

Archives
Serials
24 B/1

June 2001

| The University of Newcastle News | ISSN 1032-2272 |

unineWS

Supporting sport
the University sponsors the
Knights home game p20



June UnineWS

Dr John Doyle - honorary degrees recognise high achievers p4-5

University buildings win national sustainability award p3

Vice-President appointed p3

Vice-Chancellor's Column



The 2001 academic year is proving to be one of major opportunity and development. Implementation of the restructure is well underway and on track for a 2002 start date.

The release on June 1 on the University's web site of the discussion paper "Restructure of the University's Organisational Structures and Administrative Arrangements" has provided an opportunity for staff and students to play an active part in this process. This will be a major topic for all of us this year, and the planned outcome is to enhance our standing as a strong research based international university, and to improve the way in which we manage our resources, deliver our teaching and research programs, and administer our activities.

I have been asked by a number of people about the discussion paper, particularly as to its status at this stage following referral to the June Council. The best advice I can give is as follows:

- the paper contains 11 sections and an explanatory letter giving further details, including a timetable;

- Section A gives an outline of the current academic organisational structure of the university;

- Section B provides the key principles of establishment and operation of the new Faculties from 2002: Business and Law; Education and Arts; Engineering and Built Environment; Health; and Science. These principles, operating procedures and names for the new Faculties have been approved by the Council;

- Section C sets out other proposed features, operating procedures and issues regarding the new Faculties from 2002. This section is for discussion;

- Section D provides the key principles of establishment and operation of the academic building blocks of the Faculties and the University, namely Schools. These have been approved by the Council, following earlier discussion and consultation;

- Section E is a major discussion item by all members of the University. It provides a proposal for the establishment of Schools within the new Faculties. In particular, you will note that

these Schools are proposed to operate as major multidisciplinary academic organisational units, each comprising 20-50 FTEs of academic staff. Moreover, the new Schools and Faculties are planned for operation as permeable academic units, rather than as 'new academic silos';

- Section F describes a number of features, major issues and proposed operating procedures for the new Schools, and is for discussion;

- Section G gives a brief descriptive account for each of the proposed new Schools and again is for discussion;

- Section H describes the coverage of services and activities for the new Divisions of the University, namely University Services; Research and International; and Vice Chancellor. Council has approved these names and broad distribution of functions;

- Section I is an account of the major features and operating procedures for the Central Divisions of the University, and is for discussion;

- Section J provides a descriptive account of the current status for the Central Coast Campuses, which is a joint venture with the Hunter Institute NSW TAFE. Of particular interest to the University is the name of this joint venture, however, this will be the subject of future discussion following the establishment of the Central Coast Campuses Advisory Board; and

- Section K gives some suggestions as to the University wide responsibilities for the senior executive from 2002. Suggestions are welcome, however, this will be the subject of discussion with the senior executive following their appointment.

You will also be aware that

Council has approved the advertisement of the new senior executive positions, namely the Vice President (University Services) and the five Pro Vice-Chancellors who will lead the new Faculties.

I am pleased to announce the appointment of Ms Linda O'Brien as the Vice-President, who will take up duty on July 2. Recommendations have been made to Council for four of the five PVC posts and a selection process for the final position will be held later this month.

These PVC appointees, together with the Vice President, the Deputy Vice-Chancellor and Deputy Vice-Chancellor (Research) will lead the consultation process regarding the structure of the Faculties and other Divisions of the University. It is during this period (July-September) that detailed discussions will focus on the structures and operating procedures and I urge all of you to participate in this process. I personally want the final outcome to be one that is 'owned' by staff and students. The consultation process will lead to recommendations to my office in early October, which will be forwarded to Council in time for the 26 October meeting.

Submissions may be made at any time by directing them to my Executive Assistant, Michelle Bird (extension 5102; fax 5115; or email vc-secretary@newcastle.edu.au). All submissions will form part of the program of consideration of the academic and organisational structure of the university from 2002. Best wishes with your submissions and thank you in advance for your support and participation in this important process.

Roger S Holmes
Vice-Chancellor and President

June edition

Editorial enquiries and contributions should be directed to the Editor, Uninews, Marketing and Media Services, phone: 4956 1869 or 0412 128 727, email: prklb@alinga.newcastle.edu.au

Enquiries regarding display advertisements – Dianne Taylor, phone: 4921 8641. Classified advertisements and contributions for Etcetera should be sent to Rose Roohan, phone: 4921 6463, email: prrr@alinga.newcastle.edu.au.

Publisher	Fran Flavel
Editor	Kim Britton
Writers	Katie Porritt Lee Wallis
Contributors	Cae Pattison Debbie Smith Latha Lewis David Donnelly

Designer	Rhys Palmer
Photography	John Freund Chris Patterson

Cover photo: The University sponsored the Newcastle Knights home game on June 1 – see back page. Photographs by Chris Patterson.

Sustainable buildings win national award

The University has won the inaugural Buildings category at the national Banksia Environmental Awards for a series of ecologically sustainable buildings at the Callaghan campus.

In making the award, the Banksia Foundation said the "remarkable" series of buildings "grace the picturesque campus grounds at Callaghan" and are "a shining example of how architectural brilliance and outstanding environmental performance can be delivered while still maintaining economic and practical worth".

"The creation of these amazing buildings has been complimented by sensitive landscape management techniques," the Foundation stated. "Holistically, this represents significant steps forward in maintaining the precious reserves of remnant Australian bushland existing within a heavily populated urban setting."

The Banksia Award recognised the University's superior design and workmanship skills and described it as the star standout in the building category.

Senior Architect/Planner Philip Pollard, who accepted the award on the University's behalf, said winning it was a team effort. He acknowledged the efforts of over 100 Physical Planning and Estates staff, external consultants, contractors and the University community as a whole, as being instrumental in this achievement.

"Since the early 1990s, we have coordinated the activities of Physical Planning and Estates to deliver a holistic approach to sustainability," he said. "One aspect of this has been balancing the dynamically changing and developing Callaghan Campus to design and build energy efficient buildings whilst maintaining the natural habitat of existing plants and animals. Other critical issues such as energy, stormwater,

transport and waste management issues have included sustainability endeavours."

Philip says the award complements the University's broader sustainability initiatives, including a vision to create "a living sustainability classroom" in the future.

"The seed for this vision has been established through the University's Teaching and Learning Grant," he said. "The concept has far reaching opportunities for the integration of the University's teaching and research programs with management of the physical campuses towards sustainability."

The Banksia Awards are Australia's foremost environmental accolade. They were presented at the Australian National Museum in Canberra on June 2, the start of World Environment Week 2001. For an electronic copy of the University's submission for the Award, email Latha.Lewis@newcastle.edu.au.



Philip Pollard celebrates the prestigious Banksia Environmental Award (photo republished courtesy of Newcastle Herald)

Vice-President appointed

Linda O'Brien has been appointed Vice-President (University Services), the first senior appointment in the University's introduction of its new structure.

As Vice-President, Linda will be responsible for the delivery of services in marketing, human resources, finance and property, residential accommodation, student services, information resources including libraries, and quality assurance in the delivery of services.

The former director of the University's Information and Education Services Division (IESD), Linda says her experience in bringing together the different professional groups that comprised the IESD has prepared her well for her new role.

"We are all here with the same end in mind and that is providing

service to students. Even those areas that are labelled 'administrative' can re-think the way they do things from the point of view of the student – it is a strong student focus that will unite the division. We will be going back to basics to think about what we are really here for and to identify common purposes. We will look at ways we can work together to achieve the best outcomes for the University."

Technology is rapidly changing the way that people work in universities and any structural change should be robust and flexible enough to absorb that continuing change, Linda says. The new division will provide new opportunities for staff who are seeking them – it is a positive initiative, she said.

"I'm spending a lot of time listening at the moment to get a

sense of the talent that exists in various areas. I understand that some people will feel nervous and that change is unsettling, so I am moving to make people aware of what is happening and making sure they have the opportunity to have a say in the process."

Linda is establishing an email list for staff who are likely to be part of the new division to dispel the corridor gossip that breeds uncertainty by keeping people better informed.

"The challenges that confront universities in 2001 require us to take a whole of university approach to provide quality student focused services. The division will be about enhancing the University's ability to provide an effective learning environment for our students and our staff. The new division will encourage us to take a broader perspective to support the

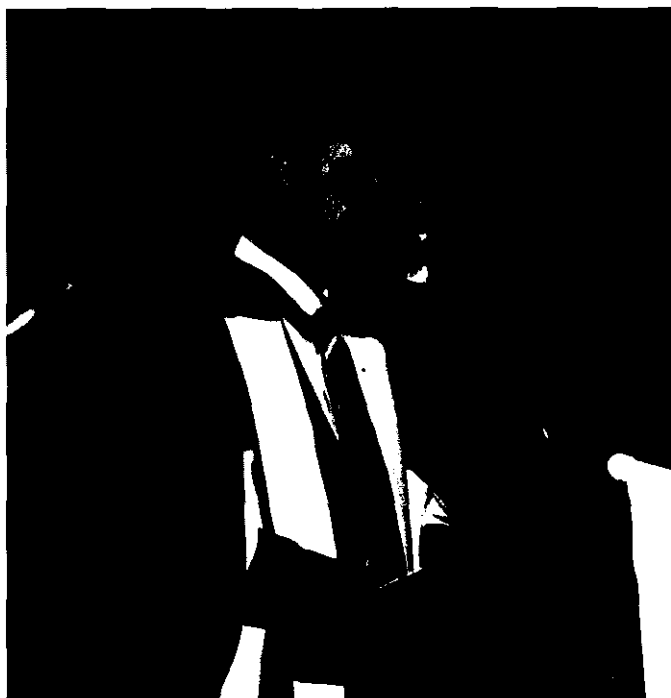


Strong student focus: Linda O'Brien

University's vision for the next 10 to 20 years."

