



Distributed each Tuesday

Deadline for copy noon Monday
of previous week

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5 May 1987

INTERNAL GRIEVANCE MEDIATORS

Our Equal Employment Opportunity Management Plan requires the establishment of an internal grievance mechanism for staff at the University. The University is therefore seeking interested people to apply to be trained as grievance mediators.

Employers in New South Wales are responsible and legally liable for any discriminatory acts committed by their employees, and employers are expected and presumed to have control of their employees' behaviour in the workplace. Thus, under the NSW Anti-Discrimination Act, universities are required to establish internal grievance mechanisms for the handling of any complaints related to discrimination in their organisations.

A grievance may be defined as any work-related matter raised by a staff member which causes concern or distress and which is believed to affect that member of staff in his or her work. A grievance may arise from any decision, act, or omission which is considered wrong, unjust or discriminatory.

It is assumed that normally a grievant would approach his or her supervisor/s if there were a matter causing distress in the workplace.

However, where this is considered by the grievant to be inappropriate or difficult, the option of approaching a nominated grievance mediator will be available, without criticism of this choice of action.

It is totally within the scope of this procedure that grievants may choose other bodies with whom to seek assistance with their workplace grievances — for example, their appropriate Union.

The Internal Grievance Mechanism is intended to comple-



At the University on April 22 is the NSW Minister for Education Mr Rod Cavalier, seen here with Deputy Chancellor Mr Laurence Kelly. The Minister had been invited for talks with the Vice-Chancellor Professor Ken McKinnon and Deputy Vice-Chancellor (and Director of the Institute of Advanced Education) Professor Peter Rousch to discuss facilities for students undertaking the Diploma of Applied Science (Nursing)

ment and support the existing 'normal channels', to improve the service available to staff, rather than to erode those which already exist.

The training program for mediators will emphasise the existing channels for resolution of grievances including supervisory and union areas of responsibility. Supervisors and union officials will be consulted and encouraged to participate in the training program.

There will initially be five mediators appointed including the EEO Co-ordinator. Selection of mediators will be made from among those applying for the position and will include at least one member from academic staff and one from general staff. The selection committee will comprise members of the Equal Employment Opportunity Committee, the Director of Affirmative Action, and the EEO Co-ordinator.

Those chosen to become mediators will hold the position for two years and their contribution to the University in this manner will be taken into consideration in the same way as other voluntary duties undertaken throughout the University.

Mediators will undertake a course of training of between three and four days in the counselling skills and background knowledge deemed necessary for the position.

Anyone interested in becoming a grievance mediator should write to the EEO Co-ordinator outlining their reasons for wanting to become involved and any relevant background and skills they would bring to this role. Application should be in the EEO office by May 15.

Peg MacLeod, EEO Co-ordinator

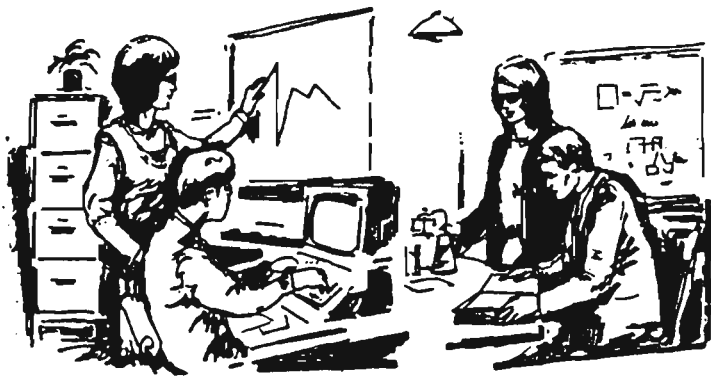
HONOURS SCHOLARSHIPS 1988 ACADEMIC YEAR

The University of Wollongong has established a number of scholarships, valued at \$3,000, to encourage students at this University or from elsewhere to undertake an end-on honours year program at this University.

The scholarships are available for study in any field and will be awarded on the basis of merit as evidenced by performance in an undergraduate degree.

Application forms will be available from the Enquiries Counter of the Administration Building in August.

Applications close on September 25.



Staff Roundup

DO YOU SEE THEM?

The University, as well as advertising its vacancies fortnightly in the local newspapers, distributes notices of these and other vacancies (e.g. Job Rotation Circulars) throughout the campus. Interested staff should ensure they sight these notices at least fortnightly. If not, staff should contact their department/section secretary or their supervisor to ensure access to vacancy notices. Staff who are unsure where notices are sent in their vicinity may contact Joanne Hickey on ext 3935.

SAFETY QUESTIONS

Reg Whitton, the University's Safety Officer, is currently away for an extended period. During his absence, queries regarding occupational health and safety should be directed to either Wendy Raikes, ext 3946 or Helen Kamenos, ext 3929.

