paper presented by Professor Bates, entitled The Ground for Dissolution of Marriage and the Philosophy of the Family: The Australian Experience, was well received.

The second conference at the University of Hull was the annual conference of the Society of Public Teachers of Law. Professor Bates said it was especially appropriate that he, or someone from Australia, attended the conference, as its theme was Law and the Commonwealth.

The major importance of my attendance at the conference was the opportunity to meet, or renew acquaintance, with distinguished legal academics.

In particular, I met Professor P.B.H. Birks, Regius Professor-elect of Civil Law at Oxford University. Professor Birks will be in Sydney during 1989 and hopes to visit the Department of Law.' The main reason he spent a week at the Faculty of Law of the University of Bristol was the strong family law section there.

In addition Professor Bates made a brief visit to the Faculty of Law at the University of Exeter.
Teachers introduced themselves: ‘Good morning ladies — and Paul’

This month saw a real breakthrough when Mr Paul Goodshaw took up duties in the Bursar’s Division. He is the only man to have gained a position because of his secretarial skills.

Aged 25, Mr Goodshaw became qualified by doing the full-time Day Secretarial Course at the Tiques Hill College of TAFE.

As he was the only man in the class, teachers often introduced their lectures by saying: ‘Good morning ladies and Paul’.

He is working in the Accounts Branch two days a week replacing a staff member who is on compensation leave.

When Wormalds Fire Division closed down in 1986 Paul decided he didn’t want to go back to spray painting. He chose enrolling in the Day Secretarial Certificate because it offered him the chance to gain keyboarding skills and he felt that they should give him an advantage when he tried to gain employment.

Mr Goodshaw wants to find a full-time position working with people. He has been looking for about 11 months.

‘When I apply I find that most bosses are men, who seem to think that only women are secretaries.

‘Before World War I, practically every secretary was a male, so the bosses are not very good at history. A lot of the time you get a letter saying “Sorry your application has not been successful; there were others with better qualifications”.

That surprises me, because I gained higher marks than many of the girls in my class at Tech. I suppose they have the advantage of being younger than I am.

‘What gets to me is that the bosses say experience is needed. It is so frustrating, because you can’t get experience without having a job.’

Paul Goodshaw said he would reject any claim that his chosen vocation made him a trend-setter.

‘I just feel that secretarial work is what I would like to do. There is nothing that says it was designed just for one sex.’

While he searches for a full-time position Mr Goodshaw works as a volunteer at Mayfield Christian Community Schools. He also assists Woodberry Little Athletics and Mayfield Baptist Youth Group.

Wrong Number

Please note that the correct telephone number for Student Administration is Extension 303 not Extension 520 (as listed in the current telephone book).

‘Romantic Festival’

One of the University’s contributions to the Bicentenary will see a distinguished actor and a brilliant pianist performing in the Great Hall.

The ‘Romantic Festival’ will be held on November 30 and December 2 and comprise the Australian premiere of Byron’s Manfred and an appearance by virtuoso David Helfgott.

John Bell will play Manfred and the Hunter Orchestra will provide the incidental music by Schumann.

The ‘Romantic Festival’ is being arranged by the Department of Drama and sponsored by Harris Wheeler, one of Newcastle’s oldest law firms.

The Hunter Orchestra, led by its musical director Ulric Burstein, will appear with a choir, soloists and actors from the Hunter Region.

Professor Victor Elmlajanow, Head of the Department of Drama, holds the position of artistic director and the designer will be Tom Banneman, Designer-in-Residence with the Drama Department, who has worked at The Ensemble, the Bondi Pavilion and the Nimrod.

In the first part of the concert David Helfgott will play Rachmaninov’s Rhapsody on a Theme of Paganini in association with the Hunter Orchestra.

Professor Emeljanow said the collaboration between the University, the theatrical and musical professions, and the community was probably ‘a first’ and was on an unprecedented scale.

Apart from being a Bicentennial commemoration, the performance of Manfred would mark Lord Byron’s birth 200 years ago.

Mr Tom Yim, the Managing Partner of Harris Wheeler, said the law firm would underwrite the production. Harris Wheeler was delighted to be involved in such an exciting and unique musical and dramatic event.

‘While Manfred is not the first time that Harris Wheeler has sponsored a musical production, it is certainly the most significant sponsorship undertaken by the firm,’ he said.

‘Law firms are traditionally very conservative and low profile, and I hope that Harris Wheeler’s decision will encourage others to take an active and positive interest in the community in which they live and work,’ Mr Yim said.
October Council

Following recommendations from the Vice-Chancellor, Council appointed Directors of the five new schools which will administer the allocation of resources within the University.

The Directors of the Schools will take up their positions on January 1 and each will serve a term of three years.

Assoc. Professor J.A. Ramsland was appointed Director of the School of Humanities.

Professor P.L. Clarke was appointed Director of the School of Economic and Information Sciences.

Professor A.W. Roberts was appointed Director of the School of Engineering and Architecture.

Professor J.D. Hamilton was appointed Director of the School of Medicine.

Assoc. Professor B.A. Engel was appointed Director of the School of Science and Mathematics.

