

Rowena Hannan, a final year Ceramic Design student, is fascinated by the human form, and plans to pursue her interest as a professional at the end of her course.

'I'm not concerned with function, only presence. I want my work to leave an impression on the viewer whether of joy or disgust.

'I couldn't stand my sculptures to be ineffectual,' she says.

This is one of the pieces Ms Hannan plans to exhibit at Chisholm's Women 150 exhibition, which will run from 2 - 16 September in the second level

The state of women's art

gallery foyer of B Block, Caulfield campus.

Sponsored by Chisholm Concepts, the exhibition will feature work by 30 women students from all areas of the School of Art and Design.

Organiser, Ms Sian Adnam, says Chisholm was approached by the Women 150 Committee to run the exhibition in conjunction

with Victoria's sesquicentennial celebrations.

With about 70 percent female enrolment, Chisholm's School of Art and Design was well equipped to participate, Ms Adnam says.

The Women 150 Exhibition will be officially opened by Miss Betty Churcher, Head of the Department of Art and Design at Phillip Institute.



ASAC concerned about staff stress: Burford

The Academic Staff Association of Chisholm (ASAC) is concerned about the possibility of extra-curricula demands on teaching staff leading to stress-related problems.

In a letter to the GAZETTE, ASAC President, Mr Bob Burford, said the 'increasing demands made on teaching staff in regard to research, consultancy, etc.' was the focus of a recent discussion between executives of ASAC and the RMIT academic staff association, APS.

'The RMIT executive particularly consider these demands at RMIT are substantial and causing stress,' Mr Burford said.

He noted that at Chisholm, although no specific surveys had been taken, there was evidence of a substantial

number of stress-related problems among teaching staff.

Chisholm Community Services Medical Consultant, Dr Livia Jackson, told the GAZETTE that for a period in 1984, the incidence of stress-related illnesses reported to the Centre was becoming a matter for alarm.

'At that particular time there was an enormous jump in stress-related problems among staff which appeared to be aggravated if not caused by the work they were doing,' Dr Jackson said.

The problems included tension headaches and migraines, chest pains and stomach ulcers or ulcer symptoms and sleeplessness.

However Mr Burford emphasised ASAC's belief that 'a stimulating professional

climate is important for the welfare of its members.

'The chance to be involved in research and consultancy activities provides important stimulation for many members of staff.'

Mr Burford said a good example was Chisholm's Centre for the Development of Entrepreneurs run by Mr John Bailey, which provided just such an opportunity.

He said Mr Bailey was keen to draw on Chisholm's pool of expertise in assisting entrepreneurs launch their ideas as viable commercial ventures, and establish a file of staff from throughout the Institute interested and willing to become involved with CDE activities.

While Mr Burford supported Mr Bailey's enthusiasm and initiative, he cautioned that 'ASAC holds that such

activities should be properly regulated and resource supported and that involvement in them should be a matter of free choice for academics.

'No staff member should be dragooned into extra-curricula activities that he/she does not fancy, nor should dedicated teaching staff be required to take up shortfall brought about by others excessively involved in such activities.

Mr Burford said it was 'gratifying' that Chisholm Council had recently recommended that cost centres investigate the possibility of reducing teaching loads by 25 percent - a recognition that teaching staff were under stress.

'ASAC appreciated the sentiments underlying these recommendations but were at a loss to see how they could be effectively followed up short of increased funding.

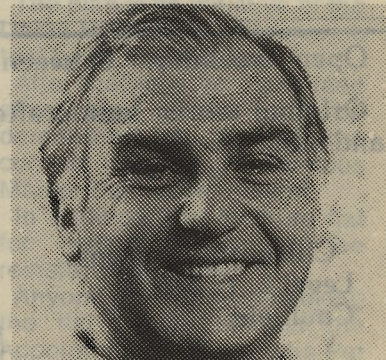
'Nevertheless it was gratifying to see members of Council concerned with the welfare of staff in this way.

'By and large there is not a lot

of recognition that CAE staff accomplish miracles with the resources available.'

