An Open Letter from the Director

Arriving at Chisholm has been an exciting step in my career, and I sincerely hope that my long experience in higher education will help not only myself, but Chisholm and the wider community it serves.

Although my background is in a small single-discipline college — the Victorian College of Pharmacy — I have already been able to see how similar the issues are here. The sense of purpose is the same, and a drive towards academic excellence is certainly present at Chisholm.

My personal excitement has been overshadowed by the exciting developments taking place here. I hope that all staff and students share in the feeling of achievement that comes as we witness the new buildings rising on both campuses: a new School of Nursing building that is rising from the ground at Frankston as the School itself also grows out of nothing; the nearly completed Student Union building in the Tower Complex at Caulfield; and the General Teaching building at Frankston.

Many other milestones are also taking place. The first transfer students are arriving at the Faculty of Technology from Holmesglen and Frankston Colleges of TAFE for the second year of the two-tier Bachelor of Applied Science. The development of new courses and the arrival of new people with those courses on the Frankston campus, together with many other changes within the Institute, show the general good health of the whole of Chisholm.

As a new staff member, my greatest challenge has been to thoroughly understand the complexity of Chisholm. This is also true of all new members of staff, and I would like to particularly welcome all the new arrivals, in the hope that they too will want to understand the Institute as a whole, while making their own important contribution in their field of expertise and interest.

In my first weeks at Chisholm, I have had my first meetings with the Council, the Academic Board, and

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Women in finance seminars

Women in Banking and Finance is the theme for a series of seminars being held by the David Syme Business School during the coming year.

The first of these seminars was held on Friday 20 February in the Phillip Law Building on the Caulfield Campus where 80 people heard Linda Nicholls, Chief Manager of Marketing and Product Development for the Bank of New Zealand, speak on finance issues.

Ms Nicholls’s topic, ‘Product Development in Banking’, covered the marketing position and corporate image of the major players in Australia’s recently deregulated market and the implications this will have on the direction and development of Australia’s financial infrastructure.

She discussed the innovations which have appeared for the consumer since the deregulation of the banking industry, and what effect this has had on people’s banking habits.

Ms Nicholls talked about the image of the finance industry and challenged some misconceptions the banks have about their customers.

She also questioned why the major banks haven’t introduced interest-bearing cheque accounts and why people are generally suspicious of the finance industry.

Ms Nicholls has a Bachelor of Economics from Cornell University and a Master of Business Administration from Harvard. She has worked with the Broad Bank Corporation (Wellington), Brown Brothers Harriman (New York) and the Australian Bank (Sydney).

Denise Wheller, Senior Lecturer in Banking and Finance, David Syme Business School, says the series of seminars has two aims.

The first is to present a cross section of speakers with expertise in different aspects of Australian financial markets. The second is to provide a forum for the exchange of ideas, contacts and models in all levels of management.

The seminars aim to bring women up-to-date on the rapid changes in the industry and will provide a medium for analysing and capitalising on new opportunities.

Origins

The idea for the series arose when Denise attended finance seminars where most participants were men. Denise and Kathleen Colclough, also a Lecturer with the School, saw the need for women in finance to be able to exchange ideas.

They cite two reasons why women are under-represented at finance seminars: firstly, there is no employer investment in on-the-job training of females in the industry, on the misconception they will not remain with them for very long; and secondly, there isn’t a supportive environment to give women confidence to attend these seminars.

Kathleen and Denise see Chisholm as the middle ground where education and industry can be brought together.

The second seminar will be held on 1 April with guest speaker Joanne Holland from the Treasury Section of the ANZ Bank speaking on ‘Portfolio Management of Interest Rate Exposures’. Admission is $4.

Men are most welcome to attend.

If you would like to attend the next seminar please contact Denise Wheller or Kathleen Colclough on ext. 2188.

News in Brief

Administration charge — The Commonwealth Minister for Education, Senator Susan Ryan has announced further categories of students to be exempt from the $250 administration charge.

A total of about 130,000 university and college students are now expected either to be exempt from the charge or to be reimbursed through student assistance schemes such as Austudy. Part-time students who have been receiving unemployment benefits for three months or more prior to enrolment will now be exempt from the charge. Certain categories of social security and repatriation pensioners will also join the exemption list. A Committee has been established to monitor the impact of the charge.

