

Archives
Serial
24B

the Ear

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Taking the PARIS option

Dinosaurs and GREEN machines

The state THEY'RE in

ETC ETC ETC

Gay leisure lacks research

by Allison Grahame

It's the biggest street parade in Australia, it injects just under \$40 million into the State's economy each year, it attracts more television viewers than a rugby league grand final, and for thousands of people both in Australia and overseas, it's the social highlight of the year. Yes, it's Sydney's annual Gay and Lesbian Mardi Gras and for Kevin Markwell from the Department of Leisure and Tourism Studies, it's just one aspect of gay and lesbian leisure which he believes needs greater academic research.

"There has been some recent research on the cultural and social aspects of the Sydney Mardi Gras but virtually nothing on the place of leisure in the lives of gay men and lesbians nor of the meanings attached to leisure by these groups," he said. "What role, for instance, does leisure have in reinforcing gay identity? Is the homosexual experience of the world qualitatively different from the heterosexual experience, and if so, how do these differences manifest themselves within the domain of leisure?"

Mr Markwell said that no papers dealing specifically with these issues had been presented at the most recent ANZAL Conference (Australian and New Zealand Association for Leisure Studies) held at Lincoln University, nor at any of the Tourism Research Conferences held in Australia over the last five years or so.

"This lack of research interest is occurring, however, at the very time when gay and lesbian leisure practices are beginning to have a significant impact on

the wider Australian community. When Garry West was the minister responsible for tourism in the previous State government, he issued a ministerial directive that no mention of the Mardi Gras was to be made by State tourism staff. Things have improved a bit since then. The government has produced a brochure for the American gay market, called *The Wonder Down Under: a gay and lesbian guide to Australia's east coast*, but on the other hand the current edition of the mainstream publication *Introduction to Tourism in Australia* devotes one line to the Mardi Gras, and in *Tourism Special Events*, it doesn't even rate a mention!"

Such reluctance seems odd, Mr Markwell said, when you look at the rapid growth of gay tourism in Australia and at the economic impact it will continue to have on the State's economic prosperity.

"There is now a professional body called the Australian Gay and Lesbian Tourism Association which has sponsored several tourism, leisure and culture expos in Sydney over the last three years and in May it will host the first convention of the International Gay Travel Association World Congress to be held outside the US.

"There are gay travel companies and agencies in Australia and only recently it was announced that Double Island off the coast of Cairns is to be turned into Australia's third gay resort, at a cost of \$20 million. In anybody's language, this is big business, and with statistics to show that Australia has one of the largest and best organised gay populations in the world, it can only get bigger," he said.

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Sydney's internationally famous Gay and Lesbian Mardi Gras - just one aspect of gay leisure that needs further research.

Photo courtesy Baccon/Fairfax Photo Library

THE Vice-Chancellor, Professor Raoul Mortley, officially resigned his position at the last University Council meeting. He will take up the post of Vice-Chancellor at Queensland's Bond University at the beginning of August.

TWO postgraduate students from the Department of Civil Engineering and Surveying's Geotechnical Research Group, won awards last month. Phillip Hitchcock was awarded the Ansett Travel Award, and Andrew Abbo won the Graduate Engineer Award for 1996. Undergraduate, Vanessa Brown, has been chosen by the Land Information Centre in Bathurst to take part in its inaugural undergraduate training program which will give Vanessa a year's work experience before she begins the third year of her surveying degree.

TO more accurately reflect the range of work they now undertake, the International Students Office is to be known as the International Office, and the Foundation Certificate Program is to become the International Foundation Studies Unit.

AFTER advertising worldwide for two post doctoral fellows in the area of thin film growth and surface structure, the University of Houston has offered the positions to two PhD students working in our Physics Department's surface physics group. Chris Fell and Jun Yao will take up their positions in Houston's Chemistry Department later this year. They will be working with Professor Rabalais who heads an internationally recognised team.

WE couldn't compete with the showbags but the University's exhibit at the Newcastle Regional Show, certainly created a lot of interest. Staff were kept busy over the four day event explaining the working model of the Jameson Cell and other research activities as well as talking to people about courses and how to qualify for university study.

THINKING Business, a new University publication aimed at regional executives and opinion leaders, was launched by the Vice-Chancellor last week, at a function attended by University staff and business leaders. Published bi monthly, the newspaper will cover both university and regional news and issues.

A STUDENT team from the Faculty of Education will again take on the world's best in this year's Odyssey of the Mind, the international problem solving competition, to be held at the University of Iowa in the USA. Last year's team came third and expectations are high for this year. The team is coached by Sandra Sirasch and Gerard Byrne.

Faculties collaborate to produce new video package

A series of nine videos, to be marketed nationally by the University, has been officially launched by the Vice-Chancellor.

An initiative of the University's Faculty of Nursing

in collaboration with the Faculty of Medicine and Health Sciences, the videos deal with the vital issue of infection controls in hospitals.

Sponsored by a Federal grant of \$39,000 and produced by the University's Medical Communications Unit, the videos

are aimed at providing a specialised, supplementary teaching resource on a subject of increasing concern to all health professionals.

"Infection control is a critical area in which a mistake by a student can have life-threatening outcomes," said Ms Marilyn

Pedder, senior lecturer in the Faculty of Nursing and Director of the Faculty's Continuing Education Unit.

"The need for this project arose from the threat of, and actual spread of, serious life

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THE DRUM

Following a change of Government, we await the indication of new directions in the University world. It seemed from the Coalition policy statement on universities that no great changes would be in the offing, although we would expect from those statements an emphasis on the autonomy of institutions, and less emphasis on their management from Canberra.

The direct management of universities by DEET was almost at an end in any case, and had run its course. Our most recent DEET visits did not exhibit the kind of hectoring reprimand which were characteristic of earlier years.

There is a promise to increase expenditure on research infrastructure, and this would be welcome. On the other hand the discretionary funds as they are called, including the quality monies and various elements of the National Priority Reserve Fund, may be re-routed into this expenditure promise.

During the campaign we noted a promise to consider the question of the autonomy of the Central Coast Campus, and whilst this no doubt will be considered, it may not happen.

No doubt the usual ritual of investigating the Treasury and finding the coffers to be bare, will take place. This might then lead to some dismantling of triennial or funding arrangements, though there are no indications of this at this stage.

I doubt that we will hear much more about the Hoare Report or about the centralised quality assurance system which was administered by the previous government.

This should not distract us from attending to quality assurance issues, but it may enable us to build up our own approach, which would be better built from the bottom up and with reasonable agreement on how we should all approach matters of quality assurance. In the end most of us will be able to agree on such matters, and I hope that we will proceed in this way in the future.

We will await the signs with great interest.

Raoul Mortley
Vice-Chancellor

faculties collaborate to produce new video package

From Page 1

threatening blood-borne infections over the last two decades.

"There is probably no greater threat to the health of the general public since the introduction of antibiotics than the advent of the hepatitis viruses and Human Immunodeficiency Virus (HIV), and so it is absolutely critical that students acquire a thorough knowledge of the manner in which infection is transmitted and then, how that transmission can be prevented." She said that videos were a great help in illustrating many of the subtleties and abstract concepts involved in teaching the principles of transmission and prevention of infection.

"Our aim was to produce something that would both illustrate the subtleties of the principles and emphasise critical thinking and decision making, so that students would be able to test themselves by watching various scenarios, gauge the level of risk present and then decide what they would do to overcome that risk," she said. "So the emphasis is on clinically assessing the degree of risk in any situation and acting accordingly."

The video series represents the first collaborative venture of its kind in the University. It has been overseen by an advisory committee which included representatives of the Faculties of Nursing and Medicine and Health Sciences and clinicians including occupational therapists, radiographers, doctors and nurses working in the field of infection control with the Hunter Area Health Service.



DEAR EDITOR

The Ear looks good - reminds me a bit of "Adelaidean" which I get as an Alumni member of Adelaide Uni. Having a Sports back page is a nice touch.

Even better is the big picture and article ("Under Pressure") on me on page two. But it's the pictures that are the thing I have a problem with.

They're shockingly pixelated. They obviously haven't been scanned at high enough resolution and they look awful - especially the small, close up

The Miles Franklin of crime

by Alison Grahame

"Make every second word an obscenity - that seems to be the way to go."

Not the kind of sentence one would normally associate with a Dean of Architecture but then our Dean of Architecture isn't just a Dean of Architecture.

Barry Maitland had just had a close (very close) encounter of the first kind with real fame and he seemed a little ambivalent about the experience. He had just met that most celebrated former alcoholic, drug-addicted womaniser turned crime writer, James Ellroy. The occasion was a crowded gathering of crime publishers, writers, readers, and, let's not forget the media, who jammed into Berkeley's Bookshop in Sydney recently for the presentation of the inaugural Australian award for crime fiction to be known

as the Ned Kelly.

