A soaring new (old) exhibit for foyer

The specimen is an exact replica of a "new" Academy of Sciences, Warsaw. Dr Pat Rice, lecturer in Earth Sciences, says it will be a useful teaching aid in palaeontology subjects offered in Zoology and Earth Sciences.

It is on extended loan to Monash's department of Earth Sciences from the National Museum of Victoria.

Dr Pat Rice, lecturer in Earth Sciences, says it will be a useful teaching aid in palaeontology subjects offered in both Zoology and Earth Sciences.

The exhibition, opened today (June 3) by Member of the Legislative Council, Mr Evan Walker, is on in the Visual Arts gallery on the seventh floor of the Menzies building.

The exhibition consists of 46 drawings, 10 prints and 27 linocuts executed between 1939 and 1975, and all belonging to the artist. Noel Counihan is acknowledged as the most important exponent of social realism in Australian art.

From this cast, Museum preparator Mike Traxner reconstructed the specimen now on show at Monash. Our photograph shows Brent Hall and Peter Stewkles, both preparators from the Museum, reassembling the skeleton in the Mathematics foyer. Examining the bird-like feet is graduate student Chris Patterson, who is working on a Masters thesis in Zoology. The subject of his study is emus, both fossil and recent. Photograph: Rick Crompton

A celebrated artist's hands hold this cap and Monash honorary degree. Whose? P. B. Plus a few family affairs at a recent graduation.

Graduations

The faculty of Science is proposing to offer refresher or retraining courses for graduates in science.

The proposal follows discussions within the faculty on a commitment to the ongoing education of science graduates (not only from Monash University) other than those formally engaged in postgraduate work.

As Faculty Secretary, Mr Richard Osborn, says: "The faculty believes that there must be many people who graduated in Science some years ago who would like an opportunity to update their knowledge, particularly in relation to a desire to take up employment in a science-based industry, or to move from one course of science specialisation to another."

Among the types of graduate the faculty believes may be interested in such courses are the following:

- Women graduates who have just finished some years devoted to rearing a family and who now would like to brush up their knowledge in science with a view to entering some position of employment.
- Graduates who are school teachers but who now wish that they knew enough physics, say, to teach that subject rather than Biology, say, which they now teach - teachers who are in a situation of oversupply on the market at the moment.
- Graduates who have kept up an interest in or who use their special subject but who know now that their own knowledge is far out of touch with modern developments in the subject.

The faculty is not proposing a set retraining or refresher course. Rather, after full discussion with the graduate, a study program tailored to meet the student's needs will be drawn up, it has been proposed.

Says Mr Osborn: "In most cases we believe that the student would need to enrol for a selected group of units in subjects, ranging from first to fourth year work."

"We would hope to be flexible. For example, some students may wish to do the practical work of a particular subject without the theory or vice versa."

Other students, he says, might be best served by a suggested program of "guided reading" with arrangements for a member of staff to discuss a student's progress from time to time.

Mr Osborn emphasises that "individual need" determined allocation and admission but never inclusion with a member of staff is the key to answering questions prospective graduate students may ask, such as: Will there be practical work? Will there be examinations?

On the question of qualifications at the end of the studies, Mr Osborn says: "The faculty's view is, first, that most people would be doing further studies for personal fulfilment or to upgrade their earlier qualification for employment purposes, and, second, that a variety of ad hoc studies cannot readily be cast into the formal mould of any regulated course.

"Hence, we do not propose to attend to these studies by the granting of any degree or diploma. However, the faculty would be ready to issue a formal statement such as a "Certificate of Studies Completed". This certificate would indicate the duration of the course of studies and list whatever deficiency in formal subjects had been completed in the various disciplines of science as named."

Mr Osborn points out that there would be no student tuition fee but that students would be obliged to pay the Union fee ($148 for a full-time course, $92 for 40 to 75 per cent of a full-time course, $64 for less than 40 per cent). Payment of the fee entitles the student to use a wide range of University services.

The graduate, as an enrolled student, would be also entitled to use full Library facilities.

Starting date

On a starting date for studies, Mr Osborn says that for any course which involved following part or all of a standard undergraduate subject, the student would have to follow the University timetable, with lectures beginning in March.

"For other courses, such as a guided reading program, the course of studies and list whatever deficiency in formal subjects had been completed in the various disciplines of science as named." The faculty's view is, first, that most people would be doing further studies for personal fulfilment or to upgrade their earlier qualification for employment purposes, and, second, that a variety of ad hoc studies cannot readily be cast into the formal mould of any regulated course.

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Employer visits job oriented

The Careers and Appointments Service's employer interview program on campus gets into full swing this term.

The program is one of the main ways in which the Service helps final year students in their bid to gain employment on graduation.

More than 80 organisations have been lined up to visit Monash this year. A list of the organisations and dates is available from the Careers and Appointments Service, on the first floor of the Union.

Careers counsellor, Janice Joosse, predicts that competition among employers for the "best" students will be keen, particularly in accountancy and some fields of engineering.

The "best" student to the employer, Mrs Joosse explains, is not always the one with the most impressive academic results.

"A positive, well-prepared approach to a job interview can often offset middle-of-the-road results," she says.

Already chartered accountants and some engineering employers have conducted interviews at Monash. Mrs Joosse expects that some of these firms will return later in the year when the precise number of their vacancies for next year is known.

Eight job offers

One final year EOCPS student has received no fewer than eight job offers as a result of the early round of interviews.

Mrs Joosse says that the nature of the employers' visit to campus has changed markedly in the last few years.

