



THE UNIVERSITY OF WOLLONGONG

CAMPUS NEWS

IMPORTANT NOTICE

The last Campus News for 1985 will come out on 29th November.

A WEEKLY INFORMATION SHEET

15 NOVEMBER, 1985

Deadline for copy noon Monday

Distributed each Friday

Editor: tel. (042) 270073

WRITER IN RESIDENCE FOR 1986

The leading Australian poet and novelist, Rodney Hall, will be Writer-in-Residence at the University of Wollongong in September/October 1986.

Mr Hall is best known for his novel *Just Relations*, which won the Miles Franklin Award in 1982. But he has also written two other novels *A Ship on the Coin* and *A Place Among People*, and many books of poetry, including *Penniless till Doomsday* (1961) *Forty Beads on a Hangman's Rope* (1963) *Eyewitness* (1967) *Selected Poems* (1975) and *Black Bagatelles* (1978). He has edited the *Collins Book of Australian Poetry*, and was for 11 years, poetry editor for *The Australian*.

Rodney Hall's grandparents were forced out of their home in Kangaroo Valley by a bushfire in 1923. The family moved to England when Rodney was born in 1935. The family remained in England during the second world war. Of this period, Rodney Hall writes:

"During bombing raids in the Second World War, the family would creep into a tunnel formed by the back of the sofa pushed against the piano keyboard; there, protected in case the ceiling fell in, they pored over faded family photographs to keep their minds off the bombs, peering at them by dim torchlight. The pictures

were of their grandparents standing beside anthills as high as a house, holding earthworms two metres long, shooting giant snakes under ferns the size of trees. And there they'd talk over their plans for returning home. 'I knew exactly what Australia would be like,' he says, 'with monstrous plants and animals, no houses, and everybody would carry a rifle like my grandfather. It was never explained to me that the giant anthills weren't made by giant ants.'

In 1949 Rodney Hall's parents returned to Australia and settled in Brisbane. Rodney went to school there until he was 16, after which he became a clerk until, as he says, "I had the good fortune to be sacked". After another three years in Europe, he returned to Australia to make a full-time living by free lance writing and acting. He has also worked for brief periods as a music tutor at the University of New England. He plays a number of musical instruments.

While in Wollongong, Mr Hall will be based in the School of Creative Arts at the University of Wollongong.

Rodney Hall receives assistance from the Literature Board of the Australia Council (the Federal Government's arts funding and advisory body).

FREQUENCY ROW

by Hugh Spencer, Chairperson of Illawarra Community Broadcasters.

Many members of Illawarra Community Broadcasters have expressed concern about the likely effect to reception of Sydney broadcasts should we be granted a licence to operate on 104.5 MHz. This concern follows the many articles that have appeared in the local media and the appearance of a petition to 'save radio reception' of Sydney stations 2-DAY FM (104.1 MHz) and 2-MM FM (104.9 MHz).

While these fears are in fact quite groundless ICB is sympathetic to those listeners who may for one reason or another, be unable to tune their radios to the Sydney stations once FM services start in the Illawarra. We have requested the Department of Communications to re-allocate the frequency of a category C licence. The Department has so far noted our concern but has not

given a clear commitment to do anything about it. In order to demonstrate that an alternative frequency could be allocated, given the local reaction to the use of 104.5MHz, ICB will undertake a special test broadcast on 106.9 MHz from November 28 to November 30, which will coincide with the Youth, Art and Technology Conference at Wollongong University. During that test we need your reaction to the alternative frequency so that we may mount a stronger case to present to the Department. Should you have any questions concerning the frequency allocation please write to us at Illawarra Community Broadcasters, P.O. Box 1144, Wollongong.

VISIT BY THE UNIVERSITIES COUNCIL

The Universities Council will be visiting on Monday 25 and Tuesday 26 November 1985. Their aim will be to familiarise themselves over the two day period with the present state of development of the University.

K.E. Baumber
University Secretary

News from Council and Senate

Council at its meeting on October 25, 1985 resolved:

that the proposal to change the name of the Department of Business Policy and Operations to the Department of Management be approved, with effect from January 1, 1986.

ELECTION OF TWO STUDENT MEMBERS OF THE UNIVERSITY COUNCIL

The ballot for this election was determined on Monday, November 11. The votes cast were as follows:

Barea, J. 33; Brown, D.F. 57; Manning, P. 125; Mantellato, S.V. 49; Mednis, A.M. 40; Naicker, G. 40; O'Keefe, D.E. 38; Szonyi, M. 59; Turnbull, M.W. 71; Whitehead, J. 170.

Total formal Papers — 682; Informal Papers — 8.

Accordingly, I declare the following persons elected as members of the University Council from November 21, 1985 to November 20, 1987:

Manning, P.
Whitehead, J.

ELECTION OF ONE ACADEMIC STAFF (INSTITUTE) MEMBER OF THE UNIVERSITY COUNCIL

The ballot for this election was determined on November 8. The votes cast were as follows:

Cowie, E. 15; Mowbray, W. 39.

Total Formal Papers — 54; Informal Papers — 1.

Accordingly, I declare the following person elected as a member of the University Council:

Mr W. Mowbray — until November 20, 1988.

K.E. Baumber
Returning Officer



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.

General Notices

SUMMER SESSION 1985/1986

The fourth Annual Summer Session conducted by the University will be held over the December/January period.

As in the past, two types of courses will be offered: University level and general interest courses.

Full details are contained in a brochure available from the University by phoning (042) 270927 or by completing the Section below and returning it to: The University Secretary, The University of Wollongong, P.O. Box 1144, Wollongong, NSW, 2500.

