The tiny Western Australian honey possum may well owe its future to an ARC grant, nuclear technology and the Bradshaws in the Department of Zoology. 

Professor Don Bradshaw, Head of the Department of Zoology, and Dr Nick Dytlewski, from the Australian Nuclear Science and Technology Organisation at Lucas Heights, have an ARC grant of $232,000 to continue their innovative research into *Tarsipes rostratus*, the honey possum native to WA.

There is concern that the honey possums’ native habitats are being diminished rapidly and that its restrictive diet (of nectar and pollen) may not provide enough protein and essential amino acids for a sufficiently high rate of reproduction.

The Bradshaws (Don and his research officer wife, Felicity) began their research into the little marsupial back in 1986 when they were camping in the Scott River National Park, near Augusta. They put out some traps and were lucky enough to catch some possums — which also caught their imagination.

It was ten years later, in 1996 that they received their first ARC grant to study the nitrogen requirements of the animal and it was then that they brought back their first animals to start the colony that is now thriving, and into its fourth generation, on campus.

Their research, in collaboration with Dr Dytlewski, uses isotopes to track the honey possum's metabolism. Once they work out how much food the possum needs to eat to survive, they hope to be able to work out their requirements for reproduction. (Small female mammals, raising several young, require up to four times their normal intake of energy and protein to sustain the latter stages of lactation.)

Felicity Bradshaw explains: "Soon after catching them (in the wild) we inject them with oxygen-18, a naturally occurring isomer of oxygen-16 that makes up the bulk of the atmosphere, an isotope of hydrogen (tritium), that forms part of the water molecule, and a third isotope of sodium, in the form of sodium chloride."

"We chose these markers deliberately as their rate of turnover allows us to measure the animal’s rate of metabolism and then calculate how much pollen and nectar they require."
LOOKING BACKWARDS in anger and angst is rarely the way to develop forward-looking initiatives and strategic policies. Yet there are times when a little bit of history is very valuable in analysing the problems of the present.

Take for example, the daily issue which we all experience of working in an under-funded higher education sector. How has this come about? And are we really worse off or is it just a case of nostalgia for an age that never was?

The data is now available on the first decade of the Dawkins' revolution which created the present system — though not necessarily the funding levels which have underpinned it.

On the very positive side has been access and participation: for some 230,000 funded places for undergraduate study to nearly half a million at 2000 (457,200).

The levels of funding per planned EFTSU have also, interestingly, not actually fallen. It was $11,222 in 1989 (today’s value) and is $11,668 in 2000, rising to $11,673 in 2001. Total dollars per actual EFTSU has indeed fallen, but not hugely: $10,356 last year from $11,223 in 1999 (today’s value).

The Commonwealth, in addition, has been committing an even larger base budget to the sector. It has peaked at $4.8 billion, and is now static.

Where then is the problem?

At its heart is the harsh reality that funding has not kept up with costs — unsupplemented salary increases, infrastructure and research expenditure have all outstripped budget allocations. Like an ageing jumbo jet, the metal creaks and the rivets begin to pop.

Competitive ‘disadvantage’ has also operated. Increasingly, other sectors are making urgent and successful claims on the overall outlay on the University sector: from 3.1 per cent in 1989 to 20.4 per cent a decade later. This has allowed the Government to sustain a steady base line which actually reduces its own contribution. Had the Commonwealth matched the increasing HECS dollars we should not be facing the issues of strain on the system as we now experience.

Without whining and whingeing, it simply has to be said that a quality system of higher education, which needs to underpin any hope of making a knowledge-based economy, will not emerge without a quantum step upwards in national involvement in universities and their basic research capacity. We also need more flexible policy frameworks so that we can be more self-reliant in revenue raising universities.

These facts and figures especially came to mind in reading, as one of my summer beach books, the new Concise History of Australia (Cambridge, 1999) by an old friend, Stuart MacIntyre (now Dean of Arts at The University of Melbourne). In his conclusion he contrasts the bold and truly innovative new democratic nation of Australia at 1900 — when we led the world in democratic institutions and prosperity — with our current era of pragmatic survival.

