



THE UNIVERSITY OF WOLLONGONG

CAMPUS NEWS

A WEEKLY INFORMATION SHEET

30 NOVEMBER, 1984

Deadline for copy 12 noon Monday

Distributed each Friday.

Editor: Giles Pickford, tel. (042) 270073

Merry Christmas To All Our Readers

"Campus News" wishes all its readers a merry Christmas and a happy new year. This is the last edition for 1984. The first edition in 1985 will come out on 8 February (deadline for copy is 12 noon on 4 February).

The chief feature of 1984 has been the huge increase in enrolments and the pressure which that put on the Library, lecture accommodation, the Union and teaching

staff in general. We have cheerfully coped with the problems, and the building programme over the next triennium will go some way to reducing the pressure.

Next year, 1985, the University will be 10 years old on 1st January, and the Friends of the University will be 5 years old on 1st December. Council will shortly be considering methods of celebrating this anniversary.

ELIZABETH JOHNSTONE — CAREER WOMAN OF THE YEAR

On Saturday, 24th November, 1984, Ms. Elizabeth Johnstone, Equal Employment Opportunity Co-ordinator at the University of Wollongong, became Career Woman of the Year 1984.

She was the successful finalist in a competition sponsored by the Business and Professional Women's Club of Illawarra as part of the 150th Celebrations of Wollongong.

From twenty nominations ten finalists were chosen to face a judging panel at the Wollongong Town Hall on 17th November. The announcement of the winner was made at a luncheon at Wollongong University attended by 150 guests. The prize, donated by the Commonwealth Bank Travel Service was a trip for 2 to Singapore and a \$200 clothing voucher.

Elizabeth has been working as an Equal Employment Opportunity Co-ordinator/Consultant since 1981. She has pioneered affirmative action programmes in a major government department, the N.S.W. Fire Brigade, and now at the University of Wollongong.

Her primary challenge has been to educate men and women in the changing nature of work and particularly work options for women, aborigines, migrants and physically disabled people. She has conducted many staff training and development workshops on Equal Employment Opportunity as a management issue in the 1980's, assertiveness in the workplace, effective staff selection techniques and career development.

Her particular career achievements in recent years include opening up firefighting as a career option for women in N.S.W., establishing the need for staff selection training in tertiary institutions and developing innovative programmes to encourage women to engage in more effective long term career planning.

Her current position at the University of Wollongong gives her overall responsibility for developing the University's E.E.O. Management Plan required under the



N.S.W. Anti-Discrimination Act. In concrete terms this means designing, distributing and analysing the University's first total staff survey. In addition she is conducting a review of personnel practices and conditions of service at the University and must develop specific Affirmative Action Strategies to ensure that the composition of the University's staff reflects the composition of the broader population as far as is possible. In this she is in fact an agent of social change who must sensitively negotiate her way through the valued and less valued traditions of University hiring, promotion and research funding arrangements. A great deal of her work consists of observing current practices and suggesting improvements. In addition she currently investigates

grievances related to the N.S.W. Anti-Discrimination Act, advises on the extension of staff training and development opportunities and prepares policy documents on a number of issues.

Elizabeth is still a consultant to a number of State Government bodies and is a guest lecturer at the N.S.W. University's Institute of Administration.

She is an important resource person and role model at the University. In addition she carries out a variety of other community functions in speaking to school groups and women's groups on the discrimination legislation and the changing face of women's employment in Australia. She has given a number of papers on affirmative action to conferences and is currently a consultant to a major research project on labour market segregation in Australia.

Elizabeth sees her role as one of encouraging women to broaden their career horizons, train and re-train as much as possible, re-think stereotypes about fixed career paths and generally aim to use more of their talents.

She is the proud mother of two children and is very conscious of the need for adequate child care provision and the special value of work based child care. In the past she has been on the managing committee of a women's refuge, has conducted a radio talk show, and has travelled widely in Europe, Asia and the United Kingdom.

Elizabeth enjoys swimming, walking, reading and playing with her children. Before 1981 she was employed as a lecturer in Communication Studies and Literature, as an editorial assistant and (for a short period) as a bus conductor!

Hers is a new and challenging career area that demands industrial awareness, good negotiating skills and wide ranging managerial expertise. At 34 Elizabeth Johnstone looks forward to a number of different career shifts and particularly to a possible political career.

VICE-CHANCELLOR TO OPEN MICRO/GRAPHICS LABORATORY EXHIBITION OF COMPUTER SYSTEMS

The Micro/Graphics Laboratory, which is the main feature of the nearly-completed extension to the Computer Centre, will be officially opened by the Vice-Chancellor at 3.30 p.m. on Thursday, December 6th.

The Laboratory is intended to provide a comprehensive range of modern facilities for all members of staff in the areas of computer graphics and microcomputers and general terminal access to the Sperry 1100 and to the UNIX facility in Computing Science.