"Once they came here to give information about themselves. Students usually attended 'interviews' in groups and were told how to apply officially after they had completed their courses," she says.

"More recently they have been interviewing for specific jobs. Quite often it is the first leg in the recruitment process with one or even two office interviews or a 'test to follow.'"

Mrs Joosse points out that the public service, however, still conducts an interview but she suggests that a "good impression" made by a student on its representatives during a campus visit can be of later value.

She says that a growing number of firms are realising the value of campus interviewing and notes that law firms seeking articled clerks have been added to that list recently.

Employer help

"The Careers and Appointments Service has an emphasis, in helping students find employment, but the employers have realised that in doing that they have helped students," she says.

"We can provide the physical facilities for an interview, line up the students, even help the employers clarify their ideas on the type of graduate they are looking for."

"And, where there has been no previous contact, we can introduce them to members of the academic staff teaching in the field - or, if we fail in that, to members of the academic staff."

Mrs Joosse says that one of the important tasks the Careers and Appointments Service performs is that, increasingly now in second term, is to open students' minds to the range of job alternatives available.

"Some students take a negative approach," she says. "There are Arts students, for example, who think that the only avenues open to them are teaching or clerical work. In fact, there is a much wider range of alternatives."

"And it may be worthwhile for them to seek interviews with firms they are not particularly interested in, just to gain experience in the job interview situation and practise their skills."

Counselling

Information on career alternatives and interview skills can be obtained from individual sessions with counsellors or from reading back issues of the Service's publication Careers Weekly or other publications in its Careers Library. A copy of the Graduate Careers Council of Australia publication Graduate Outlook, which lists some 1000 vacancies available, is free to final year students.

Mrs Joosse says that Careers and Appointments provides continuing assistance to students on graduation in their search for a job.

She says that employers have started to use the Service for interviews with graduates for existing vacancies. Graduates interested in the list also receive a copy of "Careers Weekly" which includes a digest of positions available for graduates.

MONASH REPORTER

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Ex-residents -- heed the call of the Halls!

For those former students who lived in Halls of Residence during their time at Monash (and have fond memories of the experience) -- an organisation exists to keep you in touch.

It is the Monash University Halls of Residence Association which organises social functions for members and publishes a newsletter four times a year.

As an advance date for the diary, this year's big social event will be a dinner dance to be held, in conjunction with the Association's annual general meeting, on July 26 in the Deakin Hall dining room.

Bookings for the function close on July 16. The cost per head is $16.50 which includes meal and wine.

A bus band will provide the entertainment.

For tickets, or inquiries about the Association, contact the Association's Registrar, D. Miles, 27 Deschamps Crescent, Rowville.

June 1980

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CBA gives Fellowship support

It was smiles all around last week when Mr Doug Lonsdon, Victorian state manager of the Commercial Bank of Australia, handed over a cheque for $20,000 to Dr Allan Yen, of Botany, principal researcher for the CBA-Monash Postdoctoral Fellowship established last year.

The project being funded is a joint Botany-Zoology study of insect-plant interaction -- work, which, among other things, is expected to yield valuable information in the area of crop production.

Dr Yen is a graduate of Monash University, and is currently at the University of California, Berkeley.

The cheque represented the second $20,000 grant by the bank to support research under the CBA-Monash Postdoctoral Fellowship established last year.

The project being funded is a joint Botany-Zoology study of insect-plant interaction -- work, which, among other things, is expected to yield valuable information in the area of crop production.

Dr Allan Yen, of Botany, is the principal researcher.

Our picture shows, from left: Mr Doug Lonsdon, regional manager, CBA; Mr Ern Crichton, manager, Monash Branch, CBA; Mr Lonsdon; Professor Martin; Dr Yen.

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Members of the Universities' Council paid a two-day visit to Monash early last month.

The party consisted of: Professor D. N. P. Dunbar (chairman), Mr R. R. Chambers, Professor P. J. Fensham, Professor H. G. Gelber, Professor J. J. Kramer, Dr F. P. S. Lang, Mr J. McG. McIntyre and Mr B. W. Rowland, QC. They were accompanied by a secretariat comprising Mr R. M. Gillett, Mr B. P. Barling and Mrs E. Vizard.

The Council met members of the University for talks and inspections related to Monash's submission for the 1982-84 triennium.

Discussion in the opening session focused on the main thrust of the submission and related matters including research and research training, equipment, superannuation and student residences. Also under discussion during the two days were areas of special strength and the implications of reduced recurrent expenditure.

During their stay Council members met in separate sessions with representatives of the Education and Medicine faculties, the Library and Computer Centre, the Union Board and Sports and Recreation Association, members of the Staff Association of Monash University and the General Staff Association, and student members.

They inspected sites requiring major renovations, in the University's opinion, and toured the new Arts and Crafts Centre, the Engineering faculty, the Physiology building, the Microbiology building under construction and the Monash Legal Service.

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MONASH REPORTER
Isn't it a picture?

For the past nine years, by far the greater proportion of photographs published in Monash Reporter have been the work of a gentle unassuming French Mauritian named Herve Alleaume.

Herve's principal employment was as a technical officer in the department of Geography, but he made himself readily available to many other parts of the University which appreciated his skill with the camera.

Last week Herve left for greener pastures, but as a parting gesture he took the photos on this page specially for Reporter. They show that, in the hands of a skilled and dedicated photographer, even the Humanities building can take on a new beauty.

They show, too, just how much the University's grounds staff have contributed to the pleasantness of our surroundings.

