

# ASAC backs academic action on pay rise

Chisholm academics were among the 700 who packed the first stop work meeting of college academics at the Trades Hall Council in Carlton on Tuesday 19 June.

The decision to support the meeting, called by the Federation of College Academics (FCA) and Council of Academic Staff Associations (CASA), was made at an extraordinary general meeting of the Academic Staff Association of Chisholm Institute (ASAC) on 18 June.

At that meeting, ASAC members resolved to give full support to the stop work meeting 'called by the FCA and CASA executives in relation to the Federal government's intervention into the matter of the five per cent salary determination...'

It blackbanned all educational activities at Chisholm for the following afternoon and urged members to attend the stop work meeting.

The stop work meeting voted to condemn the decision by the Academic Salaries Tribunal to cut the five per cent catch-up determined for 1984, on the grounds that it breached the Prices and Incomes Accord, and was contrary to National Wage Case Principles provisions.

The meeting also voted to condemn the Federal Government for 'its attempt to trade off the funding of higher education against salary rates for academics by insisting before the Tribunal that the Government's acceptance of the CTEC Report is contingent on reducing expected catch-up in academic salaries', and for providing inadequate funding for the 3000 extra student places this year.

The government also came under fire at the meeting in relation to a number of other issues, including inadequate capital funding for upgrading 'dilapidated and unsafe buildings', CTEC funding recommendations for 1985-87, and non-implementation of its election promise to raise maximum TEAS allowance to students to the level of the single unemployment benefit.

A campaign to 'ensure adequate funding and staffing levels and to protect academic working conditions' was backed by the meeting, involving selected work bans and stoppages.

ASAC president, Mr Bob Burford, stressed after the meeting that 'our concern on the matter transcends mere money.'

'The issue at stake is that a national government, which gave undertakings that it would not tamper with findings of its independent tribunals, has in fact done so.'

'The action in itself sets a very undesirable precedent, but that it should proceed without a whimper of a protest from the college sector would give the government the nod for further disadvantageous deals in the future.'

Mr Burford said before the meeting he had contacted the Director, Mr Patrick Leary, to 'allay fears that he expressed about the stop work inconveniencing students.'

'I also sought his support and sympathy for our actions on the grounds that ASAC members had embarked on an action which is never universally popular, but which it believed was necessary for



Photo courtesy of The Age.

*The scene at the Trades Hall stop-work meeting where academics showed their support for a campaign of industrial action.*

the ultimate good of the whole CAE sector.'

Mr Burford called on the Chisholm community to 'give sympathetic consideration to this principle when this whole saga unfolds in the not too distant future.'

He said he was 'personally gratified' that academics of colleges throughout Victoria had 'stood up

to be counted', and relieved that the action 'which always has the potential to misfire, apparently was a successful and vigorous start to what we all hope will be a successful campaign.'

At its meeting on Tuesday 12 June, Chisholm Council voted to support the call by Colleges for the implementation of the five per cent salary increase.

**At the Pearcey Centre for Computing, business is booming. According to the Centre's Executive Director, Mr Doug Burns, response to its series of day and evening short courses this year has been overwhelming.**

By the end of July, he says, 120 people will have participated in 10 one and two day microcomputer short courses, and about 450 in the Introduction to Computers evening courses.

In one course alone, run by EDP lecturer, Ms Pearl Levin, 140 people enrolled.

Mr Burns says response to the day courses has been so positive, it is likely they will be repeated several times throughout the year.

Three have already been run twice to meet the demand. They are the Personal Computer Introductory course, Introduction to LOTUS 1-2-3, and LOTUS Extensions.

Aimed at middle and upper level management, the courses offer a grounding in using the computer as a tool to assist in decision making in business.

The Centre's place as a leader in computer education for industry, government and the community certainly looks assured.

Mr Burns: 'I think the Centre can expand even more. We thought the market was there, and so far things are working extremely well.'

'What we have to watch is that we keep up to date with developments in that market.'

'We have to make sure we are at the forefront of putting on courses in new computer packages - to be proactive instead of reactive; to predict what industry wants and offer courses to match.'

As such, Mr Burns says Centre staff are 'flat out keeping up with the latest offerings in computer packages.'

'What's new today may be obsolete tomorrow.'

He says micro-computers are a



*The Pearcey Centre's new microcomputer laboratory was buzzing with industry when the Lotus Extension course was repeated recently in response to community demand.*

striking example of just how quickly computer technology is evolving - 'Four or five years ago they were rarely heard of; now they're everywhere.'

