Elizabeth's inner power beats the barriers

"If I wanted to succeed in life, I knew it was vital to have a healthy and happy attitude."

"This, I knew, could not always be possible from outside influences, but it could and did come from within."

Indeed, how else could Elizabeth Cameron have achieved what she has?

"The Power from Within" is her story. In it, she tells of her ambitions, joys, challenges, frustrations and achievements - remarkable by any standard, but even more so when compared with 1984 and 1985 primarily to those Direct Teaching Cost Centres experiencing the greatest increasing pressures on teaching requirements.

The full impact of Federal Government cuts to tertiary education spending per student will be felt by Chisholm next year.

The Institute's draft budget will bring little joy to those expecting significant funding increases, but few surprises for those who have watched developments in the higher education funding debate this year.

Chairman of the Budget Planning Committee (BFC), Dr Ken Tucker, says the budget for 1985 was framed against a background of government calls for increases in tertiary education enrolments offset by only limited increases in funding.

"The rate of enrolment increase (210 additional students next year) compared with the rate of funding increase is such that there will be reductions in real funding per student from the 1984 levels, and that per capita funding is expected to decline for the balance of the triennium", Dr Tucker explains.

In addition, "the Government's directions are much more restrictive in terms of where we can allow students to go by fields of study and whether we take in new students."

As a result, Dr Tucker says, "the total funds available in real terms for distribution are about the same as 1984, but we still have to take an additional 210 students."

"That means the real funding per student is down by 4.64 percent compared with 1984."

"That's what the Budget Planning Committee started with."

Within this context the BFC set about its task of distributing the available funds. Priorities set, on the advice of the Director, Mr Patrick Lear, were:

- The development of the Faculty of Technology
- The establishment of an Assistant Director's Office at Frankston
- A centrally held fund to provide for replacement staffing for staff absent on long service leave, maternity leave, extended sick leave, etc.
- Chisholm's preparation, for the achievement of declared status.
- The full funding of a legal officer and student union sabbatical officer commenced during 1984.

In addition the BFC was faced with a number of "significant cost pressures" which had to be taken into account, including:

- In response to the "aging staff profile of the Institute", the BFC increased the provision for superannuation by $184,000 above the 1984 level - a 25 percent increase in cost year.
- Increased institute overheads, in particular, postage and telephones, computer maintenance and payroll processing costs.
- The costs arising from reclassifications of staff, which significantly reduces the funds available for casuals, part-time staff and new appointments.

The BFC, in its Draft Recurrent Budget 1985 report, points out that: "Within this framework, the BFC has dictated what little capacity there is for real funding growth between 1984 and 1985 primarily to those Direct Teaching Cost Centres experiencing the greatest increasing pressures on teaching requirements."

In order to provide for a more equitable sharing of the increased work load and to provide for previously identified specific funding priorities, some cost centres will receive reduced real funding allocations for 1985."
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finally won the right to study at the Melbourne Conservatorium of Music where she completed a three year diploma.

Finding a job was the next step, but according to Ms Cameron, it was the toughest battle she'd yet faced.

'On the surface, the majority of interviews were successful. The employers would sit and listen patiently while I told them of my past achievements and my hopes for the future.

'Most were kind, complimentary and showed great interest, however none wanted to employ me'.

The Spastic Children's Society did. Ms Cameron only resigned her position as typist there after 21 years in 1981.

During that time she did her HSC by correspondence, applied (and was knocked back) to study social work, and had a van converted to her special needs, and travelled, on her own, overseas.

And last year, after four years work, she saw her autobiography in print. 'I thought my book could be a help to other disabled people, and the general public 'whose attitude, Elizabeth Cameron's 'The Power from Within' can be ordered through the Chisholm Bookshop. But it is getting easier - people are finally realising that we are people first and disabled second'.

Finding a job was the next step, according to the head of the Management Division of Continuing Education, Dr Onto.

A feasibility study for the program, carried out by the Director of Hospice, Dr David Frey, for the Frankston/Mornington Peninsula Hospice Group, found that Chisholm could become a leading centre for educational training in the area of palliative care for the whole of Australia.

'The report argues that 'there is much to be said for courses which educate all people to a greater understanding of the problems involved in dying and death in our society...' It adds that Chisholm would also be ideally placed as a training centre in palliative care, to carry out evaluative research of the program.

Frankston aims for hospice training

Chisholm Frankston would play a pivotal role in a program of co-ordinated care for the terminally ill in the Mornington Peninsula if government funding for the proposal is approved. Executive Officer of the School of Education's Division of Continuing Education, Mr Dale Ingamells, says employees of the program would be required to undertake further training in areas related to hospice care, such as counselling, terminal care and training of volunteers, through the Division.

