

New Director Appointed

Dr Geoffrey Vaughan, Dean and Director of the Victorian College of Pharmacy, has been appointed to the position of Director of Chisholm Institute of Technology, the President of the Council of Chisholm, Dr Clive Coogan, has announced.

In announcing the appointment, Dr Coogan said that Dr



Dr Geoffrey Vaughan

Vaughan's experience at the College of Pharmacy and his broad knowledge of the sciences and higher education would stand him in good stead.

Dr Vaughan, 53, was a research scientist in the pharmaceutical sciences and held the position of lecturer/senior lecturer before taking up the positions of Deputy Dean of the College in 1968, Dean of the Graduate School of the College in 1970, and Kansas Professor of Medicinal Chemistry in 1971. In 1979, he was appointed Dean and Director of the College.

Dr Vaughan holds a BSc (Hons) from the University of Sydney (1954), an MSc from the University of Sydney (1956) and a PhD from the University of Melbourne (1961). His majors were organic chemistry and microbiology. He is a member of numerous professional organisations and associations, and has been closely involved in ANZAAS, giving the presidential address of

the Pharmaceutical Sciences section at the ANZAAS Conference in Perth in 1983.

He has lectured throughout the world, including the United Kingdom, the United States, Malaysia and New Guinea and is the author of many papers and publications, both in the fields of pharmacy and education. He also travelled to China in 1984 and 1985, where he exchanged information on medicinal plants.

Dr Vaughan is married, with four children. His wife, Jennie Vaughan, is Senior Biology Teacher at a State High School.

Dr Vaughan's appointment will commence on 9 February 1987. In the 14 months that a search for a replacement for the foundation Director, Mr Patrick Leary, has been underway, the Institute has been led by Mr Gerry Maynard as the Acting Director. Mr Maynard is an Associate Director of Chisholm, and prior to that he was the Head of the Department of Electronic Data Processing, and was responsible in large part for the introduction of computing studies to Chisholm.

Market Research the key to business survival

The technology involved in launching a new product is almost inconsequential to its success according to Mr Peter Link, Humes ARC Senior Lecturer in Industrial Marketing.

Mr Link made this claim in a paper delivered to the Victorian Science and Industry Forum. He said the success or failure of new products is determined by market and user-related factors.

His claim was supported by findings of a major research study carried out by Chisholm. A sample of 140 companies was drawn from the listings of Australia's top 1000 industrial companies.

A total of 1547 new products planned for introduction over the next two years, or 11 products per company, were identified. Of these most were line extension products (61 per cent), a further 24 per cent were 'me too' products. Only 15 per cent, or 231 products, were significant innovations or products new to the market place. This averaged out at 1.7 products per company.

Data analysis showed that the most innovative product programs were in the chemicals, paint and plastics industries. The imitative 'me too' products were in the minerals and transportation equipment industries whilst line extensions dominated general industrial supplies, services, office equipment and engineering industries.

A further in-depth look at 1831 new product launches over the period from 1984 to 1985 showed a failure rate of 20 to 30 per cent. This was marginally lower than in the US, UK and Europe but was not an impressive result when the

predominance of line extension and imitative products was taken into account.

Mr Link said almost 90 per cent of the companies involved said they used market research in their new product programs but, when they were asked whether or not they used a range of particular market research techniques, it was found that market research techniques were little used.

However, if companies do use more market research, the evidence suggests they will achieve greater profitability for their products. In fact, a low level of market research was ranked as second in a long list of possible factors contributing to failure amongst the 219 products classified as clear-cut failures.

Mr Link found that the factors contributing to the failure of new products were different from those that led to success.

The most important causes of failure were: an overly competitive market, insufficient market research, lack of originality, negligible benefits to users and inadequate sales and promotional strategies.

These factors could be viewed as 'hygiene' factors — those

which must be given attention early in the project.

Key factors leading to success centred on different areas, in particular, the level of matching between the new product and the company's existing business, the fit between the business and the product's technical and manufacturing features, high product quality, significant level of benefits to consumers and appropriate targeting, pricing and distribution strategies.

These findings supported Mr Link's thesis about the importance of marketing factors in the final outcome.

Mr Link listed the principles which should apply in the marketing of all new products.

