



29 September 1987

## AN END TO THE RUNDOWN OF THE UNIVERSITY SECTOR?

According to the Australian Vice-Chancellors' Committee, the Federal Budget's provision for a small but significant increase in places, buildings and equipment at universities and colleges is to be welcomed if it means recognition of the importance of higher education to the national economy.

Acting AVCC Chairman, Professor Brian Wilson, comments that although there were inconsistencies between the May economic statement and the Budget statement, the Budget included signals suggesting an end to the continued rundown of the university sector. Said Professor Wilson, 'when reasons are sought for the success of the leading economies worldwide, we find high priority given to technology development and export, underpinned by high participation rates in university education — the source both of high-level skills and the technology on which new industries can be based.'

All Australians who had the ability to undertake university study should have the opportunity and encouragement to do so as Australia lagged far behind participation rates in Japan and North America.

'At the same time, we have a massive and increasing unmet demand for higher education with up to 20,000 eligible students denied access nationwide in 1987', Professor Wilson said. '5000 extra places in the next year is a small but welcome step in tackling that problem. Australia required a carefully thought-out strategy to develop the talents and technology on which new brain-based export industries could be built, and which could add value to traditional primary products — allowing much more of the processing and profit-taking to be done in Australia.' Universities were willing to co-operate fully in such developments and participate in the necessary discussions with governments and industry to develop the appropriate mechanisms.

In the university system, Australia had a substantial and vital infrastructure with an excellent record of performance in terms of developing technology and imparting skills, limited only by the resources provided for it.

The university sector is a cost-effective area for investment, but has been allowed to run down in terms of buildings, equipment and operating expenses to a point of crisis.

'The challenge for the Government is to follow the small positive steps in the Budget with other measures to provide stimulation and growth in the university sector. It will have an early opportunity to demonstrate its commitment when it announces its decisions on the recommendations of the Commonwealth Tertiary Education Commission for the 1988-90 triennium'.

Over the past ten years there had been significant changes within universities which, with other higher-education institutions, had demonstrated their potential for industrial innovation, even in an environment of contrasting funding and increasing government regulation, by the establishment of 40 technology broking companies to promote joint ventures with the commercial world, and to provide alternative sources of income.

Professor Wilson said, 'With adequate Government support, and the freedom to use it effectively, universities can achieve new levels of technology development and transfer, building on the sometimes spectacular successes to date.'

'It is important that we have a sense of the history and culture of ourselves, our neighbours and of humanity generally. Our health and well-being, and our capacity to live in harmony with the global environment, depend on much more than economic factors. It is particularly important that these 'non-economic' areas also gain support because of the reduced scope for private sector funding.'

Similarly, adequate funding must be provided for basic research. 'While basic research lacks the appeal of immediate commercial return, history has shown it to be the most productive of all research. Who would have guessed the commercial significance of electricity, the semi-conductor or the computer, at the time of discovery'.

**University Open Day**  
Sunday October 11-10am to 5pm

### Research and Entrepreneurship

#### Week 2 Workshop

Wednesday September 30

Illawarra Technology Centre 5.30 to 7.30 pm

Topic: University Interaction with Industry

#### Speakers

Dr Robert Heery, Medical Director Wellcome  
Australia Pty Ltd

Mr Bruce Barnsley, Manager Technical Services,  
Slab and Plate Product Division, BHP

Mr Harold Graycar, Executive Director,  
NSW Innovations Centre

## General Notices



Careers Officer Miss Patricia Webster

### UNIVERSITY OF WOLLONGONG EXPANDS GRADUATE CAREERS SERVICE

In response to increasing interest by employers in University of Wollongong graduates and a growing need for careers advice and counselling for students, the University has expanded its careers and appointments service with the appointment of a Graduate Careers Officer.

Over the past five years employers' practices for the recruitment of graduates have been changing. Employers now have much more interaction with university and college campuses. Many now come on campus to participate in employer interview programs. The University has been gradually increasing its activities in liaising with employers who have been impressed with the quality of Wollongong graduates. The Careers Officer will play a vital role in liaising with employers and increasing these on-campus visits.

Students will benefit from specialist careers counselling throughout their courses, which should help them to coalesce their interests and abilities. The Careers Officer will also provide assistance with interview presentation and application and resume writing.

Miss Patricia Webster has been appointed to this position, with considerable experience in careers counselling. She has postgraduate qualifications in the careers area and has published articles and conducted courses on careers counselling. She has successfully conducted her own small business and has worked for several companies in the private sector.