Barry won.

Actually he shared it with fellow crime writer Paul Thomas.

And James Ellroy made the presentation.

"He's the most extraordinary guy. Every other word unfit to print. I overheard a television crew bemoaning the fact that half way through the evening they still hadn't got anything they could put to air. He's supposed to be off drugs and the rest of it, but he gave a good impression of a man pretty well out of it. Of course, it might be just his act, the Ellroy persona which he brings out for such media events - show business. It's hard to tell. But there's no doubt he's a master of self promotion."

But Barry's a fan and like all true fans he's able to look past the personal imperfections of his hero. He even took along one of Ellroy's books in the hope that he'd sign it.



James Ellroy struggles with the two awards

Photo courtesy Lorrie Grahame

He did.

"It was just a sentence with the words Ned Kelly in it. But in just that one sentence he managed to convey the Ellroy style. He's an amazing guy."

So with his first novel, *The Marx Sisters*, hailed as one of the best first crime novels of the year, the sequel, *The Malcontenta**, earning him the crime equivalent to the Miles Franklin and, even as we spoke, a third at the publishers, was Barry tempted to chuck in the job of academic and aim for the big time, Ellroy style?

"Well I was talking to a writer in London not so long ago who also happens to own a bookshop called Murder One - it sells only crime. He'd had a job but decided he wanted to write full-time. He lasted a year - he nearly went mad. Writers talk about the isolation and it's true. I guess you have to have the right kind of personality. He didn't. He opened up the bookshop just so he could get back in touch with people. I think I might feel the same."

It's a question of personality. And style.

"Everybody at the award night looked...." The words trailed off.

"Incredibly cool?" I suggested helpfully.

"Exactly! Ellroy wore this loud Hawaiian shirt (his Australian tour trademark) but carried it off as only he could. I felt a bit old fashioned really."

Barry wore a sports coat.

And he hasn't even considered buying a bull terrier.

Architecture has him for a little while yet.

**The Malcontenta* is reviewed on page 6.

pictures which just look smudged. Bump up the resolution to at least 300 dpi and they'll look decent. Put the resolution at 600 dpi and they'll look superb. (I work casually at the Newcastle Herald as a layout artist/graphic reproducer by the way).

Also, why are you printing these things in Sydney? There are several local printers well capable of producing *the Ear* - why aren't we supporting local business?

Regards,
Barry Watkins
Department of Civil Engineering

Editor's Note: We agree about the photo quality but the advice we received from our printer was the reverse of Barry's suggestion. We are investigating. As to printers. We went to tender as we are bound to do and not one

company in Newcastle was interested in the job. Believe me, it would make life a lot easier for us if it could be done locally.

I just received the first issue of *the Ear* today - my congratulations indeed. I like the format of it, and the articles were quite interesting and thoughtful. Well done for a good publication. Oh - and the book reviews were exceptional! (just joking).

Regards,
David Williams
Systems Manager
Computing Services

May I extend to you my congratulations for the first edition of *the Ear*.

The newspaper style is great, the layout is attractive and the articles are informative.

You have filled a big gap in the information loop.

My best wishes for the future of *the Ear*.

Yours sincerely,

Neil Rees
Professor and Dean of Law

It was of great interest that we read the article 'Parking gets big shake-up'.

Some questions for Mr Foster:

- Will Mr Foster lose his designated parking space to allow the students easier parking?? We think NOT.

- Will staff be able to claim their work time as commencing when they park their cars and then be able to leave early due to the fact that they have had to park on the outer fringes?? We think NOT.

All the staff
**Graduate Studies,
Scholarships and Prizes**



**The UNIVERSITY
of NEWCASTLE**

The views and opinions expressed in this newspaper are those of the authors and do not necessarily reflect the views of the University.

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**DEADLINE for copy for
the next issue is
Tuesday 16 April at 10am**



Looking good - playing it cool at O Week



Pass the sauce and don't spare the onions

Over 900 newly enrolled students, parents and friends attended the Commencement Ceremony in the Great Hall last month, to mark the beginning of semester.

Although the Commencement Ceremony is an annual event, it was a popular part of the program for the University's first ever Orientation Week which also included tours of the computer labs, a NUSA party, a sausage sizzle organised by the University Chaplains in conjunction with the Union, and library tours.

Student Administration Unit Director, Judith Willmore, who was responsible for coordinating the week's events, said that the faculties had been delighted with the response from students.

"The feedback I'm getting would suggest that Orientation Week will become an annual event too. We'll be in a better position to plan further ahead for next year which will mean we'll be able to offer our new students a more diverse program," she said.

Two women's networks up and running

Women staff at the University have begun meeting on a regular basis. The group was initially called together by Prof Jenny Graham (Pro Vice Chancellor, External Relations), Prof Margaret McMillan (Dean of Nursing), Tracey Bunda (Wollotuka) and Carolyn Pidcock (Architecture).

The reason for the group's establishment was to address the difficulties being experienced by Academic Senate in meeting the University targets for women on decision making committees established by Council in 1993. The group is working towards the development of strategies to make it easier to meet the targets.

The University's initiatives in this regard are supported by the Higher Education Management Review (Hoare Report) which recommends that women be adequately represented in decision making processes.

The scope of the Network has now broadened to raising the profile of women's issues at the University and improving communication between women on campus. Concern has been expressed that although Equal Employment Opportunity (EEO) and Affirmative Action (AA) programs have operated for some time, there has been slow progress.

This concern is reflected across the higher education sector. The Hoare Report notes that in university academic profiles, women are concentrated at the lower levels with a relatively high proportion in short-term contract employment, and general staff women are heavily concentrated in occupational groups which are

lower paid and where there is little opportunity for career advancement. "There is a developing consensus among senior women managers that EEO and AA should be looked at within the wider framework of diversity and valuing differences. This perspective needs to be taken into account in developing University policies and practices," Professor Jenny Graham said recently after attending a meeting of senior University women.

The Hoare report goes on to say there is clearly a commitment across the sector to redress gender imbalance and to actively support equal employment opportunity. However, many universities - faced with rapid changes to the teaching and learning environment and confronted with more volatile budgetary circumstances - are understandably preoccupied with ensuring that they have flexibility in their staffing arrangements.

It is the Network's task to persuade management that valuing differences and developing flexible employment arrangements which take into account the family responsibilities of staff members will ultimately benefit the University as a whole.

One of the keys to improved communication is through E-mail and so an E-mail women's group has been established. It's hoped that this will be a way for ideas to be developed. The EEO staff see it as a way of getting feedback on the initiatives they are developing.

"Although we have always tried to consult widely, the very busy lives people lead make it hard for them to come to meetings. E-mail means they can respond quickly and easily.

We're able to tap into other people's ideas and find out if they think we're on the right track," EEO Manager Alethea Taylor said.

"We're hoping that 1996 will see major improvements in women's employment at the University. We have a number of exciting plans and the developing networks offer us opportunities to involve more staff than ever before. Any women or men who are interested in joining the E-mail group or coming along to Network meetings are welcome."

The next University Women's Discussion Network meeting is on 17 April at 12.15pm in the Purdue Room. Tea, coffee and juice will be provided. To join the E-mail women's group send a message to mailserv@cc.newcastle.edu.au. The message should say "subscribe women".

gay leisure lacks research

From Page 1

"It's my belief that academic research is needed in areas such as the role of leisure in shaping gay and lesbian identity; the significance of pleasure within the leisure practices of gay men; perceived barriers to leisure participation; safe sex education within leisure contexts; and gay and lesbian tourism. Gay and lesbian studies within Australian universities also need to provide a critical perspective on the construct of leisure itself, as part of a larger critique of society generally.

"Gay and lesbian scholarship may well be placed to challenge some conventional assumptions about the nature of leisure, which might then lead to a more inclusive and better understanding of the concept. It might also serve to illuminate aspects of mainstream culture as well," Mr Markwell said.

"Perhaps the next ANZALS conference which will be held in Newcastle next year could begin the process."

BHP donates spectrometer

BHP has donated an instrument worth \$5,000 to the University's Surface Physics group. The PH1550 Auger Electron and X-ray Photoelectron Spectrometer is designed to provide fast analysis for industrial applications.

Head of the Physics Department, Associate Professor John O'Connor, said that the group already had extensive analysis facilities but they were not suitable for fast turnarounds.

"Newcastle was chosen over other possible institutions because of its national and international standing in surface physics," Dr O'Connor said.

"We also have a strong overlap in research interest with the BHP research laboratory in Wollongong, and this was enhanced last year with the appointment to the Physics Department of Dr Paul Dastoor who shares an interest in the role of polymers in industrial coatings applications."

