

CAMPUS NEWS

Wollongong funded to develop a career program for women

The University has obtained a grant from the Commonwealth Staff Development Fund for \$43,000 to develop an academic women's career development program and workbook.

The program is titled 'Making the Connection - A Program of University Women's Empowerment for Career Development'.

It will be developed by the University's former EEO Coordinator Dr Peg Macleod and Ms Sylvia Huntley-Moore from the Office of Staff Development.

In 1993 the University obtained Commonwealth staff development funding of \$199,000 for an academic women staff career development project.

This funding provided 26 Academic women with financial support in terms of replacement teaching costs for up to one semester.

The University supported this program through needs-based workshops and mentoring, the facilitation of a thesis and research-support network which met monthly.

The program was extremely successful in terms of measurable, concrete achievements.

The research and publication profiles of these women increased dramatically. Conference invitations followed. Some received continuing appointments and promotion during the year.

Departments and faculties which initially were lukewarm in their support became overnight fans of the program and frequently found extra funding to top up the grants.

Outside the participant network the



Peg Macleod



Sylvia Huntley-Moore

situation looked very positive, but inside was a different picture. It became obvious that academic women faced many problems.

These were specific to the culture of the university sector and the role women academics play in that environment.

They related not to their own perceived inadequacies, but to their administrative overutilisation as a minority group and to externally-imposed perceptions of appropriate career paths for women academics.

As the group evolved into a supportive network, the participants began to realise they were not the only ones experiencing these problems and the associated distress.

They were amazed to find their peers were also suffering the same feelings of isolation and experiencing the same sense of misunderstanding and lack of appreciation for women's

perspectives and contributions.

The group elected to continue meeting after the end of the program, not because of the task-related information sharing that occurred, but because of the social and personal development needs the group provided.

It has become obvious that the success of the initial program was in great part due to these intrinsic factors.

Career-oriented university women are still pioneers in Australia and, as such, need to be able to access a gender-specific, industry-specific program to enable them to develop environmental and political awareness and the skills to hurdle the cultural, societal and religious barriers that have impeded their career progress for so long.

The grant for 1995 will enable the

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Wollongong funded to help women academics

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production of a university-based women's career development program through:

(a) the development of a workbook of self-directed learning materials which will require co-coaching with a peer to complete.

(b) designing six integrated one-day workshop sessions that will cover: co-coaching strategies; personal ef-

fectiveness and self-appreciation; self and environmental assessment; the politics of survival in a university environment; conflict resolution; goal-setting and the development of different career strategies.

(c) piloting this program with 30 academic women staff at the University of Wollongong.

The University has endorsed a systematic career development policy for all members of staff.

Activities began in 1993 with the conduct of compulsory career coaching workshops for all supervisors in the general staff sector and voluntary career planning workshops for other employees.

This year the program is being extended into the academic sector.

It has become clear that there are certain target groups that need special attention which is beyond the resources of the Centre for Staff Development. These include casual staff of all descriptions, technical officers and women in both the academic and general staff streams.

The University's career development program is not a one-off activity. Long-term needs, the number of staff involved and the regular turnover of staff imply on-going activity.

This project not only meets an urgent current need, but lays the foundation for what will become an annual program.

In the short term, the outcome will be the production of a program designed for and by university women that will meet their specific needs in terms of academic career and personal development.

In the long term, this should result in improved levels of competency, self-esteem and job satisfaction for university women.

It will help them develop the skills required to coach and support other women in their research and scholarship and help them appreciate cross-disciplinary career development.

It should also ultimately result in more women developing their research and teaching competence, undertaking higher degrees and with their attainment of better qualifications, universities will have an enlarged pool of staff to undertake higher level duties.

The intention is to distribute this program to other institutions.

In addition, with some modifications, this program will be adapted in future years to the needs of general staff women.

The ultimate aim is to provide a university sector-specific program that will be mainly self-directed and permit institutions to meet the special career development needs of women staff with a minimum of financial outlay and staffing costs.



Do you qualify for this special opportunity?

More than 50 prestigious undergraduate scholarships will be offered to commencing students in 1995.

