The steady state — it's a "need no introduction" term which has entered our vocabulary to describe the period of little or no growth which is certain to confront Australian universities, including Monash, for some years to come.

We know for sure, following the Education Minister's recent announcement of the guidelines for the next triennium, that a steady state will be in force at least until 1982. And the assumptions necessary to generate expansion beyond that date appear to be rather unlikely.

After what has been described as the "halcyon years" of funding in the '60s and early '70s — the years of new academic vacancies, new buildings, new opportunities for staff promotion and the development of new research programs — Monash, like other universities, now faces a whole new ball game.

It is the problems of this new state, and suggested solutions, that several identities at Monash have been talking about in recent weeks.

The Vice-Chancellor, Professor R. L. Martin, recently addressed a Staff Association of Monash University seminar on the topic, "Futures for Monash University". An edited text of his address starts on page four.

And the Director of the Higher Education Advisory and Research Unit, Dr Terry Hore, has examined some of the problems of the "steady state" and the suggested solutions which have appeared in writings by academics, administrators and commentators, in the latest edition of Notes on Higher Education. A report on this article appears on page six of this issue.

On page seven, Dr Peter Darvall, president of the Staff Association of Monash University, poses some of the questions about the future he believes have been left unanswered.

In his address to staff, Professor Martin said there were several key problems facing a university in the steady state. Among these were how best to change its distribution of resources, provide promotional opportunities, continue to attract and retain younger staff of high ability and potential, and to encourage excellence of scholarship within a budget which remained constant in real terms from year to year.

Professor Martin said: "The solution to the problems will have to be found from within the University. The resources which we will have available for new initiatives will have to come from within our existing recurrent funds.

"To do this we will have to ensure that our budgetary procedures are effective, and that in all areas, budgets and expenditure are under constant review."

He said Monash's decentralised budgeting system stood it in good stead.

Professor Martin said that Monash was one of the more fortunate Australian universities and was in a strong position to withstand the pressures produced by reduced funding.

Unlike the newer universities it had achieved its carefully planned growth. Its planned building program on campus was close to completion and, unlike the other universities, it was free of the severe maintenance problems associated with antiquated buildings.

"We have an age distribution in our staff which should enable vigor and imagination in scholarship to be retained in spite of reduced funding," he said.

In his paper, "Crisis Management", Dr Hore predicts that with an uncom­

pathetic public and government, the tertiary sector can expect little growth over the next decade or two.

Dr Hore says this raises two major problems: lack of funds and lack of staff mobility in tertiary education.

Dr Hore says there is a complacency at Monash in relation to staff mobility with many staff members believing that there will be movement of staff out of Monash and other institutions by normal turnover, death and retire­

ment.

He examines statistics on these rates and concludes that there will be little impetus for mobility in any of the categories. Among the possible remedies he surveys are early retire­

ment, flexible ranking, protected positions and staff mobility in tertiary education.

"Or, instead of anticipating the future, creating the most preferable range of possible futures, will Monash learn from crisis to crisis?"
Floods a key to fossil search in Gippsland

The recent Gippsland floods — a source of joy to few — may just have the “special timing” for Monash geologists on the trail of remains of the world’s earliest recorded land vertebrates.

Footprints of the animal — which roamed the area in Upper Devonian times, 350 million years ago — were found in a rock in a remote gorge of the Genoa River in 1971. The rock had been uncovered by similarly extensive floods. It is hoped that the recent floods may have scoured the river course, revealing fossil remains.

The footprints were found by the late Norman Wakefield, biologist with the then Monash Teachers’ College, in 1972. A team, led by Mr. Wakefield and Professor Jim War­rell of zoology, recovered several rocks containing fossil trackways from the gorge, using a helicopter, and delivered them to the National Museum in Melbourne.

Since then the search has been on for fossil remains of the animal, thought to be very similar to the genus Ichthyostega, an animal intermediate between fish and amphibians which has been found previously only in Upper Devonian sediments in Greenland.

Searches over the last few years have proved that the Genoa River area is rich in fossils.

Fossils in exposed rock

An expedition last January by a Monash zoology team and a Melbourne University geology group found fossils in every type of exposed rock along the Genoa.

And the material identified were scales and bones of fish which lived at exactly the same time as the animal which made the footprints.

The January expedition found that the specific site where the footprints were discovered was covered by a sandbar.

The scientists are hoping now that the river may have been scoured and an identifiable remain — a skull bone or foot, for example — will be found.

The bid to positively identify the animal which made the tracks will be taken a step further in the coming months.

Casts of the skulls and foot of the Greenland animal it has been likened to, Ichthyostega, are being sent to Monash for a comparison study.