They are:

- new products should have a good fit with the existing business;
- market research is essential;
- target markets should be selected carefully;
- promotion, sales and distribution services should be adequate; and
- a user-orientation should be used in the development and marketing of the product.

The State Minister for Education, Mr Ian Cathie, officially opened the Chisholm Institute of Technology's new Centre for Business Technology on October 7. Mr Kevan Gosper, Chairman and Chief Executive of Shell Australia, handed over a cheque for \$100,000 to the Centre, the first of three such

Meeting the challenge of business technology

payments to be made over three years.

The Centre aims to bring together two areas in which Chisholm is recognised as a leader — business and technology. This is one of many Centres at Chisholm where specialist knowledge and expertise is available in key economic



Vol. 3 No. 6

October 1986



Learning to solve problems for herself, this girl finds Bob Greaves' teaching methods fun as well.

"The best thing at the Royal Show" — Chisholm's woodwork stand a great success with kids

Bob Greaves, a lecturer in Art Education at Frankston campus, ran a highly successful and popular stand for children at the Royal Melbourne Show this year.

Letters from parents received by Dr Ray Anderson, Acting Dean of Education, praised the venture, which gave children the opportunity to solve problems in woodworking in a creative way.

The activity was the natural extension of Bob's wood activity program, which he has been conducting at local venues for a number of years.

Assisting Bob were 80 second-year Teacher Education students, helping on a roster system as part of their field experience. The program was sponsored at the Show by the Bowers Timber Group and the Royal Agricultural Society. It was so popular, the R.A.S. have

already invited Bob back for 1987.

Bob practically lived at the Show for 11 days, and he said that the experience was an excellent way of showing good teaching practices to the public, as well as providing a free and worthwhile entertainment for children.

An estimated 300 children passed through the stand each day of the Show, and many of these stayed for 2 to 3 hours. Children connected with the Show returned day after day, to continue making things.

The children loved it; "this is the best thing at the Show", "I'd like to live here", "this is ace" and "can we come back here tomorrow" were typical comments heard.

"Next year, the Show falls during the school holidays," Bob said, "and if this year's participation is any guide, we will be inundated with children wishing to make 'things'."



The Director of the new Centre, Mr Tom Kopp.

areas. Shell identified business technology as one such key area, and founded the Centre.

Speaking at the opening, Chisholm Council President, Dr Clive Coogan emphasised that a computer must do more than simply act as if it were ten extra clerks. "We need to think out how the automated office — Continued on page 2

Logistics holds the answer to inventory costs

Good logistics management can save a company up to 20 percent of its distribution costs, according to Mr Ian Sadler, Course Director of Chisholm's new Graduate Diploma in Logistics Management, run at its Frankston campus.

Most inventories can be reduced by around 40 percent through the adoption of an appropriate logistics strategy, he says. For example, a large company with \$50 million in inventory could afford to cut that by \$20 million, saving \$6 million a year in interest charges and stockholding costs.

Essentially, logistics management ensures the efficient flow of materials, in-process inventory and finished goods from the point of origin to the point of consumption.

Improved logistics management will not only save substantial costs but will also give a company a competitive advantage. Mr Sadler says that Australian manufacturing and service industries must increasingly improve their logistics management if they are to compete with overseas companies.

However, the coordination of the diverse functions of logistics requires a new breed of managers, he says, one equally at ease on the warehouse floor, with the flowcharts of the computer systems analyst, and in the Board room. The new course at Chisholm has been started to provide such managers.

The Graduate Diploma in Logistics Management is the only one of its kind in Australia, according to Mr Sadler.

The course is held over a series of intensive five-day sessions, followed by assignments carried out in the workplace. Four sessions are held each year, with several subjects studied during each session.

The inaugural course received twice the number of eligible

applicants it could take. The 25 participants came from a wide range of middle management areas from retailing to manufacturing, statutory authorities and the defence forces. Seven were from interstate.

Key elements in the course are transportation, warehousing, inventory control, materials handling, procurement, packaging, production planning, order processing, information systems and customer service.

Lecturers from various Chisholm departments lead individual subject areas. Guest lecturers from industry present sessions in which they have specialist expertise.

Mr Sadler said that logistics management also involved the popular concepts of 'just-in-time' manufacturing and total quality control (TQC).

