



Distributed each Tuesday

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Editor: George Wilson, Tel. (042) 270926

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COMPUTER SOFTWARE: COPYRIGHT

Potentially Serious for all Australian Universities

The realities of copyright violations in relation to computer software contain serious implications for all Australian universities. Associate Professor Greg Doherty, Head of the Department of Computing Science, has drawn attention of Heads of Departments, Schools and Units to this concern in memoranda circulated in December and March. Now the Australian Vice-Chancellors' Committee (AVCC) has written to the University Secretary, Mr Ken Baumber, to draw his attention to action taken recently against the Australian National University by the Australian Information Industry Association Limited (AIIA) on behalf of several computer software companies.

Partly as a result of this action universities are very much in the firing line on this issue. Ken Baumber writes:

It is incumbent on us all to comply with the provisions of the Copyright Act, 1968 (as amended) and regulations made under the Act concerning copyright and computer programs. You should note carefully the contents of the leaflet enclosed in this issue of *Campus News*, prepared by the Australian Vice-Chancellors' Committee. It was distributed in August 1984 to all members of staff.

This matter is of a serious nature, as the University will not condone any breaches of law.

The purchaser does not become the owner of the copy of a computer program but is merely licensed to use it in accordance with the conditions of sale in the licence

agreement. It is most important to read all licensing agreements carefully. The licence agreement may give the licensee additional rights over those specified in the Copyright Act. Should a licensee act against the provisions of a licence agreement, he or she or the organisation is in breach of a contract and may be subject to civil action including action for damages.

Infringements of the Copyright Act itself constitute a criminal offence punishable for each infringing article by heavy fines for the first conviction. For a subsequent conviction the penalty may be an even heavier fine, six months' imprisonment or both.

It is possible that both the individual and the institution may be joined in any legal action.

Users and their supervisors have a duty to ensure that the law is observed in every respect. If an item of software is required for a particular task a legitimate copy must be obtained, funds permitting. Otherwise the task must be performed using other software, where legitimate copies are available, or manually.

If any member of staff has any difficulty interpreting the legal requirements on the use of software, he or she should get in touch with Associate Professor Greg Doherty, Computing Science, on ext 3859.

The use of University equipment or University facilities for the making or running of unauthorised copies of software is prohibited.

Local businesses help students

Twelve Wollongong businesses have each donated Friends of the University scholarships for study at The University of Wollongong. The successful students are shown on the right. They are Adam Sharman (rear left), Steven Dransfield, Martin Carolan, John Wilson, Julia Koskinen (middle left), Sean Podevin, Aaron Avagliano, Steven Ayrton, Michelle Kudrynski (front left), Denise Knight and Rebecca Fraser. For more about the scholarship scheme please turn to page 2



General Notices

Help for students

from page 1

A special ceremony was held on Monday May 2 to present the scholarships so generously donated by local organisations to Illawarra students.

This scholarship scheme has been organised by the Friends of the University of Wollongong to encourage local meritorious students to undertake tertiary studies at their own regional university.

The local community is to be congratulated on the response to this scheme. Twelve organisations are participating. They are

1. **Associated Pulp and Paper Mills Scholarship in Electrical Engineering.** Scholarship of \$1750 for one year for a student enrolling full-time in the 4th year of the degree of Bachelor of Engineering (Electrical). *Donor's Representative* Dr Garry Jones. *Recipient* Mr John Wilson.

2. **BHP Coated Products Division Scholarship in Engineering (Materials).** Scholarship of \$6240 over four years. Award for an HSC student from an Illawarra High School enrolling full-time in 1988 in Bachelor of Engineering (Materials). *Donor's Representative* Ms Amanda Platt. *Recipient* Mr Steven Ayrtton.

3. **The Graham, Bell and Bowman Scholarship in Creative Arts.** Scholarship of \$1200 pa for three years awarded to 1987 HSC candidate enrolling full-time in 1988 in Bachelor of Creative Arts. *Donor's Representatives* Mr Terry Graham and Mr Bruce Bowman. *Recipient* Mr Sean Podevin.

4. **Hughes Brothers Scholarship in Commerce.** Scholarship of \$1500 pa for three years for HSC candidate enrolling full-time in 1988 in Bachelor of Commerce. *Donor's Representative* None available. *Recipient* Julia Koskinen.

5. **IMB Society Scholarship.** Four scholarships of \$1200 pa for three or four years beginning in 1988 available to children or grandchildren of IMB investors from any NSW High School. *Donor's Representative* Mr Colin Hughes. *Recipient* Ms Rebecca Fraser.

6. **The Kiama Council Scholarship.** Scholarship of \$1200 pa for three or four years available to 1987 HSC candidate from the Kiama Municipality enrolling full-time in any degree. *Donor's Representative* Mr B. Petschler. *Recipient* Ms Denise Knight.