While acknowledging that heading up the new division is a huge task, Linda says it should be fun and says she has a great many really good people to work with her. She will take up her new role on July 2.

Doctor Roy Slaven



John Doyle speaks at graduation

It was standing in the University's Great Hall as an arts student in the 1970s that John Doyle, aka 'Rampaging Roy Slaven', discovered 'the thing'. And that 'thing' was drama.

Speaking on the occasion of receiving an Honorary Doctorate from the University at the graduation ceremony on May 10,

the former teacher and thespian remembered some of the pivotal events in his successful entertainment career.

"Anyway, into this room I came and stood in the middle and turned a slow circle. Sitting at a desk behind a crude cardboard sign was Rob Jordan. The sign was Drama," John said. "And I knew

instantly that that somehow was going to be the thing."

John Doyle was born in Lithgow and graduated from the Newcastle Teachers College in 1973 with a Diploma of Teaching (Secondary English/History). He completed a Bachelor of Arts degree at the University in 1978, before joining the Hunter Valley Theatre Company. He continued to perform while teaching at Glendale High School for seven years, after which John resigned and moved to Sydney, where he worked with the Sydney Theatre Company.

In 1985, John met Flinders University arts graduate Greig Pickhaver when both actors were working as minor characters on an SBS series.

"We had time on our hands in the backblocks of the set where he would grill me about rugby league," John explained. "Having been taught by the De La Salle brothers, I had without doubt the finest education in rugby league possible."

Doyle considers meeting Pickhaver as another one of the most fortunate things that has happened to him and says that his comedy partnership has been 'the

one' for 15 years.

"What he had stumbled upon was the use of sport as a metaphor for life," he said. "And in those days the world of sport was a quiet sleeping pond and weekly we would turn up with some stones and hurl them into the pond and audiences loved looking at the ripples."

The pair worked together on 'This Sporting Life' on Triple J radio, where Doyle created the character of 'Roy Slaven', the sporting everyman. Since then they have won a Logie for the infamous 'Club Buggery' television series and created record television ratings during the Sydney 2000 Olympics with their show 'The Dream'. They are now appearing on the Seven Network with their new show, 'The Monday Dump'.

John Doyle was awarded a City of Newcastle Drama Award in 1981, and his film credits include 'Bliss' in 1988 and 'Babe' in 1995. He is currently working on a TV series titled 'Chang', which he has authored. His honorary doctorate was presented in recognition of his outstanding contribution to Australia's cultural scene, through theatre, radio and television.

Against the odds



Lincoln Hill

Lincoln Hill, who graduated with a Bachelor of Engineering (Mechanical) on May 9, was a promising student while preparing for his Higher School Certificate (HSC) at Maitland Boys High School. He was topping the year in engineering science and performing well at science and mathematics. He loved to design and build things and wanted to be an engineer.

But two days before his HSC exams began, Lincoln had an accident on his bicycle. A fragment of his shattered skull severed the optic nerve of his left eye and he had to have surgery to remove a clot from his brain. He didn't sit his exams and had to face 12

months of rehabilitation to recover from his brain surgery.

For many students, this would have delayed their studies for a long time, if not forever. But Lincoln and his parents approached the Faculty of Engineering and asked for special consideration for him. He was accepted to study mechanical engineering, went on to complete his degree in the normal four years, and was offered a job with Northrup Consulting Engineers before he finished his final year.

"It was what I wanted to do, so I just got on with it," a modest Lincoln says of his difficult first year at University, during which he was going through rehabilitation.

He only failed one subject.

Lincoln's mother, Yvonne, said the family were grateful to the University for granting him special consideration. In a letter to Dr Ian Webster from the Department of Electrical and Computer Engineering Yvonne said:

"We would like you to know that we haven't forgotten the help you gave us at this difficult time, and wish to express our appreciation for everything you did for us".

Lincoln is working with Northrup's building services section in Canberra, mainly using computer programs to simulate air conditioning requirements in buildings.

High achievers recognised

An original inventor, a community minded beef farmer, an outstanding educator, and two former deans of the University were amongst those whose achievements were recognised with honorary degree awards at last month's graduation ceremonies.

George Lewin, who invented the Triton workbench, was born in Paris in 1949 and came to Australia with his Polish family in 1950. He completed a journalism cadetship at ABC radio and worked with ABC TV.

In 1975, while making furniture for his new home, George created a workbench to hold and guide his power saw. On discovering that his invention was original, he borrowed \$4000 and entered into a deal with a manufacturer to make the bench components. An appearance on ABC's *The Inventors* program in 1976 yielded more than 1000 orders in 24 hours and signalled the start of what would become a multi-million dollar business. George sold his business in 1999 and retired to Byron Bay, but his experiences in developing his own invention led him to donate \$3million to establish a foundation to support Australian inventors. He was awarded an honorary Doctor of Engineering degree.

Eric Richardson had the award of Master of Arts conferred on him for his services to the beef industry, to local government and to the community. Raised in Wingham and Taree before joining the Army and serving in Vietnam, Eric became a farmer at Dingo Creek on his retirement from the Army in 1982. He involved himself in the beef cattle industry and adapted the concept of 'Beef Week' to the Manning Valley, which developed the expertise of local breeders and exposed them to industry experts, current research management practices and trends in marketing. Eric was elected to Taree City Council in 1983 and served until 1991, before being re-

elected in 1995 – his current term expires in 2003. He has guided the Manning Valley Historical Society over the past 15 years and is involved in the Wingham Services Club. Eric was awarded the Medal of the Order of Australia in 1997.

Gillian Gale, who received an honorary Doctor of Education degree on May 11, is widely recognised by professionals in the field of blindness and vision impairment as one of Australia's most influential and well respected educators. She began her teaching career in 1958 on the completion of her Primary Teachers Certificate from the University of London. After teaching with London County Council, Gillian joined the Royal Victorian Institute for the Blind in 1975 and completed a Graduate Diploma in Special Education (Vision Impairment) at Victoria College in Melbourne in 1982. She has taught at the Royal Victorian Institute for the Blind and the Northern Territory Department of Education, as well as teaching braille to prisoners. In 1996, she joined the staff of Renwick College in Sydney. She has a Master of Special Education (Sensory Disability) from the University of Newcastle.

Former Dean of the Faculty of Medicine and Health Sciences at the University, Professor John Hamilton, was recognised with an honorary degree on May 9. John, who was dean from 1983 to 1998, was the foundation Chairman of the Australian Medical Council and has chaired teams evaluating the medical curriculum at the Universities of Melbourne, Queensland and Adelaide. He has worked in Zambia, Canada and Nigeria and with the World Bank as a public health specialist. He holds a Bachelor of Medicine, Bachelor of Surgery with Honours from the University of London; and is a Fellow of the Royal College of Physicians in both the UK and Canada.

Emeritus Professor Ken

Dutton, who received an honorary Doctor of Letters on May 10, has held the positions of Head of the Department of French, Head of the Department of Modern Languages, Dean of the Faculty of Arts, Acting Dean of the Faculty of Architecture, Vice-Principal and Deputy Vice-Chancellor, and Pro Vice-Chancellor and Dean of Students at the University between 1969 and 1975. An arts graduate from the University of Sydney, who completed his Master of Arts with First Class Honours and a University Medal, Ken undertook his doctoral studies in Paris. He has been a prolific writer in the fields of languages, poetry, theology, cultural history and university administration, having recently completed a biography of the University's first Vice-Chancellor,



Gillian Gale

James Auchmuty. Ken is Director of the Hartley Bequest Program, a Fellow of the Australian College of Education, and has been awarded the City of Paris Medal and the honour of *Officier dans l'Ordre des Palmes Academiques*.



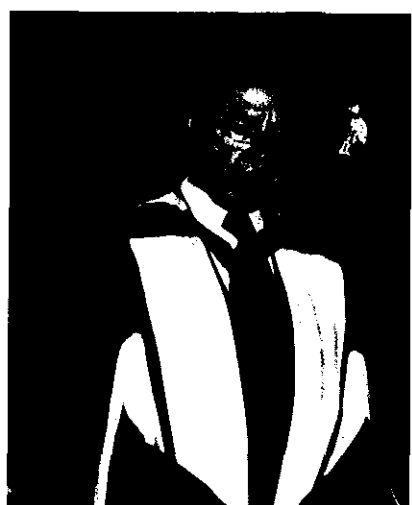
George Lewin



John Hamilton



Eric Richardson



Ken Dutton



Despite extensive experience in a broad range of human resource areas across a number of organisations, the University's newly appointed Director of Human Resource Management Ian Pike says he has a lot to learn about the university sector.

The former Manager of Human Resource Operations for the CSIRO in Canberra says it was the appeal of working in higher education and of a family support structure that drew him to Newcastle.

"I enjoyed working at CSIRO in an environment where the emphasis was on research and the benefits of that research to Australia rather than a corporation's dollar focus. The idea of working in a university environment with both teaching and research was very attractive. The university sector, however, is far more complex than the CSIRO,

where the focus was purely on research. Things seem to be driven much more at an individual level within the University and I don't think just changing the structure of the organisation will necessarily alter that."

For someone who has only been at the University a month, Ian is certainly coming up to speed quickly. He talks with authority about the big challenges such as workload profiles – getting the value balance right between research and face-to-face teaching; issues surrounding managing for performance; the difficulties of academic freedom versus corporate goals; and the need to balance the University's regional focus against its international one.

"There is pressure on universities in terms of funding and that comes up all the time in terms of changing expectations. Students are more vocal about

what they expect and industry is increasingly trying to dictate the standards they require of graduates – these things are putting the squeeze on the sector."

