Rowena Hannan, a final year Ceramic Design student, is fascinated by the human form, and plans to pursue her interest as a professional at the end of her course. "I'm not concerned with function, only presence. I want my work to leave an impression on the viewer whether of joy or disgust." She says.

This is one of the pieces Ms. Hannan plans to exhibit at Chisholm's Women 150 exhibition, which will run from 2 - 16 September in the second level of recognition that CAE staff accomplish miracles with the resources available."

Mr Burford said ASAC and APS planned to look more closely at the possibility of stress among teaching staff being related to extra-curricula demands. "Of course, ASAC recognises that one of the problems in gathering hard evidence on the matter is that staff under stress rarely communicate their problems to their staff associations since they perceive their problems as medical rather than industrial," he said.

Mr Burford emphasised ASAC's belief that a stimulating professional climate is important for the welfare of its members. The chance to be involved in research and consultancy activities provides important distraction for many members of staff.

Mr Burford said it was "gratifying" that Chisholm Council had recently recommended that cost centres investigate the possibility of reducing teaching loads by 25 percent - a recognition that teaching staff were under stress.

"ASAC holds that such activities should be properly regulated and resource supported and that involvement in them should be a matter of free choice for academics," Mr Burford said. "No staff member should be dragged into extra-curricula activities that he/she does not fancy, nor should dedicated teaching staff be required to take up shortfall brought about by others excessively involved in such activities."

Mr Burford said it was 'gratifying' that Chisholm Council had recently recommended that cost centres investigate the possibility of reducing teaching loads by 25 percent - a recognition that teaching staff were under stress. "ASAC appreciated the sentiments underlying these recommendations but were at a loss to see how they could be effectively followed up short of increased funding."

"Nevertheless it was gratifying to see members of Council concerned with the welfare of staff in this way."

"By and large there is not a lot of evidence of a substantial number of stress-related problems among teaching staff. Chisholm Community Services Medical Consultant, Dr. Livia Jackson, told the GAZETTE that for a period in 1984, the incidence of stress-related illnesses reported to the Centre was becoming a matter for alarm. At that particular time there was an enormous jump in stress-related problems among staff which appeared to be aggravated if not caused by the work they were doing," Dr. Jackson said.

The problems included tension headaches and migraines, chest pains and stomach ulcers or ulcer symptoms and sleeplessness. However Mr Burford noted that at Chisholm, although no specific surveys had been taken, there was evidence of a substantial
Communications aid for Philippines

Principal Lecturer in Communication Studies, Dr Tony Keulemans, would have preferred to have seen more of the Philippines during his recent visit. He narrowly avoided death by Hurricane which hit during his month-long stay (both on weekends) made travel almost impossible - he had little choice but to throw himself into his work.

Dr Keulemans was seconded under the Federal Government International Development Program (IDP) to the University of the Philippines Los Banos campus, about 60 km from Metro Manila. His main role was to advise the University's Department of International Development about the application and potentials of communications techniques in development communications.

We were looking primarily at the communications techniques relevant to the university itself, for example, the introduction of microcomputers in the library.

Dr Keulemans says there was also a serious need for the university to upgrade its communications infrastructure, which is generally inadequate in the Philippines outside the major cities.

"Of course the Philippines does have radio and television, but it does not have the network capacity available in Australia and elsewhere," he says.

Dr Keulemans says the Philippines would benefit greatly in future by the use of communication satellites to assist in reaching larger audiences.

That is the key to development communications, he says - getting new ideas across and gaining acceptance of the innovation ideas which will help promote the nation's development.

Dr Keulemans gave several guest lectures on campus, assisted in the development of some curriculum proposals and held discussions with key staff from throughout the University.

He says he was impressed at the quality of programs offered by the Department, which has a staff of 25, and offers courses from undergraduate through to PhD level.

The Los Banos campus (one of five which make up the University) has a student population of about 6000.

In spite of the weather, Dr Keulemans describes his Philippines sojourn as "a delightful experience."