7. **MM Metals Scholarship in Engineering.** Scholarship of \$1200 pa for 4 years available to 1987 HSC candidate from an Illawarra High School enrolling full-time in 1988 in an Engineering degree. *Donor's Representative* Mr Bruce Williamson. *Recipient* Mr Adam Sharman.

8. **The Office Supplies Scholarship in Commerce.** Scholarship of \$1200 pa for three years available to 1987 HSC candidate from an Illawarra High School enrolling in 1988 in Bachelor of Commerce. *Donor's Representative* Mr Keith Lewis. *Recipient* Mr Steven Dransfield.

9. **The Rotary Club of Fairy Meadow Scholarship in Physics.** Scholarship of \$1100 available to student enrolling in Bachelor of Science following a Double Major Program in Physics. *Donor's Representative* Mr John Bell. *Recipient* Mr Aaron Avagliano.

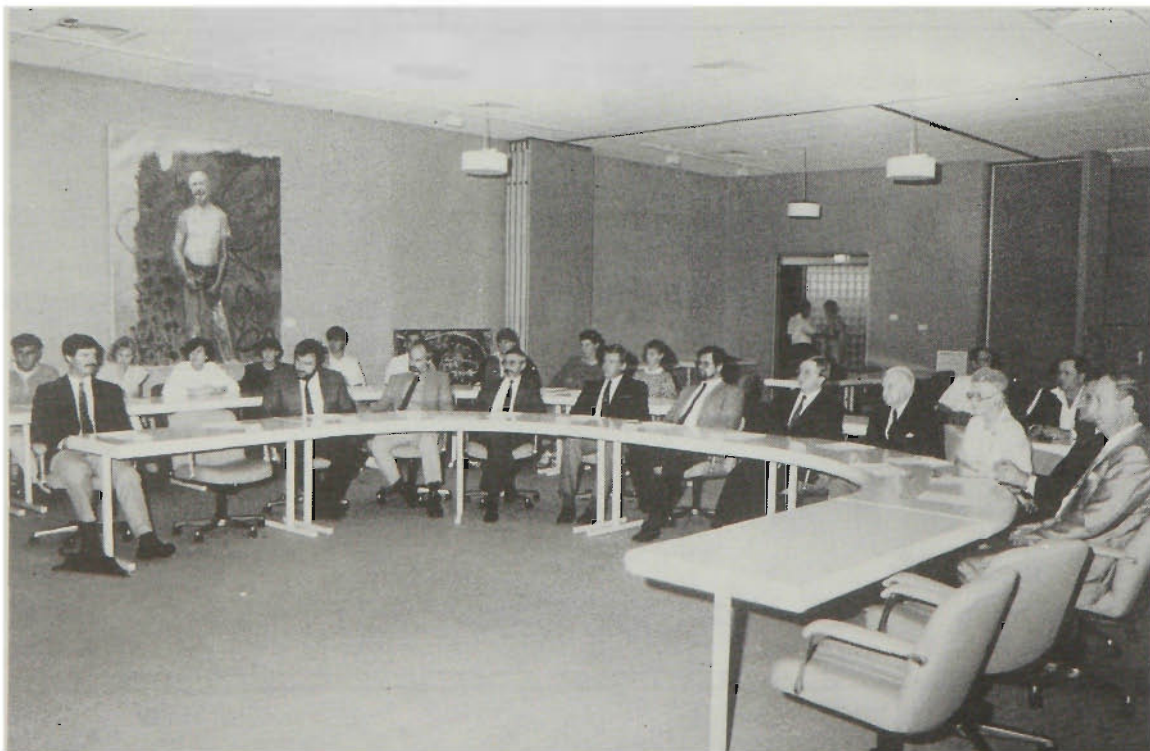
10. **The Soroptimist International Undergraduate Scholarship in Physics.** Scholarship of \$1100 available to student enrolling in Bachelor of Science following a Double Major Program in Physics. *Donor's Representative* Ms Jean Finlayson. *Recipient* Mr Martin Carolan.

11. **The Bevans Real Estate Centenary Scholarship (already awarded).** Scholarship of \$1200 pa for three years awarded to 1987 HSC candidate from Wollongong, Shellharbour or Kiama Municipality enrolling full-time in Bachelor of Commerce degree. *Representative* Mr Bill Soeterboek. *Recipient* Ms Michelle Kudrynski.

12. **The Cleary Bros (Bombo) Scholarship in Civil Engineering (has not been awarded yet).** \$1200 for four years for Illawarra High School student enrolling in Bachelor of Engineering (Civil). *Representative* Mr Bob Elvy.

