The buses parked in front of the Great Hall came from a great variety of cities and towns: Ourimbah, Laurieton, Kempsey, Tuncurry, Singleton, Taree, Tamworth, Wingham, Gosford, Forster, Port Macquarie and Sydney.

They carried some of the senior high school students who visited the University and the Hunter Institute of Higher Education for Schools' Visit Day 1988, May 19.

Adding the groups of students from country areas to the main contingent of students from Newcastle and Hunter Region schools gave an estimated total attendance of 4,650. This tally and the number of schools which attended — 75 — are records.

The consensus of views was that the Schools' Visit Day was again very worthwhile as a direct means of communicating course information to prospective students.

As well as receiving briefing lectures on admission to the University and lectures on courses and career prospects in particular faculties, the students were offered guided tours of departments, service units, laboratories, workshops, 2NUR-FM, the Language Laboratory and the Auchmuty Library and film screenings and demonstrations.

Many members of staff took the students on tours and/or presented introductory lectures on courses provided by their departments.

Most of the young visitors ate their lunches in the Union, where they chatted to undergraduates and listened to a band.

During their visit to the University some of the senior high school students saw an open rehearsal of Romeo and Juliet staged by the Drama Department.

FORUM ON VIEWS ON GREEN PAPER

Issues raised in the Green Paper on higher education, including amalgamation of the University and the Hunter Institute of Higher Education, will be discussed at a public forum at Newcastle Leagues Club on Thursday, June 9, from 1 to 5 pm.

Organised by local Members of Federal Parliament, the format of the discussion will consist of a series of papers followed by question and answer sessions and discussions.

The Administrations of the University and the HIHE and organisations representing the staff and students have been invited to prepare papers and provide speakers.

The Federal Members for Newcastle, Charlton, Shortland and Hunter, Messrs Allan Morris, Bob Brown, Peter Morris and Eric Fitzgibbon, MsIR, have arranged the forum.

Two senior staff members from the Minister for Employment, Education and Training, Mr Dawkins' office — Mr David Phillips (Acting Senior Private Secretary) and Mr Paul Hickey (First Assistant Secretary, Tertiary Education Planning Division) will be present.

Mr Morris urged all those who have questions or concerns about the higher education debate to attend the forum.

'The Green Paper, a discussion paper prepared by the government, contains proposals that would have major long-term implications for higher education in Australia,' Mr Morris said. 'It is important that the Newcastle community participates as fully as possible in the public debate that the 'Green Paper' has generated,' he concluded.

12 WEEKS TO UNIVISIT '88 (Bicentennial Open Days)
NEW COURSE IN LAW AND ADMINISTRATION

THE UNIVERSITY will offer next year what is believed to be the first course in law and administration to be available at a university.

The degree of Bachelor of Law and Administration (BLA) will be introduced in the Faculty of Economics and Commerce with the aim of providing a qualification to students whose careers are in areas which involve frequent contact with the law and institutions and who may not want qualifications as barristers and solicitors. Thus, it is envisaged that the degree will have a special attraction to people seeking employment in banks, the State and Commonwealth Public Service, insurance companies and various financial institutions.

Students will qualify for the degree after three years of full-time study. An honours year, for those interested in additional work and the preparation of a dissertation, is also proposed.

The orientation of the BLA degree can be observed from the compulsory core of the degree, which differs significantly from that in more traditional law degrees.

The legal core of the degree comprises: foundations of law; contract law I and II; company law I and II; administrative law; employment law; personal liability law. In addition, candidates must also take organisational behaviour and information technology and law.

Considerable flexibility is permitted to students, particularly in their first year — although it is anticipated that students who are interested in a business orientation will undertake the normal first year course offered in the Faculty of Economics and Commerce, namely accounting I, economics I, introduction to quantitative methods and foundations of law and contract law I.

In later years, particularly in the final year, various options which reflect the particular interests of students, are to be offered. Hence, students seeking a business orientation would study subjects such as trade practices law and consumer protection law; those more interested in social administration, family law, and those in health care administration, medical law.

VC TALKS TO PSA ON AMALGAMATION

The Vice-Chancellor told PSA members at a special meeting on June 1 that there would be no compulsory redundancies as a result of amalgamation.

'I cannot speak for the Hunter Institute of Higher Education,' Professor Morgan said, 'but the amalgamation process will not involve redundancies.'

The Vice-Chancellor was invited to address the PSA on the amalgamation proposal and answer members' questions. Since the Council granted him authority, he has been visiting departments and administrative sections to discuss amalgamation and gain responses.

In the Green Paper on the restructuring of higher education, the Government says it intends to make provision for voluntary staff redundancy schemes.

'The University is presently completing the necessary arrangements for the introduction of an early voluntary retirement scheme and I expect a similar scheme will be offered by the HIE.'

Professor Morgan said he believed two aspects of the Green Paper should not be ignored — the Government's strong commitment to considerable growth in higher education by the year 2000, and the abolition of the binary system of higher education to make way for a unified system.

'We can respond to these changes best by being an amalgamated institution, equipped to provide a wider range of courses and more opportunities for students from the Hunter Region. The role we can play in serving the community is one on which I place great emphasis.'

Professor Morgan said that if, after he reported to the Council on the discussions he was having concerning amalgamation, Council gave him authority he would be seeking to arrange for negotiations to be commenced.