In the Pearcey Centre's new micro laboratory, there are nine IBM PCs, giving students of short courses practical experience in their use, with a maximum of two participants to each PC.

In addition to the short day courses, the Centre also runs

The Federal tertiary education funding policy favouring universities over colleges has been slammed by the foundation Dean of the David Syme Business School at Chisholm, Mr John Miller.

Speaking at the School's 10th anniversary dinner, Mr Miller said it was 'really rough' that facilities at Chisholm were as they are.

Both students and staff suffered because Chisholm and other colleges of advanced education were treated as 'poor cousins'.

'Malcolm Fraser used to say the two systems were equal but different.'

'I can tell you they're bloody unequal and bloody different when it comes to resources.'

Mr Miller cited the student facilities at the Caulfield campus as an example.

## Federal funding slammed

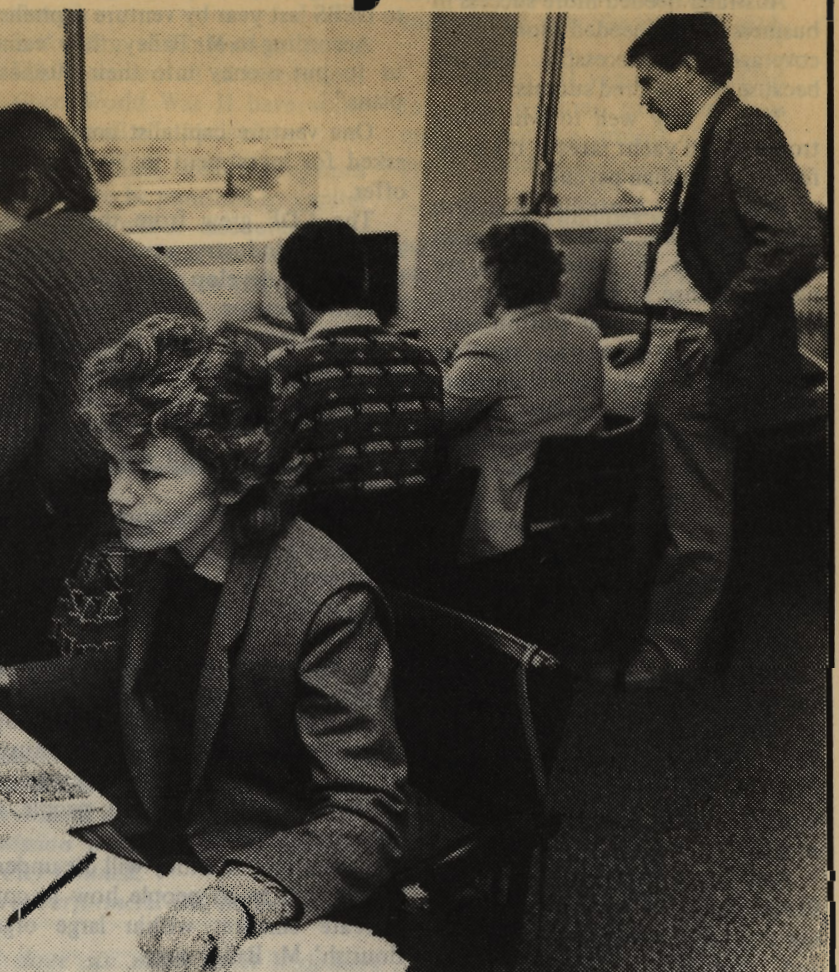
He said it was disgraceful that student facilities amounted to an old tin shed which was once the pavilion of the Caulfield East Tennis Club - and that this had been the case for years because of funding restrictions.

At universities, students and staff had access to tennis and squash courts, swimming pools, playing fields and saunas.

'It is just not fair,' he said.

It was quite obvious the colleges had the runs on the board in education and were worthy of equal support.

## Big demand for Pearcey courses



*The Pearcey Centre's new microcomputer laboratory was buzzing with industry when the Lotus Extension course was repeated recently in response to community demand.*

specialist courses in computers tailored for specific groups, including Telecom, Australia Post, the Victoria Police Force, Department of Defence, the SEC and the Australian Mineral Foundation.

Mr Burns says for courses such as these there is no advertising involved.

'In most cases they come to us because they've heard that the facilities we can give them and the calibre of the people teaching are

first class. They also know that we will offer value for money.'

Mr Burns says the same applies to the Centre's consultancy role.

'We don't advertise for any consultancy work at all, and we get as much as we can handle. It comes our way through satisfied customers telling others we can do the job.'