### A NEW BOOK LAUNCHED

*Inventing Countries*, which is edited with a critical introduction by William McGaw of the English Department, was launched by the Vice-Chancellor, Professor Ken McKinnon, on Thursday September 10. The function was sponsored by

The South Pacific Association for Commonwealth Literature and Language Studies (SPACLALS) of which Mr McGaw is the new Chairman.

*Inventing Countries: Essays in Post-Colonial Literatures* is a special book-issue of SPAN, the biannual journal of SPACLALS. It is a collection of 13 essays which were originally delivered as papers at the fourth conference of SPACLALS held at Massey University, Palmerston North, New Zealand, in February. The writers, discussed from a variety of critical perspectives, come from Australia, New Zealand, South East Asia, India, Africa and the Caribbean, and include Patrick White, Christina Stead, Louis Nowra, Witi Ihimaera, Keri Hulme, Raja Rao and Ruth Praver Jhabvala.

The book launch is a significant event in the Department of English as it is a first venture into desk-top publishing, something that it is hoped will be expanded considerably in the new few years both with SPACLALS and with the New Literatures Research Centre.

The Vice-Chancellor was warm in his endorsement of the venture and expressed a wish both for the academic and commercial success of this book and for future publications. Mr McGaw, in thanking the Vice-Chancellor, said that, as well as publishing SPAN, SPACLALS aimed to play a significant entrepreneurial role in the New Literatures by publishing works by indigenous writers.

Copies of *Inventing Countries* may be purchased in the English Department from Dr Paul Sharrad, Secretary of SPACLALS, at a cost of \$10.

### ITC COMPUTER TRAINING

ITC Computer Training is the technology training arm of the Illawarra Technology Centre. It aims to provide professional short courses for business, government and the general public in the use of personal computers and associated software products.

This newly created division of the Technology Centre has approached the area of small systems training from the perspective that it is more effective if developed for the specific requirements of the client. A sophisticated training environment has been equipped with ten Unisys Micro IT (AT compatible) personal computers. Training can also be offered at the client's location if appropriate.

A wide variety of courses is currently in place or under development. Computer Training would be happy to co-operate with any department, school, unit or individual within the University that could conduct suitable complementary short courses. Comprehensive advice and assistance in course development, promotion and costings will be provided.

For further details, inquiries, or just a view of the facilities please contact Nick Theodore or Ken King at the Technology Centre (building 39). Telephone (042) 268885.

### INTEGRATED PERSONNEL/SALARIES SYSTEM

After nearly two years of hard work on the part of Personnel and ADPU staff the new IBM System 38 integrated Personnel System was put into production on September 16. The major part of the software for the system was developed in-house to the specifications of the Personnel Services Branch and is the culmination of the efforts of many people. Its implementation has been greeted with a mixture of relief and optimism on behalf of the Personnel and Salaries staff.

As well as the more obvious benefits of computerising records such as easy data storage and retrieval, the Personnel System has been designed to allow the streamlining of workflows, controls and security of data, automatic report generation and in time, the integration of the budgets, personnel, salaries, leave and finance systems.

Already the System has aroused much interest with representatives from IBM, Bond University, Atomic Energy





*Putting the IBM System 38 integrated personnel system on stream are the Vice-Chancellor Professor Ken McKinnon, Michelle Ralphs, ADPU staff, and Bob Hogarth of Personnel Services*

Commission and others expressing their admiration for facets of the package.

The next stage of the integration of the computer systems will begin shortly, when specifications and programming will begin on the IBM System 38 leave module.

## WHAT'S IN A NAME?

To reflect its wide range of services and also because computing is no longer a 'centralised' process, the Computer Centre has undergone a name change.

Its name is now COMPUTER SERVICES.

Just one of its newly introduced services is outlined below.

### IBM Compatible P.C. Consortium

Computer Services is delighted to announce an agreement with President Computers Pty Ltd to supply their range of Personal Computers, at very attractive prices, both to University Departments and to members of staff and students.

President were chosen as the supplier from a wide range of competitors, on the basis of

- . software compatibility
- . connectivity (i.e. to USERNET and the 1100)
- . quality of manufacture
- . delivery
- . maintainability
- . Australian content
- . spares availability
- . price (note that the basic model, which includes both 3½ inch and 5¼ inch floppies, costs only \$1170 ex tax or \$1378 inc tax).

An initial order of 25 units is now placed with President to get the consortium under way. Contact Leo Wynen on ext 3834 if you want to claim one of these or if you seek advice on future needs. Leo also has information on other President products, such as desk-top publishing, the PACER 386S, Data Display (overhead projector panel) and their lap-top P.C.

At least until the end of 1987, the University still has agreements for the supply of Unisys and NEC equipment, ex tax, for University purposes. For some applications, e.g., where a more powerful processor is required, these suppliers' equipment may be preferred and should also be ordered through Computer Services who will provide support and maintenance. Also, of course, NEC supply some good printers. Please contact Leo Wynen for information.