Cooperative Education Scholarships - \$9300 per annum

Meritorious Scholarships - \$4000 per annum

Faculty Scholarships - \$3000 per annum

Foundation Scholarships - up to \$10,000 per annum

The above are awarded on qualities including outstanding academic achievement, motivation, leadership, and communication skills.

Equity and Merit Scholarships - \$2500 for one year only

Residential Scholarships - \$6200 for one year only

Plus a number of other scholarships.

For a brochure outlining selection criteria and application form please contact:

UNDERGRADUATE SCHOLARSHIPS OFFICE

Ph: (042) 21 3142 Fax: (042) 21 4322

Closing date for applications - 23 September 1994



Promotions Assistant from Planning and Marketing, Gina Woodward, delivered a unit to Mavis Smith, Manager, IMB Campus branch

Support from the IMB extends throughout NSW

In a joint agreement with the Illawarra Mutual Building Society (IMB), the University of Wollongong has distributed brochure stands to branches of the IMB throughout NSW.

These stands display information about undergraduate and postgraduate courses, accommodation, general information about the University and Wollongong, *Campus News* and the University Prospectus.

The response from the branches that have already received the stands has been positive and deliveries should be completed by the end of this week.

The stands have been delivered to 52 branches in the following areas.

Illawarra: Wollongong - Head Office, IMB Arcade, Mall; University; Albion Park; Corrimal; Dapto; Fairy Meadow; Figtree; Kiama; Oak Flats; Shellharbour Square; Thirroul; Unanderra; Warilla; Warrawong; and Woonona.

South of the Illawarra extending to the Far South Coast: Batemans Bay; Bega; Bomaderry; Eden; Merimbula; Moruya; Nowra; Narooma; Nowra Fair; Ulladulla; and Vincentia.

In the Southern Highlands and Tablelands district reaching towards Canberra: Argyle Mall, Goulburn; Bowral; Goulburn; Mittagong; Moss Vale; and Queanbeyan.

In Sydney: Bondi Junction; Camden; Campbelltown; Chatswood; Engadine; Ingleburn; Liverpool; Macarthur Square; Miranda; Macquarie Centre; Parramatta; Penrith; Picton; St Marys; Wynyard; Hurstville; and Castle Towers.

Some branches will have a smaller stand due to size limitations.

These will display undergraduate course and general information only.

Each stand is being personally delivered by a representative of the University, so they can meet with the manager and staff of each branch.

If anyone is travelling to the Far South Coast in the next few weeks and could assist with a delivery, please phone Planning and Marketing on 213 027.

ANSTO open day

The Australian Nuclear Science & Technology Organisation (ANSTO) has extended an invitation to staff and students of the University to attend an Open Day for Professionals on Thursday 15 September from 9am-4.30pm or their Open Day for the general public on Saturday 17 September.

Staff will be on hand to explain the exhibits on the main ANSTO research areas of Biomedicine and Health, Environmental Science, Advanced Materials, and the Applications of Nuclear Physics.

Another sculpture stolen

Last year 'Trixie' disappeared from her pedestal near the Human Movement Laboratory.

Trixie was a charming bronze sculpture created by Penny Harris.

Now part of a sandstone sculpture by well-known local artist May Barrie has been removed.

'Andromeda' has stood at the north-western corner of Building 22 since the 1970s when it was acquired by the then Wollongong Institute of Education.