The samples, owned by the Danish Geological Museum but held in Stockholm, will be matched by the Monash team against the footprints to determine if the same animal could have made them.

It is believed that the animals which made the tracks ranged in length from about 12 to 15 inches. They were short of build, had broad blunt heads, thick tails about the same length as their thighs, and walked on four feet, each with at least three but possibly four or five toes.

Three Monash scientists will attend the 14th International Congress of Genetics in Moscow next month.

They are Professor Bruce Holloway, chairman of the department of Genetics, Dr. Vijit Krishnapillai, a senior lecturer in the department, and Dr. Brian Roberts, a senior lecturer in the department of Zoology.

More than 2000 delegates are expected to attend the conference, which will be held between August 30 and August 31.

Professor Holloway, who will speak in a symposium on the genetics of industrial micro-organisms, will also visit a number of other research institutions in Russia at the invitation of the USSR Academy of Sciences.

The invitation was extended by the director of the Institute of Biology and Physiology of Micro-organisms, USSR Academy of Sciences, Professor G. K. Skryabin.

During his stay in Russia, Professor Holloway will visit the institute at Pushchino-on-the-Oka, a two to three-hour drive from Moscow, and will also deliver a lecture at the Institute of Experimental Biology, USSR Academy of Medical Sciences, in Leningrad.

Later, Professor Holloway will attend the International Congress of Microbiology in Munich, and a meeting of the International Microbial Genetics Commission, of which he is secretary and a member of the three-man executive.

The Commission was formed by the International Association of Microbiological Societies, with a number of aims, including encouraging development and research and ensuring rapid dissemination of new and relevant knowledge about microbial genetics.

Dr. Krishnapillai will attend the Moscow congress under the auspices of the United Nations Environment Program.

Dr. Krishnapillai’s work on the genetics of plasmids and nitrogen fixation in plants has implications for crop production, particularly in developing countries, where the cost of artificial fertilisers is a drain on the economy.

At the congress, he will deliver a paper on transfer genes in plasmids. It will include a discussion of “jumping” genes which have the ability to transfer genetic information from chromosome to chromosome — believed to be an important factor in the transfer of resistance to anti-biotics in some bacteria.

Dr. Roberts will talk on the structure of polypeptide chromosome — unusually large chromosomes found in the foot of the common flesh fly, Sarcophaga bullata.

The chromosomes are known to exclude specific genes, and Dr. Robert’s research lies in attempting to understand their function.

According to Professor Holloway, the Moscow Congress will bring into focus the progress being made in such fields as the application of microbial genetics to industry.

“Micro-organisms are able to produce a number of useful products. We are seeking to develop production methods which can more efficiently synthesise these by-products.

“So far, Australia has not developed its own microbiological industries to any extent, except in brewing and the dairy industry.

“However, there are likely to be major developments in industrial applications because of the growing recognition that micro-organisms can produce useful by-products, like anti-biotics and proteins, cheaper and more efficiently than they can be made by conventional means.

“Over the next 25 years or so, Australia will be looking to expand its own microbiological industries. “But it must be remembered that there is a long lead time between what happens in the lab and when it is translated into an industrial process,” Professor Holloway said.

Defend universities, says Dean

Monash men for Moscow

Above: Professor Bruce Holloway (left) talks with Dr. Brian Roberts (centre) and Dr. Vijit Krishnapillai. Below: The foot of Sarcophaga bullata, the arrow points to the extremely large nuclear which contains the polypeptide chromosomes.
A Briton in Aust.
specialising in American politics

Given a judge or a politician to make important decisions affecting the community, American politics expert, Mr R. A. Maidment, would prefer the politician. That is why he finds the increasingly dominant role of the judiciary to be the most worrying feature of American politics in the last 20 to 30 years. It's not so much the substance of decisions made by the Supreme Court that Mr Maidment, visiting special lecturer in the Politics department at Monash, objects to, but rather the fact that it has implemented far reaching social change, touching the lives of all Americans, without recourse to legislation and the "democratic" process. He says most of the Court's decisions have been "benevolent" — those enforcing desegregation, housing, and electorates of equal size, for example — but they have nevertheless caused changes, and in some cases, are very difficult to reverse.

Mr Maidment has a broad perspective on the political scene — he is a Briton specialising in American politics, currently teaching in Australia. At home, he is a lecturer in the United Kingdom's largest American studies school at Keele University, Staffs. He is also a fellow of the largest American Studies research institute, the David Bruce Centre, which is based at Keele. At Monash this year Mr Maidment will teach the American politics course. He finds a certain excitement and "piquancy" in American politics which, say, British politics lack, "although events have become more interesting there since the Government lost its majority in the Commons." For his part, however, he is happy to live in Britain and make regular trips to Australia.

