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## 'THERE IS WIDESPREAD DISSATISFACTION WITH EDUCATION'-PROFESSOR DAME LEONIE KRAMER

There is widespread community dissatisfaction with education.

The status of teachers is not as high as it used to be or as it ought to be.

These two statements formed the basis of a controversial lecture titled 'Community Expectations of Schools' which was presented to final year teacher trainees by Professor Dame Leonie Kramer when she visited the Wollongong University campus on Monday afternoon.

In a lecture in which she raised issues related to standards and quality in education, Professor Kramer referred to curricula, syllabi and teacher training and expertise.

In her concluding remarks Professor Kramer claimed that teachers have a tremendous influence on pupils, therefore they had a responsibility to present subject matter in a disinterested way. This type of presentation would enable pupils to formulate their own views. Teachers are not now seen to practise the objectivity and impartiality that the community expects, she said.

### UNIVERSITY IS ON-LINE WITH VIATEL

Viatel is the national videotex service run by Telecom Australia. In 18 months it has attracted over 150 service providers (organisations who want to provide information on their services and activities) and 15,000 subscribers (people who want to find out what is going on from a huge database at a cost usually below that of buying a newspaper).

If the British experience is anything to go by, the service will expand by orders of magnitude over the next few years and will provide the University with a shopfront window to the world which could in the end rival the other media.

The University set up a Viatel working party earlier this year and the working party's report was recently given the green light by the Vice-Chancellor. This means the University of Wollongong is now a Service Provider on Viatel.

The working party consists of Geoff Hamer (Chairman), Computer Centre; Trevor Brew, Melda Moss, Giles Pickford (Secretary), Administration; Helen Carter, Computer Centre; John Shipp, Library; Bill Upfold, Civil and Mining Engineering; Neil Hall, Education.

The working party already has a number of frames on-line with Viatel, mainly for the purpose of demonstrating the system to interested academic and general staff.

The aim, according to chairman Geoff Hamer, is to have all interested University service providers on-line by 1 December 1986.



Professor Kramer giving her address during her Wollongong visit

## University Open Day Sunday October 12

The full program for University Open Day will be published in the *Advertiser* on Wednesday October 8 and in the *Mercury* on Saturday October 11.

There will also be a supplement on the University and some of the Open Day activities in the *Mercury* on Thursday October 9.

The television and radio advertising campaign will continue over the week beginning October 5, and the Open Day banner is currently hanging in Crown Street East.

Inquiries about the University Open Day program should be directed to the Secretary of the Open Day Committee, Giles Pickford, or the Chairman, Professor Leon Kane-Maguire.

*continued overleaf*

## General Notices

### CONSULTATION NOT CONFRONTATION

That was the title given to the forum hosted by the University of Wollongong on September 25, when a discussion of common interests took place between farmer delegates and Port Kembla maritime workers. Basis of the discussion was the need for co-operation to maintain an efficient low-cost transport system.

The forum was organised by the Port Kembla Harbour Task Force, the Port Kembla Group of Maritime Unions, the South Coast Labour Council, the NSW Livestock and Grain Producers Association and the Friends of the University of Wollongong.

Port Kembla is of course the key to a system of export-import relations which serves producers of farm products in the Central West, the West, the South West and the South Coast of New South Wales. Their vital interest in the Port is recognised by the farmers, and particularly by the NSW Livestock and Grain Producers' Association.

This began in February 1983 when LGPA representatives visited the Port with the Board of the NSW Grain Handling Authority, at the invitation of the Port Kembla Task Force. The outcome of that visit, and the written submission by the Task Force, was the first decisive step towards the decision to construct a \$200m grain terminal at Port Kembla.

That led to a series of visits by workers' delegates from the Port to farming districts, and return visits by the farmers to the Port. Continual communication has been maintained through the Task Force — a matter of personal contact between individuals and families as well as the creation of strong organisational links. The recognition of common interests has led to co-operation and substantial achievement.

The next stage was a series of barn-storming visits organised by the Task Force and the Maritime Unions to promote the grain terminal project proposal among farmers in the Riverina, the Central West, and the Goulburn-Monaro. Subsequently the farmers of Eugowra-Parkes-Orange-Bathurst invited a group of Port union members to spend three days as their guests on their farms. That hospitality was returned by the Port union members and the Task Force in 1984; this year the exchange of visits has

been repeated by a considerably larger number of representatives from both the farming community and the port.