To advance this particular project on polymers, BHP has also donated a further \$8,000 to provide an honours student with a scholarship and maintenance assistance.

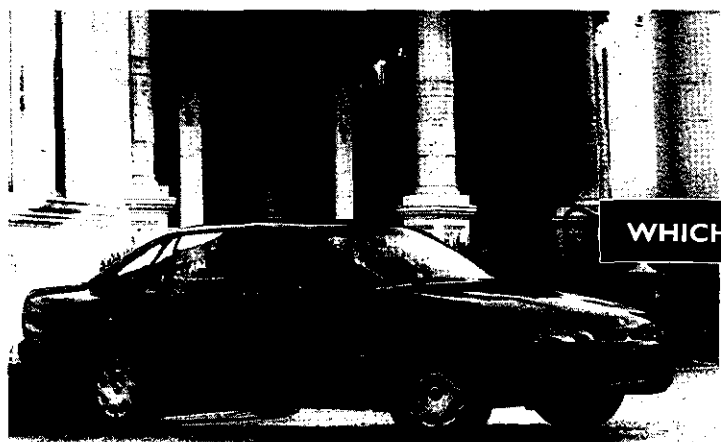
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Dinosaurs and green machines

by Tim Isles

They look, oh so sleek! Like sculptures on wheels - wrought in lightweight metal, glass and plastic. But how environmentally friendly are the cars that will drive us into a new century of motoring?

It may come as a surprise to many that some of the "dinosaurs" of Australian motoring - family cars touring our highways in the 1950s - actually weighed substantially less than their high-tech successors currently gracing showroom floors.

According to Professor Neil Page from the Department of Mechanical Engineering, the Holden saloon of 1952, for example, weighed 1013kg. Today's 1995 Holden Commodore Executive sedan (V6 engine) weighs 1383kg and the V8 1448kg.

Professor Page told *the Ear* that 80% of new cars now have automatic transmission, which added many kilos to the weight of a car.

"Even the new generation of mini cars like the Mazda 121 feature power steering and air-conditioning - both weighty

sources of comfort, and the weight differential in trim components between the basic and luxury Toyota Camry amounts to 80kg - that includes things like high class radio, CD player, electric powered "this and that" and better quality carpet and head rests."

Professor Page said that despite the trend over the years to lighter metals - from cast iron to aluminium, from steel to plastic, and now magnesium the comparable mass of vehicles had risen.

"We seem to be ambivalent in our attitudes," he said. "On the one hand we publicly espouse principles of economy and environmental safety, but privately we make consumption decisions which are contrary to that," he said. "And I guess that's the essential challenge that the community is putting up to mechanical engineering. They want to have their cake and eat it too. They are telling us what they want and I guess it is up to us to try and deliver."

Mr Laurie Sparke, Manager Advanced Engineering at Holden headquarters in Melbourne, agrees.

The latest model does weigh more than its 1952 counterpart, but one has to realise, he said, that the size of the structure and its efficiency has also increased.

He pointed out that the new model also includes power motors for electric windows, noise insulation, a larger two-speed wiper unit, a turn signal system indicator, head restraints, seat belts for every passenger, three rear view mirrors, anti-locking brake system, and many other components. Then, of course, there is the major issue of safety, and the dramatic improvements to the primary and secondary safety of today's model, including the fitting of air bags and the system controlling the bags.

"So if you take into account that today's model is bigger and has all these features, it doesn't amount to a significant mass increase," Mr Sparke said. "In fact, for its size it's much lighter than the earlier model."

Mr Sparke also referred to the wheels and tyres, which played a critical role in avoiding an accident (referred to as primary safety) and which, on the Commodore, weighed about double those of the early model Holden.

"The tyres also afford about twice the road contact and these are the things that provide the primary safety of the car and add more weight to the car," Mr Sparke said.

Mr Sparke said that today's "unleaded" Commodore was far more fuel efficient and its

fuel emissions were only a fraction of the earlier model and well within the current legal limit. The fuel economy of the 3.8 litre V6 Commodore, he said, was now superior to the four-cylinder (2-2.5 litre) medium size Japanese cars on the Australian market.

Professor Page said some aspects of modern cars were more environmentally friendly than others. High gearing for example, made them quite economical on the highway. "But in Australia with our relative absence of (city) freeways most of our driving about town involves the use of low gears in which cars chew up vast amounts of fuel."

While there had recently been spectacular market gains by small-car manufacturers, such as Hyundai and Daewoo, Professor Page said he suspected this was more a factor of lower price and clever marketing to a young market than concern for the environment.

"To be frank, I think that engineers have come to the end of the road with the conventional internal combustion engine in terms of engine efficiency and that is why there is this push in the United States for electric vehicles."

Another win for maths

Mathematics PhD student Alan Gore has won the prize for the best student paper presented at the recent international conference of the Australian and New Zealand Industrial and Applied Mathematics (ANZIAM) group.

The conference attracts mathematicians working in applied areas from around the world and this year 170 delegates took part, most of whom delivered papers.

"The conference is quite large so they have three sessions running in parallel and they dot the student papers throughout," Alan explained. "This year there were 35 student papers and mine was chosen as equal best."



Alan Gore - winner of the conference award

The decision is made not just on the content of the paper but also on the student's presentation and delivery and on ability to answer any questions that might come from the floor of the conference.

"The hard part is that you don't know beforehand who the judges are. They just sit randomly throughout the lecture theatre. The only way of guessing their identity is if no-one asks a question. When there's a moment of silence someone will pop a question, and then you can be pretty sure it's a judge!"

Alan's paper, entitled "Normal Modes of Polytropic Atmospheres", earned him a small amount of cash and a certificate.

"The prize is usually \$300 but I shared first prize with David Scullen, a student from the University of Adelaide, so we received \$150 each. But, of course, it's not the money that's important but the honour and prestige," Alan said. "I also hope it'll look good on my CV - I'll soon be looking for a job!"

It is the first time that the prize has gone to a student at the University of Newcastle and follows May Nilsen's win late last year of the prestigious national BH Neumann Mathematics Prize.

Head of the Mathematics Department, Professor Iain Raeburn, said staff encouraged their students to present papers at conferences, and tried to help them prepare their presentations.

"It's very satisfying to have two of our students win these prizes in quick succession. They are both excellent students and their awards are well-deserved."

Taking the Paris option

by Alison Grahame

The Hartley Bequest Scholarships are recognised as the most generously funded French scholarships in the Commonwealth.

Offered by the University's Department of Modern Languages, they have been awarded this year (their second year) to three students, Sherry Webster, Frances Scott (both mature age students) and John Perceval.

"I feel extremely privileged and blessed to be granted the scholarship," a delighted Sherry Webster told *the Ear*.

"I will be going first to Nevers in the Loire Valley and I'll stay there with a host family and try

to acclimatise. Then we travel to Paris and stay for about three weeks doing an intensive language course. From Paris we go to Bézancón where we'll spend the rest of our stay at a local language school."

Sherry is a mature age student. She studied French at high school and started a social science degree but stopped midway to have three children whom she subsequently raised on her own. She didn't return to university for 20 years.

"Five years ago I started learning French again at home and loved it so I decided to go back to university and finish my degree."

Newcastle gave her credit points for the work she had completed 20 years earlier at



Winners of this year's Hartley Bequest Scholarships - l to r: Frances Scott, John Perceval and Sherry Webster

the University of New England, and she will finish her degree next year.

Sherry's two adult children live in London. The youngest is 14 and will stay at home.

"She'll be fine. I hope to get the opportunity to meet the other two in London. I can't wait to go. I'll have no cares or responsibilities except to study - it's

like being a teenager again!"

Sherry is also on a promise.

"Last year's scholarship winners were taken out to dinner in Paris by Professor Dutton who visited them en route to the States. He's promised the three of us that he'll do the same this year. It should be wonderful."

the Inner Ear

EDITION 2

THE UNIVERSITY OF NEWCASTLE

19 March, 1996

From the AVCC

This year the AVCC will be offering 4 National Leadership programs as follows:

- The Senior Leadership Program
- The Leadership Program for Heads, Deans and Administrative Managers
- The Leadership Program for Middle Managers
- The Leadership Program for HEW LEVELS 5 -7

Each program has been developed in collaboration with an advisory committee representing different interest groups within the Australian university community. There will be no increases in course fees for 1996.

In addition to the National Programs, the AVCC Staff Development and Training Program will be offering a range of programs for groups with specific professional development needs. They include the Women in Leadership Program, the Effective University Management Program, Management Program for Members of University Senates, Councils and Boards of Governors, the Academic Leadership Program and Performance Management Forum. Details of the all programs, other than the Performance Management Forum, are available from Paul Munro in the Human Resource Management Branch. Information on the Performance Management Forum will be forwarded to the University when details become available.