Name:

Address:

..... Postcode

CHRISTMAS/NEW YEAR HOLIDAYS — 1985/86

The University will be closed from Wednesday, 25th December to Wednesday, 1st January 1986 inclusive for the observance of the following holidays:

Wednesday 25th December 1985
Christmas Day Public Holiday
Thursday 26th December 1985
Boxing Day Public Holiday
Friday 27th December 1985
University Concessional Day
Monday 30th December 1985
University Concessional Day
Tuesday 31st December 1985
University Concessional Day
Wednesday 1st January 1986
New Years Day Public Holiday

Further information about leave taking arrangements are displayed on the *Campus News* notice board.

CAMPUS SECURITY AND THE USE OF STAFF IDENTIFICATION CARDS

by Kevin Turnbull, Senior Assistant Secretary, Buildings and Grounds.

The Problem

Several incidents in recent times relating to the theft of University and personal property have highlighted the problems associated with campus security.

In an attempt to overcome some of these problems and within the available resources a number of measures have been taken to facilitate improvements in security including the appointment of additional Patrol staff, re-arrangement of rosters to increase evening patrols, wider use of radio transceivers and attempts to make staff more aware of the need to secure equipment, materials and personal goods. In addition, the patrol vehicle will be fitted with a "spot-light" for evening patrol and surveillance and a building rekeying program has begun.

Whilst access to buildings over extended hours including weekends is a requirement of most academic units, the absence of an adequate means of identification of persons within buildings has hampered endeavours to provide a satisfactory means of control. When the University was smaller, most staff were known to the security staff, but with increased numbers and changing personnel, some form of ready identification is now needed. Whilst most staff are co-operative in stating their identity there have been recent cases where requests from security staff have been ignored or rudely rebuffed. In any case, identification by means other than a University produced instrument is no evidence of a person's position or right of presence in a particular area.

The Use of Staff I.D. Cards

The recent introduction of student I.D. cards with photographs has proved beneficial in controlling the "unauthorised" presence in buildings. With that experience, consideration ought to be given to the introduction of staff I.D. cards with photographs. If introduced, any person, staff or student, whose presence was challenged would be required to produce their I.D. card. Such occurrences would only arise when the person concerned was unknown and the circumstances required a security check; i.e., a person in a building during late evenings or weekends.

The benefits that would ensue from the issuing of I.D. cards with photographs are as follows:

- a. Facilitate identification of "unauthorised persons" within buildings and on campus.
- b. Better identification of staff requesting the use of University services and facilities.
- c. Be a deterrent to the presence of would-be offenders.
- d. There would be very little cost involved because the necessary equipment has already been purchased for the student I.D. system and the actual unit cost for each I.D. card is a little less than \$1.

Whilst it is believed that some staff may object to the issue of I.D. cards, the security of the University, including its equipment and facilities, must be considered.

As the possession and even constant display of I.D. cards is common practice in many organisations the introduction of such an arrangement within the University is not considered to be an unacceptable imposition. If staff are to be issued with keys and permitted access to buildings after hours, then it will be necessary for them to possess an I.D. card."

The Academic Senate has now endorsed a recommendation that all staff be issued with I.D. cards with photographs. Further, Senate invites comments regarding the above to be forwarded to Mr K.E. Turnbull, Senior Assistant Secretary, Buildings and Grounds, by 6th December, 1985.

REVIEW OF THE DEPARTMENT OF EUROPEAN LANGUAGES

A preliminary review of the Department of European Languages has been initiated, following the resignation of the Chairperson and Professor of French — Professor R.B. Leal.

Under the procedures for a Preliminary Review, the Deputy Vice-Chancellor as Chairperson and an external

assessor (yet to be announced) are required to comprise a Review Committee. In this case, the Committee will concentrate on the future directions of the Department, including the nature of the Chair and the most effective academic structure (e.g., Department or School).

Members of the University are invited to forward submissions and comments to Mrs L. Woodley, Planning and Development, by Thursday, 12th December, 1985.

SCI-FACTS

The Department of Science Newsletter, *Sci-Facts*, is displayed on the *Campus News* notice board. Articles include:

- . Funding announced for basic research
- . Culgoora Observatory Centre of Australia Telescope named after Paul Wild
- . Government funding of scientific research
- . CSIRO sets up Women in Science project
- . WISENET enters its second year
- . Time use and the Arts in an age of leisure
- . The good oil goes to Antarctica
- . Policies for promoting promising technologies and industries
- . Minister announces Marine Sciences and Technologies Grants for 1986
- . New Chairman for AMSTAC
- . Shuttle flight for detector
- . Forest research assists Ethiopia
- . Inaugural CSIRO Medals presented
- . Update of addresses

INVENTORS' ASSOCIATION OF AUSTRALIA — ILLAWARRA SUB-BRANCH

A public meeting of the above Association was held on October 14, 1985 and many exciting new ideas and inventions were demonstrated.

AIM — 1986 INTER-UNIVERSITY ADVANCED MANAGEMENT PROGRAM

This advanced management program will run from June 29 to July 26, 1986 at Leura in the Blue Mountains. Details are available from the Editor, tel. 270073.

JANET CLARKE HALL — UNIVERSITY OF SYDNEY — TO CELEBRATE CENTENARY

Janet Clarke Hall, the oldest women's university college in Australia, will celebrate its centenary in 1986.

The centenary events begin on Sunday March 16 with an Open Day — from 2.00 to 5.00 pm — at the College with an historical display in the Reading Room and the launching by Professor Dame Leonie Kramer of the *History of Janet Clarke Hall* (written by Lyndsay Gardiner). This will be followed by Evensong in the Trinity College Chapel attended by Archbishop David Penman, who is also president of the JCH Council.

On Tuesday March 18, there will be a formal dinner in the Hall.

A dinner dance for more recent graduates will be held on Friday March 21.

A special newsletter is being prepared to give details of the centenary activities. Past students should contact the College to ensure they are on the mailing list for the newsletter.