ABOVE: The pond in Forum area with Menzies building behind.

TOP RIGHT: The Lindsay Clark Window, Robert Blackwood Hall.

RIGHT: The Law faculty with Menzies building behind.

BELOW: The Main Library.

LEFT: Courtyard, Medical faculty.
"Prospectoscope"
Melbourne could be described as the "multilingual capital" of Australia, Associate Professor Michael Clyne, of the department of German, told the Sociology section at ANZAAS.

According to the 1976 Census, he said, 20.7 per cent of Melbourne's population, including 7.1 per cent of those born here, claimed that they regularly used a community language other than English. This compared with 12.3 per cent and 4.2 per cent (locally born) for the Australian population as a whole.

A State-by-State breakdown of Census figures, excluding those for the Northern Territory, showed that Victoria had the highest percentage of users of a language other than English with 16.7 per cent. Victoria was followed by the ACT (13.7 per cent), South Australia (13.1 per cent), NSW (12.2 per cent), Queensland (9.9 per cent) and Tasmania (4 per cent).

The Northern Territory topped the list, at 23.4 per cent of the population claiming the use of a second language. But this high percentage was due to the number of speakers of Aboriginal languages, Dr Clyne said.

"The State variations partly correspond to differences in the number of non-English-speaking migrants, which is low in Queensland and Tasmania," he said.

"However, the language maintenance rate in the second generation in NSW (only 3.3 per cent, compared with 5.5 per cent in Victoria and South Australia, 5.9 per cent in Western Australia, and 4.6 per cent in the ACT) seems disproportionately low."

The chances of two or more languages other than English being used by the Australian-born are not very great, he said.

"Among the overseas-born, 9.7 per cent are "bilingual" and 1.2 per cent "multilingual".

"In Melbourne, 6.4 per cent of Australian-born regularly use two languages and 0.4 per cent three or more languages.

"The problem of education does not lie in curriculum design as such, but in its application to society's vision of an educated man," Dr Terry Hore, director of Monash University's Higher Education Advisory and Research Unit, told the recent ANZAAS Congress.

Dr Hore, who presented a paper entitled "Visions of the Educated Man", said each major cultural period in the Western experience could be characterized by an "ideal type" who might be considered that era's concept of the educated man.

This ideal type not only personified the values of that time but the training and education he had been given reflected the current needs.

Educational problems today, he said, appear to be related, not to the present, but to the future -- to our inability to determine what sort of society we want.

"Almost daily we see evidence of not one but two conflicting visions of the future Australia," he said. "The two sides could be labelled the "technocratic optimists" and the "scientifc pessimists".

"The technocratic optimists, used to expansion and growth which they perceive as limitless, believe that this growth will continue. They assume never-ending material prosperity just as they assume never-failing global resources."
Human genetics and law

In several sections of his paper Professor Weeramantry voiced this concern about the commercial exploitation of new technologies in genetic engineering. There was a high commercial value attaching to the field of genetic research, he said, and large industrial corporations which provided the funds for the research could be expected to keep its commercial benefits and defy guidelines which public authorities may issue. He warned that new legal mechanisms would be required to deal with the problem.

Throughout his paper Professor Weeramantry gave the example of Professor Weagantage and public interest could be at serious conflict.

"Some of the substances created by DNA experimentation are of such use in the treatment or prevention of disease. The interferons which are being produced by these processes are powerful immuno-modulators and their commercial value will be enormous," he said.

"When produced on a commercial scale there will be a danger that for, used indiscriminately, they can create resistance on the part of the microorganisms they are meant to control. There is a very real danger that unless their use is legally regulated they may be indiscriminately sold, as penicillin tended to be included in all manner of products for general consumption such as throat lozenges."

Multinational stranglehold

He continued: "There are serious portents for the future that can be drawn from another field of genetic research. "The evolution of new strains of grain which produce miracle yields has led many poorer countries to substitute this seed material for their traditional seed stock."

"These miracle strains yield several times the crop of the traditional strains but are weak in propagating themselves and keep losing their productivity unless the seed stock is constantly replenished from the source of supply — invariably a multinational corporation."

"The pattern of dependence on these corporations increases; the result is a problem of international legal and political proportions, for many third world countries will be wholly dependent on the good fortune of a multinational corporation to keep them in production."

"At present there were six sperm banks in the country, half operating on public funds and half privately, but not profit-making.

He said, however, that there would be no legal impediment to a private, profit-making organisation starting operation. Professional guidelines might be insufficient to meet such a situation and legislation could be needed, he said.

"As present the sperm banks function on the basis of complete privacy in regard to donor and donee. The donee will not know the source from which the sperm was obtained, though elaborate information regarding the donor's physical data and medical history would be available to the bank.

"If this activity should fall into private hands the greatest vigilance and regulations might be necessary to ensure that the standards that now depend on medical and scientific integrity.""In his paper Professor Weeramantry looked at areas of concern, noting the effects of wrongful birth — which could be expected to be applied in cases concerned with genetic engineering.

The concept had gained acceptance in the US and would become increasingly important in other legal systems in the years ahead, he said. It was formulated in 1964 in a case unconnected with genetic experimentation — one which involved illegitimacy.

He said: "While refusing relief in the case before it, the court formulated some later happenings as genetic malformation resulting from radiation, sperm banks, cloning and chemical interference with foetal formation and suggested that in such instances an action for wrongful life should lie."