THE COUNCIL FOR BUSINESS/HIGHER EDUCATION CO-OPERATION

A new national organisation representing business and higher education is to launch a 12-month work program designed to review and develop the links between the sectors. The Council for Business/Higher Education Co-



Scholarship donors at the presentation ceremony last week. From the left they are Dr Garry Jones of Associated Pulp and Paper Mills, Mr Terry Graham and Mr Bruce Bowman of Graham Bell and Bowman, Mr Colin Hughes of the IMB Society, Mr B. Petschler of the Kiama Council, Mr Bruce Williamson of M.M. Metals, Mr Keith Lewis of Office Supplies, Mr John Bell from the Rotary Club of Fairy Meadow, Ms Jean Finlayson of Soroptimist International, Mr Barry Kelly of the Illawarra Credit Union. Not among those present were representatives from BHP Coated Products Division and Hughes Brothers

operation will review existing links, particularly in applied research and technology, and investigate how effectively each sector uses the expertise available in the other.

The council, which held its first meeting in Melbourne recently, has been set up by the Business Council of Australia, the Australian Vice-Chancellors' Committee and the Australian Committee of Directors and Principals in Advanced Education.

The council is chaired by Mr Bruce Price, the chairman of Hawker de Havilland Limited, and is made up of vice-chancellors and directors of universities and colleges and senior executives of Australian companies. Its establishment represents a significant step in improving links between the sectors.

According to Mr Price, while there is evidence of increased co-operation between industry and higher education, there is room for more collaboration. In the past, the degree of co-operation in some areas had been unsatisfactory, he said.

Among the issues which will be examined by the council are:

- The need for business and industry to make full use of the research carried out in Australian institutions;
- The need to develop a culture in Australia which will encourage co-operation between the sectors;
- The development of a register of qualified business people able to serve on councils and committees of the institutions;
- Support for the National Teaching Company Scheme as a mechanism for developing co-operation between the sectors. The scheme involves graduates employed by companies on specific projects;
- The need to encourage more interaction between the institutions and industry through the use of the 150 per cent R and D tax incentives scheme in universities and colleges.

Membership of the Council for Business/Higher Education Co-operation

Business Council of Australia: Mr Bruce Price, Hawker de Havilland Limited, Mr Jack Brady, CRA Limited, Mr Tony Fincham, ICI Australia Limited, Mr Tim Harricks, OTC (Australia), Mr Neil Shaw, AMCOR Limited.

Australian Vice-Chancellors' Committee: Professor Ray Golding, Vice-Chancellor, James Cook University of North Queensland, Professor John Lovering, Vice-Chancellor, The Flinders University of South Australia, Professor Ken McKinnon, Vice-Chancellor, The University of Wollongong.

Australian Committee of Directors and Principals in Advanced Education: Dr Colin Campbell, Director, Victoria College, Professor Gus Guthrie, Vice-Chancellor, University of Technology, Sydney.

AN OFFICIALLY SPONSORED BICENTENARY CONCERT

The Illawarra Music Club will present *Songs, Airs and Fine Music of the Early Illawarra* on May 14 – an entertaining review of musical life in 19th century Wollongong. It is researched, produced and directed by Peter Roberts and features a variety of musical forms including musical comedy, folksong, choral and brass band music.

It will be performed by local singers and members of the City of Wollongong brass band, a section of the Bicentennial Choir and a childrens' choir from Wollongong Public School.

May 14, IMB Theatre, Illawarra Performing Arts Centre, 8 pm; tickets \$10, concession \$5.

UNIVERSITY REPRESENTED AT ANZAAS CONGRESS CENTENARY YEAR

Leading international scientists specialising in fields of current community interest and concern will attend the Centenary ANZAAS congress to be held at the University of Sydney from May 16 to 20.

This year's theme poses the question, 'What Use Is Science and Technology?' Among those invited to speak are three from The University of Wollongong. They are Professor Ron Johnston, whose theme is *The Real World of Science Policy: More Politics than Science*; Ms Janice E. Wright, *The Construction of Gender Identity through the Language of Physical Education Classrooms*; and Ms Stephanie Short-- *Community Participation or Community Manipulation: a Case Study of the Illawarra Cancer Appeal-a-Thon*.

The official opening of the Congress in the University's Great Hall, will be the first-ever joint degree-conferring ceremony by the three metropolitan universities. Three honorary degrees will be presented, and the Presidential Address will be given by Professor David Penington AC, former Chairman of the national AIDS Task Force and Vice-Chancellor of the University of Melbourne.

Congress Liaison Officer is Christine Williams who has been appointed to deal with any inquiries in the lead up to the Congress and for its duration. She can be contacted on (02) 5521995.

