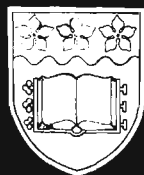


# THE UNIVERSITY OF WOLLONGONG

# CAMPUS NEWS



Distributed each Tuesday

Deadline for copy noon Monday  
of previous week

Editor: George Wilson, Tel. (042) 270926

26 April 1988

## A 'FIRST' FOR NEW SOUTH WALES

### *Deaf Student in Graduate Diploma in Education*

This year, within the Graduate Diploma in Education students, we have the distinct pleasure of having Ms Gail Smit. Gail is profoundly deaf, she has a bionic ear but basically she lip-reads when communicating with hearing people.

Gail has a BA with a major in English from Wollongong University. She is returning this year part-time, having completed her on-campus theory components last year. To do this, Gail was accompanied by a note-taker and on some occasions an interpreter in seminars.

This year Gail will be undertaking the practical part of the program. This entails 50 days of supervised practice teaching in three different general primary schools (teaching hearing children only).

To this end, Gail will have to be accompanied by an interpreter. This process is known as Reverse Interpreting (RI). Gail is to be responsible for the preparation, delivery and evaluation of all the lessons. The interpreter is only her 'ear'. Gail must have proven proficiency with these hearing children before the NSW Department of Education will consider her application to teach deaf children. Since Gail's speech is very clear the children will be able to understand the lesson delivery quite well.

Gail is undertaking this exercise to fit into the Department of Education's somewhat dated regulations. Those are that a student must undertake a general primary teacher training program, teach for two years in a general primary classroom, then apply for entry into the only course available to train teachers of the deaf (Nepean CAE). This series of guidelines discriminates against anyone who is deaf.

Gail will not be able to operate in a hearing primary class for two years without an interpreter. This is not her aim. It would be irrelevant to her goal of teaching children who need her special skills. Since she has taught adults at the Wollongong TAFE for six years we are hopeful that the requirement could be waived so that she could go straight into the special education.

Special permission had to be granted to allow Gail and her interpreter to use the local schools for her practice teaching. This was very eagerly supplied by Mr John Maguire -- Regional Director, Department of Education. The next hurdle was that of finding the money to pay the interpreter. Our thanks go to Professor Peter Rousch for his decision to find the money from the Practice-Teaching fund.



*Gail Smit at work in class, at Nareena Hills Public School. Pupils are Melinda Cornford and Andrew Wood*

As the title of this report indicates -- this is a first for NSW. The use of RI has not been acceptable for a general primary teacher trainee before. Queensland has recently begun a training program for deaf students who want to become teachers. The program is co-ordinated by Dr Des Power. He is very supportive of our efforts in NSW. So, too, is Dr Loretta Giorcelli, the Education Officer who makes teaching appointments for deaf classes in NSW.

A publication by the group in Brisbane, *Hearing Impaired Teachers and Hearing Children: A Guide For Student Teaching*, has indicated that there really are fewer problems associated with RI than one would at first expect. In fact, one result from the program in Brisbane was that at the end of the period of practice teaching, the young children were able to 'sing' directly to the teacher. Gail's first experience at Nareena Hills Public school this month has indicated that the staff and the parents are very pleased with her presence there.

Gail is extremely committed to becoming a teacher. Any child taught by her would find the experience extremely enjoyable and rewarding. I hope that Gail will not be the first and last deaf student to undertake teacher training with this University. If you have any questions about the regulations and requirements for this to be a success I would be happy to pass on information which may be of use.

Jan Black  
Professional Officer, Faculty of Education

# General Notices

## CAREERS AND APPOINTMENTS SERVICE

During the next two weeks representatives from companies employing accountancy graduates will be on campus taking part in the Employer Interview Program. This is the first stage of the 'Campus Interviews'. Sessions for other disciplines and areas of employment will be conducted in weekly groupings in May and September, with scattered dates in between for employers unable to attend block times.

Employers send recruiting personnel or departmental managers to interview students interested in a position with their company. Further interviews are often conducted after the preliminary selection on campus.

