Call for 'new blood' among academics

Monash administrators are looking at a 'new blood' scheme which could regulate the wildly fluctuating retirement patterns of academic staff.

About half the professorial staff will retire in the next 10 years, in a flood of senior vacancies which will coincide with similar vacancies at other universities, bringing strong competition for the best candidates.

This flood of vacancies follows many years of decreasing staff mobility, with few opportunities in the junior academic ranks and a very high number of senior lecturers at the top of their scale.

Predictions from the Higher Education Advisory and Research Unit show that unless forward planning begins now, the same pattern of famine-flood vacancies will continue to occur.

The Deputy Vice-Chancellor (Staff), Professor Mal Logan, says a new blood scheme is a "genuinely new idea" and opportunities.

But, he says, it is important that tenure should not be extended beyond its present level. Other moves which might help free up the system include expansion of the early retirement scheme, greater movement of staff between industry, government and the University, and increased numbers of graduate students who would work in project groups involving senior and junior staff.

The Registrar, Mr Tony Pritchard, says Professor Muntz's proposed new blood scheme is "an overall ageing of the Monash staff" presents some problems - and opportunities.

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The Deputy Vice-Chancellor (Staff), Professor Mal Logan, says a new blood scheme proposed by the Dean of Science, Professor Bill Muntz on the British model, has interesting possibilities.

This scheme provides for the appointment of additional junior staff in advance of senior retirements, with an initial extra salary bill and later savings.

Professor Logan will be studying such a scheme in action next month when he visits universities in the United Kingdom.

He believes the "overall ageing of the Monash staff" presents some problems - and opportunities.

But, he says, it is important that tenure should not be extended beyond its present level. Other moves which might help free up the system include expansion of the early retirement scheme, greater movement of staff between industry, government and the University, and increased numbers of graduate students who would work in project groups involving senior and junior staff.

The Registrar, Mr Tony Pritchard, says Professor Muntz's proposed new blood scheme is "a genuinely new idea" and opportunities.

"A Faculty of Education is also getting worried about ageing staff, and the age gap between staff and students is growing throughout the University. There will be a large turn-out within the next 10 years, as staff retire, and we must plan our future policies now," he said.

In a submission to the committee of deans, Professor Muntz said: "Although there appears no chance of a government-funded new blood scheme being introduced in Australia, as it has in the United Kingdom, it should be possible for individual universities to introduce their own schemes."

"We could start to appoint junior staff now even though total staff numbers would rise above those justified on staff/student ratios.

"This would be funded out of salary savings and by 'mortgaging' the cost against the salary savings we know will occur at an accelerating rate after 1990.

"Taking the staff situation that actually exists in the Science faculty, it can be shown that two or three appointments per year at the junior level (one of the bottom four points of the lecturer scale) could be made, starting this year, at no increase to the total salary bill."

"Staff numbers would rise by between six and 10 people, and would return to current numbers by about 1991. If the academic salary cost of the faculty were allowed to rise by an amount equal to about five junior lecturer salaries for three to four years, at least three appointments a year would be possible at a junior level," Professor Muntz said.

"Simply to go on as we are doing at present is going to result in continuing problems of age structure in the future, and almost certainly a worsening in the quality of academic staff."

"There is a very marked 'bulge' in the age distribution between 40 and 60 at the present time."

"This age distribution has adverse effects on the contact between staff and students, which benefits from the different form such relationships take when senior and junior staff are involved," he said.

"If we continue the present policy of replacing people who retire with junior staff, as from 1990 we will start to generate a new 'bulge' at the bottom of the age distribution."

"By 2000 the present bulge will have been replaced by an equivalent bulge aged between 40 and 25."

"Assuming other universities have similar age distributions, they will also be looking for large numbers of new staff at this time, and it will be difficult to get candidates of high caliber," Professor Muntz said.

See story page 2.
Staff morale ‘a cause for concern’

The latest report on academic staff flow shows the situation has deteriorated markedly since a study was done in 1977 on staff mobility.

The report, prepared by Dr Terry Hore and Dr Leo West of the Higher Education Advisory and Research Unit, at the request of Professor Logan, shows numbers of staff in junior ranks have continued to decrease and the very high numbers of senior lecturers at the top of their scale have grown.

“One might be concerned about the morale, commitment and productivity of these large numbers of senior lecturers,” Dr Hore said.

“Only 86 of them will reach retirement age in the following decade.

“When they all disappear after the year 2000, they need to be replaced so a fixed proportion will retire in each five-year period.

“Ideally, retirement patterns at all levels should be rectangular, with the same proportion of each rank retiring in each period.”

Staff morale ‘a cause for concern’

A politics student doing a PhD in the Centre for Southeast Asian Studies has won the Caltex Woman Graduate in Australia Award for 1985.

Linda Reid, 22, an Arts honors graduate from the University of Tasmania, enrolled at Monash this year to do her doctorate in Islamic politics.

She won the Caltex national title from a field of State winners including Jan Adams, an Economics graduate from Monash, who represented Victoria.

The $44,000 scholarship will allow Linda to study in the United States for two years.

“I am now planning to change to a Masters degree, to be completed before August next year, and will do a PhD at Cornell University in New York State,” she said.

A Monash graduate, Vivian Burden, won the Caltex national scholarship in 1983.

Dr Raymond Wright, who graduated PhD from Monash last year, is the 1986 winner of Melbourne University’s Hargisson-Higinbotham Research Scholarship, awarded to the best Australian thesis in the areas of history, economics, politics, administration, government and sociology.

The prize was also awarded to a Monash candidate last year.

Dr Marilyn Lake, now a member of the University Council, was co-winner for her thesis titled ‘The limits of hope: Soldier settlement in Victoria 1915-1938.

Dr Wright’s thesis, in historical geography, Space and the public interest. Crown land reservation in Victoria 1836-84, was done under the supervision of Dr Joe Powell, Reader in Geography.

Other winners of the Hargisson-Higinbotham prize include Professor Sol Encel, Mr Geoffrey Blainey and Mr Justice Sir John Barry.

John Hick, technical officer in the department of Mechanical Engineering, has been declared the outstanding apprentice of 1985, his final year at Dandenong TAFE College.

It has been described as the outstanding apprentice of 1985, his final year at Dandenong TAFE College.