CENTRE HOSTS VISITING RESEARCH FELLOW

The Centre for Transport Policy Analysis has over the past two weeks been host to Professor Wayne Talley, Eminent Professor of Economics at Old Dominion University in Norfolk, Virginia (United States).

Professor Talley is an internationally known Transport Economist and has published extensively in the area.

He is particularly known for his work in transport costing, maritime, urban and air transport. He has held research positions at the US Department of Transportation, the US Interstate Commerce Commission, the US National Aeronautics and Space Administration, and the Transport Studies Unit, Oxford University, England. His recent book is entitled, *Transport Carrier Costing* (Gordon and Breach Science Publishers).

Professor Talley has had extensive discussions with the Centre's personnel, particularly on matters related to the structure of port charges and on port pricing policies. During his stay in Australia he also visited, and gave lectures at, the Bureau of Transport Communications Economics in Canberra and the University of NSW.

Wollongong University gift ties and scarves

Wollongong University ties and scarves are available from the Union Shop. What a great present to those travelling overseas to present to colleagues and friends, or to graduands....



AIPS Prize winner, second-year Bachelor of Arts student Julie Crooke

AIPS PRIZE WINNER

Australian Institute of Political Science prize for the best undergraduate performance in politics in 1987 was presented to Julie Crooke by Mr Gordon Pears last week.

The AIPS was founded in 1932 to provide an independent non-partisan forum to encourage public discussion. Every year AIPS provides a prize to each Australian university with a Department of Politics. The winners receive \$50 each, expenses paid to attend a national conference in Canberra and three years membership to the Institute.

Julie Crooke is undertaking a Bachelor of Arts degree and is in her second year this year. In first year she obtained High Distinctions for History, Philosophy and English and a High Distinction and Credit for Politics. Julie already holds a DSCM in Cello from the NSW Conservatorium of Music and has been a member of the Sydney Symphony Orchestra. Julie Crooke is the inaugural winner of the AIPS prize.

SPACE AND THE ARMS RACE

Weapons in space or arms control from space

On the eve of a major conference 'Checking the Arms Race' – to be held in Sydney May 13 to 15 – two of the international keynote speakers will give a lunchtime address at The University of Wollongong. In last week's *Campus News* Professor Tsipis was advertised as one of the speakers. Unfortunately he cannot now come to Australia. The speakers will now be Dr Jasani and Lt Col Ronald Cleminson.

Dr Bhupendra Jasani, Program Director on Space and International Security at the Royal United Services Institute, London, will talk on the use of satellites for the independent verification of arms treaties.

Lt Col Ronald Cleminson, Head of the Verification Research Unit within the Arms Control and Disarmament Division of the Department of External Affairs, Canada, will talk on Canadian and European participation in independent verification of arms treaties.

Thursday May 12, 12.30 to 1.30 pm, Pentagon Lecture Theatre 2.

Sponsored by the Physics Department, Australian Institute of Physics, Scientists Against Nuclear Arms (Illawarra), and STS Postgraduate Association.

APPLE CONSORTIUM USER GROUP

The annual general meeting of the University of Wollongong Apple Consortium User Group (MacIntoshes SEs etc) is to be held on Thursday May 12 at 12.30 pm in Building 14 (lecture theatre). Both old and new members, staff and students are welcome. The formation of a developers group on campus will be discussed.

The user group will meet regularly on the second Thursday of each month in Building 14 at 12.30 pm during 1988. For further inquiries regarding membership, access to public domain software contact Anne Porter, room 19.1078 or ext 3699.

LUNCH-TIME VIDEO SCREENINGS BY ABORIGINAL EDUCATION UNIT

As a follow-up to the Heritage Week activities, the Aboriginal Education Unit will be screening lunch-time videos. They will cover various aspects of Aboriginal society and its relation to the wider non-Aboriginal community through the year.

All student/staff members of the University, and others from the wider community, are welcome to view the videos and meet the staff and students associated with the Unit. See you soon.

May 11, 1 pm. John Pilger's, *The Secret Country* – part two (part one was screened on May 4).

May 18, 1 pm. John Pilger's, *The Secret Country* – (part three).

May 25, 1 pm. *Sister, If You Only Knew*. A moving account of the pressures of Aboriginal women struggling to survive in the city.

THE AUSTRALASIAN INSTITUTE OF MINING AND METALLURGY TECHNICAL MEETING

Date: Wednesday May 18.

Place: Pentagon Building - Lecture Theatre 1, The University of Wollongong

Time: 7.30 pm

Speaker: Edward Wechner, Engineering Manager, Joy Manufacturing Co Pty Ltd

Topic: New Coal Mining Machinery Concepts

THE UNIVERSITY OF WOLLONGONG CONSERVATORIUM OF MUSIC

Conservatorium Staff and Student Concert.