Adaptability and a willingness to learn about and find solutions to the big issues is what Ian brings with him to the University. Originally from Mudgee in western NSW, he learned the nuts and bolts of his trade during his 17 years with the then Department of Water Resources, where he began work as a payroll clerk two weeks after completing his HSC. He became interested in occupational health and safety issues and completed a Certificate of Safety Management before doing an applied science degree specialising in OH&S from the University of Western Sydney.

During his time at the Department of Water Resources, Ian held the position of Coordinator of OH&S and then Workplace Planning Manager, where he was involved not only in planning but also in recruitment, remuneration, promotion and workplace practices.

In 1995, he decided it was time for a change and went into a workforce and business planning role at Sydney Water Corporation. By the time he began work, the role had expanded to include responsibility for equity and diversity, Aboriginal employment strategy and childcare centres – all new areas for Ian. Three years later, he spent six months acting as General Manager of Human Resources for the organisation during a period of significant downsizing.

"It was very stressful time and a lot of managers as well as staff felt stressed. Sydney Water (SWC) had a lot of long-term staff, including some who were third generation workers with the organisation. It was very dramatic. The downsizing had been continuous over a long period – there were around 10,000 employees in 1990, 6,500 by the

time I began working for them and 4,500 when I left in July 1998."

The experience left Ian weary and he and wife Carmel, who had also been working in a stressful environment, took an eight month break during which they travelled to Malta, Morocco, Spain and Portugal, with a stop-over in Prague on the way home. On his return to Australia, Ian was head-hunted by the CSIRO.

With around 6000 employees divided between 23 fairly autonomous divisions, the CSIRO has some parallels with the University according to Ian. For instance, the structure gave portfolio responsibility to executives that is similar to that proposed for the Pro Vice-Chancellors under the new arrangements being implemented at the University.

"I don't think that implementing the changes brought about by the University review needs to be painful for staff if they are actively involved and have some control over the direction. There needs to be clarity about what we are trying to achieve. But consultation and dialogue need to be balanced by the need to be decisive when necessary. Uncertainty is often more dramatic for staff than change."

In his own area, Ian believes there are gains to be made in streamlining some of the University's corporate systems to simplify the way people work. He says that staff have a strong relationship to their work at the University and that creates stress for them. Improving the systems should take some of that pressure off, he says.

Ian and Carmel, who grew up in Belmont North, enjoy the pace of life in Newcastle and say the city is the ideal environment in which to raise their 13-month old daughter.

"The University is a very open, friendly environment and one of the things that strikes me about it is its inter-connectedness with the community."

TAFE enrolments increase

A report has revealed that the number of TAFE-sourced enrolments at the University has increased dramatically in the past five years and that students from a TAFE background are now less likely to drop out of their university studies than other students.

The report by the University's Institutional Research Unit was commissioned by the TAFE-University Articulation Committee to address a perception that TAFE-sourced students had a higher attrition rate than students from other sources and that there had been a reduction in the number of enrolments from the Hunter Institute of TAFE (HIT).

President of Academic Senate, Professor Rob Cowdroy said the report proved that the belief that TAFE-sourced students were more likely to fail at university was now a myth. TAFE students' attrition rates have improved

dramatically since 1994 (37 percent) and particularly in 1998 and 99 (18 and 22 percent respectively). The program attrition rates by 1998 and 99 were better than those for the University as a whole (22 and 23 percent) and noticeably better than those of school-leavers (23 and 25 percent).

TAFE-sourced enrolments had increased every year since 1996, with a 15 percent increase from 2000 to 2001. The perception that HIT enrolments were dropping came from a reduction in the proportion of TAFE-sourced enrolments from HIT. Approximately 57 percent of this year's TAFE-sourced enrolments came from HIT campuses, down from last year's figure of 70 percent. Although this is down from last year's figures of 70 percent, it is due to an increase in offers to students from other TAFE colleges. The actual number of students articulating to the

University from HIT campuses continues to grow.

The University and TAFE colleges are working together to establish credit rating arrangements, Rob says. Many individual academic staff members and assistant registrars in various faculties and departments across the University have been negotiating with colleagues in HIT and developing mutually agreed and clear credit arrangements course by course.

"In addition, HIT has adjusted some of its courses to align better with university programs," Rob said. "And the message is getting out. Certainly in my area of architecture, the technical courses have been adjusted to provide a better foundation for people wanting to go on to uni and a greater understanding of expectations all round."

The way Newcastle has



Rob Cowdroy

negotiated TAFE articulation with HIT is now recognised as a model for others and has allowed us to begin entering into agreements on the same basis with other colleges, according to Rob.

"The level of enrolments coming from TAFE is now running at around seven and a half percent of the total student intake and we expect that to grow to around 10 percent."

Motel Formule 1 Wallsend NOW OPEN!

ONLY
\$49*
FOR UP TO 3 PEOPLE
PER ROOM



Motel Formule 1 Wallsend offers simple and functional accommodation. Situated minutes from John Hunter Hospital and Newcastle University and only 8 kms from the Freeway. Major shopping centre, Post Office and McDonalds are all located within 1 km of the motel.

**3 - 5 Thomas Street
(Cnr Link & Lake Roads)
Wallsend NSW 2287
Telephone 02 4950 0244
Facsimile 02 4950 0524**



*Price includes GST and is subject to change without notice.

Other locations:

NSW: CAMPBELLTOWN • CASULA (August) • COFFS HARBOUR • DUBBO • ENFIELD • ST PETERS • WENTWORTHVILLE • VIC: DANDENONG • FAWKNER • ACT: CANBERRA • QLD: BRISBANE AIRPORT

The most affordable motel chain

central coast campus

E-business – the challenge ahead



Newly appointed as Head of the School of Business at the Ourimbah Campus, Professor Steve Elliot brings to his role a passion for what he describes as “the biggest issue facing business at the moment” – e-business.

E-business has been his focus for a number of years, a focus honed by both the computing industry and academic experience. He describes e-business as “the largest driver of industry transformation in 300 years”.

Steve’s earlier career involved working for the United Nations Industrial Development Organisation and then in the corporate sector for Unilever and Caltex. In 1985 he made a complete change and went into the TAFE system, heading up a new School of Computing and Information Systems at Sydney

Technical College. From there he ventured to Hong Kong (1990) where he set up Information Systems degree programs for the newly established Open University of Hong Kong. Then in 1994 he took on the role of Director of the IT Research Centre at the University of New South Wales.

Steve sees continuing development of the School of Business, particularly in the recognition of electronic issues, expertise and innovation, as a high priority of his new role. He says it is vital that organisations are able to better manage technologically based innovation and “e-business is a major thrust of that”.

“E-business is becoming a part of everyday life at a rate that is increasing exponentially. We are now so accustomed to using ATMs, EFTPOS, phone and

Internet banking and purchasing, that we cannot imagine conducting these transactions the old way, yet there is widespread ignorance or misunderstanding about the impacts and outcomes of this revolutionary change,” Steve says.

In January this year Steve published an industry white paper co-authored with Dr Michael Briers entitled *E-business Challenges for Australia’s Wholesale Financial Markets*. A collaborative research project, it is the outcome of the first ‘pilot’ study in a three year research program being undertaken by the Australian Financial Markets Association, KPMG’s research organisation, the Nolan Norton Institute and the Securities Industry Research Centre of Asia-Pacific to help clarify issues and monitor developments in the emerging e-business environment.

The research will cover a number of streams, benchmarking and monitoring the uptake and impacts of e-business in the industry; business models for success in e-business; strategic planning, management and implementation of e-business for maximum effect; and process efficiencies. Steve is the chief investigator for this project and Chair of the Research Management Group.

“E-business is transforming the commerce and banking industry, but uncertainty prevails about ultimate outcomes. Fear on the part of employees is one of the major inhibitors,” says Steve. “What we need to know is what works and why. A lot of businesses have looked at e-business areas separately eg. marketing, finance, customer service, but we need to look at the issue of e-business from a holistic point of view.

Prior to the banking project, Steve developed and managed an international project researching how firms could successfully use the Internet for retailing. Part of

this research involved an Internet-based survey to find out who the customers are, what have been their experiences, what level of service they expect, and so on. This has been conducted in the UK, Denmark, Greece, Australia, Hong Kong, China and the USA. “The findings are expected to be in a book published this December,” he says.

A quote on the front of the white paper into banking states *‘Banking is transforming itself at a pace and on a scale that has no historical precedent... Banking has to make the leap from a transaction-based business into a sales-and-marketing culture where a bank will be defined by its ability to add value to the customer relationship... Those banks that refuse to adapt will very likely die.’*

Steve’s analogy is more down-to-earth. He compares e-business to a tidal wave, with many companies sitting on the beach watching it coming, but not making an effort to deal with it. He aims to help business come to terms with the concept of e-business by incorporating it into courses being offered through the School of Business. Because the challenges for business are multi-disciplinary, Steve believes the multi-disciplinary nature of the School is ideal. He plans to build on the programs already in place in the School to present world-class courses in e-business.

Another priority for Steve is in maintaining the links with small business on the Central Coast.

“I am determined to have a School that focuses on the needs of local industry as well as producing outstanding graduates that are able to help business maximise their advantage through e-business,” he said. “And the way to do this is to expose our students to the challenge of e-business. You can’t learn to swim by reading a book and you can’t learn how to develop e-business solutions without actually doing it.”

The African connection

A group of University staff made a successful visit to Kenya and Botswana recently as part of an ongoing student recruitment campaign in Africa that began with a visit by the Manager of the International Development Office (IDO) David Wise in 1998.