The former aims to eliminate the need for stocking components and partly finished goods between operations. Components are made and supplied as they are needed instead of being produced in large batches which must be stored many times in the manufacturing process.

Total quality control involves giving more responsibility for quality to the individual worker rather than simply checking the finished goods. The philosophy TQC means that each worker is respected as a person who understands his or her part of the job better than anyone else and as someone who can make good suggestions.

Mr Brian Hirsh, the Chairman of the Course Advisory Committee, said the viability of tomorrow's business will depend not only on the extent to which it will serve the market effectively but also on the quality of the partnership it established with both its customers and suppliers.

Mr Hirsh, a logistics consultant and Foundation Chairman of the Physical Distribution Management Association, said



Chisholm's 1986 entries in the Shell Mileage Marathon won second and third places.

CHISHOLM TAKES TWO PLACES IN FUEL ECONOMY RACE

Two entries from the Chisholm Faculty of Technology's Department of Mechanical Engineering were second and third place-getters in the Shell Mileage Marathon, behind Ford Australia's

entry. Chisholm's cars were first and second in the College and Universities section, with 2568.95 and 2507.43 miles per gallon. Another entry by Chisholm graduates came second in the

there was a critical need for the new course throughout Australia.

Mr Sadler is the Senior Lecturer in Logistics in the Marketing Department of the David Syme Business School at Chisholm. Originally a geophysicist, he has held senior positions in a range of companies, most recently as Manager—Business Planning and Projects with the Nissan motor car company. He is also a past president of the Australian Society for Operations Research.

Elections to be held for committee positions

Twelve nominations for the election to the Panel of Academic Staff for Involvement in Disciplinary Inquiries were received for the twelve vacancies, and the nominees were declared elected. They are: Brian Costar—Humanities, John Jeavons—Mathematics, Geoff La Gerche—Fine Art, David Muschamp—Humanities, Anthony O'Grady—Humanities, Alex Ormond—Electrical and Electronic Engineering, Adrian Power—Civil Engineering, Robert Smith—Humanities, Richard Trembath—Education, Denise Wheller—Banking and Finance, Richard Whyte—Education and Kim Wyman—Community Services.

Nominations have been called for the following vacancies: School Board of Art and Design — one academic staff member from each department

within the School; School Board of David Syme Business School — one academic staff member from each department within the school; School Board of Education — four academic staff members of the School; School Board of Social and Behavioural Studies — three academic staff members from each department; and Faculty of Technology Faculty Board — two elected academic staff members. Nomination forms are available from the offices of the School-Faculty and the Deputy Returning Officer, Paul Rodan.

The terms of office of the elected staff members of the following Council Standing Committees end on 31 December 1986, and nominations are called for these positions — Buildings and Property Com-

mittee, Finance Committee, Legislation Committee, and Staffing Committee. Those elected to the Committees shall serve until 31 December 1987. Nomination forms are available from the office of the Deputy Returning Officer, Paul Rodan, the office of the Campus Manager, Frankston Campus, and the offices of the School Administrative Officers at both campuses.

Nominations are also called for a full-time staff member who is a member of the Staff Superannuation Scheme (FSSU) to be elected by the members to the administration of the Scheme, as provided for by the Trust Deed.

Nominations for these positions must be received at the office of Paul Rodan, the Deputy Returning Officer, 4 Queens Avenue, by 5pm, Friday 31 October 1986.

commuter class vehicles section with 452.98 mpg.

A grant of \$10,000 was made to the Chisholm team by ICI Australia to build a new entry for the 1987 Marathon, following the success of this year's entries. Chisholm team members and ICI expect that this will enable them to take the lead from Ford Australia's engineers, who currently are the only team to have won more prize money in the history of the competition.

The joint ICI-Chisholm project started when Paul Tucker, a 1985 Chisholm graduate in Mechanical Engineering, joined the ICI Research Group in February this year. Paul had been heavily involved in the Marathon throughout his undergraduate years, and felt that his project reports and enthusiasm for the contest had played a significant part in his appointment to ICI. After spreading his enthusiasm through ICI, he and his manager, Peter Millikin, proposed to ICI's public relations department that ICI sponsor the 1987 entry. After this year's successes, the idea was taken up.

The sponsorship gives Chisholm's team access to ICI's expertise in new materials. "In fact, a significant proportion of our projects are in new materials development..." Peter Millikin said. "These projects can be logically linked with improved performance of a mileage marathon competitor."