Bruce Gordon Auditorium, Performing Arts Centre.

Saturday, May 21, 8 pm.

Admission \$6.50, family concession \$18 (2 adults and 2 children) (3 adults and 1 child).

Program includes

Mozart *Exsultate Jubilate*

Vera Troitsky -- Vocalist

Merion Powell -- Guest Conductor

Granados *Goyescas*

Phillida Green -- Pianist

Albeniz *Asturias*

Peter Jongsma -- Guitarist

Mozart *Divertimento No.1 K136*

Gleniffer Quartet

Bach *Flute Sonata*

Linda Jones

Zelter *Viola Concerto 1st Mov.*

Janine Gibson

Research Funds

The sources of research funds given below are available to members of academic staff. Further information including application forms may be obtained from Kim Harriss (ext 3201). Intending applicants are reminded that all research applications must be forwarded through the Office of Research and Post-graduate Studies.

NATIONAL HEALTH AND MEDICAL RESEARCH COUNCIL

The Commonwealth Government, through the Public Health Research and Development Committee of the National Health and Medical Research Council, is offering Fellowships and Scholarships for training in public health research.

Applications are invited in the areas of epidemiology, behavioural science, health promotion, health education, statistics, demography, sociology, social welfare, anthropology, health economics, health services research, nutrition, policy analysis, public health administration, disease control.

Applications close with the University on June 3.

INDUSTRY RESEARCH AND DEVELOPMENT BOARD

Applications are invited for grants under the Generic Technologies Program to conduct research in the areas of new and improved materials and materials processes.

Target areas identified as special priority for research are: metal surfaces and their treatment, radically improved metal extraction processes, opto-electronic devices, rare earths, polymers for hostile environments, bio-materials and devices, engineering ceramics, advanced materials processing for manufacture and materials fabrication, high temperature superconductors and other magneto-electronic materials and devices.

Applications close with the University on July 15.

OFFICE OF THE MINISTER FOR THE ARTS

Applications are invited to apply for grants under the government's programs of assistance for film and video, literature and history during 1989.

Film and video grants are intended to support film festivals and organisations specialising in the exhibition of

PREVIOUSLY REPORTED IN CAMPUS NEWS

	Internal Closing
Australia-China Education	
Co-operation Program	May 17
National Heart Foundation	May 17
French Government Scientific Fellowships	May 27
Australia-China Education	
Co-operation Program	June 16
Australian Academy of Humanities	
Grant-in-Aid	June 16
RV Franklin Ship Time	June 16
Clive and Vera Ramaciotti Foundation Grants	June 16
The Australian Academy of Science	
and Australian Academy of Technological	
Sciences and Engineering UK Exchange	June 17
Academy of Science China Exchange	November 17
Earthwatch	Any time
Criminology Research	Any time
Pig Research Council -- Support for	
Eminent Visitors	Any time
MERA Project Grants	Any time
Clive and Vera Ramaciotti Travel Grants	Any time
James N Kirby Foundation	Any time
Telecom Research Laboratories	Any time
NSW State Cancer Council	
Travel Grants-in-aid	Any time

films. Special emphasis will be given to Australian film projects.

Literature and history grants are intended to support groups which seek to foster professional standards. Assistance is directed mainly towards professional fees for workshops.

Applications close with the University on June 17 (film and video) and June 30 (literature and history).

ST JOHN'S COLLEGE, CAMBRIDGE

The council of St John's College, Cambridge, invites applications for a Benians Fellowship for 1989-90. Election to the Fellowship is made for an academic year.

Applicants able to be in the United Kingdom for less than nine months will not be considered. The fellow will be entitled to a college room and an honorarium of 1,250 pounds a year.

Applications close with the University on August 19.

RESEARCH GRANTS APPROVED BETWEEN MARCH 23 AND APRIL 20

Office of Multicultural Awards	\$7000
Castles, S.C. and Morrissey, M. -- Migrant Employment and Training and Industry Restructuring.	
Texas Instruments Technology Awards	\$5500
Fulcher, J. -- Midi Interface System.	
Hagan, J.S. University of Wollongong -- Research Fellowship in History Research Fellowship.	
Joint Coal Board	\$2000
Hargraves, A.J. -- Sorption Coefficients of Expansion of NSW Coals with CH ₄ and CO ₂ .	
NSW Cancer Council	\$12,000
Hatton, M.J. -- Evaluation of Health Resource for Cancer Education.	
Defence Public Relations Unit	\$60,000
Morrissey, M. -- Female and Ethnic Attitudes to Defence.	

