



THE UNIVERSITY OF WOLLONGONG

CAMPUS NEWS

A WEEKLY INFORMATION SHEET

13 SEPTEMBER, 1985

Deadline for copy noon Monday

Distributed each Friday

Editor: tel. (042) 270073

OPEN DAY/2WL EXPO BIGGER & BETTER

The 1985 Open Day and the 2WL 80's Lifestyle Expo will be back again on the weekend of 19 and 20 October. Most of the University's Departments and Schools are again participating, this time with a bit of financial assistance from the Open Day Committee budget.

Radio 2WL also reports a big increase in expressions of interest from advertisers and exhibitors.

Highlights of the weekend will include:

- * The Questacon Travelling Science Show
- * The Magic Chemistry Show
- * The Wonders of Physics
- * Displays, films, videos and hands on demonstrations from most Departments and Schools.
- * The Town v Gown Cricket Match
- * The University Regimental Band
- * The Planetarium Display
- * The South Coast Tug o' War Association Annual Competition
- * The Graduates Group of the Friends Car Boot Sale
- * Rotary Club of Port Kembla Hole-in-one Golf Competition
- * Academic Remainders Book Sale
- * Academic Courses Enquiry Centre

A special feature of Open Day/Expo will be the International Cultural Exhibition being run jointly by Youth for Understanding and the Friends of the University. The exhibition will include special photographic exhibitions from Poland and Hungary, a major exhibit from Japan and a multitude of exhibit items from the Philippines, Cyprus, Norway, Canada, Indonesia, Fiji, USA, West Germany, Korea, Holland, Switzerland, Sri Lanka, and Finland.

This Exhibition, which originally was the brain child of Friends member Dr Sultan Aly, will be housed in the Pentagon Foyer and four out of the five Pentagon Theatres.

The usual academic lectures, films and seminars will be held in the Pentagon Theatres, doubling up with the exhibits and adding even greater interest to this focal point of 1985 Open Day/Expo.

A crowd of 50,000 is expected on each day of this vital weekend.



Merryn MacMillan of Creative Arts — the first woman across the finish line.

ANNUAL MOUNT KEIRA SUMMIT RUN

The annual "fun" run to the summit of Mount Keira, the section of the escarpment which dominates the campus skyline, was held on Wednesday September 4.

The gruelling run from the western entrance of the University takes the participants straight up the escarpment through dense forest. The summit, at an elevation of 500m above sea level, is 3.5 kilometres from the University.

Over 150 runners entered this year's run with Peter Brunker and Louis Young of Human Movement tying for first place honours with a time of 17 minutes 21 seconds. This time established a new record for the run, the previous best time being held by Paul Hartagers who completed a slightly shorter course in 18 minutes last year. Merryn MacMillan, a second-year student in the School of Creative Arts was the first female to complete the course in a creditable 28 minutes 22 seconds ... carrying a gun to ward off possible ambushes along the way.

VALUABLE GIFT OF BOOKS MADE TO THE UNIVERSITY

Mr Luigi Strano, who was awarded an honorary MA degree by the University earlier this year, attended the 10th anniversary graduation ceremony on August 9 and brought with him a gift of two valuable books to mark the occasion. The books are Giraldis's *Dizionario di Estetica e Linguistica* and a 1582 edition of Boccaccio's *Decameron* edited by the famous Renaissance humanist and scholar Leonardo Salviati.

Both books will be placed in the library where the extremely rare edition of the *Decameron* will most certainly take pride of place in the Italian collection. An official presentation ceremony has been arranged for September 26.

LITERACY AND LINGUISTICS

Two members of the Literacy Language and Cognition Centre presented papers at the Applied Linguistics Association of Australia Congress, held recently in Brisbane.

The papers, 'Readers Managing Meaning: Comprehension Monitoring', presented by Bill Winser, and 'The Effect of Modelling Narratives and Reports on the Writings of Year 2 ESL Children', presented by Jenny Hammond, were amongst a small group of papers dealing with aspects of literacy development. Considerable interest was shown by congress participants attending the literacy papers. As a result of this congress the Association is now considering the publication of a monograph on the theme of literacy. It is likely that the Wollongong papers will be included in this publication.

One of the highlights of the Congress was the launch of Professor Michael Halliday's book *An Introduction to Functional Grammar*. Professor Halliday from Sydney University is internationally known for his work in developing Systemic Linguistics. Professor Halliday visited the University of Wollongong last week to conduct a seminar on issues in linguistics and education with staff from the Centre of Literacy Languages and Cognition.

REPORT ON THE 21ST CONGRESS OF IAHR

The University of Wollongong was well represented at the Twenty First Biennial Congress of the International Association for Hydraulic Research (IAHR) held from 19 to 23 August in Melbourne. The Congress was attended by over 450 delegates from 35 countries. From the Department of Civil and Mining Engineering, Dr Michael Boyd presented an invited paper on 'Head-Discharge Relations for Culverts' from the session on Urban Drainage Hydraulics, while Dr M. Sivakumar co-authored a paper on 'Simulation of Water Quality in Reservoirs'.

The IAHR was established in 1935 and has held International Congresses on a biennial basis since its inception. However, this is the first time it has been held in Australia. Although the general theme of the conference was 'Hydraulic Research for Water Management in the Eighties', the themes of technical sessions varied from Groundwater Pollutant Transport, Salinity, Free Surface Hydraulics, Flows and Sediment Transport in Rivers, Lakes, Harbours and Inlets to Flow Measurement and Data Acquisition. In addition there were several seminar papers by invited experts. Simultaneously with the congress the International Measurement Confederation (IMEKO) presented an International Conference on Flow Measurement, FLOMEKO '85.