Mr Burford said ASAC and APS planned to look more closely at the possibility of stress among teaching staff being related to extra-curricula demands.

'Of course, ASAC recognises that one of the problems in gathering hard evidence on the matter is that staff under stress rarely communicate their problems to their staff associations since they perceive their problems as medical rather than industrial,' he said.



Mr Burford

Communications aid for Philippines

Principal Lecturer in Communication Studies, Dr Tony Keulemans, would have preferred to have seen more of the Philippines during his recent visit.

But two major typhoons which hit during his month-long stay (both on weekends) made travel almost impossible - he had little choice but to throw himself into his work.

Dr Keulemans was seconded under the Federal Government International Development Program (IDP) to the University of the Philippines Los Banos campus, about 60 kms from Metro Manila.

His main role was to advise the University's Department of Development Communications about the applications and potentials of communications techniques in development communications.

'We were looking primarily at the communications techniques relevant to the university itself, for example, the introduction of microcomputers in the library.'

Dr Keulemans says there was also an obvious need for the university to upgrade its communications infrastructure, which is generally inadequate in the Philippines outside the major cities.

'Of course the Philippines does have radio and television,

but it does not have the network capability available in Australia and elsewhere,' he says.

Dr Keulemans says the Philippines would benefit greatly in future by the introduction of communications satellites to assist in reaching larger audiences.

That is the key to development communications, he says - getting new ideas across to people and gaining acceptance of the innovation/idea which will help promote the nation's development.

Dr Keulemans gave several guest lectures on campus, assisted in the development of some curriculum proposals and held discussions with key staff from throughout the University.

He says he was impressed at the quality of programs offered by the Department, which has a staff of 25, and offers courses from undergraduate through to PhD level.

The Los Banos campus (one of five which make up the University) has a student population of about 6000.

In spite of the weather, Dr Keulemans describes his Philippines sojourn as 'a delightful experience.'

Chisholm's first Equal Opportunity (Administrative) Officer has been appointed.

He is Mr Gerry Mithen, 35, a social worker and graduate, in 1977, of Caulfield Institute of Technology's Bachelor of Arts (Multi-discipline).

Mr Mithen's appointment was made in line with Chisholm Council's adoption in March of an equal opportunity policy.

He has been employed on a part-time basis until the end of the year.

In the meantime, Staffing Committee, under Council instructions, is considering at what level and what time fraction a longer term appointment should be made.

A major part of Mr Mithen's job will involve liaison with Schools and Cost Centres on the implications of Chisholm's equal opportunity policy for staff selection appointments and career paths for staff, and for student selection criteria and access, and staff/student interaction.

He will also facilitate the establishment of a Committee of Equal Opportunity as a Standing Committee of Council.

The Committee's aim will be to 'ensure no staff or student is discriminated against in any way on the grounds of sex, race, age, political or lifestyle preferences or physical or mental disability.'