RESULTS OF CHILDRENS' CHRISTMAS TREE RAFFLE

1st Draw:

First Prize — Yellow Ticket C19 — Sue Claypole

2nd Prize — Yellow Ticket A5 — H. Drummond

2nd Draw:

1st Prize — Orange Ticket E89 — Dr Magdy

2nd Prize — Pink Ticket F77 — S. White

3rd Draw:

1st Prize — Blue Ticket D49 — Michael Bennet

2nd Prize — Green Ticket E11 — S. Petrov

4th Draw:

1st Prize — Green Ticket D43 — J. McKenzie

2nd Prize — Yellow Ticket A4 — S. Madigan

Book of the Week

Australia in Transition edited by Professor Millicent E. Poole and Dr Phil de Lacey (Harcourt Brace Jovanovich Group).

Justice Michael Kirby at the launch ceremony for *Australia in Transition* urged attention to the "unfinished agenda of multiculturalism in Australia".

Justice Kirby said that it was symbolic of the interaction of old and new forces in Australian society that the book should be launched at the time the Prince and Princess of Wales were commencing their latest Royal tour in Australia.

"This interaction makes Australia an interesting place. The problem is to get the right mixture of old values and institutions and new policies for a changing nation. This book provides an agenda for continuing change. There is now at work in Australian society a remarkable dynamic. Whether it would take our culture to be a part of Asia or a Polynesian island in the long run, remains to be seen. But a great engine of change was set in motion by the post-war migration boom. It has already worked a peaceful revolution. And there is much more to come. Those who want to get a glimpse of the future Australian society, will do well to look at this book", Justice Kirby said.

Continuing Agenda for Change.

Justice Kirby refereed to the issues raised by the authors in the book. He said they included:—

- * whether multiculturalism should remain a "bland" subject of bipartisan politics or a contested feature of the party political warfare.
- * whether efforts should be made to define the core institutions and values, as an assurance of national unity and to reduce the risk of conflict.
- * whether there should be increased efforts to teach migrant languages in Australian schools - or whether we would do better to concentrate on Asian languages.
- * whether migrant fertility is down when compared to the general Australian population and fertility in countries of origin.
- * special problem of cultural values in conflict — such as the request of Turkish fathers that young girls

should not take part in swimming classes and should not play "ring-a-rosie" because it involves touching the hands of boys, causing loss of honour to the family name.

- * the special problem of the "Oz-stracised pommy" — and the claims of English speaking migrants to protection from discrimination in the new multiculturalism.
- * the voting patterns of migrants, which do not always follow class traditions.
- * improving educational opportunities for migrant children.
- * improving social security benefits for migrants, including the migrant aged.

The Principle Of Diversity.

Justice Kirby said that although there were some critics of multiculturalism, it was worthy of support because it was a policy for a tolerant and confident society. He said that the fact that Australia had got through the debates in 1984, and the Federal election that followed Professor Geoffrey Blainey's criticism of migration policy, without serious modification of multiculturalism was a cause for general satisfaction. He said that much of the credit for the acceptance of the ideal of multicultural diversity must go to Mr Malcolm Fraser, the former Prime Minister. Justice Kirby said that Mr Hawke had "rightly paid a gracious tribute to the policies of Mr Fraser on matters of race".

In his foreword to the book, Justice Kirby defended the principle of multiculturalism, as successor to earlier policies of White Australia and assimilation:—

"The basic notion of multiculturalism is that our country is mature enough, our culture strong enough, our language sure enough and our general prosperity sufficient for us to permit a high level of cultural and linguistic diversity in Australia. Countries that are poor, countries that feel their language or culture threatened, countries that have fixed religious dogma or other reasons for intolerance do not adopt policies of multiculturalism. They tend to seek out strict principles of homogeneity, stamping on difference and reducing every one to march to the beat of a single drum, as we ourselves did in Australia in earlier, less confident times. That is why this book is a valuable contribution to a national debate of the greatest importance, coming as it does at this moment of Australia's history. The subject matter is nothing less than the present design and future definition of Australia. Ours is a land in transition. This book offers suggestions for a few guide posts to mark our way."

The Royal Tour In Context.

Justice Kirby said that he did not consider multiculturalism "in the slightest" inconsistent with the respect for core institutions and values derived from Britain or the visit of the Prince and Princess of Wales as symbolising the "inescapable Britishness" of Australia's core institutions and culture:—

"There are some people who feel that multiculturalism is incompatible with these British features of our society. I deny that. The essence of multiculturalism is tolerance of diversity. Our diversity includes respect for the individuality of ethnic minorities. But it also demands respect for the ethnicity of the majority. This happens,



THE UNIVERSITY OF WOLLONGONG

STAFF NEWSLETTER

15TH NOVEMBER, 1985

ISSUE NO 3/85

SUPERANNUATION INFORMATION SESSION

Representatives from the N.S.W. State Superannuation Board will visit the University on Wednesday, December 18, 1985 for an information session. The session will be in a question-answer format, and so presents an ideal opportunity for those of you who have queries on superannuation to have them answered in person.

In order that rooming requirements can be assessed, staff interested in attending should contact Wendy Raikes, ext. 3798, by December 9, 1985.

STAFF SECONDMENTS

Recently, two of the University's apprentices, Joseph Tiziano, an Apprentice Electronics and Rob. Sheens, an Apprentice Electrical Fitter/Mechanic, have been on secondments to other organisations. The objective for the secondments was to provide the apprentices with on-the-job training in areas applicable to their apprenticeship which were not available at the University.

Joseph participated in an exchange with another apprentice from the Illawarra County Council (ICC). While at the ICC, Joseph worked on communication systems about which he had learnt at Technical College. Rob. was seconded to a contracting company, and was involved in laying conduits in suspended slabs on local building sites, adding more practical knowledge under his belt.

Both apprentices found the experiences gained whilst on secondment extremely beneficial to their apprenticeships.

Further details: Wendy Raikes, ext. 3798.

