The new Reception Room in the 'Keira View' building was used for the first time to welcome the Taiwanese presidents. They were President King-yuh Chang, National Chengchi University; President Wei-Jao Chen, National Taiwan University; President Ta Nien Yuan, Tunghai University; President Jer-Ru Maa, National Cheng Kung University; President Samuel KC Chang, Chung Yuan Christian University. (See P7 for details of Reception Room usage)

Visit strengthens growing ties with Taiwan

A highly successful visit by five presidents of Taiwanese universities on 23 February has ensured the continuation of the development of a strong relationship between the University of Wollongong and Taiwan.

Before 1988, the University had two students from Taiwan, Chang Su Tsong, who graduated with a Msc(Honours) in Chemistry in 1984, and Chin Yun Pin, who graduated with a PhD in Civil Engineering in 1989. The latter is now a professor in the National Cheng Kung University.

Since 1988, the University has been marketing extensively in Taiwan through seminars, exhibitions, visits to institutions and appointing agents. Several formal relationships with Taiwanese institutions have been developed.

At the end of 1989, an agreement was signed with Tunghai University for joint cooperation in research and staff exchange.

During a visit to Taiwan, Associate Professor Peter Shepherd had discussions about a possible staff exchange between the Faculty of Creative Arts and the Faculty of Fine Arts in Tunghai.

Further discussions of staff exchange were carried out later when 47 staff and students from Tunghai visited the University of Wollongong.

Last year Associate Professor Shepherd curated the first major exhibition of contemporary Australian art to be seen in Taiwan.

A return exhibition of contemporary Taiwanese art will be shown in...
**Bold moves in Personnel Services**

Having trouble identifying who is responsible for what in the University’s Personnel Services Branch? There is a good reason—a major restructuring is underway.

The growth of the University in the last decade has meant that some administrative structures are now inappropriate for the maintenance of an efficient, personal service.

Total Quality Management discussions within the Personnel Services Branch highlighted the need for a change in organisational structure.

Previously the areas in Personnel Services—Academic Staff, General Staff and Salaries and Benefits had one responsible person each.

It has become impossible for this one person to know all the needs of 1500 members of staff.

This structure also led to a production line as matters were handed from one area to the other.

Things fell between cracks and as they passed through many hands no one person took responsibility. The process was also time-consuming.

The restructure will see the replacement of all the existing personnel sections with new client-based teams.

Current sections will be replaced with two person teams. Each team will be responsible for all the needs of a group of Units.

This means clients will have a ‘one-stop’ service. The teams will be able to handle 95 per cent of all of an individual or unit’s personnel matters.

It will also lead to a more rewarding, diverse work environment for Personnel staff and enable them to develop a closer relationship with clients.

The restructure is being timed to coincide with the implementation of a new computerised Personnel/Payroll system in the second part of this year.

Personnel Services is undergoing a period of cross training and rotation to build up experience, and reviews of procedures are being worked through—not to mention a revised office layout and telephone system.

Some disruption to services is inevitable in the lead-up to the complete restructuring, so be patient.

This is a bold move which should bring benefits to all and credit to the University.

Some aspects of the restructuring have been implemented.

Robyn Wekees, the Senior Personnel Officer has assumed responsibility for both Academic and General Staff matters.

Ann Kiceluk who was formerly Personnel Officer (General Staff) is working full-time on policy development.

A summary of current responsibilities is as follows:

**Academic Staff Matters**: Sue Smithers, ext. 3202; Malcolm Goddard, ext. 3117; Robyn Lumby, ext. 3934.

**General Staff Matters**: Doris Pengelly, ext. 3935; Chris Wells, ext. 3944.

**Salaries & Benefits**: Roger Davey, ext. 3930; Chris Bannerman, ext. 3914; Janice Reilly, ext. 3276; Leonie Grimmett, ext. 3275.

The staff above are responsible to Robyn Wekees, ext. 3267.

In addition, Chris Grange has won a $195,000 National Priority Reserve Fund Grant for a Continuous Improvement Program affecting central Administration.

Two staff have been appointed as part of this grant: Tony Clapham, Coordinator, ext. 4626 and Amanda Howard, Administrative Assistant, ext. 4625.

**Stricter ties with Taiwan**

From page one

Australian state and regional galleries this year.