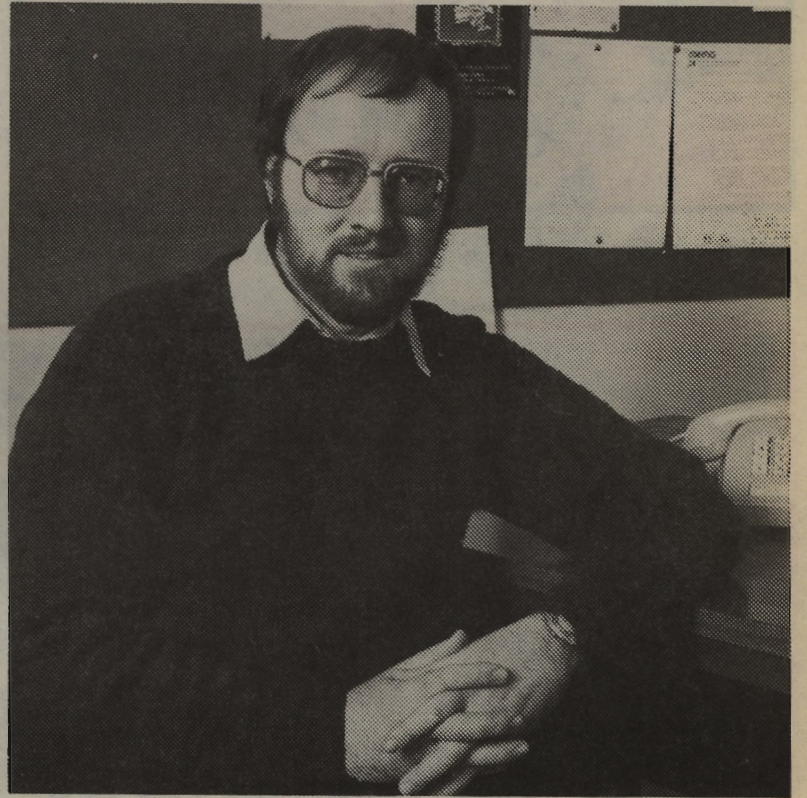
Chisholm's Equal Opportunity policy can be found in Section 7 of the Institute's Staffing Procedures Manual (copies are available direct from Mr Mithen).

Mr Mithen's most recent experience in the area of equal opportunity has been with Disabled Motorists Victoria.

He spent 12 months on an information project, 'identifying, classifying and cataloguing' the accessibility to the disabled traveller of Australian hotels and motels.

The project served both to raise the awareness of the

Mithen takes on new equality job



Mr Mithen

hospitality industry of the needs of disabled travellers, as well as providing practical information to the disabled.

Mr Mithen says the results of his research will be published in a 'Disabled Travellers' Guide to Australia.'

His work experience in other areas has included:

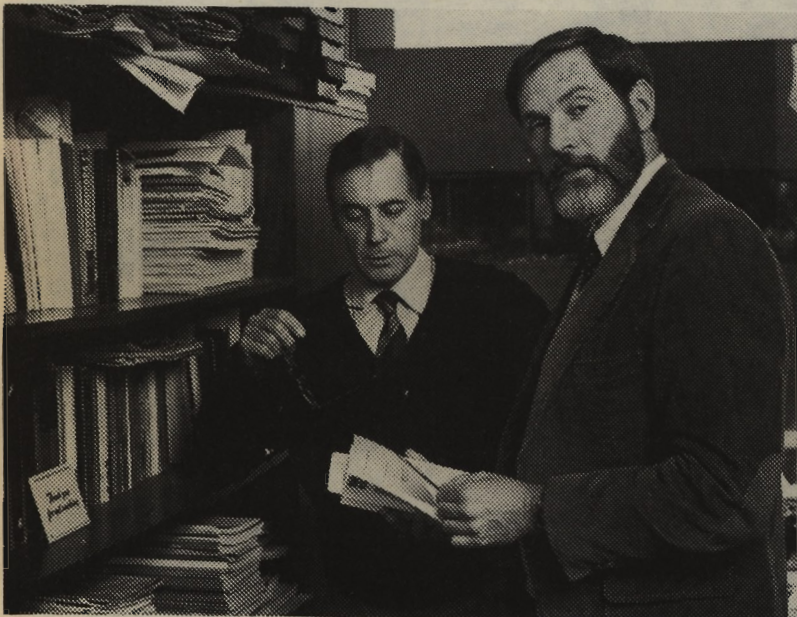
- Two years research into community needs for local government in the Mallee region.

- Private consultancies for government departments, welfare agencies, schools and tertiary institutions, including communication training programs for parents in the Knox/Sherbrooke area, and in-service programs for school staff.

At Chisholm, Mr Mithen currently is involved in two projects - a fundraising program aimed at the employment of a full-time chaplain in 1986, and the 'Community Participation in Institute Resources' program, in conjunction with Caulfield City Council, funded by the Federal Government's Community Employment Project.

Mr Mithen is available to discuss Chisholm's Equal Opportunity Policy and to assist anyone within the Institute who believes she/he has been discriminated against unfairly.

