

THE UNIVERSITY OF WOLLONGONG

CAMPUS NEWS



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University honours for three distinguished Prime Ministers

It was an unusual ceremony. It was a moving occasion. It was possibly even *unique*. For while honouring one national political leader is in itself unusual, honouring *three*, simultaneously, might well be unprecedented in academic history. The date was Friday December 8 and the place the University Union hall.

The occasion was the granting of Honorary Doctor of Letters degrees upon three former Prime Ministers. Two of them, Sir John Gorton and Mr Gough Whitlam, of opposite political persuasions, shared a common interest in the future of Papua New Guinea; the third, Mr Michael Somare, became PNG's first Prime Minister.

The unusual ceremony was idealistic and inspirational – a gathering inspired by the records of humanitarianism, egalitarianism and compassion of all three men – all friends – when in office. All three, individually and collectively, have left imprints on Australian and Papua New Guinean history that will undoubtedly endure forever.

John Gorton and Gough Whitlam were both what C. P. Snow would have called 'new men' – men whose political observation-point was miles above the conformist *bêtise* – 'I did but see her passing by, And yet I love her till I die'

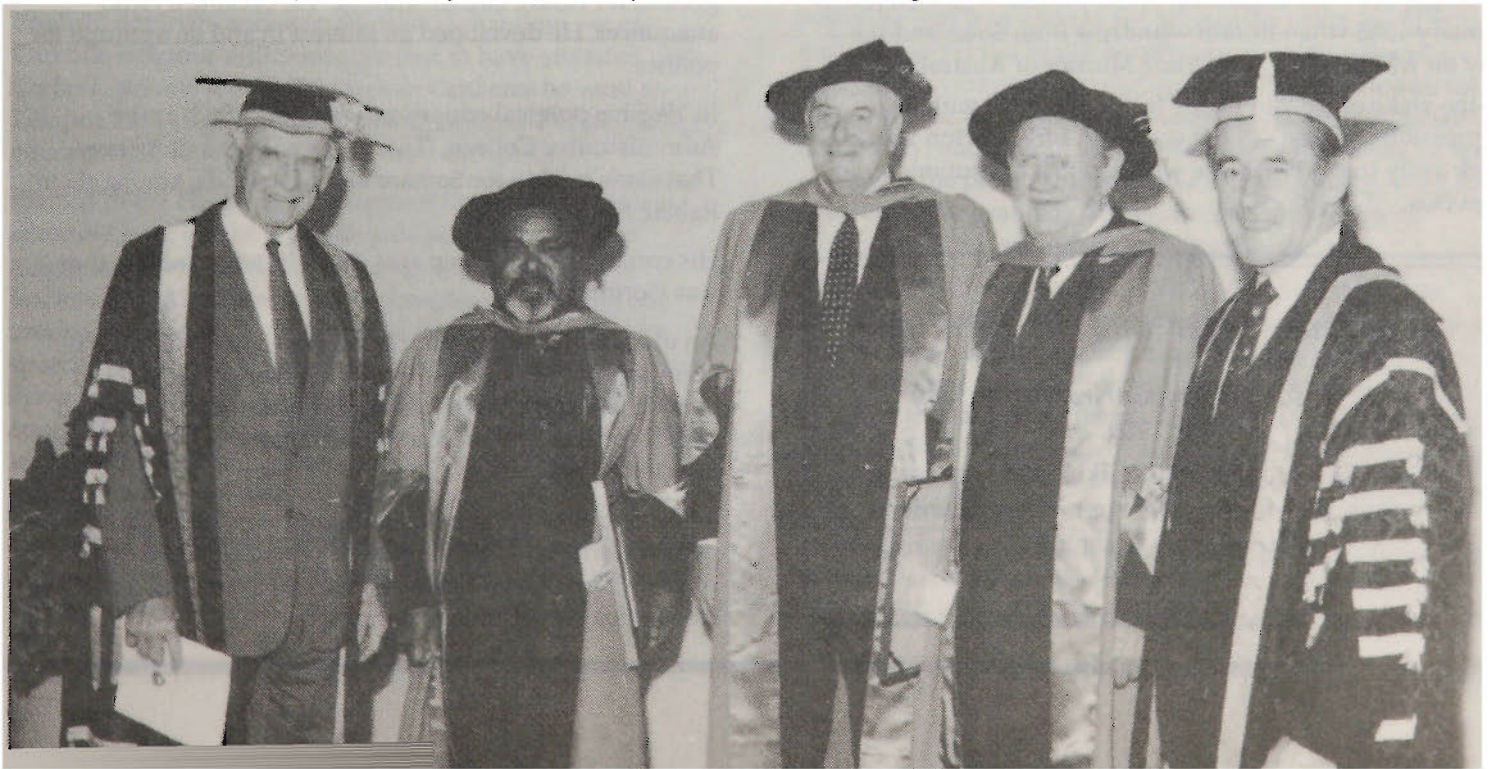
(Menzies); and 'all the way with LBJ' (Holt) – of the conservative past. Both men strove to imbue in Australians a sense of national identity – of pride in being Australian – and of a need to encourage literature and the arts and to loosen the colonial chains anchoring Australia to Britain. And most of all, perhaps, of bringing to Australian life a true spirit of egalitarianism.

Michael Somare fits closely into the framework. He was the Chief Minister who worked with both Gorton and Whitlam to bring Papua New Guinea to independence. And it is largely due to the intellectual power and of all three that the transition was achieved with dignity and freedom from political conflict.

The ceremony included two musical interludes by the University Singers. Their lilting version of *Waltzing Matilda* brought a warm smile to the face of Sir John Gorton, for whom the song has for many years held a special attraction.

Citations were presented by Pro Vice-Chancellor Professor Lauchlan Chipman, Deputy Vice-Chancellor Professor Ian Chubb and Chairman of the Academic Senate, Professor Ron King, respectively for Sir John Gorton, Mr Whitlam and Mr Somare.

After the ceremony: the Chancellor, left, and the Vice-Chancellor, right, with the three Prime Ministers





John Gorton, Michael Somare, Gough Whitlam

The conferring of honorary degrees on three outstanding former prime ministers is described on the previous page. Brief profiles of the prime ministers follow. The material used here is drawn from an essay written for the Graduation program by Ken Inglis, Professor of History at the Australian National University and one of this country's foremost historians. He was Vice-Chancellor at the University of Papua New Guinea from 1972 until 1975.

Sir John Gorton was given leadership of the Liberal party when Harold Holt disappeared into the surf at Portsea in 1967. He had been born in Melbourne in 1911, the son of an Englishman who had lived in South Africa. He was educated initially in Australia and later went to Oxford, where he graduated in Arts. It was probably in England that his deep love of Australia was born, although he remained steadfastly a loyal citizen of empire, who early in the second world war served in the RAF and the RAAF, and became a fighter pilot. He was Australia's first Prime Minister to see active war service.

Gorton joined the country party in Victoria when he was an orchardist before the war, and the Liberal Country Party in 1949. That was the year in which he entered politics as a senator.

His wartime experience gave him a close-up view of the fall of Singapore – the beginning of the process which ended in January 1968 when Britain withdrew from Suez, and the day on which he became Prime Minister of Australia.