Blood Bank on campus now

Did you know that if 3,800 red blood cells were placed edge to edge, they would measure about one inch? Or that each red cell makes about 75 trips around the body in its 120-day lifespan?

These are some of the facts about blood, provided by the Red Cross Blood Bank, which is presently visiting the campus.

The Blood Bank established its mobile unit in the basement and ground floor of the Menzies Building on Monday, and will take donations of blood between 9.15 a.m. and 3.45 p.m.

The unit will be at Monash until Friday, July 14.

Meet two visitors...

A lawyer with a divine job

An English professor of law, whose interests in law range from child maltreatment to civil aviation, is currently a visiting academic at Monash. And Professor David McClean, of Sheffield University, has a more conservative temperament to fame, too. He points the Archbishops of the Church of England in the UK. Actually one of three lay members of a Church Commission which supplies two names of can. candidates for the office of Archbishop and Bishop to the Prime Minister for selection, and the Queen for final approval. He is also Vice-Chairman of the Church of England's Board of Social Responsibility.

This is Professor McClean's second visit to Monash. He was here for the teaching year 1968 and remembers taking over Professor David Derham's office space the day after he left Monash to become Vice-Chancellor at Melbourne University.

He readily accepted this second opportunity to come to Monash — "one of the reasons being that I expect to have my head down for the next three years as I take over the Deanship at Sheffield this October."

At Monash he will perform teaching duties and work on reviewing three books — one dealing with the conflict of laws, another on the legal context of social work, and the third on the conflict of laws. He will be on campus until September.

Leaving the UK, Professor McClean set on an official, independent inquiry which arose out of a child maltreatment case in Derbyshire. An injured baby had been taken from its mother by social workers two years ago, and after only 24 hours, the child was injured again and died of the wounds.

Mr McClean's job was to inquire into the actions of the medical and social work staff. He found that while there was a good system for spotting child abuse cases, having identified them, people were ill-informed about follow-up techniques and how the cases should be treated.

He recommended that welfare institutions should build into their structure specialist posts to deal with "baby battering" cases. After a period in which social workers tended to be "all rounders" there is now an emerging emphasis on such specialities, he believes.

Professor McClean says that in the UK there is a well accepted voluntary reporting system for child maltreatment. He has reservations about mandatory reporting systems, such as Tasmania has. He hopes to travel to Hobart to study that State's system in more detail, however.

He says: "My guess is that such legislation makes no difference at all because there is no way of policing it. If you speak to some people who do not want to report a case he simply won't diagnose an injury as having been caused by maltreatment."

Turning to his interest in civil aviation law ("and the legalistic small marriage") which he has remained unchanged for a long time, he says, "If you're hit by a lorry in Dandenong Road and receive injuries, depending on their nature, you may receive a hundred thousand dollars. If you received the same injuries in an air crash you may only get half a third of that amount."

He says that hijacking and the use of aircraft in acts of terrorism over the last few years have prompted a large body of new legislation. But the effectiveness of laws aimed at preventing hijacking is pinned white countries like Algeria refuse to accept them, he adds.

As Vice-Chairman of the Board for Social Responsibility, Professor McClean has added to public debate on some worrying contemporary issues. In recent years the Board has compiled reports on such topics as abortion, homosexuality, industrial democracy and Northern Ireland. Many reports have been submitted to the Church. He is modest, however, about the influence of such Church reports. "You might think of the popular influence of European countries," he says.

He believes, though, that UK Church reforms in 1969 would not have come about as soon as did had the Board's report on the issue been more conservative. He believes the same is true in regard to changes in the legal status of children born outside marriage.

When asked whether, on balance, the Board's reports have tended towards the conservative or liberal, Professor McClean replies that it depends on the observer's standpoint. "A lot of people in the Church of England consider them liberal, some outside the Churches consider them conservative through less conservative than they might have imagined, I suspect. Others find them outrageous—ly radical."

"I might say, though, that the Church of England is not, as has always been suggested, the Tory party at prayer."

In fact surveys have shown that as many people in the Churches vote Labor as Conservative, he adds.

Monash Reporter

July, 1978
The problems that lie ahead and what options are open

I value this opportunity to discuss some of the difficulties which seem to lie ahead and to consider some of the options which are open to us for dealing with them.

It is one thing to recognise and formulate a problem; it is quite another to identify the solution. However, this we must do if Monash is to maintain its distinguished record of scholarship at home and overseas.

We must prevent pessimism from intruding and prejudicing our efforts. It is always possible to stimulate innovation, even in the most unfavorable circumstances.