Appointments can be made by contacting Community Services, extension 2500 (Caulfield).



Dr Tony Keulemans, Principal Lecturer in Communication Studies, with visiting fellow, Professor Joe MacDoniels.

Professor Joe MacDoniels has joined Chisholm's Department of Humanities for 12 months as Visiting Fellow in Communication Studies.

He is Associate Professor of Communication at Hope College in Holland, Michigan, a city of about 60,000 people on the eastern shores of Lake Michigan.

Professor MacDoniels is a specialist in interpersonal and small group communication, organisational communication and communication theory.

He is particularly interested in the way communication theory is developing in Australia because of its uniqueness in drawing on both the North American and European models.

This is Professor MacDoniels' second visit to Australia.

Michigan man at Chisholm

During 1980/81 he was International Visiting Fellow at Kuring-gai CAE in Sydney.

Professor MacDoniels was chairman of the Department of Communication at Hope College for seven years. Currently he says the Department has about 100 communication studies student majors.

He began his Chisholm fellowship on 1 July, and for the next year will be closely involved in a range of activities in Communication Studies with the Department of Humanities.

David Muschamp doubts that his new book 'Political Thinkers' will cause anyone to change their political spots.

'I don't think anyone will give up being a communist as a result of reading the chapters, but they will certainly understand more about the strengths and weaknesses, the origins and directions of communism and other political movements based on Marxism,' he says.

Mr Muschamp, a Senior Lecturer in Politics at Chisholm, is editor of and contributor to 'Political Thinkers' a collection of 15 original essays covering the great classical political theorists, beginning with Plato, and ending with 'a most engaging dialogue' on modern political theories.

An impressive list of contributors has been assembled for the work, which devotes separate chapters to Plato, Aristotle, Augustine and Aquinas, Machiavelli, Luther, Hobbes, Locke, Hume, Rousseau (by Mr Muschamp), Burke (by Chisholm Colleague, Mr Brian Costar), Paine, Hegel, Mill and Marx.

In his introduction, Mr Muschamp makes the statement that: 'Political affairs began shortly after God created Adam and they have multiplied ever since.'

'They caused Theseus to know the labyrinth, Israel to flee from Egypt, Arthur to rouse his table, Joan to be burned at Rouen.

'Bright swords and ballot boxes, concentration camps and courts of justice, gold coin and silver speeches, high roads and low incomes: all these are at once signs and products of the political worlds which people inhabit.'

The great political thinkers covered in the book still 'very much effect the way our world is structured and justified'.

'Political Thinkers' is therefore universally relevant.

One of the reasons this book and others dealing with political

theory should be read, Mr Muschamp says, is that 'as Bertrand Russell once said, it is interesting to find out what the great thinkers thought'.

Another is to 'protect yourself from other political theorists - the wicked one's.'

Mr Muschamp says 'Political Thinkers' is designed for first year undergraduates, although it aims to be accessible to 'any and every intelligent and literate person'.

'Political Thinkers' is being published by MacMillan Australia, and is due for release in November.

When God created Adam, politics was born

Sun power!

Chisholm engineers are planning to use their Mileage Marathon expertise as a basis for designing and building a competitive solar powered vehicle.

Mechanical Engineering lecturer, Mr Paul Wellington, says Engineering Division staff are confident Chisholm can develop a successful entry for a race from Darwin to Adelaide in 1987 for vehicles powered only by the sun.

Sponsored by BP Australia, the race is expected to attract entrants from the USA, Europe, Russia and Japan.

Mr Wellington says a group of

staff and students have met on several occasions to discuss aspects of the competition and design variables.

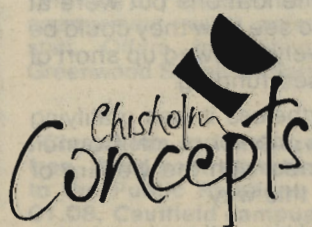
He says support for the project has been promised by the Director, Mr Patrick Leary, and the Management of the Faculty of Technology.