The Laboratory will enable the immediate central siting of the graphics equipment, the GT40, Ramtek and Digitizer, which, because of shortage of space has been housed in the Department of Mathematics on the second floor of the Austin Keane Building for most of 1984. The Computer Centre plans to add further items of modern equipment for general staff use as funds permit.

To mark the opening of the Laboratory, the Computer Centre is assembling a range of graphics and micro equipment, some of which is on loan from other departments, from Sperry and from IBM, for demonstration during the first two weeks of December. The exhibition will also feature a range of software products and data bases mostly developed by the Computer Centre staff.

Since 1984 represents the Computer Centre's 10th birthday, the opportunity is also being taken to indulge in a little nostalgia. The exhibition will feature wall charts depicting the mixed fortunes of the Computer Centre during the first ten years and the definitive History of the Computer Centre, researched and written by our own historian. This is quite fascinating reading for people who have been closely associated with the Computer Centre during the last few years.

In short, then, the Open Week will offer something old, something new, something borrowed and something blue.

All members of staff and friends are cordially invited to call in anytime after December 5th.

Footnote:

A small area of the Laboratory is being "lent" to NEC Computers for a week starting December 13th, from where they will demonstrate a range of their micro equipment and printers. If this is successful, the Computer Centre will invite all manufacturers to demonstrate equipment in the Laboratory on some sort of rota basis.

WOLLONGONG REVERSES BRAIN DRAIN

While many Australian scientists have made headlines by announcing their departure from Australia for better working conditions overseas, the Department of Computing Science of the University of Wollongong has so far in 1984 attracted 10 new staff members from all parts of the world. Their countries of origin are U.S.A., Canada, Poland, Germany, Norway and England. Some come from universities well known for excellence in Computing Science: Stanford, Southern Methodist University, Waterloo, University of British Columbia, Guelph.

The Department of Computing Science will start the 1985 academic year with a strong team of 12 academics (3 professors, 3 senior lecturers, 6 lecturers) and 7 support staff members.

Research interests will concentrate on distributed databases; local area networks and the integration of the "what you see is what you get" user interface of the Macintosh into the programming style and environment of the UNIX (trademark of Bell Laboratories) operating system.

APPLICATIONS FROM NEW STUDENTS UP 24%

Applications from new students wishing to enrol in 1985 are up 24% on 1984 figures. Applications from school leavers total 11,932; others total 6,725.

IRERC's PARTICIPATION & EQUITY PROGRAMME

The Illawarra Region Educational Research Council has been contracted by the Port Kembla High School to undertake a study under the Participation and Equity programme. The school approached Dr. Fielding, and Dr. de Lacey, the Council chairman, to assist with an enquiry concerning curriculum, job aspirations and other matters. Funds have been provided by the school, and research assistant Megan Doring is currently employed on the project.



General Notices

THE UNIVERSITY GAZETTE

The November issue of the University 'Gazette' is the last for 1984.

Five issues - in March, May, July, September and November - will be published in 1985.

Deadline for each issue is the 20th of the month prior to publication.

Copy should be addressed to the Editor, George Wilson, in the Administration Building of the University.

CHILDRENS' CHRISTMAS PARTY

The Childrens' Christmas Party will be held on Saturday 1st December, commencing 1.00 p.m. at the Institute Canteen. We urgently require donations for our Christmas Hamper, which will be drawn at the Christmas Party. Please leave your donations with Flora, Administration, or Lionel, Printery. Tickets are now on sale for the Hamper - 20 cents each or 6 for \$1.00.

AMENDMENT TO STUDY LEAVE RULES

Academic staff eligible for study leave are asked to note the following resolution of the University Council on 26th October, 1984, in relation to the granting of study leave:

"that unless otherwise recommended by the Vice-Chancellor or Deputy Vice-Chancellor, substantial study leave on Outside Studies Programmes should not normally be taken within three years of a previous period of substantial study leave on Outside Studies Programmes".

CLOSURE OF THE MICHAEL BIRT LIBRARY

The Michael Birt Library will be closed from Monday, December 3rd to Friday, December 7th (inclusive) for the attachment of barcode labels to the bookstock. This is in preparation for the introduction of the new computer system. If anyone needs to have urgent access to the Library during that period, please telephone 3550. We are sorry for any inconvenience to users.

SUMMER SESSION IMPROVING WITH AGE

The third University Summer Session looks like breaking all previous records. This year over 800 applications have been received for the 18 credit and 8 non-credit subjects on offer.

Six subjects have proved so popular that extra lecturers and tutors have been enlisted to help cope with the numbers.

Spaces still remain (if you are quick!) in the following non-credit courses - Reading and Writing at University; Reading and Writing for Senior High School Students; Sign Language; and Elementary Japanese.