When the Council met, the number of universities which had agreed to form part of the unified national system of higher education was seven. The universities are: Deakin, Griffith, James Cook, Melbourne, Monash, New England and Queensland.

The Council decided that the University should also join the system.

By the time Campus Bulletin went to press, an additional seven universities had agreed to participate in the system — the ANU Wollongong, Adelaide, Tasmania, New South Wales, Western Australia and the University of Technology, Sydney.

The Minister for Employment, Education and Training, Mr Dawkins, in a letter to the Vice-Chancellor, said Commonwealth support would be directed mainly towards those institutions which formed a part of the unified national system of higher education.

He said the system would consist of a range of higher education institutions funded by the Commonwealth to fulfil an agreed educational profile as part of the overall mission established by each institution.

Mr Dawkins said the Government was committed to both growth and reform in higher education. Those institutions forming the unified national system would benefit from continued growth, increased flexibility and greater control over their resources.

Funding would be guaranteed for a three-year period based on agreed educational profiles and on the performance of institutions in relation to those profiles.

The Government's reforms were intended to promote a higher educational system which would give greater benefits to institutions, individuals and the community as a whole, the Minister said.

The Council agreed to the following letter being sent to Mr Dawkins:

This University wishes to join the unified national system. With the Hunter Institute of Higher Education, the University wishes to do so as the consolidated University that is to be formed by amalgamation of our two institutions. In indicating this wish, the University confirms its commitment to the achievement of the objectives outlined in your letter.

'Many of our plans for achieving the stated objectives were contained in our educational profiles submission. Progress towards the achievement of these objectives will of course depend on the provision of appropriate and adequate funding. Proposals for the achievement of the objectives not covered in our educational profiles submission will be the subject of reports to Government from time-to-time.'

The Vice-Chancellor reported that an aspect of the Federal Government's research funding policy was causing universities some concern.

He referred to the plan to transfer funds from the universities' operating grants to the Australian Research Council (ARC) for the Council to re-allocate to higher education institutions. The total amount involved in the transfer was $65 million.

'Universities are particularly cross that the ARC has developed a policy on the distribution of the research funds without informing them,' he said.

Professor Morgan said that in order to achieve the full benefits of development the University needed to look beyond this managerial horizon. 'If we are able to do so, there begins to be available opportunity to determine not only our internal plans but those with external impact,' he said.

The proposal to establish a Committee For the Future was designed to equip the University to recognise the opportunity for making important, distinctive and characteristic contributions to this development.
It was put that the Committee should give attention to the kind of university the Council wanted to see operating by the year 20000 and beyond.

The Council appointed Dr T. Callcott, Professor C. Renwick and Dr D. Day as members of the Committee. The Committee was asked to give consideration to ways of implementing the proposal and expanding the committee.

Only spaghetti available

'You are a Professional Engineer who is sent into previously unknown territory up the flood River in Miniature Land."

'In order to cross the river you decide that a bridge is necessary, but investigation reveals that the only raw materials available are various types of spaghetti.'

'Fortunately you have brought with you a selection of glues.'

These were some of the rationale for the Spaghetti Bridge Competition, which was recently conducted by the Department of Civil Engineering and Surveying amongst students in the mechanics and structures course.

Pictured at the presentation of prizes are (from left): Professor R.E. Melchers, Head of the Department, Francesco Rossi, winner of third prize, Shahazah Shaharudda, joint winner of the first prize, and Mr J. Bonnemin, Chairman of Newcastle Division of the Institution of Engineers, Australia.

The IE Australia donated a total of $130 in prizes for the competition.

Nicholas Dunmill shared first prize and the winner of second prize is Nicholas Tournier.

Convocation merger likely

The Convocations of the University and the Hunter Institute of Higher Education are expected to merge in the event of the amalgamation of the two institutions.

In a joint statement, the Warden of the University's Convocation, Mr Vic Levi, and the President of the Institute's Convocation, Mr Brian Adamthwaite, said that a number of meetings had been held between representatives of the Convocations over the past two months to streamline the merger.

Mr Levi and Mr Adamthwaite said a committee representative of both graduate bodies had drawn up agreements which were expected to be ratified by the two standing committees soon.

The proposals for the combined graduate group were designed to cover all existing members of both convocations.

They said one of the major aims of the combined graduate body would be to ensure that graduates in the community retained adequate representation on the new University Council after amalgamation.

The recent Australian University Graduate Conference in Perth had strongly recommended that all university graduate organisations should seek to have a minimum representation on their university governing bodies of 30 per cent.

'A resolution from the conference said: 'It is imperative that university graduates maintain a position of influence in university affairs'.

Messrs Levi and Adamthwaite said the joint planning committee of the two Convocations was working on a proposed structure for an interim standing committee of the merged group.

The necessary constitutional changes to cover the proposal would be submitted to the Legislation Working Party set up by the University and the Institute in the recent ratified Heads of Agreement.