In the wake of Harold Holt's fealty to the US with his expression of going 'all the way with LBJ', Gorton was to back away from the phrase with a clutch of cautious provisos.

'Campus News' and the vacation

This issue of *Campus News* is the last for 1989.

The first issue for 1990 will close for press at noon on Monday February 26 and will appear on March 6.

Over the years he went on record as deploring foreign ownership of Australian media interests and he intervened in the MLC Life insurance company being taken over by British interests. He tried hard to develop an Australian shipping service to carry exports. He became labelled an economic nationalist. He was a centralist, who wanted to see 'instead of six or seven small nations inside one large nation a people proud of the whole Australian nation'.

He was the first Australian Prime Minister to welcome the prospect of a multicultural society. He was an unorthodox conservative. He believed in 1975 that it was wrong for Malcolm Fraser to use the Senate to withhold supply. There was much that Gorton in government began, which Whitlam, farther down the track, was able to finish.

* * *

Michael Somare was born in Rabaul in 1936, and in 1943, when Gorton and Whitlam were engaged in fighting the Japanese, Somare was being educated by them. (He can still sing the Japanese national anthem.)

He along with other boys had his initiation into English primary education at Wewak in 1945. His education in nationality was advanced by posting to other schools away from home, and by training at Sogeri, a training ground for future administrators. He became a radio announcer. He developed an interest in and an aptitude for politics.

In 1965 his political education was intensified at the Administrative College. There was not yet a university. That came in 1966 for Somare and his friends, among them Rabbie Namaliu.

His coming to leadership was much less spectacular than was Gorton's.

An older man, Paul Lapun, stood down in favour of the younger, and later, on the eve of independence, praised Somare as a uniter, as a maker of consensus across a land which geography and history had endowed with so many divisions.

'Only an outstanding man', said Lapun in 1975, 'could have gained the loyalty and support of practically the whole country...we all see Michael Somare as a statesman and as a true Papua New Guinean nationalist'.

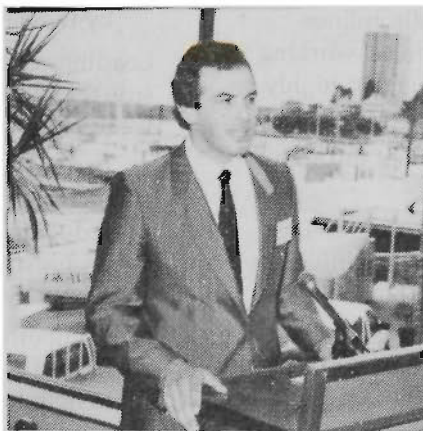
NEW R&D LAB AT UNIVERSITY

The aim: telecommunications products for world markets

A centre dedicated to research and development of high-tech products for international markets is to be set up at The University of Wollongong. The Centre will be designated the NorTel Technology Centre. (The derivation is from Northern Telecom, said to be the world's leading supplier of fully digital telecommunications systems. The Australian company is the HQ for the transnational corporation's Asian network.) The first Director will be Hugh Bradlow, on secondment from his position as Professor of Electrical and Computer Engineering at the University.

The Australian company has signed a Partnerships for Development agreement with the Federal Government, pledging some \$37m for R&D to be carried out in the next seven years.

NorTel will be located within the Illawarra Technology Corporation, the organisation formed to link University research on campus with the sharp end of industrial development. The centre's work will include development of software applications associated with Northern Telecom products, specifically aimed at Asian and other world markets, seeking applications for



Professor Hugh Bradlow, first Director of the NorTel Technology Centre

improving office productivity. Other activities planned for the NorTel Technology Centre include responsibility for Asia-Pacific telecommunications standards, critical ingredients in all product definition and design work carried out by various Northern Telecom and Bell-Northern Research organisations around the world.

The centre will be responsible for testing and certifying other vendors' products that are used to complement Northern Telecom systems. Typical examples are hotel property management systems and call detail recording systems.

The NorTel Technology Centre in Wollongong has a very clear brief to be a leader in its field worldwide. It will be an integral part of the international network of Bell Northern Research and Northern Telecom development organisations.

Several key personnel will be seconded from Canada, the US and the UK on three- and two-year assignments to commission the laboratory work, although the major staffing will be by Australians. From a modest beginning this year with ten software engineers, NorTel plans to double the size of the centre by the end of 1991.

Somare saw PNG proclaimed an independent state in September 1975 and from being chief Minister he became Prime Minister. Gough Whitlam stayed in office just long enough to see this happen.

* * *

Gough Whitlam's parents were Australian born of English ancestry. He was born in Melbourne, in 1916, five years after Gorton. His family moved to Sydney in 1918 and to Canberra, in 1928, where his father became Crown Solicitor. Both socially and ethnically, he became an unusual Labor Prime Minister: the first since the year of his birth to be of English, not Irish, ancestry; the first in that time not of Catholic religious affiliation; the first to have attended non-Catholic private schools (though in Canberra he went to Telopea Park High and Canberra Grammar). For higher education, in Law and Arts, he went to Sydney.

Elected to the House of Representatives in 1952, Whitlam laboured long for the leadership of his party and even longer to reform it after the disasters of the 1950s. He became Prime Minister after a triumphal campaign built around the slogan, *It's Time*. Said Whitlam in his policy speech, 'Its time for a new team, with a new program, a new drive for equality of opportunity; it's time to create new opportunities for Australians, time for a new vision of what we can achieve in this generation for our nation and the region in which we live.'

The term, national identity, had become general currency during the Gorton Years. It flourished under Whitlam. So it was with 'new nationalism'.

Declared Whitlam: 'I want every kid to have a desk, with a lamp, and his own room for study'. In the cause of kids studying their way towards a fairer society, a new Schools Commission co-ordinated and extended federal subsidies to government and non-government schools, and fees for university students were abolished. Welfare policies resumed where the Chifley government had left off. From Menzies to Holt, pensions and health benefits and welfare payments in general had been given on the traditional conservative assumption that payments were supplementary to the provisions that citizens should and could make for themselves. John Gorton was unconservative in believing that they should not because so many could not, and he nudged the health benefit system in the direction of universal coverage. The Whitlam government went all the way. Medicare is a fine achievement of Australian social democracy, and Gough Whitlam's successors would be wise to remind the patients of Australia that this is a blessing not to be taken for granted. The encouragement given to Australian firms was offered also to other arts.

Nearly all the nation-making initiatives of the Whitlam government had been launched or planned when the tide of history began to turn against it, as the oil crisis, internal dissension and a hostile Senate induced a kind of paralysis. Whether this condition would have been terminal without Malcolm Fraser's unprecedented use of the Senate majority and Sir John Kerr's astonishing decision of 11 November 1975, we shall never know.

The full text of Professor Inglis's paper is available from Mr Peter Wood, Assistant Secretary, Academic Services, The University of Wollongong, PO Box 1144, NSW 2500. Tel. (042) 27 0943.

ACADEMIC STAFF REMUNERATION

Most staff will be aware that this University, along with many others, has reluctantly moved to implement a policy on the payment of 'market loadings'. This move has naturally caused considerable debate because it breaks with the Australian tradition whereby academics of equal rank receive the same salary regardless of any other factors (for example, the scarcity of skills or market forces).

