NEW MEMBER OF COUNCIL

The Right Reverend Felix Arnott (Oxon.) Th.D., Bishop Coadjutor of Melbourne, has been elected to Council by the members of the Faculty of Arts.

Before his appointment as Bishop Coadjutor in 1963, he was Warden of St. Paul’s College, University of Sydney.

The position which he fills became vacant by the death of Mr. H.W.T. Cowan, Warden of Trinity College.

INQUIRY INTO ACADEMIC SALARIES

On 30th June, 1964, Senator Gorton, Minister-in-Charge of Commonwealth Activities in Education and Research, announced the appointment of two assessors to assist Mr. Justice Eggles- ton in his Inquiry to advise the Commonwealth Government on the levels of academic salaries. The terms of reference of the Inquiry are:

"To advise the Government of the standard salary or range of salaries for a professor and the standard salary range for a reader or associate professor which the Inquiry considers should be adopted as a measure of academic salaries to be used by the Australian Universities Commission for the purpose of recommending grants to be made to universities, including the Australian National University, for recurrent expenditure."

The two assessors are Professor D.P. Dorham, H.B.E., B.D., I.S.A., Dean of the Faculty of Law at this University, as an assessor with special knowledge of universities and Mr. H.C. Timbs, B.Ec., I.A.A., General Manager of the Australian Atomic Energy Commission, as an assessor with experience in Government service.

Partly as a result of representations by the Federation of Australian University Staff Associations, the Inquiry decided to visit the universities in turn and the visit to Monash took place on the 17th and 18th September.

The University had previously presented a written submission to the Inquiry and members of the groups that met the Inquiry spoke to appropriate paragraphs of the submission.

The Inquiry first met the group representing the Professorial Board consisting of the Vice-Chancellor, Professors Andrew, Cochran and Barden. Acting Professor Sorlie was unable to be present.

continued page 11.
DEPUTY WARDEN OF THE UNION

Mr. D.R. Ellis has been appointed Deputy Warden of the Union - Sports Administrator.

Mr. Ellis is at present laboratory manager in the Department of Chemistry. He is a vice-president of the Monash Sports Association and president of the Monash Football Club. He is a member of a number of University committees, as well as committees of outside bodies, and has been an active participant in a variety of sporting activities.

Mr. Ellis will formally assume his new duties at the beginning of 1965.

STAFF ARRIVALS - SEPTEMBER

Dr. D. Davison - Senior Lecturer in English - graduated B.A. (Hons.) and M.A. from Sheffield University, gained his Litt.D. from the University of New England and has recently obtained his Ph.D. from Sheffield University. From 1953-1956 he was a Lecturer in English at Rhodes University, South Africa, and prior to coming to Monash, he was Senior Lecturer in the Department of English at the University of New England. He has published two books on Andrew Marvell as well as several articles in periodicals. His main interests are poetry and drama of all periods, especially the 20th century and is particularly interested in forming a staff dramatic society. Dr. Davison is married with two children.

Mr. P.J. Hocker - Senior Lecturer in Law - graduated LL.B. with first class honours from the University of Queensland in 1961. During his course he worked as a clerk in the Solicitor General's office, Department of Justice, Queensland. Prior to his appointment at Monash, he was a Lecturer in Law at the University of Queensland. From 1949-1957, before he enrolled at the University of Queensland, Mr. Hocker served in the R.A.N., first as a Cadet-Hislopman and later as an Acting Sub-Lieutenant. Mr. Hocker is single.

Mr. N.B. de Marchi - Lecturer in Economics - graduated B.Ec. with first class honours from the University of Western Australia in 1960. From 1960-1961 he was a research assistant and part-time Tutor in Economics at the University of Western Australia. He then proceeded to England on a Rhodes Scholarship where he gained the degree of B. Phil. (Econ.) at Oxford University. His particular research interests are in the field of trade and development and the history of economic thought. Mr. de Marchi is single.

Miss Cecile Parrish - Lecturer in English - graduated M.A. from the University of St. Andrews in 1960, and in 1961 gained a Teacher's Certificate from Moray House College of Education, Edinburgh. Her most recent appointment was that of Assistant Lecturer in English at the University of Malaya. Miss Parrish has published a number of short stories and is engaged on a thesis entitled "The Image of Asic in Children's Literature" for the degree of M.A. at the University of Malaya.