He has now won an award for his “mature apprenticeship”, in the work of Mr Justice Sir John Barry.

Linda Reid, 22, an Arts honors graduate, Nicholas Buchhorn, for his work in Mechanical Engineering, evaluating the dynamic performance of a cold rolling mill and roll-positioning system.

The 1986 J.W. Dodds Memorial Medal was awarded to first class honors graduate, Nicholas Buchhorn, for his work in Mechanical Engineering, evaluating the dynamic performance of a cold rolling mill and roll-positioning system.

Papal edict

Commenting on the interesting and learned remarks by my compatriot (Vienna) Dr Hans Lausch about the “jubilee”, I beg to direct his attention to the fact that this term and its meaning has in the course of history undergone some changes.

The first Jubilee-Year was proclaimed by Pope Boniface VIII in 1300 A.D. Pope Clemens VI made it (the jubilee-year) every 50 years, Pope Urban VI every 33rd and Pope Paul II every 25th year.

So while I do agree with the Herr Doctor that it is certainly not the 25th (sic!) jubilee, it is a fact that the meaning of the term “jubilee” is flexible and ranges from 25 to 100 years.

The logo should have said “First Jubilee (25 years)”.

The authenticity of these details can be established by the perusal of the Meyer Konversations Lexicon or any other encyclopedia; it did not originate out of my own fund of knowledge of trivia.

Fritz Josef

Little sheepish

I write in reply to the letter from Dr Hans Lausch published in the March issue.

I state that a jubilee is a period of 50 years. In fact it is the 50th year only.

The English word is derived ultimately from Dr Hans Lausch, published in the March issue.

This alludes to the ancient custom of sounding the trumpet on the Day of Atonement on the 10th day of each jubilee year, as commanded in Leviticus Chapter 25, Verse 9.

Ronald Goldenberg

Finance Branch

Thanks, but no thanks

As you listed my name on page 2 of Monash Reporter (April 4) as being eligible to receive a 25-year medallion from the Duke of Edinburgh, I would be grateful if you would publish the following reasons for my planned non-attendance.

I fail to see what contribution the Duke of Edinburgh has made to the past 25 years of Monash life.

The awarding of a medal is, in my view, totally inappropriate (it sounds more like something Stalin would have presented for over-fulfilment of the five-year plan).

I would have favored the presenting of a copy of a history of the university written by some member of our talented staff.

The copy could have been signed by all of the foundation members of Monash.

I am disappointed that the rank and file members of the university staff were not invited to participate in the planning of the May 19 celebration.

Ian Ward

Economics

MAY 7, 1986
Technology must be "sold downstream"

Universities have a clear duty to "sell their technology downstream" to help repay the money governments provide for them.

This was the message Dr Stephen Bragg brought to Monash last month.

Dr Bragg, director in industrial co-operation at the Wolfson Cambridge Industrial Unit, is pictured addressing a seminar attended by more than 60 senior Monash academics on improving research links between higher education and industry.

A former Vice-Chancellor of Brunel University, Dr Bragg played a leading role during World War Two and afterwards in the development of Rolls-Royce jet engines.

After a period as a regional broker (between universities and industry) for the Science and Engineering Research Council, he became involved in 1984 with what has come to be known as "The Cambridge Phenomenon", which has resulted in the establishment of more than 300 companies in the Cambridge area.

Dr Bragg said that in the past universities had not been very good at selling themselves, but it was now imperative that they should become much more active in making their expertise available to industry and the community.

Bacteria to attack hazardous wastes

Monash has signed a $100,000 agreement with ICI Australia Limited to engineer a bacterium to break down a group of intractable, hazardous wastes.

The contract will pay for research in the department of Genetics, to produce a Pseudomonas bacterium which will degrade chlorinated hydrocarbons arising from the manufacture of solvents for drycleaning and degreasing, and of polyvinylchloride (PVC), a common plastic.

At present these wastes, which consist mainly of the solid hexachlorobenzene, are stored at ICI's plant in Sydney.

Until now, the only way of disposing of them has been by high temperature incineration using technology unavailable in Australia.

To my knowledge, this is the first time this sort of work has been undertaken in Australia in any structured way, said Professor Bruce Holloway of Genetics.

"The collaboration allows us to open up a whole new area of research for the department," he said.

"For many years the Federal Government has been funding, through the Australian Research Grants Scheme and the National Health and Medical Research Council, the creation of a national resource of biological knowledge which should be available on a wider basis.

"It's not girl-friendly science; we're looking at a different curriculum," says Dr Jan Harding, who is visiting the Monash Faculty of Education.

"When girls choose science they tend to see it differently from the way boys do; they approach it through its social implications.

"So we have framed the curriculum to allow them to enter science and technology more comfortably, through the science content which is the world more readily connect to the world." Females were being encouraged into science and engineering because of a shortage of skilled personnel at graduate and at technician level, said Dr Harding, an equal opportunities consultant and former lecturer at the Centre for Science and Mathematics Education at Chelsea College, University of London.

This was a consequence of changing birthrate patterns and the expansion of new technologies, which had also made an impact in the United States and would soon make their effects felt here.

In the United Kingdom, the issue was presented initially as a professional concern of the science education community and only later amplified by the women's movement.

"In Australia and New Zealand, the present concern about getting girls into these jobs comes through women's groups and a few women science educators," Dr Harding said.

"If it is seen only as a feminist issue it becomes that much more difficult for male science teachers to be involved." A scheme had been introduced in the UK in the 1970s to persuade capable schoolgirls doing final year physics and mathematics to consider careers in engineering rather than automatically going into the pure sciences.

"It was so successful that physics departments became alarmed at their reduced share of recruits," Dr Harding said.

"They started intervening at the fifth year level in an attempt to channel more girls into the science-maths area.

"But because critical subject choices are made at age 14 we need to intervene before then, or delay choices among the sciences until later." Dr Harding took early retirement to become Britain's first equal opportunities consultant.

Her recent publications include Switched-off: the science education of girls, and How the world attracts girls to science.

A set of edited papers, Perspectives on Gender and Science will appear in 1986.

During her two-month visit to Monash, sponsored by the British Council, she is also lecturing at science education conferences in other states, and is a consultant to the Schools Commission.