We shall know that we have regained our bold and creative spirit when we make higher education (and research) a top priority in national progress.

Deryck M. Schreuder
Vice-Chancellor and President
vc@acs.uwa.edu.au
While many other academics were contemplating winding down for the summer, Associate Professor Geoff Meyer was in California collaborating on a new on-line Histology course.

He had to pop back to Australia on December 1 to receive his Australian University Teacher Award (flexible delivery/learning category)—a trophy and $35,000 to be used to develop more innovative teaching programs.

Dr Meyer, from the Department of Anatomy and Human Biology, recently developed a web-based practical course in Histology, Histology Practical Assistant (HPA), which won worldwide acclaim, and it was obviously high on the list of his achievements considered by the award's assessors.

Following his success with HPA, Dr Meyer has been working in collaboration with the University of California at Los Angeles and the University of Southern Queensland to develop a very structured on-line Histology course that students will be able to access from anywhere in the world.

"I am very excited about it," Dr Meyer said. "It is very productive to develop collaborative teaching initiatives between both Australian and overseas institutions.

"It provides an opportunity to work closely with excellent teachers in other institutions and exchange ideas, but it also enables us, as an institution, to provide our individual courses to a larger student audience and student numbers mean money!"

Dr Meyer said it was sometimes not appreciated that his work in on-line teaching was very much a research component of his academic pursuits and not merely an extension of his teaching mission.

"Much research had to be undertaken developing computer-based cognitive tools, content structure, learner control and interactivity, a variety of learning styles and hence appropriate flexibility, and a means of promoting collaborative learning and provisions for appropriate assessment and feedback strategies," he said.

Another feather in Dr Meyer’s cap is his work with colleagues at the WA Cerebral Palsy Centre, developing on-line courses in Biology and Human Biology for disabled students, at both high school and university level.

But he insists that his achievements in computer-based teaching were only a small consideration for the award.

It cited him as “an outstanding teacher . . . who continually demonstrated innovative approaches . . . and actively practised great care and concern for his students.”

Results of SPOT tests conducted by the Centre for Staff Development over the past three years have always been outstanding for Dr Meyer, his students awarding him more than 4.7 out of 5 nearly every time.

"But I don’t think for a moment that I’m any more effective as a University teacher than my colleagues," he said modestly. "Our department boasts excellent individual teachers and support staff."
they have to eat in order to maintain
it,” she said.

Professor Bradshaw is particularly
concerned with the honey possums’
relatively low rate of reproduction for a
small marsupial.

“We are focusing primarily on the
reproductive energetics of the honey
possum in our current research,” he said.

“If, in fact, its high carbohydrate diet
fails to provide enough essential amino
acids, then long-term survival of these
marsupials could be more fragile than
we previously thought. We are using
nuclear technology to measure
turnover rates of nitrogen in free-
ranging animals to see whether this is a
limiting factor.”

The honey possums live in areas of
the coastal plain known as Banksia
woodlands or heathlands: areas of poor
soil, abundant wildflowers and banksia
trees.

Farmers have traditionally seen
banksias as poor quality trees and these
areas are all too frequently bulldozed.

Clearing for urban development and
rural expansion has removed 61 per
cent of the honey possum’s natural
habitat.

The marsupial is unable to turn to
different foods for its nutritional needs
because it appears that it has been
evolving as a separate lineage for about
30 million years. It has evolved very
specialised feeding apparatus: an
elongated snout (or rostrum) and a
long tongue with a bristle-like
structure at the end, and two lower
teeth for guiding the tongue, as it
extends and retracts up to three times
a second.

The rest of the teeth have been
reduced to tiny transparent tubercles
or are absent altogether, so the honey
possum couldn’t eat insects even if it
wanted to.

Added to their pioneering research
with physicists from ANSTO, the
Bradshaws have also set about
educating and alerting the people who
live in the coastal plains about the
importance of preserving the Banksia
woodland.

They have a regular Friends of the
Honey Possum newsletter and
supporters are invited to make tax-
deductible donations to the research,
via the Centre for Native Animal
Research, at the Department of
Zoology.

University staff often joke that many students’ cars are more luxurious
than theirs.