Office of Multicultural Affairs	\$45,000
Morrissey, M. -- Migrant Self-Employment and Economic Restructuring.	
	\$26,825
Morrissey, M. -- Economics of Multicultural Education.	
National Parks and Wildlife	\$2500
O'Neill, A.L. -- Thematic Mapper Landsat Image for the Production of Classified Images in the Kosciusko Region.	
BHP Coated Products	\$14,500
Wallace, G.G. -- Synthesis and Evaluation of New Polymeric Coatings on Non-Ferrous Substrates.	
Dept of Defence Support	\$10,640
Wallace, G.G. Defence Feasibility Studies.	
Commonwealth Department of Health	\$21,587
Wragg, J. and Viney, L.L. -- Longitudinal Drug Education/Prevention Study in NSW.	



Staff Roundup

CHANGES IN ADMINISTRATION

The purpose of this article is to bring staff up-to-date with recent changes and senior appointments within the University's Administration.

The major changes have occurred within the Buildings and Grounds Branch which has been re-organised under Kevin Turnbull's management. The new structure is summarised below.

* Ron Kinnell will be retiring in July and will be replaced by M.S. Wong as Co-ordinator of Site Services and Facilities. In the meantime, Ron Kinnell and M.S. Wong will be working together with Ron carrying out the important task of ensuring that his knowledge of the site gathered over long experience here will not be lost entirely to the University on his retirement.

* Several functions previously located in the Buildings and Grounds Branch have been moved elsewhere. Security, cleaning, management of the Motor Vehicle pool and the administration of the University's Parking policy are now the responsibility of the Financial Services Branch. Under the overall management of Susan Smith they will be the direct responsibility of Ron Robertson who heads up the Business Services section. To assist with these extra functions he will be supported by an Administrative Trainee, Allison Inglis and the Supervisors of Security and Cleaning, Graham Parsons and Joe Lemme. These staff members will be relocated to the Business Services section once the necessary office renovations have taken place. The office of the Australian Institute of Management now located in the Business Services area will move to space freed up in Buildings and Grounds. These moves are expected to take place in the next few days.

* The functions of space timetabling and the room bookings previously undertaken by Robyn Lawson (who has now resigned) in Buildings and Grounds have now become the responsibility of Student Services under Trevor Brew. Chris Hadley has been appointed to that position and is already located in Student Administration.

There have also been several key appointments in Administration so far in 1988; in summary, these are:

George Cepak, Manager, Planning and Marketing Branch.

Ron Robertson, Senior Administrative Officer, Business Services, Financial Services Branch.

Nesbit Hindmarsh, Senior Administrative Officer, Finance Section, Financial Services Branch.

Chris Grange, Senior Personnel Officer, Personnel Services Branch.

Robyn Wilkes, Accommodation Officer, Student Services Branch.

Martin Farrington, Internal Auditor.

COMING STAFF DEVELOPMENT ACTIVITIES

The following activities are scheduled in the near future. Staff interested in undertaking any of the programs should complete the blue nomination form, available from Personnel Services, and return by the date given below. Staff must have their Head of Department's recommendation on the nomination form.

Safety in the Workshop -- This workshop looks at the Occupational Health and Safety Legislation, supervisory responsibilities, hazard identification and control. **Target Audience** -- Staff responsible for laboratories, workshops and similar areas. **Duration** -- 2 x one-half days. **When** -- May 27 and June 1. **RSVP** -- May 31

Selection Techniques Workshop -- In line with the University's EEO policies and procedures, this workshop looks at the skills and knowledge required to select staff on merit. **Target Audience** -- Staff required to sit on selection committees. **Duration** -- 2 days. **When** -- May 10 and 11.

Conflict Management Seminar Follow-up -- This follow-up session will build on the initial conflict management assessment session, and develop the necessary practical skills involved in the management of conflict. **Target Audience** -- Participants of the previous conflict Management Seminars. **Duration** -- 1 day. **When** -- June 3.

Keyboard Skills Training -- this typing-skills training program is designed to develop accurate touch typing for staff who are using keyboards of any sort (computers, VDUs, word processors, terminals). **Target Audience** -- Staff using keyboards without typing skills. **Duration** -- Ten one-hour sessions. **When** -- 1) June 14 to 27, 2) Repeated June 28 to July 11. **RSVP** -- 1) May 16, 2) May 30.

Further details: Wendy Raikes, ext 3946.

CHANGES TO GENERAL STAFF CONDITIONS OF EMPLOYMENT

In recognition of some of the difficulties faced by limited term general staff, the University has developed a policy for the conversion of limited term positions to permanency. This policy has implications for permanent staff members as well as for limited term staff.

Many limited term staff have been offered extensions to their limited term positions; some have been limited term employees for up to seven years. Obviously these limited term positions are really ongoing in nature though still classified as limited term. Unfortunately, these limited term staff do not have access to some of the benefits available to permanent staff, such as superannuation.