Dr. J.A. Smith - Lecturer in Microbiology - graduated M.B. Ch.B. from the University of Aberdeen in 1962. During 1962-1963 he was House Surgeon in the Professoral Surgical Unit of the Aberdeen Royal Infirmary, and from January to August in 1963 he was House Physician at the same hospital. His most recent appointment was as Lecturer in Bacteriology at the University of Aberdeen. His main research interest is in the study of mycoplasma and the extent of their importance as human pathogens. Dr. Smith is married.
Mr. M.D. Owen - Teaching Fellow in Zoology and Comparative Physiology - graduated B.Sc. with honours from University College Swansea in 1963. Since then he has been engaged in research at the Imperial College of Science and Technology for a Diploma in Applied Entomology. Mr. Owen is married with two children.

LETTERS TO THE EDITOR

The Editorial Committee intends to publish correspondence from members of staff on issues of scholarship not confined within departmental boundaries. Contributions should not exceed 500 words.

Snowmanship

Two years ago the Faculty of Arts decided that it was desirable for its graduates to leave Honours with some grounding in science. Some of us, impressed by the sort of argument which Sir Charles Snow advances about the gap between the two cultures, envisaged that our third-year students would undergo a course of introduction into certain problems of scientific research and method which are at present thought important. We thought that an Arts graduate ought to be the sort of person who could follow the average article in 'Scientific American'; who had an inkling of the crude essentials of Hoyle's view of the universe, or of some of the major problems engrossing the biochemist and the atomic physicist; or of such an introduction to biology as W.S. Beck's 'Modern Science and the Nature of Life'. We recognized that an introduction to any of these matters could only be sketchy in the extreme; but so many of our students seemed totally without understanding or sympathy towards science and its achievements that it seemed worth trying to bridge the gap. I must admit that this view was not shared by everyone in our faculty. Some would dismiss the whole attempt as useless, and possibly harmful because such a course would dilute the standards of scholarship. I don't see this; it strikes me that such a course would at least dispel hostility and ignorance between disciplines, and is something which now I would quite like to attend. But we did not get a course of this nature.

Another sort of science course for arts students was suggested by one of the professors in the Faculty of Medicine, who addressed an informal gathering of arts and politics staff while plans were being made in 1962. He rebuked us gently but forcibly for proposing to turn loose on the schools graduates too much of English and history, but entirely ignorant of the anatomy, physiology and psychology of the youngsters they'd be teaching. He implied that such training would be valuable for arts students. So it might; but nobody has tried to draw up such a course, and its proponents have said no more of it.

Instead, busy men from biochemistry, physics and mathematics have spent valuable time teaching sectors of their own subjects to the arts third-years. There has been not much of an overriding theme in the course. It seems they have just had to take such aspects of their subjects as can be most readily chopped up and served to innumerable arts students. The students regard this as a chore; it is one more inexplicable piece of ritual to be memorized for the exams, and then forgotten. It is not even a potent piece of ritual, because no examiner will be so harsh as to penalize a student who has recently passed all nine arts units, just because of a failure to master the special science subject. This is not to say that the subjects have been badly taught - physics in particular has been well received - but it is difficult to justify the point of the exercise to students, and staff opinion in the Arts Faculty is swinging against compulsory special science.
LETTERS TO THE EDITOR (cont.)

I think it is a pity, but agree that the present set-up leaves much to be desired. If we believe in this cross-fertilization between cultures, we may have to be prepared to spend money on finding staff whose sole job it is to devise ways of instructing arts students in science, and vice versa. Finance is short. I would like to know whether my science colleagues think this is a cause worth spending money on. If so, how do they consider we should be going about it? If not, is there a case for abandoning the attempt to bridge the two cultures? Because at the undergraduate level if nowhere else, the gap surely exists.

G.C. Bolton (History)

STAFF HANDBOOK: Revisions and Additions - September

1.1.4. Statute 5.1. Victorian Universities and Schools Examination Board

Statute 3.1. The Chancellor and the Deputy Chancellor

Statute 9.1.3. Election of Members of Council by the Graduates of the University

2.5.3. Traffic and Parking Rules

2.6.1.1. Use of University facilities for special purposes by University or other Societies.

4.3.3.6. Advances of salary for travel purposes.

5.2.1.1. Accounting Codes - Departmental Code Numbers and Prefix letters.

TRINITY COLLEGE - UNIVERSITY OF MELBOURNE

Applications are invited by the Council for appointment to the office of Warden, rendered vacant by the recent death of Mr. R.W.T. Cowan.

The Warden is the head of and chief executive officer of the College which at present comprises 190 resident and 40 non-resident men students. The College is an Anglican foundation affiliated with the University of Melbourne. Tuition, supplementing University teaching, is provided by a College staff of Lecturers and Tutors, resident and non-resident, headed by the Dean, the Chaplain, and the Senior Tutor.