The group is seeking further help from staff and students from all areas of the Institute who may be interested in contributing ideas or technical expertise, as well as assistance with publicity, obtaining sponsorship, project management and so on.

Open weekdays between 11.30am and 2.30pm

Original works handcrafted by Chisholm students and staff.

Chisholm Concepts
Level 2, A Block
Caulfield.



Clarke to put Hay system into practice

The Institute has appointed its first Classifications Officer in line with the new policy aimed at formalising the reclassification system for general staff positions.

Ms Judith Clarke, formerly of the South Australian College of Advanced Education, began her three year contract with Chisholm in July.

Initially, she says, her main focus will be on classification of general staff positions using the 'Hay Profile Method of Position Evaluation'.

The new system will be introduced as a result of a pilot job evaluation study undertaken last year by Hay Associates Ltd, commissioned by the Director, Mr Patrick Leary, as a result of a joint recommendation by Staff Branch, the General Staff Classification Evaluation Committee and VCSA.

The study arose from concern expressed by general staff about the need for a co-ordinated approach to job evaluation and reclassification.

During the last 12 months of her stay at the South Australian CAE, Ms Clarke worked on secondment within the Staffing Secretariat to service their general staff position evaluation program which is an ongoing exercise using the Hay method.



Ms Clarke

She congratulated Chisholm's General Staff Evaluation Committee on its decision to introduce the system here.

'It will enhance the Committee's effectiveness and promote a more consistent approach to human resource management at Chisholm,' she says.

Chisholm has embarked on a 12 month pilot project with Caulfield City Council aimed at encouraging the outside community to make greater use of Institute's Caulfield campus resources.

Project 'WELCOM' (Ways to Entice Local COMMunities to use Institute Resources) has attracted a \$33,753 Commonwealth Department of Employment and Industrial Relations grant under the Community Employment Program.

The money will be used to employ two project officers who will be jointly responsible for the daily maintenance and routine running of the Project under the guidance of a Project Steering Committee.

It will be their job to:

- Identify, classify and catalogue all the resources of the Institute.

- Develop appropriate criteria for assessing each of these resources for their suitability for public access and availability.

'The introduction of Hay will provide a more objective mechanism for position evaluation and will enable both internal and external relativities to be examined.'

Ms Clarke emphasises that the Hay method is 'not concerned with measuring performance' and aims to 'take the personal component out of position evaluation.'

She says it is expected the Hay system will be run in parallel with performance appraisal to provide for a 'more defined yet complementary approach.'

Based on a 'factor points rating' approach, the Hay method measures a position's importance or impact using a series of guide charts, grid scores and profile checks.

The process involves the preparation of a 'position description' document by a trained writer after an interview with the incumbent of the position, and in consultation with his/her immediate supervisor and the divisional head.

Ms Clarke says once that is completed the 'agreed' document is evaluated by a committee comprising Institute staff trained to use the Hay method.

Eventually every general staff position at Chisholm will have a position description prepared for it, but Ms Clarke says in the initial stages positions will be examined 'either as a result of a request from an interested party or if an obvious anomaly is identified.'

In the near future, Hay Associates will conduct two seminars to train a representative selection of Chisholm staff in the Hay method.

Ms Clarke says following that in-house information training exercises in the method will be conducted for staff from all sections.

'From my experience at the South Australian CAE I have every faith in Hay, and I'm optimistic about its future at Chisholm,' Ms Clarke says.

She is 'most available' to discuss any initial concerns staff may have about the new system.

Ms Clarke's office is in Staff Branch, A Block, Caulfield, extension 2444.