Chisholm is one of five member organisations under the umbrella of the Peninsula Hospice Association, which will oversee the proposed Hospice Peninsula Program. The others are the Royal District Nursing Service, Frankston Hospital, the Association of General Practitioners, and the Frankston/Mornington Peninsula Hospice Group.

Mr Ingamells describes the program as unique in terms of the cooperation between five community organisations.

The planned hospice program would be structured to provide palliative and supportive care for terminally ill patients and their families.

A major aspect of the program is the belief that a person dying of cancer or any other disease which is definable in terms of months or days, should be allowed the choice of remaining at home, and that in order to ensure this choice is available the appropriate mechanisms must be created and maintained by health delivery system on a 24 hour a day, seven days a week basis.

The Peninsula Hospice Association argues that home care for terminally ill is by far the cheapest and most effective form of care for both patients and their families.

Its application for government funding is currently being considered, and according to Mr Ingamells, the program is ready to swing into action as soon as approval is given.

'It would be a marvellous way for government to be doing something for the community, he says, '...after all, one of the stated aims of Continuing Education is to build a closer and more closely linking the public group of studies written by year five and six pupils who attended the

The David Syme Business School is gearing up for its second International Studies Program during January 1985.

A joint effort of the Department of Management, Marketing, and Banking and Finance, the program focuses on studies in international business, finance management and marketing.

It involves a Summer program of on-campus seminars at Caulfield, followed by a three week trip overseas.

The group of about 30 students and staff will visit up to 60 organisations in Hong Kong, Bangkok and Singapore.

The first International Studies Program was held last summer, and according to the head of the Management Department, Dr John Onto, it was an invaluable experience for the participants.

A limited number of vacancies still exist for the Summer of '84/85 program.

Dr Onto is interested in hearing from senior students in other Schools who may be interested in the program as an elective subject.

Guided tour of Asian business

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According to Dr Tucker, allocations to cost centres will be 'bags of money - notional allocations. It will be their responsibility to live within the total budget. They can allocate line items if they wish, but there will be no other, given the tightness of the budget, discretionary funds available to bail them out, or assist them in any other initiative.'

In addition, the Director's Contingency Fund has been axed because 'there's simply no surplus money floating around the system.' But the Budget does contain some good news -

- Servicing arrangements to the Frankston campus have been extended (the library and the position of Assistant Director).
- Printing Services will be placed on a full user pays basis for 1985 with its budget fully distributed to cost centres. The General Staff Development Fund has been allocated an additional $5000 to $30,000, next year.
- Specific provision for the establishment of the Faculty of Television and Radio - a central fund of $150,000 introduced for replacement staff.

With increasing numbers of students, we will be very hard pressed to maintain existing levels of services, and unless we can achieve some efficiencies in administration and teaching methods, we will certainly have declining standards of educational delivery. Jobs will disappear - this applies to both academic and general staff, Dr Tucker says.

'For the next decade, I can't see any increase in real funding for tertiary education in relation to the student numbers that we are experiencing - take the system - and Australia has a fairly low participation rate in tertiary education by world standards as it is.'

The minutes of the BPC meetings, and the detailed working sheets for the allocations, are available for examination by heads of cost centres.

Specific funding allocations to cost centres will be detailed in the next GAZETTE.
Australia must exploit its own bright ideas

Closet links must be established between industry and academia if Australian inventiveness is to be exploited for the national good, according to Chisholm Council Vice-President, Dr Clive Coogan.

The adoption by Council at its September meeting of an Intellectual Property policy was a recognition by the Institute of the vital importance of strengthening these ties.

For too long, Dr Coogan says, industry has tended to ignore the inventiveness of academics, and academics have been equally slow to respond to industry requirements for new products and processes.

"The time is ripe for great effort on the part of industry, academia and government to cooperate and to free our academics from the 'ethical shackles' that have denied industry their aid in the past," he says. He argues that what is needed is a 'great increase in stimulation for research in industry' which is responsible for only 20 percent of all research and development.

The remainder, the bulk of work, is done by government and academia.

In other OECD countries, he says, the research contribution by industry is far greater.

In Switzerland, for example, 80 percent of research is undertaken by industry.

The picture could be much brighter, Dr Coogan says, if industry and academia joined forces - a local initiative supported by the Federal Government.

"Places like Chisolm, which are always giving rise to new ideas but have not yet been able to exploit them commercially, must seek industrial partners to further those inventions for not just Chisholm good, but for the national good as well," he says.