INDUSTRIAL NEWS

An inspection of Research Assistants involving Commissioner O'Neill (N.S.W. Industrial Commission), representatives from the General Staff Unions and other N.S.W. Universities, took place on 9.10.85. The inspection was brought about by a proposal to the Industrial Commission for an award for Research Assistants. This inspection group familiarized themselves with the type of work undertaken by Research Assistants and interviewed staff from the University's Departments of Biology, Civil and Mining Engineering, Geology, Psychology and Administration.

Further details: Cathy Bernardi, ext. 3944
Peter Maywald, ext. 3798

OCCUPATIONAL HEALTH SEMINAR

On Friday September 20, a seminar covering the Occupational Health and Safety Act 1983 and the Management of Repetitive Strain Injury was held in the Music Centre.

Mr Frank Marks, Barrister and Author, addressed the legal aspects of the legislation and the responsibilities and liabilities faced by the University and individual staff members.

Dr Nigel Marsh outlined the basic medical aspects of overuse injuries, commonly referred to as R.S.I. and the management techniques required to avoid or minimise risks. He also outlined treatment of such injuries should anyone be unfortunate enough to experience symptoms.

Mrs Anne Farley, an ergonomist with Industrial Rehabilitation Services, had spent three days on campus, observing various work situations and assessing the University's approach to the various problems. Mrs Farley reported on her observations and was favourably impressed by our progress to date.

Miss Carolyn Butcher, a rehabilitation counsellor with I.R.S. outlined the normal approach to rehabilitation and gave some details of a current University case.

Approximately sixty staff attended the seminar, including 21 Heads of Departments or administrative sections. Unfortunately, due to other commitments, it was not possible that a full representation of senior departmental heads obtained first hand information on their legal obligations.

However, proceedings on the day were recorded on video tape and it is hoped that shortly copies of the proceedings will be available for screening. It is then proposed to set up sessions for other staff so that, eventually, everyone will be familiar with the details of this legislation.

It was encouraging to hear that the University was well to the forefront in tackling the requirements of this modern form of communication. Steady progress is being maintained in the design and supply of ergonomic furniture, the only limitation being the time available to the Safety Officer.

Additional chairs are on order and requests for ergonomic furniture for the new buildings are being assessed.

Further details: Reg Whitton, ext 3914.

STAFF PROFILE

Sue CRIBB — Counsellor, Counselling Centre.

Sue is filling Beth Urwin's position as counsellor for a limited time whilst Beth is on maternity leave.

She holds a B.A.(Hons) from this University and has been in private practice in Campbelltown as a psychologist/psychotherapist for the past three years. Her professional interests run primarily to group therapy. As well as privately referred clients, Sue worked in liaison with a number of government departments in the capacity of private group therapist.

As an ex-graphic designer, her interests still include painting. However, as a mother of two young children, the hobby from which she indisputably derives the most pleasure is sleeping.

CHRISTMAS/NEW YEAR HOLIDAYS

As is the normal practice, the University will be closed from Wednesday, December 25, 1985, to Wednesday, January 1, 1986 (inclusive). Those days falling between Christmas and New Year's Day, which are not gazetted as N.S.W. Public Holidays, will be granted as University Concessional Holidays.

A memorandum has been forwarded to all Heads of Departments regarding arrangements for staff who are required to work on the University Concessional Holidays.

Further details: Peter Maywald, ext. 3798.

GRANTS FOR STUDY VISITS

— UNIVERSITY ADMINISTRATORS & LIBRARIANS

The Association of Commonwealth Universities has published the above booklet, which provides information about sources of money that could be used for study visits abroad. It would be particularly valuable to those who have or intend to apply for General Staff Development Leave. The booklet is available for borrowing from the Staff Training Unit.

Further details: Wendy Raikes, ext 3798.

EEO AWARENESS SEMINARS

The final three seminars in this series are scheduled as follows:

15 November 1985 (Council Room) — 10.30 am

Aboriginal Issues: Discrimination problems. Overcoming stereotypes. Problems of culture clash. Equal access in education and employment.

Speaker: Tracy Whetnall - Aboriginal Development Officer, Public Service Board.

29 November 1985

Stress Management: Physiology of stress. Self-awareness and understanding. Coping mechanisms. Practical management of stress.

Speaker: Graeme Sharp - Health Promotion Officer, Illawarra Health Service.

10 December 1985

Assertiveness: Identifying and understanding assertive behaviour. Improving communications. Interpersonal relations. Appropriate behaviour in situations where assertion is necessary.

Speaker: Cass Edwards - Consultant.

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. Interested staff members will be notified individually of the time and room number for each seminar.

THE 17TH ADMINISTRATIVE STAFF COURSE

by Miranda Baker, Publicity and Information Section

I was lucky enough to be invited to the 17th Universities Administrative Staff Course, held this year at Macquarie from August 26 - September 6. About 50 staff attended from all over Australia, New Zealand and even CTEC (a different country altogether). The aim is to make you a better administrator and provide the opportunity to compare notes with others. This may sound less than rivetting but was actually highly stimulating.

The main focus this year was on human resource management, an issue vital to all institutions because of our huge payrolls. Buy a dud photocopier or electron microscope and you'll have to replace it sooner rather than later, but hire an unproductive employee and you're stuck with someone you can't simply 'write off', who'll eventually have cost you the earth. Sobering stuff.

We did a practical exercise in judicious selection of personnel, from drafting the ad. to try to entice the right person for the job to interviewing the shortlist. To make this even more taxing, the interviewees were all primed to do something to disrupt the smooth flow of the panel's plan for the interview — valuable experience but extremely unnerving.

The applicants for the positions included Elton John (using his real name), Julie Covington, Linda Eastman and P.J. Proby (who?). We later played a cross between Trivial Pursuit and Rock Academy with the guy who'd devised the exercise (he was the universities' answer to Glenn A. Baker) 'marking' us and enlightening us when we all gave up on some identities. This is a light-hearted example of the level of effort and expertise which went into preparation of all aspects of the course. Formality may have been absent but serious intent and dedicated preparation were certainly not.