For further information contact Peter Wood (ext. 3943).

WORDPROCESSING DEVELOPMENTS

During 1984 wordprocessing facilities were implemented on Campus as part of a two-year 'staged' development.

Allocations were made of Wordplex stand-alone units to various user departments early in May, and later in

the year Apple Lisa and Apple Macintosh units were made available as wordprocessors.

The allocation of 1985 Equipment funding includes a further \$100,000 for the continued development of wordprocessing. These funds will be used to provide the following units:

Department	Wordprocessor allocated
T.A.S.C.	1 Wordplex (leased since July '84)
English Literature and Drama	1 Apple Lisa 2/10
Chemistry	1 Apple Lisa 2/10
Metallurgy	1 Apple Lisa 2/10
Mathematics	1 Apple Lisa 2/10
History	1 Apple Lisa 2/10
European Languages	1 Apple Lisa 2/10
Library	1 Apple Lisa 2/10
Computer Centre	1 Apple Lisa 2/10
Physics	1 Apple Lisa 2/10
Faculty of Education	4 Apple MacIntosh.

The wordprocessor operators will be supplied with appropriate ergonomic furniture, for use with the wordprocessors during 1985. Options for ergonomic furniture will include gas-lift chairs, tables with adjustable tilt sections, and wheeled trolleys for MacIntosh units so that they are made highly mobile.

ENROLMENTS 1985 - 5TH TO 8TH FEBRUARY

To assist in planning for course advice, etc. for next year, Academic Units should note that 1985 enrolments will be conducted on a course basis in the Pentagon from 10.00 a.m. to 5.30 p.m. as follows:

Bachelor of Arts - Friday, 8th February
Bachelor of Commerce - Tuesday, 5th February
Bachelor of Creative Arts - Wednesday, 6th February
Bachelor of Education - Thursday, 7th February
Bachelor of Engineering - Wednesday, 6th February
Bachelor of Environmental Science - Thursday, 7th Feb.
Bachelor of Information Technology & Com. - Tuesday, 5th February
Bachelor of Mathematics - Wednesday, 6th February
Bachelor of Metallurgy - Wednesday, 6th February
Bachelor of Science - Thursday, 7th February
Bachelor of Human Movement Science - Thursday, 7th February
Diploma of Applied Science - Thursday, 7th February
Associate Diploma in Sports Science - Thursday, 7th February
Associate Diploma in the Arts - Wednesday, 6th February
Associate Diploma in Computer Applications - Tuesday, 5th February
Associate Diploma in Industrial Studies - Tuesday, 5th February

Second round and late enrolments, where required, will be held on 19th February, in the Pentagon from 10.00 a.m. to 2.00 p.m.

LEVERHULME TRUST

The Ninth Report (1976-1980) of the Leverhulme Trust is available from the Editor.

PUBLIC AND POLITICAL PERCEPTIONS OF SCIENTISTS

A paper on the above topic by Dr. Peter Pockley, Head of Public Affairs at the University of New South Wales, is available from the Editor.

MALAYSIAN STUDY TOUR

Two post-graduate students from Wollongong University will be conducting field research in Malaysia during the months of December 1984 and January 1985.

Bala Shanmugam (Economics) and Trevor James (Sociology) will be collecting data for their respective research regarding the Malaysian banking system and the way in which social processes affect the production of knowledge.

They will also be visiting some teaching institutions which prepare students academically for tertiary education in Australia. They hope to be able to give these students a realistic idea of what to expect upon their arrival in Australia (Wollongong in particular) - the kind of information which cannot be gleaned from University handbooks or course prospectuses.

To date arrangements have been made for visits to Taylor's College and Ganella College in Kuala Lumpur, and the United World College of South-East Asia in Singapore.

Of the 137 Malaysian students currently enrolled at Wollongong University there may be some with friends or relatives planning to study in Australia. It is suggested that these existing students pass on this information to those prospective students.

DEAKIN APPOINTS VICE-CHANCELLOR

The Council at Deakin University has appointed Professor Malcolm Skilbeck as the University's next Vice-Chancellor.

Professor Skilbeck, 52, is an Australian currently living in the United Kingdom, and is Professor of Education and Chairman of the Department of Curriculum Studies at the University of London Institute of Education.

He has held posts as Director of Studies of the School Council for Curriculum and Examinations for England and Wales (concurrently with his present post for two years), as Foundation Director of the Australian Curriculum Development Centre in Canberra from 1975 to 1981, and as Professor and Dean of Education at the New University of Ulster.

Professor Skilbeck holds a Bachelor of Arts (Honours) degree from the University of Sydney, a Master of Arts from the University of Illinois, and a PhD and Academic Diploma from the University of London.