"The idea underlying this concept is that a person did not choose to be born, but if born he has a right to be born without basic defects. If he is born with basic defects which were preventible by the exercise of due care on the part of those responsible for his birth, or which were directly caused by their negligence, he would have a cause of action for wrongful birth — for being born into a life of misery which could have been avoided if the persons concerned had not been negligent."

Professor Weeramantry continued: "These new types of tort are probably a judicial reflection of the growing recognition of the right to health as a human right which should not be corrupted in the human rights field at many international conferences. Although the tort of pre-natal negligence is now recognized, the tort of wrongful birth has yet to be established."

The right of parents to sue physicians and others for unwanted births when operations for sterilisation have been unsuccessful are also other aspects of the new torts that are arising.

"It is useful also in the context of wrongful birth, for States to give some consideration to their obligations towards children born seriously defective. Where there is a real danger that unless their use is legally regulated they may be indiscriminately sold, as penicillin tends to be included in all manner of products for general consumption such as throat lozenges."

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Apartheid:

If other nations were prepared, not merely to talk, but to act, they could quickly bring the "vicious, immoral, retrogressive" system of apartheid in South Africa to an end.

The President of the ACTU, Mr Bob Hawke, said this in launching Professor C. G. Weeramantry's new book Apartheid: The closing phases last month.

Professor Weeramantry, Sir Hayden Starkie Professor of Law at Monash and a former Supreme Court judge in Sri Lanka, wrote the 300-page book after a two-month visit to South Africa in August-September, 1979.

Throughout the book, the author's passionate rejection of the horrors of apartheid crested and overflowed with passionate attacks on the system — remarkably — with an absence of vitriol. There was also an unexpected sense of urgency intermingled with a faint sense of hope that

confrontation... to the problem.

Mr Hawke.
Consultation urged on new technology's introduction

The establishment of a joint-union-employer consultative committee to help resolve industrial problems that could arise from the implementation of optical scanning in the Australian retail food trade was urged by Dr Russell Lansbury at the ANZAAS Congress.

Such a committee would not replace existing mechanisms for resolving industrial relations problems, he said, but it could help to prevent some minor issues becoming the basis for major disputes.

Dr Lansbury, senior lecturer in Administration in the Monash Faculty of Economics and Politics, was presenting a paper: "New Technology and Industrial Relations in the Retail Grocery Industry: Some Lessons for Australia from International Experience."

His paper analysed the experience of employers and unions involved with the introduction of scanning, especially in the US retail grocery industry, and examined its implications for Australia in the area of employment and industrial relations.

The basic elements of the scanning checkout system, he said, were a "product look-up" for labelling products and the use of a "laser scanner" to read the code on the products as they passed the checkout stand.

"The Universal Product Code, which was developed in the United States, provides a standardized method for identifying products uniquely according to the name of the manufacturer and product characteristics," he said.

"The product code consists of machine-readable symbols which are printed on the labels of packages of consumer goods.

"The checkout operator draws the labelled package across the path of the scanner which interprets the code. The scanner transmits this information to a computer which identifies the product and communicates the price and item description to the checkout terminal.

"The shopper receives a detailed receipt showing the items which have been purchased and their respective prices. This information is also stored within the memory of the computer and may be accessed by store management as required."

As well as helping to resolve industrial problems, he said, a joint consultative committee involving employers and unions could underwrite research into aspects of the new technology and "monitor the effects of changes which are introduced, even on a trial basis".

Discussions

The committee on scanning would not make decisions which necessarily bound employers or unions in the retail grocery industry to certain actions, he said. But it could help to provide the framework upon which discussions at the industry or enterprise level would be based.

Some of the important issues which had arisen in North America and Western Europe as a result of the introduction of optical scanning, he said, were the level of employment, changes in the nature and design of jobs, quality of work life, physical working conditions, need for training and retraining schemes, hours of work, retirement policies, redundancy provisions, relocation of employees within or outside the industry.

"Some of the experience of overseas countries in these fields would be relevant to the Australian situation and a joint union-management approach to their consideration would be most appropriate," he said.

Dr Lansbury cited the experience of the US Giant Food Incorporated, which at the enterprise level had established a joint working party on scanning as a result of conflict in relation to overtime.

"Although the Giant initiative was not without difficulties, the subsequent implementation of scanning was due to a more conciliatory approach taken by all sides," he said.

He stressed that scanning was only one of a wide range of important technological changes which were being introduced into the retail industry in recent years. And, as an extension of certain retailing trends, it seemed probable that one of the next developments might be a link between the computer systems in stores and banks.

If this were done, money could be automatically transferred by the customer by merely authorising the initial transaction.

The impact of technological change, such as this, could be positive for employees, employers, unions and the community, he said, if all parties were involved in planning and implementation.

The establishment of consultative processes would not mean that all conflicts of interest would disappear. But they should facilitate better negotiating procedures whereby unnecessary conflicts were resolved.

"Employers need to acknowledge that the traditional concept of managerial rights and prerogatives is changing. The work of employees, unions and employers is changing," he said.

"The role of trade unions is also changing from one of simply vetoing the actions of management to one which involves greater involvement and response for decisions taken at both the enterprise and industry levels."

"Commission captured?"

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"Commission captured?"

An econometric model presented to the Adelaide ANZAAS Congress by Dr Allan Fels, a senior lecturer in Economics at Monash, and Dr Tran Van Hoss, a fellow in the Faculty of Economics and Politics, points to the "overriding importance of minimum award rates on wage inflation in Australia."