Students are provided with the opportunity to attend 'Interview Technique' workshops, which are organised on campus, as a preparation for their presentation to employers.

Companies represented on campus for the next two weeks on selected days are AMP, Deloitte, Haskins and Sells, Peat Marwick, Commonwealth Bank, G.E. Crane and Sons, GEC, State Bank, Duesburys, State Street Australia Ltd Bankers Custodians, National Australia Bank, Westpac, Wallace and Barrow, Touche Ross, Price Waterhouse, Auditor General's Department, Arthur Anderson and the Taxation Department.

For further information contact Patricia Webster, Careers and Appointments Officer.

## CONGRATULATIONS FOR 'THE ART OF LUNCH'

Dr Andrew Schultz, Creative Arts lecturer in the School of Creative Arts has received a congratulatory note about his Art of Lunch series from Chris Mangin, Director of the Performing Arts Board of the Australia Council. Mr Mangin wrote:

'May I take this opportunity to wish your endeavour every success and to salute your initiative. The program looks particularly varied, informative and entertaining and I am only sorry that I will probably not have the opportunity to be present. However, if I am in Wollongong at one of the Thursday sessions, I would be grateful to have the opportunity of dropping in. I will also make the program known to my staff who might be in a similar situation.

I hope that other universities will take up this sort of challenge and produce programs which will undoubtedly improve appreciation and awareness among what we hope will be this country's leaders and decision makers.

Once again my congratulations.'

Chris J. Mangin  
Director, Performing Arts Board

In the Art of Lunch series this week – on Thursday April 28 – we have Theatre lecturer Lisa Scott-Murphy and some of her students presenting 'Six New Mistakes', direct from the Adelaide Festival: 12.35 to 1.25 pm in the Music Auditorium, in the School of Creative Arts.

## GRADUATE KATHLEEN TOPS STATE

Illawarra Technology Centre executive officer Kathleen Iacurto is the first person to win the Caltex Woman Graduate Business Award for NSW.

Mrs Iacurto was picked for the award ahead of 30 other women throughout NSW and the ACT by a Sydney University selection panel.

Caltex public relations manager Luke Wagner said the idea of the award was to give a \$5000 scholarship to one woman in each State to help them complete postgraduate studies in a business-related area.

'It's not a sexist thing ... it's that much more difficult for women to keep studying to progress to the next level in business,' Mr Wagner said.

'This scholarship is a catalyst for women to become better qualified so in years to come we will have more women in management positions.'

Mrs Iacurto, who has been at the ITC for two years, describes the centre as an incubator for new businesses in the Illawarra, providing the services and advice needed to make them profitable.

Before joining the ITC, Mrs Iacurto was superintendent of technical computing systems at Kembla Coal and Coke.

She will use the scholarship to study at Wollongong University.

## AFUW-ACT BURSARY

The Australian Federation of University Women--ACT offers free board and lodging for up to four weeks at Ursula College in the Australian National University, Canberra, to a woman graduate or final-year Honours student from a university or tertiary institution in Australia, New Zealand, Papua-New Guinea or South Pacific countries. Preference may be given to applicants who are members of the International Federation of University Women. Canberra-resident members of AFUW-ACT are ineligible to apply.

The bursary will be available preferably during the 1988/89 summer vacation, but depending upon accommodation availability, it may be possible to negotiate with the college for a stay at some other time during the 1989 academic year at the Australian National University. A small contribution towards travel expenses may be possible depending on the length of stay nominated and the applicant's normal place of residence.

The award is open to women of any age who wish to carry out some short project, in any field, that necessitates a short stay in Canberra (eg to use libraries or special equipment, to learn a new technique) and which will benefit their research or professional expertise. The successful applicant will be required to make a brief report to AFUW-ACT following the completion of her project.

Application forms from the Fellowship Convenor, Australian Federation of University Women-ACT, GPO Box 520, Canberra, ACT 2601. Closing date is 15 September 1988.

The successful applicant will be notified no later than 15 November 1988.