Community Programmes

LEISURE & RECREATIONAL PROGRAM

Inside the Chamberlain Case
One night lecture only. (Code 210)
Wednesday 20 March
Fee: \$12 Time: 6-8pm
Venue: The University

To the Lighthouse
sunset walk (Code 203)
Friday 22 March
Fee: \$18
Time: Leave Fort Scratchley car park at 6pm FULLY BOOKED

The Bowmore Collection
(Code 212)
Friday 22 March
Fee: \$50 (all inclusive)
Time: Leave University at 5.45pm

Broughton Island National Park
A one-day cruise
Sunday 24 March
Fee: \$60

PROFESSIONAL DEVELOPMENT SHORT COURSES

Essential Skills for Supervisors
Dates: 6x3hr sessions commencing 19 March
Fee: \$395 Time: 4pm-7pm
Venue: University Union

Coming to Grips with Competency Based Training
Dates: 26, 27, 28 March
Fee: \$395 Time: 9am-5pm
Venue: Industry Development Centre

Marketing - A Birds Eye View
Date: 30 March
Fee: \$175 Time: 9am-5pm
Venue: MCLG49 McMullin Building

For the full program see the CWIS

SEMINARS

The 15th International Seminar on **Staff and Educational Development (ISSED)** will be held 8-11 July at the St.Kilda Travelodge, Melbourne.

This year's focus will be on higher education's interface with vocational training and business.

The seminar is to be hosted by Swinburne University of Technology in collaboration with UK and American organisers.

Registrations: Barbara Cargill, Head, School of Management, Swinburne University of Technology, John Street, Hawthorn VIC 3122.

Department of Geology

The next seminar will be held on 25 March at 12 noon in Room G 04 in the Geology Building.

The topic, "What is underneath a world class Au deposit? - a 70k drill hole through Lahir Island, Papua New Guinea", will be presented by Dr Brent McInnes from CSIRO's Division of Exploration and Mining, North Ryde.

The full program for Semester 1 can be found on the CWIS

Music Lovers Club

Music Lovers Club meets at Newcastle Conservatorium each second Tuesday of the month at 6.30pm till 9pm in Room 416 (4th floor) for music and discussion.

April 16
Brian Suters: "Modern Classical Music" - a loving explanation and at times, a rather warm discussion! Come and challenge or be challenged.

May 14
David Barker: "The Mighty Five" - yes, those Russians: Balakirev, Borodin, Cui, Musorgsky and Rimsky-Korskov. For further information phone John Allen on 497421.

For details of the year's program see the CWIS

Music Appreciation Group

Meets the last Thursday of the month in room 416 at Newcastle Conservatorium at 10.30am.

Next Meeting - 28 March
Michael Davison: "The Music and Culture of the Aboriginal People" - Michael excels on the didgeridoo!
For information please telephone John Allen on 49 7421.

Next Deadline date
27 March 10am

Distribution date
9 April



LIBNOTES

Library Launches Britannica Online

The Library has just become the first in Australia to provide its faculty and students with access to the online Encyclopedia Britannica. This new product is much more than the latest update of the print Encyclopedia Britannica. It also includes frequent revision of existing Britannica articles, hundreds of new articles not yet appearing in the latest print edition, text from the annual Britannica Book of the Year for 1995, thousands of new links to related Internet resources from Britannica articles, Britannica Classics by famous contributors to past editions and the Merriam-Webster's Collegiate Dictionary. The text has hyperlinks to other files, including graphics, audio and video.

Britannica Online uses the World Wide Web to deliver information across the Internet to licensed users in the higher education community. Its home page provides for searching Britannica's indices with some 200,000 hyperlinks, or the 44 million words of text. Once you have retrieved an article it is possible to go on searching from that point rather than returning to the home page to commence another search. Questions can be typed in plain English and retrieved by keyword occurrence in the article or indices.

Any computer with a World Wide Web browser attached to the campus network can now connect to the Britannica Online through the Library home page on the campus wide information system (the CWIS) at <http://www.library.newcastle.edu.au> or by going directly to the following address: <http://www.eb.com>: 180/. Dialup access from home is available to members of the University with authenticated modem access to the campus network and university comput-

ers. The Britannica Online can be viewed at the reference desk in any University of Newcastle Library or accessed directly from your desktop. We will be extending Britannica access to all personal computers in our libraries shortly.

Newcat Tip

The Library Information & Suggestions screen on NEWCAT covers 3 areas:

- opening hours, borrowing rights and information about new services, and changes around the Library
- it encourages you to indicate any items you think the Library should order
- it asks you for any suggestions or comments you have on any aspect of the Library services.

The suggestions are read weekly and replies are posted a week later on the Backchat Boards in all the libraries. Any suggestions which raise issues which could be reported widely are added to the Information Screens. To find information about the Library or make suggestions about services, select I > Library **INFORMATION**.

Suggestions which result in book purchases are also confirmed on the Backchat Boards.

The Virtual Library at Newcastle The Electronic Library

The University Library has aimed to take advantage of the ease of access offered by the rapid transfer of information to electronic format. The library moved early into the electronic world through access to the online library catalogue (Alleycat and now NEWCAT). Library networks, once used only by the profession, have now become available to everyone via the Internet. The Library bought CD-ROM databases as they quickly replaced the printed versions of indexes and abstracts to journal literature, and more recently dictionaries, poetry, and plays. Finally, subscriptions to commercial online databases, increasingly offering full text versions, are moving Newcastle rapidly towards a virtual library environment. Change is rapid and a short overview of the current state of play can be found on the CWIS.

COMPETITION

When you book your next overseas trip with Jayes Travel your name will go into the draw to **win 2 return economy class tickets** from Sydney to Denpasar with Ansett **plus 5 nights' accommodation for 2** at the Nusa Dua Beach Hotel in Bali (twin share basis).

All bookings must be made with Jayes Corporate Travel Department or Greg Waters Travel between 1 March and 31 October 1996. (Bookings must be deposited or have a travel order number by the expiry date). The offer is available only to University staff but the trip can be for personal or official travel.

The winner will be drawn on 18 November 1996. The prize must be taken by 31 May 1997.

NB

If you are contributing information to the *Inner Ear* please send it to Rose Roohan in the Public Affairs Unit on disk (Word 6 or WordPerfect 5.0 only) and **without any formatting**.

Enquiries 6463

Departmental Secretaries

If you are overloaded with used LARGE internal envelopes, the Research Branch in the Chancellery would be grateful to receive them. Contact Robyn on 5353.

it MATTERS

Improved Internet Access

The University of Newcastle now has from four to sixteen times its previous Internet bandwidth following the commissioning of a new Telstra Frame Relay network connection to the UTS (University of Technology, Sydney) last month. The old ISDN (Integrated Services Digital Network) link to the University of Sydney has been decommissioned.

The new link is set up to give a minimum available bandwidth of 512kbps (kilobits per second) using a 2 Mbps connection. It will mean improved network response times to the Internet.

Telstra have also been improving network backbone links both within Australia and to the rest of the world via the West Coast of the USA. The current capacity of 12 Mbps to the USA will be increased to 18 bps in March.

Eudora Electronic Mail

The Eudora training and installation program continues for staff and post-graduate students who have yet to improve their electronic communications. Eudora is client software to provide users of PC (with MS-Windows) and Macintosh computers with a friendly 'front-end' to the electronic mail system. Some users will only use e-mail to communicate with others on the campus, but many will find the fast (and cheap) method very useful to keep in touch with colleagues around the world.

The training program is set at two levels:

INTRODUCTORY:

For those who have never used Eudora and those new to electronic mail. No e-mail experience is assumed and this course will provide the basics

ADVANCED:

Designed as a refresher for those who have completed our Introductory Eudora course or those who have used Eudora previously. Principal topics include Attached Documents, Personal Mailboxes and Message Filtering.

Both courses are 3-hour hands-on tutorials with a refreshments break and assume reasonable, though not necessarily expert, ability with either the Macintosh or MS-Windows. Registration for a course automatically sets up the installation of the software by one of the team of trained installers. A comprehensive user's manual is provided for the user to keep. There is no cost to either the user or their department. The computer needs a connection to the University Information Network or can be used with a modem by dial-up via the public telephone network.

The second-quarter 1996 schedule can be found on the CWIS. For more information and course registration, e-mail to eudora-training@newcastle.edu.au or phone Lisa on 7101.

**Tony Nicholson,
Networks Group,
ITD**

FAREWELL

The many friends of Ron Goodhew are invited to his
farewell lunch
in The Brennan Room at the Shortland Union on Friday 12 April at 12.15pm.