Applicants must be graduates of the University of Melbourne or of some university recognised by it, and should have experience of life in a residential university college. They must be communicant members of the Church of England, and should be less than thirty years of age.

The emoluments include an initial salary of £4,000 and free occupancy of the Warden's Lodge.

Full information may be obtained from the President of the Council, Trinity College, Parkville, N.2, Victoria. Applications must reach the President of the Council, Trinity College, on or before 31st October, 1964.

POSTGRADUATE SCHOLARSHIPS

Details of the following postgraduate scholarships available for 1965, can be obtained from Miss Helen Paterson, room G.29, Administration Building (ext. 2009)
POSTGRADUATE SCHOLARSHIPS (cont.)

Australian Dairy Produce Board - scholarships for study at Australian Universities or overseas.

Australian Cattle and Beef Research Committee - also available for study at Australian Universities or overseas.

Wheat Industry Research Council - senior scholarships worth £1,000 - £1,200 per annum; junior scholarships worth £600 - £700 per annum.

General Motors - Holden’s Pty. Ltd. are providing two fellowships for Monash worth £800 - £1,200 per annum.

PUBLIC LECTURE THEATRE

The Public Lecture Theatre, for which final plans have now been approved, will provide Monash with the most flexible auditorium in Australia. From the outside it will be an imposing building, close to the main entrance and standing free on a grassed podium adjoining the main car park. The fly-tower, nearest Wellington Road, rises 74 feet. The foyer, at the North end, will eventually link with the proposed circular lecture-theatre block for Humanities.

Inside, it has been designed with a first view to its function as a theatre for drama, films and music, for the reason that such a plan eminently serves the requirements of a public lecture theatre and conference hall as well. The auditorium, which will hold between 500 and 650 people is in the shape of a truncated fan and rises in steps like a lecture theatre. The stage is low and the proscenium arch is not featured, so that when the stage-curtain is raised the theatre will appear as a large undivided room. Up to 150 people can be seated on the stage-area which has comfortable access from the side aisles on stage level.

The transformation of the auditorium from one use to another is made easy by a mechanical forestage lift measuring 30 feet by 10 feet. When the lift is in its lowest position, five feet below the auditorium floor, the lift-well forms an orchestra pit. Raised to floor level the lift-top holds three rows of seating. Raised two feet above the floor it forms the front of the apron stage. Since the lift-top is built in layers, one layer may now be rolled back onto the stage and the lift raised beside it, so that an arena stage 30 feet by 20 feet is formed and the audience may sit round all four sides of it. The stage can also be arranged to form a broad shallow staircase.

This ingenious design makes possible very varied use. The theatre will accommodate various sizes and kinds of public lectures and demonstrations. It can easily be set up as a praesidium or conference hall. It will approximate to the conditions of all the classical types of drama and offers practically unlimited scope for modern experimental plays. It will also make a comfortable cinema. One of the principle advantages of the layout is that not all these uses are mutually exclusive (as they tend to be in most theatres) and the fly-gallery and ample storage space help to avoid the mess that otherwise inevitably occurs in multi-purpose theatres.

The architects have also managed to provide - besides the usual offices, dressing-rooms, toilets, and so on, a rehearsal room, a sizeable foyer, the most up-to-date lighting console and stage machinery, and coils for deaf-aid transmission and simultaneous translation services. They have economised in other places so that the building can be fully equipped as a theatre and cinema from the beginning.
PUBLIC LECTURE THEATRE (cont.)

Lest this should seem an over-enthusiastic account of a project of no particular difficulty, it should be recorded that no architect has so far solved the problems of multi-purpose University theatres at the sort of price that Universities can pay, and that no such theatre has ever been built in Australia. However, any theatre plan is a matter of compromise, and, in our case, the compromise means a stage that may prove rather too big for students to handle easily without supervision and a restriction of workshop space. But that is a calculated price paid for the other advantages offered by a design which may well become a model for theatre architects.

The Architects are Messrs. Eggleston, Macdonald and Seccombe. The theatre will cost £250,000 and is to be completed early in 1966.

LAW STUDENTS MOOT

The law students conducted their second Moot in the Council Chamber on the mornings of Thursday 24th and Friday 25th September. The Moot took the form of a murder trial. Mr. David Jackson, Senior Lecturer in the Law School who is supervising the Moot Court programme, presided on the bench. The students enacted the facts upon which the trial was based to provide an authentic background to the proceedings.

In the future it is hoped to give advance notice in the Monash Reporter of the subjects of and dates of future Moots to enable interested members of staff of other departments to attend. The Court Room, (the Council Chamber) has ample room for a Public Gallery and observers will be welcome.