So when a helicopter started making its way down to land on James
Oval recently, some staff may have thought it was just a natural
progression for better-off students.

But the helicopter was actually on official University business and had
been circling above the campus so a video camera operator could
record some aerial footage for a promotion video.

Public Affairs thanks everybody who kept clear of James Oval that
day.
It is the dream of every young research physicist to have a paper published in *Nature*, the prestigious international scientific journal published in London.

Not so many weeks ago, this dream came true for Matthew Young, a PhD student in the Department of Physics when he reported his discovery of a new type of pulsar. It was thus with a good deal of excitement, and no small measure of pride, that I awaited the arrival of the February 3rd, 2000 issue — for I had heard on the grapevine that there was yet another local interest story about to break. This time, so I learnt, there was to be a front cover splash!

As it turned out the link with Physics at UWA was to a former student, postdoctoral fellow and lecturer at UWA, Dr Liesl Folks. The picture on *Nature*’s front cover of cobalt atoms (reproduced above) was boldly entitled ‘Phantom Atoms’. Liesl participated in this work as an expert in image preparation, rather than as an author — but the experiment itself was so startling that any human interest angle very quickly became secondary to the fascinating physics on display. My own mind leapt immediately to Star Trek and teleportation and, if you’ll pardon the pun, when I came back to earth I was not — and I am still not — sure that this may not be the best way to think about what’s going on.

Indeed, IBM Fellow, Donald M. Eigler, IBM’s lead researcher on this project says “we call it a mirage because we project information about one atom to another spot where there is no atom.”

The picture shows an elliptical ring of 36 cobalt atoms, some 5000 times smaller than a human hair. A scanning tunnelling microscope is used to position the atoms and the resulting pattern is known in the trade as a quantum corral. The size and shape of the ellipse determines where information moves within the ring. When a single cobalt atom is placed at one of the two focus points of the corral, some of its properties suddenly appear at the other focus, where no atom exists!

Of course, IBM scientists are not claiming to know how to move Captain Kirk from the Starship Enterprise to Planet X. They have a much more serious agenda. This is a fundamentally new way of guiding information through a solid. Because the quantum mirage uses the wave nature of electrons to move the information, instead of a wire — it has the potential to enable data transfer within future nanoscale electronic circuits so small that conventional wires do not work. Many barriers must be overcome to make this scientific discovery useful in this way. But if it can be developed, the quantum mirage could enable the miniaturisation of electronic circuits far beyond that envisioned today.

For more information on IBM research, please visit the web site at: http://www.research.ibm.com
Peter Curtis, the University's new Executive Director (Academic Services) and Registrar, first set foot in Australia in Darwin shortly before Cyclone Tracey hit, in 1974.

Issued with a plastic helmet, a hammer and a whistle, Mr Curtis survived the cyclone and made it down to Perth, and to UWA, with little more than his honours degree in Economics, and a keen interest in higher education.

"After Darwin, Dawkins was a breeze!" he joked, though he believes the 'winds of change' in higher education since then have had similarly dramatic impacts.

The backroom boy for the past 24 years at UWA has succeeded Malcolm Orr as the frontline academic service provider and policy adviser: the first point of contact for students and, he believes, the necessary partner for academic staff.

"But I'm not sure just how well understood the service role of the Registrar's Office is throughout campus," Mr Curtis said.

"There still appears to be some remnants of a traditionalist view of 'service', which some translate roughly into 'servile', at worst, or 'neutral' at best, and which I think can be laid to rest.

"I suspect much of this probably revolves around the traditional use and interpretation of the term 'administration' and the aversion to the more active term 'management'. Administration is seen as passive, whereas management is more active; administration is about doing things right, management is about doing the right things.

"It is unfortunate that much of the pop-management literature of the 80s and 90s has promulgated notions of quick-fix, instant management where all will be well if only we downsize, outsource or flatten out!"

He said this 'management-by-slogan' trend had done a disservice to those engaged professionally in the area and who see management as a rigorous, analytical, reflective business, requiring expertise, experience and cultural awareness.