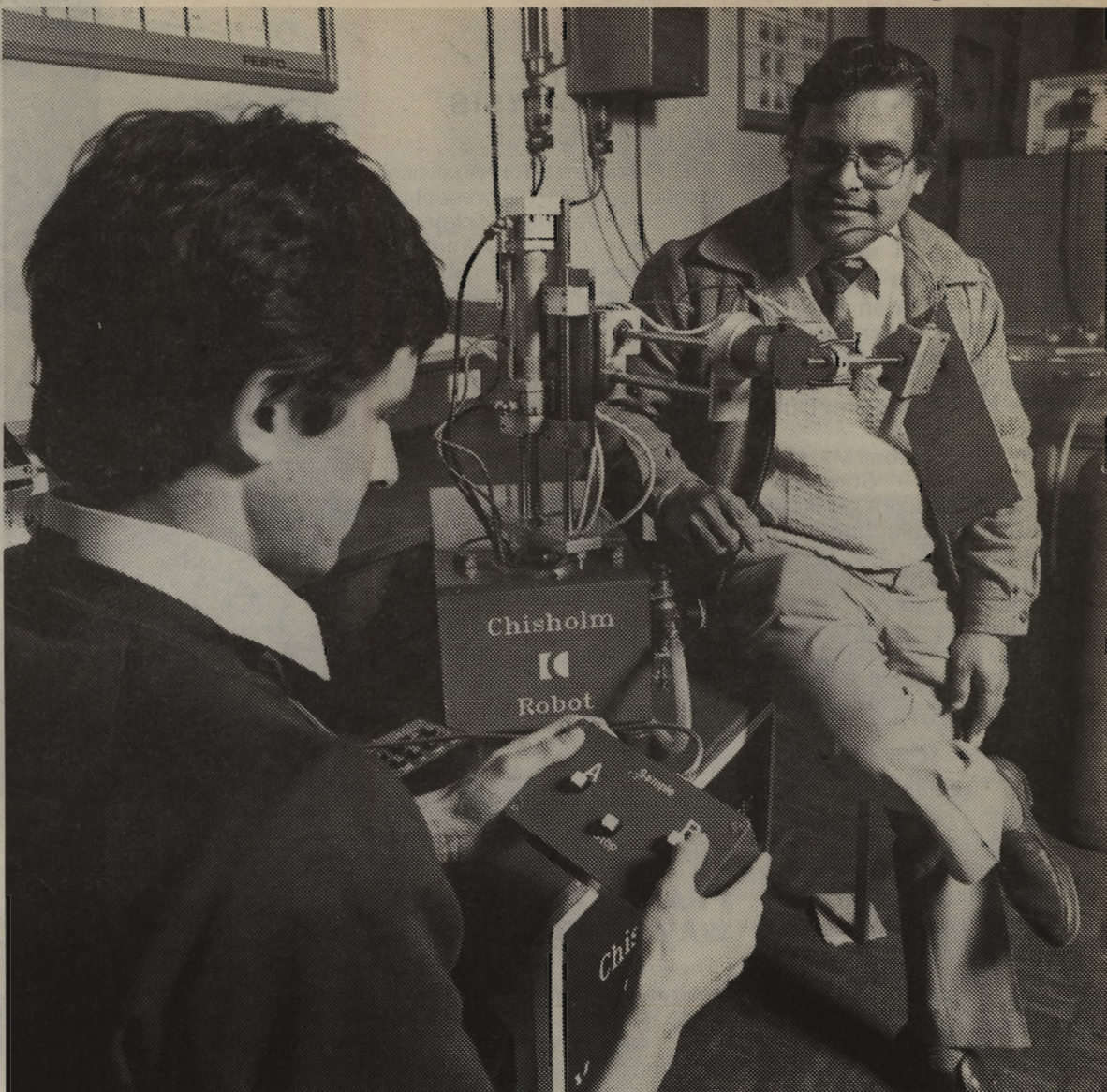
'WELCOM' to Chisholm

- Liaise with the local community service networks in the three councils on the Caulfield campus boundaries (Caulfield, Malvern and Oakleigh), to ensure those resources assessed as suitable for community use are made known, and physical access is provided where necessary.

- Advise other community groups, particularly secondary schools of the available resources and how they can be used.

The project officers will be based at the Caulfield campus.

Chisholm's new Equal Opportunity Administrative Officer, Mr Gerry Mithen, is closely involved with Project WELCOM as Project Development Consultant.