DEPARTMENTAL NEWS OF GENERAL INTEREST

APPLIED MECHANICS

The Engineering Research Colloquium Series has been continuing with a session, early last month, on some problem areas in High-Temperature Gas-Cooled Reactor Technology, presented by Mr. H. Nolle of the Department. Recent developments and trends in this field were reviewed and related to optimization studies on heat exchange problems in such systems.

At a seminar on Analogue Simulation on September 16th Mr. B. O'Keefe, Project Engineer of the All-Weather Landing Systems Group of the Department of Civil Aviation discussed his studies of landing of large jet aircraft with the aid of instrument landing systems and demonstrated the performance and behaviour of such a system on the computer. It is planned to hold the following sessions during the month of October:

October 5th Professor D.O. Pederson - Integrated Circuit Research

October 19th Professor F.H.G. Gruen - Mechanization and Mechanics in Agriculture.
DEPARTMENTAL NEWS (cont.)

CHEMICAL ENGINEERING

Mr. C.G. Bruckmann, Head of the Chemical Engineering Group of the South African C.S.I.R., will visit the Department on Monday afternoon, 26th October.

CHEMISTRY

Dr. J.W. Eastwood has returned from his Sabbatical leave at Cambridge.

The Department has taken delivery of a Fourier Spectrophotometer which is based on the principle of the Michelson Interferometer. This instrument is the first of its kind to be installed in Australia.

Professor B.O. West gave a lecture to the Melbourne University Chemical Society entitled "Recent Development in Transition Metal Chemistry" on September 16th. He also gave a lecture on behalf of the University of Melbourne Extension Committee to matriculation students entitled "The Shape and Reaction of Chemical Compounds".

Mr. G. Crank has now left the Department and returned to Scotland.

EDUCATION

During September, Professor R. Selby Smith addressed the Monash Women's Society on the "Problems of Education" and participated in the Australian Broadcasting Commission's broadcasts relating to Education Week.

Mrs. A. Zainuddin, B.A., Dip.Ed., who is at present in the Law Faculty at Melbourne University, will join the staff next year to conduct lectures in the History of Education at the B.Ed. level.

Dr. M. Balson has been invited to deliver a lecture on the "RamiCations of Programmed Instruction" to the Australian Institute of Management Conference on December 1st.

Two recent publications by members of the Department are: 'Senior Speller', Mr. H.P. Schoonheim, and 'An Introduction to the Principles of Classroom Testing', Mr. J.H. Theobald. Members of the Department are participating in the A.A.A. Biennial Conference on "The Problems of Education" which begins on Friday, 16th October. Dr. M. Balson will present a paper on "Extending the Gifted Child".

ELECTRICAL ENGINEERING

Professor D.G. Lampard presented the inaugural lecture on "Some Statistical Aspects of Communication" to the newly formed Victorian Branch of the Statistical Society of Australia last June.

ENGLISH

The Departmental Staff Seminar has met five times since the beginning of April, under the aegis of Miss Harlow Morgan. Discussions have been led by Dr. H.R. Love (on Restoration Poetical Verse), Mr. Phillip Martin (on Shakespeare's Sonnets), Mr. D. Mecke (on Concepts of Irony), Mr. David Bradley (on James McAuley's 'Captain Quirios' and Dennis Dougins (on Occult Material in Blake's 'Europe'). The next meeting is planned for the end of October when a paper will be read by Miss Morgan on The Influence of Nietzsche's 'Birth of Tragedy' on the dramatic design of Shaw's 'Major Barbara' and Yeats' 'Resurrection'. It is hoped to organize a later seminar on Problems of Bibliography, with the help of members of other departments.
DEPARTMENTAL NEWS (cont.)

All members of staff are welcome to attend these seminars. Departments most likely to be interested in any particular subject are specially notified. The dates and times of meetings are usually arranged about a fortnight in advance. A telephone call to Miss Morgan (Ext. 2133) will provide you with any information.

Mr. Doug Nucke was invited to address the Adelaide English Association on 'The Poetry of Charles Jury' on Thursday, 24th September.

Mr. Phillip Martin is to lecture in Canberra this month on 'The Resurgence of Religious Spirit in the Poetry of the late 18th Century'.

...S. courses are being given on Thursday nights by Mr. Trevor Tolley on 'Great American Novels' and by Mr. David Bradley on 'Shakespeare the Dramatist'.

The Literature Club is issuing a magazine and, in order to encourage articles of high standard, the editors wish to offer a prize for the best contribution. Would anyone interested in supporting this proposal by a donation please get in touch with Mr. Tony Hassall in the English Department, (Ext. 2147).