## CAROLE COGDEN FOR INTERNATIONAL FESTIVAL OF YOUNG PLAYWRIGHTS

Carole Cogden, a third-year Writing Major in the School of Creative Arts, has been selected as one of the 20 young Australian playwrights to be invited to take part in INTERPLAY '88 on the basis of her play, 'Waste'.

INTERPLAY '88 is expected to prove to be one of the highlights of the Bicentennial year for young people, both here and overseas.

National young playwright's festivals have been held in Canada, Europe and the United States of America, as well as Australia, and the cream of youthful talent from each of these continents will converge on Sydney in August.

Twenty-two nations will be participating.

The Seymour Theatre Centre will, once again, be 'home' for INTERPLAY '88, for extensive workshop and playreadings programs.

An exciting development has been the offer from The Sydney Opera House Trust, under the Broadwalk Studio Assistance Program, to hold a Production Season in that space from August 4 to 26.

## MANAGEMENT RESEARCH WORKSHOP

In the wake of the success of the five previous Australian Student Workshops in Management Research held at the Australian Graduate School of Management, University of NSW, the school is conducting the third Workshop from July 1 to July 3.

Uncle Ben's of Australia is again supporting the event and will be providing free travel and accommodation for students selected to attend. The aim is to attract students from a wide range of disciplines including economics, psychology, finance, operations research, law, mathematics and statistics and other management related disciplines. This is an opportunity to visit the AGSM and discuss research with its faculty and with other student researchers.

Further information from Dr Boris Kabanoff, Workshop Coordinator, (02) 662 0300.

## AIM SCHOLARSHIPS

Winner of the Australian Institute of Management Illawarra Branch Scholarship in Management Studies, effective from 1988, is Mr Nigel Mann. Nigel was nominated for this Scholarship by the Head of the Department of Management, Professor Julian Lowe. Based on his outstanding academic record, he was chosen from nine applicants. He is a BCom student, majoring in Management. The AIM Scholarship is awarded on an annual basis. Applicants have to be full-time students.

Nigel was presented with the \$500 Scholarship cheque at the AIM monthly members meeting on Wednesday April 20.

## COMPUTER TRAINING

A package of courses has been established to provide for some of the computer literacy needs of the University.

The program will be offered by ITC Computer Training in conjunction with University Computer Services.

### Course 1: Personal Computers for Beginners

An Introduction to Personal Computers and MS-DOS

Content: Hardware components, software requirements, typical applications; Hardware usage -- Keyboard, diskettes, printer; Introduction to DOS -- Simple usage (FORMAT, DIR, COPY, PRN).

Prerequisites: None

Duration: A 90 minute program

Cost: \$15

### Course 2: An Introduction to Word Processing

A beginners course in Word Processing with PFS:WRITE

Content: Creating and formatting documents. Saving to disk and printing. File retrieval and text manipulation.

Prerequisites: Basic knowledge of PCs and MS-DOS.

Purchase of PFS:First Choice Software (see footnote).

Duration: A 90 minute program

Cost: \$15

### Course 3: An Introduction to PFS: First Choice. A Simple Integrated Software Package

An introduction to 3 elements of First Choice software.

Word Processing (PFS:WRITE)

Spreadsheets (PFS:PLAN)

Data Management (PFS:FILE)

Content: Participants will receive instruction in the concepts and fundamental functions of each element.

Prerequisites: Basic knowledge of PCs and MS-DOS.

Purchase of PFS:First Choice Software (see footnote).

Duration: A 3-hour program

Cost: \$25

### Course 4: Library PC Network Bridging Course (available by end of May).

A bridging course to provide PC users with an introduction to the Local Area Network installed in the Library.

Content: Basic concepts, printing, network commands.

Prerequisites: Working experience with PCs and MS-DOS (or one of the above courses)

Duration: A 30 minute program

Cost: \$15 (includes a network connect diskette and network guide)

Specifically Course 4 will be the responsibility of Computer Services.

For further details and enrolment contact Ken King or Gina Buda at The Computer Training Division of The Illawarra Technology Centre, Building No. 39. Tel. ext 3777 or (042) 26 8884.