UNIVERSITY TRAVEL

The University's Travel Consultants for 1984/86 will be Ansett Airlines of Australia.

Following the calling of tenders, it was decided that Ansett can offer the most advantageous service to the University. Examples are:

1. Best fare on the day quotations;
2. Computerised handling of domestic and international bookings;
3. Ticket delivery.
4. Use of corporate hotel rates (international and domestic);
5. Visa service and advice;
6. Travellers cheques and travel insurance.

All of the above benefits will be costed directly to your school/departmental travel and should result in an overall saving for your travel vote.

LIBRARY HOURS

The Library will be open Monday - Friday 9 a.m. - 5 p.m.
December 10 - December 24
January 2 - January 4
February 18 - February 22

Closed: Saturday and Sunday

January 7 - February 15

Monday 9 a.m. - 5 p.m.
Tuesday 9 a.m. - 8 p.m.
Wednesday 9 a.m. - 8 p.m.
Thursday 9 a.m. - 8 p.m.
Friday 9 a.m. - 5 p.m.
Saturday 9 a.m. - 1 p.m.
Sunday - Closed

Saturday, January 26 - Closed
Monday, January 28 - Closed

February 18 - February 22

Monday - Friday 9 a.m. - 5 p.m.

Closed - Monday 3 December - Friday 7 December
Tuesday, 25 December - Tuesday, 1 January

SUMMER SCHOOL IN COMPUTING

The Sixth South Coast Summer School in Computing will be held at the Department of Computing Science of the University of Wollongong; December 4 through December 12, 1984.

Some of the best Year 11 High School students from the Illawarra Region, all states of Australia and overseas will spend a week together learning the principles of programming in lectures, tutorials and practical work.

Students will be selected on their ability and interest in Computing Science. All practical work will be done on Macintosh Workstation Computers. Students will learn to use the Pascal programming language.

The programming contest on the last evening of the school will be organised along the lines of the very popular American Scholastic Programming Contest. The first prize this year will be a Macintosh Workstation Computer donated by Apple Australia.

A highlight of the Summer School will be a visit to the Australia Atomic Energy Commission at Lucas Heights, for a demonstration by IBM of CAD/CAM.

The Graham Neale Keynote Address will be given by Professor Jan Hext, of the Computing Science Department, Macquarie University.

ELECTION OF ONE MEMBER OF THE UNIVERSITY COUNCIL BY CONVOCATION

The ballot for this election has been determined. The votes cast were as follows:

Hartley, J.A.	97
Phipps, K.	243

Total formal papers	340
Informal papers	31

Accordingly, Ald. Keith Phipps has been declared elected as a member of the University Council until 20 November, 1987.

B.C. Moldrich,
Returning Officer.

News from Council and Senate

Peter Wood has provided the following notes on the Council meeting of 26 October, 1984.

Council has:

- * Approved guidelines for transfer to the BCom degree from other degrees.
- * Approved revised Bachelor Degree Regulations (to include BE/BCom and BSc/BE).
- * Approved a Late Fee of \$30 for external studies applications received after the closing date.
- * Approved advanced standing of 48 points towards the BCA degree on the basis of completion of the Associate Diploma in the Arts.
- * Approved the University Entrance Requirements for 1987, subject to further advice from Senate.
- * Received the Evaluation Report for the Associate Diploma in Sports Science.
- * Approved 'Guidelines for People Conducting Experiments Involving Human Participants'.
- * Requested the Vice-Chancellor to seek the views of the academic community on the widening of the present criteria for the award of Honorary Degrees.
- * Approved concurrent internal and external advertising of all General Staff Positions of Senior Administrative Officer level (and equivalent) and above in future.
- * Approved amendments to Study Leave provisions (minimum time between periods of leave).
- * Approved amendments to Maternity Leave entitlements (to bring academic staff conditions in the Institute and Faculties Sectors into line).
- * Approved the tender for the Engineering/Science project.
- * Approved a policy for the use of facilities by retired members of staff.
- * Approved certain delegations to some members of the Undergraduate Studies Committee.
- * Approved amendments to the position of Chairman of the Promotions Committee (Vice-Chancellor to chair the Committee only when promotion to Reader is involved; Deputy Vice-Chancellor to chair for other promotions).
- * Approved the Budget Estimates for 1985.
- * Approved the formation of companies for the Technology Centre and for the Industrial Automation Centre.



Campus Community Interface

HERITAGE WEEK AWARD

The Friends of the University have been presented with a certificate from the N.S.W. Heritage Week Committee in recognition for outstanding support for, and participation in 1984 Heritage Week.

The Friends Heritage Week Programme has over the last 3 years been conducted by Ben Meek and Dr. Winifred Mitchell with the help and cooperation of many members of the Friends.

