Coun 'cil all-clear for new equality policy

Council has adopted an Equal Opportunity Policy aimed at eliminating discrimination against women and minority groups in all aspects of the Institute's activities.

The policy will be implemented by a Standing Committee of Council and an Equal Opportunity Officer.

The first appointment to the Standing Committee is Council member, Ms Helen Davies, who presented the draft Policy Concerning Equal Opportunity to the March meeting of Council and was a member of the Working Party on Equal Opportunity which developed the policy.

The position of Equal Opportunity Officer has been referred to Staffing Committee to determine, with the Director, the level at which the position should be involved in the Institute and the terms and conditions of appointment.

The Council adopted the policy and took the implementation of the Working Party's recommendations and the meeting there was a need for speedy and decisive action on the plan.

'The issue is critical at this time and needs to be a focus of attention,' she said.

Both the Federal and State government had legislated on equal opportunity matters, other legislation was in prospect, and Chisholm was lagging behind a number of other tertiary education institutions in responding to that.

Mr Davies noted, however, that the Budget Planning Committee had made an allocation for equal opportunity in the budget and on the expectation that the Equal Opportunity Policy would be adopted and implementation would begin.

She told Council it was necessary to adopt the package of an Equal Opportunity Policy and the means to implement it.

The Working Party had recommended a Standing Committee of Council to oversee implementation because such a committee had the status to ensure action was taken quickly.

An Equal Opportunity Officer was necessary because of the range and number of tasks which needed to be undertaken in the elimination of direct and indirect discrimination and sexual harassment.

While Mr Davies accepted the proposition that some sort of sunset or review provision was necessary, she considered that the activities of the Standing Committee and the appointment of an Equal Opportunity Officer, she warned that full implementation of either would not happen overnight.

'We need to change the attitudes of both men and women, and that will be a long haul,' she said.

The policy document received immediate support from members of Council, but there was some concern about the implementation.

More Page 2

Nason Balat is just one of a number of Master of Science students at Chisholm but when he finishes his research and thesis in 1987 he will be unique.

He will be the water scientist specialising in toxic pollutants in his home, Papua New Guinea.

Mr Balat, 26, from Douglas Island in PNG's New Ireland Province, is a science honours graduate of the University of Papua New Guinea who has been working as an Assistant Lecturer at the University of Technology in Lae teaching chemistry and biology to preclinical year (matriculation) and first year undergraduate students.

He came to Chisholm in February this year to begin his Master of Science project under the supervision of Dr Barry Hart, Director of the Water Studies Centre, after looking at a number of alternatives and deciding Chisholm was 'the best place for the training I want.'

Mr Balat gained Australian Development Assistance Bureau support for 30 months at Chisholm to work for his MSc in the field of the toxicity of pollutants in water systems.

He has two areas of interest, heavy metals and organic pollutants, much of his work on pesticides, reflecting his mixed chemistry/biology background and the problems facing Papua New Guinea.

He sees water science as an important field of study in Papua New Guinea in the future as economic development proceeds and the country's rivers, streams and lakes come under threat.

Threats to PNG's water resources include giant mining operations such as Bougainville Copper's huge open cut and the Ok Tedi development in the western mountains, major timber getting for the Japanese woodchip market, and the use of pesticides and fertilisers in intensive agriculture.

Careful management of water resources is of great importance in Papua New Guinea, Mr Balat says.

'Compared with Australia, Papua New Guinea has enormous water resources, so on the face of it, you might think we could squander some and still have plenty left.'

'But Papua New Guineans rely much more directly on their rivers, streams and lakes than do Australians.

An example is the tailings outflow from the Ok Tedi project which is a potential threat to the whole length of the giant Fly River in the largely undeveloped Western Province.

Villagers along that river rely on the Fly not only for drinking and domestic water supplies but for food, transport, economic development, and the cultural fabric of their lives.

If the river were fouled by silt or heavy metals or chemicals in the mine tailings, it would mean total disaster for tens of thousands of villagers.

Mr Balat says Papua New Guinea has handled environmental issues of major developments on a project basis largely using overseas consultants because the country lacked the expertise and the equipment to carry out much of the work needed.

But now the environment authority, set up in 1978, is encouraging more local research.

Mr Balat hopes to play a role in that when he has completed his Master's degree.

Much research is needed - both academic and applied - not only in terms of knowledge Papua New Guinea needs but in terms of wet tropical areas in general.