The debate seems to focus on two main issues:

1. the unfairness of loadings since there are disciplines which are unlikely ever to have 'market forces' working in their favour, even though they may be valued highly within universities;
2. the uncoupling of reward from advancement through personal merit.

The University Council had a third factor to consider: the likely future of some important disciplines in the University if loadings were not paid to staff.

This brief report sets out the policy adopted by Council in April this year, and summarises some of the background leading to its development.

1. Current 'Market' loadings

The Council noted that academic staff in some disciplines are increasingly hard to recruit, and to retain, in the light of their value in the commercial sector and the attractive loadings available in other tertiary institutions. It responded by approving a policy authorising the Vice-Chancellor to offer salary loadings of up to 25 per cent to academic staff in particular disciplines or sub-disciplines.

The identification of disciplines eligible for loadings is based on the need to recruit or to retain staff with skills which are in short supply. An academic unit must demonstrate a sustained difficulty in attracting and/or retaining high-quality staff, and provide evidence that the competition for staff includes other tertiary institutions and not only the commercial sector. (The Department of Accountancy has had such a case accepted and salary loadings are now being paid to academic staff in that one Department).

The policy has several important features:

- it restricts the payment of loadings to staff in particular disciplines or sub-disciplines;
- the loading is paid to all staff once a discipline or sub-discipline has been identified. This recognises the simple fact that staff in designated areas will be in short supply, and other institutions wishing to strengthen teaching in these areas will 'poach' staff with appropriate teaching skills and relevant professional qualifications by offering loadings;
- it limits the period of a loading to three years, after

which it may be renewed after a review;

- it requires that appointments to the academic staff continue to be made at a level and a rank consistent with academic qualifications, experience and any required professional skills;
- it recognises that the individual merit of Lecturers and Senior Lecturers should continue to be assessed by the promotion and tenure systems of the University and not by the payment of loadings.

Loadings of any description must be funded by the University; there is no supplementary funding from the Commonwealth. The Council considered two budgetary options:

- a) permitting the student - staff ratio in the disciplines to increase, thus funding the loading through effectively reducing the number of staff available. This will be a usable option only when the ratio is not already relatively high;
- b) using other income. In July 1989 Council approved a levy of 3 per cent from international student income to help fund loadings.

2. The Academic Staff Award

As part of award restructuring for academic staff, the Federal Industrial Relations Commission approved a new 'minimum rates' award for academic staff (existing salaries plus 3 per cent). This replaces the traditional 'paid-rates' award for academic staff and effectively deregulates academic salaries. Other institutions are already paying over-award salaries to staff in selected areas or to individuals with scarce skills. Over-award payments will not be funded by the Government, however, so the University will need to plan its course carefully.

Discussions on restructuring are continuing at the national level, and the granting of a second 3 per cent increase is contingent upon progress acceptable to the Commission. It is possible that one outcome could be an academic award which will include overlapping salary scales for Associate Professors and Professors, with several steps in each. This should permit some recognition of individual merit in these two grades, something the present scales do not permit.

Clearly the immediate future will be one in which there will be open competition for both students and for staff with particular skills; inducements are likely to be the norm, and the days are gone when all staff were paid according to the level of their appointment and with no other consideration. It would be unwise to wait in the hope that these days will ever return.

Professor Ian Chubb
Deputy Vice-Chancellor

Centre for Studies in Literacy award

Dr Pat Mowbray, Chairperson of the Healthy Cities Illawarra Project, presented one of the first Healthy Cities Awards to the Centre for Studies in Literacy on December 4. The award, made in acknowledgement of the Centre's contribution to improving the overall social climate and adding to the wellbeing of the community of the Illawarra (jointly with Warrawong Public School), is for excellence in English teaching programs.

The Healthy Cities Project, which emanates from the World Health Organisation, is a world first for the Illawarra – an exciting new preventive health project which recognises that health is about more than not being sick and takes into account all the factors that add to or detract from the wellbeing of a community. The project is being piloted with the cities of Canberra and Noarlunga, South Australia, with a view to working towards an improvement in the health of all Australians.

Disabled youngsters winners in Creative Design Competition

Final judging of the 1989 Creative Design Competition produced a design that will make the date on which it was held – December 1 – as memorable as Christmas to the mentally and physically disabled pupils of the Para Meadows School, North Wollongong. The winning design project – by four first-year students in the Department of Mechanical Engineering – set out to provide a means of getting children with disabilities in and out of swimming pools. And soon after the winning result was known, Mr Ian Thomas, Works Manager Port Kembla, BHP Steel International, Sheet and Coil Products, announced that BHP would take the students' model, refine the design, build a one-off, and present it, and install it, at Para Meadows School. The applause in the Pentagon at the announcement could well have been heard at Para Meadows. The winning team comprised Peter Cable, Sandro Lucchini, David Scott and Alan Towers.

What the students did was both ingenious and simple. They designed and built what amounted to a crane in miniature – a vertical stanchion for mounting in or on the ground alongside a pool; at the stanchion's upper end a square-section jib is pivot-mounted and at the jib's outer end a vertical double-cranked support arm carries at its lower end a moulded glass-fibre seat. The seat, carrying its passenger, is lowered and raised by means of a simple hydraulic ram, attached to the stanchion and the jib; rotational adjustment is provided by a cranking handle operating Hills Hoist-type bevel-gear mechanism on the stanchion.

Teams in the competition have to do more than design and produce something. They have to assess first of all what is on the market, produce a feasibility study of their own design, together with design and manufacturing details, including costings and estimated sales – and estimated

profit. On the evidence, the Pool Access for the Disabled hoist appeared to be a business proposition on an initial production run of only 200 units. Judging was based on assessment of written and oral presentations and on the quality of the constructed unit. Scoring was close. The winning score was 1505 out of a maximum possible of 1800. Second, with 1448, was the Tek-Lift, chair with a seat which could be slowly raised by a nurse or nurse's aid to a near-vertical position and lowered from there to the horizontal. The team comprised Andrew Anderson, Andrew Bowell, Robert Dietrich and Andrew Job.

Third, with a score of 1385, was The Fencer's Friend, a design incorporating a chainsaw driving a steel drum through a two-stage reduction gear, first by chain, then by vee belt, to get the speed down. The drum carries a steel cable for attachment to barbed wire being threaded through bored apertures in fencing posts. The team were Darren Ballard, Graham Bushell, Suzanne David, John Harvison and Jason Welsh. Three members of this group were from the country.

Fourth, with a score of 1364, was The Aqua Fitness Machine whose purpose was to provide a means of allowing a person with a leg or an arm injury to undertake aqua therapy. The design team comprised Ben Fuller, Riccardo Lucchini, Mark Oates and Matthew Pogson.