In 1993 an agreement was signed with National Yunlin Polytechnic Institute to provide further training to the Institute’s junior staff.

The Deputy Vice-Chancellor, Professor Gerard Sutton, and Lily Soh from the International Office have visited several institutions in Taiwan including the Industrial Park in Hsinchu, Cheng Kung University and the most prestigious university in Taiwan, the National Taiwan University.

**Parliamentary internships won**

Alison Gooley and Lani Blackman, Bachelor of Arts-Bachelor of Laws students majoring in Politics, have been awarded parliamentary internships.

They will work on the staff of a member of the Federal parliament, and attend some law and/or politics classes at the Australian National University part-time.

*-------*
During orientation week the Vice-Chancellor, Professor Ken McKinnon, held a formal welcome to new students in the Union Hall.

Academic staff processed in formal robes, which, the Vice-Chancellor, explained, had a vital function in medieval times.

'We appear in these medieval robes to signal that this is an honourable long-standing tradition that you are joining,' Professor McKinnon said.

'You can see how these robes are designed. In the very old days the lecturers only received sustenance or pay if they lectured very well.

'It was put into one of these spacious arms and that was the way you knew if you were lecturing well.

'Today we pay our staff regularly. But you will also have the opportunity to share in the process of ascertaining whether our staff are getting through to you.

'At the end of each semester we provide students with the opportunity, through surveys, to give us feedback about how well the lecturing staff have communicated, the level of the content and so on.

'This is taken into account in the way in which promotions are conducted in this university.'

Professor McKinnon warned students that the courses were demanding and they must become self-directed scholars.

'You won't be able to skimp and you mustn't steal from your colleagues,' he said.

'You have to produce original work and you have to submit it on time if you really want to succeed.

'The most important thing is a respect for truth. In a university we don't think we have any revealed wisdom; we believe that it is provisional knowledge.

'It is quite likely someone else in the world is finding out something new or challenging what we thought was true - discovering a new wrinkle or a new way of looking at things or perhaps even rewriting the field.

'So this provisional knowledge is subject all the time to further research, further scholarship.

'You will be able to enter into that tradition and you will need to have an awareness that what you believe in fact is subject to further thought or debate.

'You should have a respect for truth and the way people go about discovering and refining that knowledge.'

He finished his address by outlining certain obligations that students have to the University.

'You won't find graffiti around on the walls here because we have built a community in which people respect each other and respect the property in the place as if it is your own home,' Professor McKinnon said.

'Don't deface the property, try to make it a place you enjoy being a part of where everybody treats each other with respect.

'We expect you to treat staff with respect and we do not expect any racism or any other forms of intolerance. In the sense that you are a scholar, you are entitled to express your views openly and with forcefulness so that others will listen to them but we do hope they won't be racist or sexist views of others that you are ignorant of.'
Languages are good for you

The Third Careers Language Forum held at the University of Wollongong on 24 February was attended by a full-house of teachers, parents, university students, and Year 9-12 students from schools in the Illawarra and Southern Highlands.

Since its inception it has been organised by Dr Susan Yates from the Department of Modern Languages.

The forum aimed to highlight the value of language training for the career market.

Tourism, health, government, commerce, science, media, law and the armed forces are all areas where languages are an important skill that make the difference between you and the next candidate for the job.

Head of the Department of Modern Languages at the University of Wollongong, Professor Brian Maloney, opened the forum and introduced a host of speakers to inform the audience about careers and languages.

The department offers French, Greek, Italian, Spanish, German, Japanese, Chinese and Indonesian.

Sub-dean of the Faculty of Commerce, Di Kelly, explained that languages are not just for the Arts.

Commerce is an exchange of goods, ideas, services and money and to get clarity of exchange, especially in today's world of increasing globalisation, a language is a great benefit in dealing with partners in foreign countries.

At the University of Wollongong it is possible to do a joint degree in Languages/Commerce or Languages/Engineering, and this is encouraged as there is an extensive study abroad program for students to go to France, Italy, USA and Japan.

This year sees the first group of students in the BA/BComm program going to Japan to study.

Students looking for overseas study opportunities should also apply for foreign government scholarships to study in countries such as Japan (Monbusho Government Scholarship).

Fran Byrnes expressed that languages are much more important now than they used to be.