Over two weeks, you got to know the other course members really well, partly because we did some exercises early on designed to acquaint ourselves better and break down inhibitions — details on application! This made for some terrific teamwork. In one project we were shown (only once, mind) an excerpt of a staged

Senate meeting: people excusing themselves to give classes, paranoia, empire-building — all of university life's rich tapestry cunningly crammed into a half hour video. Hilarious, except that we had to submit a written analysis of the discussion, as well as a breakdown of the proportion of time devoted to certain issues. Impossible on your own and very instructive.

Naturally, such intensive improvement of our capabilities as managers had to be tempered with just a little relaxation. Suffice it to say that the organisers had to arrange Bankcard facilities for the payment of drink chits. No, I'm not kidding.

Seriously, it was a great learning experience and an enjoyable way to make lasting friends. To someone used to working pretty much on their own, it also provided a valuable lesson in co-operation and fresh perspectives, not least of which came from having delegates there from all areas: finance, buildings and grounds, research schools, the lot. It exposed me to a great deal of information and methodology with which I'd previously had little or no contact, and, I'm sure, helped me to do my job better in a number of ways. I thank the University for giving me the opportunity to participate.

A COMMENTARY ON MY DEVELOPMENT LEAVE

by Rita Rando, Michael Birt Library

From February to the beginning of May I spent three months on general staff development leave visiting various libraries in Italy. These months were, to say the least, extremely interesting. No two days were the same and those of you who know the Italian way of life can understand if I say that there was never a dull moment. At each Library the staff made sure I felt at home by introducing me to everyone and making sure that I knew as much as possible about the place by the time I left. I must add that everyone showed a considerable interest in Australia, its customs, history, climate, etc. etc. and, of course, its libraries.

Italian libraries are all full of treasures, even the smallest and most obscure ones. The National Library in Rome, officially opened to the public in 1876, six years after the unification of Italy, was created through the merger of 69 suppressed convent libraries, all very rich and extremely precious. Like in a museum, however, precious books are kept in locked cabinets, and rare and old books are kept in specially built, air-conditioned, humidity-controlled rooms or cells. Library users can consult any item they wish under direct observation of a member of the staff.

Libraries don't just collect books, manuscripts and the like; they may also have musical instruments, globes, medallions etc. etc.

The National Research Council Library is the most important science library in Italy; it holds 8,000 periodicals, mostly in foreign languages. It is widely used and interested persons come there from all over the country. Urbino University Library is very interesting. The University is independent and is always struggling for survival. The Library is comparable to our own by contents, but it is badly understaffed and relies very much on unpaid student help.

The special library on Commonwealth literature at Ca'Foscari, according to its founder, Bernard Hickey, is the best run in Italy since it receives assistance from the Australian Foreign Affairs Ministry. It holds little more than 3,000 vols, all on Australian and New Zealand literature, history, art, folklore etc. It started as a private library but it is now used by many scholars from all over the country and some come from as far away as Yugoslavia.

While on leave I have acquired new techniques and skills for cataloguing incunabula, music, rare and foreign language material, adding up to a very interesting, educational and profitable leave. All the above-mentioned libraries now know about Wollongong and representatives from some are already hoping to be able to visit our University one day in the not too distant future.

STAFF ACHIEVEMENTS

Many staff of the University are involved in activities outside of their work, for which they are achieving great distinction. Staff are invited to submit to the Editor of the Staff Newsletter, details of noteworthy achievements for inclusion in future editions of the Newsletter. In this edition, we are looking at achievements of two members of the University's administration.

REPRESENTING AUSTRALIAN UNIVERSITIES IN BASKETBALL

by Marina Evans, Finance Office

On selection in the Australian University Basketball Team, I travelled to Kobe, Japan to compete in the 1985 World Student Summer Games. Over 100 countries involving more than 3,000 athletes and officials participated in a wide variety of sports including athletics, fencing, gymnastics, swimming, waterpolo, tennis, volleyball, football and judo.

The Universiade is held every 2 years and the Kobe Games were the 12th such event since 1959. The Summer Universiade is now considered second only in terms of representation to the Olympic Games.

During our stay the Australian team was accommodated at the Athletes Village located in the central portion of Kobe Research Institute City. The village encompasses an area of 20 ha which included 28 buildings with 773 lodging units for athletes and officials and every conceivable amenity.

The actual games were held in 18 locations around Kobe. The most impressive of these were the facilities on Port Island. Port Island is a man-made land mass that took 15 years to build. It was designed to give more breathing room to the narrow city hemmed between the mountains and sea. The Athletes Stadium, built on the reclaimed land for Port Island, was the site of the opening and closing ceremony enjoyed by 60,000 spectators.

The Australian Basketball Team fielded was comparatively young and inexperienced. Against difficult opposition including American, Russian and Yugoslav Olympic teams, we were well rewarded with a 10th placing. Even though beaten we were by no means disgraced.

Away from the competitive arena, the Japanese proved exceptionally hospitable and courteous hosts, exemplified by the many excursions and gifts bestowed upon us.

Being a member of the Australian team we were offered certain privileges that the average tourist may not receive. However, after this brief introduction to Japan and its culture, I am eager to return for a more comprehensive tour.

PRODUCING A VIDEO

by Anne Morton, EEO Unit.

In June I spent an interesting week working as a production assistant on a video, 'Work it Out', concerned with female career education. I offered my services gratis to help the team and in return received valuable experience in the (?) heady world of film-making.

The video was the brainchild of the Education Subcommittee of Women and Management of which I am a member. The Committee, when researching career information for young girls, found that a film providing philosophical information and role models would be invaluable to career advisors and curriculum development staff. The resulting video is aimed at 15 - 20 year olds in late high school, technical colleges and universities throughout Australia.

Research shows that women workers in managerial positions comprise approximately 3% of the full-time female workforce compared to the equivalent figure for male workers of approximately 15%. Equal opportunity legislation and an enlightened attitude on behalf of employers can only partly address this imbalance. Women themselves have to be convinced that they are capable of holding management positions.