"There were three Botswanan students at the University when I arrived," David, who came to the University after having worked for AUSAID for 23 years, said. "I knew from my experience that there were opportunities to recruit students in Africa, so I began going there just after I started at the University."

The University has the largest contingent of Botswanan students of any Australian university, with Newcastle being the preferred institution for medicine. Over the last three years, 58 African students have entered the Unipath program, with 21 from Kenya, 21 from Botswana, 15 from Zimbabwe and one from Zambia. There have been 23 students from these countries studying in the Medical Preparatory Program and others have come to Newcastle to study special education, the design and technology teaching program, communications, art education, engineering, business and economics.

Julie White, Executive Officer (Projects) for the Faculty of Engineering, and Associate Professor Tim Roberts, Assistant Dean (External Relations) of the Faculty of Science and Mathematics, accompanied David

to Nairobi and Mombassa in April/May, where they held public seminars, visited schools and universities, and met with the University's agents.

Julie said previous visits to Kenya and Botswana had indicated an interest amongst potential students in engineering and science programs.

"Universities in these countries can't cope with the demand and there is a steady flow of students going offshore to study. Australia is a good option for them as it is about one-third the cost of Europe, the UK or the US," she said. "The market is relatively untapped by Australian universities, with only the West Australians having a presence there."

For Tim Roberts, the visit to Kenya enabled him to catch up with the first PhD student he supervised, Professor A G Tumbo-Oeri, who is now Principal of the Faculty of Science at the University of Nairobi, and two other former PhD students he supervised.

"There was a great interest in developing collaborative research projects and in sending junior staff to carry out postgraduate studies in our Faculty," Tim said. "Difficulties in obtaining financial support will inhibit the number of postgraduate students who come to Newcastle. Botswana is another story, with much more government support available to students."



African students learn about the University at a seminar held in April

Tim says there is great potential for recruiting undergraduate students through articulation with polytechnic colleges in Kenya, where 32,000 students matriculate each year but only 8000 are admitted to the five universities.

"The remaining matriculants either go overseas (4000 to the USA, about 2000 to the UK and around 300 to Australia) to study or they enter a polytech," Tim said.

Neil McIlvenie, from the University's Unipath program, was involved with David (and Bob Conway from the Faculty of Education) in early visits to Africa, including Zimbabwe, which the pair visited in February 2000. He says the number of African students enrolled this year represents a 114 percent increase from 2000, although he notes that

enrolments for July 2001 have not yet been finalised.

"The University has been consistent in its marketing in Africa since February 2000," Neil said, "and we have taken Unipath into the schools to raise awareness about the University in Kenya."

Julie, David and Tim visited Africa between April 26 and May 3 and addressed seminars organised by the University's agents at Oshwal High School and the Serena Hotel in Nairobi and at the Aga Khan Academy and the Serena Hotel in Mombassa. They also visited the Australian University Studies Institute in Kenya, which currently delivers Edith Cowan University courses but could provide a venue for delivering Newcastle's Unipath course and potentially other undergraduate courses.

Speech pathology team wins teaching award

The teaching team from the speech pathology program in the Department of Linguistics has won the University's 2000 Excellence in Teaching Award.

Course coordinator Dr Alison Ferguson said the speech pathology team had ranked the highest nationally for Good Teaching in 1998, and highest nationally for Overall Satisfaction in 1999, in the results of the

Graduate Council of Australia's Course Experience Questionnaire.

"The team's mission is to facilitate the development of speech pathology practitioners who have the potential to continue their professional learning over many years," Alison said. "Their vision is for graduates of the Bachelor of Speech Pathology to be experienced, theoretically grounded, critical thinkers."

The Bachelor of Speech Pathology is a four-year program with an annual intake of around 35 students. Newcastle has had the highest UAI cut-off for entry to speech pathology in NSW every year since its commencement. The Newcastle program was the first in Australia to be established outside a state capital city and the teaching team encourages a regional focus.

"All members of the teaching

team are actively researching in their main teaching area," Alison said. "They provide a model for students of the significance of clinical research."

The teaching team – Alison Ferguson, Elizabeth Doell, Kaie Fitzpatrick-Barr, Kim Isaac, Berenice Mathisen, Lynne Mortensen, Julie Thomson and David Wigney received their award at the May 10 graduate ceremony.

Sydney GP wins inaugural

Newcastle graduate and general practitioner Dr John Gullotta was presented with the inaugural University of Newcastle Alumni Medal at a ceremony at Parliament House on June 1.

John, who graduated with his Bachelor of Medicine degree with Honours in 1991, operates his own general medical practice in Matraville in Sydney. He is an avid supporter of the University, promoting the Faculty of Medicine and Health Sciences at every opportunity and was a consultant on the advisory panel that helped the University of Sydney implement a new undergraduate medical course based on the Newcastle model.

"Newcastle Uni was the pioneer in accepting the challenge to change the way medicine was taught in Australia in the 1980s and beyond, into the new millennium," John said in his acceptance speech. "When I entered medicine in 1986, there were only 80 students a year studying medicine in the problem based learning approach. Today more than half the students entering medicine study in this PBL format, in such ancient institutions as Sydney, Melbourne, Queensland and Adelaide Universities - and overseas in places such as Harvard and Oxford medical schools."

New chap

Dr John Gullotta celebrates receiving the Alumni Medal with friend Jane Worthington



From left: Mike Nelson, Gerry Collins, Vice-Chan Roger Holmes and Bernie Curran at a wine tasting by the Brisbane Alumni Cl.

medal

he medical graduates created by the Newcastle model are not doctors with a TER score of 100 but nature, compassionate, caring and can communicate well, he said. As an example of how well the Newcastle BMed prepared him for medical practice, John recalled the first night of his internship at Royal North Shore Hospital.

'The nurse shouted 'hurry up, there is a drip in Bed 1, blood to be taken in Bed 2, and a chest pain in Bed 3'. In a nervous but confident manner, I said 'no worries, I'll be right there'. However, the Sydney graduate next to me said in a nervous, shaking and pale manner, 'John, I've never taken blood, never put a drip in and never done an ECG'. I turned to him and said, 'really, we did all these by our second year'!"

As well as a solid practical preparation, the Newcastle course had taught him to be resilient, responsible for his own learning, to take a broader view of health, and to look at the ethics of medical practice, John said.

John Gullotta completed a pharmacy degree at the University of Sydney in 1986 before studying medicine at Newcastle. He was awarded a Fellowship of the Royal Australian College of

General Practitioners in 1998 and has been an Australian Medical Association (AMA) NSW Branch Councillor since 1996. He was recently elected Chairman of the Medical Practice Committee and Member of the Executive Council of AMA NSW for 2001/02. He currently represents the AMA on the Professional Services Review Committee and the Poisons Advisory Committee and is a member of the Council of General Practice and the Federal AMA Pharmaceutical Reference Group. He has been President of the Eastern Suburbs Medical Association for the past two years and is a member of the Advisory Editorial Panel of the journal 'Australian Prescriber'.

As well as his many professional associations, John is a past councillor and a member of the Variety Club of Australia. He is a past President of Maroubra Rotary Club and has raised funds through Rotary for disadvantaged people both locally and worldwide. He is a strong supporter of the Humpty Dumpty Foundation and the Sydney Children's Hospital Foundation and recently donated \$1500 to help homeless animals through the St George Animal Shelter. He is a great communicator and features regularly in magazines, newspapers, radio and on television.

The Steering Committee of the Sydney Chapter of Convocation calls for nominations from members (all graduates living in the Sydney region) for the Alumni Medal. It was established to recognise the outstanding contribution of those members of Convocation who, through their commitment, dedication and service to either the University, the community or their chosen profession, bring honour and distinction to the University of Newcastle.

Almost 100 people attended the ceremony at Parliament House, where Deputy Vice-Chancellor Brian English presented John with his award. Among those who attended were the Italian Consul-General, Dr Stefano Queirolo Palmas and his wife Ornella, the Hon. Patricia Forsythe, who was parliamentary host for the event, Jill Scott, the Warden of Convocation, Justice Kevin Lindgren, Commissioner Kevin Hoffman, Professors Warren Pengilly and Peter Dunkley, and Philip Miller, who is convener of the Sydney Alumni Committee.

ers in alumni history

The University's alumni chapters were taking on a life of their own and becoming more autonomous, Director of Community and Alumni Relations Bernie Curran says.

"I'm very pleased with the way in which the chapter development has taken root, with the chapters beginning to initiate their own activities and develop their own rationale for involvement with the University," he said. "The University is beginning to see the benefits, with discussion going on about mentoring programs, opportunities for graduates to be involved in prospective student activities and with many graduates now contributing, either financially or in kind, directly to the University."

Bernie points to initiatives like the \$10,000 prize in urban design established by Sydney architecture graduate Kevin Hoffman, now a Land and Environment Court commissioner and the Godfrey Tanner Scholarship Fund, with the first scholarship to the son or daughter of a graduate to be presented this year. A Sydney Chapter member, Justice Kevin Lindgren, has agreed to host a cocktail party for University law students with representatives of Sydney's legal practices with a view to helping them find employment and Bernie now regularly has Newcastle graduates acting as advocates for the University at careers fairs and school visit days.

The Sydney and Brisbane chapters have both introduced an Alumni Medal award to recognise the achievements of their members, which Bernie says has helped to improve the quality of nominations for the University's graduate prizes, the Convocation Medal for Excellence and the Newton-John Award. Many of the chapters are now electing their own convenors and steering committees, which were originally selected by the University.

"The Chapter development has allowed us to keep our graduates better informed about the University and its achievements," Bernie said. "One of the most exciting things for us, however, has been the recognition by departments, faculties, colleges and sporting clubs of the need for them to develop good relations with their alumni and their willingness to seek our help."