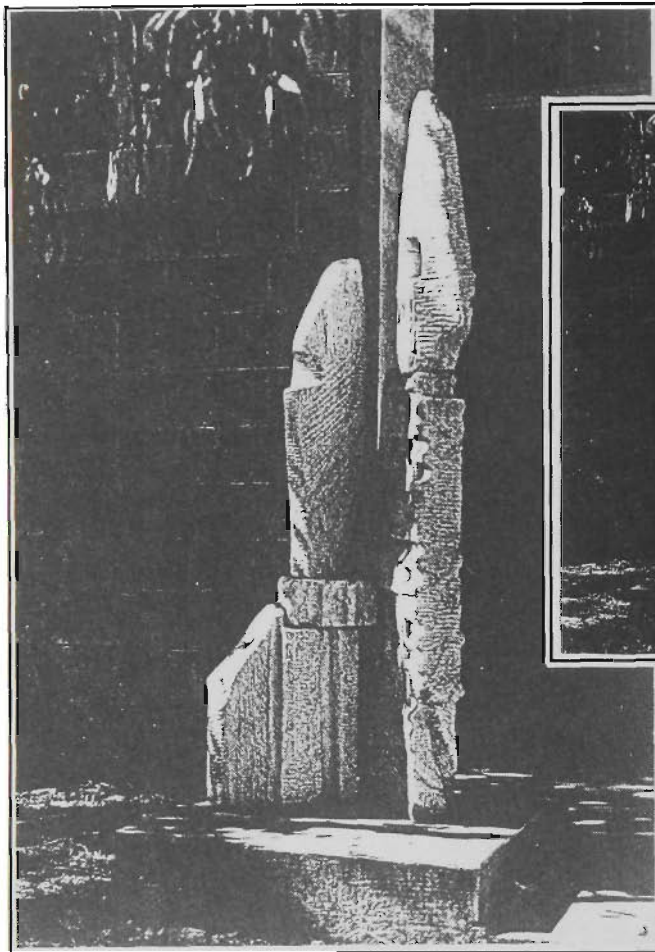
The University would be grateful to receive any information that would lead to its recovery.

Please ring *Campus News* on (042) 213926

Geography and Naval Cadets help each other

About the same time that the Naval Reserve Cadets were ready to drill for the foundations of their new premises, the Department of Geography was looking for a local site to test the alterations to their research drilling rig.

The Naval Cadets Training Ship TS Albatross was situated at Wollongong Harbour in the old Court House.



LEFT: The original sculpture, and ABOVE: after a part was 'borrowed'

Wollongong City Council wanted to use the premises for other purposes and the cadets needed larger premises.

With the help of the Public Works Department a site was identified on the shores of Lake Illawarra.

Geoff Black, from the Department of Geography took the rig, a Gemco 210D core barrel hollow auger system, to the site on Saturday 3 September and had no difficulty locating solid foundations for the building.

Geography's involvement is among the first of the voluntary efforts that will be necessary if the cadets are to achieve their goal of new premises and a parade ground.

The Naval Reserve Cadets is an entirely voluntary youth organisation open to boys and girls between the ages of 13-19 which give sea training, instils naval traditions and provides social, educational and welfare for the cadets to develop character and good citizenship.

If you would like to give them any assistance, contact Lieutenant Commander Caruana (042) 753 532 or talk to Bill Morgan, University Security.

To contact the Science Centre

The Science Centre has new phone numbers - (042) 215 591/2.

The old number (836 665) should be used as a fax contact only.



Geoff Black from the Department of Geography preparing the rig for testing

Postgraduate awards in short supply

More eligible applicants, but fewer scholarships offered, was the situation revealed by the Australian Vice-Chancellors' Committee (AVCC) 1994 survey of demand for postgraduate awards which was released recently.

More than 3700 eligible applicants did not receive an offer of an award which would enable them to carry out postgraduate research work at Australia's 37 universities.

Eligible applicants for postgraduate research awards increased from 6645 in 1993 to 6696 in 1994, while the numbers of successful applicants decreased from 2198 to 2162.

This was in spite of an additional

175 Australian Postgraduate Awards (APAs) being made available by the Government in 1993, and an increase in the number of awards offered by the institutions themselves.

The survey showed a marked decrease in the number of eligible applicants and offers made for postgraduate coursework awards in 1994, following the elimination of Australian Postgraduate Coursework Awards (APCAs) and increased emphasis on research programs in the guidelines for the APAs.

AVCC executive director Mr Frank Hambly said the survey showed a disturbing trend towards decreased

funding in a vitally important element of Australia's education and research systems.

'Postgraduate training is a critical investment in Australia's future,' Mr Hambly said. 'The AVCC believes that the number of Australian Postgraduate Awards should be increased substantially, at least to 40 percent of Australian full-time higher degree research enrolments.'

'The AVCC believes that the Minister for Employment, Education and Training should acknowledge the importance of postgraduate awards by making appropriate allocations in the 1995/96 Budget.'

UNESCO fosters regional links

The Vice-Chancellor (Research), Professor Bill Lovegrove was among participants from 11 Asian and Pacific countries who met at Macquarie University recently to formally establish a network between higher education institutions in the region.