Note: Courses 2 and 3 require the use of PFS:First Choice software. Participants are required to provide the software. PFS:First Choice may be purchased or the licence to copy an educational version is granted by the purchase of the text 'Computers and End User Software' by Athey, Day and Zamud (available at the University Co-op Bookshop, price \$47.60).

## MAORI WOMEN WRITERS TO READ ON CAMPUS

The well-known Maori authors, Patricia Grace and Bub Bridger, are to read from their works at noon on Friday April 29 in the Common Room, University Union Building.

Both are excellent readers of their work and have entertained many audiences in New Zealand and Australia.

Patricia Grace, a distinguished author, has published two novels (*Mutuwhenua* and *Potiki*) and two collections of short stories (*Waiariki* and *Electric City*). She is also the author of highly successful children's literature and has been invited back to Sydney in this capacity for *Carnivale* in September.

Bub Bridger began writing at the age of 50 and has gained considerable success and attention. She has recently been commissioned to write a book of short stories.

## 1989 IAN WILLIAM WARK MEDAL AND LECTURE

The Ian William Wark Medal and Lecture recognises the enormous contribution to Australian science and industry by the late Sir Ian Wark CMG, CBE, FTS, FAA, and provides encouragement to those whose work, like Sir Ian's, is at the interface of science and industry.

The award will be made to a scientist eminent for his or her contribution to the prosperity of Australia where such prosperity is attained through the advance of scientific

*continued overleaf*

knowledge or its application, or both. The purpose is to focus attention on applications of scientific discoveries that have benefited the community.

The award will be made biennially. The lecture will be delivered in an appropriate State capital city. Consideration will be given to repeating the lecture in other centres.

Nomination of candidates is hereby invited. They should be covered by nomination forms available from the Academy secretariat and should include a detailed citation of the candidate's work, a curriculum vitae and publications list. Proposers should ask at least two referees to forward comments directly to the Academy, to arrive by the closing date for nominations. All nominations should be addressed to: The Executive Secretary, Australian Academy of Science, GPO Box 783, Canberra ACT 2601. Telephone enquiries (062) 475777, Mrs Hilary Back.

Nominations close on 30 June 1988.

### ITALIAN CONVERSATION CLASSES

The Dante Alighieri Society is again offering conversation classes. They begin on May 4, from 3.45 to 5 pm, St Mary's College, Harbour Street, Wollongong. Cost is \$25 for ten sessions.

Inquiries: Mrs Ruth Procter 844881 (ah).

### RUDI LEMBERG TRAVELLING FELLOWSHIP

The Lemberg Fellowship commemorates the contributions of Professor M.R. Lemberg, FAA, FRS to science in Australia.

#### *Fields*

The Fellow may be drawn from any field of biology but special consideration will be given to those areas in which Professor Lemberg had an especial interest, namely biochemistry, conservation and the Australian flora.

#### *Purpose*

Fellowships are awarded to enable overseas scientists of standing to visit Australia and, while based primarily at

one centre, to visit other scientific centres in Australia, to deliver lectures and, where appropriate, to deliver lectures to the general public; to enable Australian scientists of standing to spend a similar period within Australia away from their own institutions visiting scientific centres and delivering lectures, including some to the general public where appropriate.

#### *Nominations*

Nominations are confidential and should be addressed to The Executive Secretary, Australian Academy of Science, GPO Box 783, Canberra, ACT 2601. Nominations close on April 30.

### SELBY FELLOWSHIP

The Selby Fellowship is financed through the generosity of the trustees of the Selby Scientific Foundation.

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

Fellows are expected to increase public awareness of science and scientific issues and accordingly will be outstanding lecturers to the general lay public.

Nominations of candidates to take up Fellowships in 1989 are invited now.

Nomination forms are available from The Executive Secretary, Australian Academy of Science, GPO Box 783, Canberra, ACT 2601. Telephone inquiries: (062) 47 5777, Mrs Hilary Back.

Nominations close on June 30.