UNIVERSITY CHRISTMAS PARTY SUPPER DANCE

featuring

Belmore Basin Jazz Band

Organised by the Friends of the University

Union Hall, Friday 7th December

Start 7 p.m.

Meal 8 p.m.

Dancing till midnight — Bar facilities — \$10.00

Book now —
288074 Peter McNamara or 297833 Union

KEIRA GREEN CORRIDOR PROJECT

The next meeting of the Keira Green Corridor Project Committee will be held on Wednesday, 6 March, 1985 at 12.30 p.m. in the Reception Room, Town Hall, Wollongong, where a light luncheon will be served.

Research Grants

Information about the following research grants are available from Trevor Smith on ext. 3079.

- * Employee Participation and Industrial Democracy.
- * Working Environment and Occupational Health.
- * National Biotechnology Programme Research Grants Scheme.
- * Criminology Research Foundation.
- * Central Land Council - Registration of Interest.
- * Department of Education and Youth Affairs Commissioned Research Projects.

Equal Employment Opportunity Project

I should like to take this opportunity in the last Campus News for 1984 to share with staff some material on the work of the E.E.O. Project during 1984.

As we review the year some of the key activities and achievements have been:

- * the reviewing of personnel practices and conditions of service which has meant a highlighting of those potential areas of improvement in the way in which the University advertises job vacancies, conducts selection committee interviews, inducts new staff, conducts promotion tenure reclassification and appeals committees. Slowly position papers prepared by the Co-ordinator on these topics will be considered by the normal decision making bodies of the University. In the meantime it has been possible to open up a number of points for consideration in the relevant committees.

I'm optimistic that improvements are being made:

- * the preparation and distribution of the E.E.O. Survey and the achievement of an 85% response rate which will enable us to establish a reliable data base for the E.E.O. Management Plan. Results - numerical and comments - are being distributed and will, we hope, provide excellent material for use in the Management Plan.

- * the initiation of the first steps towards the establishment of an internal grievance mechanism to handle minor disputes related to discrimination legislation. Possible options are now being distributed for discussion and comment throughout the University.

- * general E.E.O. awareness - talks, seminars and visiting speakers have all helped alert staff to the need to re-examine possible instances of overt and covert discrimination and to be more aware of the E.E.O. responsibilities involved in supervision and of all the University's personnel practices.

- * Preparation of the University's Policy Statement on Equal Employment Opportunity. This document provides a ready summary of Council resolutions, the role and composition of the Affirmative Action Working Party, legislation and definition and the requirements and stages in the preparation of the E.E.O. Management Plan.

- * work of the Affirmative Action Working Party - there has been a review of discrepancies in the provision of maternity leave for different groups of female staff and recommendations brought forward to the Administrative Committee of Council, a review of general staff positions lacking career opportunities, and of committee participation by female staff. In the latter case a decision was taken to ensure representation of women on all University committees including selection committees.

- * Liaison with a Counsellor (Beth Urwin) on the establishment of support groups for female students enrolled in Engineering and Science Faculties and membership of the Faculty of Engineering Student Attraction Committee.

GENERAL

Key Factors in the Implementation of a Successful E.E.O. Management Plan. I think it might be timely to share with you some key factors isolated in a recent address by Dr. S. Lord, an E.E.O. Consultant to the U.S. Department of Defence, to a number of Universities and Colleges and to a number of major Government Bodies and private companies in Australia and in North America.

1. Have the head of the institution/organisation on side and publicly committed.
2. Translate policy into specific programmes as soon as possible.
3. Develop and revise strategies in a consultative process with the target groups and employee organisations. Include heads of departments/managers/supervisors as soon and as fully as possible.
4. Development of the Management Plan itself should be useful in changing the climate within the institution/organisation.
5. Don't simply adapt someone else's plan - produce an institution specific plan which is sensitive to the culture of the institution.
6. Make the contents of the plan available to all staff in the institution.
7. Write E.E.O. responsibilities into duty statements - allocate functional responsibilities as part of the Plan.
8. Intermesh the work of the Personnel and E.E.O. Staffs as far as possible - work towards common goals.
9. Build accountability and rewards for E.E.O. performance into the normal reward systems of the institution (e.g. in promotion, reclassification criteria) "if it matters we reward people for it". Don't reward sexist/racist behaviour and statements.
10. Establish and communicate your data base as widely as possible.
11. Constantly scrutinize personnel and management practices in light of the institution's declared E.E.O. Policy.
12. Build into all staff training and development activities/opportunities E.E.O. segments, sensitivity. Move to the stage where courses, conferences, meetings related to the career development of staff will automatically have E.E.O. input and be linked to the institution's E.E.O. Policy.

HAYDN'S "CREATION"

Tapes now available from Friends Office
(042) 270073

\$15 - two cassettes

Seminars

Details of the seminars below are displayed on the "Campus News" Notice Board at 49 Northfields Ave.