Cost: \$16

For further details please contact
Robin Knighton Room EA209 or
Dianne Piefke Room EA210.

NOTICES

EEO Data Collection

The second phase of the collection of EEO data will take place towards the end of March. Staff will be asked to provide information which will be used to help us implement fair and equitable policies and strategies to meet the needs of all our staff. The information to be provided relates to membership of EEO groups so that their progress within the University may be tracked.

In November we surveyed all permanent staff and all those on contracts continuing beyond the end of 1995. In this second phase we will be sending forms to all other staff including casual staff and new employees. We will also be contacting those who have not returned their earlier forms.

You are reminded that you do not have to answer the questions. It is voluntary but we would appreciate your assistance. The information helps us to plan EEO programs for all staff and to report on progress.

Further information will accompany your survey forms. If you have any questions regarding the survey, please contact the EEO staff on 6547.

New Phone Number Help Desk

The Telephone Help Desk answered by the switchboard telephonists has a change of number. Please note that it is now **8700**. The old number 5723 is **now strictly for emergencies only**.

Office Relocation

The **Discipline of Environmental and Occupational Health** in the Faculty of Medicine and Health Sciences has moved from off-campus to the Hunter Building. Contact details are:

Internal Mail: Box 13, Hunter Building
External Mail: Discipline of Environmental and Occupational Health, The University of Newcastle, Callaghan 2308
General Enquiries: 8674
OH&S Course enquiries: 8672
Fax: 21 8677

The **Mater Occupational Health Unit** will remain at 86 Platt Street, Waratah.

The University Counselling Service

The following group program will be conducted for students and staff by the university counselling service during first semester.

Relaxation and Stress Management Course (5 consecutive weeks)
Venue: Group Room (HA204), University Counselling Service, Hunter Building (opposite Griffith Duncan Theatre)
For further information please call in or phone 5801.

IMPORTANT DATES

SCHOOLS VISIT DAY (Callaghan campus): Friday 19 July
OPEN DAY (Callaghan campus): Saturday 21 September

Stores

Recycled computer paper PS 265 001 will be discontinued when current stocks have been depleted as it is no longer being manufactured. See the CWIS for Stores updates.

Pilot Mentor Scheme

As part of the 1996 Affirmative Action Plan, a pilot mentor scheme for women is being introduced. Mentors are experienced and trusted advisers who can help. Many, if not all of us, have had informal mentors in our lives. A more formal means of providing support would fill a need for many female staff. The scheme is based on one developed at the University of Melbourne.

A/Prof Penny Little from PROBLARC (Problem Based Learning and Research Centre) CALT will be conducting training on 22 April and 10 May for women and men who would like to be mentors. You can choose either of these days. Lunch-time meetings for women who would like a mentor will be held on 13 and 15 May.

The scheme is open to both academic and general staff. If you are interested in becoming a mentor or you would like a mentor, please contact the EEO Section or Rochelle England in CALT.

Mobile Blood Donor Unit

The Hunter Blood Bank mobile blood donor unit will be visiting our campus on the following dates:

Thursday 28 March

Friday 29 March

The bus will be located at the Hunter Union (in car park adjacent to Union Building) from 10am to 3.30pm.

Homestay Accommodation Required

In April and May a group of 21 lecturers and students from the Rajabhat Institute, Suan Dusit, Bangkok will visit the University.

Lecturers require homestay accommodation from 21 April to 11 May. Students require accommodation from 21 April to 18 May.

The University contributes \$110 per week to host families.

This is a great opportunity to share the delights of the Hunter Region and to experience the warmth and friendship of the Thai people. If you are interested in hosting a Thai lecturer or student, please contact Chris Weckert in the Faculty of Education on extension 6775.

**Next Deadline
27 March 10am
Distribution 9 April**

CLASSIES

FOR SALE

- Volvo 81 - Viking pak, 11/96 rego OND 993, very good condition, \$6,300. Please telephone Glen extension 5276
- Reduced \$1000, 1985 Volvo GLE 244, silver/grey, auto, sun roof, many extras, immaculate condition \$10,500 o.n.o. Please telephone 573865 or extension 5347.
- Engagement ring valued at \$850 sell \$500. Please phone 573865.
- Academic gown, Masters \$80 o.n.o. Please phone 6081
- 2 Chambray blouses both with floral trim, one with sleeves, one with extended shoulders, size 12, \$20 each. Please telephone 437993.
- Subaru Sherpa 84/85, 2-seater, good condition \$2400 ono, phone 5655 or 662353.
- Beautiful block of land in private Port Stephens bushland setting with water views across the bay to Soldiers Point. Over 1/3 acre sharp slopping land backing onto recreation reserve with only an 8 minute walk to Nelson Bay CBD. Includes unique Council approved and reasonable architecturally designed 3/4 bedroom pole home design worth over \$5,000 plus approved civil engineered driveway plans. Moving has forced sale. Price reduced to \$52,000. Please telephone 820966 or (066) 876226.
- 'Cello by Hermann Dolling jnr. A fine instrument in excellent condition, \$5,250. Please telephone 6086 or 572035 (home).
- Swimming pool, 24' x 12' above ground, complete with good filter pump and 7 panels of pool fencing. Best offer will dismantle it! Phone Ron on extension 6071 or 575574.
- Art works on paper by Arthur Boyd, John Coburn and David Boyd. Please telephone 262631 or (066) 492767.

LOST

- Balinese ikat shawl, navy blue with rose pattern. Lost somewhere on campus between December 5 and 8 1995 while attending sociology conference. Precious and sentimental value. Reward. Please contact Helen Meekosha on 02 385 4753 (w) or 02 665 3454 (home/answer machine) email: h.meekosha@unsw.edu.au.

WANTED TO BUY

- Above ground swimming pool (suitable for children) with filter, if possible. Depth at least 1.2 metres. Please telephone Glen on 5276

FLAGS

The following information is available on the CWIS:

- Accounts Payable - Contacts / Travel / Hospitality (FBT) / Purchases
Access from University's home page. Select Local Information then click on Administration Information and select Accounts Payable Procedures.
- For your convenience Issue 2 of the Stores Bulletin can be found on the CWIS. A new catalogue has just been issued.
For any enquiries phone Robin Cone in Purchasing on 5336.

If you are aren't familiar with the procedure this is what you do. Open the computer program Netscape and you **should** automatically find yourself on the University's home page. You then click on University of Newcastle local information then click again on campus news and services. Now you're on your way.

Memoir of a great benefactor

The recent launch in The Treehouse of the book, *Kelver Hartley - A Memoir*, was a special event for a number of reasons.

It brought together a lot of Professor Hartley's colleagues and gave them a chance to swap anecdotes. It gave a number of his former students, both from the University and from Newcastle Boys High, the opportunity to tell their favourite Kelver Hartley story. It also provided an ideal moment in which to announce the 1996 winners of the scholarships for travel and study in France funded by the Hartley Bequest.

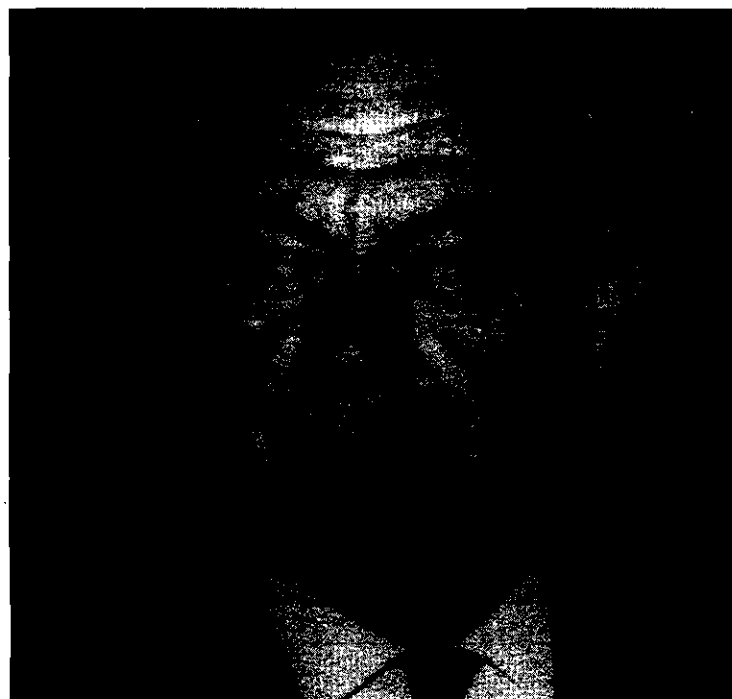
But what made the event particularly special, was that here, in the form of a book, was the University's way of keeping alive not just Professor Hartley's name (for the Bequest will do that) but the spirit, the personality of the man who was so devoted to his beloved French Department.