"I'm sure it's fuelled the fires of those who see management as being in direct opposition to the collegial principles of the University, and synonymous with the so-called 'managerialism' of the post-Dawkins period," he said.

"My view is that management is not at all incompatible with collegiality. I see the two as complementary, necessary partners in a modern university.

Excellence in management should stand up there proudly alongside excellence in teaching, research and community service."

Mr Curtis said that one of the objectives behind the new Registrar’s Office structure was to play both an active and proactive role in a well-managed system of University governance and promote the integration of the executive, collegial and administrative systems into an effective partnership, in pursuit of shared goals.

"This is the notion of ‘service’ which I believe to be the most valuable to the University," he said, "and I am keen to promote this view of the Registrar’s Office role more actively around campus". (See facing page)
Sharper structure points to efficiency

A new(ish) broom has swept through the office of the Executive Director (Academic Services) and Registrar.

The change in the Registrar’s official title has been adopted to mirror the Executive Director (Finance and Resources) and reflect the dual structure of the Administration.

Peter Curtis explained that the restructuring seeks to group sections according to related functions and to have fewer and larger units than before, to reduce the likelihood of fragmented services, to take advantage of some benefits of scale, and to improve co-ordination.

“It seeks to sharpen lines of responsibility, accountability and delegation, within a tighter management structure,” he said.

The five core administrative divisions (previously there were ten) are:

- Administrative Services Director — Peter Johnson
- Policy and Planning Services Director — Peter Curtis
- Research Services Director — Campbell Thomson
- Secretariat Services Director — Wendy Edgeley
- Student Services Director — Jane den Hollander

Outside the core structure for the time being and still being considered, are the Legal Services Office (Director, Linda Key) and the International Centre (Director, Bruce Mackintosh).

The organisational chart below shows the major divisions and their constituent sub-divisions.

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New system to master research projects

The Research Grants Office has recently acquired a new Project Management System called ‘ResearchMaster’.

This new system, a product of the Australian software supplier MasterSoft, is expected to maintain and monitor comprehensive information associated with research projects and consultancies, and the end result is a better ability to track research proposals for compliance and a greater capacity for up-to-date reporting on the research activity of the University.

It is expected that ResearchMaster will eventually be available to faculties and departments via the Internet, and that email will become an integral component of the system, allowing direct communication with researchers by automated prompts to advise of reporting deadlines and other critical dates. The modular structure of ResearchMaster also allows for integration of all aspects of project management, including grant application, publications, ethics approvals and postgraduate student administration.

The implementation team of Damian Davini and Christine Casey moved quickly to install ResearchMaster in February 2000 in time for the ARC and NHMRC major grant rounds. In the short term ResearchMaster will only be available to the Research Grants Office staff, until such time as the system has been fully tested and refined. For more information on ResearchMaster please contact Damian Davini on ext. 7017 or email damien.davini@uwa.edu.au

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Note: The position of ‘Legal Services’ and the ‘International Centre’ within the Registrar’s Office structure is under review.
**Campus Diary**

**Monday 20 March**

**BOTANY SEMINAR**

“Is grazer diversity important for maintenance of ecosystem function on temperate reefs?” Matthew Vanderklift. “Patterns in kelp landscapes: structure, dynamics and processes”, Thomas Wernberg Moller. 4 p.m., Room 2.14, Botany.

**HISTORY SEMINAR**

“Why is HMAS Sydney? a multi-disciplinary challenge” Kim Kirsner. 4.30 p.m., Postgraduate Lounge, Hackett Hall.

**Tuesday 21 March**

**LAWRENCE WILSON ART GALLERY**

“William Dampier, Antarctica and the tides of navigation”, Paul Arthur and Gina Price. 1 p.m., Lawrence Wilson Art Gallery.

**SOIL SCIENCE AND PLANT NUTRITION**

“Root exudation by white lupin under P deficiency”, Dr Lidia Sas, Soil Science and Plant Nutrition/Pomology & Floriculture, Skiermienie, Poland. 4 p.m., Agriculture Lecture Theatre.