While in Port Kembla and Wollongong this time, the group of 28 farmers from the Central West, supplemented by South Coast and Goulburn producers on day visits, were given a civic reception at Wollongong. They were guests of the Maritime Services Board, the Port unions of BHP in a study of Port operations. They toured the steel works and one of the BHP ships. On their final afternoon they were guests of the Friends of the University of Wollongong for lunch, followed by the forum at the University.

After the Forum, interested members of the party of farmers and trade unionists visited the Materials Handling Laboratory of the Department of Mechanical Engineering in the University for a demonstration of a materials handling system, adaptable to grain, by the head of the Department, Professor Peter Arnold.

In receiving their guests from the farming community, the Port unions and the Task Force, the University was represented by the Vice-Chancellor, Professor Ken McKinnon, the Executive Officer of the Friends of the University, Giles Pickford, the Dean of Engineering, Professor Brian Smith, and the newly-appointed Professor of Management, Julian Lowe.

### NRMA ELECTIONS

Illawarra's nominees in the NRMA elections, Giles Pickford and Philip Laird, last week announced that they had met the other candidates from the newly formed Members' Representative Group of the NRMA.

The new-broom eight-member group is determined to have the NRMA Board work for a better deal for motorists across the State.

Their seven-point platform for the election includes:

1. Shorter waiting times for NRMA road services
2. NRMA to be more responsive to consumer needs
3. Establishment of regional advisory committees (starting with Illawarra) to improve NRMA responsiveness to consumer needs
4. An integrated State-wide plan for transport, related to land use, with more use of rail and/or conveyor for coal
5. Better and safer roads where the need is demonstrable — e.g. the Northern Distributor
6. Reduced insurance premiums from safer roads
7. More provision for pedestrians and cyclists to needy areas such as The University of Wollongong.

Pickford and Laird were pleased with the Members' Representative Group's Round 1 victory over the current NRMA Board. For the first time ever the NRMA will make it easier to vote in the 1986 election by sending return envelopes out with the ballot papers in the October edition of *Open Road*.

The next few weeks could see the Illawarra get a voice for the first time on this influential body.

The names of the Members' Representative Group are set out on the facing page. Interested people are urged to vote the whole ticket to ensure that the Illawarra team can be effective on the Board.

### VIATEL *from page 1*

#### How to put information on the database

If any department, school or unit is interested in having information about their section placed on Viatel please contact Giles Pickford on ext 3073, or Helen Carter on ext 3816. The charge to sub-service providers will be as follows: Database registration (once only) \$100; annual subscription (includes five frames and technical assistance \$250; additional frames \$30 p.a. each.

#### How to access the database

For any department or section seeking to have its own access to Viatel the costs would include the price of a terminal (up to about \$1000 for a dedicated terminal) plus about \$500 for a printer (if required) and the cost of subscribing to be a Viatel user (\$3.50 a month).

Departments should contact the Computer Centre in the first instance if seeking to purchase a Viatel terminal, as the Computer Centre can discount for multiple orders.

A terminal is available for demonstration purposes (Tuesday to Thursday) at the Computer Centre. Contact Helen Carter for further information. Viatel subscription forms are also available from Computer Centre Reception.

Giles Pickford  
Secretary, Viatel Working Party

*Philip Laird and Giles Pickford (see 'NRMA Elections' above)*





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## ACTIVITIES IN CENTRAL SQUARE

Because of the problems created for many users of Central Square by people playing active sports, the University has adopted a policy prohibiting the playing of sport in that area.

This kind of activity causes inconvenience and, in some cases, danger to the majority of people who use the area for passive recreation. Some damage has also been caused to the lawns.

Central Square has always been intended to be used primarily for passive recreation, and students and members of staff are asked to co-operate by confining the playing of sport on campus to more appropriate locations.

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from page 2

Henri Aram, Investment Advisor and Alderman, Woollahra Municipal Council

Roger Dunlop, General Practitioner

Philip Laird, Senior Lecturer, University of Wollongong

Barry Lewis, Member, NSW Board of Fire Commissioners

Ted Mack, Mayor of and State Member for North Sydney

David Parker, Economist, and member for the NRMA Council

Ivan Petch, Sydney County Council, and Alderman, Ryde Municipal Council

Giles Pickford, Community Relations Officer, University of Wollongong and Alderman.

## MATHEMATICIAN TO TAKE UP OXFORD POSITION

Dr Jeff Dewynne, of the Mathematics Department, will take up a position as Research Associate at Oxford University later this year. He will be working with Dr John Ockenden and Dr Alan Tayler, members of the Mathematics in Industry Study Group.

Dr Dewynne received his PhD from Wollongong University in 1985, for his research on the mathematical modelling of melting and freezing of solids and liquids. His research was supervised by Dr Jim Hill, a reader in the Mathematics Department.