As in many other areas of science, the bulk of water research has been done in the temperate zones - where most of the scientists are - and the tropics have been largely ignored.

'Very little work has been done on the effects of toxic additives to water in tropical areas generally, so there is a lot of research to be done and great opportunities for researchers in the field,' Mr Balat says.

Bright idea becomes concrete project

Chisholm's Centre for the Development of Entrepreneurs has played a key role in promoting the concept in bushfire resistant housing construction on to-the-ground.

With the CED's help, fledgling building company NEWRA Constructions, Pty Ltd, was able to secure $14,000 backing from the Commonwealth Development of Small Business and Technology to develop a prototype, and locate financiers willing to joint venture.

The Managing Director of NEWRA Constructions, Mr Terrence Oster, believes his unique method of house construction using laminated ferro-cement has better fire resistance than conventional timber framed homes.

Mr Oster, an architect and inventor of the technique, established the company last year with partner, Mr Robert Semmel, to develop a patented technique for ferro-cement construction.

The company approached the CDE for help in writing a plan securing Government funding for prototype testing of the construction technique, and assistance in producing a full business plan to take to potential backers.

CDE Director, Mr John Bailey, and a team of David Syme Business School staff comprising Ms Kathy Ralston (Management), Mr Bryan Baker (Accounting) and Mr Garry Hart (Marketing), worked with the two entrepreneurs on the project.

Mr Bailey says the NEWRA consultancy was an excellent demonstration of the effectiveness of the CDE's and the Institute's broad network of contacts with the business community.

Equipped with referrals to a range of industry groups, NEWRA found a building company interested in jointly launching the new technique.

Bachelor of Business students were also involved in assisting Mr Oster's company.

As part of an Office Administration assignment, students Michelle Goodwin, Colin Miller, Siew Mee Fong, Leah Law, Angelique Lindsay and Barbara Oostveen acted as consultants to the company, providing extensive and detailed recommendations on setting up the NEWRA office. It was a real life project, Mr Bailey says. He predicts that in future students will be increasingly called upon to act as consultants to CDE clients.

Since NEWRA's initial approach, the two entrepreneurs have developed a prototype tested in a holiday home in a Victorian country town.

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Caulfield parking: the squeeze is on

Pursuing the long running problem that just won’t go away.

After the actual number of spaces available to Chisholm staff has declined, and the situation looks unlikely to improve, at least in the short term.

Car Parking Committee Chairman, Mr Ray Pugh, told the Gazette “noticing the situation as it relates to Areas 1 and 2, the Caulfield Plaza, Queen’s Avenue, the area near the railway station, in response to requests by staff for more information.

Area 1:
The parking fee to park here will be increased to $150 per year, and staff who were previously permitted to park in the areas in the space when they were first offered will continue to have first claim.

Mr Pugh says it is unlikely that any further permits will be issued to Area 1, other than for Institute vehicles.

A few spaces were lost because of the extension to D Block.

Area 2:
The news relating to Area 2 is not good,” says Mr Pugh.

In 1984 the Area contained about 100 parking spots, for which about 100 parking permits were issued.

This year there are 100 fewer permits issued as a result of 27 spaces being allocated to TAFE staff around two houses, and the demolition of the houses for the student union building. The total number of nominations was 153 people eligible to apply for permits.

Mr Pugh says the Committee agreed that the best solution to the problem was to tell those staff in Area 2 to find a vacant Area 2 parking spot.

Patrols of the Area by gatekeepers will continue, to ensure only permit holders park in the area.

Caulfield Plaza:
Mr Pugh says the 40 spaces available at the Plaza have also been lost, in spite of efforts by the Committee to convince Plaza shopkeepers that staff were more likely to patronise the shops if they could park there.

Those staff on the waiting list for Area 2 permits and those who have lost their parking permits will be given preference for any future Area 2 permits.

Queens Avenue:
The student Union is undertaking a survey of people parking in the all day area of Queens Ave, to find out how many train travellers are using

Mr Pugh says the results of the survey will be used to determine the best strategy to maximise the availability of this space for Chisholm staff and students.

‘Free’ Area:
The ‘free’ area created by the demolition of five houses at the corner of Railway and Princess Avenue, will be unavailable for parking in about two months, when the construction of the Student Union building begins.