Fifty three people, representing 46 universities attended the two-day UNITWIN conference, supported financially by the United Nations Economic, Social and Cultural Organisation (UNESCO), and sponsored by the Australian Vice-Chancellors' Committee (AVCC).

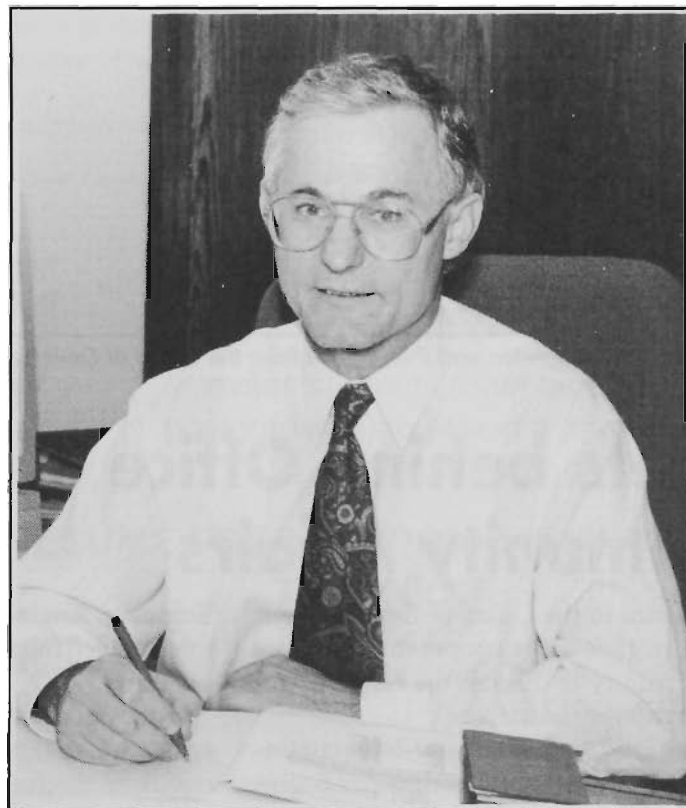
Participants at the conference decided to set up a secretariat to act as a clearing house to underpin the network, and to build up a database of participating institutions and collaborative projects being conducted with the aid of the network.

An electronic bulletin board would also be set up to facilitate communications between institutions.

The AVCC will run the secretariat initially and will coordinate efforts to obtain government and other support for the development of the network.

Conference participants initially specified eight discipline areas which were identified by UNESCO as related to sustainable development.

These were Population Education, Institutional Management, Distance Education, Teacher Education, Environmental Management, Tropical



Pro Vice-Chancellor (Research), Professor Bill Lovegrove attended the networking conference

Architecture, Membrane Science and Technology, and Engineering Education. This list may be expanded.

Chairman of the conference, executive director of the Australian Vice-Chancellors' Committee (AVCC) Mr Frank Hambly, said participants agreed that an association with UNESCO would help institutions approach governments and industry for financial support, and would enhance the status of the network.

'This network will extend and improve existing international links between institutions, by fostering cooperation throughout the region in industrial and scientific development and facilitate technology transfer,' he said.

'Universities throughout the region will gain a great deal educationally from this network, through increased opportunities for collaboration in research and opportunities for staff and student exchanges.'



Anthony Allen, Telecom's Paul Stapleton and Peter Rose from the Office of Development and Community Affairs during the recent visit from Telstra

Telstra gets behind Office of Development and Community Affairs

A recent visit from Telstra to the Office of Development and Community Affairs gave some cooperative scholarship holders the opportunity to discuss the range of options available to them after graduation.

The students, who are graduating this year, have continued to produce outstanding academic results since beginning their studies at the University of Wollongong.

Anthony Allen, a Computer Engineering student, is in his fourth and final year of study.

Originally from Coleambally and a student of Yanco Agricultural High School near Leeton, Mr Allen's scholarship has been supported by NorTel Australia and he completed work experience with NorTel during the course of his degree. He is a resident of Weerona College.

Another coop scholarship holder, Kevin Velovski from Hurstville in Sydney, came to Wollongong from Sydney Technical HS.