Currently the Centre is acting as consultant to six separate businesses and industries.

# Government boost for entrepreneur centre

Chisholm's new Centre for the Development of Entrepreneurs has received a \$250,000 boost from the Federal government.

And the State government has added a further \$25,000 as a foundation donor to the David Syme Business School enterprise.

The Federal grant was announced by Senator John Button, Minister for Industry and Commerce, at the School's 10th anniversary dinner on Friday 22 June.

He told the 400 guests at the dinner, mainly leaders in the business, that Australia needed more entrepreneurs in both new and existing business.

Australia was at the crossroads and needed people who could take the difficult decisions and grasp the opportunity to make Australian industry more competitive in the most rapidly developing region in the world.

He said the Centre for the Development of Entrepreneurs, which could become a model for centres of innovation around Australia, would help by training people in entrepreneurship and providing back up research for industry, commerce and governments.

'I look forward to seeing the Centre's graduates in action,' Senator Button said.

'I just wish we could organise a crash course for some of those running Australian business now.'

Senator Button said there was a school of thought which said entrepreneurs were born, not made, but 'we have got a long way to go in Australia before we can risk testing this'.

Australia needed more success in business and it needed more media coverage of successful business because success bred success.

'It's all very well to win tennis trophies and yacht races - it's great for the Australian psyche.'

But to put Australia on a firm footing for the future, 'we need more success in business and we need a change in attitudes towards that success', Senator Button said.

He outlined three areas which he said were critical to the development of Australian business - long term planning, moving with the Pacific basin region, and competitive management.

'The capacity to look ahead 10 years is vital; if we do that a lot of things fall into place,' he said.

'There is a lot of debate in the United States about the success of Japanese business compared with US business.'

'The Japanese ability to look ahead 10 years rather than at the next quarter's profits has been identified as a key factor in their success.'

Senator Button noted that the Pacific basin was the fastest growing economic region in the world and Australian business had to involve itself in the region and be part of that growth.

Australia had to be more outward looking, requiring a change of attitude which was very difficult to make; 'like moving tombstones'.

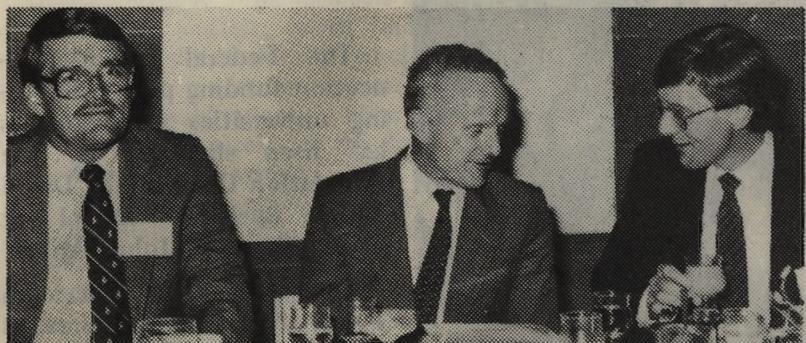
In addition, Australian industry needed 'management of which we can be proud' to be competitive, to lower costs and to take advantage of quality, good design and good marketing.

'Many of the most successful exporters in the world are not the cheapest - they get their markets because they are the best.'

'There is a lesson for Australia in that,' Senator Button said.

He praised David Syme Business School for its emphasis on entrepreneurship, international business, applied business technology and links with the corporate sector.

These, Senator Button said, were the directions for the future.



Senator Button (centre) with DSBS Dean, Dr Ken Tucker, and, left, Professor Jeffrey Timmons, visiting fellow to Chisholm's new Centre for Development of Entrepreneurs.

## The Centre

Chisholm's new Centre for the Development of Entrepreneurs (CDE) is a natural extension of the type of programs offered by David Syme Business School during the past four years, according to its Director, Mr John Bailey.

Mr Bailey, a Senior Lecturer in Management and Entrepreneurship, has conducted regular workshops in Entrepreneurial Leadership during that time.

He says to date about 120 people have participated in the programs, which teach business people the secrets of successful development of business and marketing plans for new ventures.

The new CDE, which was launched on 1 July, 'will enable us to give specialised help to individual entrepreneurs and we visualise the CDE being a pilot upon which other centres may be based'.

The concept of the Centre, unique in Australia, grew from an approach to DSBS last year by venture capitalists.

According to Mr Bailey, they 'came to us saying "we have people asking us to put money into their businesses but none of them have business plans" '.