LETTER
From Dr Bill Briggs Development Director

The issues behind Dr Graeme Lorimer’s letter (Gazette, 28 February, in support of the continuation of government/public backed fundamental research) are important, Australia’s universities are indeed facing severe financial difficulties and debated if correct decisions are to be made.

These issues must be examined not only the intrinsic value of knowledge or the international reputation of Australia’s fundamental research - those are not in doubt - but whether, in an environment of scarce resources and international competition, the knowledge being generated and the areas in which our research skills are being applied are bringing or will bring appropriate benefit to the nation.

It is obvious that the majority of staff will not renew their permits it will be necessary to arrive at the Institute well before the start of the semester to be sure of finding a vacant Area 2 parking spot.

These issues are now being considered very seriously in the University. It is important that each academic contribution has contributed very little except to the nation.

In this post-industrial era, the resource needed to maintain a research environment, in the first rank, is increase in the number of staff, and generating and use new knowledge.

Australia has a poor record in this area in recent years, which is now even less. Fortunately, while the Government now seems to recognise the need for a manufacturing sector based on competition and innovation, it has yet to recognise the need for new intellectual support. The continued financial support the growth of tertiary education and research to provide that opportunity and the people to run it.

Mr Tony O’Grady was appointed to the Academic Board nominated by the Board, a member of the Academic Board nominated by the Board, two Student Union members, and the Equal Opportunity Officer. The Standing Committee include:

- To consider and advise on the appointment and implementation of the policy.
- An Equal Opportunity Officer responsible to the Director will be appointed by Council.
The Staffing Committee is to consult with the Director determine the level of the appointment and whether it should be full time or part time.
- A Standing Committee on Equal Opportunity will be set up with at least 11 members, comprising four members of Council (including one who is a Staffing Committee member), two Student Union members, one representative each from the Academic Staff Association and the Victorian Colleges Staff Association at Chisholm.
- The Equal Opportunity Officer when appointed, the Standing Committee will have the power to co-opt additional members to meet the target of having each sex represented by at least two members and at least two members from each discipline.

The terms of reference of the Standing Committee include:
- Consider and advise on principles and procedures appropriate to the Institute’s policy on Equal Opportunity.
- Monitor the policy and its implementation.
- Direct and Equal Opportunity Officer.
- Ensure all persons in the Institute are aware of the issues, problems, and their responsibilities in implementing the Equal Opportunity policy.
- Develop procedures to deal with allegations of discrimination or harassment and ensure they are investigated.

Equality all-clear: From Page 1

mr Anthony Bailey told the meeting he strongly supported the establishment of a Standing Committee on Equal Opportunity to ensure it had the support of the academic community, but I believe they must be addressed, priorities must be set, and funds distributed accordingly.

To fail to do so is a recipe for disaster when our international competitors are attempting to answer the hard questions - and to pick the winners.

W. R. S. Briggs
Chisholm Development Director

Prized glass

A stained glass panel, "Pictores of a Diary No. 2" won a $500 acquisition prize for part-time Glass Studies tutor, Mr Gerhard Ermerichs, at the City of Box Hill Acquisition Prize Exhibition on 7 March.

A Graduate Master Glass Painting and Graduate Glass Decorating Technician (West Germany), Mr Ermerichs, completed his Bachelor of Arts (Fine Art) (Craft) at Chisholm last year.

He has been teaching at the Institute since 1982, and is currently based at the Frankston campus.

Another prize winner in the glass category at the Box Hill exhibition was 1984 Bachelor of Art (Ceramic Design) graduate, Tanja Sioamwit, for her entry, "Cold Laminated Fused and Painted Glass on Etched Background."
Learning the language of learning

For many first year students, tertiary education means learning a whole new language.

Chisholm's Language Development Section was set up last year to assist students confront and overcome the difficulties involved in adapting to 'academic English' in all its diversities.

According to its co-ordinator, Ms Jill Anderson, LDS has a significant role to play in helping to dispel the sense of linguistic disorientation which students experience both initially on entering Chisholm, and through institutional developments that become aware of all the varieties of academic English in use in their different subjects.

Students entering Chisholm may already be aware of the superficial features of their discipline's language, but also more fundamental aspects of the use of academic English within the context of their course of study.

"The LDS sees as a major task the role of advising students on the acquisition and use of specific academic English in such fields as computing, psychology, economics or law. The index, created in an attempt to provide computer software, and it may already be available from local computing laboratories and in the various forms of assessment which students are required to submit," Ms Anderson says.