The Development office is now working with engineering on plans to celebrate their 50th anniversary next year, Evatt House on a 10-year reunion, and International House to set up an alumni organisation. There are currently alumni chapters in Newcastle, Sydney, Melbourne, Brisbane, London, Hong Kong and Malaysia.

United in fun



Global cooperation: winning team Amarula with their trophy

The true spirit of international cooperation shone through at the inaugural University of Newcastle International Total Energy Day (UNITED) Games held on the Callaghan campus last month.

Thirteen teams of 10 competed in a series of games and

sports on No.1 oval on May 27, with the winning team, Amarula, symbolising the cultural intermingling that was the aim of the day. Amarula included competitors from Sweden, Mozambique, the United States of America, and Kenya.

Initiated by the International

Student Support Unit, the games day included six activities – soccer sixes, dodgeball, balloon pop, tug-o-war, sack race and a lamington eating competition. Gold, silver and bronze medals were awarded and the winning team won an overnight stay in Sydney, admittance to the Powerhouse and Maritime Museums and a day trip to the Blue Mountains, as well as having their name immortalised on a perpetual trophy. The winner of the lamington eating competition, which involved a team member scoffing six of the cream-filled cakes with their hands tied behind their back, won the golden pig award.

One of the organisers Robert Heathcote said that the day was a huge success despite being twice postponed due to the waterlogged condition of the oval.

"There has been a similar games day held for a few years but this is the first one under the new title," he said. "It was extremely well organised with the help of a committee comprising representatives of the international student associations, the Sports Union and NUSA (Newcastle University Students' Association)."

Competitors all wore different coloured shirts sporting the UNITED Games logo, which were provided by the Vice-Chancellor. Other sponsors of the UNITED Games were the Sports Union, NUSA, the University Union, STA Travel, Hotel Bakpak in Sydney, Powerhouse Museum, Maritime Museum, and Oz Experience. The Games will be held each semester, with the next one planned to coincide with the Cultural Awakenings festival.

Daewoo executives learn English



The 10 Daewoo executives take a break from their intensive English studies

Korean shipbuilding giant Daewoo has sent ten of its executives to the University to improve their English skills.

The executives undertook a ten week, five hours a day intensive English course at the University's Language Centre. Director of the

Language Centre Seamus Fagan says the company is one of the largest in Korea and employs 16,000 people at its shipbuilding facility in Kojé City.

"They export most of the ships they build and want their executives to be able to deal with many of their buyers in English," Seamus said.

The Koreans were housed with Australian families in Newcastle so they spoke English at home as well as in the classroom and also got a slice of Australian culture during their ten-week stay.

The Language Centre provides intensive language training

for international students and most of them go on to academic studies at the University. At the end of their course, the Korean executive's English proficiency was assessed and a report sent back to the company.

Ten other middle managers from Daewoo have already been booked in for English training from July 23. Seamus says he hopes it will be a continuing partnership.

"We provide them with a skill they need to become more internationally competitive and hopefully they will return to Korea with a good story to tell about the University and Australia."

Retraining scheme graduates celebrate

Graduates from a ground-breaking retraining scheme initiated by the University's Faculty of Education celebrated their success at a dinner at Newcastle City Hall on May 11. The dinner recognised the commitment of the students from the Newstart in Teacher Education program, which gives skilled workers the opportunity to retrain as teachers.

When BHP decided to close its Newcastle steelmaking plant four years ago, Assistant Dean of the Faculty Sandra Sirasch saw the opportunity to retrain a skilled workforce into teachers with wide industry experience to fill a shortage in the profession.

"We started with 49 workers from BHP in 1998 and now have more than 200 from a variety of

industries and backgrounds in the scheme, with new trades being included all the time," Sandra said. "Our first retraining produced teachers in Technology Applied Studies (TAS) and Industrial Arts (AI). Now we also retrain workers to teach computing studies, textiles and food technology and we are planning future intakes in the fields of science, mathematics and

music."

The program won national awards in the 1998 and 1999.

"It's been one of the great success stories in education in the past 10 years," Sandra said. "It fills a void that began appearing in the teaching profession, keeps valuable trade skills alive and gives retrenched people new career opportunities."

Chinese writers visit



From left: Li Xia, Mo Yan, Sylvia Li-chun Lin and Howard Goldblatt

Newcastle arts students were able to hear seminars delivered by three internationally prominent writers and translators of Chinese literature, who visited the University on May 24.

Coordinator of Chinese studies at the University Li Xia, herself an internationally published scholar of Chinese literature, invited the three writers, who were guests of the 2001 Sydney Writers' Festival, to speak in Newcastle.

"We were very fortunate to have such distinguished authorities on Chinese literature visiting Newcastle," Li Xia said. "It was particularly gratifying that the visit was sponsored cooperatively between my own Department of Modern Languages and the Departments of Linguistics, History, Sociology and Anthropology, and Communication and Media Arts."

Professor Howard Goldblatt holds the Chair in Chinese Literature at the University of Colorado in Boulder, USA and is the world's foremost translator, with more than 40 Chinese novels to his credit. He is also a literary critic and in 1984 established the international journal, *Modern Chinese Literature*, which has contributed tremendously to the dissemination of first-class scholarship in the field. The second speaker, Dr Sylvia Li-chun Lin, a published writer of fiction and numerous scholarly works and an award-winning translator, gave an illuminating paper on "Science,

Fiction and Female Virtue" in the larger context of the formation of the new Chinese woman in the Republican era. The third visitor, the novelist Mo Yan, is one of the most published and frequently awarded writers in China today. He has had his books translated into more than a dozen languages, with some of his works being translated by Professor Goldblatt. The visit gave students the rare opportunity of meeting the writing and translation production team together.

Li Xia said the seminar by Professor Goldblatt, whose topic was *Why translators translate*, was particularly timely for the Department of Modern Languages, which is jointly proposing the establishment of a Master of Translation program with the Department of Linguistics at the University. She says that Newcastle was the only place outside of Sydney and Melbourne that the three writers spoke.

"The fact that the writers accepted my invitation to speak in Newcastle says something about the importance of the University in the realm of Chinese literary studies," Li Xia said.

All three seminars, which were held in the McMullin Building on May 24, were crowded with students and staff of the Faculty of Arts and Social Science, with many overseas students from the Chinese-speaking world attending.

THE FORUM

The University of Newcastle Sports & Aquatic Centre

**FOR LESS THAN THE COST
OF A CHOCOLATE BAR PER
DAY YOU CAN START TO
MAKE A DIFFERENCE TO
HOW YOU LOOK AND FEEL**

JOIN NOW!

THIS OFFER VALUED
AT OVER \$60.00!

**PURCHASE ANY 12 MONTH
MEMBERSHIP* AND RECEIVE
FOR FREE:**

- Free personal training session.
- Forum T-Shirt.
- Unlimited Fitness and/or Aquatic usage.
- Expert nutritional and fitness advice.

UNIVERSITY PAYROLL

12 months Fitness or Aquatics per fortnight \$12.30

12 months Fitness and Aquatics per fortnight \$17.50

WEEKLY PAY* (deductions each month)

12 months Fitness or Aquatics \$26.60

12 months Fitness and Aquatics \$37.90



Get started on the right foot with a program tailor-made for you by one of our personal trainers. FREE if you join for 12 months!

CALL TODAY ON

4081-7001

World recognition for linguist



Emeritus Professor John Burrows of the University's Centre for Literary and Linguistic Computing has been given the Roberto Busa award for 2001 for his work in humanities computing.

The call for nominations for the award sought those working in the field who stand at the centre of it, whose work 'serves as model when people ask what we hope to

accomplish by the use of computers in the humanities'.

The award has only been given once before in 1998, to its namesake Roberto Busa, SJ, who is considered the founder of this broad area of research, in which modern information technology is applied to literary, linguistic and historical studies.

The methods developed by

Professor Burrows over the last 20 years allow more systematic comparisons of different writing styles than had been possible. They rest upon his discovery that many subtle differences of style are accurately reflected in the rates at which different writers use the commonest words in the language (such as the, and, of, to). Analysis of these frequency-patterns yields striking results. There are consistent differences between writers of different generations, different English speaking nationalities and (especially before the advent of co-education) between male and female writers.

"There are also differences between two authors of the same time writing the same sort of work," says Professor Burrows. "We sign off (usually without knowing it) on everything we write."

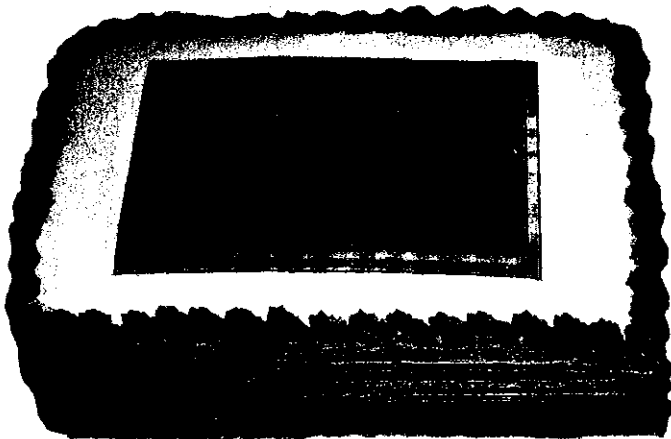
This means that texts of doubtful authorship can be tested for a particular writer's style. Under suitable conditions, the tests can be used in forensic investigations to

identify possible authors of crime related material. But, beyond these direct uses, the work opens new avenues for exploring the way we process information, shaping the messages we transmit and interpreting those we receive.

The award is offered by the Association for Computing in the Humanities based in the United States and the Association for Literary and Linguistic Computing based in Britain. Professor Burrows, who received his award in New York on June 14, delivered a plenary lecture to the annual conference of the two associations on the ground-breaking research he has been engaged in for the past two years.