To overcome these problems, and to create a more equitable situation for limited term staff who have been continuously extended, the University Council resolved to offer permanency to some limited term staff.

Basically, no position is to continue as a limited term position beyond four years. If a limited term position continues for four years the current occupant will be offered that position on a permanent basis. This is, of course, subject to the position being originally advertised and filled on merit and the present incumbent having a satisfactory probationary report, and maintaining satisfactory work performance.

The nature of the position and the conditions pertaining to that position must also remain the same. For instance, if a limited term Word Processing position was being reclassified as a Secretarial position, that position would have to be advertised, as essentially it is an entirely new position. Similarly, the position would have to be advertised if it was decided to change the position from part-time to full-time.

Obviously this policy does not apply to Limited Term positions which are funded externally, as the University has no control over the continued funding of these positions.

The EEO Unit fully supports this initiative. The policy serves to eliminate a number of institutional barriers which limit the opportunities available to Limited Term staff. To date five limited term staff have been offered permanency.

If you are a limited term member of the general staff and have been in the same position for four years and wish to enquire about your eligibility for conversion to permanency, contact Mr Gary Graham, Assistant Personnel Officer, Personnel Services Branch, ext 3935. Enquiries from other interested members of staff and supervisors of limited term staff are also welcome.

STAFF REQUIRED FOR JURY SERVICE

Staff summonsed as jurors should:

1. Notify the Department/Section Head and the Leave Clerk (ext 3914) as soon as possible of the date upon which they will be required to attend for jury duty.
2. Request the Sheriff's Office to issue a receipt for -
 - (a) attendance
 - (b) the amount of money received
3. Upon return to work refund to the University Cashier the value of any monies received from the Sheriff's Office, (b) above, and request a receipt for such refund.
4. Complete a Leave Form specifying 'Jury Service' for the absence from work and attach to the Leave Form a copy of the Sheriff's Office receipt and the University Cashier's receipt.

CURRENT VACANCIES

The closing date for applications is indicated in italics.

Co-ordinator, Student Learning Assistance Program, contract appointment of three years, *May 13*.

Lecturer in Nursing, Health Sciences, limited term -- 5 years (convertible), *May 20*.

Research Associate, Mathematics, contract 2 years, *June 3*.

Lecturer, Mechanical Engineering, continuing or limited term -- five years (convertible), *June 3*.

Senior Lecturer/Lecturer (two positions), Electrical and Computer Engineering, continuing or limited term -- 5 years, *June 3*.

Lecturer, Geology, limited term -- 5 years (convertible), *June 3*.

Lecturer, History and Politics, limited term -- five years (convertible), *June 3*.

Further details: Ross Walker, ext 3934.

STAFF CHANGES

New Starters

Ms G.A. Wood, Secretary, Planning and Marketing.
Mr G. Peterson, Technical Officer, Civil and Mining



Dr Jim Hill (left) pictured with Mr Peter Snowball, Manager of the Sydney rubber engineering company P.J. O'Connor and Co Pty Ltd, which is located at Bankstown and is a subsidiary of Tube Makers of Australia. Dr Hill and Mr Snowball are collaborating in research on rubber engineering components also involving a National Research Fellow

Engineering.

Ms M. J. Chilby, General Library Assistant, Library.

Mrs H. Bow, Analyst/Programmer, Library.

Ms J. Eshman, Professional Officer, Microwave Applications Research Centre, Uniadvice.

Mr I.N. Bridge, Technical Officer, Civil and Mining Engineering.

Miss M. Allen, Word Processor Operator, Faculty of Arts.

Transfer/Promotion

Mrs P. McClure, Graduate Assistant, Planning and Marketing.

Departures

Ms L.M. Jones, Administrative Trainee, University Secretary's Division.

Ms G.F. Mooney, Research Assistant, Psychology.

Mr P. Symons, Attendant, Centre for Teaching Development.

Mr G. Dunn, Office Manager, Halls of Residence.

Dr. F.D. Marengo, Senior Lecturer, History and Politics.

WOLLONGONG UNIADVICE COURSES

Wollongong Uniadvice Ltd is presenting the following courses. Further information from 270956 (ext 3956).

1. Spanish
2. French
 - Introductory
 - Intermediate French
3. Italian
 - Italian for the Travellers
 - Italian for the Business Person
4. Japanese
 - Beginners
 - Intermediate
 - Conversation Class
 - Customs and Culture
5. Innovative Management

Management series specifically for the professional and business people.
6. Higher School Certificate Winter Vacation Program.
7. Essay Writing Weekend Workshops for High School students.