TUNRA offers industry research and consulting services, drawing on expertise available from the following Faculties (and Departments) of the University of Newcastle:

- Architecture
- Arts (Classics, Drama, English, Geography, History, Linguistics, Modern Languages, Philosophy and Sociology)
- Economics and Commerce (Commerce, Economics, Law and Management)
- Education
- Engineering (Chemical/Materials, Civil, Surveying, Electrical/Computer and Mechanical)
- Mathematics (Mathematics, Statistics and Computing Science)
- Medicine
- Science (Biological Sciences, Chemistry, Geology, Physics and Psychology)
Germans have valuable links with the Uni

Support given by the Federal Republic of Germany's Consulate, the Goethe Institut and Newcastle Germania Club is helping to keep the study of German alive at this University.

At a ceremony on October 18 two students and the Auchmuty Library received gifts from the organisations.

Mr Ali Marmulla was awarded the Goethe Prize by the Deputy Consul General of the Federal Republic of Germany, Dr Hermann Kröger, for being the outstanding Third Year student of German last year.

Mr Andrew Kallaur received a scholarship and books from the Goethe Institut, and a return air ticket to Germany from Newcastle Germania Club for his excellent performance in German this year.

Speakers at the prize-giving ceremony in the Vice-Chancellor's office included Dr Kröger, the Director of the Language Section of the Goethe Institut, Dr Elinor Gurgis, the President of Newcastle Germania Club, Mr George Bondzio, and the Vice-Chancellor, Professor Keith Morgan.

There were also addresses by Assoc. Professor Fred Walla, Executive of the German Section, and Mr Marmulla.

Dr Kröger later presented books worth $2,500 to the Auchmuty Library to commemorate the Bicentenary.

Professor Walla said that in the past two years the University was particularly fortunate because three students had been awarded German scholarships, which were very competitive awards.

Referring to 'the economic imperative of the German language', Professor Walla said the Federal Republic of Germany spent $14 billion a year on tourism, a figure only exceeded by the United States. 'Maybe the time is right for Germans to see Australia', he said.

He mentioned the German Saturday School at the Germania Club, directed by Assoc. Professor Alfred Barthofer. The school was helping to maintain the language needs of the German community and had become the largest institution of its type in Australia.

Mr Marmulla, who holds a Bachelor of Metallurgy degree and is a Diplomate in Computer Science, is a Graduate in German with a Diploma in Computer Science.

His German wife, Birte, accompanied him to the prize-giving ceremony. He said Birte said she would never come to Australia, because it was too far away. However, he had managed to raise her priorities so that coming to Australia became her number one priority.

Mr Bondzio said the local German community had a most cordial relationship with the University, especially by virtue of the German Saturday School.

Dr Gurgis said the Goethe Institut sent students to Boppard on the Rhine River with the prime object of allowing them to participate in an intensive German language course arranged by the Institut.

Mr Kallaur, who commenced studying German at the University three years ago, will be at Boppard for two months, commencing at the end of November.

The Vice-Chancellor presented the air ticket to Mr Kallaur and congratulated both him and Mr Marmulla. He welcomed Dr Kröger to the University again and thanked the Goethe Institut and Newcastle Germania Club for their continued support of the work of the German Section.

The books donated to the Auchmuty Library were chosen by staff members of the German Section.
Reaching back to Gondwana times

Australia at one time formed part of Gondwana, a large southern hemisphere landmass, which included Africa, Antarctica and South America.

Gondwana was separated from the northern landmass (Europe, Russia, Japan and North America) by an extensive seaway called the Tethys Sea. Close to the mid-Carboniferous Period, Gondwana moved rapidly towards the South Pole and eventually, with the onset of an Ice Age, the plants and animals in Gondwana became unique.

The consequence of the shift of Gondwana is that it is very difficult for geologists to establish any correlation with the northern landmasses in the Carboniferous Period.

Now, a Palaeobotanist, who is at the forefront of this research, has arrived at the University to collaborate with two staff members in the Department of Geology.

Dr Bob Wagner, retired Reader in Geology from the University of Sheffield, England, has joined the team from the Department for two-and-a-half months so as to bring his expertise to bear on the investigations carried out in this University on the Australian floras of the Carboniferous Period.

Not only has he published extensively on Carboniferous floras in Europe, but his researches have taken him to Turkey, Saudi Arabia, and parts of South America. The latter experience is particularly relevant in that Australia had close links with South America in Carboniferous times.

Professor Brian Engel, Assoc. Professor in Geology, said the Senate Research Committee had agreed to provide funding for Dr Wagner’s visit because the wide geographical spread of his researches has made him particularly suited to advise on the problems of these floras. Indeed, there is no other Palaeobotanist in the world who has ranged as widely. Apart from fieldwork in the countries mentioned, he has described floras from New Guinea and Greenland.

Dr Wagner graduated from the University of Leiden in 1953, obtained a doctorate from the University of Amsterdam, and worked for the Geological Surveys of the Netherlands and Turkey, as well as for the University of Sheffield. He is currently Head of Exploration for one of the major coal companies in Spain, and has also founded the Palaeobotanical Research Unit in the Botanical Garden of Córdoba, which is linked to the University of Córdoba, where he was awarded the degree of Doctor honoris causa. This is his first visit to Australia and he is delighted to have been given the opportunity to come.

Professor Engel explained that Dr Noreen Morris and he had been investigating Carboniferous rocks and fossils from the Hunter Valley for about 20 years, one of the by-products of which is a large collection of fossil plants, which offer the best information on the timing of the shift of Australia towards the South Pole.