"In my lecture, I spoke about a new way to narrow down the field when you are trying to identify the author of a piece of writing from a wide field of possible candidates," Professor Burrows said. "Previously, we've been able to choose between one or two authors but not from a larger field."

Farewell NUSS, Happy Birthday NUSTAR



The University farewelled its former student system NUSS at a 'ceremony' held in the Student Services Centre on June 8. The closure of NUSS signalled the commencement of the formal transition period from NUSS to the new student system NUSTAR.

NUSS was born in the early 1990s and has served the

University well for almost a decade. A number of staff instrumental in establishing NUSS were present at the ceremony.

In leaving NUSS behind, we now enter a period of change as NUSTAR is rolled-out. Given the magnitude and complexity of NUSTAR, there will likely be difficulties experienced in the

initial phase and staff are asked to be patient as issues are resolved. A NUSTAR Help Line has been established for staff experiencing problems or wishing to ask a question on ext 7888.

A Project Team has been working on NUSTAR for over 12 months with a go-live date of June 18. The required NUSS data for current students has been successfully imported into our production NUSTAR system. This was a complex undertaking, requiring the transfer of over two million data records.

NUSTAR Training is available. For details refer to the NUSTAR website www.newcastle.edu.au/nustar.

June 18 represented the completion of Phase 1 of the deployment of NUSTAR. The work will not stop there, with new

functionality and other features scheduled for Phase 2. Potential Phase 2 work includes:

- deployment of PeopleSoft internet technology, possibly including their enterprise portal;
- implementation of PeopleSoft's new research module to improve support for our research students;
- roll-out of the student financials module and DETYA reporting functionality in mid-July;
- design and construction of six more interfaces to existing University systems;
- migration of historical data from NUSS to NUSTAR. An historical student is a past student who is not currently enrolled in a program of study; and
- ongoing development of our custom management reporting suite.

Ecole students attracted to turbulence

Two final year students from one of France's most prestigious engineering schools, the exclusive Ecole Polytechnique, have been attracted to the University's Department of Mechanical Engineering to do their research training.

Jean-Marie Desmarts and Pierre-Emmanuel Gall say they came to Australia to complete their studies at the urging of their teachers, who were aware of the international reputation of Professor Bob Antonia and his research team in the area of turbulence management. The two students are both interested in working in the aviation industry in the future and are researching different aspects of the effects of turbulence.

Dr Iyazid Djenidi, who is supervising the students during their three-month stay, said the turbulence group in the Department of Mechanical Engineering is well known in France.

"I first met Professor Antonia while I was preparing my DEA (Master equivalence) in Marseille," he said. "Scholars in the

field of turbulence from around the world are attracted to this University because of the Professor's research reputation – currently Dr M. Savill from Cambridge University is spending his sabbatical leave with us; we have an Italian and two Dutch visitors; and more international visitors will spend time here next semester – it is a very international atmosphere where many languages are spoken."

The Ecole Polytechnique, which was founded in 1794, requires students to sit a highly selective competitive examination for entry after they have completed two or three years of preparatory classes that concentrate on mathematics and physics. The successful students receive three years of multidisciplinary scientific education and two of specialised education. The specialisation is usually conducted outside the Ecole in an internationally renowned French or foreign university or school. It is unusual for students to come to Australia. The Ecole has a military tradition dating back to the Napoleonic era, with first year students assigned



Research training – Pierre-Emmanuel (left) and Jean-Marie at work in the lab

military duties and the whole student body participating in marches in full uniform on festive occasions (such as Bastille Day).

Pierre-Emmanuel, whose father and brother work in France's civil aviation industry, hopes to work in research and development for one of the aviation giants such as Airbus.

"I came to Newcastle to work with Professor Antonia, but also

because Australia is a beautiful country that has a lot of interesting things to discover," he said.

Both students are keen on watersports – windsurfing and diving – and have enjoyed their leisure on the region's waterways. They arrived at the University in late March and after completing their traineeship at the end of the month they will spend some time travelling in Australia.

Women belong in construction

Newcastle construction management student Silvana Wirepa is so passionate about women working in the construction industry that she has won a state wide scholarship competition for an essay on the topic.

Her essay, entitled *How can opportunities in the construction industry be advanced for, and by, the participation of women?*, won a \$2000 prize from the NSW Branch of the National Association for Women in Construction.

Silvana, a New Zealander who is enrolled in the Bachelor of Construction Management in the University's Faculty of Architecture, Building and Design, began her interest in the construction industry while

studying architecture at the University of NSW. She transferred to Newcastle three years ago, completing her Bachelor of Science (Architecture) before beginning her construction management studies.

"I really wanted to get to the nitty-gritty of the construction industry – out of the architects' office and onto the building site," she said. "I came to Newcastle because I wanted to buy a home and was so pleasantly surprised by the people I found here and the high standard of the course that I have just purchased my second home here."

While women are steadily making inroads into other male dominated careers, with the number of women studying

engineering for instance increasing annually, the construction industry remains an area where women are poorly represented. Silvana's award winning essay identifies opportunities and suggests ways to encourage the participation of women in the industry.

"Parents aren't encouraging their daughters to go into construction and women find it almost impossible to work their way up through the trades – they are physically disadvantaged in what they can do. We need to address the negative perceptions about the industry. A lot of what women are doing on building sites is managerial and women are very good at multi-skilling, making them ideally suited to construction management and project

management."

Silvana's paper recommends educating school career advisors on the opportunities for women in the construction industry and establishing effective promotional frameworks to challenge the stereotypes. She said that the women who have succeeded in the industry should act as mentors for other women and that the University should explore establishing mentoring programs for women while they are studying for a career in construction.

Silvana received her scholarship award at a black tie dinner at the Sydney Town Hall on May 24. She plans to use the money to further her research into women in the construction industry in Australia.

Book Review



What did you learn today?
by Mark Latham
Allen & Unwin RRP \$22.95
Reviewed by Scott Holmes

In a period when there is increasing scepticism about politicians and the contributions they make to policy debate and development, Mark Latham provides a glimmer of hope. Not just for the active, almost zealous

way he has encouraged debate about social and economic issues, but for laying out solutions which provide a nexus between the market forces arguments of the right and the public policy/interventionist approaches of the left. Latham's recently published book, *What did you learn today?*, is an example of his commitment to challenging the status quo. In this book Latham provides a platform from which a considered change in policy can be made for education at all levels, from pre-school to post-tertiary lifelong learning.

Latham proposes a major shift in direction for the Australian university sector, imploring us to stop tinkering with internal structures and focus on breaking away from the "uniformity and sameness" promulgated by the existing unified national university system. The way forward is to remove the constraints on universities and encourage them to develop strategies that take advantage of their existing

investment in assets and people and provide the most appropriate growth options. Instead of being the same, universities will develop their individual strengths, characteristics and opportunities. This will require a more radical and open style of management, where building appropriate networks and partnerships at all levels is actively pursued. In addition, existing concepts of equality will be swept aside and funding models developed that encourage considerable diversity in the sector. Some universities will specialise in particular disciplines, others will explore international opportunities and build significant cohorts of fee paying students, while others will rely on HECS loan places and others on free (no fees, loans or charges at all) places. The emphasis is on what best suits the university and the communities it seeks to access and support. The underlying objective, he says, should not be to give all students and institutions the same treatment but rather, to

allow them to satisfy their aspirations. "By this standard, a system which denies students access to a range of institutions and opportunities is fundamentally unfair."

It is impossible to capture the full dimensions of Latham's view for education in Australia within the constraints of a book review, however he is certainly expounding a radical change in mindset. Instead of watching what each university gets and operating under a uniform umbrella like the AVCC, it is time to break the institutional jealousies which constrain us and accept that being different, creating different opportunities, modes of delivery and funding models will advance our university sector to meet the varied demands which are placed upon it. The book sets out options that cross the political divide for the benefit of the Australian higher education sector. Latham's book is compulsory reading for all involved in shaping and developing the Australian education sector.

Hartley Bequest scholarships awarded



Emeritus Professor Ken Dutton (left) and Acting Dean of Arts and Social Science Peter Brown with the scholarship winners (l-r) Sarah Chin, Sandi Warren and Joan Mackenzie

Four Newcastle students will go to France under the world's most generous travelling scholarships for students of French. The Kelter Hartley

Bequest covers return travel to Paris, accommodation and travel within France, enrolment and tuition at French universities and a living allowance during a six

months stay. It is made possible from the \$2million bequest left to the University by Kelter Hartley, the University's foundation Professor of French who died in 1988.

The 2001 winners are Sarah Chin, Verity Foat, Sandi Warren and Joan Mackenzie. Verity is currently in France as part of an exchange program with the University of La Rochelle and the other three will join her in August. They will undertake language and cultural studies in Vichy and Besancon and have two cultural tours in Paris. The results of their examinations will be credited to their Newcastle degree programs.

Director of the Hartley Bequest Program, Emeritus Professor Ken Dutton, says the students are chosen from Newcastle students studying

French. "The selection is based on their academic results but also on assessment of their ability to be good ambassadors for Australia and to engage in the experience of living in a different culture. For example, one of this year's winners, Joan Mackenzie, is 66 years old. She is very fluent in the language and has what the selection panel considered excellent ability to absorb the French culture and promote Newcastle and Australia."

Professor Dutton says the Hartley Bequest offers the richest prize in a language scholarship in the country and supports the goal of the donor for Newcastle to become the major centre of French studies in Australia. A reception and award ceremony for the winners was held on May 1 at the office of the Dean of Arts and Social Science.