One venture capitalist complained that only one person of 250 who asked for investment in his business had any sort of planned strategy to offer.

The CDE grew from there, and according to Mr Bailey, will 'turn Australian Industry around - large and small' by equipping people with the skills to develop such plans.

Entrepreneurs will be assisted by small teams of Chisholm staff members from a range of disciplines in developing feasibility studies and business plans for new ventures.

Mr Bailey says it will cost about \$180,000 a year to run the CDE, which he expects will be self-funding in about three years.

Until it is, it will rely on a range of programs to generate financial support, including:

- Workshops in entrepreneurship for specialist groups (such as the Inventor's Association which is already involved).
- Research and consultancy for industry, commerce and government, including specialist courses tailored to suit the needs of individual organisations.
- Development services for big business.

Mr Bailey says the CDE is 'currently developing with some large companies a program to develop "Intrapreneurs" (intra-corporate-entrepreneurs) which will assist Australian organisations in regaining some of the entrepreneurial characteristics necessary for on-going success.'

He says it is vital that people within big organisations behave like entrepreneurs.

Unless they do, they will die under the weight of bureaucracies.

'We will teach people how to cope with that bureaucracy, and how to recreate climates within large organisations where entrepreneurs can flourish', Mr Bailey says.

## Tribology expert to visit Chisholm

Chisholm's fourth annual Industrial Tribology Conference will be held at the Caulfield campus from 24 - 26 July.

Sponsored by the Tribology Group, the theme of this year's conference is Tribology in Transport, and specifically, lubrication in the transport industry, wear in the transport industry, and condition monitoring.

The leading speaker at the conference will be Dr Terry Eyre, of Brunel University in the UK, an internationally recognised expert in

# VIEWPOINT

## WHO CARES??

The last straw came at 12.55 pm on Tuesday 22 May as I bravely escorted an overseas visitor across the walkway between B and F blocks. It came in the form of the rubbish we carefully negotiated as the wind picked up the papers and swirled them about our feet. First it was the upturned half beer carton and its strewn contents of paper wrappings, then it was the coke tins and bottle tops, till finally refuge was found through the jammed open doors of F block.

I was, as I often am, totally ashamed of the Caulfield Campus of Chisholm Institute of Technology.

There was a time when I used to think things would get better. Prior to the building program of the early 1970's, I would reflect on to what part of our scruffy, untidy campus I would be proud of take a visitor to. I concluded that the answer was 'nowhere' except perhaps the then Director's office. I was naive and young enough to think that things would change. How wrong can you be? Where would you go now?

Consider what we have done to the 'showpiece' of the campus - Level 2, B Block.

A brief tour at any time of the day or evening will quickly show discarded and broken furniture, a mobile notice board with a broken castor leaning drunkenly against the wall, remnants of notices stuck over every conceivable surface, a step ladder that has lain in a tutorial room for the past three months, along with some old picture canvas, dirty rubbish bins and ash trays, rubbish strewn about the carpet and finally, to cap it all off - space invader machines. The slot vending machines were one thing, but now the ultimate insult has arrived complete with a warning that these machines are fitted with alarms. These machines are bad enough, but that is not all - to ensure that they work one is propped up with a wad of newspaper to keep it level.

I don't know who is responsible, and I don't know who else cares, but I do. I have carefully considered other campuses in my travels and I have come to the sad conclusion that this campus is the worst I have ever seen. I could go on, there is plenty more. For instance where else in the community would you expect to find the fire brigade making regular visits with sirens flashing while we all cheerfully ignore the alarms? And what about the condition of the toilet blocks where the smells would do justice to the most outback of country dunnies?

I am reminded of what happens when a community of rats are confined to a restricted space; perhaps that is what has become of us!

I am not trying to apportion blame. I have little doubt that the grounds staff and cleaning staff are all working hard with limited resources and financial cut-backs, but perhaps a 'Keep Caulfield Campus Beautiful' campaign could be launched through the Gazette.

John Spencer  
Civil Engineering

## GSD grants reach \$20,000

The General Staff Development Committee has now allocated \$20,000 of its \$25,000 budget.

Assistant Staff Officer, Mr Eric Formby, says the money has gone to over 50 staff for proposals ranging from funding for attending short courses and seminars to assistance with significant programs associated with overseas travel.

Mr Formby says although money is still available for assistance with attendances at conferences and the like, the Committee is interested in hearing from general staff who wish to undertake more 'significant' programs.