‘Australia does not possess an eminent Palaeobotanist and we are fortunate that Dr Wagner expressed a willingness to come here and initiate a strong research program on the plants which will complement our efforts on other fossil faunas of the same age,’ he says.

General Staff Development

Remaining courses in the program devised by the Assistant EEO Co-ordinator, Ms Roslyn Cameron, are:

Cross Cultural Training

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<th>Presenters</th>
<th>Time</th>
<th>Date</th>
<th>Venue</th>
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<tbody>
<tr>
<td>Trudy Mills-Evers and Michael Davidson</td>
<td>9 am to 11.30 am</td>
<td>Wednesday, November 16</td>
<td>Theatre, Audio-Visual Section, Auchmuty Library</td>
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Target Audience
Staff who have considerable contact with students and staff from non-English speaking and Aboriginal backgrounds.

Meeting Procedures

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<th>Presenters</th>
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<tr>
<td>Frank Hawkins and Julie Kiem</td>
<td>10 am to Noon</td>
<td>Friday, November 4</td>
<td>Theatre, Audio-Visual Section, Auchmuty Library</td>
</tr>
</tbody>
</table>

Target Audience
All general staff

If you would like to attend any of these courses please telephone Cathy Bergquist at Extension 473 or the EEO Unit at Extension 317 or 687380.
KEYBOARD INTEGRATION

(From the desk of the Deputy Vice-Chancellor [Administration], Mr Lance Hennessy)

This edition of Admin Notes concentrates on the issue of keyboard integration. The relevant part of the 4 per cent agreement is:

14 The Associations support the principle of an integrated clerical/keyboard scale and agree to negotiate on the introduction of such a classification. It is recognised that such a restructuring will: (i) increase the productivity of the staff; (ii) achieve greater levels of job satisfaction; (iii) provide better opportunities to enable staff to progress to higher positions; and, (iv) minimise gender segmentation by classification of the workforce.

This issue is high on my agenda for a number of reasons:

- Integration provides more opportunities for staff in terms of the access it provides for movement into and across the wide range of clerical/administrative tasks and positions.

- It provides more flexibility for the Administration, especially in terms of developing what are called ‘multi-skills’ in a large number of employees now compartmentalised in specialist tasks.

- It breaks down the long-standing discrimination against women who have been effectively locked into lower-paid positions with little chance of upward movement.

As Director of Affirmative Action, I am especially impressed by the last argument. There has been a lot of attention recently to the issue of affirmative action on campus, especially as the result of an initial adverse report on the University by the Commonwealth Affirmative Action Agency. What is evident is that changes in the University’s employment profile at the upper levels, especially academic positions requiring higher qualifications and research records, will take considerable time. On the other hand, by far the largest single employment category in the University is the 200 plus keyboard staff of stenographers, office assistant/typists and word processor operators. Improvement of their opportunities represents the most concrete form of affirmative action that the University can take on its own authority.

The general staff associations recently presented to me a proposal for keyboard integration which would have involved a ‘significant pay increase’ for all members of keyboard staff. I have indicated to the associations and to members of keyboard staff that such a general pay increase cannot be afforded by the University and, indeed, would be outside the scope of recent national wage and salary settlements. The University’s pay scales for keyboard staff are no better, no worse than those of other universities. They are the award rates.

So, in the short term, the University, funded by the Commonwealth Government, can do very little to improve historically low pay levels for keyboard staff.

What it can do is to undertake sensible reform of the existing rigid narrow structures for keyboard staff and bring them into the mainstream of clerical/administrative work. It can also, selectively, recognise the work value and additional responsibilities already being carried by numbers of keyboard staff.

I have now put a proposal to PSA and HREA for keyboard Integration at the University, for negotiation, and implementation from January 1. The key features of that proposal are:

- all keyboard staff would be transferred to clerical/administrative designations of clerical officer and administrative assistant.

- those staff and positions which are already involved in undertaking clerical/administrative responsibilities will be placed on appropriate scales.

The effect of the proposal, in pay terms, would be that the majority of keyboard staff would remain at their present pay level or obtain a small increase, as they transferred on to new pay scales; however, a significant number would receive significant pay increases if the positions that they occupied were judged to involve higher responsibilities or more complex tasks. In particular, the latter would apply to those positions which are now categorised as executive secretary or departmental secretary.

In presenting the Administration’s proposal to the PSA and HREA I have made the point that the proposals are subject to negotiation, especially in terms of the placement of particular positions at particular levels within the new structure. I have also indicated that they are clearly provisional only, as, in the longer term, complete integration requires redesign of related jobs to clarify the respective responsibilities of former secretarial staff and existing clerical/administrative staff.

A consequence of the proposed changes would be high priority, during 1989, for staff development and retraining activities for those staff involved in integration.

We have a choice as to whether these proposals proceed, as amended after negotiation, from January 1 or whether they are deferred until some unspecified future time while the issues associated with job redesign are sorted out.