Dr Coogan, a member of the Australian Industry Research and Development Board (AIRDB), says a glance at AIRDB grants for the past year reveals that "the overall chance of success of granting a grant was 59 percent, but if the applicants were from places like universities, CAEs and the CSIRO, the chances of success rose sharply to 81 percent - a phenomenon which industry in Australia has not fully appreciated.'

Joint access to such government funds by industry and academia is a realistic solution, along with a greater emphasis on tertiary institutions doing work of a commercial nature for industry.

Dr Coogan says in the light of the 'perception of politicians that the people in the academia haven't helped industry enough, we must make our interaction more visible' by for example, releasing more reports on co-operative efforts, and encouraging greater rapport with industry by setting up discussion groups.

He says in Chisholm's case he would like to see one-day seminars, organised on 'neutral ground' in the Frankston and Caulfield areas, to indicate that 'Chisholm is developing in a business and technological sense' which could be mutually beneficial to both the Institute and industry.

He concluded that Chisholm Council believes it has adopted a responsible balance in its Intellectual Property policy between Chisholm needs, personal motivation and national requirements.
Students vote for change

Chisholm students have voted themselves a fee increase for 1985, and a revamped constitution.

The referendum, held from 3-14 September, attracted an 11 percent turnout, with 448 of the 674 students who voted casting their ballots for the two motions put by the Student Union Board.

Changes to the constitution include, among other things, provision for the appointment of a professional Union Manager, and a division of responsibilities between the Union Board as a management structure, and a Student Association concerned specifically with student issues.

Student Union president, Mr. Tony Quirke, and vote in favour of the restructure was the 'only realistic option' students could take.

He says the changes will have a number of benefits, including a more professional approach to student services, improved credibility for the student organisation, increased potential for students to influence student affairs, and a more realistic workload for student officials.

The Union Board management group will comprise eight students and four institute representatives.

Its role will be to examine the various services provided by the union.

The Student Association will become the political arm of the organisation, involved with such issues as student representation and welfare.

"For too long," says Mr. Quirke, "we have been trying to operate on part-time managers.

"If we are going to become a bigger organisation, and we will, we need professional management.

"The referendum result allows that we will draw up students elected to positions to pursue their ideas and energies for Chisholm." 

Mr. Quirke says the new professional approach to student affairs will allow the organisation to make the most of its new facilities which it sees as a potential money-spinner.

"We're looking to external sources to boost our revenue - once facilities are operating, we will have a hall and high quality catering facilities which will attract a good deal of community use."

Mr. Quirke says it's not unusual for student unions to take on business ventures, and in any case "we can't keep going back to students and asking for more money each year."

The fee increase supported by the students will ensure the revenue required for the new facilities.

Caulfield Staff Club

Caulfield staff will benefit from a very successful experiment in providing information to students in a series of books dealing with industrial relations in the 1980s.

Specific issues, as identified by students who cast votes supporting the restructure were the political arm of the organisation, involved with such issues as student representation and welfare.

The fear held by employer organisations that management perspective is under threat, one of the major challenges facing Australian industrial relations in the 1980s.

Specific issues, as identified by senior lecturer with the Department of Banking and Finance, Ms Joan McPhee, including:

- Occupational Health and Safety legislation
- Job protection
- Redundancy
- Consultation with unions on technological change
- Employer participation schemes
- Superannuation schemes for unions
- The Prices and Incomes Accord
- Demarcation issues

Ms McPhee predicts a difficult road ahead for both unions and management.

"Management will have to learn to live with the intrusions being made by unions, and unions will face difficulties in terms of shortages of manpower and resources they will need to ensure they can provide the input to justify the consultation and decision making they're striving to achieve.

"But drastic changes to the system of industrial relations are unlikely, to perpetuate itself."

Soaring unemployment levels during recent years have highlighted the problems, she says. Ms McPhee is the leader of the David Syme Business subject union. Labour Relations, an elective subject for Bachelor of Business Administration students.

She will address the issue of Industrial Relations - Challenges in the 80's, at a Staff Club CIT-SPEAKS lunchtime discussion on Thursday, 18 October.

McPhee directory a first

Australia's first computer software package directory for managers and executives has been launched by the Pearcey Centre.

"We tend to be hidebound by our history and tradition in industrial relations more than anywhere else in the world," our system tends to perpetuates itself."

But radical change is needed to overcome the institutional complexity we have."

Ms McPhee says to the past, inadequacies in Australia's system of industrial relations were less apparent because full employment was the norm.

Pearcey directory a first

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