Chisholm's first Equal Opportunity (Administrative) Officer has been appointed. He is Mr Gerry Miten, 35, a social work graduate, in 1977, of Caulfield Institute of Technology's Bachelor of Arts (Multi-discipline). Mr Miten's appointment was made in line with Chisholm's commitment to fulfilling an equal opportunity policy. He has been employed on a part-time basis until the end of the year.

In the meantime, Staffing Committee, under Council instructions, is considering at which level and what time a fraction a longer term appointment should be made.

Mr Miten's job will involve liaison with Schools and Com Centres on the implications of Chisholm's equal opportunity policy for staff, students and career path for staff, and for student selection criteria and access, and staff/student interaction.

He will also facilitate the establishment of a Committee of Equal Opportunity as a Standing Committee of Council.

The Committee's aim will be to ensure no staff or student is discriminated against in any way on the grounds of sex, pregnancy, marital status, lifestyle preferences or physical or mental disability.

Chisholm's Equal Opportunity policy can be found in Section 7 of the Institute's Staffing Procedure Manual (copies are available direct from Mr Mitchen).

Mr Mitchen's most recent experience in the area of equal opportunity has been with Disabled Motorists Victoria.

He spent 12 months on an international research project classifying and cataloguing the accessibility to the disabled of Australian hotels and motels.

The project served both to raise the awareness of the hospitality industry of the needs of disabled travellers, as well as providing practical information to the disabled.

Mr Mitchen says the results of his research will be published in a "Disabled Travellers' Guide to Australia." His work experience in other areas has included:

Two years research into community needs for local government in the Maree region.

Private consultancies for government departments, welfare agencies, councils and tertiary institutions, including communication training programs for parents in the Knox, Sherbrooke area, and in-service programs for school staff.

When God created Adam, politics was born

David Muschamp doubts that the great thinkers - Locke, Hobbes, Machiavelli, Luther, Hobbes, Locke, Hume, Rousseau (by Mr Muschamp, Burke by Chisholm's colleague Mr Paul Wellington) - will change anyone's political views. He says that "the great thinkers will change history, but they will certainly understand more about the strengths and weaknesses of governments and directions of communists and political philosophers based on Marxism." He says Mr Muschamp, a Senior Lecturer in University of Melbourne, is editor of and contributor to "Political Thinkers' a collection of 15 original essays covering the great classical political philosophers from Plato and ending with a 'most engaging dialogue' on modern political theories.

An impressive list of contributors has been assembled for the book. They include chapters to Plato, Aristotle, Augustine and Aquinas, Machiavelli, Luther, Hobbes, Locke, Hume, Rousseau (Mr Muschamp), Burke by Chisholm's colleague Mr Paul Wellington, Colost, Paine, Hegel, Mill and Marx.

In his introduction, Mr Muschamp makes the point that: "Political affairs began shortly after God created Adam and they have multiplied ever since."

They caused Thesus to know that he had to rise from Egypt, Arthur to rout his table, Joan to be burned at Rouen, "bright swords and balloting bosoms, capital cities, courts of justice, gold coin and silver speech, high roads and low incomes; all these are at once signs and products of the political worlds which people inhabit."

The great political thinkers covered in this book "are very much affected by the way our world is structured and justified."

"Political Thinkers' is therefore universally relevant. One of the reasons this book and others dealing with political theory should be read, Mr Muschamp says, is that "Bertrand Russell once said it is interesting to find out what the great thinkers thought."

Another is to 'protect yourself from other political theorists - the worst one's!" Mr Muschamp says "Political Thinkers' is designed for first year undergraduates, although it aims to be accessible to "any and every intelligent and literate person."

"Political Thinkers' is being published by university professors and is due for release in November.

Sun power!

Chisholm engineers are planning to use their Mileage Marathon expertise as a basis for designing and building a competitive solar powered vehicle.