MONASH REPORTER

Teachers liable under present law

It is poor consolation for teachers that schools pay the legal damages in negligence cases.

Once teachers have been found liable they are seen as negligent and their careers can be threatened, says Mr Peter Heffey, senior lecturer in law and author of a recently published book, The duty of schools and teachers to protect pupils from injury.

"It is difficult to apply the common law in cases involving teacher negligence.

"The court must establish whether a relationship of responsibility was assumed between the teacher and child.

"If a relationship was assumed the teacher could be found negligent, and the court's decision that he or she was delinquent in a professional respect must then be accepted," he says.

"Teachers' duties of daily care were well recognised, but problems arose with what was expected outside of formal teaching hours.

"What should a teacher do if two pupils are discovered to be in danger outside school hours and outside the school grounds?

"The school is seen as a child's guardian until the child is either handed over to the custody of the parents or is sufficiently far from the school context that authority can no longer be assumed.

"There were a greater number of accidents involving younger children, but more severe injuries occurred in older age groups, usually on school excursions or during sporting activities, Mr Heffey said.

"Although a teacher should make sure a letter of permission is signed by parents before taking children on excursions, this does not absolve the school from its duty of care." He believes statutory compensation is required for school injuries and that teachers' duties of daily care were well recognised, but problems arose with what was expected outside of formal teaching hours.

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In the well-tried steps of the Anglo Scots

The Professorial Board hereby pays tribute to James Douglas Butchart for the unique contribution made to its proceedings over 25 years from its inaugural meeting on November 8, 1960, to his retirement on February 28, 1986.

During this period, Jim Butchart served the Board in several capacities of Assistant Registrar, Deputy Registrar, Academic Registrar, and Registrar. As all who knew him could have hardly been unaware, Jim Butchart came to the fledgling Monash University in 1960 from an administrative position at the University of Sydney, and, despite his penchant for recalling this early phase of his career, few could doubt that his allegiance to Monash remained unwavering ever since.

From the outset, and in conjunction with the foundation Registrar, Frank Johnson, he proceeded to put the University's legislative and administrative procedures on a firm footing in accordance with the well tried practices of the Anglo-Scottish tradition, of which he had a sound knowledge and enduring respect. Jim Butchart eschewed anything that smacked of being trendy or ephemeral and, by today's standards, could be described as having maintained a conservative profile.

He rigorously upheld the academic purposes of the University and the whole of his 25 years of service to Monash was spent in supporting those purposes. His advice was always sound and consistent and invariably laced with a serve of his inimitable dry wit.

In his dealings with staff and students alike, Jim Butchart was always fair and firm. He was always quick to spot anomalies in new procedures that might disadvantage any person or group within the University community.

Although a compassionate person, he never allowed emotion to cloud his judgement. He was, throughout his whole career; a thorough professional who commanded the respect of all who had dealings with him.

If he appeared to be rigid or uncompromising at times, the reasons would have nothing to do with his personal attitudes or the trappings of office.

His stance on all issues was shaped by an unflagging belief in the importance of the University system as a whole, and the need for it to maintain the highest standards of excellence.

Monash was indeed fortunate in securing the services of a man who had the foresight and wisdom to establish the administrative procedures of the University on foundations solid enough to have served it well in its first quarter century and which gave every indication of continuing to do so into the foreseeable future.

These procedures are the enduring contribution of Jim Butchart's dedicated service to Monash University, which the Professorial Board hereby gratefully acknowledges.

Leonard William Candy took early retirement from the University on December 31, 1985 after serving Monash for just short of 25 years in the several capacities of Assistant Accountant, Accountant, Finance Manager and, since 1980, Comptroller.

In so doing, Monash University lost one of its most dedicated servants and staunchest supporters.

He came to Monash after a successful career in commerce, having been employed by a number of Melbourne-based manufacturing and mineral development companies — a period that was interrupted by four and a half years of service as a fighter pilot with the RAAF in England, India and Burma.

In common with most of those who helped 'get Monash off the ground', Len Candy was imbued with an enthusiasm and sense of purpose that stayed with him during his whole employment with the University.

**Framework**

Together with Monash's first Accountant and later Deputy Comptroller, the late Ian Tate, he was able to bring his skills, honed by the competitive environment of the commercial arena, to bear in establishing a sound financial framework to support the demanding needs of a modern university.

The fact that this framework stood the stringent test imposed by the rapid growth of the 1960s and early 1970s and became a model for many other tertiary institutions is a testament to his ability and application.

Later, during his tenure as Finance Manager, Len Candy oversaw the development of the Monash Accounting and Reporting System which consolidated Monash's role as a leader in the field.

At the beginning of 1980, Len Candy succeeded Frank Johnson as the University's second Comptroller, a daunting challenge at the best of times. His task, however, was made all the harder by the protracted illness and later death of both his wife, Violet, and his long-time friend and deputy, Ian Tate.

These tragic events absorbed much of Len's considerable energy just at the time he assumed his most important challenge at Monash, and it was most unfortunate that the added demands of a heavy work-load, exacerbated by staff shortages, dogged his term as Comptroller.

**Guidance**

In spite of these problems, Mr Candy provided valuable guidance in the financial affairs of the University over a period which included the establishment of the Monash University Foundation.

In his last year of office, much of his time was devoted to securing an agreement to market the University's expertise in in vitro fertilization technology in the United States.

These efforts led to the establishment in 1983 of IVF Australia Ltd. Monash will have much to thank Len Candy for in the years to come as the University benefits from the extensive royalties that are expected to flow from this agreement.

The Professorial Board acknowledges with gratitude the contribution of Len Candy to its proceedings and to the University as a whole during his years at Monash, and wishes him a long, happy, and healthy retirement.

MAY 7, 1986
Developments in the past decade have brought more government pressures, less independence, and new legislation affecting operations, health, safety, affirmative action and other matters.

These all influence the way the University operates, and senior administrators must be alive to them.

We need to develop a 'Monash position' in the world of knowledge and the world of government.

"For universities to be politically effective, they must be equally imperative task is to diversify their operations, which have continued over the past five years or more.

The new generation of administrators at Monash are an interesting mix.

Mal Logan has been here a long time and has a real understanding and feel for the place.

Tony Pritchard comes in with experience in academic administration at another university, and I have finance and government experience arranged with a long term contact with university administration that goes back to the early days of Monash. It is an important combination of skills all around, and there is a very good working relationship between all the senior administrators.