THE 'NEW' SUPERANNUATION FUND VIDEO

Staff eligible to join the State Public Service Superannuation Fund (or 'new' fund) may be interested in viewing a video on the fund, designed to explain its operation and answer likely queries. To make an appointment please contact Wendy Raikes on ext 3946.

CURRENT VACANCIES

- + Supervisor Patrol, Buildings and Grounds, closing date May 8
- + Statistics Officer (Administrative Officer), closing date May 8
- + Conference and Contracts Officer (Administrative Assistant Grade 2), limited term, Uniadvice, closing date May 8
- + Senior Network Analyst, Computer Centre, closing date May 8
- + Secretary (limited term), Physics, closing date May 8
- + Office Assistant (limited term), Office of Research and Postgraduate Studies, closing date May 8
- * Lecturer, Geography, closing date June 1
- * Lecturer, Geology, closing date June 1
- * Lecturer, Mechanical Engineering/Electrical and Computer Engineering, closing date June 1
- * Lecturer, Science and Technology Studies, closing date June 1
- * Lecturer, Chemistry or Civil and Mining Engineering or Metallurgy and Materials Engineering, closing date June 1.

Further details for those vacancies marked +, Gary Graham ext 3935; for those vacancies marked *, Ross Walker ext 3934.

STAFF CHANGES

NEW STARTERS

Mrs Y. Si, Visiting Lecturer, Vice-Chancellor's Division
 Mr B. Zhao, Visiting Lecturer, Vice-Chancellor's Division
 Mrs S. Sun, Visiting Lecturer, Metallurgy and Materials Engineering
 Miss H. Mellos, Laboratory Assistant, Deputy Vice-Chancellor's Laboratory
 Mr C.J. Kearton, Research Assistant, Science and Technology Studies
 Miss K.E. Maxwell, Research Assistant, Chemistry
 Mrs E. Knight, Word Processor Operator, Health Sciences
 Mr G. Shiu, Teaching Fellow, Accountancy and Legal Studies

TRANSFERS/PROMOTIONS

Ms J.A. Jakeman, Graduate Assistant, Student Services
 Ms J.E. Counsell, Deputy Head, Halls of Residence

DEPARTURES

Mrs L. Yourn, Clerk, Personnel Services
 Ms B.J. Gibbings, Secretary, Sociology
 Mr R.N. Beattie, Clerk, Financial Services
 Mr J.T. Tholen, Research Assistant, Chemistry
 Ms P.K. Graham, Research Assistant, Biology
 Mr R.K. Cook, Maintenance Assistant, Buildings and Grounds
 Ms J. Alexander, Graduate Assistant, Student Services
 Mr S.G. Buckley, Garden Labourer, Buildings and Grounds
 Mrs D.R. Grove, Office Assistant, Buildings and Grounds
 Mr P.M. Reinfelds, Laboratory Assistant, Physics
 Professor J.S. Zhao, Visiting Associate Professor, Centre for Studies in Literacy
 Mr Y.S. Zhang, Visiting Lecturer, Centre for Studies in Literacy
 Mrs A. O'Keeffe, General Library Assistant, Library
 Mr H.W. Kolodziej, Computer Trainee, Computer Centre
 Mr W.E. Eggers, Administrative Officer, Financial Services
 Mr N. Ballardie, Graduate Assistant, Academic Services
 Mr W.J. Pike, Supervisor Patrol, Buildings and Grounds
 Ms S.M. Cribb, Counsellor, Counselling
 Ms T. Longhurst, Clerk, External Studies

GRADUATION

Readers are reminded that seven ceremonies are being held in the Union Hall as follows:

2.30 pm Tuesday May 12

Arts; Speaker: His Excellency Sir John Leahy, High Commissioner of Britain to Australia.

10.30 am Wednesday May 13

Engineering; Speaker: The Honourable Ian MacPhee, MHR.

2.30 pm Wednesday May 13

Commerce; Speaker: Dr Brian Scott.

10.30 am Thursday May 14

Arts and Commerce; Speaker: Dr Patricia Lahy.

2.30 pm Thursday May 14

Education and Science; Speaker: Mr Robyn Williams.

10.30 am Friday May 15

Education; Speaker: Professor Eric Willmot

2.30 pm Friday May 15

Education and Mathematical Sciences; Speaker: His Excellency, Sir Ninian Stephen.

As the number of guest tickets available for each graduation has been limited as a result of a considerable increase in the numbers graduating, facilities are being made available for the viewing of each ceremony in the Southern Lounge of the Union via closed circuit television. All members of the University are invited to avail themselves of this service. Guest tickets are not required for this.