It has been pointed out elsewhere that:

"The real test of a new university comes after about 10 years, when it has invested a lot of intellec­
tual capital in courses and systems and no longer has the stimulus of rapid growth and fresh beginnings. Can it increase its rate of innovation and adaptation, despite having fewer resources with which to encourage the process? Can it do new things when it is very much easier to go on in established ways?" (The Vice-Chancellor, Prof. R.L. Martin)

Monash — past and present

Following its creation in 1960, this University enjoyed a decade and a half of rapid expansion. Seven faculties, 52 departments, and four centres were established. It was a period of economic buoyancy and sensibly conceived planning, which was made possible by the Australian Universities Commission's procedure for triennial funding. Universities were held in high regard by the Australian public and the strong demand for more student places reflected parental attitudes and the belief that a university degree was a passport to satisfying and more remunerative employment.

We were all able to enjoy the benefits of those halcyon years of expansion — new academic vacancies, new buildings, new opportunities for staff promotion and the development of new research programs. When the Whitlam Government decided that 1976 would be an intercalary year outside the normal triennial progression, many of us felt that this was one of those occasions to university expansion and development, occasioned by temporary economic difficulties. However, such optimism has been short-lived and it has become abundantly clear that a fundamental change has occurred. We have entered a quite new era in which there will be little dicea due to inflation.

However, the economic climate became decidedly chillier in 1978 and some new problems have emerged.

The implications for Monash

We still have to gaze into the crystal ball. The distribution of recurrent funds between individual universities and colleges will not be known until the TEC publishes volume 2 of its report. This is scheduled for August 31. If the government accepts its recommendations, as seems likely, we should know our fate in September. Incidentally, this timetable places us under immense pressure to formulate a budget for 1979, bearing in mind that the draft proposals must be considered by Professorial Board, Finance Committee and Council.

A return to the triennium will alleviate, at least, this aspect of the problem and provide an opportunity for rational planning. The guidelines assure us that the total allocation for universities and colleges for the triennium will be provided in firn amounts, on the assumption that the TEC will continue to plan building programs for some years in advance.

The new era

This new era will test to the full our capacity to adjust. The years 1976 and 1977 have not been so bad, especially as the cost to the University of both savings and non-salary items was fully supplemented by the Government for movements in the base indices due to inflation.

By the Vice-Chancellor
Prof. R.L. Martin

What then, are the real problems?

Monash — past and present

What then, are the real problems which are facing Monash University, especially if we are to avoid what a recent article in the Times Higher Educational Supplement referred to as "Management by Crisis"? I will do no more in this brief survey, than allude to some areas which will need to be carefully evaluated in the coming months.

1. FLEXIBILITY IN ACADEMIC STAFFING IN THE STEADY STATE

This is, of course, a problem of great complexity involving the detailed analysis of staffing structures within universities. The AVCC has commissioned an independent study by Dr R. Myers, former Vice-Chancellor of La Trobe University, to carry out a detailed investigation which it is hoped will be completed by October. We have had some preliminary discussions with the PAUSA executive and this study should be an invaluable guide to universities for long-range planning.

Monash as the only young, but fully established university, has, not unexpectedly, some features in the age distribution of its full-time teaching and research staff which you may find interesting.

Out of 672 lecturer and above positions, as at April, 1977:

- Only 16 were aged below 30.
- Only 12 were aged over 60.
- Only 52 were aged over 54.
- The remaining 590 were aged between 30 and 54.

To obtain a comparison with other universities, nationally, 67 per cent of all full-time staff are aged between 30 and 49; the corresponding Monash figure is 72 per cent. Clearly, we can expect that the resilience and enthusiasm of this age cohort will be maintained for many years ahead.

On the other hand, retirements due to age are an
I will simply mention some of them by name since most will be familiar to you in their detail:

1. Encouragement of early retirements.
2. Encouragement of interchange or secondment of staff between universities, government organizations, and other institutional bodies, both within Australia or overseas.
3. To arrange substantial inducement for department to leave unfilled posts that fall vacant casually.
4. To encourage part-time employment possibilities for senior staff not yet at retirement age.

More Draconian measures might involve a freeze on all staff vacancies, all promotions, all increments and the introduction of fixed-term appointments for all staff. Clearly, the key problems facing a university in the 'stationary state' are how best to change its distribution of resources, provide promotional opportunities, continue to attract and retain younger staff of high ability and potential, and to encourage excellence of scholarship within a budget which remains constant in real terms from year to year.

The solution to the problem will have to be found from within the University. The resources which we will have available are those which have to come from within our existing recurrent funds. To do this, we will have to ensure that our budgetary procedures are efficient, and that in all areas, budgets and expenditure are under constant review.

At Monash we occupy a unique position in Australia in that our Finance Department has developed a computer on-line enquiry system for accounting which enables budgetary units to obtain information on request, which is no more than a day or two old.