### MARKETING IN S.E. ASIA

For the first time in almost a decade, the AVCC will not set advertising guidelines for Australia's universities. This follows a decision by the AVCC against imposing any guidelines on the institutions. Advertising guidelines drawn up in 1979 were rescinded by the AVCC last November with the recommendation that the Executive look at drawing up a new set. However, the AVCC has now decided that universities should be free to set their own advertising standards. The decision means that universities are likely to adopt a more aggressive approach to advertising for students at a time when the Federal Government is urging them to become more entrepreneurial in their activities.

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A survey by the Australian Vice-Chancellors' Committee has found that Australian universities are moving rapidly towards a common academic year. The survey, prompted by the Green Paper on Higher Education, has found that from 1989 only Monash and the Australian National University will be out of step. These are the only two institutions which from that date will not operate on a semester basis. Adelaide, Flinders, La Trobe, Melbourne, Sydney, Tasmania and Western Australia will move to semesters for the first time in 1989.

The survey was carried out as part of the AVCC's response to the Green Paper which suggested that a common academic year would lead to more intensive use of capital resources and would also help students who wanted to move between different institutions. It also suggested that a common year would assist in credit transfer arrangements and in the more extensive use of mid-year intake.

### COMPUTER TRAINING COURSES

For Computer Awareness, Computer Programming and Most Popular Application Packages.

Personal Computers for Beginners	1 day \$150
DOS	1 day, \$180
LOTUS 1-2-3	2 days, \$395
dBASE III plus	2 days \$395
Word Processing	2 days \$395
Desktop Publishing	2 days \$450

All course participants receive

- Small group learning with class size limited to ten
- Individual 'hands-on' experience
- Expert tuition from qualified staff
- All instructional material
- Lunch and refreshments

Inquiries and registration: Phone 268884 or ext 3777. Applicants on current waiting lists given first preference.

ITC Computer Training,  
The University of Wollongong,  
PO Box 1144, Wollongong 2500.



# 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.

## THE NSW STATE CANCER COUNCIL

Applications are invited for the NSW State Cancer Council Travel grants-in-aid. The grants-in-aid are available for medical and science graduates or other health professionals working in the field of cancer. The grants are available to meet the costs of travel to overseas conferences or institutions.

Applications close with the University any time.

## PREVIOUSLY REPORTED IN CAMPUS NEWS

	Internal Closing
Department of Energy -- Research and Development Projects	April 29
Industrial Research and Development Grants for Biotechnology	May 2
NERDDC Project Grants	May 6
Australia-China Education Co-operation Program	May 17
National Heart Foundation Australia-China Education Co-operation Program	May 17
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

whether or not women should be included. One common argument in support of these terms is that they are generic. But just as in the business world, where manufacturers prefer that the name of a competitor's product not be considered the generic name of their product, so do many women prefer that human beings not be defined by a name which denotes the other sex.

In the second instance, women tend to be greeted with more familiar terms than do men -- and sometimes it feels like an invasion of privacy. In my own case, my (male) medical doctor calls me by my first name, despite my PhD, yet fully expects to be addressed as 'Doctor' in return. Many women prefer to be addressed as Ms rather than Miss or Mrs, which categorises women into the married and unmarried -- irrelevant information in the business or professional world. This sub-division gives a personal bit of discriminatory information to every person who hears her name.

When we use different words to describe women and men who are doing the same job, such as 'manageress', 'poetess', 'lady lawyer', or 'male nurse', we are implying that *real* managers, poets, and lawyers are men, and *real* nurses are women.

Why do people use sexist language? Most people are not inherently unkind. They want to express themselves clearly and without offence and they want the wheels of society to turn smoothly. The most common excuses are 'It's too much work to change,' 'non-sexist language results in grammatical atrocities and awkward sentence structure,' 'it's just too petty to bother with,' 'but everyone knows what you mean ...' and so on.

Since sexist language became an issue many books have been published which are completely free of sexist language, and more are being published daily. Sexist language is learned, and can be unlearned, in the same way was any other behaviour, if the motivation exists. Motivation comes in many forms, like anti-discrimination legislation, or promotion guidelines.