National Science Week Super Challenge

An excited group of Year 10 students from Macksville High School won the finals of the Science and Engineering Super Challenge, held at the Newcastle Museum on May 11.

Around 225 students representing eight regional high schools crammed into the Museum for the final challenge – held during National Science Week. The finalists were Mount View, Cessnock; the Hunter School of Performing Arts, Broadmeadow; a composite Central Coast team from Gorokan and Northlakes; Berkeley Vale; Dubbo; Dubbo South; Macksville and McIlville, Kempsey.

The schools were winners of one-day challenges held during Science Week in Newcastle, Lake Macquarie and Maitland and winners of earlier challenges from across NSW.

The National Science Week challenges, organised by the

University's Faculties of Engineering, and Science and Mathematics, saw two records broken in building high speed hulls. The Hunter School of Performing Arts set a new State record of 4.2 seconds over two metres for a 75 gram hull, while Merewether High set a new State record of 5.7 seconds over the same distance with a 225 gram hull.

Engineering challenges at the museum included activities such as building and flying an airship, solving a virtual maze, and developing and firing a catapult.

"The aim is to promote science and engineering to high school students, in the hope that they will consider them as careers, and some science classes on the Central Coast have doubled as a result," said Bob Nelson, Promotions Officer for the two faculties.

The Macksville High students were awarded the Super Challenge



Bridging the science and engineering gap – students get involved in the Super Challenge series

Cup by Shadow Federal Education Minister, Michael Lee, who attended the finals at the Newcastle Museum on May 11.

The Super Challenge series was one of the programs that earned a prestigious Eureka Prize nomination for the Hunter Chapter of the Australian Science Communicators (ASC). The ASC

was formed in 1999 in the Hunter to coordinate and enhance science awareness and communication in the region during National Science Week. It has expanded its activities into a year round program of events. The ASC was a finalist in the \$10,000 Industry, Science and Resources Eureka Prize for the Promotion of Science.

Taking fine art to Tamworth

The School of Fine Art has been running a pilot program for students in Tamworth, which has meant they can stay at home and still do a Bachelor of Fine Art (BAFA) degree.

The University has devised a flexibly delivered program with Tamworth TAFE that enables graduates of the Advanced Diploma in Fine Art to complete a one-year degree course through the University/TAFE Articulation Agreement. The first students enrolled in 2000 graduated at the May 10 ceremony.

The flexible format sees some subjects being taught at the New England Institute Tamworth Campus, using the art studios, computer labs and TAFE technical support. The University lecturer conducts studio sessions for the BAFA and the Advance Diploma Fine Arts TAFE students.

The BAFA students travel to Newcastle three times a semester

to take part in a drawing workshop, seminar program and guest lectures. Art theory is delivered online from the University and students arrange to meet with staff as required during their Newcastle visits. The project allows New England students an option to stay in their area and study for a degree.

Miranda Lawry, Deputy Head of the School of Fine Art, says the program is flexible and suits individual needs, while maintaining the quality and consistency of the degree course.

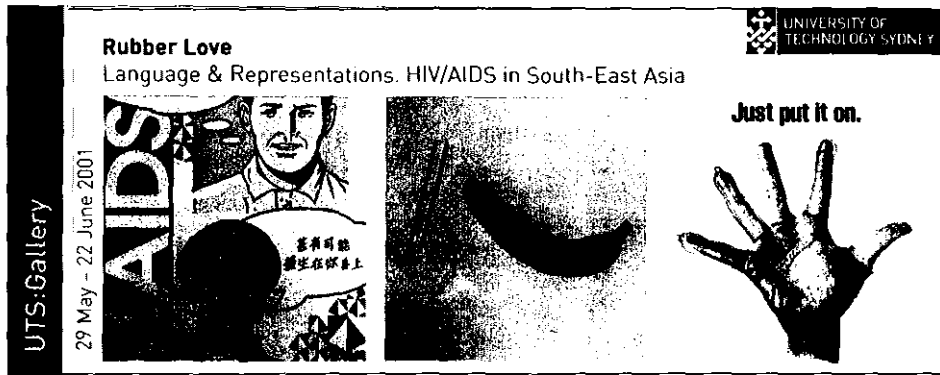
"One of the benefits of the joint venture with TAFE is that New England students have the opportunity to devise local projects, including curating exhibitions and arts festivals, producing visual material for local councils and government departments and being commissioned to produce a mural for the area's Army museum," Miranda said.



Front (from left): Tamworth graduates Gabrielle Collins, Lesley Wynne and Patrick Johnson with TAFE staff Alison Goodwin, Head Teacher in Arts and Media and Tamworth Coordinator of the program and Robert Pendreigh, Manager of the Information, Technology, Arts and Media Faculty.

Rear (from left): Head and Deputy Head of the School of Fine Arts, Professor Anne Graham and Miranda Lawry with BFA graduate Adam Field and Peter Batten, Director New England Institute of TAFE. The graduating students missing from the photo are Emily Chambers, Yarif Freestone, Marce Kelly and Pamela Webster.

Rubber love exhibition



An exhibition – “Rubber Love” – which was on show in Sydney this month detailed the different approaches to HIV/AIDS prevention in several South-East Asian countries.

Dr Raymond Donovan, from the University’s Department of Sociology and Anthropology, who curated the exhibition, says it consisted of graphic materials from Malaysia, Hong Kong,

Singapore and Thailand and detailed the campaigns and devices used by the various governments and health agencies in their fight against HIV/AIDS.

“The exhibition explores the ways public health campaigns have tailored their message to different cultural and language groups,” Raymond said. “A particular image or message which, for example, is acceptable in Hong Kong might

not be appropriate in Malaysia or Singapore.”

He says campaigns in Western societies target the individual to take responsibility for their own health, whereas South-East Asian cultures prioritise collective responsibilities. The exhibition contained sixty posters and a wide range of brochures, booklets, comics, condom packs, post cards and videos. It traced the different

graphic styles that are used in South-East Asia, focusing on the themes of the family, fidelity, multi-racialism and the state.

“This was a rare opportunity to see HIV/AIDS campaigns from several societies, and highlighted the diversity in perceptions, values and beliefs which influence the responses to one of the greatest threats which the region has to confront.”

He says the rate of infection and expected deaths from HIV/AIDS in South-East Asia is predicted to exceed the devastation that has already occurred in sub-Saharan Africa. Rubber Love, which was on show at the UTS Gallery in Ultimo until June 22, was opened by former Federal Health Minister Dr Neal Blewett, who set in place Australia’s first response to HIV/AIDS in the 1980’s.

Powering into the future

The University’s Substation No. 3 switchboard was installed in 1967 to feed the Auchmuty Library, Basden Theatre, Chemistry and Aviation buildings. Since then the Library has more than doubled in size and the Biology, Science, Drama and Life Science buildings have been added, stressing the

capacity of the old switchboard.

During the 2001 Easter break a new switchboard and two transformers of double the original capacity were installed. The University’s Electrical Engineering Officer, John O’Donohue arranged the design and installation, which should see this area of the campus

well ‘powered’ into the foreseeable future. The new switchboard incorporates modern circuit breaker design and redundancy to allow full power to all the buildings on one transformer, simplifying future maintenance. There is also a generator supply through the

switchboard to feed essential services in the Life Sciences building in the event of loss of supply from Energy Australia.

PPE would like to thank University staff and students for their cooperation over the last few months leading up to the upgrade.



Rental property required

Visiting academic from USA looking for a house to rent or housesit for 6 months from early November 2001 to early May 2002. Prefer executive style residence with at least 3 bedrooms, fully furnished with fenced yard. Beach or lakeside if possible. Willing to pay up to \$800 per week. Please call Pam on 4963-1649 or write to rjt2@cornell.edu

Going away in August?

Experienced single female house-sitter (BCom - Newcastle, MBA-Griffith,QLD)
Honest, clean and reliable (non-smoker), loves animals (brought up on a farm), competent with garden and pool care. Available 28 Jul-Sep 1. References will be supplied. Contact Jacqueline on 0412-44-1717 or leave message with Wendy on 4946 1949.

For sale

1 x NEC Powermate Multisync 2 computer loaded with MS Word Version 6 suitable for simple word processing, notes, letters, games, etc); 1 x EPSON model EPL3000 laser/page printer (1995); 1 x work station (MILLERGERNOMICS) on castors; 1 x Ergonomic chair, fabric finish, 5 star castor base. \$150-00 the lot. Phone David Heggart on Ext. 6662.

2001 Morpeth Lecture

The University of Newcastle and the Anglican Diocese proudly present

‘Mind, Body and Spirit: Pathways Forward for Reconciliation’

by Professor Larissa Behrendt, Professor of Law and Indigenous studies at the University of Technology, Sydney and Director of the Jumbunna Indigenous House of Learning.

A graduate of Harvard Law School, Professor Behrendt has practiced law in Aboriginal land claims and family law, taught at the University of NSW and ANU Law Schools and has worked with First Nations organisations at the UN in Canada. She has published on property law, Indigenous rights, dispute resolution and Aboriginal women’s issues.

The Morpeth Lecture is free although RSVP is required to Mardi Ryan, Community Relations Officer on 4921 7433 or via email mardi.ryan@newcastle.edu.au.

Health and Safety

Evacuation Wardens Information

The University has approximately 200 Evacuation Wardens who perform an important role in the safety of students, staff and visitors to the University.

Evacuation Wardens attend a two-hour training session once per year to cover local evacuation procedures and a one day fire appreciation training course every three years. This training ensures that wardens are aware of evacuation requirements and proper evacuation methods.