In 1973, the University of Southampton found itself faced with an undesirable deficit situation and undertook an immediate examination of financial allocation procedures to ensure that the best use was made of resources available. A decision was taken to move from a centralised to a decentralised budgetary system with the decentralised unit being a faculty, or faculty group. These procedures are apparently working well, and Southampton was one of the few British universities to remain in balance in 1974-75.

As members of staff here will know, this University has adopted a decentralised mode of budgeting with the faculties being the major budgetary units. Coupled with this is a power of virement which enables the faculties to determine internally how best to distribute financial resources between the respective needs of the departments. I believe that this system of devolution is serving Monash well and would recommend it for examination in significantly in the present "steady state" situation.

It has been pointed out recently that one fundamental objective of the V.C.'s recent letter was to place in the University government which has grown up in the United Kingdom is that academic matters, both in teaching and research, are left to be decided upon by academics, and are thus insulated against any new ideas which might come from those who are in other occupations. As a result, the inflow of thought which might stimulate innovation and adaptation is restricted.

At Monash, lay-members of Council are encouraged to participate in committees dealing with buildings, finance and staffing. I believe that they can also contribute a great deal by assisting with the long-range planning problems of the University. To this end, earlier this year, I invited Council to set up a Planning Committee comprising three of the lay-members of Council and myself. They will be giving their attention to many of the problems of concern and will at a later stage report to the University Committee of the Professorial Board in advising the University on a number of policy matters.

It now appears that the whole of the University, campus and staff, will have to stand still, and perhaps even to retreat a little, if it wishes to maintain what more conservative elements would regard as the status quo.

Alternatively, we must move forward and willingly embrace all the ambiguity of a more popular educational system and a mass and growing one.

Before the declining birthrate, continuing inflation and balance of payment deficits, it was possible to combine the two and maintain a system that remained committed to top-up, and that has enjoyed the material benefits of mass expansion.

The policy decisions ahead in some ways are implicit in the following statement made by Clark Kerr (former President of the University of California): "A university anywhere can aim no higher than to be as British as possible for the sake of the under-privileged, as German as possible for the sake of the graduates and research personnel, as American as possible for the sake of the public at large — and as French as possible for the sake of the preservation of the whole uneasy balance".

2. A TOP-HEAVY STAFFING STRUCTURE

Compared with other Australian universities, only Deakin and Adelaide have a higher percentage of senior lecturers than Monash, as a percentage of total staff. Of 865 full-time teaching and research staff in 1977, 33.4 per cent were senior lecturers, compared with the average of all other universities of 28.6 per cent.

If the occupancy levels of all grades of staff at Monash matches the national average, a saving of nearly $400,000 would be involved.

Although a change in the present distribution cannot be brought about quickly, the direction in which we should be moving over a longer period of time, is clear. Since the staffing structure is top-heavy, we should be aiming to make appointments at junior, rather than senior levels.

3. LOSS OF JUNIOR STAFF

In the situation where economies of budget are required, the groups of staff which are most vulnerable are tutors and senior tutors. It is at this end of the staff structure that savings due to attrition are most likely to occur. If one looks at the numbers of senior tutors and tutors from the annual statistics return to the Universities Council, the numbers fluctuate considerably in the years 1975-1978. However, in 1977 and 1978, the number in this category, 186, shows about a 10 per cent reduction below the figure of about 205 occurring in 1974 and 1976. Because of the other pressures to teach and research being made by tutors, it is important to minimise any further erosion in this area.

What are some of the options which might be taken by universities to alleviate difficulties of the kind which I've just outlined?
Lack of funds, staff mobility twin future problems: Dr Hore

With an unsympathetic public and government, the tertiary education sector can expect little support over the next decade or two, according to the Director of the Higher Education Advisory and Research Unit at Monash, Dr Terry Hore. In a direct attack on the two problems — lack of funds and lack of staff mobility — Dr Hore makes his comments in an article titled "H.E.A.R.U. (Higher Education Advisory and Research Unit) publication. Note."

He says that, even without supporting innovations, the cost of maintaining tertiary institutions increases annually, through inflation and incremental "creep".

More than 85 per cent of the cost of running a university is taken up by salaries. Thus, he predicts a majority of decisions forced by a lack of funds will involve finding money from the salary budget.

"This will directly affect some staff positions," he says.

Possible effects on staff positions

Among the possible effects are a freeze on all staff vacancies, a freeze on all promotions, a freeze on increases, encouragement of leave without pay, an increase in staff contact hours, abolition or reduction of study leave entitlement, the termination of tenures and periodic review for all staff and the reduction of fees.

