



Looking for **Larrikins** of the last century

by Lindy Brophy

The spirit of the Anzacs is thriving in Albany, the last port of call in Australia for many who were to die at Gallipoli.

Albany businessman and leading supporter of the UWA Albany Centre, Steve Birkbeck, has founded a bursary for research into the military history of the Great Southern.

He has called it the Larrikin Bursary, after a men's fragrance created at his sandalwood manufacturing business, Mount Romance.

He says the product is designed to evoke all the positive things about the Anzacs – their courage, their humour and their larrikinism. A percentage of the profits from its sale is donated to a fund for the Larrikin Bursary.

Currently, the bursary is worth \$1,000 for a semester's study into an aspect of Albany's war history. It is available to second and third year UWA history students.

The Albany Centre's development manager, Randall Jasper, said the study would probably form a major project within a second or third year unit. It would most likely involve the student spending some time in Albany during the semester.

"When Steve launched the product, it was around ANZAC Day a few years ago, and he conceived the idea then that he would like to see

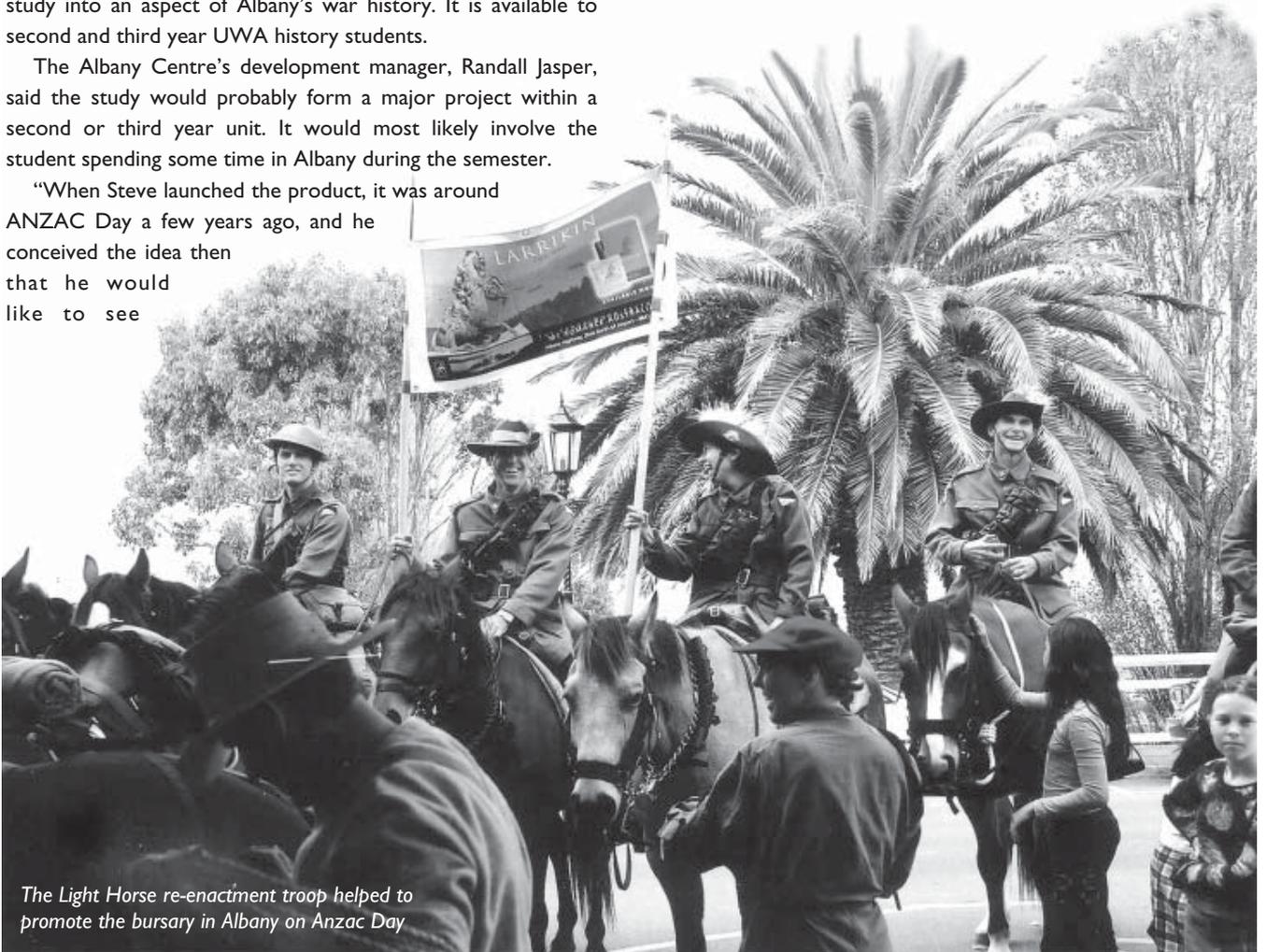
some research done into our military history," Mr Jasper said. "He approached some members of the RSL in Albany and they have very enthusiastically offered their help to the successful students in choosing a topic and getting their research started.

"The project could be about any aspect of the history but I think locals are keen for students to focus on some individuals who lived in the Great Southern."

The then leader of the Federal Opposition, Kim Beazley, announced the bursary on ANZAC Day, 2001 in Albany.

History students enrolled at the Albany Centre are unable to apply for the bursary as they are in first year and their units focus on Africa and migration in Europe.

Academic history staff in Perth are encouraged to let their students know about the bursary, which is available now for second semester.



The Light Horse re-enactment troop helped to promote the bursary in Albany on Anzac Day



Enter the world of virtual venues

Enduring long flights to take part in short meetings is becoming a thing of the past – and UWA is leading the way in Western Australia.

The University has WA's first access grid node which allows UWA staff to talk in real time and share data with colleagues anywhere in the world via a computer.

Promoting the development and use of access grid computing and access grid rooms was a priority for the University's Pro Vice-Chancellor (Research and Innovation), Professor Doug McEachern when he came to UWA late last year. He saw these as important parts of building capacity to support initiatives in e-research.

The technology creates the ultimate in digital video-conferencing. "Access grids are designed to provide a true multi-user multimedia interactive collaborative environment for human-to-human interactions between remote locations," Professor McEachern said.

The UWA access grid node can link up with 250 nodes internationally, 14 of which are in the eastern states of Australia. People outside the nodes can hire the facilities and take advantage of the latest communication technology.

The director of the UWA Interactive Virtual Environments Centre (UWA-

IVEC), Dr Karen Haines, said the access grid was already taking the place of short meetings.

"Conferences are different. It's important to be there and mingle, over a few days, with international colleagues and swap ideas. But, for a monthly board meeting or a one-off afternoon seminar that would otherwise involve several hours travel at either end, it's perfect," Dr Haines said.



Dr Karen Haines, director of UWA-IVEC

She explained that the technology did not rely on using telephone lines, as previous video-conferencing did. "This means a wider band width, so the quality of the communication is much higher, and the costs of connecting are much lower."

The number of nodes around the world are growing quickly, as the technology is fairly inexpensive and can potentially pay itself off in savings on travel expenses. Most nodes are in universities, big corporations and government offices.

The UWA node has already been used by Curtin University, and CSIRO has booked a session. Dr Haines said some students linked up to a graphics presentation at a seminar and found that it was not what they had expected and were very

glad they had not wasted the time and the money travelling to the seminar.

The facility was set up with the support of Professor McEachern's office, the School of Computer Science and Software Engineering and UWA-IVEC, with some funding from the Australian Partnership in Advanced Computing.

Dr Haines is devotee of the new technology which she says has been in use in the US for five or six years. "After I finished my PhD at the University of New Mexico, I got a postdoc position in Hawaii, but I was able to stay living in New Mexico and 'attend' meetings over the access grid," she said.

"So I've used it a lot. But it is still very new here and it will take a little while for people to realise its advantages and make use of the facility.

"It's like trying to get people into the water. When you dip your toe it, it's cold, but once you're in, the water's fine!"

She said the possibilities for the node included meetings, lectures, and seminars. It opened the door to more efficient distance learning and presented a viable solution to WA's need to provide and deliver such services to remote and rural areas.

"It doesn't absolutely take the place of person-to-person contact, but it goes darn close. And it lifts the burden of fatigue from travelling, the cost of travelling, the time it takes and the extra workload pressure if a short meeting takes you away from the workplace for long travelling times."

For more information about the access grid, call Dr Haines on 6488 8740 or karen@csse.uwa.edu.au

UWAnews

EDITOR/WRITER

Lindy Brophy

Tel.: 6488 2436 Fax: 6488 1192 Email: lindy.brophy@uwa.edu.au

EDITOR-IN-CHIEF

Colin Campbell-Fraser

Tel: 6488 2889 Fax: 6488 1020 Email:

ccampbell@admin.uwa.edu.au

Designed and typeset by Publications Unit, UWA

Seeding a crop of research scientists

A new crop is being nurtured by the Faculty of Natural and Agricultural Sciences.

Budding young scientists are being encouraged, through a program funded by the Grains Research and Development Corporation, to choose a career in primary industry, through studying in the faculty when they leave school.

Colin Hawke, a high school science teacher seconded from the Education Department to run the program through the faculty, hopes it will result in a harvest of young enthusiastic research scientists in the agricultural sector.

"The program began in Tasmania and was so successful that the GRDC extended it to WA. They are concerned that a shortage of research scientists in the field of primary industry will only get worse without affirmative action," Mr Hawke said.

He is part-way through his two-secondment and hopes to extend it to three years. He visits chemistry students (taking fourth year agriculture students with him) at schools in Albany and Perth and highlights the science behind primary industry.

"Kids tend to think that only farmers study agriculture, but 90 per cent of the research work is not done on the farm, but in laboratories in the city," he said.

Students are invited to apply for a scholarship to spend a week at UWA, after their year 11 or 12 exams, staying at St Catherine's College, and experiencing primary industry research at UWA, the Chemistry Centre, The Department of Agriculture and CSIRO.