It is vital that young women still in the education system be encouraged to think positively about their careers. Until now there have been few audio-visual resources addressing female career opportunities. With the release of 'Work it Out', educationalists now have an excellent resource to meet this need.

Through an entertaining mixture of fantasy sequences and 'real life' interviews, the video explores the career opportunities open to young women. Eleven women from a variety of backgrounds and with differing educational qualifications relate their career experiences in industries ranging through international banking, building, leisure, insurance, the Public Service, manufacturing and retailing.

'Work it Out' stresses women can still pursue a career and have a family but it is careful not to portray the 'superwoman' image of a wife juggling three roles. It emphasises that having a supporting partner is the only effective way of combining a family and a career.

The video, which was released in October, is being distributed nationally. Further details can be obtained by ringing me on ext. 3030.

CHRISTMAS PAY ARRANGEMENTS

Thursday, 19th December 1985 will be pay day in lieu of Thursday, 26th December which falls within the University holiday period. Accordingly, due to the restricted time available for salary preparation, for the pays due on 12th December and 19th December 1985 the following cut off dates will apply:

Pay Due 12th December 1985

All salary variations and overtime sheets to reach Staff Services NOT LATER THAN 4.00 pm 2nd December 1985.

All time sheets for casual staff and part-time teaching returns to reach Staff Services NOT LATER THAN 4.00 pm 6th December 1985.

Pay Due 19th December 1985

All salary variations and overtime sheets to reach Staff Services NOT LATER THAN 4.00 pm 9th December 1985.

All time sheets for casual staff and part-time teaching returns to reach Staff Services NOT LATER THAN 4.00 pm 13th December 1985.

All variations, including time sheets and overtime sheets received after the respective cut off dates for the pay of 19th December will not be paid until 9th January 1986.

Pay Due 9th January 1986

All salary variations and overtime sheets to reach Staff Services NOT LATER THAN 4.00 pm 19th December 1985.

All time sheets for casual staff and part-time teaching returns to revert to normal cut off times, i.e. part-time teaching closes off 12 noon on Monday of pay week and casual time sheets 12 noon on Tuesday of pay week.

Staff proceeding on recreation leave and requiring pay in advance are reminded that such application must reach Staff Services NOT LATER THAN 3 weeks prior to their last day of duty.

CONGRATULATIONS

Marie Paterson, from the Student Enquiries Office, and Don Lewis, from Economics, recently tied the knot. Congratulations Marie and Don and best wishes for the future.

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.

overwhelmingly, to be traced to the British Isles and to the language, laws, culture and institutions that derive from Britain and Ireland. To deny that part of ourselves, is to deny an essential part of our reality. I do not believe that this is what the ethnic communities want. Many migrants came to this country precisely because we could offer the English language, British-type institutions, the rule of law and an open society and economy — in a generally better climate. Perhaps it is the very concern of English speaking societies for the under-dog that provides the happy breeding ground for the multicultural idea. It is not without significance that Prince Charles was recently reported as expressing concern about the economic and social plight of ethnic minorities in Britain. So multiculturalism is not inconsistent with core British values. It is a product of them", Justice Kirby concluded.



Campus Community Interface

ACCOUNTANCY VALEDICTORY DINNER — NOVEMBER 22

The 1985 Accountancy Valedictory Dinner has been sponsored by the following members of the Friends of the University:

Doug Symes of Johnson and Wedell, Stockbrokers of the Sydney Stock Exchange.
Coopers and Lybrand.
Peat Marwick Mitchell and Co.
Touche Ross and Co.

It promises to be a glittering occasion with the Belmore Basin Jazz Band in the Union Hall, a delicious three course meal and wine and beer on the tables.

Tickets (\$15 each) are now available at the University Union.

Table sizes are eight — and the following are welcome:

Accountancy and Legal Studies students
 Accountancy and Legal Studies graduates
 Interested University staff
 Members of the Friends of the University
 Management students
 Management graduates

Enquiries to Mary Greenwell on ext 3727 or to Giles Pickford in the Friends Office, tel. 270073.

Letters

Sir,

In reply to K. Gaymer (1.11.85 Letters), I would like to say I am against nuclear testing but would point out that China at least do their testing in their own backyard.

M.E. Mitchell
 President, Tarrawanna Noughts
 and Crosses Club, c/- University Library

Seminars

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

IMPROVED UNIVERSITY TEACHING

Twelfth International Conference — July 15 to 18, 1986, Heidelberg, FRG.

WORKSHOP FOR TEACHERS OF DISABLED ADULTS

On November 30 the Unit for Special Education, in conjunction with the Board of Adult Education, will be conducting a one-day staff training workshop for all teachers working with adults with an intellectual disability.

The workshop will be conducted from 9.30—4.30 in CRC 108 and lunch will be provided free of charge.

Any reader interested in attending this workshop should contact Lyn Gow or Jane Cook as soon as possible on ext 3961.

EEO AWARENESS

November 29

Stress Management: Physiology of stress. Self-awareness and understanding. Coping mechanisms. Practical management of stress.

Speaker: Graeme Sharp - Health Promotion Officer, Illawarra Health Service.

December 10

Assertiveness: Identifying and understanding assertive behaviour. Improving communications. Interpersonal relations. Appropriate behaviour in situations where assertion is necessary.

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.

CENTRE FOR STUDIES IN LITERACY — 'ASSISTANCE WITH ENGLISH'

Offers a three-day workshop on Wednesday, Thursday, Friday November 20, 21 and 22 for people whose first language is not English.

Details and registration from Anne Duncan, Secretary of the Centre, 270973.

A maximum of 20 people can be accommodated, so early enrolment is your best chance of securing a place.