WIELAND ON ASAL EXECUTIVE

Dr James Wieland, Chairman of the Department of English Literature and Drama has been elected to the executive of the Association for the Study of Australian Literature. He succeeds Professor Tony Hassall as Treasurer of the Association. The election took place at the annual conference held in August at the University of New England.

The ASAL executive for 1985-86 is: President: B. Andrews (R.M.C. Duntroon); Vice-President: Dr S. Walker (University of New England); Secretary: Dr D. Bird (University of Western Australia); and Treasurer: Dr J. Wieland.

General Notices

CALL FOR UNESCO

Dr Ken Wiltshire, Associate Professor of Government at the University of Queensland, told the Federal Conference of the UNAA at Iluka, Surfers Paradise, that in Australia, efforts should be made to increase understanding of Unesco.

Australia was able to play a prominent role in Unesco because of its special economic, cultural and geographic characteristics.

'Australia is a rich country and shares many of the characteristics of the industrialised democracies of the Organisation for Economic Co-operation and Development (OECD). But through its location, Australia has interests in Asia and the Pacific. And through the growing diversity of its population, Australia will be able to build stronger bridges with non Anglo-Saxon countries,' he said.

'Australia has much to offer, as well as gain, in the work of Unesco.'

Dr Wiltshire said the returns to Australia of membership of Unesco were probably greater than the outlays. Australia gained not just goodwill from other countries through participation in Unesco activities, but also useful scientific, technical and cultural knowledge.

Australians were able to attend international and regional conferences and workshops, often at Unesco expense, and share in ongoing information exchange networks. Each year more than 100 Australians participated in Unesco-sponsored expert meetings or consultancy services. Unesco also provided a significant amount of funds for activities in Australia.

These benefits were gained at relatively little cost. Australia paid 1.55 p.c. of Unesco's regular budget, which for the 1984-85 biennium, was assessed at \$US5.3 m. In comparison, Australia contributed \$A320m in development aid to Papua New Guinea for the 1984-85 financial year.

Further, Australians had an obligation to contribute to the solutions of world problems, such as ocean pollution and illiteracy, as part of humanity.

'It is sometimes argued that bilateral arrangements can be more effective than multilateral ones; this is often used as an excuse by nations within to withdraw from international agencies,' he said.

'But as history shows, bilateral mechanisms cannot match the variety of talent and expertise, the sense of commitment, and the preservation of the dignity and security of recipient and donor nations that can be achieved through a multilateral dimension.'

However, Dr Wiltshire said that in the last 25 years, awareness of Unesco, along with the rest of the United Nations system, had declined greatly in Australia.

'When I went to school, we learnt a great deal about the United Nations. Now I wonder whether many Australians under 30 would even recognise the United Nations flag,' he said.

The Federal Conference of the United Nations Association of Australia was held at Iluka, Surfers Paradise, from 23-27 August 1985.

SPEAKERS FOR GRADUATION - 1986

As it is necessary to approach people well in advance inviting them to speak at our graduation ceremonies, members of staff are asked to submit names and addresses of suitable speakers for consideration as soon as possible.

As we expect to have six ceremonies early in May, 1986, names and addresses should be sent to Trevor Brew, Senior Assistant Secretary, Academic and Student Services (ext 3906), so that early appointments may be made.

AUSTRALIAN/INDONESIAN YOUTH EXCHANGE

Host families are being sought for ten young Indonesian visitors to Wollongong from October 7 to 20.

They will be here under the Commonwealth Government's Australian/Indonesian Youth Exchange they are aged between 17 and 30 years.

The program aims to promote friendship and understanding between Indonesia and Australia. Participants live with, respectively, Australian and Indonesian families and participate in community activities, and in some cases take jobs.

Would anyone who is prepared to act as a host please contact the State Co-ordinator of the scheme, Janet Timberg (work 02-212 4000 or home 02-389 1667) or, locally, Marie Paterson on University extension 3796.

ACADEMIC PROMOTIONS AND PROGRESSIONS - 1985 - INSTITUTE STAFF

Applications close with Mr Ross Walker, from whom further information is available, on September 30.



UniAdvice organizes conferences, seminars and special courses, tailor made to the requirements of the client. This service is available to university groups and to industry, government or community organizations. Enquiries to Peter Sophios on (042) 270076.



Campus Community Interface

SENIOR FRIEND WINS AWARD

Mrs Maisie Murphy of Gwynneville is one of the Illawarra winners of the NSW Senior Citizens Awards for 1985. These awards are organised State-wide by the NSW Council for the Ageing, and locally by Fairy Meadow Rotary Club and Port Kembla Quota Club.

Maisie is well known to visitors to the Friends Office as one of the senior citizens who regularly helps with mailing and other tasks.

She is well-known in the area for decades of community work. Fifty years ago she was made a life member of the Show Society for helping it to survive a crisis, and she had been a long-time supporter of Quota Club, the Blind Society and many other organisations.

ADAB CO-ORDINATING COMMITTEE FORMED

At a public meeting chaired by the Friends Executive Officer on September 4, a new committee called "Illawarra Committee for Overseas Students" was formed with the following objectives:

1. To initiate services, coordinate and assist interested organisations and individuals in providing services which contribute to the welfare of students and their families from developing countries, to provide social interaction between the overseas students and their families with members of the Illawarra community.
2. The Committee shall give particular emphasis to reception, accommodation, orientation, hospitality and recreational needs of overseas students and their families during their stay in the Illawarra and provide a means by which overseas students and Australian communities become aware of each others cultures."

The Committee will be funded by the Federal Government's Australian Development Assistance Bureau.

A constitution was adopted at the public meeting and a committee was elected. There are still four vacancies on the committee available for overseas student representatives.