Mr Hawke said 13 top students were chosen from 29 applicants last year and he hoped the number would rise to 20 this year. After their week at UWA in December, the students return for another week in January where they all work with different research scientists, and are paid \$250 for their contribution.

"They really do contribute, because these are some of the brightest kids in the state, the kids



we're trying to encourage away from choosing medicine, law and engineering at university," he said.

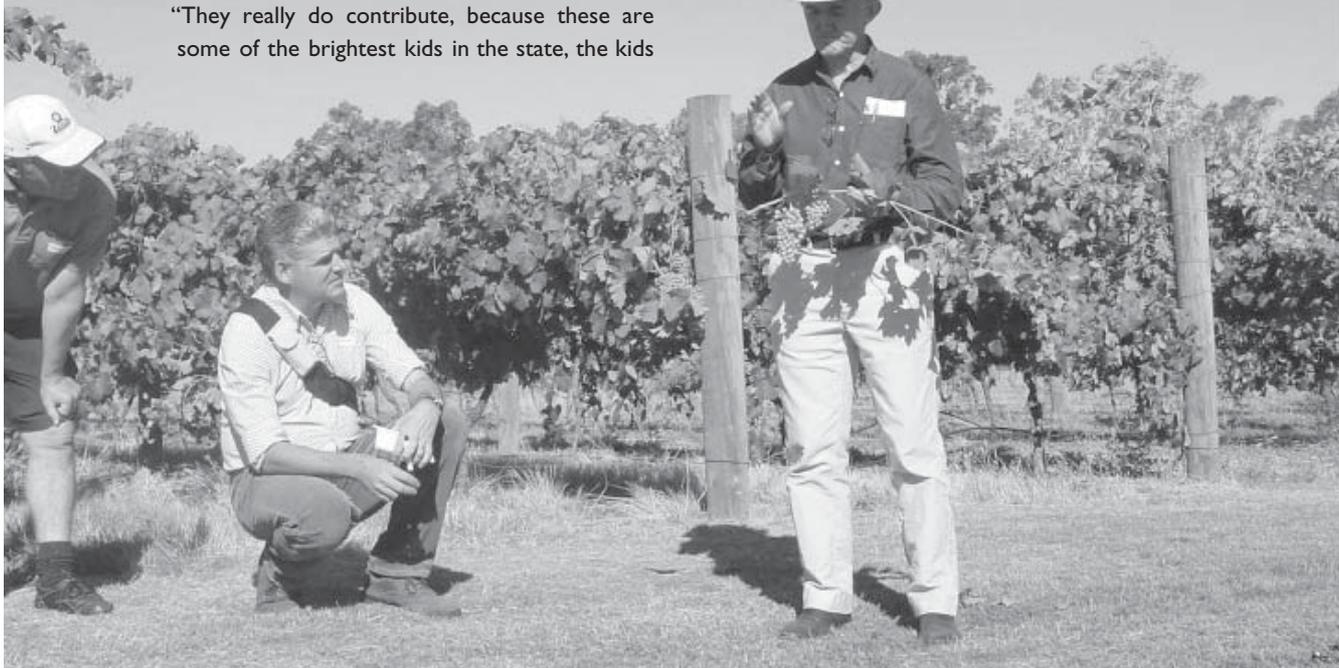
Mr Hawke also runs two-day Professional Development courses for science teachers to help them to make science lessons more relevant. "By 2007, 'teaching in context' will be in place in schools and teachers will have to incorporate practical uses for the science they teach.

"For example, high school students will be able to learn about chemical equations and titrations by making wine; or about charges of particles in atoms in relation to how nutrients such as phosphorus bind to soil because of their electronic charge."

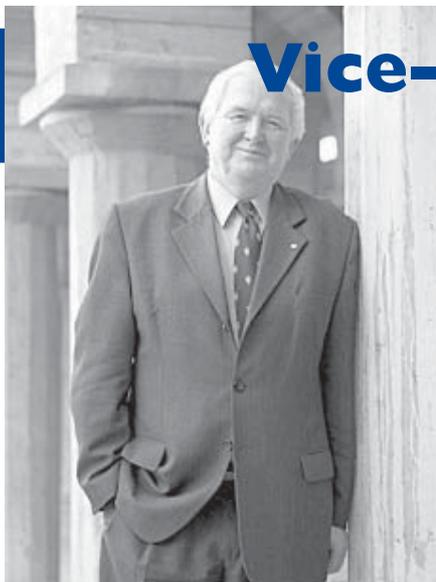
He is working with UWA's DUIT to make an interactive CD as a resource for both high school science teachers and students, especially for those schools he is unable to visit.



Students working in UWA labs last summer discovered the science behind primary industry



Vice-Chancellor's column



Our University's international reputation will rely heavily on recognition that its performance and achievements are at the highest standard, using national and international benchmarks.

To this end, benchmarking agreements with quality international universities will become increasingly important. Earlier this month, I visited Queens University in Canada. Queens is an institution with considerable similarities in strength and aspiration to our own. While there has been some on-going discussions with Queens, I am now convinced that there are very real mutually beneficial reasons to move our relationship forward.

The intention is to foster collaborative activity that continues to build our data and information exchange and develops higher-levels of strategic cooperation.

Among a range of fruitful meetings with senior management, I discussed a proposal for ensuring closer relationships between The University of Western Australia and Queens University with the Principal, Bill Leggett and the Associate Vice-Principal (International), John Dixon, who were both very enthusiastic.

Dr Karen Hitchcock (currently President, University at Albany, State University of New York) has been appointed Principal of Queen's University. I have written to Dr Hitchcock congratulating her, indicating

our strong support for a deep benchmarking relationship, and inviting her to visit The University of Western Australia.

The key projects related to building a closer relationship with Queens will include:

- (a) Benchmarking: statistical benchmarking is already underway through Chris Conway at Queens and Robert McCormack at UWA; could also include detailed comparison of staffing and budget mechanisms.
- (b) Sharing of good practice (for example, Advancement and Development at Queen's; Planning and Budget at UWA)
- (c) Exchange:
 - (i) Undergraduate students (exchange with incentives).
 - (ii) Postgraduate students (for example, including incentives for research students to spend extended time in the other university; and scholarships to encourage students from one university to enrol for postgraduate studies in the other).

(iii) Staff – both academic and professional (for example, funding to promote visits by staff who could advance research or teaching and learning):

- (d) Development of joint research proposals (for example, Australian Research Council has funds to develop international linkages; joint proposals for National Institute of Health (US) funding; identification of other possible sources of funding.) Areas that would appear fruitful for further development include neuro-sciences, cancer research (including genetic epidemiology), injury repair in area of rehabilitation (including orthopaedic surgeons, exercise scientists, and engineers); plant sciences (particularly plant physiology); geosciences and geo-engineering; and history and English.
- (e) Membership of review panels for internal reviews.

Each of these areas can help our University explore new approaches, capture new ideas and chart new directions as an institution committed to constant improvement.

I look forward reporting positive outcomes from this project in the future.

UPDATE on Performance Management

Throughout 2003 a Performance Management Steering Committee chaired by Professor Margaret Seares, reviewed existing performance management processes for UWA staff.

In November it provided a draft report with a range of recommendations to guide development of an amended system.

Earlier this year the Deputy Vice-Chancellor established a Performance Management Implementation Reference Group to follow up on this work. The Reference Group is

assisting Human Resources staff in developing the tools necessary to support the new process which will be conducted with all staff on an annual basis. Introduction of the Performance Development Review, as the system will be called, will be supported by a range of training programmes for both reviewers and reviewees. A pilot of the full process will take place this year prior to full implementation.

This is an exciting initiative for the University that will provide staff with a vehicle for discussing professional and personal development in a constructive setting. If you would like further information please contact Jan Stuart on jstuart@admin.uwa.edu.au

Agendas and minutes of the Implementation Reference Group as well as the original report are available on the UWA website at http://www.hr.uwa.edu.au/projects/hr_projects/perform_magt_review

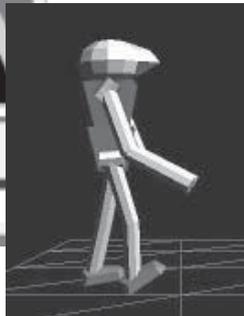
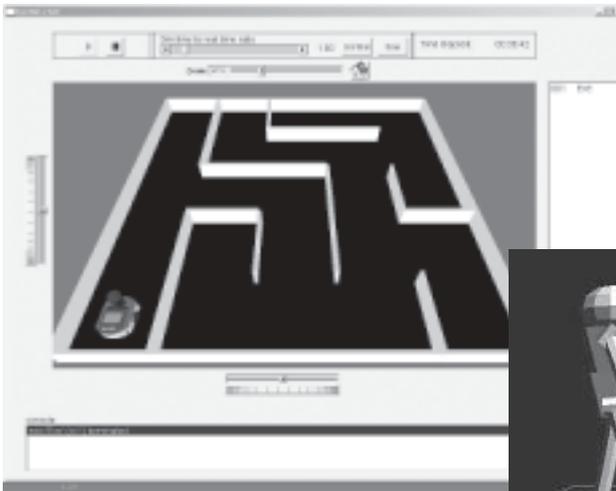
Simulated robots ...

another step back from reality?

Teaching a robot to walk is very like helping a child to take its first steps: they both fall over a lot.

So PhD student Adrian Boeing is using a simulation model to refine the process. "If you use real robots, they keep getting damaged when they fall over," he said.

Associate Professor Thomas Braunl, Director of the Centre for Intelligent Information Processing Systems (CIIPS), also runs the mobile robot lab in Electrical, Electronic and Computer Engineering. Two of his students, Adrian, and an exchange student from Germany, Andreas Koestler, are using simulation techniques to develop robots faster and more efficiently.