HISTORY

In August Mr. John Fowler, B.A. (Qld.), Teaching Fellow in the Department, left under the terms of a Monash postgraduate travelling scholarship, to take up residence at Balliol College, Oxford, where he expects to read for the B.Phil. The Rev'd. P.J. Hawkes, Chaplain, has been appointed part-time teaching fellow.

The first Australian Conference of American Studies took place at the University of Melbourne between 13th and 19th August. Dr. E.D. Potts and Mr. H.C. Geibor attended from this Department. Dr. Potts is a member of a committee of the Faculty of Arts to consider the prospects for American studies at Monash.

Dr. A.G. Serle and Dr. G.C. Bolton attended a meeting of the national committee of the Australian Dictionary of Biography in Canberra on 13th and 14th August. The A.D.B. is a project edited by Professor Douglas Pike, and aimed at providing a definitive work of references for historians and other social scientists. Contributions have been received from a very large number of historians, academic and otherwise. The first section, Period 1, is scheduled for publication in three volumes late next year; it will contain 1190 entries concerning Australian personalities whose main period of activity was between 1788 and 1825. Period 2 will include people prominent between 1825 and 1850, and period 3 will go to 1890. The series will eventually extend to the present day, but future divisions have not yet been decided. Names for inclusion in the A.D.B. are nominated by a local committee in each state of Australia, and collated by an editor appointed for each period. Mr. A.S.L. Shaw, professor-elect in the Department of History, is the current editor for Period 1. Dr. Serle is joint-editor for Period 3.

MODERN LANGUAGES

At the L.U.L.A. conference it was apparent that quite apart from the gratifyingly large number of papers read by members of Monash staff, Monash is in other ways considerably in advance of most other universities. This is true above all, of research into bilingualism, problems concerning migrant assimilation and in the use of language laboratories.
DEPARTMENTAL NEWS (cont.)

Furthermore in the French Section it was agreed that Monash should continue its work in co-ordinating bibliographical projects (union catalogues etc.). Dr. W. Rivers was elected organizer of a language laboratory workshop and editor of a regular bulletin devoted to problems of this approach to language teaching.

His Excellency Dr. J.P. Kutter, the German Ambassador to Australia, gave a public lecture 'Recompense and Punishment for Nazi Crimes'. He also read one of his own short stories to students and staff of the German Section.

Dr. L. Ryan, Lecturer in the University of Sydney, will visit Monash at the beginning of October. In addition to lectures in the German Section he will give a public lecture on Brecht on Friday 2nd October at 1 p.m.

Professor Lauffer addressed the Eighteenth Century Society on the Marquis de Sade.

Dr. W. Rivers spoke to the School of Method of Foreign Language Teaching of the University of Tasmania on 'Pattern Drill and Language Laboratory Techniques'. She also gave a talk on 'The Audio-Linguad method' to the Seminar on Teaching Modern Languages held by the Victorian Education Department.

Professor Badi will be in Germany from October 12th to November 12th. Apart from attending a Congress of Germanists in Essen he will visit language laboratories, libraries and try to arrange Research Scholarships for Germanists.

MATHMATICS

Dr. D.W. Barnes of Sydney University and Professor Hanna Neumann of Australian National University will be visiting the Department this month.

PHYSICS

The annual Australian Rules Football match between Physics and Chemistry took place on the 26th August. Physics defeated Chemistry 11-16 to 5-6, the latter's giant ruckman notwithstanding.

ZOLOGY

Professor A.J. Marshall is currently visiting South Africa to attend the second Pan-African Ornithological Congress at Pietermaritzburg and to deliver a series of lectures at the University of Cape Town.

Recent newspaper reports of exciting palaeontological discoveries in a cave in the Portland area of Victoria contained only a modicum of truth. The cave is being worked by Mr. Norman Wakefield of this Department with the help of local naturalists. The material recovered contains marsupial and rodent fossils identical to those recovered elsewhere in Victoria. The report of Pliocene fossils is without foundation.

TELEVISION OFFICER IN THE FACULTY OF MEDICINE

Mr. B.C.C. Snell took up duties as TV Officer in the Faculty of Medicine on 21st September. He will be responsible for the installation, operation and development of closed-circuit television in the Medical School, a facility that has been part of the basic planning of the Monash medical course and which should now be used for the first time as a teaching aid during 1965; and will be available to advise on television matters generally within the University.
TELEVISION OFFICER (cont.)