At Oxford, Dr Dewynne will be working on the problem of alloy solidification, together with other mathematical modelling problems of relevance to industry.

## AUSTRALIAN INSTITUTE OF MANAGEMENT LUNCH SEMINAR

The final-year Management Certificate students of Wollongong TAFE extend to Illawarra Branch members an invitation to attend a presentation lunch representing the culmination of their final year management project.

The presentation is entitled 'Quality Through Interaction' and examines aspects of the ways in which supervisors and subordinates relate.

Wednesday October 29.

12 - 1 pm — Presentation

1 - 3 pm — Lunch (three-course meal and limited drinks)

The International Centre, 28 Stewart Street, Wollongong

\$15 per person — includes the presentation, copy of written report and lunch.

## ACON/MACQUARIE UNIVERSITY RESEARCH STUDY INTERVIEWS TO BE HELD IN WOLLONGONG

\* The AIDS Council of NSW and the Macquarie University AIDS research team are looking for men willing to be interviewed about their social and sexual lifestyles.

\* They particularly want to know how men have responded

## TASC TEAM TAKES TO THE TRACK



*The members of the Centre for Technology and Social Change showed themselves to be multi-skilled when they fielded a team to run in a local fun run. All the Centre's runners finished (distance 8 km) showing true stamina and are now looking forward to next year for challenges from on campus. Pictured (from left) are Linda Byrnes, Stan Aungles, Cynthia Cliff (from TASC's Brisbane office) and Ron Johnston*

ed to the issues of AIDS. Whatever your experiences, your willingness to be interviewed will be a significant contribution to understanding and combatting AIDS.

\* Names will not be required. The interviews will be completely confidential, only group statistics will be published. Interviewing will take place in Wollongong in October.

\* If you are willing to help please ring 270742 to organise a time for confidential interview.

## VACATION IN SYDNEY

This vacation in Sydney stay at the Women's College within the University of Sydney, in pleasant surroundings and close to city and transport.

November 22 to 14 February 1987.

Some flats, single and twin study bedrooms at very reasonable rates.

Inquiries: Manager, phone (02) 5161642 (during office hours).

## FACELIFT FOR TALLAWARRA POWER STATION CANTEEN

Some weeks ago students at the School of Creative Arts were invited to submit plans to decorate the Tallawarra Power Station canteen.

The winning project has now been chosen — a study grant will be awarded to Ren Stallard and Sandy Inglis.

The winning project was selected on the basis of its professional presentation, attention to detail, ease of maintenance (particularly important in a heavy industrial setting), aesthetic appeal and ease of implementation at minimum cost.

Edward Cowie, Professor of the School of Creative Arts, commented that the exercise provided an opportunity for students in the School to gain industrial experience which would enhance their employment prospects, and that Tallawarra Power Station deserved special mention for showing the way to the rest of Illawarra industry.

Norman Emslie, Manager, T.P.S., was impressed with the professionalism of the submitted projects and said it was particularly important in a largely industrially orientated city to provide a means for our artists and designers in training to have the opportunity to have an input to the industrial face of our city.

He also said that the Illawarra business community

should take advantage of the talents available in the School of Creative Arts, particularly in the School's formative years.

A presentation was made by Mr Norman Emslie, Manager, Tallawarra Power Station, in the Long Gallery, School of Creative Arts, on Wednesday October 1.

## **CANCER APPEAL-A-THON**

The Cancer Appeal-a-thon has been organised in the Illawarra to run to 20 June 1987, with the aim of raising \$1.5 million to purchase a linear accelerator radiotherapy machine for the area.

Current statistics suggest that as many as one in four people in the Australian community will at some time contract cancer. This means that no-one today can say with confidence 'it can't happen to me'.

With 50 per cent of all cancer sufferers requiring radiotherapy it is essential that this region obtains its own radiotherapy unit as soon as possible. The linear accelerator is the key to that unit.

The Illawarra Health Fund has offered to donate \$1,000 towards running a High School Marathon. Each student must raise \$500 to enter the marathon, and the winning team will receive \$1,000 in prize money, for their school. With 18 schools participating, it is hoped to turn \$1,000 into \$9,000 and benefit the Illawarra Health Fund as well with the promotion of the event.

## **NOMINATIONS FOR 'THE AUSTRALIAN OF THE YEAR' AND 'THE YOUNG AUSTRALIAN OF THE YEAR' AWARDS**

Nominations are invited for these two prestigious awards which are presented annually to Australians who have made outstanding contributions to our community. All local government bodies, community organisations, individuals and associations throughout Australia are eligible to submit nominations.