When the American Psychological Association instituted a non-sexist language policy in its journals, many people believed that their sensibilities would be constantly offended by awkward grammatical wording, or poor sentence structure. It didn't happen that way. Psychologists learned to use more plural forms and fewer sexist assumptions and they didn't stop sending their articles to APA journals.

If sexist language were a petty issue, it would have been settled long ago. Why hasn't it happened? Very simply because sexist language is a power issue, and power issues in organisations are anything but petty.

In terms of, 'but everyone knows what you mean ...': that is precisely the point. Everyone *does* know. The four-year-old girl knows that men and boys are the norm and that women and girls are the deviation from the norm, and so, unfortunately, does the four-year-old boy.

There is little doubt that our thoughts shape our language -- our sexist language is therefore a reflection of our attitudes about men and women. How much consideration has been given to the reverse hypothesis -- that our language shapes our thoughts? This is the old 'chicken-or-the-egg' problem. If we truly want to implement equal opportunity, where do we start? We start with both. Both changes need to occur simultaneously so they can reinforce one another.

Non-sexist language breeds respect between the sexes and respect breeds non-sexist language. Which is why you will be hearing more on this topic from the EEO Unit.

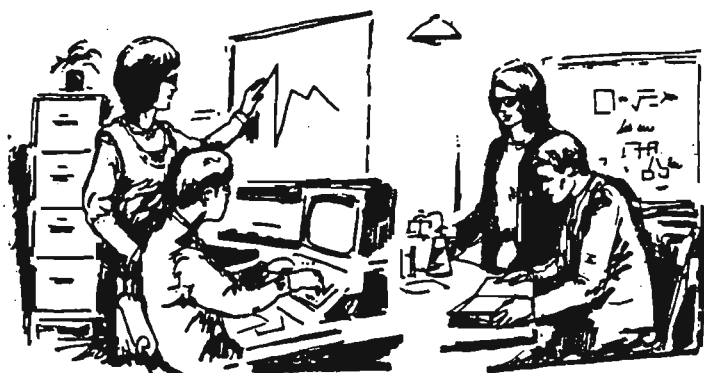
Peg MacLeod, EEO Co-ordinator

**eEO news...**

## SEXIST LANGUAGE -- IS IT A PETTY ISSUE?

What is sexist language? It is language that treats one sex differently from the other: for instance, in the use of masculine words supposedly to refer to both sexes, or using titles of differing levels for women and men. It is also the use of different words to describe women and men who are doing the same job. It reinforces sex role stereotyping.

In the first instance, when we speak of 'countrymen', the 'man on the street', the 'Museum of Man', it requires a conscious effort on the part of the listener to determine



## Staff Roundup

**NEW STAFF MEMBER -- CHRIS GRANGE,  
SENIOR PERSONNEL OFFICER**

Chris started in February and replaces Helen Kamenos who left the University at the end of last year.

Chris' formal studies include a BA (University of NSW) majoring in English and Political Science, with subsequent studies in Personnel Management and Industrial Law.

Coming to the University from the NSW Department of Lands, and before that the National Parks and Wildlife Service and the Government Printery Office, Chris has had experience in the full range of Personnel-related activities. Other activities in which he has been involved include corporate planning, subscription and printing services, and natural areas assessment.

Chris is looking forward to meeting staff from all areas of campus.

Chris Grange



### 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.

*Effective Communication Skills Training* - Communication skills, such as listening, constructing assertive messages and obtaining feedback, will be developed.

**Target Audience** -- All staff, particularly EEO target group members. **Duration** -- 4 x one-half days. **When** -- May 2, 9, 16, 23. **RSVP** -- April 26.

*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 2.

*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. **RSVP** -- April 29.

*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. **RSVP** -- May 6.

*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 on-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.

### GUIDELINES ON EMPLOYMENT, PROMOTION AND TRANSFER

The following guidelines relate to the appointment, promotion, transfer and supervisory arrangements for married couples, near relatives and others with close personal relationships. This applies to permanent, temporary and casual staff.

It should be noted that being closely related to or having a close personal relationship with another staff member does not of itself present grounds for refusing employment, promotion or transfer. Such decisions will be based solely on the criteria of merit and the needs of the University. However, such employment should be, where possible, in positions entailing little or no direct supervisory contact with relatives.