Financial assistance — Enrolling tertiary students are urged to check their eligibility for financial assistance from the Commonwealth Government under the Austudy scheme.

In 1987, eligible students will receive a maximum of $55 a week if they are living at home, and up to $80 a week if they are living away from home, or are assessed as independent of their families. All students receiving Austudy will also find an extra $250 in their first Austudy cheque to cover the cost of the administration charge.

Computing wine — Department of Humanities Chairman, Anthony O’Grady and Applied Psychology Lecturer, Graeme Hyman, have assisted wine book author, Alan Young, to assess the results of a wine survey for his latest book. The judges’ comments were entered into a computer program at Chisholm and the results printed out for the author to analyse.

Farm management — Eric Smith, Senior Lecturer in Accounting with the David Syme Business School, was in Ballarat recently to talk about his latest book, Managing the Farm. Eric believes Australian farmers must improve their efficiency if they want to compete against international influences. Eric, who also owns a beef farm, was a speaker at a sales conference for Nelson Publishers.

MBE for art founder — Kenneth Jack, founder of the printing and printmaking departments of Caulfield Institute of Technology, was awarded an MBE earlier this year for service to the arts. Kenneth founded the department in 1956 and was its head until 1968. He is also the only member of the Royal Watercolour Society of London living outside Britain.
Child care centre opened at Frankston campus

Chisholm’s Child Care Centre at the Frankston Campus will be officially opened by local Member of Parliament Bob Chynoweth on Wednesday 11 March at 10am.

The Centre has been functioning since last August. It caters for the child care needs of Chisholm students, staff and the local community and acts as a training ground for Diploma of Teaching (Early Childhood) students at the Institute.

The land and building were supplied by the Institute although the Centre is managed, independently of the Institute by a Committee of Management comprising representatives from parent users, the Frankston City Council, Chisholm Student Union and Chisholm’s Child and Family Services.

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It receives recurrent funding from the Federal Government in the form of Operational Subsidies on a percentage per place arrangement, and Fee Relief which assists low income families. The normal fee for a full-time place is $85, but depending on each person’s situation, this could be reduced to $12, with the government paying the difference.

The Centre has 35 full-time places for children from new-born babies to five year olds. Two thirds of the places are reserved for Chisholm staff and students and one third for the community.

It has 10 places for under two’s, 10 for the two to three year olds, and 15 places for the three to five year olds.

Trained staff are with the children at all times and are assisted by some untrained staff. The Centre’s Director, Anne Kennedy, is available to answer any queries and handle the day-to-day running of the Centre.

The Centre tries to cater for all users by being open from 7.30am to 6.30pm daily for 48 weeks of the year, except for three weeks at Christmas and one week at Easter.

The Centre is happy to have parents spend time at the Centre with their children and are encouraged to help if they have some free time. Parents also help with its management, fund-raising, working bees, etc.

As there is a very strong demand for places this year, there will be difficulty in placing children so it is advisable to book early.

AN OPEN LETTER

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the Staffing Committee, the Finance Committee, the Buildings and Property Committee, and the Directorate. This experience has allowed me to observe the Institute in a practical way, and has given me a basis from which to consider the future. In addition, I have made my initial contacts with the Schools, Departments and Divisions of Chisholm, along with several of the Centres. My first impressions are favourable, and hopefully I can make a contribution in the coming years.

It has been good to start at Chisholm with the commencement of the academic year, to see new students on campus for the orientation week, followed by the returning students. An academic institution seems to come to life with the return of students, reminding us that our primary responsibility is to offer courses of quality across the higher education spectrum.

The Institute must ensure that its students receive a quality education. Education is the main link between the great resource of our young people and the needs of our industry and society. A good educational system is our goal and our challenge.

I would like to make some personal comments on all the new developments taking place at Chisholm. The Tower Complex is a facility that will be of enormous benefit to Chisholm in the future. I can understand that there is a sense of disappointment among some staff and students that the full facility will not be available to them for some time. Nonetheless, the Student Union area will become available shortly, ending an era of sub-standard accommodation for students at Chisholm. I am confident that this new development will add much to campus life, and that through it the Student Union will be able to provide those important activities of student life that complement a formal education and study.