Eligibility criteria follow for the guidance of nominators; it is stressed however that the most important aspect is that the nominee be a person who has made a contribution to our society which is of national significance. The nominee does not have to be a member of the nominator's local community.

1. The Australian of the Year should be a person who has achieved the most distinguished performance during the year in the international or national arena.
2. The recipient must be an Australian citizen and, unless there are exceptional circumstances, must be resident in Australia.
3. The 'distinguished performance' for which the award is made, should have taken place in the year preceding the award, but the recipient would be eligible if the achievement was the result of many years service and, perhaps, of a lifetime's work.
4. In exceptional circumstances the Award may be presented to a group which has collectively made an outstanding contribution.

### ***Young Australian of the Year***

1. The Young Australian of the Year should be a person who has achieved the most distinguished performance during the year.
2. Eligible nominees must be no more than 25 years of age on January 26 next year.

Closing date for nominations: nominations must be submitted by November 8.

## **SCHOOL OF CREATIVE ARTS/CANBERRA SCHOOL OF ART JOINS ARTS EXCURSION**

Students from the Ceramics Department of the School of Creative Arts have just completed a three-day joint arts excursion with their counterparts from The Canberra School of Art.

Led by Lindsay Duncan (lecturer in charge of ceramics, SCA) and Bill Huff-Johnston (Canberra), 40 students and staff camped at Bristol Point on the shores of Jervis Bay. They worked together on environmental sculptures, drawing, photography and video, and general exchange of arts information and curriculum comparisons.

It is planned that this will be an ongoing interchange between Wollongong and Canberra.

Plans for 1987 include joint kiln firings on the well-equipped Canberra campus, and the inclusion of a third tertiary-level art school in the next 'Environmental Interaction' camp.

## **END TO AN ERA IN LANDSCAPE DEPARTMENT**

The Landscape Department is shortly to farewell one of its oldest and best-loved members of staff, Mr Adrian Terpstra. Adrian has served the University and previously the Teacher's College, as it was known, for a combined total of over 12 years and his departure from our ranks is a sad occasion. Adrian was from the 'Old School' of gardening, and his work ethic and dedication to his craft has been, and will continue to be, an inspiration to us all.

Adrian's departure is indeed a great loss to the University and to all who know him personally. No institution can afford to lose honest and faithful workers of the calibre of Adrian Terpstra.

## **A NATIONAL CONFERENCE ON THE CONSERVATION OF THREATENED SPECIES AND THEIR HABITATS – CALL FOR ABSTRACTS**

From March 3 to 6, in Sydney, the Australian Committee for the International Union for Conservation of Nature and Natural Resources (ACIUCN) and the New South Wales National Parks and Wildlife Service, will be co-sponsoring 'A National Conference on the Conservation of Threatened Species and their Habitats'.

Through a series of workshops and plenary discussions the Conference will aim to develop a consensus on a comprehensive strategy for the long-term conservation of threatened Australian species. Particular emphasis will be given to the habitat requirements of these species.

The co-sponsors are now calling for abstracts of papers to be presented on one or more of the following conference workshop topics.

1. Funding – Revenue sources for, and strategy costs of, conservation of threatened species and their habitats.
2. Research and Management – Research requirements and appropriate management techniques.
3. Legislation – Effectiveness of current wildlife legislation and appropriateness, and implementation, of endangered species habitat protection legislation.
4. International Arrangements – Establishment of arrangements and procedures for international co-operation on endangered species and their habitats.
5. Education – Assessment of requirements and methods available for educating the community on the need for conservation of threatened Australian species and their habitats.
6. Priorities – How to arrive at realistic priority formulae and subsequent application.

Final selection of conference papers will be made by the Conference Steering Committee after consideration of all abstracts submitted. Please send abstracts to the address below by October 31: ACIUCN, GPO Box 528, Sydney, NSW, 2001.

Conference registration will be limited to 120.

# Sources of Funds

## SPECIAL RESEARCH GRANTS

The Research Grants Committee of the Board of Research and Postgraduate Studies is calling for applications for Special Research Grants tenable in 1987.

With a recent policy change the Research Grants Committee is now distributing funds for research equipment. Applicants may apply for funds under the headings: Personnel, Equipment, Maintenance, Travel and Other.

The Research Committee recently resolved to discontinue its practice of funding for two year terms full-time Research Associates and Assistants. Applicants may apply for full-time research assistance on their Special Research Application.

Duties and rates of pay for Research Assistants may be had from Ian Strahan, ext 3079, or Tom Moore, ext 3386. Application forms may be had from them also.

Applications will close on October 31.