'I understand there is support for amalgamation across all levels at the HIE. The University and the Institute could remain separate if they wished, but it would look quaint having two institutions of comparable size sitting side-by-side preserving their identities.'

Asked whether the State Government could amend the University of Newcastle Act in time, Professor Morgan referred to the new University of Technology, Sydney, and commented that the University had met its legislative changes through very quickly.

The Chairperson of the PSA, Ms Susan McLean, can thanking the Vice-Chancellor for his address, said members appreciated the statement that there would be no retrenchments.
Computers Brought Together as a 'Cluster'

The two VAX 8550 computers (VAXA and VAXB) operated by the University's Computing Centre have been joined in a 'computer cluster'.

The Director of the Computing Centre, Mr John Lambert, explained that as a consequence computer users no longer had to choose between the two computers when logging in. They now operate, in many ways, like a single computer,' he said.

'Disk drives formerly attached to VAXA and VAXB are attached to a hierarchical storage controller and are accessed by both computers. This means a saving in file space, as files no longer have to be duplicated,' said Mr Lambert.

The fibre-optic based Ethernet link between the University Computing Centre and the Hunter Institute of Higher Education was brought into use on March 14, Mr Lambert said.

The HIHE's Library is now using the same Alleycat software for its on-line catalog and circulation system as the University. This software has been developed by the Auchmuty Library and the Computing Centre over a period of years to offer steadily improving computer-based services to Library users.

Academic staff and some students of the Institute could also make use of the University's VAX Computer Cluster over the Ethernet. One hundred and forty-seven students and 23 staff of the Institute were now registered as users.

Mr Lambert (pictured with Systems Manager, Ms Julia Smith) added that the Auchmuty Library and the Faculty of Engineering were now also connected to the Ethernet. Many terminals currently linked to the Micom switch via Instatrunk connections would be transferred to terminal servers on the Ethernet.

Auchmuty Library Restrictions Introduced

Although the extensions to the Auchmuty Library will be completed soon, inadequate staffing has made it necessary to curtail access to some areas and services.

Please note the following arrangements:

- the photocopying rooms will be closed at 15 minutes before closing time, i.e., at 9.45 pm, Monday to Thursday; 6.45 pm, Friday; and 4.45 pm Saturday and Sunday.
- the Bio-medical Library and the Audio-Visual Section will be closed 30 minutes before closing time, i.e., at 9.30 pm, Monday to Thursday; 6.30 pm, Friday; and 4.30 pm Saturday and Sunday.
- the Bio-Medical Library will be staffed from 9 am to 5 pm Monday to Friday only.

Janet Brice, the Bio-medical Librarian, is from time-to-time required to spend time off-campus, staff and students requiring her services should, as a matter of routine, check by telephone (68 5690) on her availability.

- the Audio-Visual Section will be staffed from 9 am to 5 pm Monday to Friday, only. Video bookings required outside these hours should be made by telephoning the Audio-Visual Section between 9 am and 5 pm Monday to Friday. Other items may be reserved for collection outside these hours.
- the Law-Government Publications service point will be available only from 10.15 am to 4 pm, Monday to Friday, and will close for lunch from 1 to 2 pm on Thursdays and Fridays. Items from this room required outside these hours should be reserved by telephoning the Law-Government Publications service point (68 5775) between 10.15 am and 4 pm Monday to Friday.

I apologise for these restrictions in access. I trust that the University population will continue to co-operate with the Library staff on the implementation of these restrictions. I hope that no further restrictions on access and hours will prove to be necessary.

Edward Flowers, University Librarian.

Protest March and Rally

The Students' Representative Council will hold a march and rally on June 7 to protest against the Wran Committee's proposal for a graduate tax and the Federal Government's cuts in funding for higher education.

The SRC has announced that marchers will assemble in Pacific Park. The march will leave the park at 1 pm and move through the city to Civic Park, where a number of speeches will be given.

Buses will pick up people who intend taking part in the rally at the University stop at 12.15 pm.
VISITOR FINDS FRIENDS

A Japanese visitor to the Faculty of Medicine says she is pleased the University has a Japanese Section because she has been able to make more friends on the campus than she expected.

Dr Sachiko Sekiguchi, a Lecturer in Anatomy at Tokyo Women's Medical School, will be mainly based on the campus until September studying the Medical School's problem-based curriculum.

"My college will change its education programme in 1990 to incorporate some of the procedures and ideas used by this University, McMaster University in Canada and some others," she said.

Dr Sekiguchi is continuing to meet members of staff and clinical lecturers from the Faculty of Medicine and also attending meetings and tutorials to gain an appreciation of the methods used and perspectives taken by her hosts.

"In Japan the curriculum is much more traditional," she said, "with students having few opportunities to treat sick patients until they have completed about four years of formal study.

"In Newcastle, students are able to explore actual clinical cases right from the start of their courses and it is my big impression that this gets them strongly motivated for self-education."

Dr Sekiguchi has made friends with the Head of the Japanese Section, Assoc. Professor K. Ono, Mrs Ono, and the exchange students from Kumamoto University.

SALARY ADJUSTMENT REJECTED

A special meeting of the University's Staff Association on May 24 resulted in the rejection of the proposed 4 per cent second tier salary claim for academic staff.