Mechanical Engineering lecturer, Mr Paul Wellington, says Engineering Division staff are confident Chisholm can develop a successful entry for a race from Darwin to Adelaide in 1987 for vehicles powered only by the sun.

Sponsored by BP Australia, the race is expected to attract entrants from the USA, Europe, Russia and Japan.

Mr Wellington says a group of staff and students have met on several occasions to discuss aspects of the competition and design variables.

He says support for the project has been promised by the Australian Bureau of Technology and the Management of the Faculty of Technology.

The group is seeking further help from staff and students from all areas of the Institute who may be interested in contributing ideas or technical expertise, as well as assistance with publicity, obtaining sponsorship, project management and so on.
Clarke to put Hay system into practice

The Institute has appointed its first Classification Officer in line with the new policy aimed at formalising the reclassification system for general staff positions. Ms Judith Clarke, formerly of the South Australian College of Advanced Education, began her three year contract with Chisholm in July.

Initially, her main focus will be on classification of general staff positions using the 'Hay Profile Method - Position Evaluation'. The new system will be introduced as a result of a pilot job evaluation study undertaken last year by Chisholm. Clarke was seconded to the Institute by Staff Branch, the General Staff Classification Evaluation Committee and VCSA.

The study arose from concern expressed by the South Australian College of Advanced Education, particularly secondary and primary school groups, that there was a need for a coordinated approach to job evaluation for public sector employees. During the last 12 months of her research period, Clarke worked on, within the Staff Branch, the capacity of the Hay method to offer a more objective position evaluation.

Ms Clarke emphasises that the Hay method measures a position's importance or impact using a series of guide charts, grids and profile checks.

The process involves the preparation of a position description document by a team of executives, including the incumbent and his/her immediate supervisor and the divisional head.

Ms Clarke says following that the design of classification training exercises will be conducted for staff from all sections. 'From my experience at the South Australian College of Advanced Education I have developed the Hay method to train people viewing the display. Mr Alan Hamstead, says the 12 month pilot project with the Hay method has been a valuable role to play in the development of small specialised robots for industry. His own expertise is in the design and development of simple robots and automated manufacturing systems. That is the type of activity which is a tailor-made requirement and Australian industries definitely need that type of assistance.'

Mr Irvin Strevastava, the lecturer in mechanical engineering and supervisor of the Chisholm project, believes Chisholm has the Hay method suited to its needs. He says it is expected the Hay system will be run in parallel with the new appraisal for a more formalised system.

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Mr Shrivastava believes the 4 D.O.F. Pick-and-Place Robot project has been of great benefit to engineering students. He says the Robot Design Service is now in a position to offer its expertise to industry 'on the basis of the successful completion of the robot.'
STUDENT ACTIVITIES
AUGUST
Tuesday 8th - Part Timers Night: Open afterwards outside of the Coffee Shop (Plaza level, C/C Block, Split Roast, etc. FREE.
Wednesday 7th - Meet The Union: No longer a meeting, outside the Foyer area of A' Block (Frankston). FREE. An opportunity to meet with the Union's employees and Office bearers.
Friday 9th - Football Matches. Monday 12th - Complaints Day. Call in to 9 Princess Avenue or telephone the hotline.
Forum: Noon till 1pm. Tuesday 13th - Forum: Lunchtime at the Fresco. Cafe. O'Brien, Chairperson of the Union Board will be speaking on the issue of Union Fees.
Wednesday 14th - Think and Drink Awareness Day.
Forum: 1pm Rm B2.14 (Caullfield). Overseas students campaign against fee increase.
Guest speaker Don Chip.
Thursday 15th - Market Day: 11am to 3pm in the Green Building and on the lawns (Caullfield). Anyone wishing to set up a stall/stand should contact A'O'Brien on 2111 1066.
Sunday 18th - Open Day. University halls set up on both campuses (2nd level of 'B' Block at Caulfield and 2nd level 'A' Block at Frankston.
HUMAN RIGHTS
The La Trobe University Department of Legal Studies and the Centre for Legal Education are presenting a series of six public seminars on contemporary issues in human rights.
The seminars will run on Tuesdays and Thursdays between 23 July and 8 August at the Davidson Room, Glenn College, La Trobe at 1:15pm.