## CSIRO RESEARCH AIRCRAFT FACILITY

The CSIRO Management Committee has agreed to continue supporting the CSIRO Research Aircraft Facility. COSSA's management plan for the Facility was accepted by the Committee and the management and staff of the Facility have been transferred to COSSA. The Facility itself, however, is still located at Epping NSW (cnr Vimiera and Pembroke Roads), and the phone number remains unchanged at (02) 8680421; telex ASTRO 26230.

COSSA plans to develop the Facility as a space science and technology research platform, and wishes to encourage collaborative research projects as well as to develop it for operational flying. In the longer term, COSSA is considering replacing the present F27 with a smaller aircraft which would have lower operating costs, yet have sufficient capability for space-oriented research and be able to reach altitudes of 35,000'. Ms Lyndal Thorburn at COSSA (062-484554) would be happy to hear from anyone with suggestions on the future direction of the Facility.

In the meantime, the F27 has a number of bookings for 1986/87, although there are still some vacancies in the period March-June for anyone interested in booking time on the aircraft. Jan Smith at the Facility can provide details at the Sydney phone number above. If you are not an aircraft user now, but wish to be placed on the mailing list for the Newsletter, please phone Lyndal Thorburn at COSSA.

## WOOL RESEARCH AND DEVELOPMENT FUND

The Wool Research and Development Council, under the terms of the Wool Industry Act, 1972, has the responsibility for recommending support from the Fund and invites applications from research institutions/individuals.

The Fund provides financial assistance for wool research

## RESEARCH ASSISTANT SALARY RATES 1987

Researchers preparing research applications for 1987 are asked to contact either Mr Tom Moore, ext 3386 or Mr Ian Strahan ext 3079 regarding the method of classification and rates of pay for Research assistants. In view of the large increase in salary rates it is essential that researchers make contact before finalising applications.

Tom Moore  
Office of Research and Postgraduate Studies

and development activities of benefit to the Wool Industry coming within the areas of: wool production, wool harvesting, wool measurement, packaging/distribution, wool textiles and economics.

Closing date December 5.

## RESEARCH AND DEVELOPMENT FOR MEAT AND LIVESTOCK INDUSTRY

The Cattle Council of Australia wishes to establish whether and to what extent the Cattle and Sheepmeat Industries should increase the funding of R&D to maximise commercial returns.

An invitation is offered to organisations which may wish to be considered to undertake, all, or part of, this review which will examine the Meat and Livestock Industry's current commitment to R&D; examine the scope for improved profitability from increasing funding; identify constraints; make recommendations on the level of funding.

Closing date October 10.

## WELLCOME TRUST SENIOR RESEARCH FELLOWSHIPS IN MEDICAL SCIENCE IN AUSTRALIA

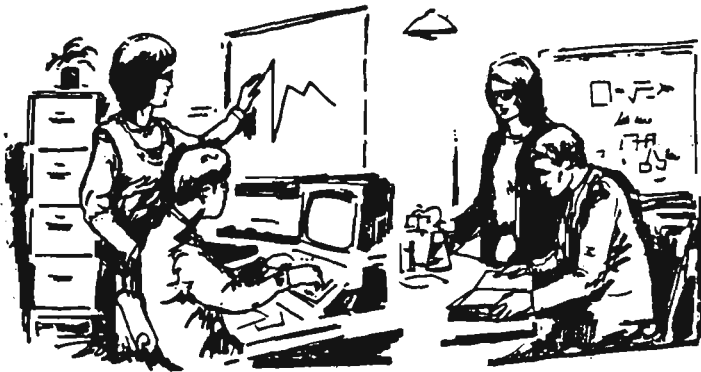
The Trustees of the Wellcome Trust invite applications for two five-year senior research fellowships to be held in Australia in biomedical science commencing in 1988. Australian nationals who are either medically qualified or science graduates, aged probably between 32 and 38, who wish to make their career in Australia and undertake research in an Australian academic institution are eligible to apply whether or not they are currently working in Australia. Direct personal enquiries by possible candidates are welcome but formal applications must be submitted by the Head of Department in the University where the candidate will work.

The salary offered will be according to age and experience and on appropriate Australian academic scales with up to \$A10,000 per annum ancillary support.

Closing date 12 January.