About 60 members of the association attended the meeting, aimed at considering the settlement recently negotiated between the Federation of Australian University Staff Associations (FAUSA) and the Australian Universities Industrial Association (representing the Australian Vice-Chancellors' Committee).

FAUSA recommended that staff associations across Australia meet and endorse the proposed settlement, subject to the FAUSA Executive achieving amendments. However, the UN Staff Association's Executive recommended that the proposals be rejected.

The special meeting voted 39 to 15 to support the Staff Association Executive.

The motion which was carried is:

The agreement on the 4 per cent second tier salary claims proposed by FAUSA be rejected since it accepts, in exchange for a long overdue salary rise, the grave deterioration of academic working conditions, particularly on the following points —

- the submission of every academic to the periodical judgement of a 'supervisor', who can recommend sanctions, ranging from censure to dismissal;
- the granting of discretionary powers to Vice-Chancellors in the definition of, and dismissal on the basis of, 'gross misconduct'.

The President of the Staff Association, Mr Bob Mackie, said that on the local level the PSA and HREA had accepted a 4 per cent second tier agreement.

On the national level approximately 10 university staff associations so far had endorsed the proposed settlement, while at least three had rejected it.

He said he understood that at meetings between the Minister for Employment, Education and Training, Mr Dawkins, and the AVCC the questions of staff redundancies and 'fast track dismissals' would be on the agenda.

Ms Lee Watts, FAUSA's Industrial Officer, said the proposed settlement was the culmination of intensive negotiations between FAUSA and the AUUJA beginning last February.

Among the factors recognised as justifying an increase in salaries and an improvement in efficiency were increased student loads since last March, the introduction of staff development programmes, guidelines for long service leave and outside studies programme leave to facilitate staff mobility, and salary loadings.

Ms Watts asserted that FAUSA was totally opposed to the proposition that academic staff redundancies should lead to retrenchments.

Dr Warren Wood, Executive member of the Staff Association, said the changed working conditions proposed in the settlement were not worth a 4 per cent salary adjustment.

"Under the guise of a raise, really have changed conditions which are a threat to academic freedom," he said.

The agreement included procedures to deal with unsatisfactory performance, with supervisors able to report on staff to the Vice-Chancellor.

"This is discriminatory because supervisors will take different views about unsatisfactory performance.

"If the settlement is approved, we will see our conditions eroded and everybody will be accountable to somebody else," Dr Wood said.

A member of the association said he thought it was being suggested that the Staff Association could still bargain and avoid getting 'the nasties' if the agreement were rejected. He believed the nasties would come anyway. The association did not have the luxury of being agnostic on the matter, since the deadline for the acceptance of the new agreement was June 30.

A member said that at present Heads of Departments were not required to report on whether the performances of staff were satisfactory. He did not have his duties 'written down'. 'Nasties' were not always inevitable. One could always resist them, he said.

A member said that academics had formed a trade union. Consequently, industrial action was an option which could be used to persuade the Government that academics would not accept the proposed changed conditions.
GUEST FROM UK ADULT EDUCATION

An English Pro-Vice-Chancellor who has had a long career in adult education visited the Department of Community Programmes on May 24.

Professor Bernard Jennings is the National President of the Workers' Educational Association in the United Kingdom. Under the auspices of the British Council, he is visiting Australia to attend functions in connection with the 75th anniversary of the WEA in New South Wales.

At the University, he gave a talk titled *New Lamps for Old? Changing Concepts and Values in Adult Education*.

The Acting Director of the Department of Community Programmes, Mr John Collins, said Professor and Jean Jennings brought with them an impressive collection of experiences in adult and continuing education.

Professor Jennings is Director of Adult Education and Pro-Vice-Chancellor of the University of Hull.

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ADMIN NOTES

*From the desk of the Deputy Vice-Chancellor (Administration)*

As the start of what is hoped to be a regular consultative arrangement, Mr Collins and Jennings recently met representatives of the PSA (Susan McDonald and David Kay) and HREA (Barbara Wallis and John Wiggers) to discuss matters of mutual concern. These meetings are intended to be additional to those that relate to specific industrial concerns of the associations.

We covered five matters:

1. Implementation and follow-up of the Agreement on Second Tier Salary Increases —
   - It is anticipated that the Administration would be taking up outstanding matters in the near future. In particular, it would want to negotiate with the Associations on the restructuring of keyboard/clerical duties.
   - PSA representatives raised issues connected with time-off in lieu of overtime (TOIL) and it was agreed that further discussions would take place on this in the near future.

2. Wastewatch Committee —
   - The soon-to-meet Wastewatch Committee got a good plug or some undeserved notoriety (depending on your viewpoint) from the recent bogus memo over my name introducing toilet charges.
   - The Wastewatch Committee, which comes out of the negotiations between the general staff unions and the Administration over the 4 per cent productivity pay increase, will meet in the near future to see what contribution it can make to alleviating the University's financial difficulties.
   - Bright ideas (other than the one circulated last week) would be appreciated.

3. Staff Development and Training (General Staff) —
   - I advised of the Council's approval of a recent paper from the ACAEEO, for a centrally administered fund.

4. Air conditioning —
   - I indicated that, in principle, the Administration supported air conditioning in those areas of the administration subject to extremes of summer heat, especially for those staff working through the long vacation. It was a question of how and when which depended on the University's financial position. There was little prospect of much improvement in the near future.