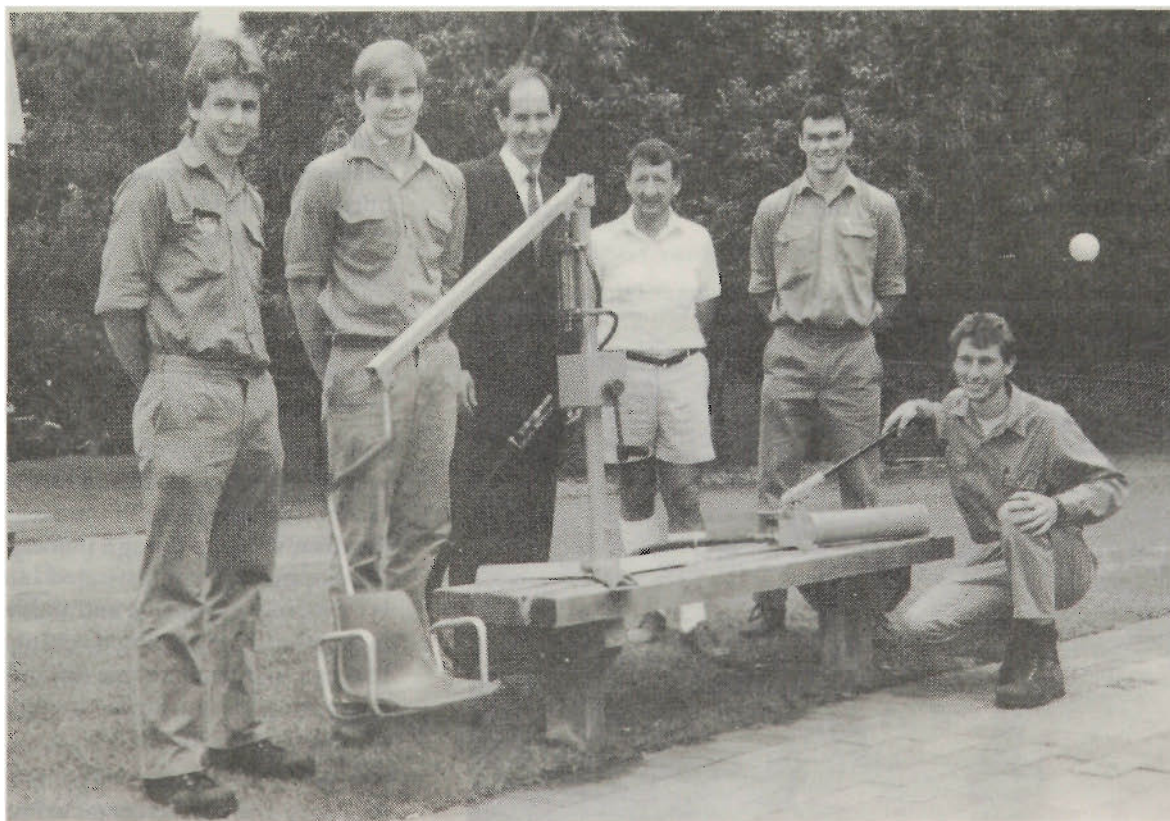
The Mechanical Engineering Society Prize for the Best Realisation of a Project and the People's Choice went to the Tek-Lift.

The Department of Mechanical Engineering Perpetual Trophy also went to the Pool Access for the Disabled team and was presented by Guenter Arndt, Foundation Professor of Manufacturing Engineering.

Judges were Liz Hilton, Associate Professor Noel Kennon, Professor Ian Chubb (standing in for Mr Jim Pearce of the Australian Chamber of Manufactures) and Mr Ian Thomas.

The contest was organised, as it always is, by Dr Bob Wheway of the Department of Mechanical Engineering, to whom the pupils of the Para Meadows School will be eternally grateful.

Seen here with the pool access for the disabled hoist are, from the left, Alan Towers, David Scott, Mr John Hobson, headmaster of Para Meadows School, Dr Bob Wheway, of the Department of Mechanical Engineering and organiser of the competition, Peter Cable and Sandro Lucchini



Health Care and Public Policy' launched

Dr Robert Marr, past president of the NSW Doctors' Reform Society, launched *Health Care and Public Policy* for Macmillan Australia at the University of New South Wales Club on November 29. The book was written by Stephanie Short, lecturer in the Department of Sociology, and George Palmer, Professor of Health Services Administration at the University of New South Wales.

At the launch, Robert Marr said that he could see the book being used as a reference by many practitioners, educators and policy-makers in the health field. On a trip to Melbourne to attend a National Better Health Committee meeting he said he found the discussion on why health promotion has not been given a high priority instructive. *Health Care and Public Policy* points out that health policy has three distinctive features: the dominance of the medical profession, the complex and highly emotive nature of the issues, and the fact that health policy has been ad hoc at best and often non-existent. Robert Marr said that these three features of health policy make this book welcome. He said: 'It will provide a sound foundation for a rational analysis of Australia's health system as it brings together for the first time all the factors affecting health care in Australia'. Marr supported also Palmer and Short's call for an Institute of Health Policy Studies in Australia. He agreed that there was a need for a non-partisan research institute that could provide independent advice to both political parties on issues such as the escalating costs of health care and methods of paying the doctor. He concluded that the combination of a health economist and a sociologist had worked well in this instance and that their complementary skills had combined to produce an excellent book.

50 Chemistry Students from south-west Sydney visit University

The need to enhance the number and quality of high-school students opting to enrol in science courses at university level is recognised as a major national objective. This problem is compounded in the Illawarra/south Sydney region for disciplines such as Chemistry and Physics, where high-school teachers have generally not studied these subjects past first-year level during their tertiary training.

In addressing this problem, the Department of Chemistry at

The University of Wollongong has initiated a series of evening/day educational events with teachers and students from the region. These began with an in-service training evening held at Campbelltown High School on June 14 for 40 science teachers from some 20 high schools in the south-west Sydney region (Campbelltown/Liverpool). Three staff members from the Chemistry Department (Professor Leon Kane-Maguire, Dr Mary Garson and Dr Phil Crisp) travelled to Campbelltown to present a series of seminars, laboratory demonstrations and experiments on topics related to the HSC Chemistry syllabus.

The response was extremely positive, leading to an agreement to provide such courses on a regular basis. A similar program was subsequently held at the University on the evening of August 30 for some 23 science teachers from the Illawarra and Southern Highlands region.

The final event of the 1989 program was held on November 22, when 50 Year-11 students, chosen as the best five Chemistry students from each of ten schools in the south-west Sydney region, with their teachers, attended a day-long program in the Department of Chemistry. The students carried out a range of 'hands-on' experiments designed to reinforce aspects of the HSC syllabus, and to give them experience with instrumentation not available at high school. They were also given an insight into some of the areas of modern chemical research being carried out in the department, as well as some of the flavour of life at a University.

Almost all the departmental academic and technical staff were involved in various aspects of the program, the complex logistics of which were organised by Ros Atkins, our First Year Co-ordinator.

Staff were delighted by the enthusiastic response by the students, many of whom cut short their lunch and tea breaks by staying back to ask questions and 'play' with instruments. The Department has been asked by the teachers to repeat the program next year, and to consider introducing a similar day for Year 10 students.

It is intended to run a similar program for Year 11 Chemistry students from the Illawarra region during the first half of 1990.

Developing intelligent tutoring systems

Currently spending part of his study leave at the *Learning Research and Development Centre* at the University of Pittsburgh is Neil Hall from the School of Policy and Technology Studies in Education.