### President Personal Computers

| Model                       | Price<br>Ex Tax | Price<br>Incl Tax |
|-----------------------------|-----------------|-------------------|
| PC88 University Basic Model |                 |                   |
| 3½" floppy disk 720KB       |                 |                   |
| 5¼" floppy disk 360KB       | 956             | 1126              |
| TURBO IV Basic Model        |                 |                   |
| 2 x 5¼" floppy disk 360KB   | 1463            | 1723              |

|                                |      |      |
|--------------------------------|------|------|
| AT Small Footprint Basic Model |      |      |
| 2 x 5¼" floppy disk 1.2MB      | 2699 | 3179 |
| AT Basic Model                 |      |      |
| 2 x 5¼" floppy disk 1.2MB      | 3038 | 3578 |
| Pacer 386 System Basic Unit    |      |      |
| 2 x 5¼" floppy disk 1.2MB      | 6750 | 7950 |
| Walkabout 286 Portable         |      |      |
| LCD Screen                     |      |      |
| 1 x 5¼" floppy disk 1.2MB      | 3263 | 3843 |
| Monitors (add to basic price)  |      |      |
| Green                          | 214  | 252  |
| Amber                          | 236  | 278  |
| Paperwhite                     | 270  | 318  |
| Multiscan CGA/EGA colour       | 776  | 914  |
| Hard Disk                      |      |      |
| 20MB half height               | 731  | 861  |
| 40MB voice coil                | 1463 | 1723 |
| 70MB voice coil                | 2363 | 2783 |
| 150MB voice coil               | 4050 | 4770 |
| 300MB voice coil               | 4725 | 5565 |
| Options                        |      |      |
| 8087 Co-processor              | 315  | 371  |
| 8087-2 Co-processor            | 338  | 398  |
| 80287 Co-processor             | 450  | 530  |
| Software                       |      |      |
| Word Processing )              | 79   | 93   |
| Spread Sheet )                 |      |      |
| Diary )                        |      |      |
| STAR NL10 Printer and Cable    | 406  | 479  |

The prices above include

- . advice in selecting and configuring your P.C.
- . handling
- . installation
- . 15 months' maintenance
- . advice on software selection
- . advice in converting existing material, e.g. files and documents

The prices are for members of the University only; prices to off-campus users can be negotiated.

## INVITED LECTURE TOUR OF CHINA

Dr Gordan Wallace (Chemistry Department) has returned from an invited two-week lecture tour of China. He was sponsored jointly by the Chinese Academy of Sciences and the Australian Academy of Sciences to visit institutes and universities in Shanghai, Beijing and Lanzhan. During his stay Dr Wallace delivered lectures on new analytical systems involving chromatography and new electrochemical sensors and he established many useful collaborative research contacts in China.

Dr Wallace will return to China in October, to deliver an invited lecture at the International Chromatography Symposium to be held in Shanghai.

## CHILDREN'S CHRISTMAS TREE

Nomination forms for the Children's Christmas Tree, to be held on Saturday November 28 have been sent to every staff member. Cost per child is \$7 — this amount is to help cover the cost of a present for each child. All other entertainment is provided free.

There will be the usual merry-go-round, fairy floss, magic castle, fire engine and hay rides, with paddle pops and drinks given out during the afternoon.

If you have not received a nomination form, please contact Lionel on ext 3974 or Flora on ext 3902. Nomination forms with money must be returned by Friday October 9. A sausage sizzle, to help raise funds for the Christmas Tree, will be held on Wednesday September 30 near the old fig tree.

Flora Hutchison  
Hon. Secretary

## General Notices

### THE DUNROSSIL DOZEN

Members of the University are invited to support the work of the Dunrossil Organisation for the mentally handicapped, and at the same time gain a one-in-250 chance of winning a dozen vintage wines. The Dunrossil Organisation is the Parramatta Branch of the Challenge Foundation of NSW.

Wines in this unique collection have been carefully cellared and are among the finest Australia has to offer. They are:

#### **White**

Allandale 1979 Hunter Valley 'Fleur' (Unique sweet blend)  
Brown Bros Milawa 1978 Delatite Rhine Riesling,  
Lakes Folly 1979 Pokolbin Chardonnay

#### **Red**

Brown Bros Milawa 1973 Pinot Noir (limited release)  
Hardy's 1972 'Eileen Hardy' McLaren Vale Cabernet Sauvignon  
Huntington Estate 1974 FBI Mudgee Cabernet Sauvignon  
A.C. Johnston Pirramimma 1972 Vat 12 McLaren Vale Shiraz-Grenache  
Mildara 1970 Coonawarra Cabernet Sauvignon  
Penfolds 1969 St Henri Claret  
Redman 1971 Coonawarra Claret  
Tyrrells 1975 Vat 9 Hunter Valley Shiraz  
Tyrrells 1976 Vat 8 Hunter Valley Shiraz

Tickets are \$5 each, or five for \$20, and are available from W. Richardson (phone 712951) or David Murrar (ext. 3438). The draw will take place on December 1, or as soon as all tickets are sold.

