Director resigns
sets 31 December
departure date

Statement by Dr Clive Coo-
gan, President of Chisholm
Council.

Mr Patrick Leary, Foundation
Director of Chisholm has an-
ounced that he is resigning
from the position as from 31
December 1985.

Before taking up the position
at Chisholm, Mr Leary was As-
sistant Chief Officer of the Coun-
cil for National Academic Awards,
the national tertiary course ac-
crating body of the UK.

Mr Leary started at Chisholm
in January 1983, soon after the
merger of the Frankston State
College and the Caulfield Insti-
tute of Technology had been
promulgated.

In the three years of Mr Leary's
incumbency, considerable pro-
gress has been made in welding
the two institutions together
and in rationalising their or-
ganisation.

In addition, a number of inno-
vative moves have been launch-
ed by Chisholm, such as the
combination of engineering,
applied science and comput-
ing to form the Faculty of Tech-
ology.

Chisholm has also set up the
Centre for Business Technology
and has launched a public ap-
peal to raise approximately $1
million to equip and staff this
Centre.

The first business technology
courses are underway and are
catering for a much-needed
cross-disciplinary clientele in
both the private and public sec-
tors.

Chisholm is also building a
high-rise Technology Centre
and Student Union next to Cau-
field Railway Station, to provide
additional space for its develop-
ing interaction with industry.

Chisholm has recently pur-
chased the Caulfield Shopping
Plaza for long-term expansion.

All these imaginative and ess-
ential initiatives have been put
in train during Mr Leary's term
Announcing his resigna-
tion to staff, Mr Leary
circulated a review of
developments within the
Institute during his period
as Foundation Director.

Excerpts from this state-
ment are printed below.

I believe it is appropriate to
make reference in my
resignation announcement
to the more significant Chisholm
innovations that I have been
proud to be part of since
January, 1983 and to touch on
emerging future developments
from these innovations.

The Faculty of Technology:

Arguably, Chisholm's most
challenging decision during its
first three years has been to
support the creation of a
Faculty of Technology. My
admiration is recorded for the
way the participating schools of
Engineering, Computing and
Applied Science doggedly
refused to be deterred from the
high-rise Technology Centre
responsibility of leading the
Institute in its task of building
a futures oriented Institute of
Technology. Precisely because
the rationale for the faculty was
firmly based on educational
and academic intentions, the
Academic Board quite rightly
supported the proposal.

On my arrival as Director I
inherited a State Government
Report on Post-Secondary
Education which included
criticisms of Chisholm's
Engineering courses. The
result needed to be rebutted.
My colleagues in the School of
Engineering displayed a high
level of professionalism in their
response to the report. I found
constructive thinkers in touch
with international engineering
ideas and practices. Leader-
ship emerged which galvanised
the numerous aspirations of
change and produced amongst
many improvements the
current integrated degree in
Engineering, purpose-designed
for a technologically-based
society. Chisholm's engineering
is now recognised widely as
qualitatively advanced, com-
manding a unique place in
the Australian engineering market-
place, with the original scientific
generously acknowledging the
impressive engineering
metamorphosis within the new
faculty.

Since the former School of
Computing and Information
Systems combined with the
other two partners to con-
stitute about a third of the total
Chisholm resources of staff,
students and courses in the
Faculty of Technology, com-
puting has become more
clearly recognised as an
essential component in perhaps
all courses, and not only within
the faculty. It is my expectation
that before the completion of the
current triennium courses at
Chisholm will include computing
subjects and will have negotiated the
expertise for this from the
faculty.

Business Technology

The new Faculty of Technology
now partners the David Syme
Business School whose out-
standing reputation has been
established on and continues
to be maintained on entre-
preneurship and service to the
business community. I believe
it bodes well for the Institute of
Technology that this new
partnership has already produced
a joint new centre for Business
Technology. Within Chisholm,
the intrusion of high technology
into information banks will
allow a more sophisticated
knowledge about ourselves to
emerge from which we can
benefit in many ways. Perhaps
the immediate benefits will be
associated with our ability to
plan ahead more accurately
and with more assurance. In
the five metre long standing of
budgetary, staffing and student
developments and
the current triennium, the
Centres:

Chisholm is also building a
high-rise Technology Centre
and Student Union next to Cau-
field Railway Station, to provide
additional space for its develop-
ing interaction with industry.