Neil is part of a team of cognitive scientists, computer scientists and psychologists working on the development of Intelligent Tutoring Systems for the teaching of mathematics. The project is funded by a US \$1.5 million grant from the National Science Foundation.

Neil sees his involvement in the project as a positive move to ensure that his postgraduate teaching remains at the forefront of advances in information technologies. There is the disadvantage though that equipment required for the development of sophisticated Intelligent Tutoring Systems is extremely expensive and unlikely to be widely available in Australian educational settings in the foreseeable future. In order to overcome this difficulty the research team is attempting to transfer the Intelligent Tutoring System to IBM compatible machines.

Neil will be returning to Wollongong at the beginning of February and can be contacted on ext. 3863.

Professor Leon Kane-Maguire with a visiting teacher and students



\$5,000 Donation from the Ancestors of John Nichols

Mrs Kaye Purnell and sisters Sharon Draper and Sue Tuck discovered they were researching the same common ancestor – John Nichols, a First Fleeter and pioneer of the Illawarra – for an Annual Family History Competition in Local Schools. Convicted of stealing from his employer, Nichols arrived on the *Scarborough* on 26 January 1788. As one of the first time-expired convicts he was granted land at Prospect in Sydney's west in 1791 and remained there for 20 years. With his wife, Ann Pugh, he raised 11 surviving children. Working from these few facts Kaye, Sharon and Sue set out to trace the fortunes of John Nichols' Australian family. By 1988, together with Barbara Coleman and Joy Marden, they were able to publish *The Story of John Nichols, First Fleeter*. This is an impressive 300-page volume with hundreds of photographs and an index of 5,000 names.

The strong South Coast association with the Nichols family was apparent right from the start. Kaye's husband, Tony, is a six-generation descendant of John's eldest son, John Pugh Nichols, and Sharon and Sue descend from John Jnr's sister Martha Windley and her husband William.

Kaye, Sharon and Sue were delighted that the profits from the sale of their book turned out to be a sizable sum. Impressed by a report by Dr Noeline Kyle of the school family history competition organised by the Illawarra Family History Group in 1988, they generously decided to donate profits amounting to \$5,000 to fund such a competition each year. They were keen to see their book be used to encourage young people to research their own families and to discover the forces that shaped the lives of their own ancestors. It is especially fitting that it should happen on the South Coast, the birthplace of their own Nichols' Forebears.

The Illawarra Family History Group with the help of Dr Noeline Kyle, School of Learning Studies, University of Wollongong (author of *Tracing Family History* and *We*



At the launch of 'Health Care and Public Policy' (page 6) are, from the left, Robert Marr, Stephanie Short, George Palmer and Eleanor Brasch

Should've Listened to Grandma: Women and Family History) have organised the competition for 1990.

To be eligible to enter a student must be enrolled at an Illawarra High School (defined by the 042 telephone area). There will be a Junior Section (Years 7 and 8), and Intermediate Section (Years 9 and 10) and a Senior Section (Years 11 and 12). Each section winner will receive \$100 and each school winner will receive a book focusing on themes in Australian history. A book prize will be awarded to the school where the major prizewinners from each section are enrolled.

The closing date for submission of family histories is the last day of second term for 1990. For full details student should see their history teacher. Entries may be submitted to any branch of Wollongong libraries, Noeline Kyle, University of Wollongong (Phone 270374), or Coates and Kahler, Pharmacy, Fairy Meadow (844558). The Illawarra Family History Group were generously supported by the Department of History and Politics, University of Wollongong, for the printing associated with the competition.

Christmas/New Year Holiday

The following holidays will apply to the 1989 Christmas/New Year period:

Monday December 25	Christmas Day
Tuesday December 26	Boxing Day
Wednesday December 27	University concessional day
Thursday December 28	University concessional day
Friday December 29	University concessional day
Saturday December 30	Normal weekend day
Sunday December 31	Normal weekend day
Monday January 1	New Year's Day Public Holiday

These University concessional days are granted in accordance with agreements between the University and the General Staff Unions, which provide that the days falling between Christmas Day and New Year's Day which are not gazetted as public holidays in the State of NSW are granted as University concessional holidays.

Staff who are required by the University to work on days granted as University concessional days will be given the same period off duty at a mutually convenient time within the ensuing two months. Staff required to work on those days gazetted as public holidays (December 25 and 26 and 1 January 1990) will be paid at penalty rates.

Staff members working under Award 19 day four week arrangements, whose rostered day off would normally have fallen within the close-down period, should arrange with their supervisor to take their day off either before or after the Christmas break.

K.E. Baumber
Vice-Principal (Administration)

Friends of the University

The Chopin Society of Wollongong is organising a free concert entitled 'Chopin in the Mall' to be held in the amphitheatre, Wollongong City Mall, on Tuesday December 19 from 12.30 to 1.30 pm.

This unusual Christmas entertainment is intended to bring the music of the Polish composer into the everyday lives of those shopping in the Mall. The program will consist of a number of Chopin's masterpieces and the guest artist is Mr Maciej Pawela, the well-known Polish pianist. Ambre Lyn, a young local pianist with enormous talent, will also be performing.

So why not do some Christmas shopping and then come and enjoy this fine classical entertainment?

News from Council and Senate

At its meeting on November 22 the University Senate considered for recommendation to Council –

Faculty of Informatics – that a new Faculty be established, consisting of the (re-named) Department of Computer Science, the Departments of Electrical and Computer Engineering and Mathematics and the Information Technology and Communication Unit of the Faculty of Arts.

Student representation – that student representatives be included on the Undergraduate Studies Committee and the Board of Research and Postgraduate Studies.

Maximum PC/PT Credit Point Restrictions – that subjects with PC/PT grades comprise no more than one sixth of an undergraduate course (at present up to a quarter is permitted).

Foundation Year Program – that the Pro Vice-Chancellor be Chairperson of the Board of Foundation Studies and that a Curriculum Committee advise the Board on curriculum matters.

Senate also considered these topics:

Report of the Review of the Department of Physics – the recommendations were endorsed and action for their implementation was suggested to the Vice-Chancellor.

Code of Practice-Teaching – a booklet with this title was endorsed for distribution to all academic staff early in 1990.

Open Day – a report from the 1989 Open Day Committee was received, and recommendations in the report were endorsed; these included that Open Day be held annually on the last Sunday in August and that Schools Day again be combined with Open Day.

Further details of these items are available from Peter Wood, ext. 3943, or Trevor Cuthbertson, ext. 3928.

AVCC News

The AVCC Executive from 1 January 1990 will comprise:

Professor Brian Wilson (Chairman), University of Queensland
Professor Ken McKinnon (Deputy Chairman), University of Wollongong
Professor John Lovering, Flinders University
Professor John Maloney, Curtin University of Technology
Professor Laurie Nichol, Australian National University.

Wollongong Foundation Studies Program

Next year the University will run one-year 'bridging' courses for overseas students who have not yet gained entry to universities or who wish to consolidate their final year of high school in English before tackling a degree at The University of Wollongong.

The Program is managed and marketed by Uniadvise, with the academic requirements of the university governed by the university faculties.