My strong preference is to proceed as soon as possible even if there are some ‘bugs’ to be sorted out. Our administrative resources, especially with amalgamation on our plate, could not cope with an extensive process of job redesign in the foreseeable future. I hope that the staff affected might take a similar view and support the introduction of the new system from January 1.

You might well ask ‘where’s the money coming from’ to support these improvements. The answer is by rationalisation of existing effort and normal attrition.

The keyboard numbers of course constitute a very large proportion of our general staff —
almost 40 per cent. They are located in a large number of situations, often working on a one-to-one basis with senior academic or administrative staff.

There are very few 'pools' of keyboard staff where staff provide mutual support to cover absences, leave, and peaks of workload. I believe that there is considerable scope for pooling of resources, not the creation of old-fashioned typing pools, but the development of what I would call, mutual support systems. In the near future, with the formation of Schools, it will be for Schools to work out what those mutual support arrangements will be. With the formation of Schools, it will no longer be the responsibility of the Administration to provide relief staff to faculties and departments; each School will need to make its own relief arrangements. The savings which I have been able to make in this respect enable me, in the tough financial situation in which we live, to make the offer which I have to the Associations.

**AMALGAMATION SECRETARIAT**

Peter Farley, Assistant Secretary, in the Secretary's Division, and Chris Wood, Faculty Secretary (Arts) have been seconded to the Secretariat to the Amalgamation Implementation Committee.

John Todd, Registrar of the Institute, will act as Secretary to the Amalgamation Implementation Committee and take responsibility for arranging secretariat support to the AIC and its various working groups. To enable Peter and Chris to concentrate on their commitment to the amalgamation secretariat they have been released from most of their existing duties, and the Vice-Chancellor has agreed that temporary administrative assistance will be provided to the Division in this time of great pressure.

**STUDENT RESIDENTIAL DEVELOPMENT**

One of the great pressures on the University is its shortfall in terms of student accommodation — the lowest proportion of any of the established universities.

Elsewhere in this Bulletin, there is an advertisement for a Warden for International House.

To enable the University to cope with the great pressures on student accommodation, consideration is being given to a third major development (in addition to Edwards Hall and International House) which might involve the provision of an additional 150-200 places.

The concept has been dubbed as 'University flats', but our planning is at a preliminary stage only. We simply know that we need to provide more as quickly as possible and at minimum cost. Accordingly, John Birch, of the Secretary's Division, has been asked to undertake a special project working direct to me and with interested parties, including our Buildings and Grounds Division, to assist in developing this major initiative.

**International House position**

International House, a residential college being developed for students of the University of Newcastle and the Hunter Institute of Higher Education, is seeking an experienced senior member of staff of the University or HIHE who would be responsible for the management of the House and would advise and assist in its further development. International House is a limited company and the appointee would be responsible to the Board.

The development will initially provide 48 student places. Planning for a second stage providing approximately 50 additional places is expected to commence shortly and a capacity for 150 at full development is envisaged, subject to successful fund-raising.

The position calls for a strong commitment to the welfare of students, to the development of a community spirit within the appropriate academic atmosphere and to the college's special mission of fostering goodwill among students from different cultures.

The college would wish to take a flexible approach to the commitment of time which could be involved and would be prepared to negotiate a part-time secondment arrangement, with appropriate financial assistance, up to a maximum of $26,835 per annum for a half-time appointment. Suitable accommodation in the House will be provided.

Expressions of interest should be directed to the Chairman of International House, Mr Brian Reff, 8 Raymond Street, Speers Point, by November 30.
Former staff member returns

When Dr Marlene Norst launches one of her books in Newcastle soon, the occasion will also be a reunion of old friends.

Dr Norst, a member of staff of the German Department of the University and its predecessor, the University College, between 1957 and 1967, has recently been active writing and editing a number of books dealing with the contribution made by Austrians to Australia.

She will return to Newcastle on November 7 to launch Austrians and Australia, the book she has written together with Johanna McBride. The book will be launched at a luncheon at the Crazy Horse Restaurant in Watt Street, Newcastle, at 1 pm.

The launch has been arranged in association with the Hunter Street bookseller, Books Abound. The book is a compendious illustrated history, the first history of the Austrian-Australian connection, tracing its development over the 200 years of European settlement.

Dr Norst also supplied the introduction and a personal contribution for the bicentennial book, Strauss to Matilda, a collection of memoirs of some 30 Viennese who left Austria in 1938, found their way to Australia, and have since made substantial contributions to their new country.

Shortly to be published by the British Museum is Dr Norst’s book on Ferdinand Bauer, the Austrian artist-naturalist who sailed with Matthew Flinders.

Bauer, previously virtually unknown here, has been judged by many to be the finest wild-life illustrator of all time, whose Australian works far surpass those of the other artist explorers.

The Auchmuty Library holds a set of 25 prints, reproductions of some of Bauer’s flower paintings.

Marlene has many stories about the making of these books and will tell some of them to people attending the luncheon. She will also present a copy of her book to the Auchmuty Library at a short ceremony in the Rare Book Room at 11 am on November 7. Members of the University are cordially invited.

Enquiries to Michael Alpin of Books Abound, 59 Hunter Street, or telephone 26 3755, or telephone the Crazy Horse at 29 1124. Tickets cost $10.50 which includes a three-course Austrian fare and beer.