The book is a collection of

essays brought together and edited by Professor Ken Dutton who succeeded Kelver Hartley as Professor of French, way back in 1969. As well as the essays it contains a biographical sketch, an extract from Professor Hartley's essay, *Optimism*, completed about 1949, and a bibliography of his academic works.

It makes fascinating reading. Here are the anecdotes, the memories, the impressions of an extraordinary man written by his colleagues and students. There is a moving piece by Barbara Jones-Ross, the wife of his only close friend, and a splendid essay written by *Sydney Morning Herald* columnist, Richard Glover - an expanded version of the newspaper story he wrote shortly after Professor Hartley's death.

Kelver Hartley - A Memoir has been published by the University on behalf of the Kelver Hartley Bequest Program. It is available at a cost of \$20 from the Department of Modern Languages.



The late Professor Hartley

Kelver Hartley was the University's first Professor of French. Following his retirement, he decided to try to accumulate \$1M which he would then donate to the University. It became such an obsession that he sold his Sydney apartment, moved to a \$25 a week one room flat in Glebe, and invested every cent he had in the stock market. He lived like a hermit for the next 18 years. By 1987 he had exceeded the target and held shares and other investments worth some \$1.3M. Then came the stock market crash. The investments dropped to \$900,000. Professor Dutton's book records that Professor Hartley "wrote a final letter to the University, indicating that he was about to enter hospital and feared he would not come out again, but confirming that he had left his entire estate to found a prize in French. Having posted it, he arranged neatly the few meagre possessions he had, changed into his night attire and lay down to await the final drowsiness and oblivion brought on by the combined effect of whisky and barbiturates."

Professor Hartley committed suicide, inconsolable over the stock market crash and the recent death from cancer of his only close friend. The book continues: "The University's letter of acknowledgment and thanks never reached him. It was returned, unopened, with a covering note from a fellow-tenant wondering whether Professor Hartley might be the old gentleman who had died recently."

Professor Hartley died believing he had failed. A year later his fortune was worth \$1.4M. By the time the local press surrounding his bequest had been sorted, the late

Will they miss us?

Two members of staff with over 67 years service between them will leave the University this semester. Ron Goodhew, Technical Services Manager, aka The Webmaster, retires in April after 37 years and Peter Myors, Manager Supply, left earlier this month after 30 years.



Determined to improve his golf swing - Peter Myors retires.



Ron Goodhew, The Webmaster, will bow out soon after 37 years.

by Alison Grahame

"PJ Myors joined the Uni in September '66, Starry eyed, and wet behind the ears. He knew nothing about bursars or academic tricks, So began a sentence lasting thirty years.

He had bought a Morris Major for the trip from Warner's Bay, For the buses didn't run from here to there. But the axle broke in half on that very first day, And Bill Pitstock towed it home for repair.

Requisitions, quotations, and orders to commit, Stan Farquo was his mentor and his guide. UPO's were restricted to a forty dollar limit Petty cash claims to five dollars at a time!"

So begins the poem, *PM's Thirty Year Sentence*, written by none other than the man himself.

"It sort of became a tradition. I used to write a poem or a song for whoever in the department was leaving, so I thought I may as well continue the tradition right to the end and write one for my own farewell!"

When he hasn't been writing poems, Peter has been responsible for purchasing, the central store and accounts payable. He started 30 years ago as a clerk in what was then called the Bursar's Division.

"As the place grew, so did my responsibilities."

Peter said that he had made many friends over the years and really appreciated the advice and help he had received during his career here.

"I'm going to miss them."

If he has the time, Peter has promised his wife that he'll paint the house; they have a trip to Tassie lined up for this year, and one to Europe in 97; he intends to become much more involved in his local Uniting Church where he is an Elder; there's also the plan to take up wood-turning. And we haven't even mentioned golf yet.

"I'm obsessed. I need to work on my swing - I'm determined to get better," he declared.

That's probably why on his last day at work a member of staff blu-tacked a putter to his office door. His reaction?

"There are some really weird people in this office," he said with a grin.

He's going to miss them.

Ron's career with us began back in July 1958 when he was appointed the first and only Laboratory Assistant in the Department of Electrical Engineering in what was then called the Newcastle University College.

He experienced much of the early development of the department and was promoted to Technical Officer while completing his Diploma and BE degree. Soon after his graduation in 1964 Ron accepted an academic position with the department as Senior Tutor (like the Associate Lecturer positions of today). After three academic years of teaching, the opportunity was available to return to his real love of technical work in the laboratory when the new foundation professor, Brian Anderson, advertised for a Professional Officer to supervise the development of his laboratories.

When Engineering moved to the new Shortland campus in 1971 Ron helped with what he said was a major logistic exercise.

"Electrical Engineering was located on Level 3 of the Tighes Hill building," he said. "Extracting the larger laboratory fittings and workshop machinery involved removing windows and hiring cranes to operate in confined spaces!"

Ron managed his new laboratories at Shortland for many ensuing years. Keeping in touch with the rapid advances in the technology was a major challenge.

"Accelerating use of computers needed dedication to learning new techniques. For example, the first digital computer purchased by the department in 1970 was a DEC PDP11/20 with 8 kilobytes of RAM (core memory) and when its first hard disk arrived (paper tape was used initially!) it was considered enormous at 256kB. Today people generally have a personal computer on their desk with more than 1000 times those numbers and still complain of lack of power!"

When Apple released its new graphically-based personal computer, the Macintosh, in 1984, Ron saw its potential for the production of documentation, especially diagrammatic material. It was this computer that led to him being asked by TUNRA in 1988 to train its staff in the use of Microsoft Word. This course led many staff around the University to experience Ron's unique style of instruction. Many upgrades of his excellent tutorial manual were needed as the software went through various versions. More recently Ron's reputation with Staff Training influenced Computing Services to contract him to run the Eudora Electronic Mail training, which has now seen about 750 'graduates'.

Because of his participation in many University-wide committees and his staff training activities, Ron is well-known throughout the University. His most recent work with the development of the University Campus Wide Information System (CWIS) has earned him the nickname, The Webmaster.

In his retirement Ron hopes to catch up on jobs at home that have been neglected, travel and to enjoy the growth of his grandchildren. He also hopes to return to the University in a part-time capacity training more staff in the use of computers.

BOOK REVIEW

Title: *The Malcontenta*
Author: Barry Maitland
Publisher: Hamish Hamilton
348pp
RRP: \$35

By Dr Janice Shaw
 Part-time Lecturer,
 English Department

According to Kathy Kolla, the main character of Barry Maitland's new crime novel *The Malcontenta*, the setting and characters of the novel are perfect for the classic whodunit. And there is no doubt that she is correct when she says that "Sixty years ago the house and a dozen or so occupants would have made a perfect setting for Agatha Christie." But Maitland has moved into the high tech 90s with all its accoutrements, as Kolla acknowledges. "Now both house and occupants had been recycled and it would take Belle's computer to sort it all out." The elements of the traditional detective tale have been recycled indeed since the author, as well as the character, uses all the aids an increasingly complex legal world has to offer to present an investigation replete



Barry Maitland

DRUGS HEROINICA

and aberrant sexual practices

with forensic techniques, pathology tests and psychological evaluations. This is to solve a crime which has the sadly modern embellishments of designer drugs, erotica, and aberrant sexual practices, aspects which fail to grace the pages of an Agatha Christie novel, but that appear to be almost mandatory in recent detective fiction.

Kathy Kolla is a Detective Sergeant who has been banished to an English country borough, where she is left to pine for the bright lights and intriguing crimes of the London Met. The reason for this exile is presumably explained in Barry Maitland's first book, *The Marx Sisters*, which was shortlisted for the CWA John Creasey Award for Best First Novel. *The Malcontenta* is the second in a trilogy, and this means the novel tends to assume a familiarity with the background of the main characters so that there are gaps in the plot, but not so much that the book is dependent on the earlier work. Indeed, in places it tantalises the reader to the extent of prompting him/her to a desire to read the other book (always a good response for the author's pocket). Apart from this, the plot of *The Malcontenta* has intrigues enough for any reader, as it incorporates all the elements of the classic detective

story, with clues in abundance, forking trails, red herrings and uncooperative witnesses. Detective Sergeant Kathy Kolla is suddenly plunged into all the excitement of a murder conspiracy, just as she has despaired of anything but the most mundane of cases being given to her in the sleepy country district.