It gives tentative support also for the view that the size of Arbitration Commission wage awards is determined by strikes, suggesting that there may be some substance in the theory that trade unions have "captured" the Arbitration Commission process.

Their model is based on the application of recently developed "minicapture time series tests of causality" to Australian wage, price, minimum wage award, labour demand and strike variables for 1953-76.

The strike variable, in their model, is measured by working days lost; labour demand, by the ratio of actual to potential output.

The Fels-Tran model suggests that:

- The size of Arbitration Commission awards is determined by strikes which occur in periods preceding Commission decisions.
- Money wages are determined solely by lagged minimum award rates.
- Strikes are, in the Fels-Tran model, largely unaffected by economic variables.
- The finding that strikes are exogenous is somewhat provisional as the strike equation may be incompletely specified, they say.
- But some of the more likely determinants of strikes — the level of economic activity (as indicated by the demand for labour) and the rates of change of prices, nominal wages and minimum award wages — appear to have no significant influence.

According to Dr Fels and Dr Tran, strikes can be viewed somewhat differently in Australia from other countries.

They say that strikes here are, to a significant extent, designed as a threat to arbitration. They are likely to influence minimum award decisions and through this channel money wages.

In addition, the successful performance of the Australian Commission's primary function as specified in the Australian Constitution — "the prevention and settlement of industrial disputes" — tends to be judged by strike incidence.

They say: "It seems reasonable to suggest that the size of wage awards was positively related to strike incidence over most of the period studied. This would accord with a trade union capture theory of Arbitration Commission regulation."

Dr Fels and Dr Tran point out that the results are based on approximate significance testing and it has not yet been established "how robust the model is with respect to different lag structures."

Even so, they say, a statistically efficient causality model of money wages and minimum award rates has been obtained, which can serve as "a preliminary or pivoted model for further work" incorporating a wider range of variables and investigating the possibility of structural change in the relationships."
Award is brush with ‘real life’

Painters, like poets, composers and sculptors, stood outside society, leading Australian artist, Fred Williams, told a recent Monash graduation ceremony audience.

"Nevertheless, as artists grow older, they find themselves wondering what it would be like to be connected to something society believes to be real," Dr Williams said.

That was why, he explained, the awarding of an honorary degree to him by Monash had an "added significance".

He was awarded an honorary Doctor of Laws degree.

Dr Williams said that it was rare for a university to honor a practising artist in such a way, even though many universities had departments of visual art.

He said that, of his Australian colleagues, he knew of only Lloyd Rees and Sidney Nolan in New South Wales who had received honorary degrees, and Leonard French on whom Monash had conferred such an honor.

He said: "Perhaps this is because, compared with the departments of literature, those of the visual arts are a novelty. But it could have, I think, something to do with the lack of contact between practising artists and academic art historians. This is probably because an artist's contribution is based on value judgments only time can confirm. The risk is great.

He continued: "When it comes to the relation to the rest of society, the situation is even more complicated.

"It is a commonplace that poets, composers, painters and sculptors, who all produce work which is not actually needed, stand outside society. They all know that the poll results published periodically in the press, listing the relative esteem in which the various occupations are held by the public, will not include their own professions."

"For those of us whose days are spent making paintings the public attitude never ceases to cause uneasiness. We know that while it is assumed that the writer's product is thought, that of the painter is supposedly entirely pre-occupied with the expression of subjective feelings."

"In the company of men of affairs we get the impression that, since we are presumed to deal exclusively with emotion, our views of the real world must be irrelevant. Painting is not a serious business."

"Yet another complication in the painter's case is that, as opposed to the writer, the painter produces an object, one that can be used as a saleable commodity. When, eventually, he has achieved some kind of celebrity, he becomes aware that his picture has also become an investment."

"Yet artists have no right to complain about this — it has existed for a very long time — and they are well aware that there is no greater luck than to spend their time doing work in which their interest is total."

"The conferring of an honorary degree on Fred Williams by Monash late last month coincided with the opening of his first art exhibition in London."

"Of the two events this afternoon's ceremony terrified me a lot more," Dr Williams said after the graduation.

The London exhibition follows ones in Italy, America and France.

Several of Dr Williams' works are in the Monash art collection, including his Landscape with Green Cloud and the portrait of the University's first Vice-Chancellor, Sir Louis Matheson.

His art is also represented in Melbourne University's collection.

Most recently he painted the portrait of the retired Herald professor of fine art, Dr Joseph Burke.

Dr Williams' work is represented in all Australian State collections, the Museum of Modern Art in New York and the Victoria and Albert Museum in London.

He has served on the Commonwealth Art Advisory Board, the Visual Arts Board of the Australian National Gallery and its Council.

Distinguished identities from the art world who attended the graduation ceremony included artist John Brae, director of the Australian National Gallery, James Mollison, and Sydney art gallery owner, Rudy Koman.

Stephen Murray-Smith of Melbourne University's Education faculty was also a guest.

At the same ceremony Mrs Williams' sister, Christina Hill, graduated with a Bachelor of Arts degree with first class honours in English and History. Their parents were in the audience.

A hat (or cap and gown) trick

HAPPY FAMILY No.1: Artist Fred Williams receives the warm congratulations of his wife Lyn and daughters G. by f. Isobel, Louise and Kate.

HAPPY FAMILY No.2: Three members of the Scott family were on stage at once during the May Arts graduation ceremony. The Deputy Vice-Chancellor, Professor W. A. G. Scott, was in the academic procession; son Tim received his Bachelor of Arts with first class honors in English degree; and wife Margaret played the new organ in Robert Blackwood Hall. For yearsMrs Scott, who holds a Bachelor of Music degree, has played the piano at graduation ceremonies. It was her first public performance on the organ.