There will be two intakes, one running from March 1990 to December 1990 and one from July 1990 to February 1991. Students meeting the standards set by the University faculties will be able to enter degree courses in February, 1991.

Most of the students undertake the Wollongong English Language Centre intensive academic English course before starting the Foundation Studies Program. Extra English and 'studying in Australia skills' are included for all students in the Program.

From February next year there will be a high demand for 'Homestay' accommodation for both these and the English course students, and offers of such accommodation, even for very short periods, will be very welcome. Students pay \$110 a week for a room and meals with an Australian family under this scheme; it is an excellent way for them to practice English and experience our lifestyle. Anyone interested in having a student stay with them should contact Anna Rousch or Phillipa Steele on 26 8892 or 26 8914.

Congratulations! and thanks, Ray Stace

The use of computers by staff and students is encouraged at The University of Wollongong. The quality of information presented in the published form, and the significant reduction in time required to reach the finished product are both due to the interaction between the user and technology.

Relatively naive users have been encouraged to purchase and attempt to use sophisticated statistical packages (Statview 512+), drafting facilities (MacDraft), word processing capabilities (Microsoft Word) etc. The positive nature of the expansion of tools with which academics are able to process and produce their work is to be applauded.

Unfortunately, there are many occasions when the interface between user and the computer is not so 'friendly'. Loss of files, damage to previously stored information, the ravages of computer viruses and an unbelievable incapacity to interact at a positive level with modern technology all destroy the quality of the interaction.

It is during moments like these that ready access to an 'expert' is required. It is extremely important, however, that this person NOT be a computer whizz, but rather an educator. The inner calm and positive attitude of a real educator is required so that quality communication with the frustrated novice might be possible.

The Apple Consortium has such a person in Ray Stace. Staff and students of this university are indeed fortunate in having access to Ray's extensive skills, his software knowledge and his excellent communication skills. With this knowledge on hand, our control is enhanced and our interaction with the Mac is more positive and fruitful.

Ray is to be congratulated on his dedication, and on his capacity to stay calm when mortals like us are bordering on panic. Congratulations, Ray, on a job well done!

Owen Curtis

Lecturer, Human Movement and Sports Science

Young Australians to work in Japan

The Government of Japan is calling for applications from young Australians who want to work in Japan for at least one year under a highly successful international exchange program for graduates. There will be new places for approximately 100 Australians in 1990.

Applications from The Japan Exchange and Teaching Program, Embassy of Japan, 112 Empire Circuit, Yarralumla, ACT 2600. Tel (062) 73 2679. Applications close on December 22.

The Man from Nottingham

Professor Ragu Singh arrived on Monday November 20 to take up the Giant Resources Chair in Mining Engineering in the Department of Civil and Mining Engineering. The arrival of Professor Singh will bring a wealth of experience and academic excellence to the Department and to the mining community in this country. Ragu obtained his BSc (Mining) from the Benaras Hindu University in 1960 and for a major part of his career he worked as mine manager and mine inspector in Assam (India). Ragu also graduated from Sheffield University with a MEng in 1965 and returned to England in 1974 to do a PhD at Cardiff. He joined the University of Nottingham in 1976 and received a DSc from Nottingham for his distinguished work in Mining Engineering in 1987. At Nottingham, Ragu has supervised a total of 37 PhD and MPhil thesis projects. Ragu also holds a Certificate of Mine Surveyor and two Certificates of First Class Competency in Coal Mining (one Indian, one British), and is currently editor for three international journals in mining engineering.

Dean of Engineering

Professor T. Rozgonyi has been appointed Dean of the Faculty of Engineering and a Professor of the University. He is presently Director of the Coal and Lignite Research Laboratory of Texas A & M University, and a Professor in the Department of Civil Engineering. He graduated as a mining engineer at the Technical University of Miskolc, Hungary, where he took his doctorate in Mining (Field Instrumentation) Engineering in 1974. He is also Visiting Professor at the University of Texas at Austin, in the Department of Petroleum Engineering and the Graduate Program of Energy and Mineral Resources.

Within the Texas A & M University, Professor Rozgonyi has been a member of the governing body since 1985. He is Chairman of the Personnel Sub-committee. He is representative of Texas A & M University on the Technical Advisory Committee for coordinating research programs between that university and MIT California at Berkeley and West Virginia. He has wide contacts with industry, research and educational institutions.

It is expected that Professor Rozgonyi will take up his appointment in May 1990. In the meantime he will begin to take some interest in the Faculty (through the Deputy Vice-Chancellor) and has expressed a willingness to assist any academic staff with interests in the United States. Before his arrival he may be contacted at Texas A & M University, or at 2506 Briar Oaks, Bryan, Texas 77802. His telephone numbers are (409) 845-5229 (office) and (409) 846-0574

Professor of Management

Mr Gerry Freed has accepted appointment as the second Professor in Management. He intends to take up his appointment on 1 February 1990.

University Aquatic Centre

The Recreation and Sports Association of The University of Wollongong has announced its outdoor 50-metre heated swimming pool. Cost of the pool was over \$800,000.

It is expected that the pool will service on-campus groups such as the Human Movement and Sports Sciences and Physical Education departments, as well as the thousands of regular swimmers. In addition, it will provide further

recreational activities for students and staff and for the community.

The pool, which will be fully operational in January or February, will provide a top-level training facility for elite athletes and will coincide with the intended accommodation of the Australian Institute of Sport Water polo unit if it decides to come to the Illawarra. The Illawarra Regional Academy of Sport will no doubt expand to include the aquatic sports now possible throughout the year.

A User's Guide to the University of Wollongong Swimming Pool...(or how to swim in a clockwise direction without drowning!)

length: 50m (or 30m for Water Polo, or 25m for other activities); **width:** 21m (eight lanes plus 400mm on each side); **temperature:** 26-27 degrees, perhaps down to 25 deg in summer.

Activities will include

- 1) *Casual lap swimming.* At least half of the lanes will be available for members, ie, staff, students and life members. Laps will be 21, 25 or 50m and each lane will be graded for speed.
- 2) *Aquarobics.* Held most mornings, lunch and after work. Held in the 1.2m shallow end of the pool.
- 3) *Water polo.* If the AIS Water Polo Program comes to Wollongong they will use the pool, or half of it, for an hour or more, morning and afternoon, six days a week. At these times the pool will be divided into two 24m areas. When competitive matches are on the pool will be divided into a 30m area for the match, and a 21m lengthways training area for casual swimmers. This will occur once or twice a week for two hours.
- 4) *Recreational programs.* These will vary from AquaNetball and AquaVolleyball to variations on waterpolo with tyre tubes (Tube polo). These will generally be played as intra-mural and inter-departmental sports, but could generate their own evening competitions in session.
- 5) *Outside bookings.* They will be necessary to raise money to cover the enormous cost of heating an external 50m pool. Such competitions as Canoe Polo and Octopush (underwater hockey) will be popular night-time activities, especially in summer. Squad training will be restricted to two or four lanes per session and will help develop the elite sporting talent of the Illawarra.
- 6) *Synchronised Swimming.* The Association will have one of the few venues for training and competing south of Sydney. A water depth of 2.4m is preferable to present venues such as Beaton Park where the 1.5m restricts development of skills.
- 7) *School Carnivals:* They will be with us on a seasonal basis. We shall restrict them to 9am - 12.30pm and 1.30pm - 4pm.