5. Pension —
   - It was agreed that this issue would be further considered depending on the outcome of consideration of the matter by the Council.

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EARLY RETIREMENT SCHEME PROPOSED

The Finance and Personnel Committee will recommend to the Council on June 10th that it approve the introduction of a voluntary early retirement scheme for permanent staff aged from 50 to their 55th birthday.

To enable the Council to gauge the degree of interest in the scheme, a survey of reactions is being conducted among potential applicants by the Vice-Chancellor.

The scheme is being proposed because of a perceived need for rationalisation and reorganisation of the University's operations.

It is considered that greater opportunities need to be created to permit changes to the staff profile to take new developments to occur and also to put in place cost savings to facilitate reductions in the University's deficit.

The proposed scheme has the following features:

- the benefit under the scheme will be a lump sum comprising four weeks salary in lieu of notice of retirement together with a sum equivalent to:
  - members aged 50 to 55th birthday, two weeks salary for every year of service and pro rata to a maximum of 52 weeks;
  - members aged 55 to 59th birthday, two and one-half weeks salary for every year of service and pro rata to a maximum of 52 weeks;

- service elsewhere will be counted where it is recognised by the University for long service leave purposes.

- subject to the approval of the Commissioner of Taxation to the scheme, only 5 per cent of the benefit will be taxable. The benefit will be additional to the member's other entitlements on retirement, such as for long service leave and the relevant benefits payable under any superannuation scheme to which the member belongs.

- there will be no compulsion for members of staff to participate in the scheme.

Staff unions on the campus have been informed of the proposal and discussions will take place on the details of the scheme and its methods of implementation.

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BEWARE OF THIEVES

Whilst the University's buildings are patrolled by the patrol staff, members of the University should beware of thieves.

The increase in the number of reports of valuables being stolen from offices is a matter of considerable concern. For example, a wallet was removed from the inside pocket of a coat left hanging behind the door.

Purses or wallets left carelessly on desks and inside unlocked lockers have also been stolen.

The patrol staff told Campus Bulletin that members of staff and students must hide their valuables to ensure that thieves don't help themselves.

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Lance Hennessy
STUDENTS HELPED TO
‘HANG-IN’ AT UNIVERSITY

Counselling has contributed towards undergraduates deciding to continue their studies at the University, according to a report released by the University Counselling Service.

The report, written by the Acting Director of the University Counselling Service, Dr Peter Bamford, documents the first University, according to a report of perceptions of users of the Counselling Service carried out in this University.

The high rate of attrition among undergraduates and the poor completion rate at the postgraduate level is a major problem facing universities.

However, the report says, the rate is being minimised at this University. Of the respondents to the survey, 32 per cent say counselling contributed to their decision to continue doing courses.

Help through difficult periods in their lives when emotional distress was undermining their capacity to study and their motivation to continue, help with study methods and course choices, and help with building self-confidence are reasons given in the report for students continuing their studies.

The key points in the Counselling Service’s report are:

• value — the clients surveyed highly value the service they receive. For example, a female student wrote on her questionnaire: ‘The counsellors have an amazing ability to encourage me to be completely frank — I even surprise myself with the things I said.’

• First Contact — a large percentage of clients receive helpful and caring reception.

• Personal Concerns — the major proportion of the Counselling Service’s work is in the area of personal concerns and there is an overlap with study-related skills. A typical comment on the counsellors’ style: ‘They have a 100 per cent non-judgmental attitude and absence of arrogance.’

• Gender — the clientele is usually a predominately female one with a female: male ratio of 3:1.

• Perceptions of counsellors — clients value the professionalism of counsellors.

This was seen from the comments, which included ‘sensitivity to my condition’ (a male member of staff), ‘cheerfulness and humanness’ (a female student) and ‘getting me to verbalise how others see me’ (a female student).

• Criticisms — not enough advice and guidance are given in counselling sessions; not enough information about the University’s procedures is available; not enough time is provided for counselling sessions; a proportion of clients prefer a choice in terms of the sex of counsellors.

This was manifested in such comments as:

‘He could have been stricter in his suggestions to me’ (a female student), ‘Sometimes difficult to finish within the appointed hour’ (a female member of staff) and ‘I would have preferred to see a female counsellor for my particular problem’ (a female student).

Clients, of course, need to experience their counsellors as both caring and competent if they are to co-operate with and derive maximum benefit from the counselling process. That they do so is amply demonstrated by the data gathered by the survey,’ Dr Bamford adds.

The sample used by the Counselling Service as a basis for the survey was drawn from people seeking counselling between January and September last year.

Questionnaires were supplied to 174 individuals and 90 completed questionnaires were received (51.4 per cent return). The break-up of respondents was 61 per cent females and 35 per cent males.

2-WEEK SEASON OF ROMEO AND JULIET

When Campus Bulletin went to press, the Department of Drama had commenced its next major production for this year— Romeo and Juliet, by William Shakespeare.

Most people see the famous romantic tragedy as a play full of excitement — from vicious street fights to tender love scenes, from family feuds and fixed marriages to high fantasy and ribald sexuality.

The Drama Department’s production exploits the pace and excitement of the play by using three-levelled open Drama Studio space. Audience members are able to view the performance from wherever they wish, either following the action on foot at close range, or claiming a permanent vantage spot.

The audience is limited to around 70, so it is best to book early.