TEACHER OF DISABLED TRAINING PROGRAM

On December 7 the Unit for Special Education, in conjunction with the Consultant for the Disabled TAFE Illawarra/Argyle and the South Coast Community College will be conducting a one-day staff training workshop for all teachers of adults with an intellectual disability. If any reader is interested in attending this workshop would they please let Lyn Gow know as soon as possible on ext 3980 or 3961.

\$ \$ \$ Sources of Funds \$ \$ \$

Research News

A.D.A.B. - REGISTRATION OF INTEREST

Staff are reminded that the Australian Development Assistance Bureau is establishing an updated computerised data base on individuals and organisations prepared to undertake consulting services for the Bureau.

Staff wishing to be considered for consultancy work in the future must complete a registration of interest form available from Trevor Smith, ext 3079) or Tom Moore, ext 3386.

Research Grants

AUSTRALIAN WOOL CORPORATION

Applications are now being called for support from the Wool Research Trust Fund for 1986/87.

This also includes ECONOMIC RESEARCH. A copy of the guidelines and priority areas is available from Trevor Smith, ext 3079 or Tom Moore, ext 3386.

1987 Churchill Fellowships for overseas study

The Churchill Trust invites applications from Australians, of 18 years and over from all walks of life who wish to be considered for a Churchill Fellowship to undertake, during 1987, an overseas study project that will enhance their usefulness to the Australian community.

No prescribed qualifications are required, merit being the primary test whether based on past achievements or demonstrated ability for future achievement.

Fellowships are awarded annually to those who have already established themselves in their calling. They are not awarded to students or for basic study, nor for the purpose of obtaining higher academic or formal qualifications.

Details may be obtained by sending a self-addressed stamped envelope to:-

The Winston Churchill Memorial Trust
GPO Box 478, ACT 2601

Completed application forms and reports from three referees must be submitted by Friday 28 February 1986.



Concerts, Exhibitions and Entertainment

DANTE ALIGHIERI SOCIETY

The Eighth Annual Serata Musicale will be held at 7.30 pm on Saturday, November 30, 1985, hosted by Dr and Mrs G. Fuller, Elizabeth Street, Mangerton.

Members and guests are invited to attend; this year's Serata is dedicated to Professor and Mrs R.B. Leal. Professor Leal, a foundation member of the Wollongong Chapter and Professor of the Department of European Languages at the University, will be leaving in January to take up the post of Deputy Vice-Chancellor at Macquarie University.

The Serata Musicale will include instrumental chamber performances, classical vocal numbers and a Neapolitan old-favourites sing-along (a copy of the lyrics will be supplied!).

Also, the Dante Alighieri's Charity Queen for the Marco Polo Fund Raising Drive will be formally introduced to the membership on this occasion.

It will be appreciated if members bring a plate.

COCKTAIL PARTY

The cocktail fund raising social has been postponed to 15th February, 1986. All proceeds from this social will be earmarked to support our Charity Queen, Miss Franca Vescio. More details will be forthcoming in our next newsletter.

STOMPING GROUND

Traditionally the "Stomping Ground" is where the dancing takes place. It is a place where everyone in the Community meets. This year Aboriginal Islander Dance Theatre presents "Stomping Ground" at Belvoir St. Theatre from November 14 - 24.

Place: Belvoir St. Theatre, 25 Belvoir Street, Surry Hills.

Dates: Wednesdays - Sundays - 14th - 17th November
20th - 24th November.

Time: 8 pm every night except Sundays at 5 pm

Admission: Adult \$15; concession \$10; child \$5; group booking \$12

A.I.D.T. Bookings (02) 6993257/3273.

CHARITY EXTRAVAGANZA EXTRAORDINAIRE

Readers are cordially invited by Wollongong Apex Club to attend "Brunch in the Park" at Gleniffer Brae on Sunday, November 24, 1985, commencing at 10.30 am.

Sumptuous gourmet cuisine will be provided by 'Culinarius'. Lashings of champagne will also be provided.

The event will encompass a fashion parade with summer fashions being provided by "Doodies" and "Najee".

There will also be an art auction of fine objects d'art including works by local potter Mr Preuhs, local artists, Mr Reg Slater and works from the Graham Gallery.

The cost is a mere \$25 per person.

Please note that the object of the function is to raise funds for a very worthwhile charity - the Renal Dialysis Unit of Wollongong Hospital.

Your attendance would be very much appreciated. A most enjoyable day is promised. Please contact the following for tickets: Alan Samways, 298318; Stephen Aitchison, 283244.

Get in early. Numbers are limited.

THEATRE SOUTH

EVEN MORE WONDERFUL WOLLONGONG

Our final production for 1985 is a crazy salute to the Wollongong of the 1950's. You'll see things that have disappeared with the passing of time and the march of progress. You'll laugh with the malts and schmaltz of our '50s style melodrama, *PASSION IN THE PLATE-MILL*, and you'll swing along and tap your feet to the good ol' rock 'n roll music. It's very much a family show, so bring the kids and grandma, and get your hissers and boopers into gear for the occasion.

Opens: Thursday, November 14.

Playing: Wednesday to Saturday at 8 pm except Fridays 29th and 6th, Saturdays 30th and 7th at 5.30 pm and 8.30 pm

Closes: December 7.

Generous party concessions! Ring Theatre South for details! Bring the whole gang and make a night of it!

PUPPY LOVE

Especially for children. *Puppy Love: The Tale of a Dog.*

Theatre South presents Melbourne's Anthill Theatre Company in this critically acclaimed play for children.

Pat the Dog! Pat the Dog! For as long as he can remember, people have said, "Pat the dog! Pat the dog!" The puppy therefore assumes that his name is Pat the Dog.

Come and play with Pat the Dog. Pat the Dog is not a performing dog. Pat the dog is in a room full of friends and he wants to play.

November 16 - 29 at The Bridge Theatre.

Tuesdays 10 am, Wednesday, Thursday, Friday 11 and 1.30 Saturday, 2 and 4.30, Sunday 2 pm.