AUSTRALIAN INSTITUTE OF MANAGEMENT

Topic: 'Equal Opportunity Law - Its Effect on Employment'

Guest Speaker: Greg Tillet, Education Officer, Anti Discrimination Board, Sydney.

Date: Wednesday, 5 December, 1984.

Time: 5.30 p.m. Refreshments

6.00 p.m. Address and Question Time.

Venue: Illawarra County Council Administration Building, Level 7, Bridge Street, Coniston.

Mr. Tillet has been with the Anti Discrimination Board for the past 12 months. Prior to that he worked in London as a Social Worker for a period of two years. Before going to London he was a lecturer at University of Sydney on Religious Studies.

If you, your friends or business colleagues are interested please contact Mrs. Thelma Smyth between 10 a.m. and 3 p.m. Monday to Thursday at 270075 or a.hours 284075 for a reservation before Thursday 29 November. Charge of \$3.00 will be made and light refreshments served. We look forward to your joining us on this occasion.

NEW TECHNOLOGIES IN HIGHER EDUCATION

The Association of Indian Universities, Indian Institute of Technology, Jawaharlal Nehru University, Jamia Millia Islamia and University of Delhi are jointly organising an International Conference at New Delhi, India on the occasion of the Diamond Jubilee of the Association of Indian Universities. The theme for the Conference, which will be held on 28 and 29 November 1985, is "New Technologies in Higher Education" and a copy of an explanatory brochure is available from the Editor (16-1-3 refers).

AUSTRALIAN SCHOOL OF NUCLEAR TECHNOLOGY: RADIATION PROTECTION COURSE NO. 8 - 4TH TO 29TH MARCH, 1985.

The objective of this course is to provide a knowledge of radiation protection principles and practices. The course is open to both graduates and non-graduates and will be held at Lucas Heights.

For further information, contact Dr. R. McC. Lilley, Radiation Safety Officer, ext. 3006.

DEPARTMENT OF PSYCHOLOGY

Monday, 17th December, 1984.

Speaker: Dr. Marion Marsh, Chief Clinical Psychologist, York Woods Psychiatric Centre, Michigan, U.S.A.

Topic: "Residential treatment of seriously disturbed adolescents"

Time: 2.00 p.m.

Venue: Room 1108, Social Sciences Building, University of Wollongong.

SOPHIA UNIVERSITY, TOKYO

Summer Session in Asian Studies - 13 July - 17 August, 1985.

AUSTRALIAN INSTITUTE OF MANAGEMENT

The Institute is running the following courses in January, February, March and April next year:

- * Manager Development Programme.
- * Occupational Health and Safety.
- * Team Development.
- * Train the Trainer.
- * Sales Territory Management.
- * Finance for Non-Finance Executives.
- * Fundamental Selling Skills.
- * Basic Supervision.
- * Computer Basics for Business.
- * Time Management.
- * Developing Secretarial Confidence.
- * and many others.

Details are available from the Editor.

NATIONAL CONFERENCE ON WOMEN IN POST-SECONDARY EDUCATION

The Federation of Australian University Staff Associations (FAUSA), with the support of other Unions and Associations within higher education, is organising a national conference on women in post-secondary education to be held on March 29-31, 1985, at the NSW Institute of Technology, Sydney, N.S.W.

Brochures will be distributed shortly.

Job Vacancies

Details of the following positions are displayed on the Campus News Notice Board situated at 49 Northfields Avenue.

Flinders	Research Assistant Research Officer and Senior Research Officer in Molecular Biology
Otago, N.Z.	Assist. Lecturer in Social Anthropology
ANU	Research posts in Biogeography and Geomorphology, Economics, Chemistry
Massey, N.Z.	Lecturer in Botany Post Doctoral Fellow in Parasitology
Wollongong	Technical Officer - Chemistry Clerks - Planning & Development Revenue Clerk
Macquarie	Tutors in Psychology Tutor and Temp. Lecturer in Education

Concerts, Exhibitions and Entertainment

CHRISTMAS CONCERT

The City of Wollongong Symphony Orchestra in association with 2WL Position 13 will present a family concert of Christmas music on Saturday, 8th December at Wollongong Town Hall.

The Orchestra will be joined by the Illawarra Choral Society, the University Singers and organist, Glenda Snyder.

Among the works to be presented are some Australian Carols, some interesting carols from bygone ages and from other countries, popular choruses from Handel's 'Messiah' and a group of traditional carols in which audience participation will be invited. Several light orchestral pieces will also be on the program.

This is a non-subscription concert and admission will be by single (\$7 and \$5) or family ticket (\$15 - up to four). Bookings available from Jurjens.

The CWSO and 2WL extend a warm invitation to the people of Wollongong to join them for a pleasant evenings entertainment.