Mr. Snell, who is aged 37, was an engineer with the Postmaster General's Department before joining our staff. Previously, he had been a senior instructor at Royal Melbourne Institute of Technology (where he also received the Fellowship Diploma of Communication Engineering) and then was responsible for the technical aspect of opening TV 7 in Perth. It is of interest to know that instruction in TV, and the use of closed-circuit TV as a teaching aid, has been developed continuously at the R.M.I.T. under Mr. F. Komp since the infancy of TV in the late nineteen-thirties, and that the majority of TV engineers in Australia received their basic training there.

Under Mr. Snell, the Medical School intends to develop TV as an aid especially in practical classes. The imaginative use of detailed, close-up views of delicate or intricate processes will bring to the viewers an insight into demonstrations that would be prohibitively expensive if not impossible to set up for mass operation by classes of 160 students at one time. With the use of a video-tape recorder it will be possible to retain on permanent record for future screenings every demonstration that proves to be a successful exposition of the topic in question.

DISTINGUISHED VISITORS TO THE UNIVERSITY DURING SEPTEMBER

Professor M.F. Russell, Chairman, Medical Library, University of Melbourne.

Professor C.H. Barnett, Professor of Anatomy, University of Tasmania.

Mr. F. Kett, Senior Lecturer in Education, University of New England.

Mr. A. Reed, Chief Inspector of Secondary Schools.

Mr. J. Fasee, Senior Master from Trinity Grammar School, N.S.W.

Mr. L. Bloom Cooper, Barrister-at-Law, Member of the Middle Temple, London, Lecturer in Criminal Law at Bedford College, University of London and author of 'A6 Harder'.

His Excellency Dr. J.P. Ketter, German Ambassador to Australia and Mrs. Ketter.


Mrs. Vera Andreyeva, Institute of Geography, U.S.S.R.

Mrs. Nina Elukot, Professor of Botany, Timiryaev Academy of Agriculture, U.S.S.R.

Party from the Australian Administrative Staff College:

Mr. J.J. O'Neill, Underground Manager, Broken Hill South Ltd.

Mr. G.K. Eting, Personnel Manager (Melbourne) British Phosphate Commissioners.

Mr. J.H. Matthews, General Production Manager (Sydney) C.S.R. Fibreboard Group.

Mr. S.W. Nowak, Secretary, Latrobe Valley Sub-Branch; Assistant Secretary, Central Gippsland Trades and Labour Council (Yallourn), Boilermakers' Society of Australia (C.T.U)

Mr. V.J. Porazzo, Chief Accountant (Melbourne), Commonwealth Emigration Department.

Mr. D.K. Nicholl, Superintendent, Foreign Exchange, Banking Department, Head Office (Sydney), Reserve Bank of Australia.

Mr. D.G. Cox, Director and General Manager, Paper Division (Melbourne), Spicers (Australia) Pty. Ltd.
INQUIRY INTO ACADEMIC SALARIES (continued from page 1).

The general problem of recruitment and retention of academic staff was spoken to first by Professor Cochrane, who had submitted comments of his own on the comparison between university and public service employment. Professor Barden submitted some comments on the special problem of recruitment in engineering; while Professor Andrew drew attention to the special situation created in medicine by the system of National Health Service merit awards which are paid to medical teaching staff in the United Kingdom universities if they have hospital duties.

The Vice-Chancellor spoke about this University's special interest in the grade of Reader.

The Inquiry then met the Council Committee, which consisted of The Chancellor, the Vice-Chancellor, Professors Andrew, Cochrane and Scott and Dr. Hiscock. The main points dealt with in this meeting were the desirability of a better system for fixing university salaries than at present; the importance of salaries of junior members of staff as well as of professors; and the impact of study leave upon establishment.

After lunch the Inquiry had discussions with a small group from the Staff Association consisting of: Mr. K.A.M. Horn, Dr. J.D. Hiscock, Mr. J.A. Phillips, Mr. I.B. Tate, Professor A.K. McIntyre and Mr. D. Roberts. Although the terms of reference of the Inquiry are specifically to assess and recommend salaries for professors and associate professors the Federation has pressed for extension of the terms to cover all academic grades. Whilst this had been refused Mr. Justice Eggleston had indicated that he would consider any material relevant to the Inquiry. The Federation and the individual Staff Associations have therefore stressed the need for the Inquiry to consider the effects of its decision on the salaries of other academic grades.

Since the major case for the Staff Associations had been presented in the submission of the Federation the Monash Staff Association did not present any written submission. Its representatives added verbal emphasis to a number of aspects of salary determination which were considered important.