Dr Hore says: "All have been mentioned in the literature from overseas, a few have been discussed in Australia; for example, the on-going investigation into vacancies, 8 increments. encouragement of leave without pay. an increase in the workloads on staff..."

Dr Hore says that for many institutions or faculties the problem will be one of maintaining the level of tenure with a periodic review for all staff and the reduction of fees.

The remedies proposed

This is what he says about some of the remedies:

- **Early Retirement**

  As one book put it one needs to "precipitate migration", and as we have seen "normal" retirement will not do. So we need to consider the possibility of early retirement — an estate which one writer called "pedagogicide". One can see that retirement at 56 years of age would have a major effect but would it be an attractive proposition for academic staff? The problem appears to be the drop in the level of income the staff member will accept or alternatively, how does the university find the money to buy up policies or provide the "golden handshakes" which may be involved. The recent move by the University of Melbourne to consider an internal superannuation fund and the withdrawal from the scheme presently run by insurance companies may provide a solution.

- **Fractional Appointments**

  Perhaps the most attractive portable option is to move from a full position to a fractional appointment. Apart from the obvious taxation benefits, and the obvious problems on the one hand, it may be possible to sweeten a fractional appointment with an increase in status — personal chairs with all the titles and privileges of "senior readers" who are insulated from all duties other than research.

- **Retrenchment**

  In times of expansion one has never considered that university staffs would ever be faced by the prospect of retrenchment. If mentioned in conversation it would always be countered by some comment about the security of tenure. But in the October, 1977, Newsletter of the Federation of Australian University Staff Associations an article appeared entitled "You may think you have tenure — but have you?" The article indicated that out of the 19 Australian universities only six had tenure in the "true" sense, and that the assumption of a "permanent appointment" was not tenable because of "a voluntary retirement — subject to dismissal only in cases of ill-health, gross misconduct or dereliction of duty".

  Dr Hore asks: "Is Monash University ready with plans for the future?"

  "Has it established a group to look into the future like the University of Queensland's group of futurologists which has been charged with the task of convincing the Federal Government of the future's needs?"

  "Or, instead of anticipating the future and creating the most preferable from a range of possible futures, will Monash lunch from crisis to crisis?"

  "Perhaps the recently established Council Planning Committee will accept the task when it can untangle itself from the demands for submissions from the Tertiary Education Commission."

Present promotions

"It's the time of year again when heads of departments are being invited to make recommendations on promotions."

While there is no magic formula for success over the next decade or two, according to the Director of the Higher Education Advisory and Research Unit has information on a "dossier" which may be of assistance to candidates.

Mind you, there's nothing sinister about this dossier — it relates to a growing trend towards the dossier which is currently being considered by the Canadian Association of University Teachers.

The Director of HEARU, Dr T. Hore, says: "The staff handbook (section 4.1.1) states that consideration should be given to such matters as teaching, research and administrative ability.

"In many cases the candidate who wishes to build a case around effective teaching has some difficulty in receiving credits because the subject is about teaching performance and effectiveness is often scanty and hence the "assessment of competence" in teaching is made on incomplete or inadequate data.

"While there is no simple way of evaluating teaching effectiveness it is felt that candidates who wish to have their teaching abilities could benefit by providing the promotion committee with a teaching dossier including the summaries of their teaching activities and provides a format for answering questions of "effectiveness".

Anyone wanting a copy of a three-page description of the "teaching dossier" should contact Dr Hore on ext. 3389 or 3270.

July 1978
Peter Darvall, SAMU President, urges: ‘We must not shelve the unanswered questions’.

The golden era of Australian university expansion is over and we academics are a beleaguered lot. The pressure of work has been mounting for years and the following Partridge report and State legislation for a Post-Secondary Education Commission, the Tertiary Education Bill of the government, and the visit to Monash of the Universities Council, and the recently announced cuts in tertiary education funding, should we be pessimistic? Nor! It’s all relative (for those of us with jobs, that is).

Academics like to be loved, or at least left alone to do their work, and we are shocked to find that we are about as popular as public servants, and that any irresponsible journalist can elicit a furious response from the public by “assuming” our “racket.” Why should we be surprised?

A large fraction of the public have had no contact with tertiary education, let alone research. And few of us are good at selling ourselves. Daily we make great efforts to be objective about our research and teaching; to make them sound as erudite and pointless as possible. And daily our great achievements pass unnoticed.

However, we have had plenty of practice in recent years in selling ourselves in an expanding academic market. Some of the more meteoric types have had to be in their own words “marketed and marketed” almost full time. Now that the “steady state” is here, and we regard ourselves as “incremental creeps,” or “publish or perish,” less time is needed to be sold. We are finally precipitously ahead, and have more time to take a keener interest in our teaching and in “crossing across the university and into the community.”