His scholarship to assist him in his Electrical Engineering degree has been sponsored by Telstra (originally OTC).

Telstra, represented by Mr Paul Stapleton, Supervising

Engineer, Engineering Recruitment, Telecom Australia, interviewed four cooperative scholarship students during his visit.

In the cooperative scholarship program, the sponsor of each scholarship acts as a mentor for the student throughout their degree and provides them with eight weeks' work experience.

The program develops valuable relationships between the sponsor company, the student and the University.

It is the best growth area in the undergraduate scholarship program attracting strong support from local business, national companies and the University.

Other students being interviewed on the day included Gordon Bradley from Bexley in Sydney.

Mr Bradley is an Electrical Engineering student sponsored by Illawarra Electricity and also attended Sydney Technical HS with Mr Velovski and Peter Williams, a Computer Engineering student supported by the Illawarra Technology Corporation

Dr Anshell founds international award for sports psychology

Dr Mark Anshell in the Department of Psychology is the founder and coordinator of the Australian Sports Psychology Scholar Award which brings top international sports psychologists to Australia for four weeks.

During this visit they lecture to academic and community groups, plan and/or implement research with Aus-

tralian academics and consult with students and coaches.

The scholar visits the campuses of the universities that have sponsored the award.

These include Wollongong, Sydney,

Western Sydney, Canberra and Victoria universities, and the Australian Institute of Sport.

Dr Anshell said he was interested in founding the award to ensure interaction with the leading researchers and to ensure that Australia was keeping up with international standards.

Dr Daniel Gould from the University of North Carolina, Greensboro, USA, is the inaugural recipient of this award. He visited the University of Wollongong earlier this month and held discussion groups on coping with stress and the affect of anxiety on performance.

Dr Gould is a leading world authority in this area. He has written more than 100 articles and book chapters on the topic and is a consultant to the US Olympic wrestling and ski teams. He is the former editor of 'Sports Psychology', the world's leading applied journal.

Documentary on the University to be shown on SBS television

SBS television will show a 23-minute documentary on the University of Wollongong in November.

It will be seen as part of an 'Open Week' for all the member universities of the PAGE Consortium.

PAGE offers professional and graduate education through the SBS network.

During the week documentaries on several of the member universities will be screened to highlight the special features of each institution and their participation in the Consortium.

In conjunction with this 'Open Week' a drop-in advisory centre will operate at the University Centre in Clarence St.

Professionals interested in finding out more about the opportunities available to them through PAGE will be able to call in and discuss the programs with advisers.

The Educational Services Development Group, Faculty of Creative Arts, Planning and Marketing and several individuals around the University are assisting with the production of this film.

The University is gathering footage which promotes the University as a beautiful, international institution which uses the latest high technology for the delivery of its education services.

If you are aware of any activity coming up in the next month that could be filmed to promote these aspects of the University please contact Gillian Curtis, Planning and Marketing, ext. 3926.



UNIVERSITY OF WOLLONGONG ALUMNI ASSOCIATION

invites students (both undergraduate and postgraduate) to attend a career development seminar on

RESUMÉ PREPARATION AND INTERVIEW TECHNIQUES

The presenters, who will be Wollongong graduates, will be from both the public and private sectors

Date: Monday 26 September 1994 (1st day of session break)
Time: 1.30-5.30pm
Venue: Room 203, Level 3, Union Building
Cost: \$5.00

The registration fee includes printed notes, a certificate of attendance and afternoon tea, as well as the benefit of the presenters' expertise.

Please register with the Alumni Office (Level 3, Union Bldg, ext. 3249) before Tuesday 20 September.

Would departments kindly tell their students about this seminar.