The Committee Chirman is to be Dr Sultan Aly, Deputy Chairman of the Community Involvement Committee of the Friends of the University. The Secretary is Marie Paterson of the University Administration and she can be reached for enquiries on 270924. Any reader of *Campus News* who wishes to help with this programme should ring Marie to register an interest.

Future meetings of the Committee will be publicized in this column.

UNIVERSITY OF WOLLONGONG

1975 - 1985

From the V.-C's Office

The Vice-Chancellor has circulated to Chairmen of Departments and Heads of relevant Units the University's requirements for the 1985 Annual Report.

The University *Annual Report* for 1984 was produced as a "rehearsal" of sorts for the 1985 Report which has to be produced in strict accordance with the Annual Reports (Statutory Bodies) Act 1984 and amendments to the Public Finance and Audit Act 1983. New provisions are, however, now called for. For example, by statute all material for publication in the report has to be approved by the Council. Moreover, any changes proposed by the Council have to be made and material re-submitted at a further meeting.

Following discussions with the Standing Committee of the Senate the Vice-Chancellor has decided that there will have to be virtually two annual reports, one for external reporting to Parliament, the other for presentation to Council and internal use. The second will have more detailed information than the first, which will follow largely the style of those for 1983 and 1984 but with a condensation of the amount of material published in the Academic Activities and Research Interests section. These two sections will be reported on a faculty basis rather than by Department or School.

The internal annual reports by Departments to Council will be collated and presented to Council in a "non-glossy" format. As previously, Departments, Centres and Schools should provide reports of around 600 words each. These should traverse matters of importance in the development of the Department/School or matters of interest which units wish to bring to Council's notice, in the same way as for previous years.

Deadline for all the above material is necessary November 1, 1985, because of the requirements of the Act.

Seminars

Further details about the seminars are shown on the *Campus News* noticeboard.

AUSTRALIAN COMMERCIAL TELEVISION: THE FUTURE

Public conference September 30 to October 1, Hyatt Kingsgate Hotel, Kings Cross.

Enquiries to Department of Communications (062) 644481.

AIM - MANAGEMENT EDUCATOR

Dr W.J. Reddin, a leading management educator, will lead two highly relevant seminars for regional management personnel.

They will be held on November 13 - 15, 1985, at the Northbeach International.

Enquiries to AIM (042) 270075 (Monday to Thursday only).

AUSTRALIAN PSYCHOLOGICAL SOCIETY (ILLAWARRA BRANCH) - A WORKSHOP

Topic: Psychology and the Nuclear Arms Race.

Date: October 8.

Time: 4 pm to 9 pm (Buffet meal available at 6 pm)

Speaker: Dr Connie Peck, La Trobe University. A film entitled "In the Nuclear Shadow" will also be presented.

Cost: \$5 for APS members, \$10 for non-members (includes buffet meal).

Enquiries: Registration forms and additional information available from Carl Reams, phone 287435 (University hours). Non-psychologists welcome.

NEXT BRANCH MEETING OF THE AUSTRALIAN PSYCHOLOGICAL SOCIETY - ILLAWARRA BRANCH

Topic: Development of Psychological and its contribution to the Illawarra.

Arrangements have been made for a number of local psychologists and media representatives to sit on a panel to discuss this topic.

Date: September 16.

Place: Northern Lounge, University Union.

Time: 7.30 pm.

All welcome.

AUSTRALIAN INSTITUTE OF MANAGEMENT - MALL SEMINAR

Illawarra Branch members are invited to support the seminar to be presented by the final year Management Certificate students of the Wollongong College of Technical and Further Education. As part of the final year course requirements the class undertakes research on a management topic and presents a formal report. This year the title of the project is "A New Heart For Wollongong - How Will The Change Affect You?"

Date: Wednesday, September 25.

Time: Noon to 2 pm - Three course luncheon served at 1.00 pm

Venue: Renown Court, Kenny Street, Wollongong

Cost: \$16 per person - includes the presentation, a copy of written report, lunch and refreshments.

Programme topics to be covered will be:

- * Project Aims/Objectives/Goals
- * Historical/Economic Background
- * The Planners Responsible for the 1985 Developments
- * The Planned Major Developments
- * Questionnaire Results/Findings
- * Major Issues and Effects
- * Conclusions and Recommendations

Enquiries to Mrs Thelma Smyth 270075 A/hours 284075. Office hours 10 am to 3 pm Mondays to Thursdays.

ENVIRONMENTAL SCIENCE

Tuesday October 1 - 12.30 pm Northern Lounge.

Val Plumwood, who survived a crocodile attack in the Kakadu National Park will talk on issues in Environmental Philosophy. Topic "It's the Crocodile's World As Well As Mine".



THE UNIVERSITY OF WOLLONGONG

STAFF NEWSLETTER

13 SEPTEMBER, 1985

ISSUE NO. 2/85

FROM THE VICE-CHANCELLOR

I strongly support the forthcoming Equal Employment Opportunity Awareness Seminars (details provided elsewhere in this Newsletter) and encourage all staff to participate. Heads of Departments/Units are urged to release staff from other duties so they may attend. The seminars will attempt to promote an appreciation of the issues involved and encourage awareness.

The University as a whole is committed to the principles of EEO. All staff have individual responsibilities for ensuring University policy is effectively implemented. An extract of that policy appears on pages 5 and 6 of this Newsletter and copies of the statement are available from the EEO Unit.

Development of the University's EEO Management Plan is proceeding well. The Plan will outline the continuing policies and programmes which the University will be required to adopt in order to fully achieve equal employment opportunity. Strategies which are being developed will aim to meet, amongst other goals, the special needs of members of minority or previously disadvantaged groups.

There is a moral responsibility on all members of the University community to assist in the development and implementation of equal employment opportunity at this University.