But we have to attend to some adjustment problems on campus first. The response to our new social sciences program has been unexpectedly not improved, so we weren’t prepared for it, and should have been. (One example springs immediately to mind: that of a former Dean who a few short years ago pressed powerfully for the expansion of his faculty, and who now — employed elsewhere — is in no hurry to return.)

But in transition we must avoid the terrible depths of academic politicalizing and resources warfare that we have sought to avoid.

The Vice Chancellor, Professor Martin, addressed a seminar organised by SAMU on “Futures for Monash University” recently. Some of his themes were:

- The necessity to develop our capacity to plan and adjust.
- The problem of flexibility in academic staffing.
- The difficulty of providing promotional opportunities within a top-heavy staffing structure.
- The importance of attracting and retaining younger staff.

The need to share hardships equitably.

Some of the more meteoric types have been concerned that they have been exploited. That has been attempted by Staff Branch is on early retirement, and during its preparation the inadequacy of the superannuation “A” scheme has become even more obvious. Why did we not beat Melbourne University to be the first to move to a managed scheme?

- Red Cross Mobile Blood Bank

11:14: RED CROSS MOBILE BLOOD BANK

10:00: MIG...- STUDI8S~: "The MONASH REPORTER

A large fraction of the public have had no contact for COUI'IIS It.artina: mid-July in the Theatre Company. Nightly at 5.16 p.m.

Party concerts available.

will be visitina: Monash University. AnI Pottery. weaving • • pinning, stained BI.... 1Jfe practical sewing. macrame, batik

Saturday... l"lllirieo’.

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JULY DIARY

JULY: PLAY — David Williams’ translation of "Mousetrap" by Agatha Christie. Monash University Theatre Company. Nightly at 5.15 p.m. (Thursday 26 July matinees at 2.30 p.m. and 7.15 p.m.) Admission: adults $2.50, students $2.00. Ticket sales to aid the Student Welfare Club. For further details contact R. O. Proctor, 2102.

14-15 RED CROSS MOBILE BLOOD BANK will be visiting Monash University. Arts Assembly Room 8.15 a.m. - 3.45 p.m. Donations can be made at the Union bar.

15: PUPPETS — "The Diddie G" presented by the Mariboonie Theatre of Australia. In two sessions nightly from 7.15 p.m. on July 8, 9, 10. Admission: adults $2.00, children $1.00. (Except July 8, 9, 10. Also 9 p.m. performances on July 7, 8, 12. Theatre Admission: school and undergraduate parties $5.00, public $7.00. No bookings, only at the door. First come, first served.)


15: MIGRANT STUDIES SEMINARS — The Department of Adult Education’s Migrant Studies Unit, has arranged four seminars for the next two months. The next of these is the "Recruitment and Orientation of Foreign Workers," on Monday, July 21, in the University Union, 2.30 p.m. Admission: $2.00. Proceeds to the Welfare Fund for Vietnamese Staff.

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AN IMAGINATIVE, COHESIVE 'LEAR'

When the Alexander Theatre engaged Peter Oyston to produce David Williamson's 'translation' of 'King Lear,' it was not uncharacteristically, taking a great risk.

Its only protection was that Williamson is the most successful of Australian contemporary playwrights, with a remarkable gift for dialogue, and Oyston the director whose productions of Waiting for Godot and The Cherry Orchard are remembered by Alexander Theatre audiences as outstanding.

Why 'translate' Shakespeare? Because, says Williamson, 'Elizabethan English is to us today virtually a foreign language ... it is virtually impossible to claim that one main aim of theatre — direct communication with an audience in its own language — is any longer possible in a Shakespearean production.'

The fact remains that for many of us the most memorable Shakespearean productions are those in which the action moves fast, with a minimum of director's gimmicks, and the words are spoken by actors who combine an ear for verse with an ability to extract the utmost of dramatic force from the text. And in Lear, with all the plays, there are many lines in which communication with the audience could not be more direct ('Nothing can come on nothing. Speak again!'); or in which the language is simple, but rich in an imagery and ascending the immediate context, as when Kent says, over the dying Lear:

'Why is this hollowness? Why is this woe? He hates him. That would upon the rack of this rough world Stretched out longer.'

Yet there are many other passages containing words which have since changed their meaning or a syntax so involved that it is beyond the power of the most skilful actor to communicate effectively with an audience unfamiliar with the text.

Williamson has kept to the established division of acts and scenes, or if any, whole speeches longer than a line or so are omitted. In reducing the speeches themselves he has retained something of the proportion and some of the imagery. But one of the main characteristics of Williamson Australian idiom is understatement, and the consequent diminution of passion and failure to dwell on the emotional content will be regarded by many as an irreparable loss. Others will feel that a gain in immediate communication has been achieved and is an adequate compensation.