Having studied French and Italian, her language abilities took her all over the world interpreting, translating and teaching English to foreigners before going to SBS where she is now a Script Editor in the Education Unit.

There are many jobs within SBS where it is necessary to possess formal qualifications, especially in SBS radio as translators, interpreters, and broadcast journalists in news, current affairs and entertainment.

Sub-titlers that translate foreign movies have specific guidelines to adhere to.

They must translate the language into appropriate meaning, humour and force of language but because of restrictions it is not usually a direct and literal translation - word limits, a maximum of two lines and a specific on-screen time requirement ensure this.

Master-controlled and producers deal with live coverage from other countries and it is therefore a great advantage to have knowledge of a language.

In the areas of publications and promotions there are vast opportunities to use languages; managers and supervisors deal with a diverse multicultural work environment and many ethnic employees.

SBS are keen on work experience for students and have a well-established training program.

In today's multicultural society those people who are exposed to languages other than English in the home or community are at an advantage although it is necessary to be aware of formalities in languages like Italian and Japanese, especially in the workplace.

Any exposure to languages though is definitely beneficial.

This was also highlighted by Public Relations Assistant at Reader's Digest, Charmaine Vanderbeek, who spoke of the importance of a language in international companies that have offices all over the world.

Their publications are produced in 17 languages with a readership of more than 100,000,000 and they receive customer enquiries from all over the world every day.

Language Consultant from the South Coast Region Department of School Education, Colleen Martin, said that there is a huge world open to people with language skills.

Teaching opportunities are available from pre-school right through to tertiary education levels including TAFE, university, independent schools and adult education centres.

With teachers, there are now retraining programs in methodology and language content because of an overall increase in the number of hours and languages taught in schools.

There is a definite push towards Asia-Pacific languages but there is still a future for European languages.

Before the group took part in the afternoon's language workshops with computer-assisted language learning in French, Japanese, Italian and Spanish, they were left with the piece of advice from Fran Byrnes: 'If you haven't started learning a language already, then no matter where you are, start now!'
The changing face of the Union

The University Union has seen some dramatic changes in the last few years and 1994 is going to be no exception.

This year the Union has introduced several new food outlets, increased the range of food available and is opening several outlets on Saturdays.

The University of Wollongong's rapid growth has resulted in a change in student and staff profile.

We now have a higher proportion of mature age, international and postgraduate students and there is also more female staff and students.

The Union will be addressing the needs of these groups in 1994 to ensure their needs are well catered for in social events and services provided by the Union.

The Union has also employed two new staff members to assist in meeting the expanding role of looking after the needs of Union members.

Katrina O’Neill is the new Clubs and Societies Officer and Kim Gregory is the new Marketing and Promotions Officer.

The Union has opened two new food outlets at the ‘Keira View’ building – Food for Thought and Keira Cafe.

Food for Thought offers a wide selection of food, including foccacia breads, open sandwiches, pastries and main meals.

Patrons can sit outside in relaxed surroundings and enjoy watching the scenery and spectacle of University life. This outlet replaces the old Bistro in the Union Building which is now available for special functions.

Keira Cafe is the new Union food hall in the Keira View building that offers great food – much of it is self-serve and priced by weight. (The food hall in the Union building will continue to operate).

Again, students and staff can sit outside if they wish.

Other Union outlets that will be open on Saturdays, include:

• University Tavern and Common Room, open between noon and 6pm
• Retail and Book Shop, open between 10am until 2pm

If you’d like to find out more about the Union services, or make a booking call on 29 7833 (Internal 3781).

CONSERVATORIUM OF MUSIC

Why not join us for special events in 1994?

Piano List E Workshop with Christopher Norton
Saturday, 12th March, 2 - 5pm
Auditorium Gleniffer Brae.

New Zealand composer Christopher Norton has written several television signature tunes, radio and TV jingles. His most significant work to date is the MICROJAZZ series which features short rhythmical pieces in a range of popular styles. These books have received acclaim from teachers all over the world.

Cost: Adults- $15, Student Concession- $8
Some flexibility on dissections

Several subjects taught at the University of Wollongong involve practical work in which students are required to dissect animals.

Most students find these dissections rewarding. Some prefer not to do them.