AVCC VISITING FELLOWSHIPS 1986

Two AVCC Visiting Fellowships will be awarded for Australian Scholars to visit universities in nominated overseas countries, subject to the Conditions of Award, in 1986.

Summary of Conditions:-

- i) Fifteen countries are participating
- ii) Awards are designed to cover visits of distinguished university scholars actively engaged in academic work. (Minimum 60 days duration)
- iii) Not for conference or seminar attendance

Eligibility:-

Any suitably qualified members of an Australian University who fulfill conditions are eligible for consideration.

Closing Date:- 18th October, 1985.

Full conditions are available from Wendy Raikes - ext 3798.

SEMINAR ON OCCUPATIONAL HEALTH

As mentioned in the previous issue of the Newsletter the University has been devoting considerable time and effort to providing appropriate equipment and training for those staff using screen based equipment. In order to ensure that this programme progresses, the University has enlisted the services of Industrial Rehabilitation Service, a Sydney based organisation specialising in ergonomics and the rehabilitation of injured employees.

To date, an ergonomist employed by I.R.S. has visited the University on two occasions and rehabilitation counsellors from I.R.S. have been assisting in the management of some cases of work related injury.

In order to ensure that senior staff of the University are well informed on the legislation relating to occupational health and safety and with the University's programme of rehabilitation and injury management, a seminar for departmental heads, heads of sections and staff involved in the area of occupational health has been organised using the resources of Industrial Rehabilitation Service for Friday, 20th September. The Seminar will be held in the Music Centre commencing at 9.00 am and will cover the following topics:

1. **Legal Implications and Responsibilities:** Speaker — Mr Frank Marks, a well-known barrister and author in the field of occupational health legislation.
2. **Medical Background and Strategy for Control of Repetitive Strain Injury:** Speaker — Dr Nigel Marsh, a well known practitioner in industrial medicine and an occupational health consultant.
3. **The Role of Ergonomics in the Prevention of Injury:** Speaker — Mrs Anne Farley, an ergonomist with I.R.S. who has visited the University and will speak to the University's specific environment.
4. **Early Intervention and Rehabilitation:** Speaker — Miss Carolyn Butcher, a rehabilitation counsellor with I.R.S. who is assisting the University's staff in rehabilitation work.

The Seminar will be opened by the Vice-Chancellor and chaired by the Deputy Vice-Chancellor. Arrangements are being made to video-tape proceedings so that future sessions can be held to acquaint all staff with up to date information on this important subject.

For details: Reg Whitton, ext. 3914 or Helen Kamenos, ext. 3929.

EEO AWARENESS SEMINARS

The EEO Unit and Staff Office are holding a series of Awareness Seminars, open to all staff. The seminars will address salient issues and promote both discussion and appreciation of the problems faced by members of our community.

The seminars are scheduled as follows:-

Date	Seminar	Session Leader
4 October 1985	Migrant Issues: Understanding the needs and difficulties encountered by members of ethnic minority groups, ie: how racism and sexism work against these groups. Barriers to cross-cultural communication. A look at multi-culturalism.	Joanna Kalowski - Community Relations Officer, Anti-Discrimination Board.
18 October 1985	Harassment: As an issue — what constitutes; types, racial, verbal, direct, indirect, sexist, sexual, etc. How to deal with it.	Sue Dobinson - Conciliation Officer, Anti-Discrimination Board
25 October 1985	Physical Impairment: Constructive contributions of physically impaired persons. Avoidance of stereotypes. Community and employment barriers.	Cathy Cole - Senior Advisor on the Physically Impaired, Office of the Director of Equal Opportunity in Public Employment.
8 November 1985	Women's Issues: Broad outline of issues. What has come out of the Decade of Women and the Pilot Affirmative Action programme in private enterprise. Impact of EEO on universities. Employment issues. Difficulties in implementing change.	Vicki Marquis - Project Officer, Women's Co-ordination Unit, Premier's Department.
15 November 1985	Aboriginal Issues: Discrimination problems. Overcoming stereotypes. Problems of culture clash. Equal access in education and employment.	Chris King - Personnel Department, Public Service Board.
29 November 1985	Stress Management: Physiology of stress. Self-awareness and understanding. Coping mechanisms. Practical management of stress.	Graeme Sharp - Health Promotion Officer, Illawarra Health Service.
6 December 1985	Assertiveness: Identifying and understanding assertive behaviour. Improving communications. Interpersonal relations. Appropriate behaviour in situations where assertion is necessary.	Cass Edwards - Consultant (to be confirmed)

It is anticipated that the seminars will be held on the morning of the dates indicated for approximately two hours. As room allocation is dependent upon number of participants, please indicate those seminars you would be interested in attending, by ringing Anne Morton - Ext 3917, or Wendy Raikes - Ext 3798, as soon as possible and certainly no later than the 20th September for the Migrant Issues Seminar and no later than the 4th October for the Harassment Seminar. Interested staff members will be notified individually of the time and room number for each seminar.

STAFF SUMMONSED AS JURORS

If you are required to attend for jury service you should:-

1. Notify your Department/Section Head and the Leave Clerk (Salaries Section) as soon as possible of the date upon which you will be required to attend for jury duty.
2. Request the Sheriff's Office to issue a receipt proving —
 - (a) your attendance
 - (b) the amount of money received (other than that in respect of travelling) and
 - (c) the duration of your attendance.
3. Upon return to work refund to the University Cashier the value of any monies received from the Sheriff's Office as outlined in (b) above and request a receipt for such refund.
4. Then complete a Leave Form specifying "Jury Service" for the absence from work and attach to such Leave Form a copy of the Sheriff's Office receipt and the University Cashier's receipt.

Further Details: Peter Maywald (ext 3798).