A robot has to explore and navigate a maze in this EyeSim simulation system. Simulated sensors and actuators behave almost identically to a real robot

Andreas is working on simulating driving robots who are learning to negotiate a maze and are also being taught to use virtual sensors to avoid obstacles as they drive around a miniature soccer field. The main applications of these simulations are for researching robot swarms well as use as a teaching tool.

"I take a second year student lab for embedded systems, which includes working with the driving robots," said A/ Professor Braunl. "The students can prepare for the lab by using the simulated robots. It is not so easy with just the real robots.

"In fact, using simulation has a number of advantages compared to using real robots. It's much quicker to get results with simulated robots. And you can take a hundred different versions of a robot to see which performs a task better, by tracking small changes like moving sensors on the robot's 'body'. We are using error models to ensure our simulated robots behave like the real ones."

He said their work included the use of genetic algorithms, and the simulation techniques allowed them to create several

successive generations of robots overnight.

Adrian said the process was rather like real genetics. "When two organisms reproduce, you're not sure what you will get. It's the same with robots."

He describes his learning-to-walk experiment

as survival of the fittest. "Over many generations of robots, the ones that survive my experiment are the those that learn to walk most efficiently."

His work will have practical applications in computer graphics and animation, as well as electronic toys like robotic dogs. But he says that transferring the simulation results to real robots is not an easy task.

"It's harder to transfer the learned skills to the walking robots than the driving robots," he said.

Details on the simulation projects can be found at <http://robotics.ee.uwa.edu.au>



Associate Professor Thomas Braunl (back) and students Andreas Koestler and Adrian Boeing with some of the lab's robots

The Advanced Light Source (synchrotron) at San Francisco

Synchrotron

**crosses science boundaries ...
and lights up science research**

Lighting

the way to discovery

Ten years ago, Peter Hammond was told there was nothing new he could discover about the atomic structure of helium, a correlated electron system.

But he persevered, using techniques that he says other scientists hadn't bothered with, in combination with synchrotron light in the Vacuum Ultra Violet (VUV) region of the wavelength spectrum.

"By looking at the 'refuse' ignored in other people's experiments and, crucially, by making use of the pulsed time structure of the synchrotron light, we were able to do what others thought were impossible experiments," said Dr Hammond, who came from the University of Manchester, UK four years ago to join the School of Physics.

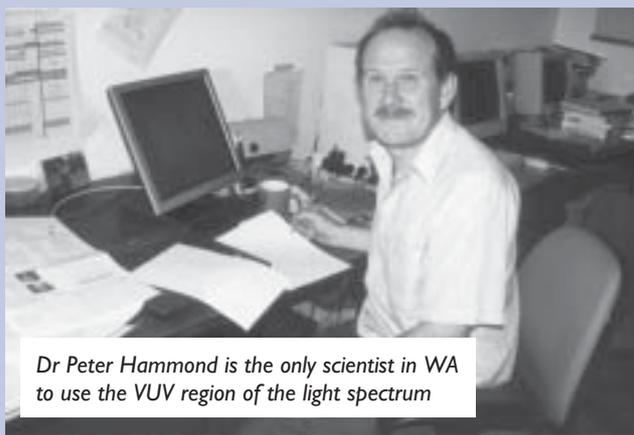
He and his research group and his collaborators around the world are a shining example of what can be done with

synchrotron technology.

"I try to develop new experimental techniques for looking at things and I use helium because it is the archetypal system for studying electron correlation. I have done a lot of electron impact work, as well as using photons (light) from the synchrotron to excite states in atoms and molecules, and the combinations of technologies that result are very beneficial.

"We started using the pulsed time structure of the light from the synchrotron in 1997 and we have done much more and gone much further than any other group anywhere working in this area. Our current work is concentrating on processes occurring on

Continued on page 8



Dr Peter Hammond is the only scientist in WA to use the VUV region of the light spectrum

A high energy light is set to change the face of scientific research, and leading UWA scientists are paving the way for the state's involvement with that light facility, the Australian synchrotron.

A synchrotron is a vast machine that manufactures very bright light across a very broad range of wavelengths that can be used for research that pushes the boundaries in almost every area of scientific endeavour, from archaeology to nuclear science, from medical research to astronomy.

Professor Colin Raston, (Chemistry), Professor Jim Williams and Dr Peter Hammond (Physics) are part of the WA steering committee to encourage use and support of the synchrotron, which is under construction at Monash University, at a cost of \$200 million.

The new facility will give Australian researchers access to a convenient

Continued on next page

Inside a synchrotron facility



Continued from previous page

source of synchrotron light, for which they have previously had to travel overseas for many years and at very high cost.

Synchrotron techniques have transformed the science agenda worldwide and a facility in Australia is essential for an innovative future for science.

The technology evolved from the cyclotron (for which Orlando Lawrence received a Nobel prize) which was used for particle accelerations in the 1930s and 40s.

Dr Peter Hammond describes it as "one fabulous light source" and Professor Colin Raston says it provides "scope for things you never dreamed would be possible".

The enormous facility (about 100 metres in diameter) produces white light, across the entire light range, from infra-red to X-ray, in a continuous wavelength distribution.

Electron bunches are set in motion in a ring inside the synchrotron, and accelerated until they almost reach the speed of light. These very high energy electrons are stored in the outer ring of the machine for periods of many hours, and the light they produce as the electron bunches are accelerated can be accessed at different points by scientists in beamlines, depending where in the light spectrum they need to work, choosing the beamline that suits their experiments.

"The synchrotron is so much more than a source of X-ray light," he said. "All sorts of work can be done at the different beamlines, with light ranging from infra-red, UV, VUV, soft X-ray to hard X-ray which have applications in areas such as magnetics, crystallography, environmental and earth sciences, materials, chemical dynamics,

microscopy, even archaeology and dentistry."

Professor Raston said the applications of the Australian synchrotron were enormous. "Two new areas in which WA will benefit from having the facility in our country are the study of meteorites (of which WA has a huge number) and shipwrecks."

"When I was in Canada recently, I met somebody who was working on two shipwrecks, one related to our Batavia, using synchrotron light.

"In terms of infrastructure for science, the building of this facility is comparable to the upgrade of the nuclear reactor at Lucas Heights."

He said that, while Australian scientists had been using synchrotrons overseas, it was not possible to take soil samples and some biological samples to other countries, so these areas of research were set to expand when the facility was completed at Monash in 2007.

Dr Hammond said researchers had to apply for 'beam time' at an overseas synchrotron many months ahead in an international peer review process. Although it cost thousands of dollars a day to maintain each beamline, access was usually provided free of charge to university researchers.

"The high value of the beam time is one of the factors that make synchrotron work perfect for collaboration. A day of beam time means a full 24 hours at the facility, so you need to have a good group with which to share the time." Dr Hammond collaborates with groups in Paris and Japan, both of which have included his former PhD students.

The Australian facility will be the latest and most advanced form of the technology, a 3 GeV machine (electrons accelerated through a thousand million volts), at which point the light source will be travelling very close to the speed of light.

Nano research for macro professor



Professor Colin Raston is working on a new form of carbon, with atoms arranged in the shape of a soccer ball

At six feet five inches, there's plenty of Colin Raston to spread around.

Which is just as well, given that both his specialist areas – green chemistry and nano-chemistry – are hot topics right now for research and practice all over the world.

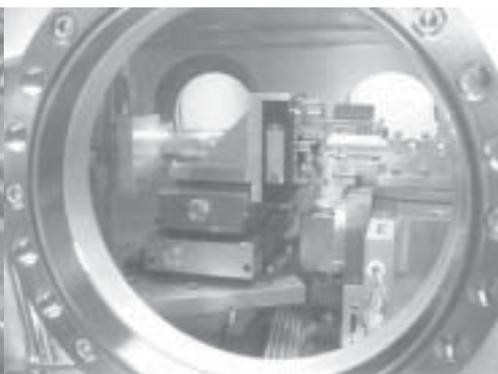
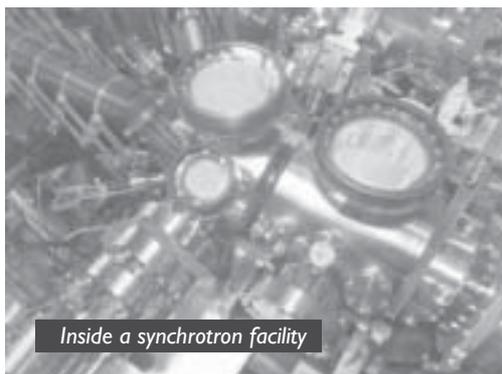
Professor Raston has just returned from a tour of five North American universities, as the North West Pacific Lecturer for 2004. He won this award for his contribution to the field of main group chemistry, a field in which he has an international reputation. He delivered lectures on nano-chemistry at the universities of Washington, British Columbia, Victoria, Alberta and Calgary.

Nano-chemistry is, simply, the chemistry for making things for nano-technology.

"When you get things down to nano-metre dimensions, they take on special properties," Professor Raston said. "For example, the magnetic and optical properties can change."

He talked mainly at the North American universities about fullerenes. "Fullerenes are the new form of carbon, the most common fullerene being comprised of 60 carbon atoms arranged in the shape of a soccer ball."

Continued on page 8



Inside a synchrotron facility

Continued from page 7

Nano research for macro professor

Professor Raston has pioneered how to organise fullerene molecules (C₆₀) into new materials. "This involves using bucket shaped molecules which have cavities close to the same size and shape of fullerenes," he said.

"The work is of fundamental importance in developing nano-technology based on fullerenes – devices, battery technology, medical applications, separation technology, to mention a few."

He said it was an honour to be chosen as the North West Pacific lecturer, in the company of so many eminent chemists who had won the award before him, including Sir Geoffrey Wilkinson, from Imperial College, London, who ended up winning a Nobel Prize in inorganic chemistry.

"A lot of people think of nano-technology as making parts of computers. But that's only one facet of it. On my way home from the lecture tour, I called into the University of Missouri-Columbia where I have a big collaboration project in nano-chemistry, which includes drug delivery.