The Staff Association stressed the need for reasonable commencing salaries and suggested that the Inquiry could either recommend a further inquiry into the whole sub-professorial salary structure, or propose a professorial salary increase which, if applied to other grades would provide acceptable salaries. The needs of recruitment, the establishment of a satisfactory career grade and the present large gap between professorial and other salaries were mentioned. Mr. Justice Eggleston appeared to be concerned with the recruiting problem and not unsympathetic to the views put forward on behalf of teaching fellows.

The Inquiry was also asked to consider in its report the need for periodic, e.g. triennial, salary reviews since academic salaries were of a fixed nature and not affected by decisions of the arbitration system. In discussions on the need to increase professorial salaries three main issues arose; recruitment, "market-value", and academic equality. Although some professions command higher salaries than others and hence must be offered salary loadings as an inducement to enter the universities, the Staff Association stressed the essential equality of academic achievement and duties required of a professor. It argued that professorial salaries should, as far as possible, be equal and such as to attract the best men in all fields.
INQUIRY INTO ACADEMIC SALARIES (cont.)

If loadings were to be given these should be on the basis of academic merit and not professional discipline. The discussion considered the problems of increased professorial research and administrative loads.

The Staff Association representatives were impressed by the informal atmosphere of the discussion and the willingness of the Inquiry to extend its definition of "relevant" to considerable length.

The Inquiry spent most of Friday, 18th September visiting Departments of the University.

GIFTS

£460 from Total Oil Products (Australia) Pty. Ltd. for the Australian Journal of French Studies (Modern Languages).

£500 from the Commonwealth Banking Corporation for a study of the wind effect on tall buildings being conducted by Professor R.G. Barden (Mechanical Engineering).

CORRIGENDA - SEPTEMBER ISSUE

Page 1. Note on the late Dr. E.L. Ghent should read that his accident occurred on the 4th August, 1964.

Copy for November issue of the Reporter closes on Thursday, 22nd October. This will be the final edition for 1964.
MEMORIAL SERVICE FOR DR. RALPH GHENT

At the request of a number of members of staff we publish the address given by Mr. Hawkes as we believe that much of it is important and of interest to all concerned with the nature and purpose of a university community.

The reason for our gathering here today is primarily that as members of the University we may, in corporate manner, show our respect for the contribution made to the life of Monash by one of the members of our teaching staff. So that, by the sacrifice of some few moments of our time, a commodity which we all hold to be most valuable, we may be able to mark our appreciation of Ralph Ghent, as a person, as a teacher and as a scientist.

For some of you, I realize that this may be more than just a sacrifice of time, indeed it may almost be a sacrifice of principle, as this memorial service is being held in the Chapel rather than in a secular building within the University.

If such be the case I ask your forbearance, as in the corporate body there are many who feel that the Chapel, though small and inadequate is the proper place for a gathering such as this.

Some may find it difficult to pray, some may find it impossible. Some may disagree with words or statements made or with doctrines implied: but I ask you all, doubting, refuting or accepting word, statement or doctrine, not to hold in question the sincerity of your neighbour even though his opinion may differ from your own.

In this manner only, by the acceptance and acknowledgement of our neighbours sincerity, can we make this service a tribute of respect to a colleague, a friend, or a teacher who has been untimely and violently removed from amongst us.

It is our sincerity rather than our opinion which brings the corporate body of the University to life on an occasion such as this. It is our sincerity which can make this short service something more than an amiable assembly of the right people and can turn it into a true memorial of one with whom some have taught, by whom some have been taught, whom some know personally and whom some know only by name.

Having no complete knowledge of Ralph Ghent's ultimate beliefs about death and what may follow, but knowing that many of you hold views which do not coincide with those which I represent as a Priest in the Christian Church, I have endeavoured not to overload this service with religious formulae. I do, however, ask you to join, if you feel able, in the singing of the hymn which follows as it is included in our service at the request of his parents now in Canada.

The address:

In the age of superlatives in which everything must be 'king size' or larger; in which to win a game that carries no pennant or trophy is regarded as a waste of time: and in which the final insult to a man is to say that 'he did his best', we are apt to overlook the contribution made by the ordinary or regular sized man and to forget that there would be no 'better' or 'best' were it not for the original good from which 'better' or 'best' must start.
In an age which everything must be 'the most' and in a land where everything must be the biggest and the brightest or the newest in the Southern Hemisphere, it has become almost a cardinal sin to be ordinary or adequate. We tend almost to despise the ordinary person and merely regard him as the mythical average man in a volume of statistics on which we base our superlative conclusions.

We forget the ordinary person or we look down our noses at the mass of little cogs which make the 'big wheel' spin.