## PREVIOUSLY REPORTED IN CAMPUS NEWS

Name	Closing Date With Agency
Visual Arts Board Grants	October 15
Charles A. Lindberg Fund	October 15
Gold Coast City Art Prize	October 17
Victorian Ministry of Education	October 31
Special Research Grants	October 31
Moet & Chandon Australian Art Fellowship	October 31
Martin Bequest Travelling Scholarship	October 31
Special Research Grants	October 31
Rural Women's Access Grants	October 31
Honey Research Council	October 31
Chifley Essay Prize	November 1
McNamara Fellowships	November 1
Dominique Segon Drawing Prize	November 1
Aboriginal Overseas Study Awards	November 14
Capital Grants for Arts Facilities	November 21
ATERB Project Grants	November 28
Australian Wool Corporation	December 5
Japan and China Exchange Agreements	February 1
Registration as Road Safety Research Consultant	N/A
Research Into Drug Abuse	N/A
Carnegie Corporation	N/A
Criminology Research Grants	N/A



## Staff Roundup

### JOB ROTATION UPDATE

Further placements under the Staff Development Job Rotation Program have been: Janet Bitter (previously with the Library) has rotated to the Creditors Clerk position in the Financial Services Branch; Marilyn Yatras (previously with the Administration Word Processing Section) has rotated to the position of Secretary in the Academic Services Branch; and Lyn Woodley (previously with Planning and Development Unit) has rotated to the Minute Secretary to Council position in the University Secretary's Division.

The broad aim of the Job Rotation Program is to develop the skills and abilities and enhance the career opportunities of the staff of the University. Participation of staff in job rotation is on a voluntary basis. As vacancies under the program arise, a 'Job Rotation Circular' is distributed to departments and units, calling for applications from staff. All permanent and limited term staff of the University are eligible to apply.

Further details are available from Wendy Raikes, ext 3798.

### VOLUNTARY WORKERS

There are a number of volunteer workers on the campus at present, under the Volunteer Youth Program. This is a program funded by the Federal Department of Employment and Industrial Relations, and sponsored by the Wollongong City Council, with the aim of assisting unemployed young people to maintain and develop their capacity to obtain employment. Volunteers may be placed in positions at community or non-profit organisations.

Staff who wish to recruit volunteer workers, whether under the Volunteer Youth Program or otherwise, are reminded that they must contact the Personnel Services Branch for the appropriate approval prior to such action being taken.

Further information on the Volunteer Youth Program is available from Gary Graham, ext 3935 or Wendy Raikes ext 3798.

### DEVELOPMENT LEAVE FOR GENERAL STAFF

Applications for Development Leave for 1987 close on Friday October 31.

The Development Leave scheme has been operating over the past two years, and to date six staff members have taken the opportunity to participate. Development Leave may be taken either in Australia or overseas, and is intended to enable a staff member to complete a program of study and/or visits of mutual benefit to both the staff member and the University. Generally, the period of leave will not exceed three months and a contribution to travel and other costs may be available.

The type of programs for Development Leave that have been approved to date include:

- visits to libraries to study the cataloguing of music, manuscripts and rare books
- visits to academic libraries to study the quality, range and automation of inter-library loan services
- visits to other universities to study computing strategies and the management of tertiary institutions, plus attendance at an institutional administration course
- visits to other universities to study the management of higher education services and facilities, and attendance at a university administration course.

Full details of the terms and conditions of Development Leave, as well as the requirements of applications, are available from Wendy Raikes, ext 3798.

### STAFF TRAINING ACTIVITIES CALLING ALL SUPERVISORS

A two-day workshop entitled 'Effectiveness for Supervisors', conducted by the Australian Institute of Management, will be held on October 27 and 28 and will likely be repeated again on November 27 and 28 (if the number of nominations warrant it). The workshop is appropriate for all levels of supervisory staff. Topics to be covered include: motivating staff, human relations, time management, getting results, control and accountability, communication, leadership, problem-solving.

This particular workshop has previously been held at the University on a number of occasions, and participants have found it extremely beneficial and worth the investment of two days.

Staff who are supervising other staff, and who have not yet attended the workshop, are invited to nominate for participation by completing the nomination form available from the Personnel Services Branch (ext 3798 or 3944). Closing date for nominations is October 13.

### CURRENT VACANCIES

† Senior Lecturer II (Nursing), Health Sciences, closing date October 15.

† Lecturers I, II, III (Nursing), Health Sciences, closing date October 15.

† Senior Lecturer, Bachelor of Information Technology and Communication Degree Program, closing date October 15.

† Lecturer (Visual Arts), Creative Arts, closing date October 15.

\* Manager, Financial Services Branch, closing date October 17.

† Lecturer, Philosophy, closing date October 31.

† Associate Professor (Human Movement), Health Sciences, closing date October 31.

† Senior Lecturer/Lecturer (Human Movement), Health Sciences, closing date October 31.