Chisholm is also building a
goodwill has been recorded for the
Statement by Dr Clive
Co~
Tall poppy syndrome hampers would-be achievers: Ansett

Entrepreneurship was the key to future economic growth, said Mr Ralph Ansett, Australia's businessman, as he outlined new plans to revive the once dominant airline which has been seriously hampered by the high cost of living in the present economic climate. Mr Ansett said the government's moves to trim spending were necessary, but he stressed that industry would have to be more flexible in its approach to cost-cutting.

Mr Ansett highlighted the importance of entrepreneurship, which he defined as the ability to take risks and make decisions in the face of uncertainty. He said that in a rapidly changing world, entrepreneurs needed to be able to adapt and react quickly to new opportunities.

Mr Ansett also argued that the government should provide more support for small businesses, which he said were the backbone of the economy. He cited the example of Chisholm Institute, which he said had a proud history of training the next generation of entrepreneurs.

Mr Ansett ended his speech with a call for more investment in education and training, saying that this was essential for the future of the economy.

Declared Status

Chisholm will be capable and prepared to eradicate any remaining barriers to the development of achievement, said Mr Alan Young, the Managing Director of Chisholm Institute.

Mr Young said that Chisholm had traditionally been a place of opportunity for many students and staff, and that the institute's success was due in no small part to the dedication and hard work of its staff.

Mr Young said that Chisholm had a long tradition of innovation and excellence, and that the institute would continue to be a leader in the field of education.

Frankston Development

One of the many Institute visions identified in the Planning Document and developed progressively by the Academic Board, has been the recognition of the potential for a new campus for Chisholm in Frankston. The prospect of a vibrant, multi-disciplinary campus serving a large region of outer-suburban Melbourne is an opportunity which has been recognised throughout the Institute.

In addition to the new major capital developments on both campuses, advanced planning has been completed to bring on stream initiatives in Business, Technology and Nursing. With this planning, the building program to match the need in these areas by 1987.

Alongside the prime movers in the dramatic developments at the Frankston campus can take justified pride in their work of creating an Institution of potential tomorrow as is currently being demonstrated.

The Student Union Building:

Many of you will recall my public and private comments in early 1983 about the depressions of the student body. I must confess to being enthusiastic at the lack of priority-setting in essential student buildings the day after buildings opened by their antiquity if nothing else.

The prospect, however, of the Student Union building once again demonstrates a partnership development between the Institute and the student body. My thanks and congratulations are extended to those students and staff who refused to be deterred by lesser-mortals, procurators and self-appointed preachers who recognise the ability of Chisholm to set a new trend in such matters.

The Future:

But what of the future and Chisholm's emerging role as a leader in academic and industry? I am completely confident that the necessary groundwork has been laid on which a new twenty-first century style institution will be built. Everyone has everything above should lead to this conclusion.

Nevertheless, the realisation of potential has been known to fail short of expectation and nothing can be taken for granted. It has to be made to happen. The experience of Chisholm will succeed from my recognition of the following indications. Any new building development is an investment decision in the future of the Institute. The proposed major capital developments on both campuses are to bring on-stream initiatives which are influential for all aspects of Chisholm's work: students, staff and commercial/industrial partners in the 'Technology' dimension in the new era of the computer age. In present circumstances of reducing money supply would be a difficult project. Any new building development unless great confidence had been established by both Federal and State authorities in the future of the Institute.

Further evidence of Government recognition of the capacity of Chisholm's graduates is the proposed increase in student load throughout the present triennium with every expectation that this will continue into the future. So much for the supply side of the equation; but what of the demand side in such?
A creative wood activity devised by Art Education Lecturer at Frankston, Mr Bob Greaves, is much more than just child's play.

Since he first took his idea to a school fair in 1981, he has seen its potential develop to the point where requests for demonstrations have come from as far afield as the Northern Territory and South Australia.

The project began by recognising the need for children to use their natural desire to construct, and to show parents and other adults the capabilities of creative thought and the need for creative problem solvers.

Children are provided with a wide variety of irregular shaped pieces of off-cut timber, hammers, nails and an adult using a portable band saw, to show parents and other adults the capabilities of creative thought and the need for creative problem solvers.