PAYROLL DEDUCTIONS: FINANCIAL INSTITUTIONS

Re: Banks, Buildings Societies and Credit Unions.

Currently the University makes payroll deductions to the following financial institutions:-

- * Westpac Bank
- * Commonwealth Bank
- * State Bank
- * National Australia Bank
- * A.N.Z. Bank
- * Bank of New Zealand
- * Bank of Adelaide
- * Illawarra Mutual Building Society
- * United Permanent Building Society
- * Illawarra Credit Union

Staff who wish to avail themselves of these facilities should contact Salaries - ext 3930. Recently requests have been made concerning payroll deduction facilities with other financial institutions. Staff wishing to nominate additional institutions should contact Salaries - ext 3930. If there is sufficient interest in particular institutions, payroll deductions will be arranged.

SUPERANNUATION

1. State Superannuation Fund

Further Medical Examination —

Any member of staff who was eligible to contribute to the State Superannuation Fund prior to 30 June 1985 but who failed the requisite medical examination before that date may request a further examination to determine fitness for Fund entry. Such request should be made to Ms Chris Wells on ext. 3944.

We have been advised by the State Superannuation Board that provided the request is made before 30 September 1985 any such staff member who passes the examination will be admitted to the fund with effect from 30 June 1985.

2. State Public Service Superannuation Scheme

Permanent part-time staff —

Following the enactment of the N.S.W. State Public Service Superannuation Act it is now possible for permanent part-time members of staff to join the State Public Service Superannuation Scheme if they so desire.

Permanent part-time members of staff who wish to participate in the State Public Service Superannuation Scheme should contact at an early date Ms. Chris Wells on ext. 3944.

NEARING RETIREMENT?

Those of you who are nearing retirement may be interested in a new loan scheme commenced by the National Australia Bank. The scheme is based on an interest only lending arrangement within the following guidelines:

PURPOSE

Any reasonable purpose would be considered.

AMOUNT

The Bank would expect applications in excess of \$100,000 to be the exception.

TERM

Full clearance from retirement benefits, or other sources, within 5 years.

REPAYMENT

Principal to be paid in one amount at the end of the term, however, interim reductions may be made at the borrower's option. Interest should be provided monthly, but applications to pay both principal and interest at the end of the term will also be considered. Additional security cover must be provided in this latter instance, to provide for the compounding nature of the debt in this type of loan.

INTEREST RATE

Variable depending on proposal, but maximum of 16%.

SECURITY

A registered first mortgage over real property, with advances not to exceed 70% of the Bank's assessment

of the market value of the property. Second mortgages will also be acceptable. The Bank will assess the lending equity available in the case of second mortgage security.

Further details: Melda Moss, ext 3919.

NEW STAFF PROFILES

Tom MOORE - Submissions and Research Contracts Officer, Vice-Chancellor's Unit.

Tom is not new to the University. He first started here in 1973 as an Administrative Officer in the then Registrar's Division, when the University was a much smaller concern. In fact, Tom was our eighth Arts graduate in 1976. Tom watched the University grow as he undertook a range of activities including the setting up of the Secretariat and expanding the Schools Liaison function. In early 1984 Tom took up a position at the McArthur Institute of Education, responsible for the Academic and Community Services Section.

The lure of Wollongong attracted Tom back to a new position at the University, Submissions and Research Contracts Officer. This position is designed to look towards new systems for recording our research effort and capabilities, attempt to attract increased research funding, and assist in the preparation of major submissions for developmental projects.

Tom continued his studies at the University of New England and has a Diploma in Tertiary Education and a Master of Educational Administration. He would like to be a good golfer and has recently embarked on an exercise programme designed by the Human Movement group.

Bill EGGERS - Administrative Officer, Planning and Development (Finance Office).

Bill has taken over the position previously held by Joe Russo.

Having obtained his Bachelor of Commerce from Wollongong in 1980, Bill's background includes experience in the banking and manufacturing industries. He is keen on squash, the theatre and travel.

Current responsibilities in the position at the University include debtors and payroll.

CONGRATULATIONS ROBYN!

Robyn Schweers, a Laboratory Assistant in the Department of Geography, recently married. Robyn has changed her name to Johnston.

DAVID CAREY'S BIRTHDAY PRESENT

David Carey, a long-standing staff member of the University, has given himself an extra special birthday present this year. David, a Technical Assistant with the Buildings and Grounds Section, has retired, after 12½ years at the University, on his birthday (11th September).

Best wishes for the future, David.

STAFF CHANGES:

NEW STARTERS

These new staff members have joined us within the last month or so:

Mr P.D. Gray	Programmer	Computer Centre
Miss L.L. Byrnes	Typist/Office Assistant	Centre for Technology and Social Change
Mr I. Smith	Computer Trainee	Computer Centre
Miss M Halili	Laboratory Assistant	Physics
Mrs B. Davis	Secretary	Philosophy
Mr J.F. Chichard	Lecturer	Electrical and Computer Engineering
Dr K.W. Ng	Lecturer	Electrical and Computer Engineering
Ms L.D. Scott	Secretary	Psychology
Mr W.E. Eggers	Administrative Officer	Planning and Development
Mrs K.M. Poole	Office Assistant	Staff and General Services (Printery)
Miss D.P. Coleman	Lecturer	English
Mr D. Berry	Engineer	Automation & Engineering Applications Centre

TRANSFERS/PROMOTIONS

Mr S.J. Cliffe	Programmer-in-Training	Computer Centre
Mr N.V. Pauly	General Library Assistant	Library
Mr P. Attard	Carpenter/Joiner	Buildings and Grounds

OFF TO GREENER PASTURES

These staff members have left us within the last month or so:

Mr M.D. Thomas	Senior Technical Officer	Civil and Mining Engineering
Mr D.W. Carey	Technical Assistant	Buildings and Grounds (Retired)
Mr A.J. Pearson	Garden Labourer	Buildings and Grounds
Mr B.C. Moldrich	University Secretary	University Secretary's Division
Dr L. Chan	Research Associate	Civil and Mining Engineering
Mrs K. Priem	Secretary	University Secretary's Division

REMINDERS

DATE	DETAILS	FURTHER INFORMATION	
20th September	Nominations of interest for Migrant Issues Seminar close	Anne Morton Wendy Raikes	Ext 3917 Ext 3798
30th September	Requests for further Medical Examination for Superannuation purposes close	Chris Wells	Ext 3944
30th September	Applications for Institute Sector Academic Promotions close	Ross Walker	Ext 3934
4th October	Nominations of interest for Harassment Seminar close	Anne Morton Wendy Raikes	Ext 3917 Ext 3798
15th October	Applications for Development Leave for General Staff 1986 close	Wendy Raikes	Ext 3798
18th October	Applications for AVCC Visiting Fellowships 1986 close	Wendy Raikes	Ext 3798
12 Noon Mondays of Pay Weeks	Part-time Teaching Returns must reach the Salaries Office	Salaries	Ext 3930
12 Noon Tuesdays of Pay Weeks	Casual Time sheets must reach the Salaries Office**	Salaries	Ext 3930
Tuesdays of Weeks Preceding Pay Weeks	Payroll variations - eg. deductions, must reach the Salaries Office	Salaries	Ext 3930

**NB: New Casual Authorities must be received at least 3 working days prior to the submitting of Time Sheets.

COMMENTS AND SUGGESTIONS

Any comments, suggestions or contributions for the Newsletter should be addressed to:

The Editor, Staff Newsletter, Staff Office,
Marked "PERSONAL", or phone extension 3798.

**AN EXTRACT FROM THE UNIVERSITY'S
EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT****UNIVERSITY COMMITMENT TO EQUAL
EMPLOYMENT OPPORTUNITY**

In recognition of the principles of equity and justice in employment the University is firmly committed to developing programmes which ensure that persons possessing equal skills and qualifications have an equal chance to getting a position and of advancing within the University.

While people often think that they are working within that framework, a closer examination sometimes reveals obstacles that prevent individual merit from determining progression within an institution. Attitudes and assumptions are often incorporated into rules, policies and practices. It is therefore appropriate that the University and all those individuals closely involved in employment decisions systematically re-examine the employment practices, especially recruitment, selection, promotion, and staff training and development to ensure that equal employment opportunity is realised in practice.

COUNCIL RESOLUTIONS

The following is a summary of relevant resolutions resulting from Council's deliberations on achieving equal employment opportunity.

1. Council endorsed equality of employment opportunity as the policy of the University of Wollongong: selection is to be based on qualifications and ability to perform particular functions regardless of sex, marital status, nationality or ethnic origin;
2. Council resolved that this policy be publicised throughout the University and specifically drawn to the attention of all Heads of Departments;
3. Council resolved that recruitment advertisements and supplementary information make it clear that equality of employment opportunity is University policy;
4. Council endorsed the action of the Vice-Chancellor in appointing a Working Party to devise, implement and review policy for an Affirmative Action Programme at the University of Wollongong;
5. Council resolved that the Vice-Chancellor report to Council the findings of the Working Party and his recommendations on the action to be taken.

**EQUAL EMPLOYMENT OPPORTUNITY AND
AFFIRMATIVE ACTION**

Equal employment opportunity describes a situation in which the person best qualified for a position is selected for that position without regard to her or his racial and ethnic origins, sex, marital status, or any other irrelevant personal characteristic. Equal employment opportunity refers to the right to be considered for a job (or other benefit such as research funding or staff training and development opportunities) for which one is skilled and qualified.

Affirmative Action is a systematic approach to the identification and elimination of barriers that women and minority group members encounter in employment. Affirmative Action involves developing specific programmes in consultation with all members of the University and with unions, of achieving equal employment opportunity. "Affirmative Action is based on recognition and acceptance of the fact that it is not sufficient to make specific acts of discrimination unlawful. Further steps are needed to relieve the effects of past discrimination, to eliminate present discrimination and to ensure that future discrimination does not occur". (Affirmative Action for Women, Green Paper). Within a University this does not represent departure from the principle of selection on merit.

DISCRIMINATION

Definitions of discrimination vary but three clear forms of discrimination need to be identified. Direct discrimination occurs where a person treats another person less favourably on account of that person's sex (race, etc.) or on account of stereotyped notions about that person's sex (race, etc.)

Indirect discrimination involves setting a requirement with which substantially more people of the one sex (race, etc.) can comply, compared with the number of people of the other sex (race, etc.) who can comply. Requirements are sometimes set which appear to be neutral but which produce very different results when applied to people of different sexes.

Systemic or structural discrimination, particularly against women, often arises from the failure to adapt work patterns and career structures to accommodate family responsibilities. Systemic discrimination on the basis of race often occurs with a failure to acknowledge the difficulty particular groups, especially aboriginals, experience within the current education and employment systems. Systemic discrimination is often revealed in differential patterns of participation in certain activities, forms of employment or in differential access to certain benefits or services.

**EQUAL OPPORTUNITY IN NSW PUBLIC
EMPLOYMENT**

In 1980 the Anti-Discrimination Act (1977) was amended to include Part IXA which requires Government departments and authorities, and since December 1983, Universities and Colleges of Advanced Education, to research the extent of discrimination occurring within the organisation and prepare an equal employment opportunity management plan in order to

- eliminate and ensure the absence of discrimination in employment on the grounds of race, sex and marital status, and
- promote equal employment opportunity for women and members of racial minorities.