The Institute will use a small part of the Complex for general purposes, but the bulk of the space has to be made available for commercial leasing to meet the demanding financial commitment involved in a project of this size. We have to accept this as part of the planning, and as a temporary result of what was a commendable and aggressive decision by the Council some time ago.

The Tower’s future benefit to Chisholm is clear, and I will closely monitor our position, so that we can take up accommodation as soon as practical and possible. Although the urgent need for space is obvious to us all, think what might have been on that site and how much longer the time-frame for future accommodation might have been if Council had not made that decision.

In my first weeks here, my main enemy has been time. I have not been able to do as much as I would have liked, and I hope that all of you will bear with me during this phase. I will certainly do my best to meet as many people as possible, and to come to a rapid but full understanding of the structure of the Institute.

My thanks go to the many people who are helping me in this process.

Geoff Vaughan
Director
PEOPLE
From Chairman to Chisholm

New Civil Engineering Senior Lecturer Robin Underwood is far removed from being an ivory tower stereotype. After 33 years with the Road Construction Authority (previously the Country Roads Board), progressing from roadworker to Chairman, Robin knows the business of highway and traffic engineering from the ground up.

Nor is he new to education — Robin lectured for two years at the School of Mines, (now the Ballarat CAE) while working in the Ballarat area. He has also been a part-time lecturer at RMIT and Melbourne University.

Robin will be lecturing in the areas of highway, traffic and municipal engineering, and town planning. He also plans to write a textbook on road design, an area in which he sees a definite need.

His motivation for joining Chisholm is to give his experience back to the industry. In his 34 years of working in the field, Robin has held positions in road and bridge construction and maintenance, in planning, in design, in traffic engineering and in management services.

Robin was Director-Technical Resources at the RCA until the retirement of the inaugural Chairman last year when he was appointed in the position for a term. He was a member of the Authority, and is a member of the National Association for Australian State Road Authorities (NAASRA) Principal Technical Committee.

Although he has some regrets at leaving the active side of engineering, it was a busy life, and he hopes to spend more time with his family. However, given the tasks he has set himself in writing and teaching, it looks like he’ll be working as hard at Chisholm as he did at the RCA.

Chisholm Affirmative Action Program for Women started

Chisholm Institute of Technology has adopted a policy of equal employment opportunity for staff.

At the February meeting, Chisholm Council supported the immediate establishment and implementation of an Affirmative Action Program for women, to eliminate all discrimination against women and to ensure that all employees and applicants for employment are treated according to their skills, qualifications, abilities and aptitudes and without regard to irrelevant factors such as their sex. Together with all senior officers of the Institute, we strongly endorse the Program.

We believe that the Program will ensure equitable treatment for all applicants and employees, and will enable Chisholm to make optimal use of all the skills and talents available both inside and outside the Institute. The Program will contribute to the provision of an educational environment which is free from prejudice and discrimination on the grounds of sex.

The Program will include a statistical analysis of the Institute’s current workforce to establish the employment patterns of women and men in the Institute, a review of all personnel policies and practices in the areas of recruitment and selection methods, promotion, staff development, training, transfers, conditions of service, and termination of employment. A series of goals, targets and strategies will then be developed.

The Program will be developed in consultation with individual staff members, staff associations and unions operating in Chisholm. An implementation timetable identifying proposed action will be published as soon as possible. The Equal Opportunity Committee will play an important part in the implementation process.

The consultation mechanisms to enable all staff to be involved in target and goal setting will be developed early in the Program and staff will be advised regularly of progress. Procedures for monitoring the Program will be developed and reports to Council and staff will be issued annually. Overall responsibility for the Program will be vested in the Director, while Anne Rennie, the Equal Opportunity Officer, will undertake the daily administrative tasks.

We urge all staff members to participate in the Program and contribute to the achievement of equal employment opportunities throughout Chisholm.

G. N. Vaughan, Director
C. K. Coogan, President of Council
FEATURE

Aussie robots 'state of the art'

Australian research into Robotics is of the highest standard, on a par with any overseas efforts.

Besides the sophisticated sheep shearing robot, our work on kinematics, robot vision, range finding and robot control languages is highly regarded, says Senior Lecturer in the Department of Robotics and Digital Technology, Mr Roger La Brooy.