In addition, Paul is developing two new engines, incorporating a new type of fuel injection system and ceramic components, which he began as a final year project during his degree.

Chisholm opens Centre for Business Technology

Continued from page 1

computer and human — best fit together.

"We want Australian business and industry to make a heavy input, to ensure that what we do is relevant and appropriate", Dr Coogan said. "We want to be a catalyst for bringing business and technology together in Australia."

The Centre currently provides education courses such as the Graduate Diploma in Business Technology, and with the help of various sponsors it will provide a range of services to

private industry and government. Its aim is to provide better understanding and usage of technology.

Professional consultants are available to offer advice on all aspects of business technology, with an emphasis on technology management. Specially designed workshops, seminars and courses are available for managers and technical professionals. A range of courses is also offered regularly on technical, social and organisational aspects of technological change.

The Centre will also undertake specific research projects for industry in the area of business technology. It will eventually be located in the new Technology Tower under construction at the Caulfield campus.

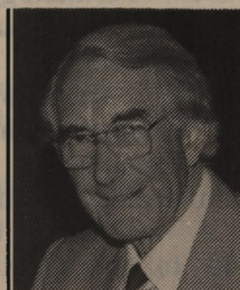
Further information about the Centre may be obtained from the Director, Mr Tom Kopp, on 573 2083.

Car Park Area 2 Vandalism

The Area 2 Car Park has been the scene of some vandalism to cars recently. Anyone who has had their cars damaged, or who sees people acting suspiciously in the Car Park should contact the Watchman on duty or Alex Glennie, the Safety Officer.

Ron Cumming is on the mend...

Ron Cumming, past Director of the Institute, wishes to thank his friends at Chisholm for their thoughtfulness in sending flowers to the hospital during his recent illness. He is now recuperating at home. Mr Cumming was Director of Caulfield Institute of Technology from 1979 to 1982.



Ron Cumming, now at home.

Graduate Enterprise Program for 1987 — on "making it alone"

A pilot program that will encourage graduates to use their intellectual property to set up their own businesses will be started in early 1987. The Graduate Enterprise Program has been initiated by the Centre for the Development of Entrepreneurs at Chisholm Institute of Technology.

The Program is strongly supported by the Victorian Department of Industry, Technology and Resources which has made funds available for the pilot program. The Director of the Program, Dr Denis Kiellerup, said that co-operation between government, industry and tertiary institutions in supporting this Program will prove to be very exciting. It is anticipated that several tertiary institutions will be involved in Graduate Enterprise.

As well as government support, financial and personnel assistance is being sought from industry to contribute to the running of the Program.

Dr Kiellerup said that the Program's aims are:

- to foster the 'make things happen' spirit that existed in our pioneering past;
- to introduce graduates to the possibilities of making it alone;
- to teach them to go about this; and

to provide the support and guidance needed in the exciting but risky early days in business.

The Program is designed to foster self development, independence and achievement. Very few graduates opt to start their own businesses, yet new enterprises are essential for both the survival and future development of the Australian economy.

Many of Australia's trading partners and competitors have been very successful in promoting graduate-led business development. Similar programs have already proved successful in Scotland and England.

After selection, the successful candidates will attend a two-day Introductory Program at Chisholm Institute of Technology. The course will start towards the end of March and will last five months. Participants will be introduced to the skills required to manage their own businesses.

Topics in the course will include entrepreneurship and small business management, evaluating business ideas, business strategy, marketing, accounting, business plan preparation and legal requirements. Help and encouragement will be given by about twenty experts in small business. At the end of the five-month training period, participants will have the knowledge required to start a new business.

Further information on the Program is available from Dr Kiellerup on (03) 211 2638.

Profile: Merryl Sherriff

The Printing Services Department has not always had a proliferation of computers and complex machinery. When the present Printing Services Manager, Merryl Sherriff, started as a collator in 1969, the Department was in E Block. There were two members of staff, herself and the then Manager, Mrs Blank, and the Department had a spirit duplicator and a Xerox 914 photocopier.

Merryl says in those days she and Mrs Blank had to burn all the practice runs of exam papers because they did not have a shredder. They used to have hysterics as they prodded around in the ashes to see if all the pieces had been burnt. She tells of her early days at Chisholm with the machine that invariably broke down when printing Council papers.