### HOLIDAY ACCOMMODATION

Northern Rivers College of Advanced Education at Lismore is providing holiday accommodation at favourable rates. Some leaflets are available at *Campus News*. Otherwise write to Mr Glenn Jeffery at the College (PO Box 157, Lismore, NSW 2480).

### MONASH LAW CHAIRS

Monash University has announced the appointment of two professors in the Faculty of Law.

They are Associate Professor Francis Trindade, an authority in the area of torts and an international expert on the constitution of Malaysia, and Mr Charles Williams, a criminal law and evidence specialist.

Associate Professor Trindade will hold the Sir Owen Dixon Chair, and Mr Williams, the Sir John Barry Chair of Law.

## P.S.A. NEWS

### NOVEMBER ELECTIONS!

Our sub-division will be holding its elections in November. Nominations for the elections will be called for soon.

University general staff employees who started their employment under the 14-day payroll system are now working under the ten-day system and after negotiations with the PSA the University has agreed to credit them with two days extra annual leave.

The University now has an EEO/Affirmative Action Plan covering State and Federal legislation.

Our Chairperson, Ron Parker, has nominated for the vacant position on the University Council. Please support Ron in the election.

Tony Kent

## Changing Face of the Campus

### EXTENSION TO MICHAEL BIRT LIBRARY

The construction of the third stage of the Michael Birt Library began in August 1986 and at the present rate of progress is due for completion in February 1988.

The structure will be of three storeys and, to a large extent, similar in style and appearance to that of the existing building. However, owing to the elapsed time since the previous stages were completed, the matching of colour of bricks and concrete components has proved difficult. It is expected that colour variation will become less apparent during the aging process.

The project generally consists of two parts. The major part is the construction of the additional building on the western side of the existing building. The lesser part are the alterations and refurbishment to the internal areas of the existing building.

The total project, which is being financed by the Commonwealth Government, will cost approximately \$5 million, and when complete will add a further 3500 sq m of usable floor area to the library, bringing the total to 8400 sq m usable floor area.

The expanded Library will have a total capacity to house 600,000 volumes of books and will increase seating capacity from the present 512 places to approximately 1,200 places, an increase of some 688. At the present rate of book acquisition, it is anticipated that there will be enough space to allow for a growth period of some eight years. Other facilities to be provided will be a significantly expanded photocopying service, audio visual aids and a large number of computer terminals.

The plant room to house the equipment for the mechanical ventilation and air conditioning of the extension will be located on the roof of the building and completely under cover.

While the internal alterations to the existing building have caused unavoidable inconvenience to staff and students, the design has allowed construction of the new section to proceed with minimal bother. This new section has been designed generally as a separate unit and will proceed as such almost until the end of the project. When the new area is completed, doorways will be broken through existing walls to allow for the completion of the total project.

One of the features of the building will be the installation near the entrance of a stained-glass window. Designed and manufactured by Mr Alby Lenartas, a former member of staff of the School of Creative Arts, the window consists of 12 panels depicting 12 different Australian native birds. The window will be safely installed between layers of plate glass.

Unfortunately part of the carpark adjacent to the Library has had to be fenced off for use as the builders' works area during the period of construction. This area will be reinstated on completion of the project.

## Concerts, Exhibitions and Entertainment

### SCHOOL OF CREATIVE ARTS

Friday October 30 at 8 pm

SCAW Ensemble conducted by Andrew Ford, Robyne Dunn (soprano), SCARE directed by Vanessa Woodhill  
John Davie — Konk-tra (first performance)

Peter Maxwell Davies — Suite: The Devils Miss Donni-thorne's Maggot

# Research Funds

*The sources of research funds given below 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 Postgraduate Studies.*

## GRANTS FOR PEACE ACTIVITIES

The Peace Trust of NSW established to distribute funds raised from the Peace Lottery, invites applicants for grants to support projects which address the objectives of International Year of Peace as described by the United Nations.

Applications close with the University on October 5.