The production is directed by David Berthold, a Tutor in Drama, and designed by Tom Bannerman.

The cast includes Jamie Fotheringham, Michaela Bolzan, Nola Wallace, Mark O’Neill, and Barry O’Connor.

The season opened on May 31. It runs Tuesday to Saturday at 8 pm for two weeks, including matinées on June 3 at 1 pm and June 11 at 2 pm. For bookings, please telephone the Drama Department at 68 5705.
RUNNER-UP IN NATIONAL DESIGN COMPETITION

GLEN HART, a second year materials engineering student, has won second prize in an Australia-wide engineering design competition.

The competition, organised by the Institution of Engineers, Australia, and named project LIFT, requires students to design and build a device which could carry a plastic saucer and ping-pong ball up a vertical rope for a distance of five metres.

The students' ingenuity was challenged by the strict specifications of the competition. For example, students could not use machine tools, such as lathes, to manufacture components of their device; nor could they weld, or braze, components together. Furthermore, their devices could not be powered by any form of chemical energy, which includes batteries, engines and rockets.

Dr Philip Clausen, Lecturer in Mechanical Engineering, included project LIFT as part of the coursework for mechanical engineering design I. 'This type of project fitted well into our conceptual design course and offered our students a chance to compete against students from other institutions,' he said.

Glen Hart's device narrowly beat classmate Craig Brown's device in heats held at this University. Since The Institution of Engineers, Australia, had made provision for two students from each institution to attend the finals, Craig accompanied Glen to Brisbane. The finals were staged at the Mech 88 Conference held at Expo 88 in Brisbane.

The framework, and most of the components, of Glen's device were manufactured from balsa wood. The power source was two sets of 'wound-up' elastic bands. When the device was released, the elastic bands caused a wheel to be driven along the stationary vertical rope. Glen's device took some 1.35 seconds to cover the five metre distance.

AFRICAN STUDY

Assoc. Professor Ross Telfer, Director of the Institute of Aviation, has been seconded to the Department of Foreign Affairs and Trade until June 30.

Professor Telfer will join a team of four people to conduct an evaluation study of the Australian International Development Assistance Bureau's programme in seven English-speaking Commonwealth countries of Southern Africa. The countries are Botswana, Lesotho, Malawi, Swaziland, Tanzania, Zambiya and Zimbabwe. The goal of that programme is to develop the region's human resources through improvements in teacher training.

The evaluation study will assess the performance of the programme and determine the nature of any possible future programme of Australian assistance.

A Farewell Luncheon for Hugh Floyer, on the occasion of his retirement, will be held in the Union Common Room on Friday, July 8, at 12.15 for 12.30 pm.

The many friends and colleagues of Hugh who would like to attend can obtain tickets from the Sport and Recreation Department (Extension 344).

The cost ($15 per head) includes luncheon and a donation towards a farewell gift for Hugh and Shirley.

Farewell to Hugh Floyer
AWARD FOR UN ACADEMIC

Dr Christina Lee

Dr Christina Lee, Lecturer in Psychology, is the winner of a prestigious award, valued at $US500.

Dr Lee was selected for the Pergamon Journals Annual Article Award for the outstanding manuscript accepted for the Journal of Behaviour Therapy and Experimental Psychiatry in 1986.

She wrote an article on affective behaviour modification: a case for empirical investigation, which Pergamon Press selected for the award.

TOASTMASTERS TO CONDUCT SPEECHCRAFT PROGRAMME

The Steel City Toastmasters' Club will conduct a course on speechcraft at the University beginning on June 16.

The programme, one of the club's continuing successful/leadership seminars, is open to members of staff and students of the University.

The course consists of eight weekly sessions in the Staff House, each running from 6 to 8 pm.

The fee is $40 (concessions for students) and includes all materials and light refreshments.

For registration details, please telephone Mr Keith Bucton at 49 9015.

DEOPE MANAGEMENT COURSE

Women interested in the two-day Management Skills for Women course offered by DEOPE earlier this year, who were unable to go then, should note that the course will be offered again on September 12 and 14, and November 21 and 22.

The course is aimed primarily at women in technical and professional positions.

Brochures and registration forms will be available closer to September. Enquiries may be directed to Maree Jones of DEOPE at (02) 231 0922.

LETTERS TO THE EDITOR

Dear Sir,

As a member of the staff of the University of Newcastle, I wish to make the public aware that Mr Robert Mackie, President of the Staff Association, does not speak on behalf of the entire staff when he argues against amalgamation of the University and the Hunter Institute of Higher Education.

When he is quoted on NBN, or by The Newcastle Herald, the general community is not aware that the Staff Association is made up of academic staff only. People think Mr Mackie speaks for all the staff employed at the University. I feel that Mr Mackie should point this out when he is being interviewed. Some members of staff who are not academics — and thus not members of the Staff Association — do not necessarily agree with Mr Mackie's views. (Nor do some members of his Association, I understand).

If the experience of the Wollongong amalgamation is a guide, we probably have more good things to look forward to than bad.

The recent story by Ann-Maree Lourey, Education Reporter, The Newcastle Herald (May 26), revealed that neither management nor staff was hurt by the merger of the University of Wollongong and the Institute of Education.

The Vice-Chancellor, Professor Ken McKinnon, was reported as saying that the merger had had a positive effect on the attitudes of the staff and students.