The Department has had several moves since then, to A Block and later to C Block. At one stage, the Department was located in a house in Princes Avenue and one of the pieces of equipment was placed in the lounge room.

Despite all this, Merryl says the Department had more of a family feeling in those days. People did not mind working until 11pm, 2am or even on weekends if an urgent job arose. They were less concerned about monetary reward and everyone would pitch in whether they were paid or not. But, she says, the whole community has changed, not just

Chisholm and since the Institute has expanded there is less of the community feeling of a small organisation.

However, with the expansion, Printing Services has been able to buy better equipment to make life easier for the staff and allow them to provide a better and more efficient service to the Institute.

Merryl has worked in Printing Services for over 17 years and has 14 staff working with her when the Department is fully staffed.

Having worked her way up from being a collator, she knows how to use all the machines, and if a staff member is away she can work on the machine herself, which often comes as a welcome change from the more administrative duties she is used to. Her knowledge is also handy in that she can often work out what is wrong with a machine before calling a repairperson, and when dealing with clients she knows exactly what a machine can and cannot do.

Merryl loves her work and enjoys working with figures and computers. She also likes evaluating new machinery. She often likes to arrive early to take advantage of the morning quiet to do work on figures.

She says she has a good team although sometimes the Department has difficulty getting good staff because there is no shift work or paid overtime.

The only complaint that Merryl has about her job is that some people want work done



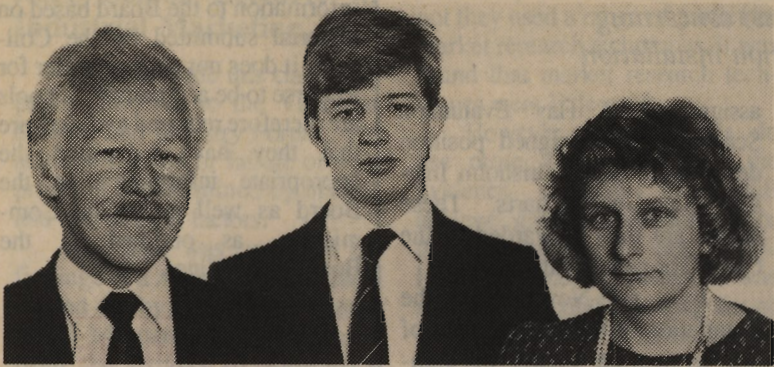
yesterday without due consideration for other customers, but she says most of the Institute staff are reasonable in their demands.

Merryl was born at Dunolly, Victoria, and came to Melbourne in her late teens. Before coming to Chisholm, she was a secretary with Hawthorn Taxi Trucks.

Merryl has been married to Dennis for 14 years and they now live in Strathmore. She enjoys gardening and decorating. Merryl says Dennis is very understanding of the long hours she works.

She loves sport and barracks for Essendon. In the country she used to play tennis, basketball, baseball and softball. She finds she does not have time to play sport in Melbourne but she still likes watching it. Her favorite pastime is taking her collie pup, 'Pride', to obedience classes, which will hopefully pay off before Pride, and Merryl, get expelled.

New Staff



New in Finance —

W. L. Priem,
Chief Finance
Manager

Bill Priem, (above left) AASA (Snr), ACIS, Grad. Dip. Tax., who took up Position of Chief Finance Manager of Chisholm on 1 October has had an interesting life. Born in Belgium and raised in the Netherlands, he came to Australia with his family in 1954.

He worked for 13 years for CRA Ltd., and spent 5 years on a joint venture with the Blair Athol Coal Mine in North Queensland. He also worked for Hammersly Iron in W.A., and in the course of his work he travelled extensively around the centre and north of Australia.

More recently, Bill worked in the Ministry of Transport as the Manager of Budgets for 12 months, and the Road Traffic Authority, where he was the Revenue Manager for 2 years.

He is looking forward to working with a new management team in Finance.

Helen Wilson,
Office Manager

Helen Wilson, 28, (above right) is the new Office Manager in Finance, responsible for the overall management of the Accounting Office. She previously worked at the Grain Elevators Board, and is a CIT graduate in accounting.