Mr Shrivastava (right), with third year mechanical engineering student, Mr Tony Wood, at the controls of the 4 D.O.F. Pick-and-Place Robot.

Mr Wood worked with fourth year student, Mr Michael Amber, on modification of the robot's gripper, enabling it to dispense leaflets at a recent exhibition. He will be doing further work on interfacing the robot with a microcomputer, while Mr Amber will research the dynamics.

Customised robots for industry efficiency

The design of tailor-made robots for Australian manufacturing industry is the focus of a new initiative by Chisholm's Division of Engineering and Industrial Technology.

The Robot Design Service has been introduced following the successful design and development of the Four Degrees of Freedom (4D.O.F.) Pick-and-Place Educational Robot - a student project begun by the Department of Mechanical Engineering in 1981.

Mr Arvind Shrivastava, a lecturer in mechanical engineering and supervisor of the project, believes Chisholm has a valuable role to play in the development of small specialised robots for industry.

His own expertise is in the design and development of simple robots and automated manufacturing systems.

'That is the type of activity which is a tailor-made requirement and Australian industries definitely need that type of assistance.'

Mr Shrivastava says the big robots and robot systems currently in use in Australia are manufactured overseas 'so there's no point in trying to compete there, but a small system tailor-made for a specific requirement has to be locally produced.'

'This is where we come in - our service can be of great help to industry.'

Preliminary design specifications for an educational digitally controlled pneumatic 4 D.O.F. Pick-and-Place robot were done by fourth year engineering student, Gerard Vanderheyden in 1982.

A successful prototype was built in the same year.

In 1983 the robot was modified by another student,

Tony Ziino, to improve both operation and appearance and last year, further modifications were carried out.

Mr Shrivastava says the applications of the Chisholm robot are virtually unlimited.

Last year it was adapted to load and unload work-pieces for a milling machine on campus, providing a fully automated machining operation.

'All we had to do was switch the robot on, and it followed the sequence of the job to the finish.'

Mr Shrivastava says the robot was also a highlight of the recent AMTEX '85 Exhibition (Australian Manufacturing Tool Exhibition) in Sydney.

Sponsored by Hitachi and Seiki, it was used to automatically hand out publicity material for the companies to people viewing the display.

The Chisholm robot uses a Hitachi S-32 sequential controller, providing full programming capability, but Mr Shrivastava says plans are underway to employ a microcomputer to drive it, using an interactive high level language.

When that happens 'it will be easier for anyone to program it since every day words will be used to command the robot,' he says.

Mr Shrivastava believes the 4 D.O.F. Pick-and-Place Robot project has been of great benefit to engineering students.

It will continue to be used as an educational aid in the elective subject 'Automation - Mechanisms and Control' offered to electrical, mechanical and industrial engineering students.

He says the Robot Design Service is now in a position to offer its expertise to industry 'on the basis of the successful completion of the robot.'

The Service is also planning to offer seminars geared to specific industry needs in the area of industrial automation.

The first, to be run in conjunction with the Association for Computer Aided Design (ACADS) and Control Data, will be held on 9-10 October.

'Software Information Seminar for Mechanical Engineers' will focus on the theme of information technology transfer in engineering-related computation and computer applications.

Living at Caulfield

Accommodation for students will be offered at Chisholm Caulfield in 1986.

Institute Business Manager, Mr Alan Hamstead, says the two houses at 870 and 880 Dandenong Road, currently being used by Homes Glen TAFE, will be converted to provide accommodation for 19 students.

The residences will be modelled on the Hall of Residence at Frankston campus.

Mr Hamstead says the accommodation will also be made available to Centres running residential seminars during non-teaching weeks.

The plan is an initiative of the Union Board, and will run on a trial basis for two years.

After that time, Mr Hamstead says, the houses will be demolished as part of the current Caulfield Campus Master Plan development.

In addition, the Institute flat for visiting fellows will be reinstated next year.

Anyone interested in booking the flat should contact the Appointments Officer, Mrs Pat Hanlon, extension 2318 (Caulfield).