**Wednesday 22 March**

**FREE LUNCHTIME CONCERT**

Lindsay Vickery and Matthew Styles perform a new repertoire of contemporary works for the saxophone by Dease, Lamb, Mustard and Vickery. 1.10 p.m., 0 tagon Theatre.

**CLASSICS AND ANCIENT HISTORY PUBLIC LECTURE**

“Scultures of the Parthenon”, John Melville-Jones, Classics and Ancient History. 8 p.m., Murdoch Lecture Theatre.

**PERTH MEDIEVAL AND RENAISSANCE GROUP MEETING**

“Exit the demon: the end of the stage devil in Green, Marlowe and Jonson”, Professor Peter Paul Schnierer (Eberhard-Karls-Universität, Tübingen) at 7.30 p.m. in the Postgraduate Common Room, Hackett Hall.

**Thursday 23 March**

**ZOOLOGY SEMINAR**

“Why are there so many minor males in Dawson’s burrowing bee?” Dr Joe Tomkins. 4 p.m., Jennifer Arnold Lecture Theatre.

**Friday 24 March**

**ASIAN STUDIES SEMINAR**

“Abdurrahman Wahid and his generals: demilitarising Indonesia?” David Bourchier. 4.30 p.m., Postgraduate Lounge, Hackett Hall.

**ACCOUNTING AND FINANCE WORKSHOP**

“The impact of technology conditions on firms’ accounting choices for intangibles”, Anne W yatt, University of Southern Queensland. 2 p.m., Room 1.93, Research Centre, Accounting and Finance.

**UNIVERSITY MUSIC SOCIETY**

“Poetry, allegory and Baroque music”. The University Music Society presents Ensemble Arcangelo, directed by Paul W right, in a fresh performance of Vivaldi’s The Four Seasons on original instruments. Tickets are available at $18.50 and $13.50 and can be booked on ext. 2440. 8 p.m., Octagon Theatre.

**FREE LUNCHTIME CONCERT**

Scope, a fresh new jazz/fusion ensemble featuring Paul Tanner, Matt Willis, Conrad Park, Glen Rogers and Matt Styles, presents original jazz compositions in concert. 1.10 p.m., 0 tagon Theatre.

**STATISTICS SEMINAR**

“Statistical evidence in court!” Dr John Henstridge, Data Analysis Australia Pty Ltd. 2.15 p.m., Mathematics Lecture Room 2.

**Friday 31 March**

**MICROBIOLOGY SEMINAR**

“DNA-methylation and neoplasia”, Dr Peter Kay, Department of Pathology. 9 a.m., Seminar Room 1.1, First Floor, L Block, QEIMC.

**ANTHROPOLOGY SEMINAR**

“What has Evans-Pritchard got to do with blue grass music?” Dr Malissa Pearl Helms, School of Social Inquiry, Murdoch University. 12 noon, Anthropology Conference Room.

**ACCOUNTING AND FINANCE WORKSHOP**

“Development of an instrument for measuring public sector managers”, Professor Ian Eggleton. 2 p.m., Room 1.93, Research Centre, Accounting and Finance.

**Thursday 6 April**

**FREE LUNCHTIME CONCERT**

Recent graduate, Christina W idjaja, performs a program of piano works by Liszt, Vine and Balakirev. 1.10 p.m., 0 tagon Theatre.

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**UWA News**

is published fortnightly.

Information for the publication dated 3 April should be forwarded to Joanna Thompson, Publications Unit, extension 3029, fax 1162, email: uwanews@publishing.uwa.edu.au

**NO LATER THAN 5 P. M. ON 22 MARCH**

Media enquiries to Public Affairs on 9380 2889.

Unless a restricted audience or charge is specified, all the events/exhibitions listed here are free and open to all and may attract media interest.

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**Tuesday 28 March**

**LAWRENCE WILSON ART GALLERY**

“Sculpture and design at UWA”, Robyn Taylor. 1 p.m., Lawrence Wilson Art Gallery.
Teaching and Learning Committee’s Teaching Internship Scheme for 2000

In 1999 the Teaching and Learning Committee established a Teaching Internship Scheme for promising doctoral research students to develop teaching skills in their field and to undertake a program of professional development activities during the course of their PhD candidature with the aim of enhancing the future employment prospects of the interns and to assist in attracting and retaining outstanding students at UWA.