Helen manages the expenditure (debtors/creditors) of Chisholm and began at Chisholm on 6 October.

Bill Graus,
Accounts Receivable
Supervisor

Also new in Finance is Bill Graus, 24, (above centre), the Accounts Receivable Supervisor, who commenced work at Chisholm on 29 September.

Bill comes from the Australian Native Association, where he was the Accounting Department Supervisor. Bill also worked for the ANZ Bank for 5 years, where he started as a clerk.

**Equal Opportunity
Officer —
Anne Rennie**

Anne Rennie (above) is Chisholm's new Equal Opportunity Officer. Anne comes from the Swinburne Community School, an alternative school with close connections to Swinburne Institute in Hawthorn. Anne was a teacher there, ostensibly in Maths and Science, but in practice she ended up with a variety of 'specialities' — as the careers teacher and work experience co-ordinator.

Anne was also involved in a number of other groups, including the Education Department's Eastern Region Equal Opportunities Network, and the Participation and Equity Program at the school. The focus of the latter included education for girls. She was also in the Women's Network at Swinburne Institute.

"I am interested in continuing and developing the equal opportunities work that's

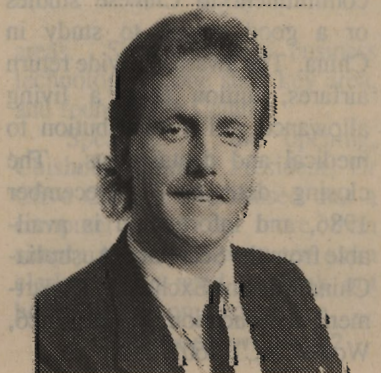
been done at Chisholm so far," she said. "I am spending my time getting a feeling for where Chisholm is at."

Anne takes a broadly based approach to equal opportunities issues, and she is interested in how they affect all staff and students of Chisholm. She would welcome the opportunity to meet as wide a range of people as possible and asks anyone who has equal opportunities issues to discuss to ring her on 2066 and make a time to talk, or to come to her present location at 29 Railway Avenue, Caulfield.

**Public Relations
Officer —
John Wilkins**

Chisholm's new Public Relations Officer, John Wilkins (pictured below) joined the Institute in October. John, 31, comes from the Road Construction Authority, where he was the Publications and Publicity Officer.

John has, in his own words, "a bitsy background", beginning his working life at the Herald as a



Copy Boy in the Sub-Editors' Room, moving on to being a Printer's Assistant, and then working as a clerk in the Public Service.

After several years working as a graphic artist, and a year spent studying at Monash University full-time, John worked for the City of Hawthorn as their Information Officer. After that, he moved to Swinburne Student Union as Media Officer, where he had his first taste of life in an educational institution. Later, he worked for Nunawading Council.

John completed his Honours degree at La Trobe University last year, majoring in the philosophy, of science, ethics and logic. This year, he is studying computing at Chisholm in the Graduate Diploma course part-time.

"I suppose I am a glutton for punishment," he said, "since I have been studying one thing or another for ten years, only one of which was a full-time year. My problem is, I develop an enthusiasm, and go study it."

"Computers, which are becoming increasingly important in the world of publishing and printing, are my latest enthusiasm. Chisholm's Public Relations Unit uses 'desk-top publishing' technology in an innovative way, and I look forward to being a part of that innovation."

John is hoping all staff will feel free to come to talk with him about public relations. His office is at Caulfield campus, on Level 1 of the Frank Groves Building, and his telephone number is 2099.

Surveying the South Channel Fort

Seven students and two staff from Chisholm recently surveyed a fortification of historic importance in Port Phillip Bay — a case of archaeological necessity working together with tourism to benefit everyone

Chisholm staff and students recently surveyed a 19th Century Fort in Port Phillip Bay. The surface and underground structures of the South Channel Fort were surveyed for five days during August by a team of seven third-year civil engineering students and staff members Tony Ho and Michael Kitson.

The Fort is six kilometres out in the Bay from Sorrento and has no power or fresh water and a ruinous jetty which, in a small gale, certainly adds interest to the loading and off-loading of equipment.

The ferry company MBM, which operates the catamaran 'Spirit of Victoria', are negotiating to lease the Fort and restore it to what it was like in the early 1890s. It will also eventually house a museum and

displays describing the Port Phillip defences.