This is strange, because so many of us are only cogs and not 'big wheels' except in our own eyes. When we are finally cut down to size by death, our true leveller of mankind, few of us can expect to be included permanently in the list of those whom the world regard as great. Not many of us can look forward to a permanent niche in the ultimate 'Hall of Fame'.

In the somewhat artificial surroundings of the university world where many have a nodding or even 'first name' acquaintance with the brighter stars of the academic firmament, to be an ordinary person is just not sufficient. It is necessary, and I believe unfortunately necessary, to make one's mark on university society. It is necessary to be 'a coming man' and to have ambitions to reach the top rungs of the hierarchical academic ladder.

It is against this background that we must pay our tribute to Ralph Ghent.

He was not one of the first at Monash, he joined our society early in 1953, he wasn't, as are many of you, a 'founder member'. He came as many since, unheralded by a well worded press release and he came into a new environment.

Born in Canada some few years before the outbreak of the war and trained at Ontario Agricultural College in the post war period, he went as a graduate student to Cornell University, not the oldest American University but one well established with something over 10,000 students and a teaching staff of over twelve hundred. It was at Cornell, in 1961 that he gained his Doctorate. From there he went on to lecture at the University College of Pius XII in Basutoland before arriving in what must have seemed the strange atmosphere of Monash.

In coming to us he was not I believe seeking any personal fame or glory, not seeking the wherewithal that would carry him to a Chair in a newer and stranger atmosphere but seeking rather those conditions which would enable him to continue the research project to which he devoted all that had gone into his education and the degrees he held.

The field in which his research lay is beyond the definition of many of us present here, and it would only be presumptuous for me, a complete layman in such matters, to venture so far from my own ground. Nor is it necessary for me to comment, for Ralph Ghent came here not only to gain knowledge by research but to share his knowledge with others.

In fact he joined the corporate society of Monash University as an ordinary person, ready to be used by the society he had joined, ready to be interested in its workings, as is shown by his letters to our Student Papers. He came in much the same way as the rest of us came here. He came as an ordinary, adequate person - the ultimate foundation of the living University.

We all know that he had his difficulties, it would be stupid to pretend that he didn't, just as it is stupid now to harp on them. But we can all be thankful that in his difficulties he found friends in our community who were not only able but were willing to help him.
I don't say this as any compliment to his colleagues in his department, but as an illustration of the fact that Ralph Ghent, was like so many of us, an ordinary person who found ordinary friends on whom he could rely, in the same way as we hope that we can rely on the ordinary people we call our friends.

I, perhaps, know less about Ralph Ghent than do many of you here. I met him infrequently, never worked alongside him nor was ever taught by him. My knowledge of him is gleaned from official records and from conversation with those who know him personally. My slight contact with him started in the days when Chaplains were housed under the wing of Zoology.

All that I have discovered about Ralph Ghent makes me think that he was like most of us, an ordinary and an adequate individual who had slightly more than his share of bad luck. He was, to use the jargon of the Church, 'neither a great saint nor a great sinner'.

I would not have you think from what I have said that I extol mediocrity as a virtue nor that I consider Ralph Ghent as a mediocre person. Without being too platitudinous I would rather remind you how much the 'great' owe to the adequacy of those around them, of how much those 'that have left a name behind them to declare their praises' owe to 'those who have no memorial'.

Ralph Ghent may be one of those who have no memorial but inspite of this he has left his mark among us. For to all ordinary people, as well as to the 'great' is given the responsibility of affecting others.

In the University community perhaps more than any other, this is patent teaching, working, seeking and finding even the smallest part of the ultimate truth cannot remain an isolated event, for the humblest honest endeavour adds to the fund of knowledge and wisdom which it is the University's prime duty to increase and pass on to succeeding generations. All that is done in the University for the University becomes part of its life and being. However small or immature may be the individual's effort it is absorbed into and becomes part of the life and body of the University.

The niche that Ralph Ghent carved out for himself in our corporate body may have been small and obscure, but it was a niche in life itself. His effort thus becomes our effort, his work our work and his memorial though not specifically marked becomes part of the ongoing life of the University and indeed of all who share the privilege of working in it.

Though Menashe may stand primarily as a memorial to a great soldier and engineer, it stands too as a memorial to Ralph Ghent who carved for himself a small place in its structure.

And what tribute can we pay to one who was our colleague or teacher? Only that of guarding, cherishing and increasing the sum total of the truth to which he by his research and teaching endeavoured to add a little.

And as a token of our respect for his part in the continuing search for Truth I ask you to stand in silence - remembering Ralph Ghent and all those who have in his death felt bewilderment and sorrow.