OVER THE TOP THEATRE COMPANY PRESENTS BHAGWAN ON ICE!

A 1985 comedy revue with music! A satirical, cynical, musical view of everything people don't like to talk about over dinner. Over the Top gave us some of the high points of The Very First Bridge Street Revue. Now they're back with their whole show! Two performances only! Sunday 17th and 24th November. 8 pm. Book now. Theatre South 296144.

SCHOOL OF CREATIVE ARTS

Thursday, 28 and Friday, 29 November (Admission \$5; \$3 concession).

SCAW Ensemble, conducted by Edward Cowie and James Wishart - 8pm - Music Auditorium.

Program:

Paul Bunn - Line Drawings (first performance)

Ron Muir - Llwangoln Too (first performance)

James Wishart - a la memoria d'un secondo -
(first performance)

The SCAW Ensemble will be directed in this concert by Edward Cowie and James Wishart. The first half will consist of premieres of two new instrumental works by School of Creative Arts students, Paul Bunn and Ron Muir. The second half of the program is a new mixed-media piece by School of Creative Arts Composer-in-Residence, James Wishart, based on a fable by the Italian author, Italo Calvino, who died recently. Using multi-screen projection and many unique facilities of the School of Creative Arts, it is a tribute to the genius of Calvino and an enjoyable piece of music-theatre.

James Wishart was born in Birmingham in 1956, and studied at the University of Oxford and Surrey. He is currently on sabbatical leave from his post as Lecturer/Composer-in-Residence at the University of Liverpool, where he is active as teacher, composer, pianist and conductor. In the United Kingdom he has given many solo recitals and has also formed a two-piano duo with John Williamson which has recently given several performances of Stockhausen's 'Mantra' for two pianos, and electronics. He is also pianist/director of the music ensemble SIVA which recently performed his own 'Siva dances' (1984). Specific performances include 'Mignon's Song' for flute and harp given by the Arianne Duo and 'La harpe de melodie' in November and April respectively. He will also give piano recitals in France, Germany, Austria and Czechoslovakia in February/March 1986.

Sunday, December 8 (Admission free)

Vocal Recital - Steve Watson, MA(Hons) - 1 pm
Music Auditorium.

This assessment recital will include songs and arias by Purcell, Schubert, Mozart, Strauss.

Steve Watson is currently Lecturer in Music at Macarthur Institute of Higher Education, a graduate of the Sydney Conservatorium and the holder of Licentiate from Trinity College, London, in singing and piano. He is an experienced singer in both classical and lighter repertoires.

SCARP NO. 7

SCARP No. 7 has just been released. With its mixture of poetry and short stories, graphics and articles, it provides excellent vacation reading. Cost \$1.50. Available from Co-operative Bookshop, School of Creative Arts and Department of English.

Contributions are now being sought for next year's SCARPs. Closing dates: SCARP 8, April 15, 1986
SCARP 9, September 15, 1986.

Contributions should be sent to R.K. Pretty, School of Creative Arts, University of Wollongong.

UNIVERSITY OF WOLLONGONG

1975 - 1985

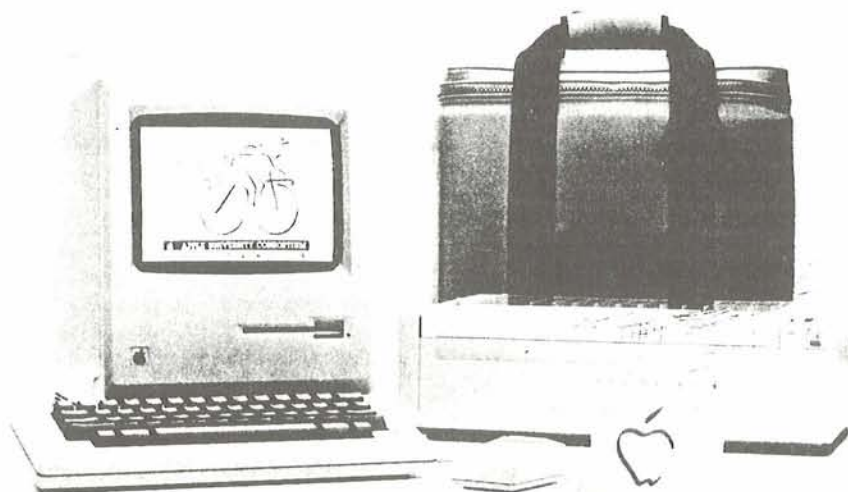
Job Vacancies

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

James Cook	Research Officers in Fluid Mechanics, Wind Engineering
Massey, NZ	Computer Scientist (Systems) Lecturer in Linguistics
Wollongong	Research Associates in Neurobiology Assistant Research Officer in Neuro- biology Apprentice Electrical Fitter/Mechanics Carpenter/Joiner

Newcastle	Snr. Tutor/Tutor in Commerce Chair in Biostatistics Lecturer in Civil Engineering & Survey- ing
United Nations	Various posts
Flinders	Research Fellow in Social Sciences Demonstrator in Chemistry Acquisitions Librarian
Queensland	EEO Coordinator
Adelaide	Tutor in Genetics Lecturer in Computing Science Administrative Officer Lecturer/Snr. Lecturer in Civil Engin- eering Computing Officer Gd. 3 Elder Chair of Music

It's such an ideal student package, it even offers concessions.



The Apple 'Student Macintosh Pack' offers \$750 worth of extras for Christmas.

For the normal Consortium price of the 128K Macintosh, this Christmas you can also get over \$750 worth of extras free.

Including a 9-inch ImageWriter printer, box of ten 3½ inch diskettes and carry case. (Of course, MacWrite word processing

and MacPaint freehand graphics packages are already free with the system).

The offer is only open between now and December 14th.

So be quick to see your Apple University Consortium representative on campus.

PRICE.
\$2130

CONTACT:
Graeme Dunn, Purchasing Department, Extension 3913.