For example, the Committee has approved funding for:

- Assisting a general staff member towards the total cost of undertaking a PhD at the University of Rhode Island, USA.
- A member of staff to attend the third annual meeting of International University Administrators in Ontario in July.
- Assisting a laboratory technician with a two week study trip to

New Zealand's Otago Marine Chemistry Group.

According to Mr Formby, such programs not only benefit general staff members, they also benefit the Institute.

For more information about lodging an application, contact Mr Formby on extension 2483.

## Letter

To the Editor:

I wish to take the opportunity to thank all those people who supported me in the recent Council election, and especially those who canvassed on my behalf.

The turnout of votes (72%) was particularly impressive and demonstrates that general staff are interested in Council and Council issues.

I appreciate the confidence expressed in me and will represent general staff as best I can on the Institute Council.

P.K. Rodan

Tribology, whose consultancy activities cover a broad range of problems, including slewing bearings on North Sea oil platforms, and more common industrial problems.

Dr Eyre will be a Visiting Fellow at Chisholm during July and August, and during that time will be available for industrial visits.

The conference will be officially opened by the State Director of the Commonwealth Department of Science and Technology, Mr W. McMahon.

Other speakers during the three day conference include Mr J. Chapman, the Chief Engineer at Mobil, Dr E. Doyle, Senior Research Scientist, Materials Research Laboratories, Department of Defence, and Dr P. McFadden of the Aeronautical Research Laboratories, Department of Defence Support.

The conference is aimed at engineers and experienced senior maintenance staff involved in the selection, application and maintenance of lubrication systems.



Dr Charles Osborne (left) with Dr Imants Svalbe and Chisholm graduate and now computer imaging professional, Mr Ron Van Schyndel, in the tiny computer imaging laboratory.

## PC Computer Imaging a world beater

'Would you wait a few extra minutes to save \$240,000?'

The answer, according to Chisholm Computer Imaging Group lecturers, Dr Charles Osborne and Dr Imants Svalbe, is obviously, 'of course!'

Until recently, they say, computer imaging, the technique which enables computers to acquire and store data traditionally associated with photographs and tape recorders, has been the sole province of big computers equipped with mini or main frame image processing systems at a cost of \$250,000 and upwards.

During the past 18 months, the Applied Physics Department has developed the expertise to apply the same techniques to simple, inexpensive personal computers.

They believe this aspect of their work is unique in Australia, and possibly the world.

'We've taken advantage of modern technology to bring it into the general market-place, without having to spend a quarter of a million dollars,' Dr Svalbe says.

He adds that 'the systems are cheap and versatile enough to be used by anyone.'

The Computer Imaging Group has spent a mere \$10,000 on equipment, including appropriate software - hence the \$240,000 saving.

The price they pay is some reduction in size and detail of images, and marginally slower processing times.

According to Dr Osborne, the applications for computer imaging are bounded only by the imagination.

Currently the techniques are being used for a number of purposes in a variety of programs.

They can be used to enhance electron microscope data, produce layouts for designers, aid in the detection of signature forgery, identify objects and act as inbuilt burglar warning systems.

Computer imaging has been used in the Voyager and Mariner space programs, missile tracking in defence programs, speech synthesis and recognition, and robotics, especially computer vision.

The possible applications of the techniques, the Computer Imaging Group believes, are endless.

They also believe that all of these activities can be performed using a personal computer.

It's an exciting new development

in a field which offers enormous potential for growth.

Dr Osborne says in the United States, forecasters are predicting computer imaging will be a one billion dollar a year industry by 1990.

He and Dr Svalbe agree that developments will be rapid and far reaching, and their own prediction is that within a few years, computer imaging will have reached the stage of direct competition with photocopying machines.

Interest in computer imaging at Chisholm was sparked when Master of Applied Science student, Mr Jugo Ilic, a scientist with the CSIRO's Division of Chemical and Wood Technology, used computer imaging techniques in his work on hardwoods.

Using personal computer imaging systems, he developed a machine which automatically determines the characteristics of wood anatomy, providing the timber industry with a means of assessing timber quality before processing.

Last year, computer imaging was introduced as a Bachelor of Applied Science elective, with 30 second and third year students enrolled.

This year, the number has jumped to 50.

Students are taught a variety of practical and educational applications of computer imaging using personal computers, including image formation which incorporates recording and digitising techniques, basic computer graphics, image manipulation and simple pattern recognition.

Dr Svalbe emphasises the practical nature of the course.

'Our main concern is bringing students up to date with the latest in technology in areas such as medical imaging (ultrasonics, X Rays and tomography), geological and meteorological imaging and Landsat (Earth Resources Satellite).'