Seminars

DEPARTMENT OF ACCOUNTANCY AND LEGAL STUDIES

Date and time: Friday May 13, 11 am
Topic: The Accountancy Court Concept
Speaker: Mr Garry Tibbits

DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING

Date and time: Monday May 16, 4.30 - 5.30 pm
Topic: Electronics in Aviation
Speaker: Dr P.M. Carter
Venue: Room 35.G45

SCIENCE AND TECHNOLOGY STUDIES

Date and time: May 11, 1.30 pm
Topic: How to ideologically indoctrinate students
Speaker: Stan Aungles
Venue: Building 19, Room 2061

DEPARTMENT OF CIVIL AND MINING ENGINEERING POSTGRADUATE SEMINAR

Date and time: Wednesday May 11 12.30 pm
Topic: The Effect of Backfill Thrust on the Vertical Pressure Distribution in Reinforced Earth Wall
Speaker: Ms Yasmin Ashaari, PhD student, Department of Civil and Mining Engineering, The University of Wollongong
Venue: Photogrammetry Room, Building 3/138, Civil and Mining Engineering Department

Dr M. Sivakumar
Seminar Convenor, Ext 3055

WOMEN'S STUDIES

Topic: Chloe and Olivia: Fictions of Female Friendship
Speaker: Ms Dorothy Jones (English)
Date: May 10
Time: 6.30 pm
Venue: Building 19, room 2058
Students and staff welcome. Inquiries: Sue Uniacke, Philosophy, ext 3604.

DEPARTMENT OF BIOLOGY BIOMEDICAL EVENING SEMINARS

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, so that appropriate bookings may be made. Seminars begin at 8 pm in Lecture Theatre G19 Building 35. (The assistance of Dr Stephen Andersen is acknowledged).

May 11. A *Bio-Rad* seminar on Molecular Biology of Sex Determination. Dr K.C. Reed, Department of Biochemistry, Australian National University.
Sex and the Single Cow.

DEPARTMENT OF METALLURGY AND MATERIALS ENGINEERING

Time: Monday 4.30 to 5.30 pm
Venue: Room 1.121, Department of Metallurgy and Materials Engineering.

The maximum duration of the seminar is one hour, starting promptly at 4.30 pm. At least ten minutes should be allowed for discussion.

May 16

Speaker: Hardjatmo
Title: Liberation of Minerals in Finely Disseminated Ores

May 23

Speaker: Nguri Ardha
Title: Microwave Project

DEPARTMENT OF BIOLOGY SEMINAR SERIES

Wednesdays 3.30 pm, Building 35, Room G19.

May 11. Dr Beverly Walker, Botany Department, University of Western Australia (now Biology, The University of Wollongong).

Adaptation in Viminaria Juncea.

May 18. Dr Graham Pyke, Department of Vertebrate Ecology, Australian Museum, Sydney.

Pollination ecology of Christmas Bells: the role of nectar production.

Concerts, Exhibitions and Entertainment

THE ART OF LUNCH

In the Music Auditorium, Thursday 12.35 to 1.25 pm
May 12 -- Liz Janeid and students from the School of Creative Arts in a *Textiles Event*.

May 19 -- Staff members Andrew Schultz (clarinet) and David Vance (piano) -- a recital.

'ALTARATIONS'

An exhibition of drawings and ceramic sculptures by Wollongong University postgraduate student, Edward Arrowsmith, will be held at the Holdsworth Contemporary Gallery, 221 Liverpool Street, East Sydney, from April 30 until May 26.

This exhibition is Edward's most ambitious project since he graduated from The University of Wollongong with a Bachelor of Creative Arts in 1986. *Altarations* reflects the philosophy of that school -- polymathy, as it incorporates various art techniques including drawing, painting, collage, ceramics and sculpture.

With this exhibition Edward has established a Post-modern platform for his artwork which will be developed further in his postgraduate studies.

Further information from Edward Arrowsmith, 12 William Street, Kiama, 2533, telephone (042) 323531.

Advertisements

ROOM FOR RENT

International House has available a room for university and faculty visitors. The room has an ensuite and can be furnished with a single or double bed. There is a telephone available for incoming or local outgoing calls. Rates for single occupancy are \$35 a night, \$175 a week, including breakfast daily. Dinner is available for an addition \$5 charge per night.

TYPING SERVICES

Get your assignments, letters, resume or report typed by Arnel Typing Services. Assignments/Reports: \$2.50 per page with copy included. Letters: \$3 per page with copy and envelope. Resume: \$2.50 per page with copy included. Original Re-prints: \$1 per page. Phone 287148 and ask for Carmel.

HOME FOR LEASE

Three- or four-bedroom fully furnished house three minutes walk to campus, available from July 19 to 22 January 1989. Contact Ted or Joyce Steele, 29 3284.