FOR SALE
PHOTOGRAPHY EQUIPMENT
LOW MILEAGE LOW PRICE
All in reasonable condition and working condition.
4. 120 twin lens reflex cameras.
6. 120 developing tanks.
1. 200 Camera Survey S/N 519.
2. Kodak instant M2N movie camera.
1. TDK instant M9 movie camera.
1. Proster (black and white)
1. Copy stand.
1. Soft box universal.
2. Macbook pro.
1. Burst laboratory-1000 SN/S 6493.
6. CLS 450 head and accessories.
2. Mochcrom colour head and accessories.
1. Nikon inch stand.
1. Nikon inch stands.

Classifieds

PROJECT WELCOM
TWO PROJECT OFFICERS
Chisholm wishes to appoint two full time Project Officers to oversee its current CEP funded 'Community Partnership with Monash Institute Resources' Project. Applicants must be female and satisfy Community Employment Program eligibility criteria, i.e. long term unemployed.
Salary: $15,831 p.a for twelve months. For further information, contact Gerry Mithen, Project Consultant on 573 2500 ext 29.

X-RAY ANALYSIS CONFERENCE
The Australian X-Ray Analytical Association is presenting its sixth Australian Conference and School on X-Ray Analysis with Sessions on Surface Analysis at the University of NSW, Sydney, from 10 - 14 February 1986. Sessions will include X-ray diffraction, X-ray fluorescence, sampling techniques and surface analysis, with workshops, laboratory visits and poster presentations and trade displays.
Registration closes 9 August. The Association is calling for papers to be presented at the conference.
These should be submitted by 4 October 1985.
For more information contact the AAXA86 Conference Committee, School of Metallurgy, University of NSW, PO Box 1, Kensington, NSW 2033.

FRANKSTON NEXT WAVE FESTIVAL
The Frankston Young People's International Youth Task Force is taking part in a state-wide Next Wave festival involving perfroming and visual arts from August-December.
Anybody interested in getting involved in this exciting program of youth arts should contact Dee Hills, Publicity Officer, Frankston YYY Task Force, Community Arts Unit, Suite 3, 486 Nepean Hwy, Frankston, telephone 738 4641.

CAULFIELD ARTS CENTRE
- 3 - 4 August: Ikebana Exhibition. Displays of the flower arranging by members of the Melbourne Chapter of Ikebana International. Exhibition opening - 2 August, 6.30 - 8pm. Cost $10.

SAFE-N-SOUND SERIES
-June: 3 child care workshops: 1. The early years. 2. The middle years. 3. The later years.
Mongkuls Institute of Technology - course design for students at Holmesglen TAFE.

LDS assists Thai
English teachers
Chisholm's Language Development Advisory Committee and Mrs Somjai Praktong at a special luncheon organised for the visiting lecturers on 25 July.

Cowcher's vitality
Former Chisholm Art and Design student, Language Development Advisory Committee member, and Mrs Somjai Praktong and Mrs Iamsang-Ang are foreign language, and English

Cowcher's advisory body vital

Summer of Reading

The Head of Chisholm's Water Resources Centre, Dr Barry Hart, has been appointed to a new national water research body at the invitation of the Minister for Resources and Energy. Senator Evans.
Dr Hart will join a 12 member team on the Australian Water Research Advisory Council, set up in response to the report of the Interim Council for an Institute of Freshwater Studies. The new Council will advise the Minister on water research priorities and goals, and make recommendations for the best effective means of implementing appropriate research.

Gazette DEADLINE
Deadline for the next GAZETTE on 15 August is Tuesday 9th. Copies can be left with the Public Relations Officer, C1.08, Caulfield campus.

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