Universities are coming under increasing pressure to show there are worthwhile returns from the large amount of taxpayers' money going into tertiary education. It is a pressure we will all have to face with impacts right through, including budget, management, assessment, and personnel, and the university will have to be geared up to respond.

As administrators we need to make a positive response. We must take actions for the benefit of the university, employees and students, so we need to concentrate on the opportunities that emerge. We must be geared to anticipate responses, rather than just react to them.

The role of the administration - particularly the Comptroller - in developing and financial aspects of the University's activity will be an increasing one. This means the Comptroller's division, and the Comptroller, will have to be on the spot to make arrangements for commercial activities based on university technology.

It is not my style to make change for the sake of it, but to make any drastic changes until I am absolutely sure they are necessary and appropriate. We have already established Monash's first audit committee - a first for universities and public sector authorities - to provide a better relationship between management and the audit system.

A major re-organisation of staffing administration has been implemented, aimed at establishing an appropriate structure for staff management for the future.

Another move I had quite a deal to do with was implementing Council approval for the setting-up of a wholly-owned consulting company to assist the commercial development of Monash assets and capabilities. Some preliminary work had been done, but I had an impact in bringing the proposal before Council so quickly.

I was drawn to Monash by the prospect of a different environment, but I've always had links with universities. When I graduated in economics with my involvement. My academic background is in the Faculty of Science at Deakin University in 1975, and later in 1979, I moved to the Department of Treasury in the Government of Australia. Since 1982, I have been Deputy Director-General of the Australian National University and the Australian National University have kept up my involvement. My academic activities, which have continued over the years, may also continue. I've already given a post-graduate seminar in the Master of Administration course.

Professor Logan said it might not be entirely unreasonable for governments to ask questions about the $1200 million of taxpayers' money spent on Australian universities each year. It was to be hoped, though, that out of the questioning would come informed political judgment that might lead to a reversal of the trend over the past decade for a declining percentage of GDP to be allocated to higher education.

"It is in the area of research that most questions are being asked," he said.

"In Britain, the University Grants Committee is developing a new funding pattern which is far more explicit and selective than in the past. Universities are to be funded for their research according to a mechanical formula, but funded separately for their research.

"No longer will a university be funded as a single entity and no longer will a university have the capacity to determine its own budget priorities."

"Professor Logan said that if Australian universities wished to avoid the 'British solution' it would be worth considering some wider issues of education in a national development context.

"While we continue to argue for an increase in government allocations, an important task for us is to make sure that our resource-base as much as possible, always keeping in mind the fundamental academic objectives and independence of the university."

"We have to search out opportunities to build links with the business world, with government agencies, both state and national, with research funding bodies, with our alumni and with the community generally.

"In this university we have already staked a claim in the business world, and we need to achieve more. An important aspect of this process, of course, is to ensure that all parts of the university benefit, as appropriate, from the financial gains that might be achieved."

Professor Logan warned that Australian industry was not a viable competitive industrial nation in Asia, but he pointed out that Australian industry itself had to be more innovative and more responsive to the innovations developed elsewhere.

He concluded: "It is clear that over the next five years or so there will be major financial difficulties facing all Australian universities.

"There are opportunities of widening our fund base in order to get sufficient independence to write our own history."

"Links in the research community - universities, CSIRO and research and development generally - are now stronger. Links between the universities, the business community and government agencies are being rapidly developed.

"And I believe there is a commitment in the universities to contribute to informed and critical debate on matters of national development."
Ancient texts will include manuscript for Medicis

Extremely valuable items from antiquity are being lent to Monash for a History of Classical Texts exhibition, to be held later this month in the department of Classical Studies.

They include an illuminated manuscript from the late 15th century, made for the Medici family in Florence, and a piece of papyrus from the second century BC which contains the text of the Iliad.

Exhibition organiser, Dr Alba Romano, says the manuscript, Scriptores Historiae Augustae (Writers of Augustine history) is one of the most splendid specimens in Australia. It is the property of the Victorian State Library.

"The exhibition is being designed in five stages to explain how classical texts come to us," she says.

"We will be showing how papyrus and parchment are made, and there will be a series of pictures demonstrating the way books changed shape over the centuries.

"Pieces of contemporary papyrus will be accessible to visitors.

"There will be an explanation about the transition from papyrus to parchment, and pieces of vellum will be demonstrated with full explanations of their preparation.

"Samples of handwriting from different centuries and countries will also be shown, and information given about scribes and their techniques."

Another section will deal with text criticism, the skill which enables classical scholars to determine which texts credited to particular authors are the genuine ones.

"The final stage of the exhibition will show methods of conserving old documents, and we will rely heavily on items from the Canberra College of Advanced Education which has a growing reputation in the conservation area."

History of Classical Texts will be open from May 23 to June 6, including Open Day. Inquiries should be directed to Dr Romano on ext. 3260.

New safe way to record health facts

Measuring drug reactions on heart rate, blood pressure, or muscle contraction once involved a series of experiments using carcinogenic materials.

Today, a polygraph recorder can provide the same information in a single experiment with no risk to the experimenter.

Mr Ian MacFarlane, laboratory manager in the Pharmacology department, says the old machines, called kymographs, gave temporary recordings on a piece of paper which had been smoked with coal gas and benzine — a carcinogenic combination.

"The modern polygraphs provide multi-channel permanent recordings where heart rate and blood pressure, for instance, can be measured on the one instrument without repeating the experiment."

Both recording instruments, along with equipment used to measure drugs affecting the central nervous system, will be displayed in the Pharmacology department on Open Day.

The department will also present video information on drug addiction and dependence, together with demonstrations showing the biological effects of substances found in everyday use.

Attention will be also drawn to the major drug advances which have occurred during the 25 years that Monash has been in existence.
At first impression, box kites, astronomy, human evolution, New Guinea's Fly River and the Spanish discovery of Australia's east coast may not appear to have much in common.

But Lawrence Hargrave, the man honored on the Australian $20 note, is the connecting link.

He designed the first box kites, was assistant government astronomer, contributed to evolutionary theory, explored and mapped the Fly River and documented the arrival of the Spaniards.

He also designed and built more than 50 model aeroplanes and a glider large enough to carry a person.