## TELECOMMUNICATIONS AND ELECTRONICS RESEARCH

The Australian Telecommunications and Electronic Research Board (ATERB) has invited applications for Postgraduate Scholarships and Project Grants. Nominations for the ATERB Medal and a gift of \$2500 in recognition of outstanding research in the field of Telecommunications and Electronics are also invited.

Applications close with the University on October 19 for Scholarships, and November 16 for the Medal and Grant.

## FORESTRY RESEARCH GRANTS

The Australian Academy of Science has invited applications for the Maxwell Ralph Jacobs Fund to support worthy projects in forestry research and to provide graduates with support not readily available from other sources.

Applications close with the University on October 19.

## ROBERT S. McNAMARA FELLOWSHIPS

The World Bank has invited applications for a limited number of fellowships to be awarded for a 12-month period for full-time work in the general field of economic development with special emphasis being placed on topics in technology transfer and real exchange rates.

Applicants are normally 35 years of age or under and have the equivalent of at least a Master's degree. This Fellowship program is not intended to support work leading to an advanced degree.

Applications close with the University on October 19.

## RESEARCH ON THE ECONOMICS OF MULTICULTURALISM

The office of Multicultural Affairs of the Department of the Prime Minister and Cabinet is interested in sponsoring research on the economic dimension of multiculturalism, particularly as regards the importance of making optimal use of Australia's human resources.

Applications close with the University on November 16.

## MEAT AND LIVESTOCK – RESEARCH AND DEVELOPMENT

The Australian Meat and Livestock Research and Development Corporation has invited applications for funding of Research and Development projects aimed at improving the production, efficiency, profitability and marketing of Australian meat and livestock.

Applications close with the University on December 7.

## PREVIOUSLY REPORTED IN CAMPUS NEWS

| Name  | Internal Closing Date |
|---|-----------------------|
| International Fellowship Program  | October 15            |
| Pig Research Council Study and Training Awards                          | October 16            |
| Pig Research Council - 1988/89 Grants                                   | October 19            |
| Nursing Research Grants   | October 19            |
| James N Kirby Foundation  | October 19            |
| World Bank Fellowship   | October 19            |
| AVCC Visiting Fellowships for Australians                               | October 19            |
| Forrestry Research Grants   | October 19            |
| AINSE Research Grants   | October 23            |
| Commonwealth Postgraduate Scholarships (Research Awards)                | October 31            |
| Edinburgh Institute – Humanities Visiting Research Fellowships          | November 16           |
| Sports Medicine and Science - Fellowships and Postgraduate Scholarships | November 18           |
| Wool Research Grants  | November 23           |
| Australian Special Rural Research Fund                                  | November 30           |
| Wellcome Australia - Medal and Award                                    | November 30           |
| Field Sciences Research Facility  | November 30           |
| Jamieson Awards for Outstanding Women Graduates                         | December 11           |
| Education Fellowships   | December 14           |
| Pure and Applied Science in Engineering Research Scholarships           | March 21              |
| Rutherford Scholarship  | March 21              |
| Field Sciences Research Facility  | March 31              |
| Clive and Vera Ramaciotti - Travel Grants                               | Any time              |
| Earthwatch  | Any time              |
| Criminology Research  | Any time              |

## AUSTRALIAN SPECIAL RURAL RESEARCH FUND 1988–89 RESEARCH GRANTS

The Australian Special Rural Research Council invites applications for assistance from the Special Rural Research Fund.

Funds may be available on a dollar for dollar basis for projects in the national interest or in relation to new industries or industries not provided for by specific Commonwealth/Industry research funding arrangements. These currently exist for barley, chicken meat, cotton, dairying, dried fruit, honey, fish, grain legumes, oilseeds, meat and livestock, pig, poultry, tobacco, wheat, wine grapes and wine and wool.

High priority will be given to market driven projects. These may include aspects of market and development, transport, post harvest handling, processing and production. Projects dealing with post farm-gate issues are particularly encouraged.

Applications close with the University on December 7.

## Scholarships and Prizes

### WOOL INDUSTRY POSTGRADUATE SCHOLARSHIPS

The CSIRO Division of Textile Physics has invited applications for two scholarships available to graduates interested in undertaking a PhD in the following areas:



- investigation of sensory perception of clothing comfort using psychometric techniques;
- relationship between subjective assessments of appearance and smoothness to physical properties of apparel fabrics.

Applications close with the University on October 5.

## FRANK KNOX MEMORIAL SCHOLARSHIPS

The President and Fellows of Harvard College has announced that two Frank Knox Memorial Fellowships will be available for two recent Australian graduates to spend the academic year 1988/89 at Harvard University.

The Fellows will be required to devote the major part of their time to study in one of the schools of Harvard University, viz Arts and Sciences (including Engineering), Business Administration, Design, Divinity, Education, Law, Government and Public Health.