Mr La Brooy will give an address on 'Robotics in Australia' on Wednesday 18 March at the Caulfield Campus.

He will outline the fundamentals of robotics and explain state-of-the-art developments in the field, in particular, the Australian and overseas situations as well as the work of the Centre for Robotics at Chisholm. The Centre advises and consults with industry to ensure that robots and associated automated equipment are properly integrated into the industrial environment.

The Department of Robotics and Digital Technology at Chisholm provides graduate courses in the area with a Graduate Diploma in Robotics and a Master's degree by research.

Robots are particularly applicable to the Australian manufacturing industries, says Mr La Brooy, because of their need to manufacture in batches, yet be flexible enough to allow variety.

Robots can be easily programmed to perform a variety of tasks and are suited to fluctuations in demand for a certain product.

When correctly engineered into a system, robots can elevate productivity or work in hazardous environments. Today's robots equipped with vision are capable of extreme dexterity - a feature necessary in assembly operations.

It is in assembly operations that robots have the potential for greatest impact, he says. Several components of relatively low intrinsic value are combined to produce a high, value-added product.

Mr La Brooy has wide experience in the robotics field as a consulting engineer and in research.

He has been Project Engineer with the Department of Defence (Ordnance Factory); lectured in Mechanical Engineering at the Bendigo College of Advanced Education and was on the academic staff at Monash University.

A digitally-controlled industrial research robot was developed at Monash University under his direction. Mr La Brooy is also the author of several papers on Robotics and Automation.

He is a Senior Member of Robotics International, SME, USA; a Member of the International Standards Organisation Committee (Robotics); Member of the Committee of the Small Business Development Corporation and is currently the Victorian Chairman of the Australian Robot Association.

The address has been organised by The Institution of Engineers, Australia, Caulfield Campus Chapter, and will be held in the Clayfield Room (A1.34) at the Caulfield Campus from 5.30 pm.

Visitors are most welcome. Bookings can be made with Mrs Yvonne MacDonald on ext. 2162 by 16 March.

Roger La Brooy, lecturer in robotics, with a manufacturing robot

ASAC meeting

The Academic Staff Association of Chisholm (ASAC) are holding their Annual General Meeting on Friday 27 March in room B2.18 on the Caulfield Campus. A General Meeting of Frankston based ASAC members will be held beforehand on Wednesday 18 March so that the Annual General Meeting can receive a report on Frankston developments and issues. For further details, contact Bob Burford on ext. 2159.
**Awards**

The Reserve Bank of Australia invites applications for grants from the Rural Credits Development Fund for 1988. Grants are made as a contribution towards the funding of research, development or extension projects directed to the promotion of primary production in Australia. Plant, animal and soil sciences, economics and management are all eligible areas.

Further information from The Secretary, Reserve Bank of Australia, GPO Box 3947, Sydney, NSW, 2001. Closing date for applications is 27 March 1987.

The Australian Government is offering awards for study in Greece for periods of two to six months for professionals in primary or secondary industry, education, business, public service or the arts who wish to train, study or further their experience in Greece. The awards are available from July 1987 to June 1988. Application forms are available from The Secretary, Australian/Greek Awards, Department of Education, PO Box 826, Woden, ACT, 2606. Closing date is 15 March 1987.

The National Library of Australia will award three Harold White Fellowships at the National Library for 1988. The Fellowships will enable established scholars, librarians and writers to work for periods of between three and six months on materials in the Library's collections. Application forms and further particulars are available from the Director-General, National Library of Australia, Canberra, ACT, 2600. Applications close on 30 April 1987.

**Scholarships**

The Italian Government is offering scholarships to Australians for studies in Italian Language, Italian Literature, Sociology or Journalism, Theatre and Cinema, Art or Music for a long-term (one academic year) or short-term (three months) basis. Preference given to applicants with a good knowledge of Italian. Application forms from The Secretary, Department of Education, (Italian Government Scholarships), PO Box 826, Woden ACT, 2606. Closing date 12 March 1987.

The Greek Government is offering a scholarship for an Australian citizen to study in Greece during the 1987/88 academic year. The scholarship is for post-graduate studies or research. Application forms from Awards and Exchanges Section, Greek Government Scholarship, Department of Education, PO Box 826, Woden, ACT, 2606. Closing date is 13 March 1987.