They are more outward looking, more aware of the world around them, more willing to change and develop the structures of the university to suit modern needs and more thoughtful of their teaching and their offerings," he said. The former President of the Wollongong University Staff Association, Dr John Panter, stated that the amalgamation had been a good thing. The Acting Co-ordinator of teacher education at Wollongong University, Mr Malcolm Harris, made the very thought provoking comment: The two Institutions simply had a different ethos and, human nature being what it is, people try to retain that ethos. They take a defensive stance, and try to keep their own. Now they have come to see that neither view was true.

It seems as though Mr Mackie's howls of protest lack substance. Let's face it, bring in new interests and disciplines to the University and sharing new ideas, can only strengthen the University.

Wollongong and Newcastle have many similarities and we are lucky to be able to take advantage of the steel town south of Sydney's experience in the matter of amalgamation. Given the imperatives in the Federal Government's policy, I can only suggest we follow Wollongong's lead and prepare for amalgamation. That way it will be easier. Confrontation will prepare us for failure, not success.

Linda A. Aurellus
Information Unit

Dear Sir,

Associate Professor Roberts wrote that those staff members in the University and HIHE who favour amalgamation should 'raise their voices so that a balanced debate might be seen to be occurring in our community' (Campus Bulletin, May 16). It would certainly be useful if the case for amalgamation were to be presented openly and fully. In its recent open letter to the Vice-Chancellor the Staff Association suggested the holding of a public forum for just this purpose. Many members of Council also expressed their desire for full and open discussions at the last Council meeting, including the Chancellor, who reiterated the...
point at her Arts Graduation address.

So far, however, the case for amalgamation amounts to little more than Professor Morgan's bland assertions that we are entering a period of expansion, that bigger is better, and that nobody (especially not his audience at the moment) will suffer in any way.

Assoc. Professor Roberts's confused and irrelevant comments on vocational teaching take us no further. His remark that the merging of the institutions would lead to 'greater merging of the Institutions would borrowed from the rhetoric of the Thatcherite economic utilitarianism which has done so much damage to British universities in recent years, and which our present Federal government seems intent on mindlessly imitating. This currently popular weasel-word is a euphemism for a range of unsavoury developments, including:

- more managerial and less democratic forms of University government (such as the Schools with their appointed Directors so favoured by Professor Morgan).
- Indefinite freezing of vacated posts in currently unfavoured areas, despite the effects on workloads and teaching programmes.
- an ever-increasing proportion of staff being forced into vulnerable and exploited short-term contract positions.
- the redundancy procedures which Australia's Vice-Chancellors, in collusion with Mr. Dawkins, are currently trying to ban in order to introduce through the 4 per cent negotiations.

A central danger of amalgamation is precisely that the University and HIHE administrations will use the occasion to introduce such destructive and repressive measures. They will have ample opportunity to do so. Amalgamation will involve drastic changes to Council, to the administrative structure of both institutions, and to the University Act, all brought in at a time when Federal and State Governments, despite their political differences agree in subscribing to a narrow economic rhetoric. The restructuring consequent upon an amalgamation will doubtless lead to short-term gains for a few individuals and sections in the University and HIHE, as well as losses for many others. I suspect that some of those who have been led to believe that they stand to gain may get a nasty surprise if amalgamation goes ahead. However the real questions concern the risk in both short and longer term to the working conditions of staff at both institutions and the danger to the very survival of a genuine academic community.

In these circumstances, it would help all involved if the Vice-Chancellor and his associates would present their plans in detail and enable their advantages and disadvantages to be properly evaluated. The University Council has acted wisely so far in giving Professor Morgan permission to discuss, but not to negotiate. It would be very unwise if this or a future Council were to allow the University Administration carte blanche to negotiate amalgamation on whatever terms it wishes.

Geoffrey Samuel,
Department of Sociology.

Dear Sir,

The cause of justice has taken an important step forward with two recent legal decisions, one in England and one here in New South Wales.

The English case was a House of Lords decision, not binding on Australian judges of course, but of some persuasive authority. Julie Hayward sued her employers, a shipbuilding company, for failing to pay her as a cook what it was paying its male painters, joiners and insulation engineers. She argued that the work she did, though different from the male workers, was equal in the level of skill required. They got paid £25 per week more than she did. After four years and four different courts, she won, and women all over the world won with her. Equal pay for equal work has to mean equal pay, and this discrimination against women confined to sex-segregated work is ever to be eliminated. But how sad it is, that a single woman, or a group of women, have to go through so much to have recognised a very basic principle whose justice is irrefutable. That women whose work is of equal value to the employer (and so to society) as that of men, are entitled to the same pay.

Eventually, enough people realised how wrong slavery was, and it was outlawed and abolished.

Before long, I hope, enough people will see how wrong it is to segregate jobs along gender lines, and to pay women, on average, only 70 per cent of the average male wage, and these things, too, will disappear. For every day the present system continues, women and, I believe, Australia as a whole, is suffering. Justice is not a luxury, for the good times.

Susan Jones,
EEO Co-ordinator
CU HAS NEW GM

Mr Bill Cuttance has been appointed General Manager of the Universities Credit Union.

Mr Cuttance joined the Credit Union from the Commonwealth Bank where he has in recent years held a number of senior positions, the most recent being Chief Manager Branch Operations New South Wales, responsible for the retail network and marketing services, personal loans and home loans and insurance operations.