Building degree course established by grant

The State Minister for Housing, Mr J. Schipp, has handed over a cheque for $658,000 to the Vice-Chancellor, Professor Keith Morgan, for the establishment of a Bachelor of Building in the University’s Faculty of Architecture in 1990.

The funding came from the New South Wales Building Services Corporation, which administers the allocation of money received from builders’ licensing.

Professor Morgan said the new building degree course was of utmost importance because it reflected an urgent need by Australia’s building industry for improved management skills. Moreover, it was the first building degree course to be offered as an external degree.

Professor Morgan received the cheque from the Minister at a dinner in Newcastle on October 25 hosted by the Newcastle Division of the Australian Institute of Building. Among the many guests were representatives of the Institute from Canberra and Sydney, representatives of Newcastle Branch of the Master Builders’ Association and staff and former staff of the Faculty of Architecture who have taken action to have the building degree course established.

The Dean of the Faculty of Architecture, Professor Barry Maitland, said although the degree course would be offered first as a normal degree course in the University, it was intended to extend the program after the first year of operation into an external studies mode.

Professor Maitland said the Building Degree was aimed at people in the building industry and site managers and would concentrate on subjects such as construction techniques, structural principles, management and contract law.

Professor Maitland said the expected intake at the first year level was 25 students. After 10 years of full-time study, during which students would have a period of industrial experience, it would be possible for the students to obtain the qualification of a Bachelor of Building.

The study program would consist of subjects regarded as essential by the Australian Institute of Building, which would be responsible for giving graduates professional recognition.

Professor Maitland said the staff positions entailed in teaching the building degree course were at present being advertised.
Feeling of multi-cultural Australia

REVIEW by: Keith Russell

The 1988 Mattara poetry anthology The International Terminal, edited by Chris Pollnitz, is a very attractive book. From its best-yet-cover to its selection of poets, the Bicentennial issue reflects what Pollnitz describes as the willingness 'to go beyond'.

Each year the Mattara anthology breaks new ground: the 1988 Poetry Prize includes an under-25 prize; as a result, the anthology offers a selection of excellent poetry from younger poets.

And yet, awarded and rewarded, the poetry in The International Terminal is in danger. As the dislocated Indo-Fijian poet, Sudesh Mishra, writes in Perth, December 1987: "Only the imagination, my friend, is apocryphal / And won't suffice'.

While the frustrated yearnings of Mishra have an individual sting, the overall sense in The International Terminal is of an imagination that has been successfully marginalised. In Les Murray's title-giving poem, the reader is dodged from idea to idea with an irritability that has its climax in a bit of arcane and trivial knowledge: "... a jet engine, huge child of a gun.'

For those with swift feet, out of the head of this metaphor arises a reinstated imagination: the idea for the jet engine came from a poetic inversion. Again, Murray, the poet, through a dedication that is not too proud to get dirty in the kitchen, has made himself at poetic home in a world that doesn't much care.

Between Mishra's impassioned statement of loss and Murray's cranky declaration of ownership, other poets in the anthology offer a variety of baits to the fish of the imagination.

Particularly interesting is Annie Sibley's Work in Regress. While trusting to some version of memory to get the poem going, Sibley makes her story-teller more and more vulnerable as she regresses:

I lie on my back
so only big people can see the holey pyjamas
I am a waiting bundle
I want my twinnny
More frothy ice-cream

Perhaps it isn't strange that there are no LARGE Bicentennial statements in The International Terminal (we have video-songs to supply us with cultural condensed-milk). Many poems do deal with issues of national-personal identity, some have the urgency of history, a few have the sense of location. What dominates is a feeling of multi-cultural Australia.

Need for athletes to register

Officials of Newcastle Amateur Athletics Association are advising all athletes and fun runners that they will no longer be able to participate in events organised by AAA Clubs unless they are registered with the NSWAAA.

Consequently, anyone who is not a registered athlete will no longer be able to participate in Tuesday evening events with the Newcastle Vets, or take part in the Winter Cross-Country Handicap runs on Saturday afternoons.

University staff or students who wish to participate in such events should register with the University Athletics Club by contacting the Sport and Recreation Department.

More Bookshop space urged

The Bookshop Liaison Committee has resolved to seek additional space for the University Co-operative Bookshop.

At its meeting on September 14 the committee decided to send its request to the Manager of the Union, Mr J. Broughton.

The committee is concerned at the premises provided for Co-operative Bookshop being inadequate.

The committee welcomed the recent proposals for new premises and urged the Union management to give high priority to ensuring the maximum practical space for the new bookshop.

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33/35 Alma Road, New Lambton.
Hunter cricketers in Newcastle comp.

University Cricket Club wanted to be represented in the Newcastle Under 17 competition but was not able to field a team, as students, staff members and graduates are too old.

Its wish came true on October 23 when the University's Under 17 team took the field to play Lambton-New Lambton.

The team is fundamentally different from teams serving the Newcastle District Cricket Association competition in that it comprises players who live outside Newcastle.

The Cricket Club saw an opportunity not only to enter an Under 17 team but also to provide keen and capable young players from the Hunter Valley with an opportunity to learn from cricketers who play in the Newcastle competition and to play on first-class wickets.