An exhibition on Open Day at the library named in Hargrave's honor will contain personal manuscripts, diaries, family possessions, copies of Hargrave's works and models of his box kites.

Librarian Marta Chiba says it is important that Hargrave is remembered for his contributions to science as well as to aviation in Australia.

**Fingering culprits in the atmosphere**

It's not only criminals who have their fingerprints taken these days, but fluorescent molecules as well.

And the Chemistry department has built a new, cheaper and more compact cell for doing so.

Light is passed into the white-welsh multiple reflection fluorescence cell and then reflected back and forth by mirrors at either end, amplifying its strength.

Once strengthened, the emitted fluorescence is analysed.

Dr Ian Rae, associate professor of Chemistry, says the cell amplifies light in the same way a stereo amplifies noise.

The same technique can be used to monitor pollution or indentify aircraft in military exercises.

The fluorescence cell will be on display in the Chemistry department on Open Day.

**This is our bushranger?**

- Ned Kelly's death-mask, below, belongs to the department of History and is a copy of the original from the Old Melbourne Gaol. Other 'Kelly' items might be borrowed from the gaol for an Open Day display. The origin of the death mask is unclear, but it was probably made by a dentist attending Kelly's execution. Such masks were also made for scientific analysis when it was believed the shape of the head and the relationship between facial features revealed personality traits.

Photo - Richard Crompton.
Music breaks down cultural barriers

Chief Conductor of the Melbourne Symphony Orchestra, Dr Hiroyuki Iwaki, below, said one of his ambitions has been to reduce cultural barriers between Australia and Japan through his work with the orchestra.

After receiving an honorary degree, Doctor of Laws, at a graduation ceremony at Monash last month, Iwaki said the degree and a Member of the Order of Australia he was awarded last year would help to bring the two countries together.

The cultural gap would be further bridged next year, when he took the orchestra to Japan.

Much of Iwaki's work with the orchestra has been done at Robert Blackwood Hall, where the degree was awarded.

In a tribute, the Vice-Chancellor, Professor Martin, said Iwaki had been born into a non-musical family and had taught himself to play and read music.

After learning to play the xylophone at age 9, his enthusiasm and confidence had never dampened and he was so confident of success that during a school interview he had said his future lay in music.

When, at age 20, he was offered a place as percussionist with Japan's foremost orchestra, the NHK, he asked for "a principal chair or nothing" — and the answer was "nothing".

He was later given a life appointment as Chief Conductor of the NHK, and during a visit to Australia in 1974, accepted an appointment as Chief Conductor of the Melbourne Symphony Orchestra.

In an occasional address to economics and politics graduates at the same ceremony, Professor Donald Stranks, Vice-Chancellor of the University of Adelaide, said the value of university education did not lie in gaining contemporary technical skills, but in the attitude of learning new concepts.

"The benefits of the acquisition of further education and vocational skills have become evident to young people and their families. "The result has been a marked increase in the proportion of young people continuing to Year 12," he said.

Ben Baxter: in all things a 'Monash man'

Former staff photographer and technician, Ben Baxter, was presented with an honorary Master of Science degree last month at Robert Blackwood Hall. Mr Baxter was one of the University's first technical staff members, taking up his duties in February, 1961. He retired last December. In a tribute from the Faculty of Science, Mr Baxter was described as having an extraordinary range of skills in working with his hands. "Although primarily a photographer, he was versatile in constructing models and displays out of a wide range of materials. He was always ready to assist with matters that cropped up, and in all things, he was an enthusiastic 'Monash man'.”

Another milestone for fifth staff member

In his occasional address to Science and Engineering graduates at Robert Blackwood Hall, Emeritus Professor Ken Hunt, below, who was awarded an honorary Doctor of Engineering, remembered another proud moment in his life — his appointment as Professor of Engineering, which made him the fifth staff member of the new Monash University. Emeritus Professor Hunt told graduates it was important that they be more than "method and techniques" people following well-worn tracks. "The young graduate must have a strong enough will to resist being squeezed into an old-fashioned mould; to resist technological dogma," he said. Photo — Richard Crompton.
Putting politics into perspective

Political Thinkers
Ed. David Muschamp
MacMillan Australia

Surprisingly, there are very few books which try to do what this one does — to provide undergraduates with a brief and reasonably straightforward introduction to the leading political philosophers.

The history of political thought/philosophy, which used to be a standard subject in politics departments at least, has fallen out of fashion. These days, most theorists evidently count themselves too sophisticated, or too specialised to teach such staple courses. And the books that are available are variously dry, depressing or simply out of print.

There is certainly a need and, it is to be hoped, a market for a book like this. It includes 14 chapters on separate philosophers each written specifically for this volume by a separate (specialist?) contributor. Of course some are better than others and some have taken more care than others, including the matter of further reading, but the overall quality is good. It is in fact a scholarly book.

The chapters sometimes just a little too short (the book is evidently written to a size and a price), but where particular contributors have won a little more room, the results are good.

Chapter 15 by Hector Monro, a dialogue about modern political ideas, is very good; well worth recommending to first year students in politics.

The book’s target is presumably first and second year tertiary students, and the intelligent lay person. The issue, then, is how well the contributors succeed in communicating both the central ideas of the persons they discuss, and some explicit idea of the political/philosophical significance of these ideas or theories, to an audience who may not be familiar with the particular language (or discourse) of political theory.

The book is, after all, about political thinkers, and modern students, often deficient in historical perspective and initially nervous of social theory, need a good deal of guidance as to why the writing of long dead persons may still be politically as well as intellectually relevant.

Although the editor grapples with the question of how political philosophy relates to political studies generally, his contributors are primarily philosophers. Not surprisingly, they lean more towards philosophical exposition than political analysis or discussion. The original text matters more than social context, or the recovery/condensation of an author’s political intentions.

This is not true of all, but it is unfortunately true of the opening chapters on Plato and Aristotle. While professional papers within their own parameters, they do not readily communicate the nature of significance of either theorist as a political thinker; that is, someone who is dealing with certain key conceptual problems (the nature of justice, freedom, authority, etc.), not just as an intellectual exercise but in order to resolve problems to do with the management of power and force in human affairs.