Mr Greaves, is much more than child's play

The activity allows a creative seed to develop a problem which has no right or wrong answer, where technique is not all that important and where there is sufficient motivation by the way the materials are used.

Mr Greaves says children are not shown how, but are led to find the answer for themselves. 'We do help them make their ideas come to a conclusion by providing physical assistance and medical aids'.

The School of Education promotional caravan in tow, Mr Greaves is a regular visitor to many agricultural shows and school fests where his activity is often regarded as the best children's attraction offering.

He says children often spend about an hour completing a job to their liking and are willing, although others spend a whole day on the activity.

The activity is not just for children.

Mr Greaves has worked with a number of adult groups, including teacher education students where the activity was used to illustrate aspects of creativity and problem solving, art students, and in one instance with a group of Teacher Aid certificate course students.

It was with this group he discovered the activity's potential for developing self esteem.

'Most of those doing the course had a low self concept and were lacking in confidence. They doubted that they would be able to make anything interesting. Because they were in a group without anyone watching, they were at least free to be themselves involved without fear of ridicule.'

Mr Greaves says once the group progressed, it was actually possible to see their self esteem rise as they discovered they had actually made something.

This type of response is typical - Mr Greaves says on every occasion the activity has been used, there has been a child or adult who has been reassured that to be creative is worthwhile.

The innovative aspect of the activity is its low cost - $20,000.

Mr Greaves says the activity is an alcohol awareness program.

A number of issues arising about an hour completing a job to their liking and are willing, although others spend a whole day on the activity.

The activity is not just for children.

Mr Greaves has worked with a number of adult groups, including teacher education students where the activity was used to illustrate aspects of creativity and problem solving, art students, and in one instance with a group of Teacher Aid certificate course students.

It was with this group he discovered the activity's potential for developing self esteem.

'Most of those doing the course had a low self concept and were lacking in confidence. They doubted that they would be able to make anything interesting. Because they were in a group without anyone watching, they were at least free to be themselves involved without fear of ridicule.'

Mr Greaves says once the group progressed, it was actually possible to see their self esteem rise as they discovered they had actually made something.

This type of response is typical - Mr Greaves says on every occasion the activity has been used, there has been a child or adult who has been reassured that to be creative is worthwhile.

The innovative aspect of the activity is its low cost - $20,000.

Mr Greaves says the activity is an alcohol awareness program.

A number of issues arising about an hour completing a job to their liking and are willing, although others spend a whole day on the activity.

The activity is not just for children.

Mr Greaves has worked with a number of adult groups, including teacher education students where the activity was used to illustrate aspects of creativity and problem solving, art students, and in one instance with a group of Teacher Aid certificate course students.

It was with this group he discovered the activity's potential for developing self esteem.

'Most of those doing the course had a low self concept and were lacking in confidence. They doubted that they would be able to make anything interesting. Because they were in a group without anyone watching, they were at least free to be themselves involved without fear of ridicule.'

Mr Greaves says once the group progressed, it was actually possible to see their self esteem rise as they discovered they had actually made something.

This type of response is typical - Mr Greaves says on every occasion the activity has been used, there has been a child or adult who has been reassured that to be creative is worthwhile.

The innovative aspect of the activity is its low cost - $20,000.

Mr Greaves says the activity is an alcohol awareness program.
Interim steps aim to curb RSI risk

The Institute Working Party on Repetitive Strain Injury (RSI) has developed a set of interim guidelines for operators and supervisors in high risk areas.

Associate Director (Planning and Resources), Mr Gerry Maynard, says the guidelines will be implemented until:
- Colleges Councils Assistant Directors and Heads of Colleges Staff Association (VCAS) negotiations on the issue are finalised.
- Supervisors/operators and the association continue to discuss the issues in general have commented.
- The ramifications of the Working Party's report are fully known.

In addition, Mr Maynard has asked the Budget Advisory Committee to allocate 'a significant sum of money' from and training regarding the prevention of RSI and the RSI problem. Education

Training of Operators and Supervisors

Operators and supervisors involved in high risk operations will receive appropriate education and training regarding the prevention of RSI and instruction in the guidelines.

OPERATORS SHOULD REPORT ANY SYMPTOMS OF RSI TO THEIR SUPERVISOR AS SOON AS POSSIBLE AFTER FIRST EXPERIENCING THEM.