Undoubtedly Oyston's production is still essentially Shakespeare's Lear in its swiftly-moving plot, its clear delineation of character, and its intense portrayal of human failings, in which loyalty and devotion are powerless against the forces of ingratitude, suspicion, cruelty and finally madness, and understanding comes too late.

The production has a well balanced cast, with no marked weaknesses, and makes full use of a simple and impressive setting. The opening scenes of the first night performance were marred by nervousness, partly no doubt, partly due to last minute changes caused by the illness of David Pryce, cast as Albany.

Given the nature of Williamson's version it was unfortunate that some lines were thrown away. But the pace did not slacken and by the second half the cast had regained its confidence.

Reg Evans, as Lear, began as a petulant rather than a majestic king, but as the play developed, succeeded in meeting the tremendous demands of the part. Throughout he was ably supported by Joe Bolza, as the Fool, and by Robbie McGregor, as Edgar.

Taken as a whole the production is cohesive and imaginative, without frills. But it is essentially an experiment which must be judged on its appeal beyond a first night audience. If it gets the support it deserves it will have a long run, but not perhaps long enough to be seen by Williamson on his return to Melbourne in September. Which is a pity.

Deja vu all the way through

The scandal aroused by David Williamson's play, currently running at the Alexander Theatre, is at present only a ripple but could become a tidal wave.

As has long been whispered, the work was initially offered as an original play only after producer Peter Oyston had been working with it for some weeks that he found David Williamson had plagiarised it from an old book in the Diamond Creek Mechanics Institute Library.

By sheer bad luck, he had chosen a play, King Lear, which is still read by literary antiquarians. The Alexander Theatre management, having made a heavy investment in the production, felt obliged to announce that Williamson had been asked to prepare a version of the play in modern English, but that is just a face-saving fib. Now sensational new evidence suggests that Williamson's entire output has been produced in the same way — only after borrowing obscure old plays in contemporary Australian.

Keen-eyed workers at the Diamond Creek Mechanics Institute Library have been able to identify the volumes they had on loan during the composition of his best-known works.

It was quickly established that Dejanet, his most famous play, and the basis of a successful Australian film, had been adapted almost word for word from an obscure Restoration play called The Tunbridge Election or The Wandering Wife.

This is a riotous melange of drinking and angling set against the background of the election of 1678, the outcomes of which are announced in the course of the play by the town crier. The principal characters, Lord and Lady Donabury, are Whigs who mock two of their guests for being Tories; however the host is on the other foot when the Tories are victorious. The closeness with which Williamson has followed his model is shown by the following sample:

Evan. I am going to hammer you boy.
COOLEY. Keep your hands off me. I wouldn't like to be in your shoes if you catch me. I'll sue you for assault.

Evan. I'll smash your teeth in.
DON. He's a densit.

(Don's Party, p.68)

COCKLEY. Dar'st thou affront me? As I am an attorney I've 'ta thee into Westminster Hall on an action of Battery. Pox on the Judge.

EBENEZER. Faith — and as I am a Barber Surgeon, I'll pluck thy hairs forth by one and rzip oppa thy Guta. Ads regit.

(Tunbridge Election, p.69)

Further research has also revealed: that Williamson's play about life in an Engineering department of a tertiary college, The Department, is adapted from a medieval miracle play, The Building of the Ark. In the original, Noah and his assistants meet to discuss the problem of the Ark's being overdue noticet. But the piece did not slacken and by the second half the cast had regained its confidence.

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An investigative report from a special correspondent at our historic desk. Lorah D. Vota.

Despite accusations of plagiarism, Williamson intends to continue with his 'adaptations.'

A close friend has explained his position to Reporter:

'The only reason the Melbourne Theatre Company put on Shakespeare is because they don't have to pay royalties. They'll do any old rubbish to save a few bucks.

'We see this as an industrial matter denying our playwrights their livelihood. We're lobbying the government to have our plays protected against unfair competition just like any other important industry.'

'The idea is that every play over 50 old years will have to be rewritten in completely different words by one of our own boys.'

The PLAY: 'King Lear,' at the Alexander Theatre now. Mon., Tues., Weds, at 8.15 p.m. Thurs, Fri, Sat, at 8 p.m.

THE REVIEWER is Emeritus Professor G. R. Manton, former Deern of Arts at Monash. Before being appointed Dean in 1968 he was for 17 years Professor of Classics at Otago University.

MONASH REPORTER

The next issue of Monash Reporter — a special Open Day issue — will be published in the first week of August.

Copy deadline is Wednesday, July 19.

Contributions (letters, articles, photos) and suggestions should be addressed to the information officer, ground floor, University Offices.