A group called The Collective for a Violence-Free Science has adopted a charter calling for the recognition of students' rights to refuse to carry out practices they feel morally opposed to.

What is the policy of the departments concerned? Will students be penalised for not complying? Will dissections stay on the agenda?

Head of the Department of Biological Sciences, Professor Rob Whelan, stressed that there are three primary objectives in designing any curriculum.

'We try to find the most appropriate content, a relevant context, and the most effective way of transmitting the information to maximise learning,' he said.

'Generating enthusiasm in students for the subject, and finding ways to engage their interest, underlies the philosophy of all practical material, especially in First Year. 'Our view is that dissections do indeed catch the imagination of most students, often kindling a strong desire to find out more about structure and function.'

Head of the Department of Biomedical Science, Professor Len Storlien, also feels that dissections have their place.

'There is no substitute for seeing the real thing and how it works, especially in later years,' he said.

Despite general agreement among staff that dissections are an excellent teaching tool, the Department of Biological Sciences decided to survey First Year students about their practical work last year.

The survey was initiated in part because dissections are expensive and because of the queries raised by the Collective for Violence-Free Science.

In a series of open-ended questions, students were asked to identify the most exciting/interesting/useful/effective practical classes.

More than 50 per cent listed the sessions that included dissections.

When asked to identify the least exciting/interesting/useful/effective classes, dissections did not feature strongly.

Biomedical Sciences will stay with dissections for the time being, although Professor Whelan feels that the experience might be more beneficial at Second Year and above, when students have decided to pursue Biological Sciences further. This issue is being discussed by the Department.

Biomedical Science is tending to phase out dissections.

'We are moving more towards some of the computer-interactive programs, for economic as well as ethical considerations,' said Professor Storlien. 'There is very little animal vivisection now in Biomedical Science. Students work more on human cadavers anyway.'

Will students who refuse to dissect be penalised?

'Dissections are an integral part of practical classes and students do need to learn about the internal structure and function of animals,' Professor Whelan said.

'However students work in groups, so a member of a group can choose to watch instead of actually wielding a scalpel. Or they can use other techniques, or learn from books.

'No student is penalised for not doing a dissection. However, it must be emphasised that learning is enhanced by active involvement of students in the subject matter, and dissections have proved to be one effective means of teaching.'

Both Heads of Department have made it clear that no student will be disadvantaged or penalised for not cutting up an animal.

However students who are ethically opposed to animals being used in science should probably avoid majoring in Biology because some higher level subjects do involve developing dissection skills.

Students are required to develop appropriate skills in designing and conducting experiments with both plants and animals.

The Collective for Violence-Free Science

The Collective for Violence-Free Science was formed by students in 1993 with the aim of:

* negotiating within the University of Wollongong the right of students to practise violence-free science; this being the non use of animals in research, experiments or dissection.

* to encourage Wollongong University to use new technology and scientific alternatives to animals.

Meetings have been held with the Heads of the Department of Biological Sciences and Bio-Medical Sciences as well as with the chairperson of the Animal Experimentation Ethics Committee.

The Collective believes that using animals for teaching or experiments is increasingly being questioned by society for being wasteful, unscientific and often misleading in outcome.

These days scores of effective alternatives are available to universities, like: videotapes, interactive videos, computer models and simulator models. Various brochures of these exciting alternatives have been handed to the relevant Departments.

Any interested student or academic staff member are invited to join in the realisation of the Collective's aims.

Meetings are held every second Wednesday of the month in Kemira room 4 at 12.30pm.
New Reception Room available for special occasions

A formal Reception Room has been established on the first floor of the 'Keira View' building. The purpose of the Reception Room is to provide a venue for formal meetings with important visitors to the University, a room in which to hold those discussions that might lead to bilateral agreements or exchanges.

It is finished and furnished to a better level than normal offices, to provide a room equivalent to the formal reception rooms found in most overseas universities.

It should be noted that it is not intended that the Reception Room become a general seminar room or be used for general university purposes.

It will be kept and maintained at a level of quality commensurate with its purpose as a formal meeting room.

Bookings for its use will be made in the same way as for other rooms in the Administration Building, through Tony Chancellor in Student Services, ext. 3215. He will be asked to ascertain the purpose for which the room is being used and restrict usage to the intended purposes.