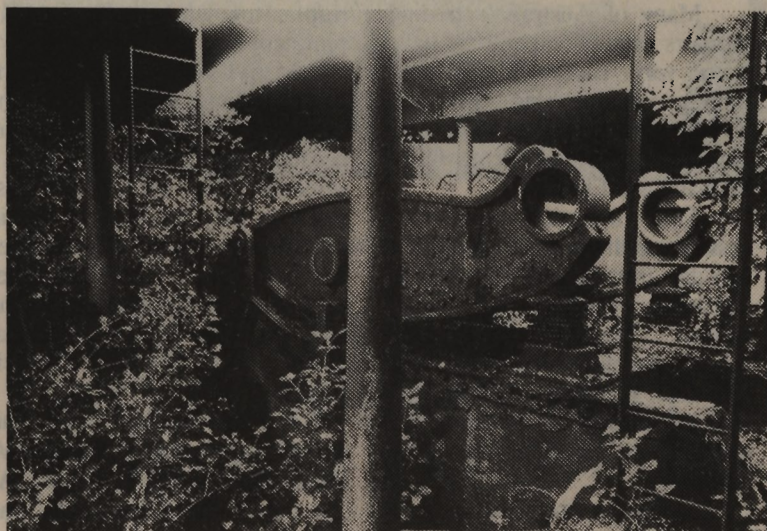
The Fort is an important example of military architecture and marks the transition from armour to 'invisibility' in defences which took place during the 1880s. It also houses the prototype mounting for Armstrong's Disappearing Gun which was the first heavy gun to successfully control recoil by hydraulics. It was bought by Victoria and mounted on the Fort before the British War Office accepted this type of gun for service.

The survey was partly archaeological, made necessary because no contract plans or specifications for the Fort's construction have been found and the sand and timber structures of the upper works are badly decayed. Also, steady vandalism is destroying much of the detailing and remains of fittings below ground.

It is hoped that Chisholm will continue to take part in the reconstruction of the Fort. Michael Kitson, who gave a paper on the design and function of the



Above: the old jetty and fortifications, including a mounting block for an early machine gun (centre); Below: the mounting of a rare 8" gun.



South Channel's defences to the Australian War Memorial History Conference last February, has been named the Historical Consultant for the Fort's restoration.

A 'Friends of the Fort' group is to be formed to help in its restoration. Michael Ballantyne of MBM would be pleased to hear from anyone wanting to join.

Awards and Scholarships

The Royal Netherlands Embassy has announced a special offer of nine months of scholarship study in the Netherlands in 1987/88 for three advanced students or young postgraduates/experts. The awards offer airfares, living allowance, travel allowance and medical insurance. Awards are available for research in archaeology, art history, economics, earlier shipping instruments, geography, history, nautical studies, archive research and study of museums. The Netherlands are also offering up to three postgraduate scholarships, for a minimum of three and a maximum of twelve months study.

The award covers a living allowance and costs, insurance and reimbursement of return travel costs to the Netherlands. Applications for both scholarships are available from Mr Dick Grierson, Secretary, Selection Committee, Netherlands Government Awards, Commonwealth Department of Education, PO Box 826, Woden ACT 2606, phone (062) 83 7649. Applications close on 28 November.

The Indonesian Government is offering two scholarships to Australians wanting to undertake one-year, non-degree tertiary studies commencing January 1988, in Indonesian or a regional language and literature, or Indonesian music and dance. Applicants must be under 35 and be able to speak and write basic Indonesian, have HSC or equiv-

alent, and some knowledge of their proposed field of study. The scholarships include living allowances, but do not include travel to or from Indonesia. Information and application forms are available from the Secretary, Indonesian Government Scholarships, Department of Education, PO Box 826, Woden 2606, phone (062) 83 7635. Applications close on 31 March 1987.

The Australian-American Educational Foundation is calling for submission papers for the 1988 Fulbright Awards to American senior scholars and postdoctoral fellows to teach or carry out research in Australia. The closing date for submissions is 31 October, and information and submission papers are available from the Executive Officer, GPO Box 1559, Canberra, ACT 2601, phone (062) 47 9331.