"There is a lot of collaborative work going on in nano-chemistry into using the technology for the slow release of drugs.

"Collaboration is where the action is – cutting across traditional boundaries," he said. "Take the Australian synchrotron workshop, for example." Professor Raston is chair of the steering committee for the project. Other members come from various disciplines, other universities and industry, including UWA's School of Physics, Curtin and Murdoch universities, the CSIRO, Sir Charles Gairdner Hospital, the WA Department of Industry and Resources, and Alcoa.

He said the synchrotron at Monash would open up boundless possibilities for interdisciplinary research in Australia.

Continued from page 6

Lighting the way to discovery

timescales of less than 500 picoseconds (a picosecond is a millionth of a millionth of a second)."

Dr Hammond has an ARC Discovery grant to see where research can go using the pulsed time structure of light and electrons. He and his international colleagues in France and Japan have published four peer-reviewed articles in the top physics journal, *Physical Review Letters*, over the past three years.

He works on the VUV beamlines at synchrotrons, the only scientist in Western Australia to use that region of the light spectrum. At present he uses three synchrotrons across the world: Trieste in Italy, The Photon Factory in Japan and the Advanced Light Source in California.

He is one of only two Australians invited to speak at the 14th International Conference on Vacuum Ultra Violet Radiation Physics, in Queensland in July. Two of his international collaborators are also invited speakers at the conference.

Areas of research using VUV light include atomic and molecular physics, materials sciences, chemistry, biology and the novel instrumentation required to conduct such research. **3 lines over...**

'Home-grown product' attracts overseas students

Education agent Alan Tan works hard to advise prospective students impartially.

"As a counsellor, I have to be impartial, but of course I favour UWA," he said. Alan completed a Bachelor of Economics here in 1998, following his sister and his cousin, who had both graduated from UWA. He is now doing his MBA through the Business School's Singapore program.

As an agent in his native Singapore, he advises prospective students about where they can study in Australia. Alan was one of 13 agents, representing nine different organisations, who took part in a three-and-a-half day workshop at UWA earlier this month.

"It is quite different seeing the university from the perspective of a counsellor. When I was a student, I was just trying to survive, get my work done, do my best. My view, I suppose, was a micro view. Now I begin to see the macro perspective. And I am still impressed with the quality of teaching at UWA. That was what attracted me here in the first place," Alan said.

"The best advertising UWA has overseas is its high entry requirements. People know from those that it is a quality university."

He said the UWA alumni in Singapore was very strong and that he often saw fellow graduates through work and socially.

The agents came for the workshop from Singapore, West Malaysia, Hong Kong, Indonesia and South Korea to find out about current programs, new programs, research strengths, facilities and student projects.

The agents visited seven faculties, three student colleges, the Oral Health Centre of WA, the Reid Library and Student Services.

The workshop was run by the International Centre's marketing and admissions office.



Alan Tan returned to the campus after six years back home in Singapore

BIG IDEAS *from Professor-at-Large*

Peter Neumann says he has a twisted mind and a high boredom threshold.

But he is a perfectly sane and highly respected professor of mathematics at Oxford University, who has just completed a month at UWA as Professor-at-Large. The Institute of Advanced Studies program has allowed him to roam widely across his range of intellectual interests.

"It's a myth that people who are good at maths are also good at music. You would believe me if I had brought my violin with me! But there is a similarity among musicians and mathematicians, and that's a twisted mind. Both disciplines require abstract thinking and you're either good at it, or you're not," Professor Neumann said.

He is essentially an algebraist who discovered the joys of the history of mathematics while researching 19th century algebra problems. For the past seven-and-a-half years, he has been founding Chairman of the United Kingdom Mathematics Trust, which oversees maths competitions in schools.

"Maths competitions are really big in Australia, where about 40 per cent of all school children take part. In the UK, it's only 15 or 16 per cent and we are working at increasing it to 25 per cent.

"These competitions are designed to provide some mathematical excitement for children regardless of the abilities. And I think they succeed. The UKMT has only been in place since 1996, so it is too early to tell whether that excitement lasts long enough to encourage these children to go on to study maths at tertiary level.

"But there is a dreadful shortage of maths teachers in Britain today. About 70 per cent of maths teachers have no tertiary mathematics qualifications. They might have studied physics or engineering, but not pure maths."

He said that, in the late 1960s, when maths competitions began in British schools (though not at that stage under the auspices of the UKMT), very few senior students studied maths. "It's a different world now, with careers for maths students that didn't exist then: computer science and business studies."

It seems that more children are studying maths at school but not taking those skills on to university.

Professor Neumann said the UKMT encouraged children to see maths as a venue for lateral thinking, which they needed to solve slightly off-beat problems. The Trust is also involved in helping school maths teachers to appreciate the kind of activities children could do, just outside the national syllabus, which would help them to understand work within the syllabus.

While at UWA, he has been contributing to a course in mathematics and computer science, and delivering lectures to mathematics and computer science students. He also presented a public lecture on the history of mathematics, concentrating on the memoirs of Evariste Galois.

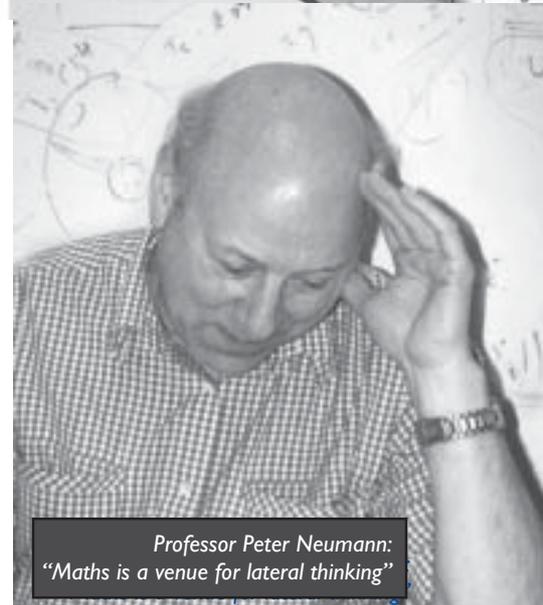
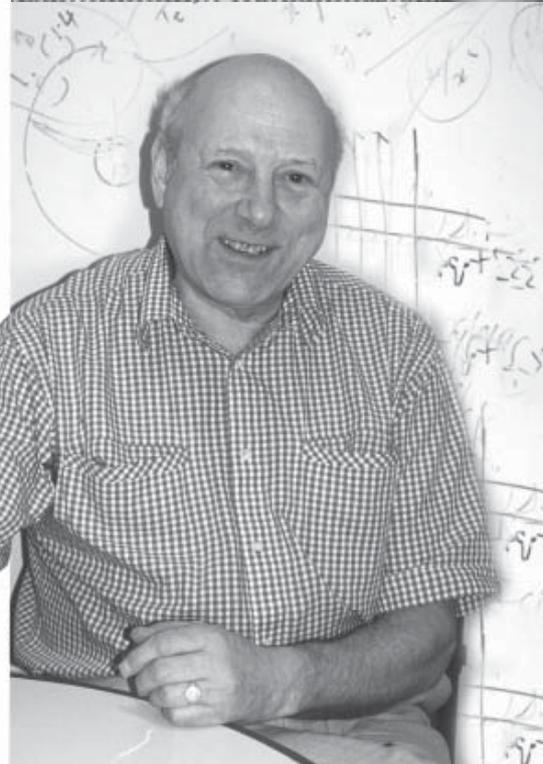
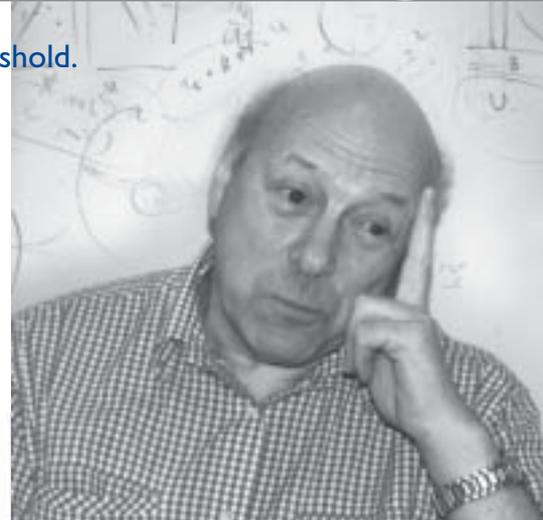
"When Evariste Galois was shot in a duel and died in May 1832, he was only 20 years old, yet he had already published one important paper on his mathematical researches," Professor Neumann said. "His ideas led to a fundamental change in the way mathematicians approached the study of equations and led directly to group theory, and to what later became known as 'abstract' or 'modern' algebra."

Professor Neumann said that his interest in the history of mathematics grew as he did more research, and he soon found himself lecturing.

"But when you get to pre-19th century maths, it's very difficult because, although the maths may be only on what is now a high school level, the language they used is very different and hard to understand. You need tertiary level skills in treatment of historical evidence, as well as gifts and training in languages, to be able to understand it."

He has been Fellow and tutor in mathematics at The Queen's College (Oxford) since 1966 and lectures undergraduates in all areas of mathematics. "I must have a high boredom threshold. I've been talking about the same things for years now, without getting bored! But you get a different response from students every time, and that's great."

Professor Neumann will return for another month of Professorship-at-Large at UWA next year. His visits are hosted by the Institute of Advanced Studies.



Professor Peter Neumann:
"Maths is a venue for lateral thinking"

From **CAMPUS** to **CORPORATION**

Supporting the transition



It seems that, one day, Student Services is doing its best to ease the transition from school to university; the next, it is supporting students in the move from university to the workplace.

Following a successful inaugural Link Week a couple of months ago for commencing students, the first Career Mentor Link started up, through the Careers Centre, last month.

It aims to support students as they prepare to leave the university and to provide them with an industry perspective to enhance their academic learning.