#### *Guidelines*

1. No member of staff should participate in the procedures for the selection, promotion or transfer of someone with whom they have or have had a close personal relationship, but otherwise the University's normal procedures will be followed.
2. \* An appointment to a position without advertisement, such as casual or temporary positions, requires the

## Concerts, Exhibitions and Entertainment

### JUNO AND THE PAYCOCK

by Sean O'Casey

Theatre South's first play in its 1988 subscription season is one of Sean O'Casey's Irish classics, *Juno and the Paycock*, and follows on the company's tradition of exploring Irish life seen through the 1981 production of *Playboy of the Western World* and in 1986 *Factory Girls*.

This production also begins a new tradition of association with The University of Wollongong through traineeship-style involvement with the School of Creative Arts. Senior theatre students at the school will be assisting in the production side of the show and filling some of the minor acting roles. Jeff Kevin (Head of the Theatre Department of the School) plays the role of Joxer, alongside fellow NIDA graduates John Paramor and Lainie Grugan, and Faye Montgomery as Juno. Other roles are filled by new company members – three of whom are graduating students of the School.

Directed by Des Davis, the play describes the struggle for life of a Dublin family in 1922, during the civil war between the new Irish Free State and the diehard Republican Army. O'Casey's incisive writing couches the full weight of human tragedy within a delightfully warm narrative full of gusto and good humour.

With a new theatre to be built on campus this year,



Jeff Kevin plays Trevor

*Campus News* readers will acknowledge the advantages of co-operative productions such as this. Theatre South looks forward to your support in its ventures.

*Juno and the Paycock* opens at the Bridge Theatre, Coniston, on Thursday April 21 at 8.15 pm and runs each Wednesday to Saturday (with Saturday matinees) until May 14. Bookings on 29 6144.

written approval of the Manager, Personnel Services, for general staff positions or Deputy Vice-Chancellor (Academic and Research), for academic positions, following the submission of a special case which demonstrates that the Head of the Department recommending the appointment has thoroughly explored the availability of alternative appointees to ensure that such an appointment is made on merit.  
\* This applies to positions to be filled on a casual or temporary basis of more than two weeks.

3. Where such appointment, promotion, placement or supervisory relationship adversely affects the efficiency or effectiveness of the organisation, or where one or both of the persons concerned abuses the responsibilities or duties of their positions as a result of their relationship, normal administrative or disciplinary measures will be followed.
4. Sympathetic consideration will be given to requests for transfer to other areas from staff working in close proximity for whom difficulties arise due to their personal relationships.

### CURRENT VACANCIES

Closing date for applications is indicated by italics, in brackets.

Co-ordinator, Student Learning Assistance Program,  
Contact Appointment of three years, (*May 13*).

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

Research Associate, Mathematics, Contract two 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 - five years, (*June 3*)

Lecturer, History and Politics, Limited Term - five years  
(convertible), (*June 3*)

Further details: Ross Walker, ext 3934.

### STAFF CHANGES

#### New Starters

Mr M.J. Packham, Computer Trainee, Computer  
Services.

Ms L. Rahim, Student Tutor, Aboriginal Education  
Unit.

Mr B. Abulnaga, Research Assistant, Mechanical  
Engineering.

Dr C.T. Nyland, Lecturer, Economics.

#### Departure

Mr D.R. Blackall, Resources Officer, Aboriginal  
Education Unit.



### OCCUPATIONAL HEALTH AND SAFETY COMMITTEE - MEMBER VACANCY

A vacancy exists on the Occupational Health and Safety Committee for a member appointed by the University. Nominations are being called for from the Faculties of Arts, Mathematical Sciences and Commerce. Those interested in nominating for the position, or seeking further information should contact the Committee Secretary, Susan Skinner in the Personnel Services Branch or on ext 3944.

Nominations for the vacancy close April 29.



## Seminars

### DEPARTMENT OF SCIENCE AND TECHNOLOGY STUDIES

Topic: Social structure and influence within scientific specialties.