Opening Hours: 6am - 6pm (winter) ; 6am - 9pm (summer)

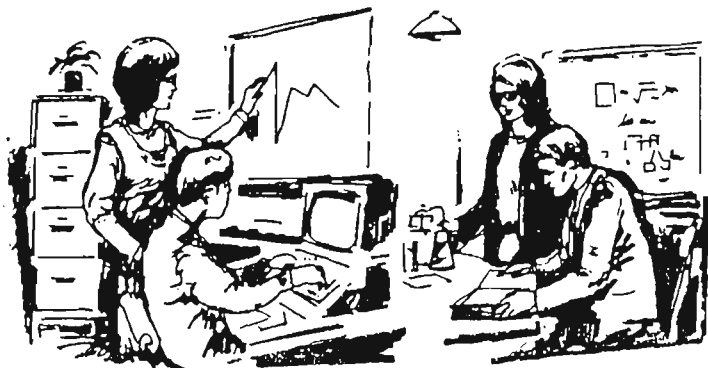
Paul Manning

Executive Officer, Recreation & Sports Association

Illawarra Credit Union

The Illawarra Credit Union's hours of business for the Christmas/New Year period are:

Friday December 22 - 8.30 am to 5 pm
Monday December 25 - Christmas Day (closed)
Tuesday December 26 - Boxing Day (closed)
December 27, 28, 29 - 8.30 am to 5 pm
Monday January 1 - Public Holiday (closed)
Tuesday January 2 - 8.30 am to 5 pm



Staff Roundup

National Wage Rise

General staff employed under PSA and FMWU awards have been granted a National Wage Increase effective from 27 October 1989. The award provides for increases of \$10, \$12.50, \$15 a week and three per cent for unskilled, semi-skilled and skilled workers respectively.

Those employed under other 'trade' awards have not yet been granted a National Wage Increase.

If negotiations conducted on December 4 to determine how such increases will be applied to the University's awards are finalised, then payment will be made on the pay day December 21. If the negotiations are not finalised, payment may not be forthcoming until the New Year.

Government employees assistance to Medical Research Fund

This is a non-profit organisation dedicated to raising funds for medical research. It has requested employees of the University to assist by donating a tax-deductible 50 cents a week through payroll deductions. If you wish to contribute, authorities can be obtained by contacting the Salaries Office on ext. 3930.

Superannuation

The State Authorities Superannuation Scheme (SASS) is a contributory scheme.

Eligibility

The following staff are eligible to contribute to SASS: General staff whose contract is for 12 months or greater; academic staff who are not eligible to join SSAU; limited-term employees who have their contracts extended beyond 12 months become eligible to join the scheme.

What you contribute

Between one per cent and nine per cent of your salary. Contributions may be varied once each year.

What your employer contributes

Every one per cent you contribute each year earns you a payout of two and a half per cent of your final average salary when you retire, up to 15 per cent a year.

Imagine - if you are earning \$20,000 per annum now, this could pay you around \$900,000 after tax when you retire in 30 years' time.

If you are interested in joining, brochures and advice are available from the Superannuation Officer, Mrs Barbara Smith, on ext. 3930 (Tues-Fri).

Basic Benefit

The basic benefit is a non-contributory superannuation sum provided to all employees of the University. That is, the cost is fully met by your employer.

As at April 1988 all NSW public-sector employees, that is, all employees of the University including limited-term and casual, became entitled to the basic benefit.

The University pays approximately three per cent of your earnings to the State Authorities Superannuation Board where it is held and invested to provide a lump sum payment when you reach retirement age.

When an employee ceases employment before the age of 55, the benefit will normally be preserved in the scheme until the employee reaches 55. If the benefit is below \$500 it may be refunded on application to the State Superannuation Board. Claim forms are available from the Superannuation Officer, Mrs Barbara Smith, on ext 3930 (Tuesday to Friday).

Recreation and Long Service Leave Applications

As it is approaching the time when we are all considering taking leave at Christmas, General Staff are reminded of the following conditions relating to Recreation and Long Service Leave Applications.

1. Only staff who belong to the FMWU or are proceeding overseas on leave are entitled to Pay-in-Advance. Those proceeding overseas and wishing to be paid in advance should attach to their leave applications proof of travel arrangements. If there are no supporting documents attached to your leave form pay-in-advance will not be granted.

Remember you are advanced only for those pay days during which you will be absent and that this will be paid to you with the last pay you receive immediately before you leave.

Please ensure that all leave applications requiring payment-in-advance are received in the Salaries Office no later than three weeks before your leave begins.

For those not receiving pay in advance, pay will be deposited into your account each fortnight as usual.

2. Leave loading is payable with the first pay in December of each year. This does not apply to FMWU members who have received a Leave Loading during the year 1 December 1988 to 30 November 1989.

If you have any queries please contact the Salaries Office on extension 3914 or 3930.

Christmas Pay Periods

Owing to the restricted time available for salary preparation for the pay days 21 December 1989 and 4 January 1990 the following close-off dates will apply:

Pay Due 21 December 1989. All salary variations and overtime sheets to reach Personnel Services **not later than** 4 pm 8 December 1989. All time-sheets for casual staff and part-time teaching returns to reach Personnel Services **not later than** 4 pm 13 December 1989.

Pay Due 4 January 1990. Overtime sheets to reach Personnel Services **not later than** 4 pm 15 December 1989. All time-sheets for casual staff and part-time teaching returns to reach Personnel Services **not later than** 4 pm 21 December 1989.

Time-sheets, overtime sheets and part-time teaching returns received after the respective cut-off dates will not be paid until the next available pay.

Owing to the limited time available for processing for pay days 21 December 1989 and 4 January 1990 variations to salary deductions, the inclusion of additional deductions and changes to salary accounts may not be processed until the pay of 18 January 1990.

Staff proceeding on recreation leave and requiring pay in advance (under the new leave provisions) are reminded that such application must reach Personnel Services **not later** than three weeks before their last day of duty.

Salary payments for casual staff who will have worked up to 31 December 1989 will be charged against 1989 accounts provided the time sheet reaches the Salaries Office by **no later than 4 pm 21 December 1989**. Any salaries not paid by the first pay day in 1990 will be a first charge against 1990 funds.

For answers to queries contact the Salaries Office on extension 3914 or 3930.

Changes to Whole of Pay and Deduction Destinations

Problems have been experienced by the Salaries Office in relation to changes of whole of pay and deduction destinations.

We stress that if you require a change in the location to which your pay is being deposited, do not cancel or close your account until you are sure your pay is being deposited into the correct account.

If you close your account and the payroll has already been finalised, a delay of up to a week can occur in attempting to locate and then redeposit your pay to the new account.

Requests for variations to deductions and whole of pay deposits must be in writing, listing all relevant details. In the case of whole of pay deposits the following information is required:

Bank Name – e.g., Commonwealth; *Bank Code* – this is a six-digit code available from your bank; *Bank Branch* – the branch at which your account was opened; *Account Name* – the name under which your account operates.