Further details: For those vacancies marked \*, Gary Graham on ext 3935, for those vacancies marked †, Ross Walker on ext 3934.

### STAFF CHANGES

#### NEW STARTERS

Mr M.P. Dowton, Professional Officer, Deputy Vice-Chancellor's Unit.

Mrs D.M. Whillock, Telephonist, Business Services.

Mrs P. Kendall, Word Processor Operator, Mathematics.

Mrs C. Leenders, Laboratory Assistant, Creative Arts.

#### TRANSFERS/PROMOTIONS

Mrs S.A. Ragnoli, Office Assistant, Student Services.

Miss A. Moon, General Library Assistant, Library.

Ms P. Garde, Clerk, Library.



# EEO news....

## TO WHOM DO YOU TURN?

It may surprise staff to know that a considerable amount of my time as EEO co-ordinator is spent in 'handling' grievances. So far this year at least 40 members of staff (men and women, both academic and general) have come to seek advice, action or an understanding listener in relation to some problem at work. When, you may ask, does an inquiry become a 'grievance'?

A grievance is defined by the Office of Equal Employment as:

'any work-related matter raised by a staff member which causes concern or distress and which is believed to affect them in their work. It may arise from any decision, act, or omission which is considered wrong, unjust or discriminatory'.

For those of you who are thinking there are already sufficient proper channels for handling work grievances — supervisors, heads of units, unions and so on, I can only agree; this should be the case. These are the appropriate channels for most grievances at work.

However, there are times when these channels prove difficult or even impossible. Sometimes senior staff are

themselves the problems or are embarrassed by any suggestion that all is not right within their units. Some problems require specialised knowledge or experience, for example, sexual harassment or discrimination matters, and sometimes the staff member just requires a confidential discussion with someone quite separate from the day to day work environment.

Our Equal Employment Opportunity Management Plan, Strategy 5.1 requires that an internal grievance mechanism be established to handle matters of discrimination or harassment.

Other universities already have mechanisms in place, all of which involve the selection and training of mediators from among the staff to assist with the handling of staff grievances.

The EEO unit is about to circulate widely throughout the University a discussion paper on the setting up of an appropriate mechanism for this University. This paper will include a comparative summary of the features of alternative systems operating at the other universities, and will offer recommendations for Wollongong.

I strongly encourage anyone with an interest in grievance handling to consider the alternatives and to offer suggestions about any relevant matters. I would like staff consultation to take place over the next two months so that the final recommendations may be placed before Council in December for implementation at the beginning of 1987.

Please contact Faye Franklin (ext 3030) or myself if you wish to discuss this further.

Kathy Rozmeta  
Ext 3917

## Seminars

### DEPARTMENT OF BIOLOGY

Seminars to be held 4–5 pm, Ground Floor Lecture Theatre, Building 35, Science II.

Date: Tuesday October 7

Speaker: Dr Mark Westoby, School of Environmental Sciences, Macquarie University

Topic: Plants that use ants to disperse their seeds.

Date: Tuesday October 21

Speaker: Mr Rod Kavanagh, Forestry Commission, Wood Technology and Forestry Research Division

Topic: Ecology of Arboreal Marsupials.

### DEPARTMENT OF PHYSICS

To be held in the Physics Lecture Theatre Bldg. 18 Rm.118.

Date: Thursday October 16

Speaker: Dr Don Nicol, Chief of Technology Development, Technology Division, OTC, Sydney.

Topic: Developments in Submarine Optical Fibre Communications.

### DEPARTMENT OF MATHEMATICS

Speaker: Associate Professor Greg Doherty, Department of Computing Science

Date: Thursday, October 9

Place: Room 15–204 (Austin Keane Building)

Time: 1.30 – 2.30 pm

Title: Hockney's FACR Algorithm and Related Fast Posson Solver Software Packages

### DEPARTMENT OF GEOLOGY

Seminars are usually held between 12.30 pm and 1.30 pm in the lecture theatre on Thursdays. Building 35 G.19.

Thursday October 9

Dr John Bauld (Bureau of Mineral Resources)  
'Botryococcus'.

Thursday October 16

Dr Brian Jones

'Low-gradient streams in crocodile country'.

### SCHOOL OF INDUSTRIAL AND ADMINISTRATIVE STUDIES

Title: Automating the Marketing of Student Programming Assignments

Speaker: Helen Hasan, Lecturer SIAS

Date: Thursday October 9

Time: 11.15 am

Place: Building 22, Apple Lab 3 (ground floor)

### POSTGRADUATE SEMINARS IN HISTORY

Thursdays, 5 pm, Building 19 Room 2092.