Political thinkers are especially preoccupied with the puzzle of sustaining or improving forms of human community; and problems of theory and practice are therefore odd, even uniquely, parable of one another in this type of inquiry. Here, the political is often subordinated to the philosophical, but not always. Charlesworth on Augustine and Aquinas, Kamenka on Marx, among others, achieve a nice balance. Indeed, all the papers are lucid and easy to follow and could no doubt be adapted to courses in either philosophy or politics with a suitable set of lectures.

Hugh Emy

Jones gets on his hobby-horse

Despite his apparent lack of pull in Cabinet, there is no doubt that Australia’s ebullient and loquacious Minister for Science, Mr Barry Jones, has heightened public awareness of science.

But for those who have not sampled his views, or who feel the need to be inculcated with the latest version, his department has produced a slim volume entitled Living by our Wits. Most of the eight speeches have a common thread — some might even say a hobby-horse. (The eighth is about Antarctica.)

Jones argues that the character of work and its pivotal position in society are changing. In the face of this, Australians will have to do some serious thinking if they want to retain their standard of living.

He forcefully maintains that manufacturing industry and mining are declining as employers in the same way that agriculture has, and that most Australians now work in knowledge-based information service industries.

The future does not belong to those who dig up minerals or even make them into cars or washing machines, but to those who can get involved in research development and innovation.

A former public servant, lawyer, radio and television broadcaster, teacher and university lecturer, Jones is an entertaining communicator with an eye for an aphorism.

His ability to wax lyrical on subjects ranging from the musical virtues of the modern Italian composer, Gian Carlo Menotti, to the consequences of the second law of thermodynamics never ceases to amaze.

The book does suffer, however, from what one suspect also irritates his parliamentary colleagues — it is repetitive and, at times, glib.

— Tim Twalties

Memorial volume for Zdenek Oliverius

The University’s second Professor of Russian, Zdenek Oliverius, has been honored by the publication in West Germany of a collection of his Australian academic work.

The book, In Memoriam — Zdenek F. Oliverius, includes reviews of Oliverius’ monographs, selected articles and a bibliography.

Scholars from Monash and Melbourne universities collaborated in its publication.

Professor Oliverius, an important researcher in the field of Slavic linguistics, was one of the first internationally recognised Slavic scholars in Australia, and the inaugural president of the Australian and New Zealand Slavists’ Association.

“No history of our discipline in Australia would be possible without tackling the work of Zdenek Oliverius; this book will create a base for future studies,” said Professor Jiri Marvan of Slavic Languages.

Professor Oliverius died in Prague in 1978 at the age of 51. He was in Australia from 1968 to 1972.

This collection of his work is publish­ed by Verlag Otto Sagner, Munich as a supplementary volume to their Specimina Philologiae Slavicae series. It is available from the Slavic Languages department.

— Bobba

• "Her glance spoke volumes, each one rated X. Her walk was the whole Kama-sutra put together... She was what else would Fate beget her for?" Libido’s animated metaphor, Hector Monro’s Byronic epic, Don Juan in Australia, was unveiled at a special Monash Luncheon Reading in the Main Library, organised by Philip Martin (pictured centre, and what was he thinking?). The author, with raised hand, read chosen excerpts. The book is the first produced by N. S. Hudson Publishing Services, 8 Muir Street, Hawthorn.

• The department of Slavic Languages celebrated 10 years of Serbo-Croatian studies with a two-day colloquium at Monash. Sessions were devoted to issues such as problems of translation, secondary school examinations, literary works, and Serbian philosophy. The group, pictured, includes the colloquium organiser, Dr Bobba Vlah, right.
The initial "RE" and "RI" are bound to evoke memories for many people.

Whether we called it Religious Education or Religious Instruction at Secondary School, the reality is probably of something that wasn't to be treated like Geography, English or other 'real' subjects.

Something tacked on to the school program and often led by rather curious characters - for example being thumped behind the ear by one RI teacher during his pious reading of a Biblical passage.

Another, I recall, seemed to find a way to discuss sexual excesses in almost every lesson.

Such experiences helped one to go rather easily with the peer-group into a cultivated religious indifference. One became anaesthetised against the capacity of religion to evoke wonder, awe, and compassion.

Ray Elliott's book makes it clear that I and many others were being subjected to the wrong kind of religious education.

This was really, utilising Elliott's terminology, "education in a faith" rather than "education in religions".

Education in a faith aims to help people understand and adopt a particular religion.

By contrast, education in religions aims to help people understand and appreciate a number of different religions from the viewpoint of those who practise them.

In the former, the teacher tries to stimulate commitment to a religion. In the latter, the teacher helps students understand and assess each religion for themselves, without predetermining student commitments.

Elliott says, and I would agree, that the failure to distinguish clearly between the intentions of education in religions and education in a faith, is a chief cause of the poor estimation accorded to many approaches to religious education in our schools.

Of course, many other schools may have no religious education at all, partly because the fear persists that the only option is to banish religious teaching outright.

In that setting, Exploring Religions and Faith at School is a timely and excellent contribution. It largely records almost a decade's work by Ray Elliott, aiming to devise and implement a better approach to religious education.

The location has been Trinity Grammar School, though the theoretical framework no doubt draws on his work since 1980, as a lecturer in religious education at Monash.

The greater part of the book deals with the development of education in religious studies from Years 7-11, through what are called Studies in Religion and Life. SRL aims to help young people explore and understand religions from their participants' viewpoint, and to thus help create an informed dialogue in our multi-faith society. Additionally it aims to help students begin constructing their own life-philosophy.

Peter Berger, the sociologist, is quoted as saying modern people are confronted "not only by multiple options of possible courses of action, but also by multiple options of possible ways of thinking about the world". Clearly that can be a paralyzing and an alienating experience.

Exploring Religions and Faith at School promises to make, instead, a contribution to a multi-faith society in which religion is not a factor in conflict but rather is making both a contribution to social harmony as well as to the personal integration of individuals.

I am sure Ray Elliott's students will appreciate his efforts even more as their journey unfolds and their faces become "more lived in".

The first days were hazy

Kathryn Wood MacKinnon graduated B.Sc. (Honors) in Chemistry from Monash in 1965. She has since gained an M.Sc., raised three children, and taken a position as researcher and demonstrator in the Chemistry department. Here she remembers her first years at the new university.