WEDNESDAY GALLERY

4/328 Crown Street, Wollongong.

Paintings, pots and paraphernalia.

Open Wednesdays only 10 a.m. - 5 p.m. Enquiries to Bev - Phone 28.3853.

SCHOOL OF CREATIVE ARTS

A recorder recital by Vanessa Woodhill will be held at the University of Wollongong Music Auditorium at 2.30 p.m. on Thursday, December 6. She will be accompanied by David Vance.

Professor Platt, professor of music at the University of Sydney will be present at this concert to evaluate the performance. Vanessa Woodhill is amongst the first postgraduate students at the University to undertake studies for Master of Arts in Music.

This is a free performance.

CONSERVATORIUM STRING ORCHESTRA

Concert in the University Union Hall on Saturday, 1st December, 1984, at 8.00 p.m.

Guest Conductor: Edward Cowie.

Programme:

Holst: St. Paul's Suite.
Telemann: Concerto in C for Recorder
Soloist: Vanessa Woodhill.
Mozart: Serenade No.6 in D.
Andrew Ford: Serenade (World Premiere);
C.P.E. Bach: Sinfonia in B minor.

Bookings are now open at School of Creative Arts or at the door. Telephone: 270987.

Tickets: \$5.00; Concession: \$3.00.

Letters

Dear Editor,

Dr. de Lacey is long on rhetoric and short on logic. In answering Dr. Witton's letter he once again demonstrates that he has missed the point!

He labours over and over again the boring irrelevant message that women or migrants are being given jobs over well qualified males. He says nothing of the disabled and very little about the aborigines; perhaps he doesn't see these depressed groups as a threat to his special reference group, the 'anglocelt' male.

What Dr. de Lacey conveniently does not mention is whether women and migrants given those jobs (which jobs?) were as qualified, better qualified, better suited or simply beat their opponents hands down when it came to competition for the jobs? Equal employment opportunity and affirmative action has as its philosophy the belief that each person should be considered for a job on merit and not on some irrelevant detail like their sex, their ethnicity or their physical disability or their colour or whatever!

It is precisely because women and disadvantaged groups were not considered on their merit in the past but were often excluded for other irrelevant reasons that the present anti discrimination legislation came into existence.

My experience as a university lecturer is brief - as a mature age student from a poor background I have firsthand knowledge of the many barriers that are placed in front of people on the grounds of class and sex. I can assure Dr. de Lacey that having gained entry to the hallowed halls of a tertiary institution at this late stage in my life and having viewed its operation both as a student and as a lecturer I cannot in all honesty support the philosophy that 'anglocelt males', whomever they may be, have a prior right to, and possess characteristics which make them more suited to a job than the rest of us!

On the contrary, like any other group in a modern industrial society, (to borrow a phrase from the organizational people) many of them quite simply have risen to the level of their incompetence. They have found it much easier to do so because discrimination has been directed at women, migrants, aborigines, the disabled and other disadvantaged groups.

Senior males in top jobs have said to me they fear the competition once well educated women are given equal opportunities to rise in their professions. Perhaps this is the real issue instead of the red herrings continually put out by some senior males. In a depressed economy and in a scarce job market situation there is real fear that women and disadvantaged groups will be more competitive and thus create difficulties for the favoured male group.

If indeed this is the case it is no reason to continue the oppressive discriminatory practices of the past. Talented, competent professional women have stayed out of sight for too long. It is irrational for a nation to neglect the pool of skills and competencies of one half of its population simply because the other 49% are fearful and feel inadequate in the face of real competition and challenge.

Yours sincerely,
Dr. Noeline Kyle, Education.

Staff Changes and Movements

APPOINTMENTS

Mr. G.R. Fulford, Professional Officer, Mathematics.

DEPARTURES

Mr. G. Peterson - Centre Teaching and Development
Mr. G. Darbyshir - Centre Teaching and Development

International News

A further step forward in the progress of Australia's higher education assistance to developing countries begins on the 8th November, 1984 with the inaugural meeting of the Board of Directors of the International Development Program of Australian Universities and Colleges, or as it will be known, IDP.

The formation of IDP reflects the growth and success of the program since its foundation as the Australian-Asian Universities' Co-operation Scheme in 1969, which later became the Australian Universities' International Development Program.

IDP will adhere to the same principles and objectives as AAUCS and AUIDP but will provide greater scope to call on the resources of Australia's tertiary education sector for assistance in higher education to developing countries.

The formation of IDP is the outcome of negotiations during the past year between the Australian Committee of Directors and Principals (ACDP) and the Australian Vice-Chancellors' Committee (AVCC).

IDP has been incorporated as a company limited by guarantee under the A.C.T. Companies Act 1981.