Prior to this he was Senior Manager Community and Public Relations.

He is expected to bring to the Credit Union a high level of financial and marketing expertise, proven capacity for community and public relations and a successful track record as a skilled communicator.

Mr Cuttance’s appointment comes at a time when the Credit Union plans to expand its membership and enhance the range of its services.

While the Credit Union has been maintaining steady growth, the Board believes that there is considerable untapped capacity for expanding staff and student membership on the various campuses which it serves — Sydney University, Macquarie University, Newcastle University, the Hunter Institute of Higher Education and the University of New South Wales.

INPUT FROM SCIENTISTS REQUESTED

The Federation of Australian Scientific and Technological Societies (FASTS) has launched a campaign asking people to write to their local politicians requesting that science and technology be represented throughout education, training and research.

FASTS has written to the Commonwealth Minister for Employment, Education and Training, Mr Dawkins, asking him to make amendments that would increase the input of scientists and technologists into all areas of science and technology policy. The federation has also asked for amendments that would ensure in areas of training and education that mathematicians, science and technology teachers and trainers are adequately represented.

FASTS has explained that the Employment, Education and Training Bill, 1988, has been introduced in Parliament. The major proposals are for a 13-member National Board of Employment, Education and Training and four supporting councils — for schools, higher education, employment and skills formation and the Australian Research Council.

‘Although the Australian Research Council has direct advisory powers to the Minister on grants,’ FASTS says, ‘the major power on research policy is in the hands of the Board. It will be the Board which will identify areas in which research will be carried out as a matter of priority and it is the Board which will be recommending the overall allocation of financial assistance by the Commonwealth to research.

The whole of research policy will be determined by the Board with the exception of identifying individual grants for funding. And who are the Board?

‘Clause 11 stipulates that the Members of the Board will be people having expertise in trade unions, business or industry or education and training.

‘Nowhere does it mention a scientist or technologist being on the board.’

FASTS says overseas experience suggests that unions and business will nominate bureaucrats from their ranks and not scientists or technologists prominent in business or from scientific and technological unions.

The federation added that this is the first time it has urged political action of this kind but it feels it is necessary.

REWARDS FOR ATTENDANCE AT SCHOOL

MRS MARGARET WAITE, of Morisset Park, is the University’s first Master of Special Education graduate.

Mrs Waite’s thesis, which was supervised by Dr Sid Bourke, of the Department of Education, investigated the use of contingency contracting with adolescents who were persistently absent from school. Contingency contracting involves a student and a school counsellor entering into a contract providing rewards for increased attendance. The number of consecutive days of attendance required and the agreed reward differs for different students and are stated in the contract.

As Mrs Waite is a school counsellor interested in learning disabled students, these students were the focus of her research. Following negotiations with 12 students, she entered contracts with 10 of them: eight were learning disabled and two were academically able.

Her results suggest that contingency contracting can improve school attendance of adolescents in the short term. However, for a longer-term improvement there needs to be parental and school staff support and active co-operation.

It is clear that contingency contracting was more successful with those adolescents who had fewer disruptive factors in their environment, but was unlikely to be successful with those who had a long history of absenteeism dating back to their early primary schooling. There were indications that research into contingency contracting at an earlier stage of schooling may be of value to educators.

An interesting footnote is that the nature of the rewards students chose for increased attendance and which were written into their contracts. One common reward was simply time with the counsellor, even if this time was at lunch or recess. Other rewards chosen were preparing lunch, receiving plastic models and fruit.
AVCC CALLS FOR PROFILES TO BE DELAYED

The Australian Vice-Chancellors' Committee has called for a delay in implementing part of the new system of educational profiles — a key element of the Federal Government's higher education changes.

The AVCC believes that data on the research section of the profiles should not be collected until the system is refined and the Department of Employment, Education and Training (DEET) clarifies how it will be used.

The educational profiles, which describe the activities and plans of the universities, will be used as the basis for determining their funding. The concept was first floated in the Green Paper on higher education, released in December, and has been rushed into place.

According to the AVCC there is a serious lack of integration of the data collection for the research and teaching sections. Different classifications systems are being used for the two sections, for example, ignoring the traditional close links between teaching and research.

According to the Secretary of the AVCC, Mr Frank Hambly, the organisation has been assured by DEET that the research profiles will not be used in deciding recurrent funding.

'In that context it is hard to see what use will be made of the data the Department wants universities to provide,' he said. 'Obviously the material will help present a picture of university research, but it may be a distorted one; we are concerned that many of the questions being asked by the DEET are simplistic.'

The forms stipulate that a project must have funding of $50,000 per annum as one criterion for assessing research strength, but that is clearly totally unfair to many areas such as the humanities. There is so much room for distortion of future research funding that we are very wary of supporting the scheme.'

The AVCC was also concerned about the brief time available for the universities to provide the material. 'The Department is forcing the universities to rush their responses, leaving plenty of room for error and unrealistic projections of student numbers,' he said.

In a separate but related issue, the AVCC has established a committee to examine the proportion of universities' recurrent grants used for research activities. The exercise follows concerns that the Government may set an arbitrary figure for the research component as it implements its new funding scheme. Under this scheme — outlined in the Green Paper — a proportion of the research component of universities' recurrent grant is expected to be shaved off for redistribution across the unified national system.