The Norwegian Government is offering a bursary for one year’s residence at a Folk High School, to cover meals and accommodation. Obtain applications from The Secretary, Department of Education (Norwegian Government Bursary), PO Box 826, Woden, ACT, 2606. The closing date is 20 March 1987.

The Hungarian Government is offering scholarships for post-graduate study in various fields and advanced study in Music, Fine Art or Dance for three to 12 months in Hungarian educational institutions for 1987/88. Further information from The Secretary, Department of Education (Hungarian Government Scholarships), PO Box 826, Woden, ACT, 2606. Closing date 20 March 1987.

The Indian Government is offering two scholarships for Australians to study in India at the undergraduate, post-graduate or post-doctoral levels. Students enrolled in PhD courses in Australia may apply for a cultural exchange scholarship, enabling them to complete research in India which would contribute to their Australian PhD program. Applications forms from The Secretary, Department of Education (Indian Cultural Exchange Program), PO Box 826, Woden, ACT, 2606. Closing date 31 March 1987.

The Australian Government is offering a number of travel grants for study in Greece during 1987/88. The awards are not intended for those wishing to gain formal qualifications - they are designed for professional people who are looking for an opportunity to study, train or further their professional experience in Greece. Application forms and further information from The Secretary, (Australian/Greek Awards), Department of Education, PO Box 826, Woden, ACT, 2606. Closing date 1 May 1987.

The French Government is offering awards to Australian teachers of French, or final year students proposing to teach French in the future who wish to take up positions as Assistants in French high schools for eight months from 1 October 1988. Further information from The Secretary, Department of Education (French Government Scholarships), PO Box 826, Woden, ACT, 2606. Enquiries to Jill Chapman (062) 83 7649. Closing date 31 August 1987.

**Visiting Fellows**

Bill Cirone, Superintendent of Santa Barbara County, California, was a visiting fellow to the School of Education late last year. Bill was responsible for the introduction of a second four year term and is well known to community educators in the US and abroad for his innovative work as founder and director of the Santa Barbara County Centre for Community Education and Citizen Participation. Bill's visit was arranged by Tony Townsend, Lecturer with the School of Education.

Professor Ulrich Förstner, Professor of Environmental Engineering, Technical University of Hamburg-Harburg, Federal Republic of Germany, was recently awarded a scholarship under the Australian-European Awards Program to visit Chisholm in February/March 1988. Professor Förstner's area of study is heavy metal pollution in aquatic and terrestrial environments and hazardous waste management.

**Easter break**

The Institute will be closed for Easter from Thursday 16 April until Wednesday 22 April 1987 (inclusive).
Retirements

Acting Director, Mr Gerry Maynard, retired from the Institute on 6 February. Staff officially farewelled Gerry and thanked him for his contribution. As Acting Director on 24 February at a function in the Clayfield Room, President of Chisholm’s Council, Dr Clive Coogan, spoke of Gerry’s commitment to the Institute and his former computing colleagues Jack Grieg and Doug Burns both spoke of his dedication to students, and the computing courses and facilities at Chisholm.

Resignations

Maruta Ayres, Administrative Officer, School of Social and Behavioural Studies resigned from the Institute to take up a position at the Securities Institute. Arnie Bow, Department of Applied Physics, Division of Digital Technology, Faculty of Technology. Arnie has worked at Chisholm for 14 years and was well known to VCSA members as an active member and as President. Arnie is moving to Queensland. Helen Tebble, Department of Humanities, School of Social and Behavioural Studies commenced at Frankston in 1975 and is taking up a position at Footscray Institute of Technology.

Secondments

Oops! When reporting secondments In the February edition, we made a few blues— Lynne Endacott (not Lyn) has been seconded from the Division of Digital (not Information) Technology as a Senior Consultant. Our apologies, Lynne. The information was gathered verbally and in a rush.

Mr S. Sbarma, Lecturer, Department of Marketing as a Senior Consultant. Our apologies, Lynne. The information was gathered verbally and in a rush.