When an apparent suicide occurs at a naturopathic clinic Kathy is not convinced that all

the events. It provides a curious mixture of objectivity and personal anecdote, leaving the reader unsure of whose perspective is being presented, and whether to trust the teller or the tale. An uncertainty regarding where the truth lies is common in crime fiction, but this novel blurs the distinction more than most through its unusual narrative structure. The second section is more straightforward,

It is probably sufficient to say that no reader will ever view acupuncture treatment in the same way again.

is as it seems. The investigation of the death of the clinic physiotherapist involves her in complications which range from high level corruption to low level blackmail, and almost ruin her already shaky career prospects. In despair she enlists the help of Detective Chief Inspector Brock, who decides to enter the clinic undercover and discover the truth of the matter. And this introduces an unusual aspect of the novel's narrative method. The first section of the novel alternates between a narrator telling the story, and Kathy detailing events to Brock after they have occurred. But even in the portion where Kathy is talking to Brock, her version is recounted by a narrator external to

where the narrator details the adventures of Brock in the clutches of the clinic's founder, Dr Beamish-Newell, otherwise known to his patients as Dr Fiendish-Cruel. It is probably sufficient to say that no reader will ever view acupuncture treatment in the same way again.

Apart from the opportunity to introduce torture by treatment, setting the novel in a naturopathic clinic enables Maitland to explore the relationship between the mind and body. Brock's research into the patterns of the serial killer are set against the "healthy body, healthy mind" ethic of the clinic, lightened by touches of black humour which evoke echoes of *Catch 22*.

Kathy Kolla is in the mould of the strong, determined woman struggling to succeed in a traditionally male field, a pattern which appears to be prevalent in this genre of late. She is eminently incisive and ambitious, and is repeatedly forced to prove herself capable of more than being buried in Family and Juvenile Crime. Equally, Brock has the air of the kindly, understanding mentor figure who sees her potential and is prepared to risk a bureaucratic backlash in order to act upon her instincts.

The process of the resolution involves all that the dustcover promises. An arresting collage of chilling symbols (such as needles about to pierce eyeballs, razors, hands transfixed by needles, and medical instruments) reflects the atmosphere of the novel, with its sinister coupling of the health clinic with an unhealthy mind capable of a sadistic murder. The title of the book equally conveys a psychological maladjustment, even though its real meaning is explained as the name of a mansion with the romantic story of "an ungovernable daughter of the family who was exiled there from the temptations of Venetian society, and whose ghost is said to haunt the house still."

The dustcover blurb describes this book as "a fast-paced and suspenseful new novel which explores the themes of health and corruption, both physical and moral." And this tends to sum up this novel nicely. If you enjoy an intriguing plot with a touch of the bizarre (and who doesn't), which moves along at a spanking pace (no pun intended), then settle down with *The Malcontenta* and a good bottle of red. But don't make an appointment at the acupuncturist for the next day.

PROFILE

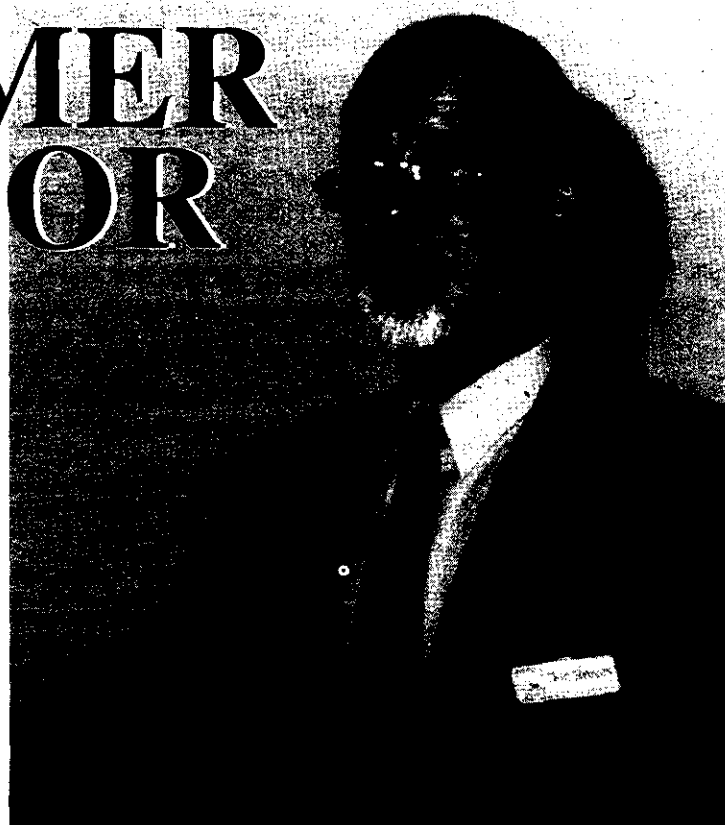
from to CUSTOMER DIRECTOR

by Alison Grahame

Don Reeves' first intention as a young lad was to be a plumber. He went to a technical high school and so the choice seemed logical. Fortunately he had a change of heart. After a couple of false starts - two years studying to be a mechanical engineer at RMIT and a job as a junior clerk in the Victorian Railways - he decided his interests really lay in teaching. For the next 20 years he continued his formal education.

While teaching in small country schools he studied via external studies programs. He spent two years completing adult matriculation because the study he had done at RMIT was not acceptable to universities. He worked full time and studied at night and eventually gained a place at Monash. His first degree was in Economics, his second in Education. By 1981 he had an MA from the University of London and six years later the same university awarded him his PhD.

After a distinguished career,



firstly with the Victorian Ministry of Education, and more recently, in the NSW Department of School Education (his last appointment as Regional Director of Personnel for the Hunter), Dr Don Reeves has been appointed the University's new Director, Human Resource Management.

But he hasn't forgotten his earlier experience in one teacher schools nor the lessons it taught him.

"It was very important in grooming you for leadership. You had to work with small communities and you had to realise from the outset that you couldn't just come in and try and impose your will. It was their school."

Dr Reeves' first move into the specialised area of human resource management came in 1990, a time of great change in the NSW Department of School Education following the



Deputy Leader of the British Labour Party, John Prescott...he and his party have a job ahead of them.

Photo courtesy Rae/Fairfax Photo Library

THE STATE THEY'RE IN

by Alison Grahame

In his recent book, *The State We're In*, British economist Will Hutton describes British society as being 40-30-30. He is talking percentages. The top 40%, he says, is made up of those in permanent secure employment, paid enough (and for a smaller percentage, considerably more than enough) to live in varying degrees of comfort. The second 30%, he argues, is the working poor.

These are the Britons who are in casual, temporary and part-time work (a great proportion of them young and mainly female) and who are paid less than a living wage. The bottom 30% are what Hutton calls the dispossessed, the permanent under-class. They have no regular jobs and are unlikely ever to have them. This appalling state of affairs, in Hutton's assessment, is a direct result of Thatcherism.

As far as the British Labour Party leader Tony Blair is concerned, Hutton is right. It is also a view shared by increasing numbers of social and political commentators both within and outside Britain, and it is this depressing picture of British society that is now driving the British Labour Party's policy agenda as it heads towards the next general election.

Enter Dr Roy Green from the Department of Economics. While completing his PhD at Cambridge in the 1980s, he was approached to become an economics adviser to the British Labour Party. What began as a part-time job ended up virtually full-time and lasted for five years.

"I commuted daily from Cambridge to London and worked with John Prescott who is now Blair's deputy but who at that time was shadow Employment Secretary under the leadership of Neil Kinnock."

In 1987, he was somehow lured back to Australia, he says, by Ralph Willis, then Minister for Industrial Relations, to work on the workplace reform program. It was in 1990 that he eventually moved to take up his current position as senior lecturer at Newcastle.

But his contacts with British Labour have always been kept up and so it wasn't surprising that with Blair's appointment to the leadership and Prescott's to the deputy's position, Dr Green was invited to advise them of Australia's various programs, particularly those relating to industrial relations and employment and training.

"We now have a regular relationship. I'm a sounding board as it were on the more innovative Australian policy initiatives of recent years. They ask me things and I try to provide them with the answers," Dr Green said.

"While understandably the British Labour Party won't want to be publicly associated with a party which has just lost a Federal election, nevertheless the recent defeat of the ALP should not distract the British from their interest in the substance of Australian Labor's economic and social policy initiatives.

"Blair is very interested in programs to support enterprise bargaining, especially our best practice demonstration program and it seems very likely that this will be adopted if he comes to power," Dr Green said.

"What Blair wants is a highly skilled workforce and a high productivity economy. At present the UK is the low wage investment centre of Europe and he wants that changed. The Japanese, for example, have established a number of companies that pay low wages and offer weak minimum entitlements, and they then use them as a springboard into European markets," Dr Green said.

"The UK is becoming the Hong Kong of Europe and it's a title that the current Prime Minister, John Major, is quite proud of. But Blair would rather see the comparison with Singapore where industries are high tech and where there is a social safety net."