Queries to the Salaries Office on 3914.

Current Vacancies

Education, Policy & Technology Studies, Assoc. Professor, Continuing Appt (AC89-65); December 22.

Geography, Lect, Limited Term (5 Yrs Conv, AC89-75); December 22.

Mechanical Engineering, Sen. Lect/Lect, Cont'g Appt or Limited Term (5 Yrs Conv, AC89-76); Lect, Limited Term (5Yrs Conv. AC89-77).

Indonesians on Australia

Much is written by Australians about Indonesia but the reportage and comment have been one-way. Until now. The first book to examine Australia from a variety of Indonesian viewpoints – its culture, politics, economics and society, *Australia through Indonesian Eyes: A Collection of Indonesian Press Articles, 1973-1988.*, has just been published in Indonesia. And a major contributor to the book – a collection of 89 articles by eminent Indonesian journalists, academics and professionals – is Drs Ignacio Kristanyo Hardojo (Kris), a student at the University of Wollongong. Kris arrived at the University in March, as one of a group of

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 Roser (ext. 3201). Intending applicants are reminded that all research applications must be forwarded through the Office of Postgraduate Studies.

Barley Research Council

The Barley Research Council invites applications for grants and travel/conferences to conduct research relating to the barley industry.

Applications close with the University on February 1.

Scholarships and Fellowships

Inaugural Moran Medal for Mathematics

Nominations are invited for the Moran Medal for research carried out mainly in Australia in one or more of the fields of Applied Probability, Biometrics, Mathematical Genetics, Psychometrics and Statistics.

Applications close with the University on January 15.

Inaugural Jaeger Medal for Earth Science

Nominations are invited for the Jaeger Medal from scientists for investigations into the solid earth or its oceans carried out in or having some connection with Australian Earth Science.

Applications close with the University on January 15.

Australian National Antarctic Research Expedition

Each year over 100 Australians are employed in Antarctica, for periods of six to 15 months, at one of four research stations on the coast of the Australian Antarctic Territory. Professional vacancies are available to co-ordinate and undertake research in a range of scientific disciplines.

Applications close with ANARE on December 15.

seven officers of the Indonesian Department of Foreign Affairs, studying for the new Master of Arts in International Relations degree. Kris's three articles, written before he came to Australia, concern ALP policy on East Timor, the obsession that has become a constraint in Indonesian-Australian relations; Australians' continuing tendency to see themselves primarily as Europeans; and Australian-Indonesian relations following the David Jenkins affair.

The book, available only in Indonesian, was edited by two Australians from the University of Indonesia and one Australian diplomat and the cartoons were drawn by an Indonesian. Introduced by Bill Morrison, the Australian Ambassador to Indonesia from 1985 until 1988, the articles demonstrate the diversity of the Indonesian press, and the wide range of Indonesians' perception of Australia. Sensitive subjects, such as the difficulties in relations between the two countries, which resulted in the exclusion of Australian journalists from the Indonesia, are examined and put in perspective as being only a small part of the close relationship between the two countries.

Drs Kristanyo, who obtained his higher degree at the University of Indonesia, returns home next year to continue his career as a diplomat and his hobby as a writer.

Arrivederci, Joe

After almost 20 years working at the University Joe Lemme retires on December 22.

When Joe left Abruzzo, in central Italy in 1952, he knew no English. On his arrival in Australia he settled and worked in the Illawarra, explored the continent by train and then returned to Italy for a holiday in 1958. While there he married and brought his wife out to Wollongong a year later. On the return journey he found himself teaching English (and all about their new home) to the Italian migrants making their first voyage down under.

In 1971 Joe joined the University as an attendant cleaner and four months later he was made chief of a crew of 20. After having taken a supervisor's course in 1978 Joe was promoted in 1985 and today he has 100 people working under his supervision. When he started work there were no new Australian workers – now there are six different nationalities in the cleaning staff: Italian, Greek, Yugoslav, Spanish, German and English.

One of Joe's main contributions to the environment's welfare resulted from his work in the offices. Noticing the volume of waste paper removed daily, and knowing the cost of rubbish removal, Joe worked hard to arrange that the paper should be recycled and the new system came into effect earlier this year.

Having more time to himself after December 22, Joe will be able to do more of the charity work to which he devotes much thought and energy. Joe and his wife, Anna (who worked at the Union for 10 years), are regular visitors at the Crippled Children's Association in Wollongong where they read the local Italian paper, *La Fiamma*, to the children. Funds for charity are also raised by Joe, through the Abruzzo Club he started three years ago. Each year the club offers support to local charities. Last year they donated funds to cancer research, this year they supported the crippled children.

Staff going to, or visiting the Middle East

Dr Donald Pearson-Kirk has written to extend an invitation to any University academic/administrator to visit him and possibly present a seminar.

Don's address: KFUPM Box 495, Dhahran 31261, Saudi Arabia.

Electrode Technology Workshop

A revolution in electrode technologies is taking place world-wide, with Australian research and development at the forefront — but is Australian industry aware of the prospects?

A workshop organised by the Department of Industry, Technology and Commerce, to be held at The University of Wollongong on February 5 and 6 next year, is aiming to resolve this.

A 'Call for Papers' has been issued with the themes: fabrication of new electrodes – review of world trends surface characterisation and properties of new electrode materials selected applications and opportunities for Australian technology development.

The Program Committee, comprising representatives from industry, academia, CSIRO and government, will select papers for oral presentation and organise a significant



Joe Lemme

poster session, at which researchers and industry can exhibit their capabilities.

All papers accepted for presentation will be included in a review book, *New Developments in Electrodes and Their Applications*, aimed at a wide audience and due to be published after the workshop.

Contact Leo Wood (062) 76 1233.

University of Wollongong Children's Christmas Tree Committee

The Children's Christmas Tree Hamper Raffle was drawn on Saturday November 25. The prize-winners were:

1st G. Vardareff, Library

2nd G. Waters, 120 Ramsey Road, Picnic Point

3rd C. Hadley, Administration

Flora Hutchison, Hon. Secretary

Talented Children's Summer School

Details of the January courses for children from nine to 14 from ITC Uniadvice Ltd, telephone (042) 27 0076, 26 8822.

Exhibitions

Creative Arts diary – December

Long Gallery, School of Creative Arts. Exhibition of works by Postgraduate Students, Barry Gazzard, Walter Smith, Joy Warren and, in the Union building, Michael Morgan. Open to the public to December 17.

Tuesday 12. Preview. Graduating Students Exhibition, Artspace, 11 Randle Street, Surrey Hills. 7.30 pm. Open to the public until December 21.

'8 + 1' – an exhibition of paintings

In the Bistro Restaurant to December 21 from 2 to 5 pm, Monday to Friday.

Advertisements

Free to remover

White painted (but rather inelegant) wardrobe 140cm long, 170 cm high, 53 cm deep. Telephone 28 6691.

Accommodation

Staff member or student to share house in Mangerton. \$70 a week (plus utilities). Gardens full of leafy trees. Fully furnished.

Available from December (20 minute walk from campus). Telephone K. Fisher 29 3500.