Ms Barbara Oostveen has been appointed as Administrative Officer with the Division of Information Technology. Mr Phil Irvine has been appointed as Assistant Staff Officer in Staff Branch. Phil was Admissions Officer. Ms Glynis Ramsay is the Secretary to the Director. Glynis comes from the Educational Development Unit.

New Appointments

General Staff: Ms S. Newman has been appointed as Counsellor with Community Services on the Caulfield campus.

Art and Design: Ms M. Gidas has been appointed as a Senior Tutor with Graphic Design.

David Syme Business School: Mr Don Bradmore and Mr Geoff Darpan have joined the Department of Marketing as Lecturers. Mr R. Coultland commenced as a Senior Tutor in Management. Mrs Christine Ford has taken up a position as a Lecturer in Accounting. Ms Alma Langshaw and Mr H. Linger have joined the Department of Information Technology as Lecturers. Mr R. Underwood has been appointed as Senior Lecturer in Civil Engineering

Classifieds

FOR SALE — The Supply Department has the following items for sale:

- 1 x Apple Macintosh, 1Mb ext disk drive, ImageWriter II printer, Apple Modem. To be sold as a total system.
- 1 x Fordigraph Spirit Duplicator
- 1 x Toshiba P1350 High Quality Printer
- 1 x Quache Acoustic Cabinet
- 1 x VDU arm
- 1 x Prima Workstation
- 1 x Brother EM-1 Electronic Typewriter

For further information and offers in writing contact Shirley Phillips, Supply Department, ext. 2096. Offers close on 16 March 1987.

HOUSE WANTED — New academic staff member requires house to lease until December ’87; 4 bedrooms or 3 bedrooms with study. Prefers main bedroom with ensuite. Location within 10 minutes of Caulfield Campus. Contact Gayle Barnes on ext. 2333.

Want to advertise something for free? If you are a member of staff at Chisholm then it doesn’t cost you anything to advertise with the Gazette. Send your advertisement along to the Public Relations Office or ring ext. 2099 or 2311.

Permit Parking at Frankston

Frankston-based staff have been invited to apply for a permit to park in an area to be established for staff parking at Frankston. Caulfield-based staff who visit Frankston should make enquiries through their Frankston Co-ordinator regarding arrangements for permits for visiting staff.
Ceramics staff solve the kiln chlorine pollution problem

Ceramic Design staff at the Frankston campus believe they have solved the problem of dangerous gas emissions from salt glazing kilns.

Salt glazing is a production technique used by the pottery industry for imparting a decorative and protective glazed surface on such items as crockery, roofing tiles, floor tiles and sewer pipes. It was used for many years until banned by the Environment Protection Authority because of air polluting by-products.

In salt glazing, ordinary table salt (NaCl) is thrown into a red hot kiln containing pottery ware. The salt breaks down into its component parts - sodium vapour, which forms the glaze on the pottery; and dangerous chlorine gas which passes out of the chimney. Some of the chlorine may also react with hydrogen to form hydrochloric acid vapour.

In ceramics classes at Frankston, students are taught how to prevent pollution of the atmosphere, but it was not until this year that a real solution for salt glazing kilns was found.

Max Murray, Co-ordinator of Art and Design at Frankston, has developed a simple washing system to stop the poisonous gases escaping into the air. By passing the gases through a water spray most of the acid and pollutants are washed out. The now acidified washing water is collected and can be later treated with calcium carbonate to render it harmless.

The washing system was unveiled at the recent Glazing and Decorating Seminar held on the Frankston campus. Twenty-eight professional potters and ceramics teachers witnessed the 'flue gas-washing system' in operation.

The test was one of several highlights in a successful weekend for ceramics staff. During the seminar delegates were shown kiln firing techniques by Jim Williamson, sandblasting and lustre-glazing by Chris Myers, black-firing and underglaze techniques by Paul Davis and brushwork decoration by Stephen Fletcher.

The seminar was set up to promote the existence of ceramics at the Frankston campus and attracted a number of delegates from interstate. It was so popular that the participants were ready to enrol in the next seminar which will concentrate on mould-making and slip-casting.

The results of the flue gas-washing system will be published in relevant professional journals and construction details will be made available to other institutes and colleges.

Max Murray, Co-ordinator of Art and Design at Frankston, and Technician Mikhail Nudha, testing the flue gas-washing kiln at the Frankston campus.