Chisholm is the only higher education institution in Australia which offers studies in computer imaging at undergraduate level.

Dr Osborne says the few courses which are available in the field are

all at post-graduate level, and none of these involve work with personal computer imaging systems.

The work of the Computer Imaging Group compliments that of the Chisholm Computer Graphics Group, co-ordinated by the Graphics Centre.

Dr Svalbe says imaging techniques are an extension of graphics capabilities allowing images to be manipulated with sophistication well beyond normal graphic or photographic means.

Beginning on 28 August, the Group is offering a series of six two-day workshops designed to introduce personal computer users to the basics of image acquisition and image processing techniques, and to demonstrate how much can be done using inexpensive equipment.

The Group describes its pioneering work in the area as 'computer imaging on a shoe-string.'

*It's been a busy year for Chisholm sculpture tutor, Tony Pryor. His gruelling schedule of work commitments has kept him 'flat out for eight months', with no let up in sight for some time yet. It's an indication of Mr Pryor's reputation as an artist of some distinction.*

*Currently he is working on three separate large commissions, for the Queensland Art Gallery, for Box Hill City Council's new pedestrian mall, and for a steel mill at Laverton.*

*The Queensland Art Gallery commission is a 5 x 6.5 metre sculpture, 'Approaching Equilibrium' which will be installed in front of the Gallery, the first completed stage of the new Queensland Cultural Centre.*

*Mr Pryor won the Box Hill commission from a field of about 80 entrants in a competition set up by the City Council.*

*The 5.5 metre painted steel sculpture 'Performers' will be unveiled on Australia Day, 1985.*

*The third commission consists of three six metre steel sculptures promoting metal recycling for the Laverton steel mill.*

*And if that's not enough, Mr Pryor is currently exhibiting 'Recent Sculpture' at Realities Gallery in Toorak. This exhibition was assisted by the Visual Arts Board, Australia Council and the Victorian Ministry for the Arts.*

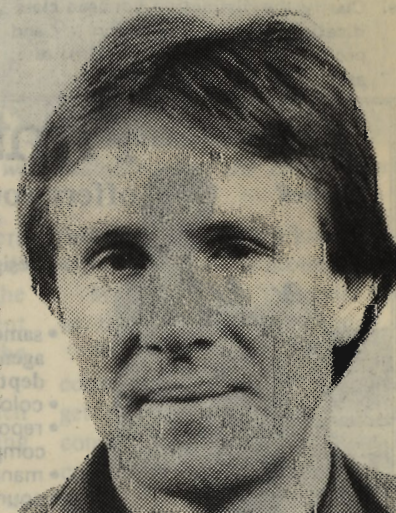
*In September he will visit the Arthur Boyd studio in Tuscany to finalise plans for a later exhibition in Amsterdam.*

*Plans are also well underway for a joint exhibition with four other Australian artists in Vienna next year, including Chisholm printmaking tutor, Mr John Neeson.*

*Samples of Mr Pryor's work can be seen in galleries throughout Australia, including the National Galleries in Canberra and Melbourne, and the Victorian Arts Centre.*

*He is a lecturer with RMIT, and has been a part-time tutor with Chisholm's Department of Fine Art since mid-1983.*

## Sculptor makes his mark



Mr Pryor

## Australia ready to jump says Timmons

Australia is ideally positioned to leap frog many of the economic and business problems experienced in the United States and elsewhere in the last 20 years.

That's the opinion of Professor Jeffrey Timmons, Professor of Entrepreneurial Studies at Babson College in the United States and founder of three new venture capital companies.

Professor Timmons is visiting Australia to teach in association with Chisholm's new Centre for Development of Entrepreneurs.

Delivering the keynote address at the School's 10th anniversary dinner, Professor Timmons said it was delightful to hear the Minister for Industry and Commerce, Senator Button, talking about encouraging entrepreneurial activities and developing new attitudes to support business success.

Professor Timmons applauded Federal and State government support for Chisholm's new Centre.

He said Australia was in a position to get the jump on competitors because of this sort of support and its lenient capital gains tax laws.

He said there were great opportunities in small business investment and great national advantages to be gained.

The advantages included:

- Employment: 'Studies in the US show that 80 per cent of new jobs are created by small firms; 20 per cent by the public sector. The top 500 corporations are UN employers, reducing the number of people working for them.'
- Innovation and Invention: In the US 95 per cent of all innovations since World War II have come from small companies.'

Despite this, small companies continued to be punished by capital gains taxes which discouraged investment and lack of access to incentives for research and development.