Our favorite meeting place was the "caf", an area below the main science block which had been closed off with fibro-cement sheeting.

This area, between the stairs and the physics building, is now open to the garden and to 35/6.

I was part of a group at the Caf which decided we should have a name, the way Melbourne had "The Shop" and we chose "The Farm" as a direct contrast.

It is on the basis of this co-ordinated SRL program that Elliott has developed a distinct program of education in the Christian Faith. Included within the program are shared acts of prayer and liturgical worship, the promotion of private prayer and self-reflection, relationship and community building, promoting a critical review of surrounding value positions and developing a commitment to forms of social service.

The emphasis throughout is on offering invitations to which students may respond. This is seen to mirror theologically the Divine Invitation and our freedom in response. However, in contrast to other forms of Christian education in which the language of love has often been corrupted by a coercive reality!

Exploring Religions and Faith at School offers us a thoughtful middle-way between two unsatisfactory extremes in religious education. These extremes are, on the one hand, the absence of religious education in secondary schools and, on the other hand, a well-intentioned but often poorly- resourceful education in faith, imposed rather unprofessionally.

The result of these extremes has been large numbers of people who are largely ignorant about the religious dimension and are locked into a banal secularism or, perhaps, even the simplicistic sects which present themselves as in sole possession of the True Faith.

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Philip Huggins

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This area, between the stairs and the physics building, is now open to the garden and to 35/6.

I was part of a group at the Caf which decided we should have a name, the way Melbourne had 'The Shop' and we chose 'The Farm' as a direct contrast.

It was appropriate for several years and in a way it still is, because students are still "grown" in open, fresh air surrounded by "community" to me, compared with smoggy clutter of town.

In retrospect, I am sure our Caf discussion was deliberately set in that direction by one of the staff at the table, who then left us to it.

I remember someone commented, even then, that the staff were worried that we were just a bunch of kids with no cohesive force pulling us together.

We were all worried about the end-of-year exams because we did not know what to expect, and we felt the staff were worried too as their year was very much up for examination.

The breeze was very strong, even on a still afternoon, but the view was spectacular.

We would go right to what was then the open flat top, with or without sides, and peer over.

Kathryn Wood MacKinnon, the author of this article, is pictured in the front row, second from right. This early fencing team was coached by Dr Gordon Troup, centre back, now a Reader in Physics. Photo — Ben Baxter.

IN REVIEW

Exploring Religions and Faith at School

Ray Elliott

Australian Association for Religious Education (Published with the assistance of the Monash University Publications Committee)

A non-coercive systematic access to these various ways of thinking through a variety of forms, is bound to benefit young people. Especially when, relatedly, they are given assistance to reflect on these perceptions of reality, and to begin shaping their own world-view.

It would be interesting to study, in 15 years' time, a group of Elliott students to see what lasting benefit the SRL program has had in their lives. The book does include a course evaluation by the students but one would expect the real benefits to show up later.

It is on the basis of this co-ordinated SRL program that Elliott has developed a distinct program of education in the Christian Faith. Included within the program...
There were porters in the ‘Oxbridge’ days

The eminent barrister who bared himself to a disciplinary panel at the Halls of Residence in his final year as a law student shall remain anonymous, says the halls’ former manager, Ken Ward.

"He appeared before the executive warden, Dr Jack McDonnell, and said in a beautifully modulated voice: I understand you wanted to see me."

"Then he threw open his large astrakhan coat — and was wearing nothing underneath."

After 17 years as manager of the halls, a complex which is the biggest and most successful of its kind in Australia, Mr Ward has a store of such stories. He remembers the early days when the place was “very Oxbridge” with night porters and other fine touches.

"John Sturgeon, a delightful but pedantic Scottish porter, was always precise with his register entries.

"One morning I read: 12.54 am — observed goat on 11th floor, Howitt Hall. 1.13 am — missed apprehending goat on 7th floor, Howitt Hall. 2.45 am — apprehended goat on 1st floor of Howitt Hall and returned goat to animal compound.

"The only problem was we found out the next day that the goat did not belong at the compound."

There were three halls — Deakin, Farrer and Howitt — in the complex when Mr Ward joined the staff in January, 1969, as the first manager.

Two years later, Roberts and Richard-son halls were established as a separate group, and in 1974 all the halls came under one administration with Mr Ward in charge.

"We had 180 vacancies before the amalgamation — now there is a very long waiting list," he says.

The halls are the most cost effective operation of their kind and are kept alive through conference activity.

"Outside term time we hold conferences whenever we can; we make $1.4 million a year and this keeps student’s fees at levels they can afford.

"This is the only institution open 365 days a year, and offering 21 meals a week."

There are 1000 residents at the halls during term, and almost half stay through the May and August vacations. The number drops to 100 over Christmas.

Mr Ward’s involvement in the growth and development of the halls will be useful in his new job as general manager of Lancaster Pty. Ltd., a residential conference centre being built on 140 hectares between Lancefield and Killoore.

He will move there in July with his wife Margaret, an education administrator, who will oversee the installation of computerised accounting systems in schools in northern Victoria.

Sound investment for RBH

New conductor for MUO

Super seminar

Victoria College lecturer on finance, Bill Alatras, will hold a free seminar this evening on superannuation, lump sum taxation and rollover funds.

The two-hour seminar begins at 6.30 pm at the Burwood campus, 221 Burwood Highway.

Enquiries should be addressed to Victoria College on 285 3358.

Peace talks

Senior lecturer in History, Mr George Kertesz, will give a series of talks on Christians, War and Peace: A historical survey from the first century to 1985.

The talks, on successive Tuesday nights from June 3, at the Burwood Uniting Church, corner of Warrigal Road and Hyslop Street, will begin at 8 pm.

Winter program

Monash Arts and Crafts has issued its winter program and copies can be obtained from the centre, ext. 3096 or 3188.

Students receive a 50 per cent discount and staff a 10 per cent discount on all courses.

Metaphysics

The Australasian Association for Phenomenology and Social Philosophy will hold its sixth annual conference, titled The questioning of metaphysics, at Normandy House on May 17 and 18.

The conference’s subsidiary theme will be The Arts.

Registration at $20 per person can be made through Dr Robin Small, Faculty of Education, on ext. 2852. Students can register at the special rate of $5.