The University has produced a booklet on Emergency Procedures for the Callaghan and Central Coast Campuses, giving information on the emergency procedures for general emergencies, medical emergencies, evacuations for earthquake, bomb threat and fire, and a statement of action in the event of floods (Central Coast Campus only). Additional categories are being developed on gas and chemical emergencies. The booklet also provides information on the use of fire extinguishers by those persons who feel they are confident in extinguishing a small fire where it is safe to do so.

Currently there are a number of vacancies for Evacuation Wardens and any persons wishing to take on this task should contact their Safety Committee who will advise Trevor Askie on 5328 or by email

Trevor.Askie@newcastle.edu.au.

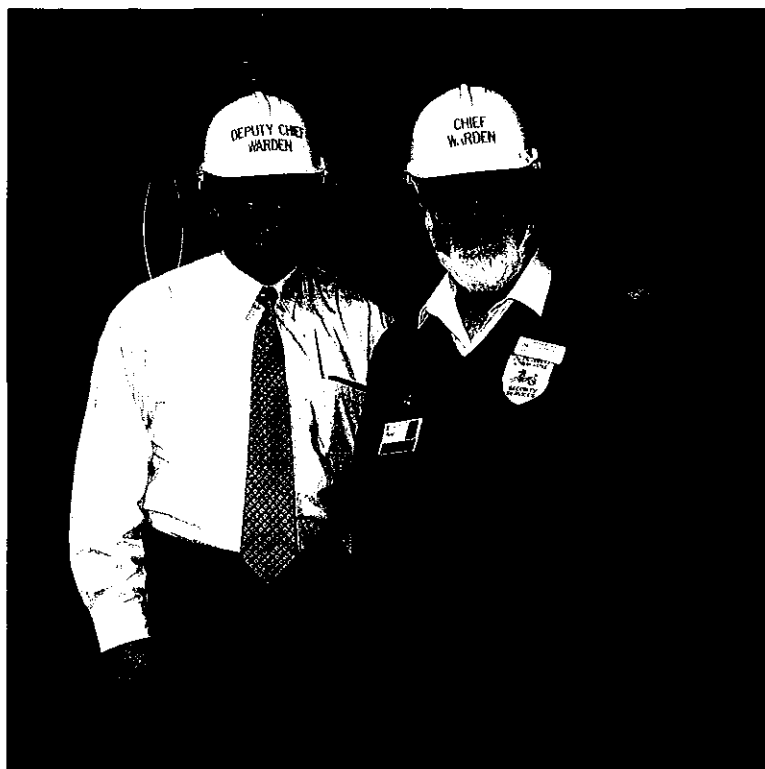
University staff and students should be aware whenever an alarm is activated that they should evacuate the building through the appropriate signed exits as quickly as possible. Under normal

circumstances an Evacuation Warden will follow through the evacuation process, but it is each person's responsibility to observe the requirement that when an alarm is activated within a University building, that building will be evacuated. There have been a number of incidents recently where an alarm has been activated and persons have either shut their doors or ignored the warning, much to the distress of the Wardens who have the responsibility of evacuating the building.

It is the University's policy that Wardens are not classified as Fire Wardens as there are a number of emergencies that may occur which require an evacuation viz, earthquake, bomb scare, gas or chemical. Not all of these are fire related and therefore we use the name Evacuation Warden.

University staff who have a responsibility for staff, students and/or members of the public are obligated to inform people of the evacuation and assembly procedure. This should be done at the beginning of the seminar presentation etc, or if it is a semester subject at the first lecture and tutorial. An example statement could be:

"To comply with OH&S requirements I must advise you of the building's evacuation procedure. Please note the exit signs and the indication they give. In the event of an alarm sounding we will evacuate to an assembly area approximately 100 metres from this building's exit point or a place otherwise designated by University Security. We will not re-enter the building until advised by



Evacuation Wardens wanted—Trevor Askie (left) and Peter Boyd lead the way

University Security that it is safe to do so".

Personnel should be aware that in the event of a major incident within the University, it is the Security Officers who should be informed initially as they have expertise in contacting the emergency services and directing them to the incident. The emergency number for Security Services is 5888. There is an additional emergency number, the University's switch, which is 8888 (between 9am and 5pm).

The University's Chief Warden is Peter Boyd, Manager Security Services and he is supported by Security Officers who have training in all aspects of the evacuation process. The Occupational Health & Safety Act requires that all persons at the University be responsible for their own and for each other's health

and safety. It is required that if any area of the University is thought to be unsafe it be reported to Security Services or Physical Planning and Estates for immediate attention.

Fire extinguishers and fire reels are checked on a regular basis and anyone who believes these to be out of date, unusable or missing should contact Physical Planning and Estates for immediate attention (ext 6500). Departmental units that occupy space in non-University controlled buildings should be aware that their evacuation process comes under the building owner. They should contact the building owner for information on evacuation procedure.

Should you require further information please contact Peter Boyd, Manager Security Services on 5728 or Trevor Askie, Manager Risk and Insurance on 5328.

Local phone directories

The latest phone directories are being distributed on campus. There will be one set of books per handset, and distribution should be completed by end of June. Collection of old directories:

1. The "Book Muncher" program is now restricted to household kerbside paper collection—feel free to take your old directories home.
2. BP garages no longer collect old phone books.
3. The University's cleaner will

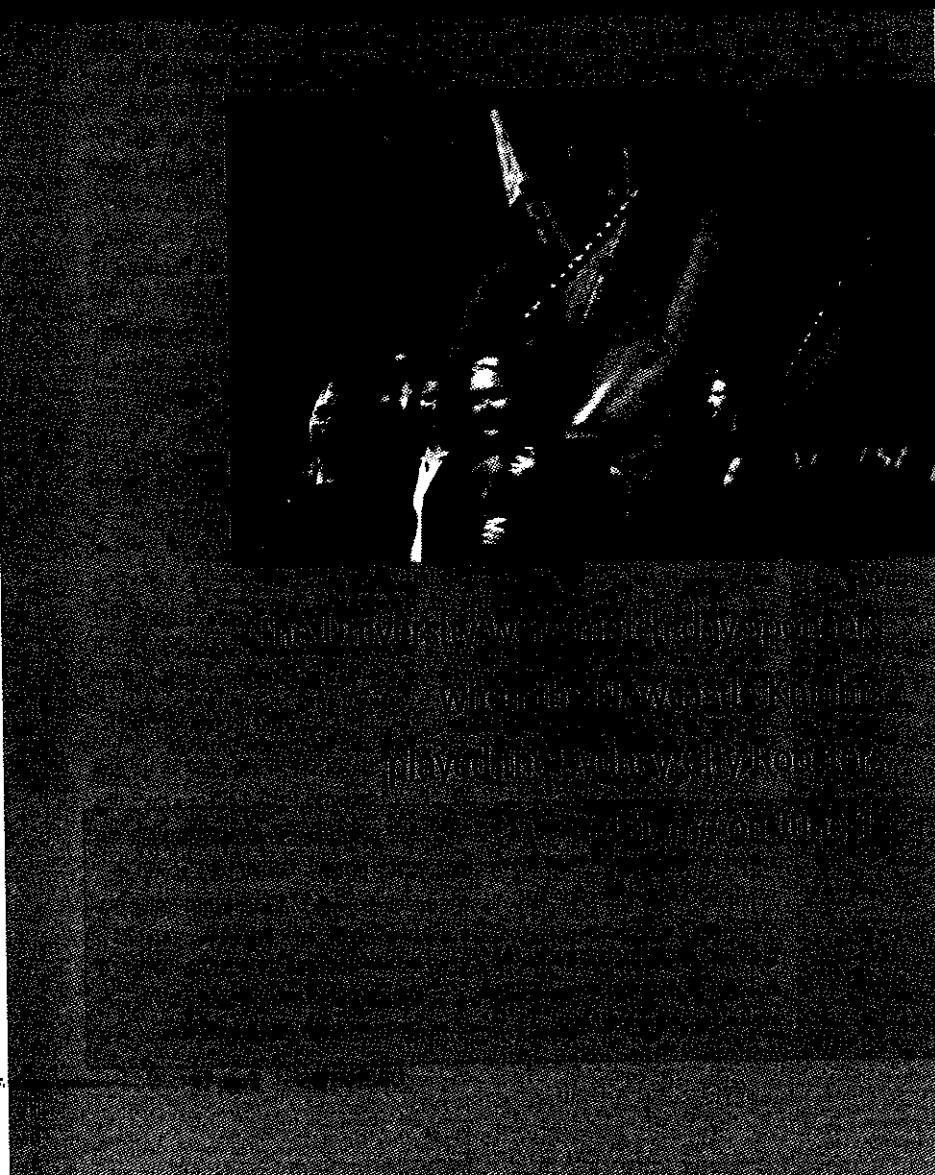
collect old books from the entry foyers of buildings. Please stack neatly for daily collection for recycling.

4. Please do not leave the books outside. If they are damaged, they are useless for recycling.

5. Anyone wishing to organise a collection on behalf of a group or charity can do so by promoting the project on their internal noticeboards. Please bring this to the attention of colleagues who may not have email facilities.



FLYING THE FLAG FOR UNIVERSITY SPORT



The sponsorship celebrated the University's support of the Knights and sport in the community and included a half hour demonstration by University sporting clubs before the game. Forty students from Edwards Hall, Evatt House, International House and Barahineban ran on to the ground flying the University's orange banners before the sporting clubs exhibition. Sports included aerobics, Tae Kwon Do, Jujutsu, Kendo, American football, men and women's hockey, ultimate frisbee, softball and baseball.

Information on the University's 34 sporting clubs and the Forum Sports Centre was provided during the exhibition, using ground announcements and the big screen. Vice-Chancellor Roger Holmes hosted 50 invited guests from business, community and the University in the VIP tent. Knights player Tony Butterfield thanked the Vice-Chancellor at half time for his support of the Knights and sport in the community.