Australian universities will have to recognise their responsibilities for the social welfare of full-fee students under a code of ethics agreed to by the AVCC. At its recent meeting at La Trobe University, the AVCC accepted the code, which must also be agreed to by the Australian Committee of Directors and Principals in Advanced Education before it is implemented.

The code was prompted by widespread concerns about the rapid growth of the full-cost programme and the need to ensure that students were given adequate information about their courses. It specifies that Australian higher education should be promoted accurately and honestly in terms of its quality, its standing and its availability. It says that universities should use selection criteria for students which maintain the academic standards of the institutions and encourage a high success rate.

JOE OPPORTUNITIES DISCUSSED

The Careers and Student Employment Office invites interested students to meet representatives of employers to discuss career opportunities.

The June series of employer visits:

- Touche Ross C.A., Thursday, June 2; Ernst & Whinney C.A., Thursday, June 2; Wallace & Barrow, C.A., Friday, June 3; State Bank, Monday, June 6; AMP Society, Tuesday, June 7; Construction Group (Department of Administrative Services), Tuesday, June 7; Australian Bureau of Statistics, Wednesday, June 8; Commonwealth Treasury, Thursday, June 9; Department of Veterans Affairs (for Computer Science graduates), Thursday, June 9; NSW Auditor-General's Office, Tuesday, June 14; Department of Industry, Technology and Commerce, Tuesday, June 14; Commonwealth Banking Corporation, Thursday, June 16; ANZ Banking Group, Friday, June 17; Commonwealth Public Service (Public Sector Recruitment Division), Monday, June 20; and Reserve Bank, Wednesday, June 22.

To meet representatives of employers, students should make appointments by calling into the Careers and Student Employment Office (T25) or by telephoning Extension 466.

THE VIOLET PAGES

The 1988 edition of The Violet Pages is now available. This directory of researchers in women's studies in Australia and New Zealand is compiled by Lenore Coltheart, Shirley Fitzgerald and Bronwyn Davies and can be ordered from GPO Box 2656, Sydney, 2001 at a cost of $10 including postage.
For Sale

German, Phillips programmed language course, levels 1 to 4 (hardly used). Current new price: $1,550. Selling for: $600. Please telephone Richard at Extension 432 or 48 6943 after hours.

Beautiful seven-piece bedroom suite, cream colour with brown felt inserts, with gold trimming, built-in clock radio and lights — $950; three-piece pine lounge, black bamboo-patterned material cushions — $200; baby change table, vinyl with side pockets and safety strap — $30. Please telephone 52 9591.

Garden Shed — Colourbond, 3x2x2 metres, $200 or near offer; silver-plate tea service, tapestries, candle sticks etc. Please telephone Karen at Extension 346 or 59 2212 after hours.

Emrik Mortiz Baron graphite squash racquet and Emrik squash bag in as new condition, $65. Please telephone Extension 279 or 52 9577 after hours.

Single bed with timber ends (wire base) with old mattress, $45 plus $200; baby change table, vinyl with side pockets and safety strap — $30. Please telephone 52 9591.

Pacific Bar Fridge in perfect condition (very little use), $150. Please telephone Pam at Extension 361.

DIARY OF EVENTS

Position Wanted — Typing

The following persons would like to type theses, reports, occasional papers etc.: Christine Mitchell of 19 Melrose Street, Lorn, telephone 33 2073 and Zilla Freedman whose telephone number is 32 5365.

Wanted to Buy

Pine or cedar unrestored old furniture, plus bric-a-brac. Cash buyer will call. Please telephone 59 2319.

Monday, June 6, Noon


Tuesday, June 7, 9.15 am to 4 pm


Wednesday, June 8, Noon


1 pm


5.30 pm

Convocation Inaugural Lecture by Professor David Christie (Professor of Environmental and Occupational Health) entitled Who Killed Cock Robin? Attribution of Cause in Occupational Cancer. Venue: K202 Medical Sciences Lecture Theatre.

Thursday, June 9, Noon

Department of Statistics seminar entitled A Stochastic Model for the Effect of Incident Light Intensity on CO₂ Uptake in Leaves. Guest speaker: Professor David Matthews, University of Waterloo. Venue: V107, Mathematics Building.

2 pm

Department of Philosophy Seminar entitled The Tudor Homilies and Political Legitimacy. Speaker: Mr A.W. Sparkes. Venue: A110, McMullin Building.

Friday, June 10, 9 am to 5 pm


Saturday, June 11 and 18, 9 am to Noon and 2 to 5 pm

Catch-up Tutorials for IGM Students — revision of the basics of each topic of IGM. Venue: Room 101, Social Sciences Building. Enquiries: 68 5600.

Tuesday, June 14, 1 pm


Monday, June 20, Noon


Tuesday, June 21, Noon


Wednesday, June 22, 1 pm

AWEUN and Equal Employment Opportunity Unit present a lunchtime seminar by Dr Sandra Grimes, School of Sociology, University of New South Wales. Topic: introduction of EEO, in particular the difficult and growing problems facing women employed in part-time casual and temporary work in universities. Venue: Godfrey Tanner Room, Union.

GERMAN CONVERSATION EVENINGS — The German Club runs Conversation Evenings every Wednesday night from 7 to 9 pm in the Modern Languages Reading Room, G49a, McMullin Building. Everybody welcome. Admission: free.