Margin issue

Copies of Margin Number 15 1985 are now available from Dr Dennis Davison, department of English, at $3 each.

Contents include: Victoria’s Oldest Lending Library, by Bruce Turner; Illegitimates both: George Rex and John Rex in Legend and Story, by J.S. Ryan, and English Music and Musicians by Alfred Plumptre.

Victoria-China exchange

The Victorian Government and the government of Jiangsu province have negotiated an exchange agreement under which Victorian scholars may spend up to 12 months in one of four Chinese institutions.

The project calls for applications from Victorian scholars who either teach English as a second language or who wish to study a Chinese-related discipline. Applicants who can speak English will be given preference.

Accommodation, health benefits, and limited internal travel will be provided.

For further information contact Mrs Joan Dawson, Academic Services Officer, Monash University, on 541 3011.
## More soggy than spaghetti

Hot on the heels of last year's Great Spaghetti Bridge Competition comes — wait for it — the Primitive Primordial Pristine Cupreous Bridge Competition!

Once again, hapless first year engineering students will be required to form groups of three and create bridges which will stand up to public testing. But this year’s entries will be made from copper wire, a very different and rather more soggy proposition than petrified pasta.

On Wednesday, June 4, they will be publicly hailed or hauled off stage to the sounds of sagging copper. (Will it have the same impact as smashing spaghetti? We ask ourselves.)

The show begins at 1.30 pm in the Bassett Theatre, so if you want to see the Civil Engineering department’s version of ‘Killing Christians to Lions’, make sure you get there in time.

## Secondary students to ‘live in’

Rural school children will soon have the opportunity to sample university life.

A four-day live-in camp in December for Year 11 students will provide them with an insight into Monash courses and later employment options.

Preference will be given to students who attend schools outside the metropolitan area, have been resident in the Monash program will include social activities.

### MAY DIARY

<table>
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<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
<th>Details</th>
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<tbody>
<tr>
<td>1-3, 7-10:</td>
<td>MUSICAL — Cloe Musical Theatre presents &quot;Cabaret&quot;. Admission: adults $10, students/children $5. 8 p.m.; Matinee 3 &amp; 6 p.m. Inquiries: 288-8438. Alex. Theatre.</td>
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<tr>
<td>1:</td>
<td>ARTS &amp; CRAFTS — Enrolments for winter courses and new brochure now available. All courses open to the general public. Inquiries: 541-0811, ext. 3180, 3096 for free brochure.</td>
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<tr>
<td>1:</td>
<td>ABORIGINAL STUDIES LECTURES — &quot;Bush Foods&quot;, by Dr B. Gott. MAY 8: &quot;Aboriginal Organisations&quot;, by Ms P. Bamblett. Admission free. 1 p.m. - 2 p.m. Lecture Theatre.</td>
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<td>2:</td>
<td>SEMINAR — &quot;Prem Babiis&quot;, Prof. Peter singer and guest speakers. Pres. by The Lightweight Club. Admission $2. 7.30 p.m. Rotunda 5, Inquiries: Mrs Faye Bland (0571) 4138.</td>
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<td>2:</td>
<td>EVENING CONCERT — Monash University Choral Society, conducted by Andre de Quadros, together with the Victorian Youth Chamber Orchestra, the National Boys Choir and the National Girls Choir. Program: Carmina Burana — Carl Orff; Serenade for Wind Instruments No. 11 in E flat K375 — Mozart. Admission: adults $6, concession $4. 8 p.m.</td>
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<td>4:</td>
<td>EVENING CONCERT — Concert by the Melbourne CAE Wind Symphony together with Melbourne CAE two Stage Bands, String Orchestra, Percussion Ensemble and Choir. Admission $15. 8 p.m. RBH.</td>
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<td>5:</td>
<td>LUNCHTIME CONCERT — Sonata for two pianos and percussion — Bartok, En blanc et noir — Debussy. Admission free. 1.15 p.m. RBH.</td>
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<td>8:</td>
<td>BIOETHICS LECTURE — &quot;Ethical Issues in Practicing Medicine in a Multi-Cultural Society&quot;, by Dr Kel Semmens, University of Melbourne. Lecture Theatre 86. 1.05 p.m. Admission free. Inquiries: ext. 3266.</td>
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<td>9:</td>
<td>LAW SEMINAR — &quot;Recent Developments in the Law of Trust&quot;, 9.30 a.m. - 1.35 p.m. Law Institute of Victoria, 470 Bourke Street. Inquiries: ext. 3397.</td>
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<td>10:</td>
<td>EVENING CONCERT — Perspectives Concert No. 2, Melbourne Symphony Orchestra conducted by Werner Andreas Alberti. Soloists: Linda Esther Gray (Soprano); Program: Metamorphosen — R. Strauss; Westendonk Songs — Wagner; Soloists: Linda Esther Gray; Quiet City — Copland. Concerto for Orchestra — Lutoslawski. Admission: adults $17.20, B $14, C $10.80, concessions/pensioners $14, B $10.80, C $9, youth/student A $9, B $7.50, C $6. 8 p.m. RBH.</td>
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<td>14:</td>
<td>EVENING CONCERT — National Music Camp Association presents the 25th Anniversary Concert of the May Music Camp. Bishop Orchestra conducted by John Curro, Terrene Orchestra conducted by Eric Austin Phillips, Rutherford Strings conducted by Geoff Cooran, Withers Clarinet Ensemble conducted by Valda Forsey. Admission: adults $18, concession $4. 7.45 p.m. RBH.</td>
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<td>17:</td>
<td>RELIGIOUS CENTRE — Thanksgiving Service, Large Chapel. Conducted by the chaplains. 1.10 p.m.</td>
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<td>19:</td>
<td>JUBILEE CELEBRITY CONCERT — Elizabethan Melbourne Orchestra. Conductor William Reid. Soloist Harold Fabrikant (organ). 8 p.m. Admission free by entry card obtainable at Robert Blackwood Hall Box Office. RBH.</td>
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### BACK PAGE IDYLL

- The Monash campus is very accommodating as this picture shows, with members of the general staff having afternoon tea in the foreground, current students having a discussion under the tree, top right, and graced auditoriums with the Science and Engineering faculties gathering at rear following a graduation ceremony in Robert Blackwood Hall. Photo — Richard Crompton.

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