Close co-operation between LDS and staff is central to achieving this role.

Ms Anderson says an important part of LDoS's work is achieved through individual consultations with students, whose difficulties with academic English are diagnosed and a course of action recommended.

LDS programs are run throughout the year in line with scheduled addressing specific areas of students' needs.

This year a Summer School in Language Skills for Study Purposes was held in February over two weeks for students who speak English as a second language.

A large group of students from Deakin University's School of Social and Behavioural Studies and the School of Education attended, and according to Ms Anderson, there was a strong demand for similar courses to be run on a regular basis.

A Study Skills program, open to all students, was held during Orientation Week, and repeated for evening and Frankston-stay students recently.

Essay writing mini-course, which has already been held, will be run another planned for Friday 12 April.

Ms Anderson says other mini-courses, in essay writing, report writing and spoken English, will be held throughout the year, and planning has already begun for mini-courses in essay writing for Art and Design students and writing skills for third year Computing and Engineering students.

Staff wishing to refer a student or groups of students to the Section for advice on courses to be held for a group on a particular aspect of academic English, should contact Mrs Moss, Telephone 573 5396, or the Educational Development Unit, telephone 573 2376.

Chisholm's Language Development Section Advisory Committee recently commissioned a review of the book, Effective Writing Improving Scientific Technical and Business Communication, by Mr Gordon Taylor of the Higher Education Research and Advisory Unit at Monash University in part in the upgrading and review of study skills resources at Caulfield and Frankston campus libraries.

This, and other studies by LDAC members of books appropriate for staff, are available from Ms Anderson at the LDS.

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The work of the Nepean Special School and the issue of integrating disabled students into mainstream schools will be the focus of the Nepean Special School, which already has firmly established links with Chisholm Pranston.

Many third year teacher education students work with disabled children at the School as part of their course, while others assist on a voluntary basis.

The first video, currently being produced, will highlight the operation of Nepean Special School, which provides a comprehensive program geared to the special needs of its students, whose difficulties include cerebral palsy, spina bifida, accident trauma, epilepsy and muscular dystrophy.

Mr Dora says the second video will aim to communicate to the general community and schools what the whole business of integration is about.

He says current developments in the schools system towards 'mainstreaming' of disabled children are sometimes viewed with concern by schools and teachers.

"Many schools are very apprehensive about it - they are ill-prepared and unsure about what they will do and what the kids will do."

The videos are aimed at trying to overcome that and helping 'children become integrated into those schools'.

Mr Dora says once the videos are complete they will be used by the Nepean Special School and the School of Education for its own teaching purposes, and probably distributed to the wider community, especially other schools and tertiary institutions.

Index needs input

The Educational Development Unit's Chisholm Software Index needs your input.

EDU Lecturer in Media Education, Mr Bob Thompson, says the index, created in an attempt to provide computing resources to Chisholm students, has the potential to be a valuable resource.

But at this stage only about 50 items have been included in the PRIME utility.

Mr Thompson says this is disappointing considering the number of microcomputers currently in use at Chisholm and the amount of time probably being wasted by people seeking out information that may already be available from other sources.

The index comprises two parts.

The first consists of a breakdown into subject areas by both academic and software classification.

An index number against each entry points to a full-page entry for that item and in the second section of the index, providing details about the software, and also the name of the Chisholm staff member who has developed expertise in the use of that particular software.

Reluctantly, says Mr Thompson, the Chisholm Software Index is 'an attempt to provide useful information for students, as currently available software, and it points the way for those seeking further information'.

He urges those people who know of micro packages or PRIME or DG utilities or programs being put together which have not already included on the index, to contact him or Glynn Ramsay at EDU.

Videos aim to break down the barriers

A major exhibition of ceramic works from Chisholm staff, students and graduates will be mounted in China's Jiangsu Province early next year.

Mr Lindsay Anderson, Head of the Department of Ceramic Design, says the exhibition will be the first of its kind in China by an Australian tertiary institution.

Backed by the Victorian Government, 'Continuity and Change' will tour the Province for about four months.

Mr Anderson says work by over 50 students, staff and graduates will be on show, along with an audio-visual presentation by the Educational Development Unit and large-format photographs depicting students at work.

Kodak Australia has promised support of $20000 for the pictorial display.