Ergonomic Principles

Work stations will be designed and existing ones altered if necessary, to meet sound ergonomic principles. The design of furniture, work posture and the general work environment are of great importance and are detailed within a paper headed 'Ergonomic Principles' which will be circulated as soon as possible.

The aim is to provide a work environment that is conducive to comfortable working conditions and to inhibit the development of stress and strain.

Education Program

An education program shall be introduced detailing the causes of RSI, its treatment and prevention. The program will be aimed at operators and supervisors in all areas and will be given to areas of high risk. All staff will be encouraged to attend as many seminars or workshops as possible when required and all new employees will attend an introductory session.

Rehabilitation

The institute is determined to ensure the early occurrence of RSI but when cases do occur the Institute will aim to rehabilitate the individual concerned. Individual rehabilitation programs will be based on treatment recommendations made by the employee's own doctor and/or a doctor employed by the institute.

Education Program

An education program shall be introduced detailing the causes of RSI, its treatment and prevention. The program will be aimed at operators and supervisors in all areas and will be given to areas of high risk. All staff will be encouraged to attend as many seminars or workshops as possible when required and all new employees will attend an introductory session.

The institute is determined to ensure the early occurrence of RSI but when cases do occur the Institute will aim to rehabilitate the individual concerned. Individual rehabilitation programs will be based on treatment recommendations made by the employee's own doctor and/or a doctor employed by the institute.

Survey Show - a survey exhibition of fine art, sculpture and craft works in Caulfield Park.

The Arts Centre is at 441 Inkerman Chisholm Concepts, Level 2, A Road, Caulfield, telephone 524 Building, Caulfield, 3277 or 5243287.

Interim guidelines for operators

Work Patterns

Two basic rules MUST be followed to ensure the health and safety of workers and their supervisors as follows:

1. Operators should not work at or for a repetitive activity, for a repetitive nature, for more than four hours per day in aggregate.

2. Work should be planned to allow frequent short breaks.

Breaks

These breaks should occupy, perhaps, 2-3 minutes each taken as required, during which operators should occupy themselves with non-keyboard activities or as prescribed by a doctor.

Activities such as knitting, typing, or any repetitive activity involving the hands should not be undertaken during these breaks.

Operators should discipline themselves to take the breaks and supervisors should ensure that the operators do so.

A minimum of 4 hours keyboarding should be carefully monitored by operators and supervisors alike.

Operators engaged in high risk work should be encouraged to take frequent short breaks.

Staff travel policy review

Staff use of private vehicles for business will be the focus of an ad hoc committee of advice established by the Associate Director (Planning and Resources), Mr Gerry Maynard.

Mr Maynard says the current policy (set out in Section 53 of the Staffing Procedure Handbook) relating to reimbursement of staff using their own vehicles when teaching on the campus other than a named base, was introduced in 1982.

A review of that is timely since most schools are involved in teaching at Frankston campus, he says.

This matter and the more general question of staff use of private vehicles for Institute business should be examined by a group because of the budgetary and industrial implications associated with any policy change, Mr Maynard explains.

Any School or individual who makes a request to the Committee should contact the Secretary, Mr David Tanham, at Staff Branch, extension 2128 (Caulfield).

The Committee is due to report back to Mr Maynard by 27 September.

Lucato Peace Prize

Second year Fine Art student, Sandra Williams, was recently judged winner of the annual Lucato Peace Prize.

Open to all Chisholm Fine Art students, the annual acquiscitive prize is donated by James and Shirley Lucato to commemorate the virtues of peace, as opposed to war.

Mr Lucato entered two etchings, 'Dislocation' and 'In the Name of Peace' (pictured).

Runner up in the competition was Richard Verhagen, also a second year student, whose work was a triptych of hand-made dyed and moulded paper panels.

U3A launched at Frankston

by Donna Kelly

"We must break down barriers in both directions - both young and old people have a lot to gain from each other."

Executive Director of Continuing Education at Chisholm Frankston, Mr Dale Ingamells, told the meeting Chisholm's role was that of matchmaker.

"We are a link up service, bringing together people with similar interests."

"Already we have had offers from people willing to teach others in the University, including an offer from a retired lec- turer to take French con-

versation classes," Mr Ingamells said.

"Less than a year after their introduction to Melbourne, U3As have a current membership of about 2000."

Participants pay $15 to register, covering use of computing facilities, communications and eventually, a newsletter.