On the other hand, it may be used by anyone (e.g. Executive, International Office, Deans, Heads of Departments) who has a visiting delegation and needs a place where formal discussions can be held in reasonable comfort.

The Reception Room is next to the first floor Dining Room, which will be the responsibility of the Union.

The Reception Room may therefore be booked sometimes in association with a booking of the Dining Room (via the Union) for morning teas, lunches etc. associated with visiting delegations.

Bookings for the Reception Room can be made from now on.

13-16 March
INTERNATIONAL EXHIBIT
FABRICATORS WORKSHOP ON THE DESIGN OF CHEMISTRY EXHIBITS
Registration date: February 14
Contact: Geoff Snowden, ASTEN National Science Centre, Canberra (06) 270 2857. Fax (06) 273 4346

27-28 May
NSW STATE AITEA CONFERENCE - (QUALITY)
Date for papers: January 28
Registration date: mid-April
Contact: Peter Wood (042) 213943

28-29 May
AUSTRALIAN ASSOCIATION OF GERONTOLOGY RURAL CONFERENCE EDUCATION AND AGING, RELOCATION, CASE MIX FINDINGS
Registration date: 16 May
Contact: Irene Stein (042) 213766

1-2 July
SELF, LIFE AND WRITING: POST-COLONIAL PERSPECTIVES
Date for papers: 28 February
Registration date: TBA
Contact: Dr Paul Sharrad (042) 213705

3-8 July
RACI DIVISION OF ORGANIC CHEMISTRY

14TH NATIONAL CONFERENCE
Date for papers: 29 April
Registration: 29 April /10 June with late fee
Contact: Prof John B Bremmer (042) 214256

4-6 July
ACCOUNTING ASSOCIATION OF AUSTRALIAN & NEW ZEALAND ANNUAL CONFERENCE
500 YEARS ON - AAANZ Pacioli
Date for papers: 11 February
Registration: April / May
Contact: Janet Moore (042) 214005

8 July
ENGINEERING & THE ENVIRONMENT
Contact: Sharon Beder (042) 214063

27 September-1 October
AUSTRALIAN PSYCHOLOGICAL SOCIETY CONFERENCE
Date for papers: 15 April
Registration: up to the starting date
Contact: Dr Jeff Wragg (042) 213652

1-3 October (Long weekend)
AUSTRALASIAN POLITICAL STUDIES ASSOCIATION CONFERENCE
Contact: Dr Anthony Ashbolt (042) 213675

October
ENVIRONMENTAL GEOLOGY SHORT COURSE
Contact: Dr Bryan Chenhall (042) 213805

28 November-1 December
ASIA CRYPT '94
Date for papers: 18 July
Registration: up to the starting date
Contact: Prof John B Bremmer (042) 214256

5-7 December
PROTECTING THE FUTURE - ESD IN ACTION
Date for abstracts: July 15
Contact: Dr Siva Sivakumar 042-213055
The Illawarra Committee for Overseas Students invites all new international students and their families to a picnic lunch as part of the Orientation Programme. The cost is adults $2 with children free. The itinerary is Wollongong-Stanwell Tops-Cataract Dam (picnic lunch BYO)-Mt Keira-Wollongong. Details and tickets are available from ICOS office, 3rd Floor Union Building on Wednesday, Thursday and Friday, 9.30am-2pm. Phone (042) 21 3158.

The Illawarra Committee for Overseas Students (ICOS) has announced its calendar of events for this year. The first is a visit to Symbio Animal Park on Sunday 13 March. The cost is adults $20, children free. The remainder of the events are March 26: Australia's Wonderland, $20. April 5: Canberra Mint. April 24: Old Sydney Town. May 14: Kiama and Minnamurra Falls May 29: The Blue Mountains. July 23 and August 6: Snowy Mountains one-day trip $25 (coach only).

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

20 March: The Illawarra Committee for Overseas Students invites all new international students and their families to a picnic lunch as part of the Orientation Programme. The cost is adults $2 with children free. The itinerary is Wollongong-Stanwell Tops-Cataract Dam (picnic lunch BYO)-Mt Keira-Wollongong. Details and tickets are available from ICOS office, 3rd Floor Union Building on Wednesday, Thursday and Friday, 9.30am-2pm. Phone (042) 21 3158.

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