General

- 15 September: **The Postgraduate Students' Open Day** on Thursday in the Union Function Centre will display the range of research across all faculties that is being undertaken by students working towards higher degrees. Presentations by the students will be mostly in the form of posters or other visual displays. There will be four oral presentations each of 15 minutes. Members of the local community, local industry and businesses are invited to attend as well as all staff and students at the University.
- 22 September: **Allan Sefton Memorial Lecture** by Professor Roger Kitching, professor of Ecology at Griffith University. Biodiversity: Buzzword, Bible or Beacon? Union function Centre 7pm. Bookings: 214 134.
- 30 September: **RACI Natural Products Chemistry Group one-day seminar** at the University of Wollongong. Speakers: Dr Mary Garson, University of Queensland, 'Marine Molluscs - Biosynthesis and Chemical Ecology', and Dr John Edgar, CSIRO, 'Poisonous Natural Products'. Titles and abstracts for 20-minute presentations are being sought. Enquiries Dr Davis Leach UWS, Hawkesbury (045) 701 434.

What's On

Human Research Ethics Committee.

Agenda Deadline Dates: 12 October, 9 November, 7 December. Meeting dates: 25 October, 22 November, 20 December.

Key Centre for Mines courses: 27 September: **Disposal and Utilisation of Mine Waste**; 7-11 November: **Modelling, Planning and Evaluation of Resources on a Personal Computer**; 14-18 November: **Environmental Geology**. Enquiries: Professor Naj Aziz, phone 21 3449, or Sue Wade, phone 21 3057.

Cell and Molecular evening seminar series run by the Department of Biological Sciences.

19 September: Dr Jim Chin (Elizabeth Macarthur Ag. Inst. Camden, NSW Dept. Agriculture) The Gibco seminar on Mucosal Immunology. 10 October: Dr Brad Walsh (Centre for Immunology, St Vincent's Hospital, Sydney) The BioRad seminar on Macrophage Activation & 2D-Electrophoresis. 17 October: Prof Barry Rolfe (Research Centre for Biological Sciences, ANU) The AMRAD/Pharmacia seminar on Plant Biotechnology. 24 October: Prof Peter Reeves (Dept. of Microbiology, University of Sydney) The Bresatec seminar on Prokaryote Evolution. *Held at 7.30pm in Build-*

ing 35, Room 105. Enquiries: Phone (042) 213 013, Fax (042) 214 135.

City of Wollongong Symphony Orchestra Concerts

26 November: 'Judy Glen's Spaghetti Opera'. Conductor: JWD, Judy Glen, soprano-comedienne. A comedy of arias interspersed with short pieces from the 'classical favourites' repertoire. At IMB Theatre, IPAC, at 8pm. Adults \$20, concession \$17, family of four \$64, student rush \$10.

The Art of Lunch

A series of one-hour performances in the Music Auditorium (University Building 24.G01) on Thursdays at 12.30 during session. Admission: Free

Long Gallery

Until September 18: The Journey of the Turquoise. Work by Turkish/Australian Artists and textile students from the Faculty of Fine Arts, Marmara University, Istanbul.

22 September-12 October: Postgraduate Show, Leonard Smith, Catherine Kay.

16 October-6 November: Bronzes, Ken Stone, Lynn Brunet.

14 November-7 December: BCA Graduating Exhibition.

For further information contact Elizabeth Jeneid at the Faculty of Creative Arts, phone (042) 21 3048.

October Graduation ceremonies details

The October Graduation Ceremonies will be held on 6 and 7 October in the Union Hall. The details are as follows:

Thursday 6 October, 9.45am:

Commerce: Speaker: Ms Beverley Lawson, District Commander Cumberland Police District.

Honorary Award: Mr Walter Jervis, Fellow of the University.

Thursday 6 October, 2.30pm:

Science, Informatics and Health & Behavioural Science: Speaker: Professor Charles Watson, Dean of the Faculty of Health & Behavioural Science.

Honorary Award: Mr Ross Walker, Fellow of the University.

Friday 7 October, 9.45am

Arts, Law, Creative Arts, Education and Engineering: Speaker: Professor Ken McKinnon - retiring Vice-Chancellor.

Honorary Awards: Professor Ken McKinnon, Doctor of Letters; Associate Professor D Jones, Doctor of Letters; Ir Djoko Subagyo*, Fellow of the University.

Note that entry to each ceremony is by ticket only. Invitations to academic staff to attend and participate in the academic procession have been distributed. Staff are advised that parking restrictions will apply in the Union and Administration carparks on Graduation days.

General inquiries in relation to Graduation may be directed to Kim Roser, ext. 4136. * Acceptance to be confirmed.

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