The office of the Director of Equal Opportunity in Public Employment was created to advise scheduled authorities and institutions on the content and scope of the Management Plan and to evaluate the effectiveness of the Plans.

**UNIVERSITY EQUAL EMPLOYMENT
OPPORTUNITY MANAGEMENT PLAN**

An equal employment opportunity management plan details and co-ordinates affirmative action programmes in the areas of recruitment, selection, training and staff development, promotion, transfer and conditions of employment.

The management plan must be research-based, including statistics on patterns of hiring, promotion, leave granted, training and development and career structures. Goals and targets must be set against which the success of the plan may be assessed. These goals and targets include setting dates and quantified targets. The plan must provide evaluation mechanisms and provisions for amendment and revision.

The plan is being developed in stages:

STAGE 1**POLICY PREPARATION AND COMMUNICATION**

This includes the appointment of staff and the preparation and distribution of the University's policy statement. The EEO Co-ordinator has conducted awareness sessions to ensure staff are aware of their responsibilities in implementing the University's EEO policy. The series of seminars outlined in this Newsletter are also part of the ongoing awareness process.

STAGE 2**REVIEW OF STAFF UTILISATION AND
PERSONNEL PRACTICES**

This is done by means of a staff survey and a review of current personnel practices. The survey, which was conducted late in 1984, invited comments of staff members' experiences and assessments of procedures in this University and the results of the survey will enable a demographic profile of the University's workforce to be produced. Work on the review of personnel practices is continuing.

STAGE 3**DEVELOPMENT OF STRATEGIES**

Policies and programmes will be devised in consultation with staff associations and unions, to eliminate any discriminatory practices identified in Stage 2. Goals and targets for these programmes and a timetable for their achievement will be determined. In addition to existing procedures for handling staff grievances, procedures for complaints related to discrimination will be developed. A number of workshops have been held this year to draft strategies. It is planned to circulate the draft strategies throughout the University in the near future.

STAGE 4**IMPLEMENTATION AND EVALUATION**

The University will be moving progressively on imple-

mentation of affirmative action programmes. Some employment strategies have already been or are in the process of being implemented, for instance, the Staff Newsletter, Induction Programmes, Ergonomic Training for Keyboard Operators, etc. Those policies and programmes which are cross-related and involve major changes will be set out in the final plan. The management plan will also indicate the progress to date and preview future programmes. Statistical information will continue to be collected and reports made to the University Council through the Affirmative Action Working Party. On an annual basis the University will be required to report progress to the Director of Equal Opportunity in Public Employment.

Equal Employment Opportunity should be the end result of a successful Affirmative Action Programme. The University's commitment to achieving equality of employment opportunity requires a commitment from all members of staff to ensure that activities are conducted in a manner which provides fair and equal treatment for all people.

**EQUALITY OF EMPLOYMENT OPPORTUNITY IS A
UNIVERSITY POLICY****NEW EEO CO-ORDINATOR**

Ms Kathy Rozmeta arrived to take up her appointment as EEO Co-ordinator on 12 September 1985.

For the past four years, Kathy was employed by the NSW Department of Consumer Affairs as their Equal Employment Opportunity Co-ordinator/Staff Development Officer. During this time, she was responsible for the preparation of the original EEO Management Plan and subsequent Annual Reports/Management Plans in 1982/83/84. While with the Department of Consumer Affairs, she implemented the strategies contained in the Plan and the Reports and directly implemented the staff development activities herself.

Prior to her employment with Consumer Affairs, Kathy was a Teachers Education Advisor with Sydney University for five years. During this time she

- * counselled students regarding personal, professional and academic matters;
- * wrote complex submissions involving individuals and policies relevant to the teacher education scholarship scheme;
- * liaised with academic staff on matters affecting trainee teachers in all faculties, gave numerous public addresses on related matters.

From 1967-74 Kathy was a Teacher with the Department of Education at Berkeley, Wollongong and Condell Park High Schools. She taught all levels of Economics, Commerce and Social Science. During this time she supervised trainee teachers and gave demonstration lessons for Wollongong Teachers' College.

Kathy's qualifications include a BA from the University of New England and Master of Education from the University of Sydney.



THE UNIVERSITY OF WOLLONGONG

CAMPUS NEWS

Concerts, Exhibitions and Entertainment

TRAVELLING FILM FESTIVAL

Regent Theatre 22 - 29 September.

Films include "Vigil" (New Zealand); "The Year of the Quiet Sun" (Germany); "Home and the World" (India); "Tosca's Kiss" (Switzerland); "Sugar Cane Alley" (Martinique); "Broken Mirrors" (Netherlands).

More details on *Campus News* notice board.

AN EVENING OF LOCAL PLAYS

ar. "The Brute Family" by Bates and Condon.
ass. "The Boy on the Roof" by Mackay.
"Blokes Like Him" by Condon.
"The Holy One" by Rosenberg.

September 11 to 27, playing 8 pm Wednesday, Friday and Saturday at Workshop Theatre, Gipps Road, Gwynneville. Tickets \$5 and \$3 concession. Enquiries to Leigh or Laura 297307.

THE FRIENDS GALA CONCERT FOR THE 10TH ANNIVERSARY OF THE UNIVERSITY 1975 - 1985

Wollongong Town Hall, October 12 at 8 pm

Programme:

Faure "Pavane" - Choir and Orchestra
Conductor: Andrew Ford

Cowie "Leonardo" - Orchestra
Conductor: Edward Cowie

Interval

Mozart "Requiem" - Choir, Orchestra, Organ and Soloists
Conductor: David Vance

Tickets \$9 and \$5 concession.

Bookings - University Union and Town Hall Booking Office.