Flexibility key asset in today's organisations

Contemporary organisations needed people who could specifically sense and adapt to changing features in the environment, a Monash professor of administration told an Economics and Politics graduation audience recently.

Professor A. K. Collins said that the need for flexibility and the ability to meet a variety of new problems called for refined diagnostic and decision-making skills. Both these skills could be improved with practice.

In his occasional address, Professor Collins listed six general findings from research into the factors involved in the development of people in organisations.

"The findings all emphasise the active nature of the development process," he said.

"Development is something you do; it is not something that others do to you. The findings also offer reassurance to those who may fear that being an effective organisation member means becoming an organisation man in the worst sense of the term."

The research findings — "They may seem commonplace and obvious but in practice they are still more often violated and ignored than acknowledged and followed" were:

- The development process is a highly individual matter.
- The individual is unique. It follows that organisations cannot develop people by canned over-standardised methods," Professor Collins said.
- Every man's development in an organisation is self-development. "The motivation, the desire, the effort, the obligation and the responsibility for development lies with the man himself." "The development of people cannot usefully be based on any set of ideal or specified personality characteristics or traits."
- "The attempt to identify the personality characteristics of the successful executive or professional officer and then to set about developing people to this prototype is seductively appealing."
- "Many, if not most, organisations have indeed tried to follow this course only to find, to their dismay, that all they have achieved is conformity, uniformity and eventually organisational failure."
- "The strength of organisation lies not in conformity where everyone thinks alike but in cooperation which, in recognising differences, seeks to harness individual talents and insights. Organisations have therefore found it far more effective to concentrate on the work people do than on personality characteristics."
- "A man's development is very largely the result of his experience in his day-to-day work."
- "Many studies have shown that formal training courses, job rotation plans and so on are of relatively minor importance in developing people. The direct daily experience a man gets in his job is so much more important."
- "Primary emphasis must be on development in the present assignment rather than emphasis on promotion."
- "If undue emphasis is placed on the promotion ladder there is a danger that everyone begins to feel that he must devote most of his attention to looking ahead to his next job and not to getting his present work done."
- "Decentralisation of decision-making is a prime instrument of development."
- "There are nowadays many aids to decision-making but no one can really develop judgment and learn how to make good decisions except by actual making decisions. Organisation structure therefore is an important and inherent part of the development process as it opens or limits the field for decision making."

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And a rare Doctor ‘double’

Last month’s Arts graduation ceremony was marked by a rare ‘double’ — the conferring of PhD degrees on a husband and wife.

The recipients were Leslie Brien and Malaysian-born Wan Ahmad Zawawi bin Ibrahim. Dr Zawawi — or Wan, as he is better known — qualified for his degree in 1978, but decided to wait, until Leslie completed her thesis last year so that they could accept their awards together.

Both gained their degrees in the department of Anthropology and Sociology. Leslie’s thesis was entitled: “Class, sex and ethnic stratification in West Melanesia, with particular reference to women in the professions”; and Wan’s: “A Malay proletarian: the emergence of class relations on a Malaysian plantation.”

Leslie works as a senior tutor in Anthropology and Sociology; Wan, formerly a senior tutor, still teaches part-time in the department while he rewrites his thesis for publication as a monograph.

Engineering plans counselling ‘specials’

A symposium on careers in engineering is being organised by the Monash Engineering faculty for secondary school careers teachers on Tuesday, July 29.

The symposium is one of two special information-giving exercises which the faculty is organising. The other is a vitally important that young men and women are advised about these career information-giving exercises which the “It will be appreciated that it is highly-trained engineers and other following the forum there will be a move toward flexibility in education, Mr Kouris says that at least one day, primarily aimed at the stu­

Exploring anthropology

A series of eight public lectures titled “Explanation and Understanding in Anthropology” will be held at Monash starting this week.

The lectures, which are being organised by the Arts faculty, will consider theoretical and methodological issues in anthropology either directly or in a discussion of empirical questions.

All lectures will be held in Rotunda theatre R2 on Thursdays from 5.30 to 7 p.m.

The program is:
June 5, Dr R. D. Bowden (La Trobe University): Maori Cannibalism: A Struc­

June 12, Professor Frank Cloft: University of Essex): Explanation Without 

June 19, Professor G. M. Denlig (University of Melbourne): Anthropology: Discourse: Boundaries in Systematic Knowledge.

July 3, Dr Malcolm Crick (Deakin University): Scope, Short-sightedness and Humbug in Anthropology.

July 10, Dr Kenneth Maddock (Macquarie University): Explanation and Understanding in Legal Anthropology: Walbiri Land Claims in Central Australia.

July 17, Dr D. B. Miller (Monash): French Structuralism, Indian Peasants and Understanding Australian Humanities.

Mr Kouris suggests that students in various arts and crafts courses offered by the Arts and Crafts Centre for 13 years.

The Centre marks an exciting direction within the Australian tertiary education scene, says Mr Paul Kouris, Activities Publicity Officer.

It is seen as an important step in the move toward flexibility in education, he says.

Mr Kouris says that at least one Monash faculty has realised the Centre’s potential for use in its teaching programs and in the chilly possibilities, after only one group of students from the Education faculty completed the Centre’s pottery course for credit points. The course was treated as a ‘prac’.