Speaker: Terry Stokes and James Hartley (STS, University of NSW)

Date: Wednesday April 27 at 1.30 pm

Venue: Building 19, room 2061

### 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 COMPUTING SCIENCE

Topic: Development of the Intelligent Database Design Kit IDDK -- Current Status and Plans

Speakers: Leszek Maciaszek, Gary J. Stafford, Stein I. Krav, The University of Wollongong, Department of Computing Science

Date: April 29 at 12.30 pm

Venue: Building 15, room 206

### DEPARTMENT OF MECHANICAL ENGINEERING POSTGRADUATE SEMINARS

Time: 11 am (Friday)

Venue: Department of Mechanical Engineering Seminar Room, Building 8.

April 29

Speaker: Philip Goodison

Title: A Comparative Study of Alternative Methods for Estimating Hopper Flow Factors

### DEPARTMENT OF METALLURGY AND MATERIALS ENGINEERING SESSION 1

Time: Monday 4.30 to 5.30 pm

Venue: Room 1.121, Department of Metallurgy and Materials Engineering.

May 2

Speaker: A. Wingrove

Title: Research Management and Planning

May 9

Speaker: Yu Aibing

Title: Porosity of Multicomponent Mixtures

### DEPARTMENT OF ACCOUNTANCY AND LEGAL STUDIES

Date: Friday April 29 at 11 am

Topic: *Affirmative Action: A Bad Example of Interventionist Morality*

Speaker: Mr Damien J. Considine

All interested are cordially welcome. Convenor: Hai Yap Teoh, (telephone 27 0625).

### DEPARTMENT OF BIOLOGY SEMINAR SERIES

Wednesdays 3.30 pm, Building 35, Room G19.

April 27. Dr Mary Price, Biology Department, University of California, Riverside, California, USA.

*Morphology, performance and microhabitat use by desert rodents.*

May 4. Dr Lesley Head, Geography Department, The University of Wollongong.

*Pollen and charcoal as evidence of Aboriginal impacts on Australian vegetation.*

### 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 4. A *Flow Laboratory* seminar on the Cellular Basis of Vision. Dr I.G. Morgan, Visual Sciences Research Group, Research School of Biological Science, ANU. *Directional Selectivity in Vision: from algorithm to the cellular basis.*

### DEPARTMENT OF CIVIL AND MINING ENGINEERING POSTGRADUATE RESEARCH SEMINAR

Date and Time: Wednesday April 27, 12.30 pm

Topic: Probabilistic Analysis for Evaluation and Updating of Slope Stability

Speaker: Mr Shu Zhang, 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

### SCHOOL OF CREATIVE ARTS POSTGRADUATE SEMINARS

All sessions will be held in the Music Centre, 2.30 to 5.30 pm.

May 6.

*Evaluation of Works of Art in a Postmodern Era.*

Speakers: Andrew Schultz, Ann Cranny-Francis, Bert Flugelman. Chair: Richard Hook.

## Advertisements

#### SALE BY TENDER

The University has a Mitsubishi Sigman Station Wagon, Reg. No. OFJ247, available for sale by tender. No guarantee is offered on this vehicle. Terms of sale are cash or bank cheque. For inspection, call (042) 270936, Mr G. Parsons. Tenders close 11.30 am on April 29. Tenders should be placed in a sealed envelope addressed to The Supply Office, The University of Wollongong, PO Box 1144, Wollongong, 2500. and noted on the outside front 'Tender for Vehicle OFJ247'.

#### COMPUTER SALE

PC10 Commodore Personal Computers. 640kB RAM, Serial and Parallel Printer parts, advanced colour graphics adaptor, dual 360kB 5.25" disk drives. C/W full colour monitor only \$1699, or C/W Monochrome monitor only \$1299, 20MB hard disk drive only \$550. Contact ITC Computer Training, tel 268884.

#### FOR SALE

HEAD Skis made in Austria, 195cm, Tryolia 290 D Bindings, Retractable Ski Brake, with Stocks and bag. Good Condition. \$220 ono. For inspection phone ext 3906.