Applications close with the University on October 23.

## POSTGRADUATE SCHOLARSHIPS IN RURAL RESEARCH

The Australian Special Rural Research Council (ASRRC) has established postgraduate research scholarships to foster research training in the following areas: horticulture (all branches), forestry, cereal crops (except wheat and barley), grain legumes (except lupins, faba beans, field peas), deer, goats, infant industries, and projects of multi-industry importance or national interest.

Applications close with the University on October 26.



## MENTORING AND WOMEN'S CAREERS

The mentor relationship is one of the most complex, and arguably most important developmentally, that any career-minded person can have. Developing relationships with experienced, influential colleagues is a well-established career strategy that has been used very effectively, particularly by successful men in our society.

Women have not been taking advantage of this career strategy to the same extent as have men counterparts. Part of this may be due to the problem that women mentors are scarce in the presently constituted world of work. However, in principle, a mentor may either be of the same gender or cross-gender. Many men have found a relationship with a woman mentor to be an enormously valuable experience. There is no reason why cross-gender mentoring cannot be equally valuable for career-conscious women.

The major pitfall is to avoid the tendency to trivialise the woman's worth. Both parties to the mentoring relationship can be guilty of this. Signals to watch for are indications that she is seen as: attractive, as opposed to talented; intelligent in a pseudo-male style; or a charming little girl who can't be taken too seriously. Should these elements emerge, they need to be confronted, and the relationship renegotiated.

What, then, are the various functions of a mentor? Mentors act as teachers to enhance skills and intellectual development. They also serve as sponsors and use their influence to introduce their proteges to growth opportunities. Mentors may act as guides, and orient the initiate into unfamiliar occupational and social norms. Newcomers to any work environment need to become quickly acquainted with the culture of that workplace. It is much easier to fit in smoothly if one has a working knowledge of customs, values, resources and the cast of characters.

Mentors serve as role models. Through their own virtues, achievements and coping mechanisms, the mentor may be an exemplar that a protege can admire and seek to emulate. As advisors mentors have a large contribution to make in terms of the quality of the advice given. Wisdom based on a high degree of competence and the experiences which have taken a lifetime to accumulate can be passed on in a relatively short time.

Often the mentor acts as a counsellor and provides emotional support in time of stress. Understanding concerns and problems, a good mentor evaluates, helps to generate alternatives and finally endorses the protege's goals and aspirations. Essentially, this is a form of validation, where the mentor acknowledges and affirms the other's dreams and aspirations. Counselling can also involve the mentor acting as a buffer for risk-taking by providing a safe environment where mistakes can be made without the loss of self-confidence.

Validation helps people believe in their goals. Mentors also have to be motivators and provide the encouragement and impetus for action towards those objectives. Whether that entails 'drill sergeant' or 'cheerleader' behaviour will depend on the people involved.

Unfortunately, mentor relationships cannot be mail-ordered. Finding a mentor has been compared to finding a spouse. Here are some guidelines that will help, if you decide to pursue this approach to career development:

- Start by looking for capable, experienced colleagues with whom you have good, open communications.
- Don't look for perfection. Few people can, or are willing to, fulfill all the functions described.
- Look for more than one mentor. Different people can take different roles in your career development.
- Take it easy. The only way you can really take the initiative in your mentor search is in advice-seeking. Being consulted for advice is often considered a compliment.
- Don't try to control the situation and/or demand specific behaviours. As the relationship develops, the mentor will likely voluntarily initiate in areas in which she or he feels competent.
- When seeking advice, take advantage of any opportunity to communicate your goals and aspirations. Ambition tempered by a good balance of enthusiasm and respect can be very appealing to potential mentors.

For anyone considering taking on a mentoring role, I can guarantee it will be very rewarding. Helping another person learn and grow and being part of an effort to develop her potential is undoubtedly one of life's most satisfying experiences.

## FUTURE PLANNING: CAREER DIRECTIONS FOR WOMEN

The EEO Unit, in conjunction with Staff Development, is offering a short career counselling course for women. It will consist of four two hour sessions to be held on consecutive Mondays, 9.30 to 11.30 am beginning November 16.

The exploration workshop will utilise group discussion, goal setting, and the examination of values and skills to develop individual work profiles. The objectives of the program will be to find personal career directions and explore work options.

Space is limited and there will be a preliminary course assignment, so if you are interested contact Janet Sturman on 3917 or Wendy Raikes on 3946 before October 15.

Peg MacLeod  
EEO Co-ordinator  
Ext 3917

## friends

# Campus Community Interface

### WE'VE MOVED!

The Friends of the University of Wollongong have moved into new premises at 55 Northfields Avenue. You are very welcome to come in and see us at any time and familiarise yourself with our new office.