The fact that University could not previously field a team caused byes in every round of the Under 17 competition. This situation disadvantaged the players.

This year the Cricket Club wrote to young Hunter Valley cricketers and their parents and asked if the players were interested in playing in a team entered by the University.

A total of 29 players from Dungog, Gloucester, Singleton, Maitland and Cessnock accepted. A team has been selected for every round of the competition, which will conclude on November 27 and be followed by semi-finals on December 11 and the final on December 18.

Approximately 50 per cent of the players are 14 or 15 years of age and, thus, will be eligible to play for University again in the future.

The Under 17 competition dates are all Sundays, picked to minimise clashes with matches in the John Bull Shield, the regular competition in which the players participate in their home towns.

Mr Graham Walker, Senior Tutor in Management, who is the co-ordinator of the Under 17 team, said support had been given by the Newcastle District Cricket Association, the Sports Union, the Catholic Education Office, the Hunter Region Secondary Schools Sports Association, the Hunter Valley Junior Cricket Association and the Regional Cricket Convener, Mr Ken Clifford.

Each match the University team is managed by a different 'senior' player from the University Cricket Club. Mr Brian Warby was manager for the first match.

In this, played at University Oval, University scored 8-272 to defeat Lambton-New Lambton, which scored 156 runs.
Science and technology information service

The Australian Academy of Science has announced the first stage of planning for a unique, national project for promoting public understanding of science and technology.

The Australian Science and Technology Information Service (ASTIS) is aimed at three strategic groups: the general public (via the media), school students and teachers, and Parliamentarians and public servants.

The Service will expand the communication of science and technology by putting people in direct, personal contact with the wealth of authoritative and articulate experts in Australia and overseas.

Professor David Curtis, the President of the Academy, said a special Working Party appointed by the Academy has been highly successful in obtaining funds to support the first stage, a Feasibility Study.

Over $50,000 has been raised in three months from Commonwealth Government sources (Department of Industry, Technology and Commerce and CSIRO — including all six Institutes), overseas (Scientists’ Institute for Public Information, IFA) and all universities and Institutes of technology throughout Australia. Support in kind is coming from other public organisations.

Professor Curtis acknowledged, with gratitude, the unanimous response by universities and Institutes. In times of financial stringency, to the Academy’s appeal for funds for the Feasibility Study. This gives great encouragement, he said, that the Service will serve national goals in science and technology and that the larger scale of fund-raising required to establish the Service on a permanent footing will be equally successful.

[The University of Newcastle is acknowledged by the Academy as a financial supporter of the Feasibility Study.]

Funds are now being sought from government for the base costs of establishing and operating the Service. Industry will be approached to sponsor specific projects.

Preliminary estimates put the initial target for a base operation in the first year at around $313,000.

Institutions will also be invited to become ‘Contributing Organisations’, in return for which a number of special services will be offered to assist them in communicating their expertise to the wider public.

The Academy wishes to start operations by mid-1989.

The address of the Feasibility Study office is C/- University of Technology, Sydney, PO Box 123, Broadway, NSW 2007; telephone (02) 218 9651; Fax (02) 281 1702.

The Working Party’s principal spokesman is Dr Peter Pockley, who may be contacted through the Study’s office, and also by telephone at (02) 697 2866 or (02) 660 6363 and Fax (02) 662 1650.

Commonwealth research group

The Commonwealth Association for Development (CAD), which has an office at the Institute for Commonwealth Studies in London, is seeking affiliate members.

CAD sees a strong need in the Commonwealth to conduct research on various issues relating to Commonwealth countries, act as a medium through which certain research works of Commonwealth scholars may be published and encourage and promote other new initiatives.

Research is therefore given a very high priority. Candidates for membership must be either holders of research degrees (from an accredited educational institution) or researchers with publications in major academic and professional journals.

Members can keep abreast of developments through attendance at occasional lectures and conferences, a free CAD journal published quarterly, and the opportunity to bid for paid research contracts obtained by CAD.

The membership registration fee is $20 and there is an annual subscription of $10.

The Information Office can supply application forms and more details.

STAFF MOVES

Appointments

- Dr Selina Redman, Lecturer, Department of Electrical Engineering and Computer Science.
- Mr Terence N. West, Senior Attendant Patrol, Buildings and Grounds Division.

Resignation

- Mrs Wendy L. Smith, Stenographer, Faculty of Medicine.

Retirements

- Mr Kevin W. Davis, General Library Assistant, Auchmuty Library.
- Mr Vincent T. Ford, Attendant Patrol, Buildings and Grounds Division.
- Mrs Margaret D. Hamilton, Stenographer, Bursar’s Division.
Act 1 of Chapter Two is precisely what we expect from Neil Simon: a small group of intelligent, prosperous, semi-neurotics whose most routine conversations are filled with puns, epigrams and witty bathos. The long (90 minutes) act races along on waves of laughter as widower George (Barry Shepherd), who is newly divorced, swaps wisecracks with his best friend Fay (Josphine Lee) and vows celibacy. Meanwhile, Jennie (Beth Child), who is also newly divorced, resists the disasters of his brother, Leo (Barry Quinn) and vows celibacy. The play bogs down as the characters' neuroses become real problems, rather than comic triggers. One expects the tempo of the play to build from the sombre Act II opening, eventually reprising the pace of the first half. Instead it progresses choppy as chords of dissent and guilt dominate its theme and monologue replaces repartee. As the pace becomes erratic, the actors seem less certain of their characterisations. The fault may be in the writing, since Simon has laid little groundwork to motivate the drastic changes that occur. Perhaps because the play is openly autobiographical, he was too close to the same fears and doubts that George faces to write them with clarity.