'How many times do you have to shoot yourself in the foot before you wake up?' Professor Timmons said.

He said Australia was going in the right direction by encouraging entrepreneurial activity and investment and seeking to change attitudes towards appreciation of successful business.

'New venture activity is people and opportunity, not resources, driven,' he stressed.

'There is no shortage of good ideas - only one to three percent of new venture propositions gain financial backing each year in the US - but there is a shortage of people who can see a market opportunity and grasp it.'

High technology was a good investment with new high technology ventures actually costing less to set up than low technology ventures.

But Professor Timmons said there was a danger of falling into the 'hype-technology' trap, regarding hi-tech as a panacea for all ills.

Long term planning and the willingness of investors to wait for their returns were also critical in encouraging new ventures, he said.

Seven to 10 years was needed for new ventures to make their mark - but the returns after that period could be spectacular.

Professor Timmons said business schools which 'practise and teach what they preach' had an important role to play.

He praised the DSBS and Management lecturer, Mr John Bailey, for the initiative in setting up the Centre for Entrepreneurship.

# Alumni Assoc. rebirth plans

Action is being taken to revitalise a Chisholm graduates association.

Such an association 'can and should be a source of strong support for the Institute', Mr Leary said.

'Whilst groups of graduates are active within most Schools there is no effective Institute-wide association although the "caretakers" of the CIT Graduates Association are keen to see it revitalised as a base for Chisholm.'

Mr Leary said the idea had received strong support at the recent meeting of the Deans' Board 'where it was felt that Chisholm was missing out on benefiting from past students who are in many cases quite influential'.

The Development Office was now aiming to establish an association 'which will maintain the interest of past graduates in the

Institute and enlist their support towards the achievement of its objectives'.

Mr Leary said in return for a nominal membership fee, the Association would, with the Institute's support, offer members a professional register, social and cultural activities, priority enrolment in short courses, selected Institute publications, library privileges and access to the Institute's computer system.

Other benefits were membership of the Staff Club and use of the cafeteria, catering facilities and function rooms on both the Caulfield and Frankston campuses.

'The objective is to have an active and self-supporting operation after two years,' Mr Leary concluded.



Meet the three people who offer service with a smile at Chisholm's new Staff Club. They are, left to right Phil Loft (manager), Kim Glass and Ivan Dudackov.

## What's On

### STAFF CLUB

Fresh fruit and vegetables will be available every Wednesday from 11am-2pm at the Staff Club until the CIT-Market starts up again in August.

Visitors must be accompanied by a member.

### MOZART, MUNCH & MORE MOZART

A series of three concerts performed by the Malvern Symphony Orchestra, featuring works of Mozart with leading Melbourne soloists.

Caulfield Campus, 2nd Level, Phillip Law Building. Doors open at 11 am and the concert starts at 11.30 am. A roast lunch which is included in the price of the ticket, is served at interval.

The concert will finish by 3 pm.  
 Concert 1 - Sunday, 15 July.  
 Concert 2 - Sunday, 29 July.  
 Concert 3 - Sunday, 12 August.  
 Tickets are \$30 for the three concerts or \$12 for each individual concert.

For further information ring 573 2133.

Deadline for the next GAZETTE on 19 July, is Tuesday 10 July. Don't miss out - get your copy in early. It can be left with the Public Relations Office, C1.08, or phone extension 2311.

## Muspratt for Princeton

Lecturer in Civil Engineering, Mr Murray Muspratt, has been offered a research appointment at Princeton University, USA, during Semester 2.

He has held similar positions at a number of other universities in the US, including UC Berkeley, Stanford and McGill.

Mr Muspratt is co-editor of the Australian Project Manager, the national journal of the Project Managers' Forum, and is also a member of the organising committee for an international conference to be held in Melbourne in September this year, 'Australia's Future in Asian and Pacific Projects'.

In addition, he is a member of the ANZAAS Task Force investigating the future of the manufacturing industry.

## Grants

### Menzies Foundation

The Menzies Foundation is inviting applications for research grants for 1985.

The Foundation will consider submissions for research in:

- health, fitness and physical achievement
  - public education in the improvement of the health and quality of life of Australians
  - programs for increased participation, enjoyment, performance, achievement and safety in sporting and leisure activities.
- Grants will not be made to private individuals.

Closing date for applications is 27 August 1984.

The Scholarship includes a prize of \$2000, and the prizewinning composition will be performed. Closing date for applications is 30 August 1984.

### Pig Industry

Applications are open for a number of study and training awards for 1985 offered by the Australian Pig Industry Research Committee.