The scheme gives final (and penultimate) year students opportunities to explore and plan career options, to develop professional networks and to learn and practise the skills needed to access employment.

Careers advisers Emma Vyle and Susy Vaughan approached employers in the state government sector and private companies, including those in the mining and IT industries. They offered the program to students, then finally matched the 33 employers with 36 students.

"Matching them was the most difficult part," Susy Vaughan said. "But perhaps we didn't need to be so painstaking. It's generic skills that are important for students to pick up, as they head towards employment."

They ran a workshop for the students to help them set priorities and goals for the program, which was launched by the Deputy Vice-Chancellor, Professor Margaret Seares in April, and will run until the end of September.

"The program is not to provide work experience for the students but a mentor in the workplace who can advise on career pathways, help the student develop the skills and confidence they need to enter a chosen profession, and assist the student to start building contacts and networks," Ms Vaughan said.

Most of the paired students and employers met at the breakfast launch on April 20 and discussed their goals. The minimum required contact over the five months is two face-to-face meetings and monthly email or phone contact. It can be much more than that if both partners agree.

Both students and their career mentors will report back to the Careers Centre at the end of the program. Ms Vaughan and Ms Vyle will also contact employers early in the program to make sure it is going smoothly.

"A lot of our mentors are in upper and middle management, so the students will get a good understanding from these experienced people," Ms Vaughan said. The mentors include the Director of the Department of Premier and Cabinet, an ABC producer and a senior manager from the Disability Services.

Ms Vaughan said that the mentors would benefit from hearing fresh perspectives and up-to-date ideas from future members of the profession; by enhancing their leadership, interpersonal and communication skills with the students; the reviewing their own knowledge and professional practices; and by increasing their company's or department's profile on campus.

Trade between countries is not just about goods and services, but about the skills provided by people.

Dr Abu Siddique, director of the Trade, Migration and Development Research Centre in the School of Economics and Commerce, calls it human capital.

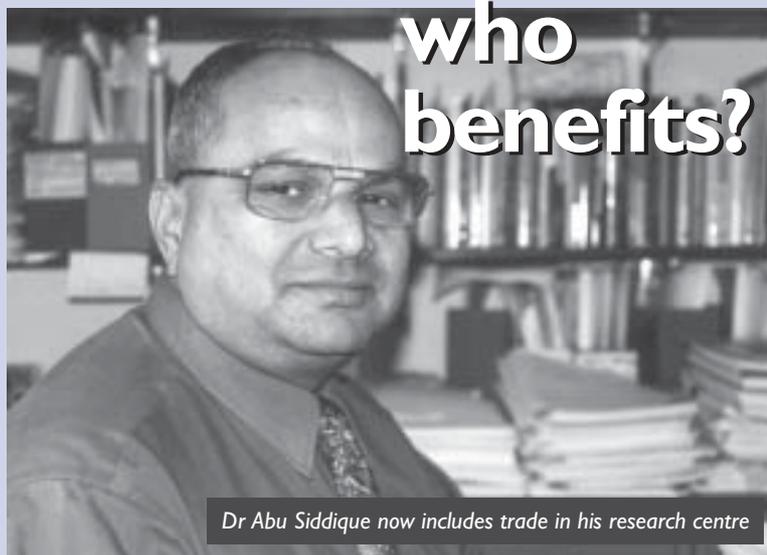
"More and more people are moving around under the umbrellas of multinational companies. So human capital becomes part of the trade between economies. That's why our research centre has recently embraced trade as well as migration and development," Dr Siddique said.

The centre is hosting an international conference in July on free trade agreements in the Asia-Pacific region, and the implications of these for Australia.

"Free trade agreements (FTA) have had a lot of publicity since Australia's negotiations with the US. But we have also recently signed two other FTAs, with Thailand and Singapore, which are significant.

"We buy clothing and textiles from both these countries and the amount of duty Australia will save will be significant," he

Free trade who benefits?



Dr Abu Siddique now includes trade in his research centre

Continued from page 12

Dr Marnie O'Neill (Graduate School of Education)

- she has outstanding teaching abilities—"one of the finest teachers I know"—and her qualities are that of a committed university teacher in every respect,
- she has made a sustained substantial and exceptional contribution to research and publication in the field of curriculum and teaching studies both nationally and internationally,
- she has an outstanding record as a postgraduate supervisor with a superb doctoral completion rate, and
- she has given outstanding service as Dean of the Faculty Of Education.

RESEARCH ASSOCIATE TO SENIOR RESEARCH FELLOW

"substantial and significant research achievements" and national recognition

Dr Susan Broomhall (School of Humanities) (accelerated promotion)

- she has established a national reputation and is having an international impact in the area of the history of women in early modern French history, with the publication of two monographs and articles published in prestigious journals. She is the chief investigator on a large research grant,
- she is highly valued as a teacher and has contributed greatly to the development of new teaching programmes,
- she has made a substantial contribution to the administration and practice of community relations.

RESEARCH FELLOW TO PRINCIPAL RESEARCH FELLOW

"outstanding research achievements and normally recognised internationally" and "sustained, substantial and exceptional research"

Dr Eugene Ivanov (School of Physics)

- he is an internationally recognised expert in the field of precision electromagnetic measurements and oscillator frequency control, having received international awards for his work, made invited international conference presentations, published in high profile journals and collaborated internationally. He has made a great contribution to UWA's international reputation,
- he invented some of the core technologies which, through the UWA collaborative links with industry, helped the West Australian company Poseidon Scientific Instruments establish itself as a world leading manufacturer of microwave oscillators with unmatched noise performance.
- he is one of the key players of a major research group in the School of Physics as measured in terms of output, research income and postgraduate students. He is an excellent honours and postgraduate supervisor.

MARCH 2004

SENIOR LECTURER TO ASSOCIATE PROFESSOR

"outstanding scholarly achievement" in research and teaching and normally recognised internationally

Dr Tim Mazzarol (Graduate School of Management)

- he is an energetic, innovative and adaptable teacher, who has shown significant initiative and capacity in the development of new material and units,
- he has developed a new specialisation in entrepreneurship and innovation and has led the establishment of the Centre for Entrepreneurial Management and Innovation.

said, "The Australian export market to Thailand is also significant. Last year, we exported \$2.5 billion worth of goods to Thailand."

The FTA with Singapore was signed last year and a slightly different FTA, a Closer Economic Relations (CER) agreement was signed with Thailand in the same year.

"China is the biggest buyer of Australian wool and steel and Australia would benefit with an FTA with China and also with Japan, but they are very hard markets to penetrate. We may never sign agreements with them," Dr Siddique said.

He said that, although there was no comparison between the huge US economy and the relatively small Australian economy, Australia would benefit from the FTA with the US through the automotive sector and the seafood industry.

"We export around \$538 million worth of vehicles and \$310 million in automotive parts to the US each year," he said. "So reductions in tariffs will be to our advantage in these areas."

The conference, from July 4 to 6, will be held at UWA. Enquiries to Dr Siddique on 6488 2941 or to Abu.Siddique@uwa.edu.au

- he has pioneered research into international education strategic management and marketing.

Dr John Dunn (School of Psychiatry and Clinical Neurosciences)

- he is a gifted teacher committed to facilitating learning and challenging students, and has achieved high SPOT scores,
- his research into logico—mathematical foundations of cognitive psychology and investigation of the working of memory has earned him an international reputation and has made a sustained and profound contribution,
- he has on several occasions acted as head of the School of Psychiatry and Clinical Neurosciences

RESEARCH FELLOW TO SENIOR RESEARCH FELLOW

"substantial and significant research achievements" and national recognition

Dr Rina Cercarelli (School of Population Health)

- she has conducted effective injury prevention research and produced research reports of high quality which have led to changes in policy and practice,
- she has been a key force in the academic productivity of the UWA Injury Research Centre.

Ms Vera Morgan (School of Psychiatry and Clinical Neurosciences)

- she has played a crucial role in the carrying on of projects investigating epidemiological aspects of schizophrenia,
- she has engaged in high quality research design, data management and statistical analysis and demonstrated an extraordinary capacity in epidemiology and research management,
- she has been elected President of the Australasian Society for Psychiatric Research, and is a member of the Board of the Mental Health Council of Australia and Chair of its Research Subcommittee.

ASSOCIATE PROFESSOR TO PROFESSOR

"Exceptionally distinguished scholarly achievements and will normally be recognised as an eminent international authority in the discipline"

Dr James Robert Grove (School of Human Movement and Exercise Science)

Dr James Robert Grove was promoted following recommendation of the Promotions and Tenure Committee and interview by the Senate Selection Committee in March 2004. Among his accomplishments was the following:

- he is a dedicated and thorough teacher and a challenging and caring mentor to his students, with high student rating of his teaching, and has been nominated for teaching awards at postgraduate and undergraduate level,
- he and his colleagues have established a research culture for postgraduate students,
- he is a world leader in the development of the study of sports psychology, with an outstanding and impressive publication record

APRIL 2004

LECTURER TO SENIOR LECTURER

"substantial scholarly achievement" in research and teaching

Dr Robert Durand (School of Economics and Commerce)

- he is an effective and successful lecturer and supervisor with a commitment to teaching excellence,
- he is a first-rate researcher who regularly publishes work in quality journals in accounting and finance, particularly with respect to asset and share pricing and behavioural finance.
- he has made a valuable contribution to service in the University, formerly being on the Faculty Board and now on the Academic Board.

RESEARCH ASSOCIATE TO RESEARCH FELLOW

"satisfactory research achievements"

Dr Deborah Sloboda (School of Women's and Infants' Health)

Grounds: Research

- she has a most impressive record of research and collaboration and the obtaining of competitive grant funding, which has resulted in publication of articles in quality journals. Her research has made a crucial contribution to consideration of the use of prenatal steroids. In a short time she has made a significant impact.
- she has successfully recommissioned the long dormant basic science research laboratories at King Edward Hospital, such that six chief investigators now use the facilities.