The Australia-China Student Exchange is offering two year tertiary study scholarships in China commencing September 1987. Applicants must have a commitment to Chinese studies or a good reason to study in China. The awards provide return airfares, tuition fees, a living allowance and a contribution to medical and dental costs. The closing date is 31 December 1986, and information is available from the Secretary, Australia-China Student Exchange, Department of Education, PO Box 826, Woden, ACT 2601.

Hay Evaluation — A message from Peter Chandler

A memorandum from the Acting Associate Director (Planning & Resources) concerning the Hay Method of Job Evaluation installation

“ Since my last memorandum to all General Staff, dated 7 May 1986, I wish to inform you that the installation of the Hay Method of Job Evaluation is nearly completed. In conjunction with the Hay consultants, the benchmarking exercise has been undertaken, and a report of this exercise will be sent from the Hay consultants to the Acting Director shortly.

On 9 September, the Council approved the Policy and Procedures document for General Staff Position Analysis, Evaluation and Classification. This document was presented to the Council through the Staffing Committee, with the endorsement of the VCSA, and it incorporates new procedures for salary classification. The Policy establishes the General Staff Classification Committee (the replacement for GSCEC) which will act as an umbrella committee for the operation of the Hay Method of Job Evaluation, and will recommend appropriate salary classifications for General Staff.

This document also includes Membership and Terms of Reference for the Evaluation Panels responsible for the

assignment of Hay Evaluation Scores for each signed position description, using Chisholm Institute Hay Guide Charts. These scores are then forwarded to the GSCC for consideration.

By mid-November, the installation of the Hay Method of Job Evaluation should be completed and the Institute should be ready for routine reclassification and classification review, including immediate action on all requests pending.

In the longer term, an ongoing classification review will write position descriptions for all general staff positions and the corresponding evaluations. This will happen concurrently with the day-to-day evaluations and classifications of the GSCC.

I do acknowledge that concern has arisen over the installation of Hay. In response, more evaluators are to be trained, and the Institute has given the installation top priority. I am confident that these concerns are being overcome.

I will keep you informed of further developments in this activity.”

Peter Chandler

Next deadline—12 November

Contact the Public Relations Office on 2099

Institute Acts to Halt Bomb Hoax Calls

In the wake of a number of bomb threat hoax calls received at Chisholm last year, especially during exams, the Institute has announced the installation of tracing and recording devices for the telephone system.

The Academic Registrar, Ms Helen Boyd, said that the facility allows the taping of suspicious calls by the operators, and if threats are made, the calls can be traced and the police sent to the location immediately, if necessary.

The installation will be completed in time for the November exams, reducing the inconvenience to students that occurred last year, when exams had to be halted while searches for bombs were made.

The system was originally designed to handle bomb scares on aircraft, being known under the title 'Red Trace Jet Scare Alert'. It is currently called the 'Last Party Release Facility', since it enables the party called to hold the line while it is being traced.

Accreditation Confusion

There has been some confusion between the roles of the Accreditation Board and the Victorian Post-Secondary Education Commission, according to the Director of the Board, Mrs E. Dale. Some Colleges have assumed that information they provide to the Commission for courses approval is available to the Board.

However, although the Commission does provide some course information to the Board based on material submitted by the Colleges, it does not do so in order for a course to be accredited. Schools are therefore required to make sure that they have submitted the appropriate information to the Board as well as to the Commission, as outlined in the Board's guidelines.

Classifieds

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

- Agfa Gevaert Wet Process Copier
 - 2 x 3M Dry Photocopiers
 - Graflex 16mm projector
 - Kalart Victor 16mm projector
 - 3 x NV3160 colour VCRs
 - Editing Controller
 - 3 x WV3085 camera Portapaks
 - 3 x VTR Portapaks
 - 2 x NV340EZ power supplies
 - JVC colour camera
 - Bell & Howell microfilm reader-printer
 - 2 x IBM Selectric 2 typewriters
 - 3 x Facit electric typewriters
 - IBM Executive typewriter
 - 2 x Olympia electric typewriter
 - 3M infrared photocopier.
 - 1 x 10-Net Local Area Network for IBM PCs and compatibles. Consists of 10 interface cards and 10 connectors and cables.
- For further information or to submit offers in writing, contact Shirley Phillips, Supply Department, ext. 2096.

FOR SALE — a Royal 660 typewriter, contact Angela, ext. 2040, or contact the Supply Department.