"Eventually the program should become self-operating and self-funding," Mr Ingamells said.

Unlike conventional educational institutions, U3As have no base or campus. It is run from a rented premises wishing to meet, for example, a high school or a member's house.

All teaching is done on a voluntary basis - no formal qualifications are necessary. At the moment, only six seminars are offered.

"If not, Dr Dietz said, for those who want structure or supervision.

Registrars interviews starting

Interviews are about to commence for the position of Academic Registrar at Chisholm.

Staff Officer, Mr Tim Smith, says it is expected the offer will be made in the next few weeks.

Final short list candidates will meet with staff of the Academic Registrar's Department for interviews.

The position became vacant about six months after the resignation of Mr David Muftic. Since that time, Mr Alan Young has been Acting Academic Registrar.

What's on

CAULFIELD ARTS CENTRE

29 August - 11 September: The Institute and the Third Age Cast Art Collection - an exhibition of ceramic and glass still life scale models for the bronze sculptures in Caulfield Park.

14-15 September: Judy Cassab Survey Show - a survey exhibition of work by Judy Cassab presented by David Ellis Fine Art, Caulfield. The artist will be present at a reception on Sunday 15 Septem-

ber at 3pm. All welcome.

Gallery times - Monday-Friday, 10am-5pm, weekends 1-5pm. All welcome.

Lucato Peace Prize

Second year Fine Art student, Sandra Williams, was recently judged winner of the annual Lucato Peace Prize.

Open to all Chisholm Fine Art students, the annual acquiscitive prize is donated by James and Shirley Lucato to commemorate the virtues of peace, as opposed to war.

Mr Lucato entered two etchings, 'Dislocation' and 'In the Name of Peace' (pictured).

Runner up in the competition was Richard Verhagen, also a second year student, whose work was a triptych of hand-made dyed and moulded paper panels.

U3A launched at Frankston

by Donna Kelly

"We must break down barriers in both directions - both young and old people have a lot to gain from each other."

Executive Director of Continuing Education at Chisholm Frankston, Mr Dale Ingamells, told the meeting Chisholm's role was that of matchmaker.

"We are a link up service, bringing together people with similar interests."

"Already we have had offers from people willing to teach others in the University, including an offer from a retired lec-

turner to take French con-

versation classes," Mr Ingamells said.

"Less than a year after their introduction to Melbourne, U3As have a current membership of about 2000."

Participants pay $15 to register, covering use of computing facilities, communications and eventually, a newsletter.

"Eventually the program should become self-operating and self-funding," Mr Ingamells said.

Unlike conventional educational institutions, U3As have no base or campus. It is run from a rented premises wishing to meet, for example, a high school or a member's house.

All teaching is done on a voluntary basis - no formal qualifications are necessary. At the moment, only six seminars are offered.

"If not, Dr Dietz said, for those who want structure or supervision.

Registrars interviews starting

Interviews are about to commence for the position of Academic Registrar at Chisholm.

Staff Officer, Mr Tim Smith, says it is expected the offer will be made in the next few weeks.

Final short list candidates will meet with staff of the Academic Registrar's Department for interviews.

The position became vacant about six months after the resignation of Mr David Muftic. Since that time, Mr Alan Young has been Acting Academic Registrar.

What's on

CAULFIELD ARTS CENTRE

29 August - 11 September: The Institute and the Third Age Cast Art Collection - an exhibition of ceramic and glass still life scale models for the bronze sculptures in Caulfield Park.

14-15 September: Judy Cassab Survey Show - a survey exhibition of work by Judy Cassab presented by David Ellis Fine Art, Caulfield. The artist will be present at a reception on Sunday 15 September at 3pm. All welcome.

Gallery times - Monday-Friday, 10am-5pm, weekends 1-5pm. All welcome.

Lucato Peace Prize

Second year Fine Art student, Sandra Williams, was recently judged winner of the annual Lucato Peace Prize.

Open to all Chisholm Fine Art students, the annual acquiscitive prize is donated by James and Shirley Lucato to commemorate the virtues of peace, as opposed to war.

Mr Lucato entered two etchings, 'Dislocation' and 'In the Name of Peace' (pictured).

Runner up in the competition was Richard Verhagen, also a second year student, whose work was a triptych of hand-made dyed and moulded paper panels.