Research Funds

The following sources of research funds are now available to members of academic staff. Further information including application forms may be obtained from Annette Read (ext 3386) or Ian Strahan (ext 3079). Intending applicants are reminded that all research applications must be forwarded through the Office of Research and Post-graduate Studies.

TRAVEL AWARDS TO THE SECOND INTERNATIONAL CONGRESS OF NEUROIMMUNOLOGY

The National Multiple Sclerosis Society plans to offer partial support for travel to a small number of young investigators, and especially postdoctoral fellows, to the Second International Congress of Neuroimmunology, Philadelphia, Pennsylvania, September 8–11.

Support will consist of up to US \$500 for attendees from North America and up to US \$750 for attendees from abroad. Application forms from Research Programs Department, National Multiple Sclerosis Society, 205 East 42nd Street, New York, NY 10017. Telephone (212) 986-3240. Closing date is July 1.

AUSTRALIAN ACADEMY OF SCIENCE SELBY FELLOWSHIP

Fellowships are awarded to distinguished overseas scientists to visit Australia for public lecture/seminar tours, and to visit scientific centres in Australia.

Fellowships are tenable for visits of not less than two weeks and not more than three months. Overseas and local air fares and a daily allowance are provided.

Applications close with the University on June 16.

NATIONAL ESTATE GRANTS PROGRAM 1987/88

Applications are invited from heritage work and study projects which may be selected to form the basis of the NSW component of the National Estates grants program.

Applications close with the University on May 25.

AUSTRALIA COUNCIL VISUAL ARTS BOARD

The Visual Arts Board of the Australia Council invites applications for the following programs of assistance: grants to artists; Peter Brown Memorial Fellowship; exhibitions.

Closing date with the University is June 1.

NSW GOVERNMENT – ARTS GRANTS

The NSW Government is inviting applications for grants for 1988 under the following programs of assistance: visual arts and crafts; theatre and dance; community arts.

Closing date with the University is June 1.

WORLD HEALTH ORGANISATION 1988 FELLOWSHIPS

Applications are invited for World Health Organisation Fellowships which are designed to provide opportunities for training which are not available in the candidate's own country and to promote the international exchange of scientific knowledge in techniques in public health and medicine in general.

Australia is allocated a total of three fellowships annually

– two of approximately three months' duration and one of approximately 12 months.

Closing date with the University is May 25.

EDINBURGH INSTITUTE FOR ADVANCED STUDIES IN THE HUMANITIES – VISITING RESEARCH FELLOWSHIPS 1988–90

The Institute for Advanced Studies in the Humanities, University of Edinburgh, have invited applications for visiting research fellowships at the postdoctoral level. Most fellowships are honorary – a limited number of stipends are available to a total fellowship value not exceeding 500 pounds.

Closing date with the University is November 16.

RESEARCH INTO MULTIPLE SCLEROSIS

Applications are invited for grants from the National Multiple Sclerosis Society of Australia for research related to multiple sclerosis.

Support is provided for approved clinical, laboratory-based or epidemiological studies. Applications from suitably qualified persons for post-doctoral fellowships will also be considered.

Closing date with the University May 20.

NATIONAL HEART FOUNDATION

The National Heart Foundation of Australia has invited applications in the following areas of support: grants-in-aid; fellowships, travel grants; scholarships.

Applications close with the University on May 20.

PREVIOUSLY REPORTED IN CAMPUS NEWS

Name	Internal Closing Date
Japanese Fellowships	May 20
Biotechnology Research	May 20
French Government Scientific Fellowships '88	June 12
Ship time on R.V. Franklin	June 22
History of Culture in Australia Prize and Award	September 30
Australian Academy of Humanities Travel Grants	September 30
Clive and Vera Ramaciotti - Travel Grants	Any time
Earthwatch	Any time
Criminology Research	Any time

Scholarships and Prizes

NEW ZEALAND AWARDS FROM MARCH 1988

Applications are invited for postgraduate coursework and research scholarships tenable in New Zealand under the Commonwealth Scholarship and Fellowship Plan.

Further information can be obtained from Annette Read, Executive Officer, Office of Research and Post-graduate Studies, with whom applications should be lodged by May 18.

COMMENT, PLEASE

The ABC seeks comment from universities for a weekly spot in their national program 'ABC National Breakfast' – a program of editorial comment from specialists in various areas.

Anyone interested in participating contact Gillian Curtis, Publicity and Information, ext 3926.

General Notices

AIDS IMPACT IN WOLLONGONG

Twelve months ago a group of researchers from the Psychology department received a substantial grant from the NSW Department of Health to investigate the psychosocial concomitants of exposure to the AIDS Virus. At that time many wondered why such a grant should be directed to a provincial region: Wollongong was not seen as an AIDS-affected area. Fortunately Wollongong still only contributes slightly to the AIDS statistics. The bulk of the research is being conducted in Sydney.