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Hypnotherapy lifts the Blues

Monash Blues Football Club recently sought specialist assistance in an attempt to end a four game losing sequence. The man they turned to was Mr Lee Saxon who addressed a meeting of about 60 players and club officials in the Sports and Recreation Centre recently.

Mr Saxon is federal secretary of the Australian Hypnotherapists Association and a special coach and motivational consultant at Collingwood Football Club. He has also played League football in Western Australia and Queensland.

He lectured on and demonstrated several aspects of sports psychology, self-motivation and the role of hypnotherapy in sport.

Monash Football Club committee member Stephen Giles filed the following report on Mr Saxon’s visit:

Mr Saxon said that the goal of hypnotherapy in sport was to increase a person’s positive mental attitude in a realistic manner consistent with his own personality.

He argued that an individual’s performance, whether on the football field or in everyday life, was restricted because his opinion of his own ability, his “self image”, was not an accurate reflection of his actual ability. Rather, he was a severe underestimation of it.

Consequently, Mr Saxon said, an individual with the appropriate mental attitude could exceed what he believed were his capabilities.

He added that he believed hypnotherapy was an “appropriate vehicle” to achieve this desired mental state.

He put his argument to the test with the assistance of Monash wingman Nick Tunbridge who underwent a threshold of pain test after hypnosis.

Mr Saxon emphasised that the key to the success of hypnotherapy or any other motivational aid was positive thinking — being confident of success and indifferent to failure rather than being afraid of failing.

He also said that it was important for a player to know his own weaknesses.

“Sport is beating yourself,” he said.

“To beat yourself you must beat your own weaknesses.”

Mr Saxon asked players to constructively criticise the performance of the player beside them. He said it was important to actually “practice” weak areas.

He suggested that players should set realistic short and long term goals for themselves.

Gentlemen in search of a leader

(As an historical sidelight, the first staff father and student son combination to play for Monash was Doug and Michael Ellis. Ken Ward’s son, Paul, is now an undergraduate so a clash of family interests could be looming.)

Now here’s the exciting part. Doug has invited any members of staff who aspire to the dizzy heights of cricket to come and work on their mental edge.

Galaxy of talent

Says Doug of last season’s match: “Unfortunately, opposing teams did not seem unduly overawed by this galaxy of talent, nor did they show any obvious respect for their longevity, with the result that the sixth XI did not feature in the final series.

“This was regarded as a blessing by most members of the team, however, with the result that the season was some ten matches too long anyway.”

The team, which includes undergraduate, postgraduate, graduate and staff members, is, it is claimed, lacking nothing academic and administrative talent. Playing for them are three professors — Ron Brown (Chemistry), Richard Snape (Economics), Ian Polmear (Materials Engineering) — and Mrs Marly Sullivan and Laurie Ingvarson (education) and John Parrott (BHP research). The “administrative superstructure” is provided by Paddy Skelly (Finance) and Doug.

Incorporate to avoid legal problems

The failure of sporting bodies to “incorporate” — become recognised as legal entities — had created major problems.

Monash professor of Law, Professor Robert Baxt, said this in the opening paper at a recent national conference on Sports and the Law. The conference was organised by the Law faculty, the Monash Sports and Recreation Association and the State Department of Youth, Sport and Recreation.

Professor Baxt said that sporting bodies in Victoria and New South Wales did not have the opportunity to incorporate under specific legislation for associations such as had been passed in some other Australian States.

They could, however, seek incorporation under existing legislation, such as companies legislation.

“This is costly, time consuming and, in my view, inappropriate,” Professor Baxt said.

Professor Baxt and research assistant Sally Sievers are currently reviewing the situation for the Victorian Chief Justice’s Law Reform Commission and have examined the legislation of other States and overseas.

Major difficulties

Professor Baxt outlined a few of the major difficulties that had arisen for sporting bodies by their failure to incorporate.

He said that a sporting association not incorporated under specific legislation could not hold property in its own name. This could create significant contracting problems.

Where a player or person associated with such a body wished to sue it alleging breach of contract, say, the absence of incorporation would nearly always be fatal for his case, he said.

“Sometimes the courts have found a way around the difficulties that arise but by and large the player or the organiser is left with no remedy against the association and must seek remedies against individuals,” he said.

This meant that committee and executive members of associations could find themselves personally liable unless very careful attention was paid to the detail of how they committed themselves in the affairs of the association.

MONASH REPORTER

Lea Saxon (left) discusses the positive approach to winning with Monash Blues Football Club members, Stephen Giles (Centre) and Nick Rodger, being afraid of failing. He also said that it was important for a player to know his own weaknesses.

“Sport is beating yourself,” he said. “To beat yourself you must beat your own weaknesses.”

Mr Saxon asked players to constructively criticise the performance of the player beside them. He said it was important to actually “practice” weak areas.

He suggested that players should set realistic short and long term goals for themselves.
Silence of Inner Voices a powerful moment of theatre

TAKING UP Leonard Radic's challenge to present a recent play by Australian playwright, Louis Nowra, Peter Fitzpatrick and Modern Drama students from the department of English at SGOI's Theatre Uplift's production of Inner Voices in the Silence of an inner voice. Throughout the theatre becoming a comforting production. The audience is required to supply the imaginative conceptual links "so that they can perceive things anew or question their own reality..."

It was obvious that part of the audience attending the play was prepared for this type of work. A shock opening - sudden noise and the imbecile Bag! - the audienceittered nervously, appalled inappropriately and seemed greaty insensitive to the statements of both Nowra and Fitzpatrick's production were making. This, I believe, was not due to any basic fault in the production which was, fortunately, strong enough to resist this distraction.