### CHOPIN SOCIETY RECITAL FOR OPEN DAY

The Friends of The University of Wollongong has brought together the Musical fraternity and the Polish community to form the Chopin Society of Wollongong. It is the second such society in Australia to affiliate with the International Association of Chopin Societies. The other one is in Melbourne.

The Society will sponsor the recital during University Open Day — Sunday 11 October 1986 — from 2 pm to 4 pm in the University Union Hall.

It is possible, provided a sponsor is found, that the renowned Chopin specialist Phillida Green will also perform.

Inquiries to the President of the Chopin Society of Wollongong, Mrs Kathleen O'Sullivan, 166 Brokers Road, Mt Pleasant. Tel: (042) 842206.

## Seminars

### DEPARTMENT OF MATHEMATICS

Speaker: Professor Igor Kluvanek, Centre for Mathematical Analysis, The Australian National University.

Title: 'Archimedes was right'

Date: Thursday October 1

Place: Room 15.204 (Austin Keane Building)

Time: 1.30 pm to 2.30 pm

### THE BRAIN AND LEARNING

Venue: 20.4 (Pentagon 4)

Time: Friday afternoons 3.30–5.30 pm. All welcome.

October 16: "Intensional Knowledge and its Acquisition"  
Dr Peter G. Burton, University of Wollongong

### SCHOOL OF CREATIVE ARTS

Postgraduate Seminar Friday, October 9

Pentagon 5, 2.30–5.30 pm.

Susan Simon: Research Report on Pacific Island Artists  
Dale Woodward and John Terry: The Development of Ebenezer. All welcome.

### DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING RESEARCH SEMINARS

Venue for seminar: Room 35.G45 at 4.30–5.30 pm.

Date: October 12

Speaker: Mr P. Antony

Topic: Microwaves for drying purposes

### FACULTY OF COMMERCE SEMINARS (ACCOUNTANCY AND LEGAL STUDIES)

Seminar to be held in Room 19.2035 at 11.30 am.

Date: October 16

Speaker: Mr Hai Yap Teoh (Wollongong)

Topic: Foreign Exchange Risk Practices Among Australian Companies.

Ferdinand A. Gul  
Seminar Co-ordinator

### DEPARTMENT OF BIOLOGY — BIOMEDICAL EVENING SEMINARS 1987

Each Seminar will be preceded by a char grill dinner at 6.30 pm in the Union Bistro. Those interested in attending the dinner should contact Dr E.J. Steele before the designated evening so that appropriate bookings can be made. Seminars will begin at 8 pm in Lecture Theatre G.19, Building 35. This series is sponsored by the Department of Biology and the School of Health Sciences. The assistance of Dr Stephen Anderson is acknowledged.

Wednesday October 14 — Associate Professor A.J. Husband, Faculty of Medicine, University of Newcastle

— Psycho-Immunology: Bridging the Gap between Mind and Immunity.

### DEPARTMENT OF PHYSICS — SCHEDULE OF COLLOQUIA

Held in Physics Lecture Theatre (building 18, room 118).

Thursday October 15, 12.30 pm — 4.30 pm — Ms Tracy Fisher\* — The Effect of Hydrogenation in Semi-Conductors using Photo-Luminescence. Mr Philip Randall\* — Dust in the Gum-Verla Region. Mr Andrew Warner\* — Piezo-Transverse Zeeman Spectroscopy of Boron Impurities in Germanium. \*Honours Students, Department of Physics, University of Wollongong.

### DEPARTMENT OF PHYSICS — SCHEDULE OF PUBLIC LECTURES

Held in Pentagon 3 (building 20).

Thursday October 8, 8 pm — Dr John Bell, CSIRO Division of Applied Physics, Lindfield — Applications of High Temperature Superconducting Oxides.

### DEPARTMENT OF HISTORY AND POLITICS POSTGRADUATE SEMINARS SECOND SESSION

All seminars in room 19.2004 at 5 pm

September 30 — Dr Andrew Wells — Fernand Braudel and Writing Australian History

October 7 — Norm Neill — Why Study the Bloody Farmers?

October 14 — Michael Chavura — Towards a Study of Calvinism in Australia

### DEPARTMENT OF CHEMISTRY SEMINAR PROGRAM SESSION II

Seminar to be held on Friday in Room 18.111 (Physics) at 2.30 pm

October 9 — Dr Roger Read, University of New South Wales

### DEPARTMENT OF BIOLOGY SEMINARS SESSION II

All seminars to be held in Room G19, Building 35.