In brief, its primary objectives are to:

- * Strengthen tertiary educational institutions overseas through staff development.
- * Help increase the effectiveness of tertiary educational institutions overseas, particularly in developing countries.
- * Mobilise the resources of Australian tertiary educational institutions to assist similar institutions in other countries to increase their capacity to contribute to their national development.
- * Help develop and sustain high standards of undergraduate and postgraduate education, training and research and to extend the international contacts of these institutions to enable a wider transfer of knowledge.

Scholarships and Prizes

Details of the scholarships and prizes below are displayed on the Campus News Notice Board situated at 49 Northfields Avenue. Application forms are available from the Student Enquiries Office.

University of Melbourne	Eugen Singer Awards in Engineering
Aust. Federation of University Women	Foundation Bursary Mary Walters Bursary Jill Bradshaw Bursary (5-1-6 refers)
Finnish Government	Scholarships
Department of Education	Visiting Fellowships in Canadian Government Laboratories; and Royal Norwegian Council Post-doctoral Fellowship (65-3-3 refers)

Advertisements

Advertisements in "Campus News" are repeated each week until withdrawn, OR, until new advertisements push the old ones off the end of the column, whichever occurs first.

WANTED

Passenger to travel back to Adelaide on 4 December. Share petrol costs. Contact Peter, 842046, after 6 p.m.

FOR SALE

Philips Stereo, 3 music in one centre. 5 months old - only for \$350.00 (o.n.o.) plus two speakers.
1976 Mazda 1300 - Reg. till 8/85. Good condition - only for \$1,700 (o.n.o.) - owner going overseas.

Ring Vere 270082 (bus. hours) or 281879 (a.hours).

DO YOU NEED A TYPIST?

Experienced typist willing to type for students from notes or tapes.

Please ring Kay Hatton - 281635 for further details.

ACCOMMODATION IN SYDNEY

Accommodation is available at Warrane College at the University of New South Wales. Enquiries to (02) 6626199.

FOR RENT

3 bedroom house, double lock up garage, Kiernan Ave., Gwynneville. Phone 292611 or 283639 after hours. \$85.00 per week.

TOYOTA LANDCRUISER

1979 model stationwaggon, wide wheels, Dick Cepek tyres, air cond., F.M. radio cassette, bucket seats, weather shields, bullbar, tow bar, roof rack, Holley carb., extractors. \$6850. Contact Barry 673148 (home) 270500 (University).

HOUSE FOR RENT

Large two bedroom house at Keiraville available early December to July 1, 1985. For details phone ext. 3840 or leave message to ring back at 3845.

FOR SALE

Fibreglass Ski Boat with Trailer. A1 condition. Inboard Ford V8; reg. April 1985. \$2800 o.n.o. Telephone ext. 3911 - Mrs. Politis.

FREE RANGE POULTRY

Orders taken for free range poultry.

Chicken (corn feed) — \$3.70 kg.
Turkey (fresh) — \$5.00 kg.
Duck (fresh) — \$4.00 kg.
Pheasant (fresh) — \$10.10 kg.
And a 'Partridge' up a pear tree — ? kg.

Phone Bob Hoole 284724. Merry Christmas.

FOR SALE

Older style brick veneer and tile house. 3 bedrooms - large level block in Oak Flats. Close to pool, school, shops etc. Plenty of room for expansion. A gift at \$43,500. Phone 966217.

TO LET

Penthouse flat in vicinity of Wollongong hospital. Extensive living area includes 2 bedrooms, utility rooms, 2 bathrooms, kitchen, 2 balconies etc. Phone 288669.

FOR SALE

Modern Bulli clinker brick home. 4 bedrooms. Unanderra adjacent Coachwood Park Estate. Lush native shrubbery, ferns and trees. Garden self maintaining. 15 mins by road to Uni. Phone 716755.

ACCOMMODATION IN LISMORE

Accommodation at reasonable rates is available at the Northern Rivers College. Phone (066) 212267).

FOR SALE: ELECTRONIC LEARNING AID

Thinking of what to get your children for Christmas? Well have a look at EDUTECH'S new Electronic Learning Aid.

You don't know what an Electronic Learning Aid is! Well ring Les on 563174 who will show you the amazing power of the E.L.A. to do 10 programmes covering Music, Maths and Spelling. At \$99 it leaves buying a computer for dead. Suitable for ages 4 to 12 years.

CHRISTMAS CAKES

Again Lions Christmas Cakes are available from Bill Trueman (Library). Orders or purchase now - 1.5 kg. for \$5.50. Ext. 3539.

FOR SALE

Grey Thoroughbred mare 15hh, 6 years old. Suitable for dressage or Pony Club. Preferably rider with some experience. Enquiries please phone 286305 after 5 p.m. weekdays or all day Saturday and Sunday.



AND WHILE I AM AT IT,
A HAPPY NEW YEAR