ASSOCIATE PROFESSOR TO PROFESSOR

"Exceptionally distinguished scholarly achievements and will normally be recognised as an eminent international authority in the discipline"

Dr Hong Hao

Dr Hong Hao was promoted following recommendation of the Promotions and Tenure Committee and interview by the Senate Selection Committee in April 2004. Among his accomplishments was the following:

- he has conducted outstanding research in the area of structural and ground dynamics which has attracted an international reputation,
- in a short space of time he and his colleagues have attracted two major competitive grants,
- he is a committed and enthusiastic teacher who has been highly rated.

PROMOTION BRIEFS

The Last Word in this issue goes to the academic staff who have been promoted so far this year. As promised in the last issue, we will publish these promotion briefs each month from now on. Staff whose names appear in the lists have agreed to their publication.

JANUARY 2004

ASSOCIATE PROFESSOR TO PROFESSOR

"Exceptionally distinguished scholarly achievements and will normally be recognised as an eminent international authority in the discipline"

Dr Brendan Waddell (School of Anatomy and Human Biology)

Dr Brendan Waddell was promoted following recommendation of the Promotions and Tenure Committee and interview by the Senate Selection Committee in January 2004. Among his accomplishments is the following:

- he is a gifted teacher with exemplary student evaluations and has been nominated for an Excellence in Teaching award,
- he is an enthusiastic, supportive and successful supervisor of postgraduate research students and an excellent mentor,
- he is an internationally recognised researcher with respect to his contribution to reproductive biology, with a particular emphasis on the endocrinology of pregnancy, his publications appear in the journals of the highest quality and impact, and the quality of his research has been recognised by his success in attracting research funding,
- he has served and been outstanding as Head of School supplying high quality leadership.

FEBRUARY 2004

The following were promoted at the February meeting of the Promotion and Tenure Committee. Their accomplishments are indicated below

ASSOCIATE LECTURER TO LECTURER

"scholarly achievements" in research and teaching

Ms Jani McCutcheon (Faculty of Law)

- she is one of the foremost industrial property researchers in Australia, and will be considered to be a significant contributor to ongoing debate about trademark law,
- she is a reflective and committed teacher with excellent SPOT evaluations.

Dr Wei Liu (School of Computer Science and Software Engineering)

- she has made a significant contribution in her research area of agent oriented software engineering and has published in highly regarded journals and conferences, and has obtained two major research grants,
- she is committed to a high standard of teaching and has obtained good SPOT evaluations.

LECTURER TO SENIOR LECTURER

"substantial scholarly achievement" in research and teaching

Dr Mark Cassidy (Centre for Offshore Foundation Systems)

- he has engaged in impressive, exciting and substantial research in the area of fluid/structure/soil interaction in offshore foundation systems, has been awarded major research grants including an ARC discovery grant, and has published several journal and conference papers,
- he is a very highly regarded teacher with a strong teaching record including high SPOT results and a reputation as a very good supervisor.

Dr Nicholas Letch (School of Economics and Commerce)

- he has made a significant contribution to research in Information Systems, in particular knowledge management and social network analysis in relation to electronic commerce,
- he is a highly regarded and very effective teacher and course developer, with high SPOT evaluations and the ability to stimulate student interest in Information Systems. He has been nominated for an Excellence in Teaching award,
- he has made a substantial contribution to administration.

Dr Nicholas Harney (School of Social and Cultural Studies/School of Humanities) (Joint Appointment)

- he has made a significant internationally recognised contribution to research in migration studies, particularly of migrants from Italy and their children, with publication in international journals with a high impact,

- he has an impressive grant record, including the receipt of a larger ARC linkage grant, which has entailed the establishment of valuable links with relevant government and industry organisations,
- he is an excellent teacher with strong spot evaluations and a reputation for making innovative contributions, including contributing to the establishment and coordination of interdisciplinary units.

Dr Alice Niemeyer (School of Mathematics and Statistics)

- she has published significant work in prestigious journals in the area of her research in computational group theory and combinatorics, such that a joint paper with Professor Cheryl Praeger has been described as "a milestone" in computational group theory,
- she is exceptional teacher maintaining high standards and with high SPOT evaluations.

Dr Esta Ungar (School of Humanities)

- her promotion was widely regarded as long overdue, reflecting her internationally recognised scholarship in the study of East and Southeast Asia with special reference to Vietnam, arising from her beautifully written and pivotal pieces of work,
- recognised as a superb teacher, the recipient of two teaching awards, high SPOT evaluations, and a legendary availability to students.

SENIOR LECTURER TO ASSOCIATE PROFESSOR

"outstanding scholarly achievement" in research and teaching and normally recognised internationally

Ms Sally Reagan (School of Population Health)

- she is an influential scholar in Australian medical education with particular respect to the theory and practice of problem based learning, and is one of the principal founders of the university's new medical curriculum, and carries significant committee responsibilities with respect to medical education and the curriculum,
- she is a consummate teacher who has carried an extraordinarily high teaching load but whose teaching has consistently been evaluated at the very highest levels in SPOT scores, and has won or been nominated for nine Teaching Excellence awards, and has developed substantial new teaching resources,
- she has won an Australian award for University Teaching,
- she has made an outstanding contribution in service to the University of Western Australia, including service on the Teaching and Learning Committee, the Disabilities Committee and the Riley Centre Steering Group, and to the medical profession, in the latter respect having particular regard to the coordination of rural health week and service on the Scientific Review and Ethics Committees of St John of God hospitals.

Dr Lesley Vidovich (Graduate School of Education)

- she has established an international reputation in the area of education policy sociology in the context of globalisation, has published extensively in the best journals in the area, and has been awarded a large joint ARC grant,
- recognised as a superb teacher, the recipient of two teaching awards, and a major contributor from undergraduate through to doctoral education,
- she has participated significantly in University and Graduate School of Education committees, and has taken an active role in professional associations and with Perth schools.

Dr Yanrui Wu (School of Economics and Commerce)

- he is a prolific researcher and writer in the area of development economics, including several books and many refereed articles and book chapters, and has attracted significant research funds,
- he is a committed and conscientious teacher, and has steadily increased class sizes and attracted honours and Master students. He has obtained good SPOT evaluations.

Dr Richard Read (Faculty of Architecture, Landscape and Visual Arts)

- he is an excellent teacher and an engaging lecturer,
- Dr Read's research and writing on Adrian Stokes, in particular his 2002 book "Art and Its Discontents: The early life of Adrian Stokes" constitutes an outstanding scholarly achievement and has led to international recognition.

Dr David Denmark (School of Social and Cultural Studies)

- he is an excellent and innovative teacher, including areas of particular difficulty such as quantitative methodology, and
- Dr Denmark's research and writing on elections, the mass media and voting in the world's leading political journals constitutes an outstanding scholarly achievement and has received international recognition.

Continued on page 11

Research Grants & Contracts

NHMRC

Dr Trevor Mori, Prof Lawrence Beilin, A/Prof Gerald Watts, Dr Ashley Irish and Prof Ian Puddey, Medicine and Pharmacology: 'Effects of Omega-3 Fatty Acids and Coenzyme Q10 on Cardiovascular Risk in Chronic Renal Failure'— \$427,914 (2004-06).

Prof Assen Jablensky and Ms Vera Morgan, Psychiatry and Clinical Neurosciences: 'Fetal Origin of Adult Disease? A Population-based Study of the Offspring of Women with Severe Mental Disorders'— \$435,750 (2004-06).

Dr Nicola Lautenschlager, Prof Osvaldo Almeida, Prof Leon Flicker, Mrs Kay Cox and Dr Jonathan Foster, Psychiatry and Clinical Neurosciences, Medicine and Pharmacology, UWA Centre for Child Health Research and Psychology: 'A Randomised Clinical Trial of Physical Activity for the Treatment of Older Adults with Mild Cognitive Impairment'— \$274,625 (2004-06).

Dr Dieter Wildenauer, Prof Assen Jablensky and Dr Sibylle Schwab, Psychiatry and Clinical Neurosciences and UWA Centre for Medical Research: 'From Linkage to Genes Conferring Susceptibility to Schizophrenia: Investigation of Candidate Genes on Chromosome 6p'— \$457,750 (2004-06).

Dr Wallace Langdon, Surgery and Pathology: 'The Role of Cbl Proteins in Mast Cell Signalling and Function'— \$235,500 (2004-06).

A/Prof Paul Norman, Prof Lyle Palmer and A/Prof Francesco Van Bockxmeer, Surgery and Pathology, UWA Centre for Medical Research and Faculty of Medicine and Dentistry Office: 'Molecular and Genotypic Risk Factors for Abdominal Aortic Aneurysms'— \$219,875 (2004-05).

Dr Christine Thien and Dr Wallace Langdon, Surgery and Pathology: 'The Role of c-Cbl in the Regulation of T Cell Signalling and Development'— \$520,500 (2004-06).

Dr John Upham and Dr Alan James, UWA Centre for Child Health Research and **Dr Alan James**: 'Effects of Allergens on Dendritic Cell Function in Allergic Asthma'— \$250,500 (2004-06).

NHMRC DEVELOPMENT GRANTS

Mr James Semmens, Population Health: 'Ultrasonic Blood Pressure Measurement on Implanted Biomedical Surfaces'— \$168,300 (2004-05).

NATIONAL HEART FOUNDATION

Dr John Burnett, A/Prof Francesco Van Bockxmeer and A/Prof Peter Hugh Barrett, Surgery and Pathology and Medicine and Pharmacology: 'A Novel Nontruncating Apolipoprotein B Gene Mutation, L343V, Causing Familial Hypobetalipoproteinaemia'— \$99,278 (2004-05).

CANCER COUNCIL OF WA

Dr Barry Iacopetta and A/Prof Cameron Platell, Surgery and Pathology: 'Use of Population-Based Tissue Microarrays to Identify Novel Molecular Markers of Prognosis and Response to Chemotherapy in Colorectal Cancer'— \$55,000 (2004).