The awards are, Post-graduate Research Awards, Extension Study/ Training Awards, Officer Development Awards and Post-doctoral Fellowships.

Closing date for applications is 31 August 1984.

### Electrical

The Electrical Research Board is inviting applications in support of research into the electric supply industry.

The Board will support grants for up to 30 projects for 1985. Closing date for applications is Friday, 3 August 1984.

For more information and/ or application forms for these grants and scholarships, contact the Development Director, Dr Bill Briggs, at the Caulfield Campus.

### Music

Applications are open for the Adolf Spivakovsky Scholarship for the Composition of Music, 1984.

The scholarship is offered in memory of the distinguished singing teacher, Adolf Spivakovsky.

The composition must be a new work, not previously performed, of an experimental nature, and written for a chamber group for up to five instrumentalists, the voice and any instrument(s), or a solo instrument.

## Classifieds

### FOR SALE

Pearl wood fibreglass drum kit 22" bass - 16" Fl/tom - 13" Mt/tom 12" Mt/tom cream colour.

14" snare 12" con/tom - 10" con/tom blue colour - 22" paiste ride.

20" upf ride - 15" zil crash

13" upf hh - tama hh stand + 3 cymbal stands and snare stand - stool and bass pedal - the kit comes with covers - price \$900

Ring A. Marie Ext 2260.

ELECTRIC FIRE. Vulcan Heat Machine 6kW with wall thermostat. Used only 3 months before installing conducted heat system throughout the house. Cost \$175 will sell for \$90. ONO

STAINLESS STEEL KITCHEN SINK - 4' long, left hand bowl only to accommodate dishwasher under right hand side. Sink only two years old. \$30 ONO.

LAMINATED VANITY BASIN (Pedestal Type) White laminate with gold flecks. Pink basin. Vanity unit has 2 drawers and two front legs. \$25 ONO. Telephone Keith Harrex Ext 2488 or 546 5403 A.H.

### PUBLIC NOTICES

Amended accident/injury notification forms are now available. Any person who receives an injury while on campus or on Institute activities should complete a form and send it to the Leave Clerk, Staff Branch.

Forms are available through Heads of Cost Centres or from Staff Branch.

### GENERAL STAFF CLASSIFICATION EVALUATION COMMITTEE

The Committee has been established as a sub-committee of Staffing Committee to:

- a) Clarify the distinction between classification, reclassification and promotion as used by the Institute; and

b) to recommend the most appropriate revision of, and provision for, policies and procedures for the classification, reclassification and promotion of general staff, taking into account the procedures for the evaluation of classification levels of general staff.

Dr G. Trevaskis, Associate Director, is the Chairman of the Committee. Other members are Mr H. Farey, nominee of the Deputy Director, Ms M. Ayres, VSCA member, and Mr S. Tamhane, Secretary to the Committee.

The Committee held its first meeting on 23 May 1984 and considered a total of 17 requests, one for a new position and 16 for reclassification. The Committee is to meet again in the near future for further consideration of these requests.

Other matters discussed at this meeting were:

- Format of application
- Preparation of a model of procedures
- Composition of the Committee
- Tracking procedures of the steps associated with the work of the committee.

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## From the fertile minds of children...

This nasty looking character provided plenty of inspiration for participants in the May school holidays Writers' Workshop for Children at Chisholm's Frankston campus.

Workshop leader, Mr Brian Murphy, says the illustration, depicting the central character of his first book for children (to be released later this year), formed the basis of the character development section of the session.

This is how a few of the children saw 'Gangelhoff':  
 'All I was thinking about was home, warm and snug, when suddenly this awful man came out from somewhere. He was fat and had a big mean face and eyes as sharp as a pin. His nose was thin up top and fat near the nostrils...'

'...a big ugly man. He was about six foot four, he had a big nose, mean looking eyes, straw-like hair and a bad temper. I found out he had a bad temper because when I stepped on his undone shoe-lace he whacked me over the head...'

'He was a stubby man, and was very broad. His tattered hair stuck out like an old broom. He had an angry look on his face. He looked tough as his little fat legs stomped down the alley. He mumbled, "Get outa m' way" and tried to hit me.'

The Workshop was the third held so far, with another planned for the September holidays.

The children are drawn from Years Five and Six, and according to Mr Murphy, the only prerequisite for participating is an interest in creative writing.

Two books of children's writing, 'The Final Piece' and 'The Tip of the Iceberg', resulted from the first two workshops, with a third to be released soon.