LOVE OVERFLOWING

A Charity Concert entitled 'Love Overflowing', will be held in the Union Hall on Tuesday October 1 at 8 pm. The event is described as an evening of music and drama for the Christian Creature Ministries in Aid of the Bionic Ear Fund.

Special performers are: Laurice Waller, Matt and Ngaire Wills, Meron Waller, Kristine Morgan and Jim McCallum.

Tickets \$5; \$3 concession.

Further details from 83-7372.

SOIREE MUSICALE

The Illawarra Branch of the Alliance Francaise, in conjunction with the Department of European Languages, is arranging an evening of French music at Gleniffer Brae auditorium on Saturday, September 14 at 8 pm.

The program has been arranged by University Music Development Officer David Vance and by guitarist and singer Geoff Gallagher. It will feature both classic and modern French music and so should appeal to all tastes.

There is no charge for this *soiree musicale*, to which there is an open invitation. Refreshments will be provided.

Further information from ext 3676 (Department of European Languages).

A WEEKEND OF JAZZ

September 28-29 are the dates for the Weekend of Jazz at the University. Featuring Don Harper's Australian Chamber Jazz Ensemble the weekend will include a Workshop/rehearsal period, a Jazz Flute Workshop, a Big Band Workshop/rehearsal and a String Quartet Workshop.

Details from Sheila Hall on 270996 or Jenny Stewart 270987.

MASS APPEAL BY THEATRE SOUTH

From September 26, to October 19, Theatre South will present 'Mass Appeal' a new American comedy/drama; and from November 14 to December 7 Theatre South will be putting on 'Even More Wonderful Wollongong', by Carmel Pass, with music by David Vance.

YOU CAN STILL SAVE ON TICKETS TO THE AUSTRALIAN OPERA

A limited number of tickets to Australian Opera productions during the winter season are now available. Generous concession prices make this an attractive offer: for most productions, \$28 buys an A reserve seat. Make your booking now, by contacting David Vance, Music Development Officer, English Department, ext 3617.

Madame Butterfly (Puccini)
Saturday, September 28, 1.00 pm - \$28

Don Pasquale (Donizetti)
Saturday, October 12, 7.30 pm - \$28

Tosca (Puccini)
Saturday, October 19, 7.30 pm - \$28

Katya Kabanova (Janacek)
Saturday, October 26, 1.00 pm - \$28

SPECIAL OFFER

'The Mikado' (Gilbert and Sullivan)
Saturday, November 2, 1.00 pm - \$14
Sold Out.

Letters

2 Park Avenue,
Austinmer, 2514.
1 September, 1985.

Dear Sir,

I notice an oddity on p.1 of *Campus News* of 23 August. A photograph of the opening of the School of Health Sciences (Nursing) shows 10 men on the platform, with not a woman amongst them.

Was this, I wonder, merely an oversight, or was it a hang-over from past traditions?

It leads me to wonder if the women who engage in the activities of the School will be expected to continue the subordinate role that has characterised female nurses in the past.

Yours sincerely
Norman Mitchell

Job Vacancies

Details of the following positions are displayed on the Campus News Notice Board situated at 49 Northfields Avenue.

Queensland	Chair of Social Work Professor of Psychology Reader/Snr. Lecturer/Lecturer in Psychology Snr. Tutor in Psychology
ANU	Research posts in Far Eastern History, Strategic and Defence Studies, Theoretical Physics Snr. Lecturer/Lecturer in Law Lecturer in Mathematics
James Cook	Temporary Lecturer in Zoology
Queensland	Deputy Vice-Chancellor
Adelaide	Research Officer in Biochemistry Postdoctoral Research Fellow in Biometry Research Officer in Agronomy Computing Officer Gd. 1 Senior Systems Analyst Senior Teaching Fellow in Organic Chemistry Lecturers (2) in Agronomy Programme Director - Key Centre for Research in Petroleum Geology and Geophysics Postdoctoral Fellow in Soil Science
Otago, NZ	Visiting Position in Statistics

News Flashes

HALF PRICE PERNOD

Readers are invited to a ½ price Pernod party with plenty of prizes to be given away. Be at the Union Bar on Thursday 18 September at the happy hour.

Scholarships and Prizes

Details of the scholarships and prizes below are displayed on the *Campus News* Notice Board situated at 49 Northfields Avenue. Application forms are available from the Student Enquiries Office.

University of Melbourne	Summer Research Studentships in Science
ANU	Vacation Scholarships
ITT	International Fellowship for a PhD programme in the USA

Advertisements

Advertisements in *Campus News* are repeated each week until withdrawn, OR, until new advertisements push the old ones off the end of the column, whichever occurs first.

FOR SALE

Original signed pencil drawing of kangaroo and its joey by childrens author and illustrator, Dr Seuss, — \$150. Also hardback copy of Lauren Bacall's autobiography signed by Lauren Bacall — \$40. Phone Chris 9am-5pm on 273007.

FOR SALE

Yamaha Organ C605 — \$5500. Phone 289141.

FOR SALE

Boys bike. Ring 848373 after 4 pm.

FOR SALE

Pacific Island cruise for two, valued at \$5,000 selling for \$4,000. Two weeks in January. Contact Gillian Curtis, ext 3926 or 286705 after hours.

FOR SALE

Adorable pups for sale, cocker spaniel/Russian snow dog. Six weeks old. \$20 each. Ring Ana-Maria (02) 5200449.

SALE BY TENDER

The University has the following vehicles for sale by tender.

- A. 1 Ford Falcon Sedan. Reg MNB 058.
- B. 1 Toyota Land Cruiser. Reg. MZZ 640.

Vehicle inspection can be arranged by telephoning Mr N. Lynch, 270555 ext. 3936.

The University offers no guarantees on these vehicles. Terms of sale are cash or bank cheque. Tenders close September 13.