Tuesday September 22, 3.30 pm — Mrs Ae-Soon Tholen. 4.30 pm — Mr John Goodfellow — Biology Honours Seminars

Tuesday September 29, 3.30 pm — Ms Fiona Harris. 4.30 pm — Mr Peter Butler — Biology Honours Seminars.

Tuesday October 6, 4 pm — Mrs Gowrie Thampapillai — Biology MSc Seminars

Tuesday October 13, 4 pm — Mr Patrick Roach, Department of Biology, The University of Wollongong — Use of Cassava tissue culture systems for the study of phytopathogens.

## Sport

### UNI GIRLS WIN NATIONAL CHAMPIONSHIP

The University of Wollongong women's volleyball team are national champions following the Australian University Games held in Brisbane August 24 to 28. The team, coached by Human Movement and Sports Science lecturer Vince Nethery, won most of its preliminary games with relative ease, beating LaTrobe, NSW, Monash, and Adelaide without dropping a set before being defeated 2-1 by tournament favourites Queensland in the final preliminary game. This was their first hard match and, despite the loss, coach Nethery was quietly confident, stating it was just what the team needed and would result in a five-point improvement per set in the ensuing semi-finals and final.

This proved to be right, if not an understatement, as the team blasted previously undefeated Flinders from South Australia in three straight in the semi-final 15-5, 15-0, 15-7. Defence was outstanding with Anna Murphy, Allison Wright and Vege Hutton combining for several stuff blocks, and Kerrie Cole along with Heidi Spender and Sue Carroll picking up anything that came through the first line of defence.

Sue Carroll showed why she is affectionately known as "hammer", with many powerful attacking spikes from accurate sets by Spender and Murphy. With Queensland winning the other semi-final against Western Australia, the stage was set for a rematch between the two teams for the national title.

Wollongong started tentatively, failing to take advantage of some good serve reception, and generally played poorly in both defence and attack. Queensland jumped to a 13-4 lead before the girls finally got into their rhythm. What followed was the best volleyball of the entire week. They proceeded to and led 14-1 in the third before a late Queensland rally retrieved another eight points. Wollongong finally picked up the match winning point to take the third set 15-9, and the championship.

Great defence and teamwork again paved the way, with all players blocking superbly, and picking up any loose balls that came over. Excellent sets by Spender and Murphy resulted in Carroll's hammer hitting home more frequently as the game progressed. Both Carroll and Murphy richly deserved their selection in the combined 'all-star' team, with others being just a shade unlucky to miss out.

## Letter to the Editor

SIR!

As an occasional Wollongong University academic staff member, I read with interest about the planned development of a Politics curriculum and look forward to the arrival of Professor Ted Wolfers.

However, I must say it does not help boost our confidence in the discipline's apparent contact with recent political realities to have Dr Marengo writing on the front page of *Campus News* (September 15) that '... the Australian citizen can no longer afford his traditional passive role in a political environment ...; he must acquire the skills to participate effectively ...'. One might think that the writer might not be aware that considerable political struggles both last century and this century have been fought so that citizenship of Australia now includes both genders. Not to acknowledge this fact linguistically and analytically can often, particularly in the social sciences, lead to ambiguity and a lack of clarity.

Indeed, having been alerted by this rather dated/analytically inadequate terminology, I then began to wonder how

Dr Marengo could with such certainty be moved to make the rather absurd statement that 'With regard to Australia's internal situation, it is obvious that the role played by ideology has been steadily declining over the years.' Shades of Daniel Bell ...

However, then I read with incredulity Dr Marengo's 'fact' that our society is one '... which every day grows economically more equal ...'. This would seem to be at countervariance with available longitudinal data on Australian wealth inequality<sup>1</sup>, particularly for many migrant/refugee groupings, but as well as for sections of the traditional Australian working class.

Indeed, if one focuses on Aboriginal wealth and living conditions, as one must in any comprehensive Australian analysis, Aboriginal Australians might find F.D. Marengo's economic and political analysis in the article also at variance with their particular experienced contradiction: that of a growing, and increasingly explicit (but still weak) role in the Australian political order but a continuing marginalised role in the economy<sup>2</sup>.

One might therefore in fact ask how 'entrenched' Australia's 'multi-ethnic nature' actually is ....

I look forward, as I am sure many others do also, to the development of the discipline of Politics on campus.

Dr Ron Witton  
Curriculum Studies

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1. See for example, Phil Raskall *Wealth: Who's got it? Who needs it?*, Australian Society, March 1986, pp.12-15.
2. For comprehensive data on the continuing marginalised living conditions of the majority of Aboriginal Australians, see Commonwealth Department of Aboriginal Affairs, *Aboriginal Social Indicators*, AGPS, Canberra, 1985.

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