WELLCOME TRUST

Dr Deborah Lehmann, Dr Peter Richmond and Prof Patrick Holt, UWA Centre for Child Health Research and Paediatrics and Child Health: 'Neonatal Immunisation with Pneumo-coccal Conjugate Vaccine in Papua New Guinea'— \$1,132,898 (2004-08).



Research Grants & Contracts will feature in each issue of the UWAnews. Any queries about the research grants published in this issue should be directed to the Research Grants Office, ext. 3702.

FREE HEARING SCREENINGS

The UWA Audiology Clinic are seeking any staff, students and their families (persons aged 14 and over) who would be interested in a free hearing screening, to come to one of their three clinics and be tested by an Audiology student. All testing will be done under the supervision of a qualified Audiologist. Clinics are situated in Tuart Hill, Joondalup and Mount Pleasant and screenings will be conducted at all these locations throughout June. Bookings essential and places are limited.

From: Tuesday 1 June 2004

To: Wednesday 30 June 2004

Contact: Deanna Haddrill

Tuart Hill and Joondalup: 9349 0595

Mt Pleasant: 9315 1524

dhaddrill@ihear.com.au

LEAFSE EXCHANGE 2005 EUROPEAN POSTGRADUATE STUDY

There is a great opportunity for six months of postgraduate study in Europe supported by the Australian Government in a project called LEAFSE (Learning Through Exchange: Agriculture, Food Systems and Environment) in 2005.

Six LEAFSE exchange scholarships are available for master's students enrolled in Natural Resource Management, Agriculture, Animal Science, Horticulture and Viticulture or Environmental Science.

Additional information and application forms (which must be submitted by 15 June 2004) can be found at the LEAFSE web site: www.leafse.kvl.dk.

Number migration

As you are all aware the University has a new main number and prefix.

The prefix is **6488** and the new main number is **6488 6000**.

The old prefix and main number will no longer be available after late September so please make a conscious effort to use the new prefix from now on.



CAMPUS Diary

31 May – 13 June

Tuesday 1 June

ANATOMY AND HUMAN BIOLOGY SEMINAR

'Immune cells in the meninges—ignore these tender, spidery and tough mothers at your peril', Professor Paul McMenamin, ANHB. 1pm, First Floor, Room 1.81, School of Anatomy and Human Biology.

Thursday 3 June

FREE LUNCHTIME CONCERT

'University Wind Orchestra conducted by Neil Coy. Works by Vaughan Williams, Holst and Grainger. 1.10pm, Winthrop Hall.

Friday 4 June

BIOCHEMISTRY AND MOLECULAR BIOLOGY SEMINAR

'T-Cell development in a post-notch world', Dr David Izon, ICHR. 1pm, Simmonds Lecture Theatre.

ANATOMY AND HUMAN BIOLOGY SEMINAR

'Global approach to the modulation of novel genes by gonadotropic hormones: relevance to the physiology and the pathology of the human ovary', Professor Abraham Amsterdam, Weizmann Institute of Science in Rehovot, Israel. 2pm, First Floor, Room 1.81, School of Anatomy and Human Biology.

ENVIRONMENT AND SOCIETY SEMINAR

'Salinity, agriculture and biodiversity in Australia: how to tackle wicked policy problems', Professor Andrew Brennan, Philosophy. 4pm, Social Sciences Lecture Room 1, Social Sciences Building.

ASIAN STUDIES SEMINAR

'Approaches to state violence in Indonesia: a conservative appraisal', Nick Herriman. 1pm, G.25 Seminar Room, Ground Floor, Social Sciences Building.

Wednesday 9 June

FRIENDS OF THE LIBRARY TALK

'UWA Press: From Wildflowers to Encyclopaedias', Dr Jenny Gregory, Director, UWA Press. UWA Press is approaching its 70th anniversary in 2005, an appropriate time to both celebrate the work of the press and to take stock. This talk will look at the history of the press, the range and impact of the books it has published, and its future directions. Members: free; non-members: \$5 donation. 7.30pm, Library Training Room, Ground Floor, Reid Library Building.

LAUNCH OF LIMINA JOURNAL, VOLUME 10

Join us for the launch of LIMINA's tenth anniversary edition. LIMINA, a journal of historical and cultural studies based in the discipline of History is celebrating the launch of its tenth anniversary edition. Volume 10 will be launched by Associate Professor Terri-ann White, Director of the Institute of Advanced Studies (IAS), at the IAS (behind James Oval Cricket Pavillion) on Wednesday 9 June from 6pm. The Editorial Collective welcomes you to come and share in the festivities. Volume 10 is the last that will physically go to print; from Volume 11 in 2005, LIMINA will be published electronically, so please join us to celebrate our milestone. Copies of LIMINA will be on sale on the night for \$15. 6pm, Institute of Advanced Studies.

Thursday 10 June

UNIVERSITY MUSIC SOCIETY CONCERT

Angel's Lyre. Virtuoso French-Australian harpist Sebastian Lipman was appointed Principal Harp of the Berlin Philharmonic under Herbert von Karajan when he was just 22 and has subsequently established a significant career as a soloist and chamber musician, performing throughout Europe, America and Asia. This concert also features leading local musicians including WASO Principal Harp Sarah Bowman in a delightfully mixed programme including the Debussy Sonata for Flute, Harp and Viola and Ravel's ravishing Introduction and Allegro for Flute, Clarinet, Harp and Strings. 7.30pm, Octagon Theatre. Tickets are available at BOCS outlets on 9484 1133 or the Octagon Theatre on 6488 2440.

Friday 11 June

LAWRENCE WILSON ART GALLERY TALK

'Making cloth, wearing clothes: crafting gender in Indonesia', Lyn Parker, Asian Studies. 1pm, LWAG.

CLIMA SEMINAR

'The effects of eastern star clover (*Trifolium dasyurum*) consumption on sheep production and meat eating quality', Dr Hayley Norman, CSIRO. 'Sheep and legumes as partners to control crop weeds', Dean Thomas, UWA. 4pm, CLIMA Seminar Room.

Workplace Bullying in Tertiary Education

New Research Findings and their Implications for Preventive Policies and Resolution

SPEAKER

Mr Paul McCarthy

(School of Management, Griffith University)

Monday 14 June

1–2pm (with time for questions)

Woolnough Lecture Theatre (Geography-Geology Building)

This seminar will report on the findings from the first comprehensive study of workplace bullying completed in an (unnamed) Australian tertiary education organisation. Issues to be addressed in the presentation will be of interest to a broad range of the University community: academic researchers, managers, employees in general and students. These include:

- summary of results, including reported incidents of forms of workplace bullying perceived to be initiated by staff members and students;
- identified risk factors for bullying and occupational violence in tertiary education including systemic and individual factors;
- recommendations for risk management through top-down commitment to zero tolerance, awareness-raising, skills development and appropriate human resource management;
- upgrading and integration of policies and procedures that can be brought to bear on bullying/violence in tertiary education, including: the anti-bullying/violence policy; staff and student codes of conduct; equity, diversity, quality, and employment policies; and emergency response;
- the basis of key research constructs in the literature and definitional terms;
- convergent interests in organisational, governmental and employment relations contexts that enabled the study; and
- implications for further research.

Paul McCarthy lectures in the School of Management at Griffith University and is a founding member of the Workplace Bullying and Violence Project Team (Griffith University). Paul was a member of the working party producing the Queensland Division of Workplace Health and Safety (1998) guidelines to address bullying at work and a consultant to the Queensland Government's Workplace Bullying Taskforce. Paul's experience in research and policy development concerning workplace bullying includes a range of joint and individual projects including one of the first studies of workplace bullying in Australia (1995) and experiences of bullying in a number of organisations and industries. Paul is responsible for the design of survey instruments including the *Workplace Bullying Risk Audit Questionnaire*.

**Enquiries: Jacquie Hutchinson 6488 7212
or Beverley Hill 6488 3791**

This seminar is presented by Industrial Relations and HRM Discipline Group (Business School), and supported by the UWA Equity and Diversity Office.



THE UNIVERSITY OF WESTERN AUSTRALIA

UniPrint is UWA's in-house printshop. We provide a friendly and efficient print, copy and design service to all areas within the University.

- Graphic design and typesetting
- Digital copying
- General printing
- Sale of course readers
- Assistance with UWA and faculty branding guidelines
- On-campus copying
- Daily delivery and pickup

Contact Ray Horn on 6488 8790 to discuss all your printing needs.

Email uniprintjobs@admin.uwa.edu.au Website www.uniprint.uwa.edu.au

UniPrint 28403

Please email Campus Diary entries to enquiries@publishing.uwa.edu.au by 2 June for 14 June issue

workskillsprofessionals 

temporary & permanent personnel

Need temporary, contract or permanent staff?

Are you tired of wasting your precious time and resources finding suitable staff?

We can help you now.

Workskills Professionals provides temporary and permanent personnel for short and long contracts.

- Administrative Assistants
- Secretaries
- Laboratory Technicians
- PA/Executive Assistants
- Receptionist
- Accounts clerks

We have been supplying UWA candidates since 1993.

Try our Recruitment Screening Services for permanent placements

Let us help you. Give our friendly staff a call NOW

Ph: (08) 9201 7777

requestwa@workskillsprofessionals.com.au

www.workskillsprofessionals.com.au

administration • IT/computing • technical • executive

CORPORATE MEMBER OF RCSA 



The UWA Catholic Society would like to invite you to their opening night screening of

Harry Potter and the Prisoner of Azkaban

Something

wicked

this way

comes ...

A magical feast of true Hogwarts treats and other activities will be provided. If you can imagine yourself eating food made by house elves, drinking butterbeer at *The Three Broomsticks*, 'riding' a Firebolt, then this is the night for you! Bring a camera and put on your best robes for the night as there will be lots to do and see before you arrive at Hogwarts for Harry's third year of mischief.

The evening will be great fun for everyone, and the cost for the feast and the movie is only \$13, so don't eat a big dinner before you come!