Having a team of researchers centred in Wollongong has, however, provided the local area with a focal point for the dissemination of AIDS information. At the time the grant was awarded the Port Kembla Sexual Health Clinic had only just opened. To this day the clinic is still open only 12 hours a week.

In an attempt to redress this situation Sydney groups have become involved in the Wollongong area. Late last year the Community Support Network (a volunteer organisation providing support and assistance to people dying at home with AIDS) trained a group of 20 volunteers from the Wollongong area. Both the University team and the Port Kembla Sexual Health Clinic were instrumental in organising this CSN group.

An open day will be held from noon Sunday May 10 in McCabe Park, Wollongong. Sisters of Perpetual Indulgence, as well as representatives from local groups, will be present for a picnic. All people who are interested in finding out more about AIDS education should come along. Information, safer-sex promotional material and giveaways will be available. People should bring a picnic lunch and drinks. Further information from Levinia Crooks from the University team, ext 3682 or Vivienne at the Sexual Health Clinic, 755826.

PROFESSORIAL ROLE IN HEART WEEK

Professor Calvert, Health Sciences, took an active role in National Heart Week, April 27 to May 1.

On Sunday April 26 he was invited to attend the launching of Heart Week at Hyde Park Barracks, Sydney, by Sir Ninian Stephen, Governor-General of Australia.

On Monday April 27 he spoke at the launching in the Wollongong Mall.

From May 4 to May 6 Professor Calvert will be guest speaker for Heart Week in Adelaide.

JOHN ANTILL CONCERT SERIES

A series of free concerts, featuring staff and guest artists, have been planned to honour the name of the late John Antill, first recipient of an honorary Doctorate from the School of Creative Arts.

First of the concerts will be held in the music audit-

ANNUAL UNIVERSITY SERVICE

You are invited to attend the 1987 University Service on Sunday May 17 at 7 pm, St Michael's Anglican Cathedral, Church Street, Wollongong.

Speaker: Professor Ian Breward, Professor of Church History, Ormond College University of Melbourne.

University staff are invited to join academic procession for which academic dress should be worn.

orium on Wednesday May 6 at 8.15 pm, after the art and ceramic exhibition preview in the Long Gallery.

The program will feature Vanessa Woodhill (recorder) and David Vance (harpichord), with guest artists Adrian Falk (cello) and Despina Haise (recorder), in a program of baroque music by Handel, Vivaldi, Telemann, Loeillet and Sammartini.

It is anticipated that the concert will last for some 45 minutes.

Seminars

DEPARTMENT OF MATHEMATICS

Speaker: Dr Ian G. Pirie, Chief Education Officer, Computer Education Unit, NSW Department of Education

Title: Computing in NSW Secondary Schools

Date: Thursday May 7

Time: 1.30 pm - 2.30 pm

Place: Room 15.204 (Austin Keane Building)

DEPARTMENT OF MATHEMATICS INFORMAL THEORETICAL MECHANICS SEMINARS

The Department of Mathematics will run on Mondays throughout the session, a weekly informal Theoretical Mechanics lunchtime seminar (12.30 - 1.30 pm) in either Room 204 or 206 of the Austin Keane building. (The first was held on March 16).

May 11 - Dr J.M. Hill, Department of Mathematics - Heat transfer in laminated materials

May 18 - Dr A.G. McLean, Department of Mechanical Engineering - Lumped element modelling of stress fields in bins

DEPARTMENT OF CHEMISTRY

Session 1 seminars are to be held on Thursdays in Room 18.206 at 11.30 am.

May 14 - Dr G. Mockler, Department of Chemistry, University of Wollongong

Topic - Type III Copper Proteins and their Model Compounds

ACCOUNTANCY AND LEGAL STUDIES

Date: Friday May 15

Time: 11 am

Place: Room 10.2035

Speaker: K. Cooper

Topic: The History of Corporate Criminal Liability

DEPARTMENT OF BIOLOGY

Date: Tuesday, May 19 - 4.30 pm

Speaker: Professor Mark Stitt, University of Bayreuth, West Germany.

Topic: Fructose 2,6-bisphosphate: an important regulator of carbon metabolism in plants.

SCHOOL OF INDUSTRIAL AND ADMINISTRATIVE STUDIES

Title: 'Career Stages in Adults at Work - Some Implications for Work Practice'

Speaker: Dr Michael Hough - Associate Director and Head, School of Industrial and Administrative Studies, Wollongong University

Date: Tuesday May 19

Time: 2.30 pm

Place: Building 22, Apple Lab 2