There are two stories told: one of romantic love, one of 'dispassionate passion'. One couple is deeply committed to the pace of the first half. Instead it progresses choppy as chords of dissent and guilt dominate its theme and monologue replaces repartee. As the pace becomes erratic, the actors seem less certain of their characterisations. The fault may be in the writing, since Simon has laid little groundwork to motivate the drastic changes that occur. Perhaps because the play is openly autobiographical, he was too close to the same fears and doubts that George faces to write them with clarity.

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Chapter Two will be presented by the Hunter Valley Theatre Company at the Civic Playhouse until November 12.
Databases in the Auchmuty Library

CD-ROM (Compact Disc-Rad Only Memory) is a low-cost, optical storage medium for large volumes of data. One 5" CD-ROM disk has a 600-Mbyte capacity and can store data, text, graphics and images to be read with a laser beam.

The only equipment required to use CD-ROM is a microcomputer, CD-ROM disc drive and printer.

The advantage of CD-ROM technology for information retrieval lies in the fact that there is a fixed annual charge for purchasing CD-ROM databases and no telecommunication costs are incurred. It allows unlimited searching and leisurely browsing by all sections of the University from undergraduates to faculty.

The Auchmuty Library now has three units dedicated to accessing CD-ROM databases and a fourth on order.

The Biomedical Library has OSHROM, a system containing three major databases in occupational health and safety:

- NIOSHTIC, the database of the National Institute for Occupational Safety and Health, US Department of Health and Human Services.
- HSELINE, the database of the Health and Safety Executive, a UK Government agency responsible for guidance, advice, inspection and enforcement of all aspects of occupational safety and health in the United Kingdom.
- CISDOC, the database of the International Occupational Safety and Health Information Centre of the International Labour Organisation.

Collectively, the databases contain approximately 250,000 citations from more than 500 journals and 100,000 monographs and technical reports back to 1960.

For further information or access, contact Janet Bricke at Extension 690.

The Government Publications Section of the Library now has Supermap CDATA 86, a CD-ROM version of the 1981 and 1986 censuses.

The major advantage over the microfiche, or printed versions, of the census is that you can combine a variety of variables at any degree of specificity and display the results as a table or coloured map. For instance, it would be possible to produce maps of people in different age groups with an income under $10,000 living in the local government areas of the Hunter Valley.

If you wish to use Supermap, make an appointment with Ann Stokes, the Government Publications Librarian, at Extension 775.

The Audio-Visual Section of the Library has the PC-SIG Library on CD-ROM, which contains thousands of public domain programs for IBM compatible microcomputers. For access, see the staff at the AV counter.


We also hope to provide a demonstration of PSYCLIT, 1981-1988, early in the new year.

The Hunter Institute Library has recently purchased the ERIC database of educational literature on CD-ROM.

Jim Cleary
Auchmuty Library.

Accommodation Office

Short-term accommodation
November 2 to December 12
Warners Bay: two bedroom fully furnished unit, $80 per week (includes electricity) with nice garden which needs watering.

Mayfield: Owner offers two bedroom fully furnished townhouse, $300 per week (including linen, cutlery etc.). Cleaning service provided. May suit short-term visitors.

House for Sale in
Birmingham Gardens

Features include: four bedroom brick home (25 years old) with double garage and inground pool. Asking price: $114,500.

In all cases please contact Kath Dacey, Accommodation Officer, Extension 520.

Staff Association End of Term Party
Monday, November 14, 4.30 pm

Wine and Snacks in the Staff House

If you’re coming, please inform Marea Mitchell (English) at Extension 319, by November 7.

Literary lunch guest announced

Lunch With a Writer will present lunch with Judy White of Belltrees, on Wednesday, November 30, in the Newcastle Beach International at 12.15 pm.

The author was admitted to an honorary MA degree at this year’s Graduation ceremonies for her contribution to the study of Australian history.

Judy White, will speak on the topic, Problems of Writing and Publishing Local or Family History, a field in which she is extremely well-qualified.

In 1981, her first book, The White Family of Belltrees, based on her research into the White family papers, was published.

In 1985, she graduated Master of Letters at the University of New England having presented a thesis entitled Land Settlement in the Belltrees Region of the Upper Hunter Valley of New South Wales 1861-1901.

At present she is working on two more books. One involves research into the role of women in Sydney in the 1930s and 1940s, using her mother’s diaries.

Tickets for the lunch are available from Hunter Street Books (opposite the Post Office) or by telephoning Marie Tietze at 63 2774 or Eileen Bilbie at 29 2674.

Semester Dates for 1989

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

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

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