Dr Green believes that the problems facing Blair, should he become Prime Minister, are enormous.

"There are not many countries that get a second chance to get their economy off on a new footing but Britain had the chance with North Sea oil. Unfortunately the chance was squandered. As is often the case in politics, the short term won over the long term and the modernisation of British industry, which should have been underwritten by the windfall in revenue, didn't happen."

Metherell reforms.

"I became aware that teachers and administrators were not used to having freedom. They weren't used to making decisions for themselves and being responsible for those decisions. There was a certain culture of 'I've always been told what to do.' Our main initiative was introducing local merit selection for teaching staff. It was probably the singular most dramatic change schools have had to face."

Dr Reeves said that during that time the real challenge was in trying to show people that the new processes would be fair and open.

"There was a degree of suspicion. Under the old system you got on the promotion list and you waited your turn. But suddenly there were teachers gaining promotion well ahead of those who were senior to them. This created a certain

amount of discord but it just had to be worked through."

Having been a customer of the university system for many years, mostly as a mature age student, Dr Reeves said he had always had a great attraction to the idea of becoming involved in what universities do. As Director of Human Resource Management, he now faces the challenge of assisting the University with its plans for cultural and organisational change.

"The real challenge is to find ways to value this University's traditions while at the same time enabling it to move in new directions. We have to be more outward looking and entrepreneurial in our approach to education to ensure that we retain a sharp cutting edge."

Dr Reeves said that human resource management was not, as some people might think, just a recruitment function.

"My approach will be to work

with departments and faculties to ensure that they have all the appropriate strategies to enable them to manage their own team of people. I also see training and development as an integral component of the human resource management function."

Staff morale, Dr Reeves said, is a major challenge.

"We have to reassure staff who are experiencing change that their interests are being considered. But we have to do that in the context of the overall welfare of the organisation. I'm bold enough to say that in my observations what is relevant to the University of Newcastle may not necessarily be relevant to another university located in a very different environment. We must have sufficient flexibility in the mix of staff to enable us to address a changing curriculum in a changing society. I think that will continue to be a challenge."

Adrenalin

SPORTS NEWS



Photo courtesy the Sun Herald

Aiming for Sydney 2000

by Lindy Burns

Hockey player Alison Dally recently sat down and looked at her diary. The task made her take a few deep breaths. Over the next couple of months she will attend a ten day Australian Hockeyroo acclimatisation camp in Darwin and then travel to Melbourne for the Australian U/21 championships for the best part of April. Somewhere in the midst of this, she will attempt to commence the second year of her full-time, four-year Occupational Therapy course at the University.

Still, you get the impression that if anyone is capable of keeping all the balls in the air, then it's 19 year old Dally. A regular member of the Australian U/18 and U/21 teams for many years, she has been juggling hockey, school, family and social commitments since she first picked up a hockey stick at the age of eleven.

Picked out as a future prospect by junior NSW coach, Judy Laing, Alison started training with Laing twice a week - something she has continued to do to the present day. What sets Dally apart, in addition to her obvious talent, is a work ethic that many footballers would be proud of. There is fitness or

gym work every day and skill development every second day. Add to this her regular training sessions for the University Women's Firsts, the NSW National Hockey League team and the NSW U/21 side and you start to get an idea of what it takes to make it to the top. Her efforts have resulted in an impressive list of achievements to date but you can tell that her mind is really on "Sydney 2000".

"To play in the Olympics in your own country would be beyond anything else I could think of," she says.

The good news is that she has recently been selected in the Australian Senior Youth Squad, the group from which tomorrow's senior players will be chosen and which will also take part in the World Youth Cup next year in Seoul.

As to how all of this success has been assimilated into just 19 years of life, Dally is typically philosophical.

"I feel a sense of achievement about what I've done but I've always tried to keep it in perspective," she explains. "In the end, if I don't make the senior team but know I've done everything I could to try and get there, then so be it. You can't do any more than that".

Socceroos join uni club

by Helene O'Neill

When the University of Newcastle won the Australian Universities Soccer Championships in Darwin in September 1995, the club did not realise the magnetic effect the win would have. Magnetic to the extent that former Socceroos John Kosmina and Joe Senkalski, will both sign with the University's Soccer Club for the 1996 season.

While Kosmina is keen to run around with the club, he does not plan to resurrect his career. After thirty years of competitive soccer, two nights a week of further club training will not be on his agenda. Kosmina is a straight shooter (both on and off the field) evidenced by the record 43 goals he scored for Australia, and will make appear-

ances for the club when time allows him such a luxury. John does not want to give the impression that his appearance for the club will lift either its profile or attract top line players. He simply wants to stay involved in soccer during the Breakers off-season, have a social kick and retain some anonymity.

Since arriving in Newcastle to take up his coaching appointment with the Breakers, John's 'call-a-spade-a-spade' approach to life has endeared him to many people among Newcastle's die hard soccer fraternity and the media. He also has a



Photo courtesy The Breakers

genuine interest in university sport believing it provides the opportunity for those who want to play at a competitive level but whose top priority is having a good time.

A link between the University Soccer Club and the Breakers has been forged through an agreement for our players to act as ground stewards for all Breakers home fixtures. In return, the club earns \$250 per match which should add some \$3,000 to club coffers (not to mention free entry into the ground plus the best view in the house).

GOLF DAY

You don't have to be Greg Norman or Laura Davies to enjoy the Sport and Recreation Department's Social Golf Day on Monday 25 March. Steelworks Golf Club is the venue and tee off time is 9am. Organise a group from your department to join in or challenge another department to a game. After the golf share your hole-in-one stories in the Club's 19th hole. Once you have arranged your flexi or being given the day off, please phone Helene on 5577 or Bill on 5578 to register your name.

CLUB NEWS

Not only is the University's Hockey Club the largest club in the Newcastle District Hockey Competition, but the club now boasts an international representative in Shane Ambrose. As part of the Newcastle contingent that played in the 3rd Powers International Super Six Hockey Series in New Zealand last month, Shane's outstanding performances earned him the green and gold cap. The club members possess great enthusiasm and invite you to share their spirit at the Cricketer's Arms Tavern on Saturday (23 March).

As the cricket season comes to an end the University First Grade side recorded their best win of the season when they soundly defeated Lambton-New Lambton on Saturday 2 March. Andrew (The Pom) Hibbert top scored with 39, closely followed by Stuart Chadban who smashed 36 runs in University's total of 153. Outstanding batting performances were complemented by the guile of veteran leg spinner, Graham Faraday (5-22 off 14 overs) and paceman Anthony Walsh (4-35 off 18 overs). The win ensured that University would be free of the Cellar Dweller tag.

Meet the sports union staff



BILL JONES

As a member of the Sports Union staff for the past 13 years, Bill appreciates the concept of multi-skilling. His initial appointment as sports assistant was upgraded through promotion to Supervisor of the Squash Centre. When a vacancy occurred in the Sport and Recreation Department's main office, Bill was rewarded for his service (above and beyond the call of duty) through the position of Facilities Manager. His 'other hat' as President of Australian Soccer Referees has given him the skills to handle

the tough decisions he faces. Bill can be contacted on 5577 and invites you to chat to him about the changing face of Sports Union facilities.

LISA BRADLEY

Joined the Sports Union twelve months ago as part of the reception staff but has shown skills as a fitness leader, sports coordinator and social organiser - hence her nickname 'the apprentice'. Lisa's laid back attitude is the right ingredient for a stress-free work place and if you ring her on 5583 you can share her zest for recreational activities. Join Lisa and Helene any Tuesday or Thursday at 12 noon meeting on No 4 Oval for the \$2 Meal Deal. You don't get any food (\$2 wouldn't stretch far enough with Lisa's appetite) but you will get a 45 minute aerobic workout.



WHAT'S NOW

FRISBEE

Flying disc - frisbee
COMPETITION COMMENCES
TUESDAY 26 MARCH
NO.4 OVAL AT 1PM.
 Teams of 7 required.

AEROBICS

Aerobics or circuit classes
 7.30am classes for the earlybird
 or night classes to de-stress after
 work. Participate in our **FREE**
Aerobathon on Tuesday 26 March,
at 5.15pm - 7pm at the Auchmuty
Sports Centre (phone 673252).

RECREATION COURSES

Guitar, tennis, massage, tai chi,
 yoga, surfing, self defence - classes
 starting soon. Competitive class
 rates to students and staff. Fully
 qualified instructors.

AWARDS

Sportsperson of the Year Award
 Blues and Colours Awards
APPLICATIONS FOR ALL
AWARDS CLOSE ON
29 MARCH.
 Contact our office on 5584.