The Victorian public will be able to see the exhibition before it leaves Melbourne.

"Continuity and Change" will be staged at the prestigious Westpac Gallery of the Victorian Arts Centre from 13 November - 6 December this year.

Singers of the Australian Opera Trust have again demonstrated their willingness to support Chisholm ceramics with a concert at the Caulfield campus on Sunday 21 April.

Proceeds from the concert will help finance the Chinese exhibition.

The new regulations are 'very largely a redrafting of what was there already' although some changes have been made, according to the acting Academic Registrar, Mr Alan Young.

Changes in the regulations take into account:

• The need to modify and clarify existing procedures in line with Freedom of Information legislation.

• Changes in administrative law and the need to clarify and simplify some procedures (for example, student disciplinary appeals - the new regulations establish an appeal committee rather than appeals having to go to full Council).

• The need to eliminate some language.

• Changes in policy and practice which have occurred since the previous regulations were drafted at Chisholm's formation in 1982.
Chisholm Concepts is alive and well this year in particular.

In its fifth year of operation, 'Concepts' offers a wide range of work by students from all the areas of the School of Art and Design. Currently a limited selection of prints and ceramics from Chisholm's own collection of student work is on sale.

New T-shirts and windcheaters with designs by Graphic Design students are expected soon, as well as a new range of jewellery.

Chisholm Concepts, A Block, Level 2, at Caulfield, is open from 11.30am - 2.30pm daily. Bankcard, Visa and layby are available.

STAFF CLUB

The Staff Club and Chisholm Union (comprising the Student Association and Union Board) are forming a group with a view to running a weekly market on a roster system.

Business Manager, Mr Alan Hamstead, says the club, which is being resurrected this year with a greatly increased emphasis on music by the outside community, aims to bring people into the Union Building The Student Club and have undergone a radical development according to memos from the outside community.

Staff Club and Union officers have made contact with Malvern, Caulfield and Oakleigh City Council community groups, and the City Council in particular.

CLIT-FIX will be set aside as a periodic basis for staff and students, and plans are being made for mini-film festivals in the future. A permanent display area will be set aside for the Pre-Pub for Schools and other Institute groups to publicise activities.

The Union Building, which has been fully let, is available on Central Registry cards.

Although it is in its early stages, the Union already has a more vigorous political approach to the organisation of student affairs.

STAFF CLUB TRIVIAL PURSUIT

A Trivial Pursuit Challenge competition will be held at the Staff Club on Wednesday, 3 April at 2pm, as a warm-up to a wine-tasting at 4pm. For more information, contact Pat Parsons, ext. 2336.

FOOTBALL TIPPING

Friday 29 March is the last day to lodge Football Tipping entries with Jim Glass at the Pay Office, A2.09, Caulfield campus.

AUSTRALIAN OPERA SINGERS IN CONCERT

A fundraising concert in support of the Department of Creative Industries' 'Continuity and Change' exhibition in China next year. The concert will feature a varied program of popular vocalists. Sunday 21 April, 2.30pm at the Caulfield campus, B2.18. Admission is by program $5. Telephone the Department of Creative Industries for more information, Caulfield, ext. 2276.

NATIONAL CONVENTION

The first national convention of the Indonesian Cultural and Educational Institute will be held at La Trobe University from 15 - 21 May. This convention will focus on contemporary issues relating to Indonesia and Indonesian studies in Australia.

Registration closes 5 April. For more information, contact Mr Abe Kelabora, School of Education, La Trobe, Telephone 478 3122.

CITES BOOKSHOP

The Frankston campus now has a new bookshop located in Block B, Level 2. All services offered at the Caulfield campus are now available at Frankston, including:

- 5,000 rare and second-hand books
- Calculators, special order service
- Art materials, stationery, cards

Hours - 10am - 2pm Monday - Thursday
- 9am - 1pm Friday

Manager - Jenny Patchett, telephone ext 333 or 7836932.

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Student reform

Chisholm Gazette 28 March 1985

With the Union Building development occupying much of Union Board's attention, the Student Association has been involved in a new movement.

The Student Association is the political arm of the Union, dealing specifically with those issues of direct concern to students.

Union Liaison Officer, Ms Leanne O'Neil (whose other roles are President of the Student Association and Deputy Chairperson of the Union Board), is optimistic about the organisation's future.

Although in its early stages, she says the Union already has a rather more professional approach to the management of student affairs.

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