According to the "set" in 18th century Russia and purportedly "about the autistic Ivan's total inner voice," the audience is required to supply the imaginative conceptual links "so that the audience can perceive things anew or question their own reality..."

A potential danger with Inner Voices, use of creative层出不穷 "cataphasia, which is a formal word for the irrational way of expressing one's inner voice," is "a powerful moment of theatre philosophical - within a quasi-mystical atmosphere, but the reality and geography of the action is limited by Ivan's mind. Here, Ivan becomes victim to the clamor of outside voices and received ideas."

In the play's final scene, he is no longer able to exile his inner voice, a changing cakaphasia, which assails one's senses before it reaches screeching silence - a powerful moment of theatre. A potential danger with Inner Voices is the temptation to pitch the play's tone at too sombre a level so that it becomes drearily meaningful, and of course, tedious.

Instead, Fitzpatrick chose to exploit Nowra's humor and Neil Shepard's Mirovich - a wonderfully grotesque glutton who suffocates on his own greed - gave the play a comic counterpoint. The interaction between this character and the dangerous and vulnerable Ivan (played by Rick Mitchell) which one was the real fool? created a delicate tension which hovered between tragedy and burlesque, a shifting balance which the audience sometimes missed.

V ov the fool? bodies - particularly amateur ones - incorporated.

Automatic incorporation of any body set up for a defined purpose has been suggested. This, however, did not cover the internal disputes that may arise.

He said that a "less explosive solution" may be to change the rules of court to facilitate ease of litigation. This may be either through the availability of administrative law, the imposition of controls on anti-competitive behaviour through trade practices legislation or other legal actions.

Singers wishing to participate in the presentation of this often quoted but barely performed piece of music should contact the Choral Society on 82 9730.

The commitment required is one evening a week - Tuesdays at 7 p.m. Rehearsals will be held on the eighth floor, south wing, of the Menzies building.

No previous experience in choral work is required and transport home after rehearsals (provided that "home" isn't Geelong or beyond) can be arranged.

Commonwealth Scholarship and Fellowship Plan, Medical and senior Medical fellowships available to teachers in medical disciplines for research from three to 12 months in the United Kingdom. Applications for the latter can be made at any time, for the former by 14 July or December 8 at the Graduate Scholarships Office.

Humboldt Fellowships Tenable for two years in any field, in Germany. Ph.D. graduates not over 40 years of age may apply. The stipend, family allowances, applications can be made at any time.

SPORTS LEGAL PROBLEMS

Professor Baxt said that significant problems arose too when players wished to move from one club to another.

"The restraint of trade and trade practices problems that arise in this area again flow from the fact that we may have more than one body against which an action may be brought," he said.

There were similar problems in the area of disciplinary measures. "Can a player be suspended, expelled or in other ways reprimanded by the association?" Professor Baxt asked.

He said there had been a number of recent cases involving the rights of racing clubs to deal with persons who had not "obeyed" the club rules. The resulting litigation had been expensive, lengthy and complex.

Again, problems arose when outsiders attempted to deal with the sporting body which was not incorporated.

"Who do they sue if they supply goods which have not been paid for? Would they be injured in any way? The result of activities conducted by persons who represent the sporting body," he said.

Professor Baxt said that even if legislation were available there could be problems in ensuring that sporting bodies - particularly amateur ones - incorporated.

Automatic incorporation of any body set up for a defined purpose had been suggested. This, however, did not cover the internal disputes that may arise.

He said that a "less explosive solution" may be to change the rules of court to facilitate ease of litigation. This may be either through the availability of administrative law, the imposition of controls on anti-competitive behaviour through trade practices legislation or other legal actions.

Voices sought for Salzburg Mass

The Monash University Choral Society is currently seeking new voices for its second term project - the Salzburg Mass. The Monash University Choral Society is currently seeking new voices for its second term project - the Salzburg Mass.

The Mass, in 53 parts, will be performed in St. Paul's Cathedral on July 25 in association with Ars Nova and the St. Cecilia Singers of Ballarat. Bevan Levision will conduct.

The work, reputedly written by Benevoli in 1628, involves two eight voice choirs, six separate groups of woodwind and strings and continuo parts.

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Important dates

The Registrar advises the following important dates for students in June:

15: Commonwealth Scholarship and Fellowship applications close.
16: Queen's birthday holiday.
21: Closing date for applications for higher degrees - faculty of education.
22: First half-year ends for B.Juris. and M.Juris.
26: Second term ends for Medicine V.
28: Applications open for entry to Bachelor of Social Science, Bachelor of Science, Bachelor of Information Technology.
30: Mid-year break begins for B.Juris. and LL.B.

June 1980
The first recital will be given by Harold Fabricant tomorrow (June 4) at 1.15 p.m. The programs will feature a wide variety of organ music and in a number of concerts contrast will be provided by baroque and contemporary chamber music.

New compositions for organ by Mark Rankin and Jacqueline Clark will be given their first performances on June 18 and 25.

The concert schedule is:
June 11: Douglas Lawrence, organist.
June 18, Merrowy Deacon and organist, Bruce Steele; June 25, Mark Rankin; July 2, Telemano Trio with baroque organ - Douglas Lawrence, organist (baroque); Graeme Evans, (cello); Claudia Nell (cello); July 9, Organ and String Trio with works by Wohlfahrt, Isaac and Schonberg program arranged by John McQueary; July 16, Roderick Junior, organist.

All concerts start at 1.15 p.m.