October 9 — Professor Bob Connel, Macquarie University — A Social Theory of Gender

October 16 — Dr Damaso Marengo — The Korean War

October 23 — Bishop Harry Goodhew — Factors Affecting Church Growth in Australia: Some Methodological Problems

### OPEN SEMINAR SERIES — THE BRAIN AND LEARNING

Pentagon 4, Monday evenings, 7.30 – 9.30 pm

October 13: How Cognitive Psychologists Study the Mind (Psychology). Dr S.L. Chow, University of Wollongong.

October 20: The Social Content of Scientific Knowledge (HPS). Dr John Schuster, University of Wollongong.

## Friends Campus Community Interface

### FRIENDS VIIIITH TOWN V GOWN CRICKET MATCH

Sponsored by BHP Engineering, Kollaras Food Services, the National Australia Bank, National Australia Bank Travel and Swan Premium Lager.

The Friends VIIIth Town v Gown Cricket Match will be held on University Open Day — Sunday October 12 on the No. 1 Oval at the University.

The Lord Mayor's team (Town) who are defending champions will open the batting as Gown opened in 1984 and the 1985 match was cancelled because of rain.

The team members are listed below:

TOWN	GOWN
Peter Wilson (captain)	Clive Arthur (captain)
Peter Toohey (guest player)	Rick McCosker (guest player)
Frank Sheeran	Andrew Greig
Tony Le Bas	Steve Bray
David Bridge	Robert Kirkwood
Stirling Scard	Mike Wholohan
Bob Gray	Leon Kane-Maguire
Barry Mitrevski	Phil Younger
Rex Leighton	Gary Brabham
Andrew Meakin	Barry Reid
Ross Tarrant	Michael Russell

Umpires: Wal Smith and Roy Williams.

Scorers: Margaret Pemberton and Nick Kortekaas.

The Lord Mayor will open the match at 10 am and it is expected that the Willow Trophy will be claimed by the victors at about 4 pm.

The game is a limited over match of 50 overs each side consisting of 6 balls per over.

## Job Vacancies

Details of the positions listed below are on file in the *Campus News* Office — room G24A, on the ground floor in the administration building.

ANU	Postdoctoral Fellow/Research Fellow, Department of Pharmacology
	Postdoctoral Fellow/Research Fellow, Department of Physiology
Sydney	Lectureship/Senior Lectureship (Tenurable), School of Physics
	Director - Molonglo Observatory. Appointment as Lecturer/Senior Lecturer

## Advertisements

### FOR SALE ELECTONE ORGAN

Model BK20BI. Excellent condition. \$1200 ono. Phone ext 3075 or a/h 284075.

Flinders	Lecturer in Economics, School of Social Sciences Lecturer in Spanish (limited term), School of Humanities
Macquarie	Chair of Physical Geography, School of Earth Sciences Chair of Chemistry, School of Chemistry Research Fellow, School of Behavioural Sciences Lecturer in Sociology, School of Behavioural Sciences Postdoctoral Fellowship (Applied Mathematics), School of Chemistry Lecturers in Law, School of Law
Massey	Lectureships (2) in Computer Science, Department of Computer Science Lectureship in Japanese, Department of Modern Languages Lecturer/Senior Lecturer in Horticulture, Department of Horticultural Science Lecturer/Senior Lecturer in Tourism Management, Department of Management and Administration
Dept. of Defence	Research Scientist, Weapons Systems Research Laboratory
Bendigo CAE	Lecturers (two positions), Department of Biological and Chemical Sciences

## Sport

### LEARN TO SCUBA DIVE COURSES

Weekend December 5, 6 and 7; 12, 13 and 14

Week December 8 to 12

Both courses \$115. All equipment supplied except for mask, snorkel and fins.

### LEARN TO SAIL

Dates: December 1 to 5

Venue: Brisbane Waters, Gosford

Cost: Approx. \$65

Depart: Monday 9 am Union car park

Return: Friday 6 pm Union car park

We supply: sailing craft equipment, all meals except lunch Monday and Friday.

More details: tel. Sports Association office, ext 3781.

## Concerts, Exhibitions and Entertainment

A limited number of A Reserve tickets at \$33 (a saving of \$9 per ticket) are available at concession prices for performances by the Australian Opera.

For further information, contact David Vance, Music Development Officer, ext 3617.

### LOST

Possibly in Northfields Avenue, four keys on a ring. Tel. ext 3926.

### GOING ON STUDY LEAVE IN 1987?

Let me mind your house, and water your pot plants. Please contact Mary Greenwell, Department of Accountancy and Legal Studies, ext 3727.