Thursday 10 June

- | | |
|--------|--|
| 6.30pm | Arrive HOYTS Garden City, Booragoon, Enter Diagon Alley to the left |
| 6.30pm | Magical Activities & Feasting |
| 7.30pm | Last chance to grab your school supplies from Diagon Alley!! |
| 7.45pm | Run onto Platform 9 3/4 and board the Hogwarts Express |
| 8.00pm | Arrive at Hogwarts School of Witchcraft and Wizardry (Movie starts!) |

To book your tickets now you will need to send an owl to ucs-committee@guild.uwa.edu.au. We recommend that payment or booking is organised by the first week of June as there are limited seats available for this special event and we expect it to be a sell-out. We will arrange to get your tickets to you or have them available for pick up at the door! If you need more information please don't hesitate to contact us at the above address!

Classifieds

FOR RENT

CRAWLEY, furnished accommodation. Ideal for visiting academics. Short and long term. Two bedroom self-contained apartment in Fairway, next to UWA. Fully furnished and fitted out (including linen). Air-conditioning, heating, TV, telephone; undercover parking. Short walk to shopping centre, transport, restaurants, tavern, cinema, Swan River and Kings Park (bushland and recreational facilities). Email: crawley-apartment@iinet.net.au, web address: www.goodstay.com/perthapartment, mobile: +61 0418 914 204, \$375 per week (discount for long term); telephone and power charges extra.

CRAWLEY, 3 bedroom townhouse with undercover parking and lockable storage room, air-conditioning and rear courtyard. Very quiet location bordering on university colleges in Park Rd. Nedlands. Available late May. Please contact owner on 0418 914 204 or via email at: crawley-apartment@iinet.net.au.

SINGLE BEDROOM unfurnished end-unit, one of eight in a quiet complex in Subiaco, close to Crossways shopping, library and shuttle bus to UWA. The unit is carpeted, has a private courtyard with shade-sail and sml storage shed and there is off-street parking. Available 10 June. Rent \$130 per week. Enquiries to 9386 5536 or robins@physics.uwa.edu.au.

NEDLANDS, large house, ideal for visiting academic's family. 3 bedrooms, 2 studies, 2 baths, small yard, less than 5 minutes bike ride/10 minutes walk from the northern edge of UWA campus. Short walk to Hampden St shops and bus stops, and 2 minutes to King's Park (bushland and recreation). Fully furnished with kitchen fittings and utensils, linen, heating, etc. Owner will be away in Singapore from early July 2004 to early July 2005, so looking for a one-year tenant, if possible. Asking \$400 per week; bills for electricity, gas, water, telephone will be tenant's responsibility. Email: acciaiol@cyllene.uwa.edu.au; ph: 9386 7183.

FOR SALE

HYUNDAI ELANTRA 2000 SPORTS MANUAL HATCH, maroon, excellent condition. 43,000 kms. \$13,100 ono. Call Richard on 6488 3216 or at home on 9383 9226, mobile 0412 707 384, email rharmer@admin.uwa.edu.au.

HONDA 'TODAY' SCOOTER. 50cc engine, red colour, electric start, automatic transmission. Comes with gloves, F-F helmet, protective cover, Honda Care. Travelled only 46 kms, as new condition, \$2300 new - asking \$2000 ono. Genuine reason for sale. Phone: 042 724 3150.

MAZDA 121 METRO 97 5 DOOR HATCH. Green, 1.5 manual, A/C, P/S. Central locking, very good condition. 98,000 kms, \$9950 ono. Call Richard on 6488 3216 or at home on 9383 9226, mobile 0412 707 384, email rharmer@admin.uwa.edu.au.

POWER MACINTOSH 6100/66, Microsoft OS 8.0, Microsoft Office, built-in ethernet, 15" monitor. \$100. Call Shane on 041 444 2829 or 6488 2391.

IBM THINKPAD NOTEBOOK 560E, Intel Pentium Processor, Windows 98 SE, Microsoft Office, built-in modem for Internet access, leather carry case. \$450. Call Shane on 041 444 2829 or 6488 2391.

TROMBONE, Conn 78H, Bflat/F trigger, medium bore. Beautiful instrument in top condition, only 2 years old. \$2500 ono. Email lorna.robertson@uwa.edu.au or phone Lorna, Nick or Sam at home on 9332 8675.

HOUSE: 307 Warwick Road, Greenwood. 4 bedroom, 1 bathroom home in Greenwood on elevated block with lounge, dining room, air conditioning and security. 20 minutes from the city/close to the beach. Near to shopping centres, schools, medical centres, rail and bus. Must sell, all offers presented, please phone Sherrie, 0409 118 895 or Maria, 6488 2195.

WANTED

ELECT TREADMILL in good condition. Please call Barbara, ext. 1398.

HOUSESITTER

Responsible staff member available for housesitting in any area near UWA from June 2004. Short or long term. References can be supplied. Email zetamcdo@cyllene.uwa.edu.au.

Redundant Equipment for Sale

ITEM	PRICE	AGE(YRS)	COND.	CONTACT	PHONE
Macintosh 7200	\$50 ono	—	—	Muriel	ext. 2128
Macintosh 5400	Offers	—	—	Muriel	ext. 2128
Macintosh PB 5400	\$150	1996	—	Muriel	ext. 2128
Macintosh PB 1400 cs/166	\$100	1997	—	Muriel	ext. 2128
Macintosh ibook	\$200	1998	—	Muriel	ext. 2128
Macintosh PB G3/233/G6/2G/CD/56K	\$150	1999	—	Muriel	ext. 2128
Macintosh G3 400Mhz/192MB ram/8GB/ Firewire and DVD rom	\$750	—	—	Muriel	ext. 2128
Copyguard Electronic Controller	\$250	—	—	Muriel	ext. 2128
Weighing platform, Sauter Model EC 240 with ED 3300 Evaluator Unit. Platform Scales are 750 x 600 mm with a limit of 240 kg and have been used to measure changes in body weight of up to 1g	\$600 each	—	—	Leon/Peter	ext. 3334/3327
Pent 2 450MHZ/6G/64MB	\$100 \$150 with monitor	—	2	Amanda	ext. 3879
Pent pro -s 200MHZ/2G/32MN	\$100 \$150 with monitor	—	2	Amanda	ext. 3879
Pent 2 - MMX 300MHZ/2G/64MB	\$100 \$150 with monitor	—	3	Amanda	ext. 3879
Applelaserwriter 16/600PS	\$750	—	3	Amanda	ext. 3879
Applelaserwriter 16/600PS	\$750	—	3	Amanda	ext. 3879
BJC 265 SP	\$50	—	2	Amanda	ext. 3879
Scanner UMAX Astro M3 SCSI	\$75	—	2	Amanda	ext. 3879
Pent 2 333MHZ/2G/64MB	\$100 \$150 with monitor	—	2	Amanda	ext. 3879
Pent 2 - MMX 233MHZ/4G/32MB	\$100 \$150 with monitor	—	2	Amanda	ext. 3879
Pent 2 266MHZ/12G	\$100 \$150 with monitor	—	2	Amanda	ext. 3879
Apple Powermac beige G3 266MHZ/4G/64MB	\$100	—	2	Amanda	ext. 3879
Apple color stylewriter 2500 printer	\$25	—	2	Amanda	ext. 3879

Bids should be accepted by Monday 14 June with schools to have first option

Schools are reminded that all University equipment available for sale must be advertised in the **UWAnews**. Receipts should be PeopleSoft account coded 490 (computing with barcode), 491 (non-computing with barcode) or 493 (items with no barcode). If equipment has an existing barcode please contact extension 3618/2546 for details.

CONDITION refers to the general condition of item (1 = as new; 2 = good; 3 = serviceable; 4 = unserviceable). AGE refers to the nearest year.



UniPrint Campus Shop Guild Village

Customer Support
6488 8790 or 6488 2297

Graphic Design
6488 8792

UniPrint Production
Brooklands Way,
Mt Claremont
6488 3624

See UniPrint for all your print,
copy and design needs:

- colour printing
- full design service
- digital copying
- colour copying
- bureau service
- brochures
- annual reports
- student readers
- newsletters
- business cards
- envelopes
- office stationery
- magazines
- posters
- labels
- course notes
- lecture notes
- conference proceedings
- spiral binding
- hard case binding
- t-shirt printing
- mail outs
- paper supplies
- pickup and delivery



THE UNIVERSITY OF
WESTERN AUSTRALIA

Registrar's Office

UNIPRINT – SEMESTER 2, 2004 COURSE READER DISCOUNTS

UniPrint is UWA's in-house print, copy and design service

We can provide your entire course outlines, lecture notes and course reader requirements and also offer an *"Early Bird Discount"*

For Semester 2 – 2004, provide your originals to UniPrint prior to **11th June** and receive a **10% discount**, or before **25th June** and receive a **5% discount**.

Sale of Course Readers

UniPrint can also arrange for the sale of your course readers to students through the University Co-operative Bookshop. You simply provide the originals and pay for the copies you require for your own or your school's use, and UniPrint will take care of the sales to students through the Bookshop.

Please note: Guidelines relating to the sales of course materials are detailed in the UWA Ancillary Fees and Charges Policy 2004. In particular 1.6 of Appendix 1 Part 1 of the guidelines refers to photocopying charges. See http://www.teachingandlearning.uwa.edu.au/_data/page/19499/Ancillary_Fees_Guidelines.pdf for details.

UniPrint archives all course readers as an electronic (pdf) document for future use. For a small additional charge to the school UniPrint can remove black borders, dirty marks etc, and then add titles, logos, or even insert new text if required.

If you have a job ready for collection you can either

- *Email UniPrint at uniprintjobs@admin.uwa.edu.au to request a pick up*
- or*
- *Send it via the internal mail.*

If you require some advice or have any queries please ring

- **Ray Horn** on ext. 8790
- or*
- **Visit UniPrint at the Guild Village**