The scheme offers two kinds of assistance to prospective interns and their host department(s) — seven UWA Teaching Internships covering all teaching and professional development costs at approximately $8600 each; and seven grants of up to $1300 to provide half the cost of the professional development component of a departmentally established internship scheme.

A call for applications was circulated campus-wide in August 1999. In total 34 applications were received under the scheme. The Internship Committee established to assess the applications was very impressed with the extremely high quality of applications received and agreed to establish another category — support for applicants who would not benefit from an internship due to their considerable teaching experience but had high academic merit to attend the University Foundations of Teaching and Learning Program.

The recipients (listed in alphabetical order) of the scheme who will commence their teaching programs in 2000 are:

### Teaching Internships

- Kellie Abbott ........................................ History/English (W men's Studies)
- Christopher Bellgard ............................... Information Management and Marketing
- Shane Burke .......................................... Anthropology
- Voon-Li Chung ....................................... Computer Science
- Lara Cukrov .......................................... Mechanical and Materials Engineering
- Andrew Lockwood ................................. Geology and Geophysics
- Karen Reilly ........................................ Psychology
- Wendy Were .......................................... English

### Assistance with Departmental Internship Scheme

(Professional Development Component)

- Sharon Roughton ................................. Anatomy and Human Biology

### Assistance for Attendance at Foundations of University Teaching and Learning Program

- Jasmina Brankovich .............................. History
- Sandra Jones ...................................... Human Movement and Exercise Science
- Megan McKinnlay ................................. Asian Studies/English

The Teaching and Learning Committee congratulates these successful students.

A call for applications under the scheme for teaching programs in 2001 will be made in August this year.

Enquiries should be referred to Sue Smurthwaite, Executive Officer of the Teaching and Learning Committee (extension 2459, email: smurthwaite @acs.uwa.edu.au).
Leadership has taken over from management as the next skill to acquire on the ladder to success.

Heads of academic departments, leaders of large research groups and senior general staff are being targeted by the University with its new initiative, Leading Futures.

Leading Futures is a framework within which the University aims to address the leadership development needs of a higher education institution.

Within that framework are three already established and successful programs: Academic Leadership Development, Leading UWA and, the longest running of the three, Leadership Development for Women (LDW).

Leading UWA is for senior general staff (level nine and above) and, like the other programs, includes core activities as well as individual projects negotiated on the basis of each person's leadership development needs.

LDW is open to all women at level five and above, from both general and academic staff. Added to group and individual activities, the participants are also matched with mentors within the University.

The academic program is designed for new and aspiring heads of departments, deputy heads who will progress to head of department positions and leaders of large research groups and centres.

Leading Futures brings them all together for the first time, providing common leadership events throughout the year.

The first is the launch of the initiative in April, which will focus on the national and local context: leadership in the higher education environment; approaches to leadership including influences of gender and culture; and conceptual and practical aspects of leadership.

Guest speakers and panel discussions will keep the group focused on leadership issues right through until December when future directions of leadership at UWA will be discussed in the light of the year's program.

Deputy Vice-Chancellor, Professor Alan Robson, hopes the program will help build on skills that University staff already have.
More than 120 new students were awarded the University’s inaugural scholarships for study at UWA.

They were awarded at a breakfast at the Lawrence Wilson Art Gallery, prior to the 2000 Commencement ceremony for all first-year students at the Somerville Auditorium.

Six school leavers, including the winner of the Beazley Medal, won Vice-Chancellors’ Awards of Distinction, which include $5000 towards the cost of their university education.

Ten students received Rural Students’ Awards, 13 won Millennial Awards and the rest, Leadership Awards.

Every secondary school in the state had been invited to nominate one student considered most likely to succeed in higher education. These outstanding students won Leadership Awards, which carry a guaranteed place at UWA, a merit certificate and $200 towards the cost of books.

The Millennial Awards are for students in other streams, including Women in Science and Engineering, mature-age students and those studying for their degree at UWA’s Albany Centre.

Successful postgraduate students with Dr Sato Juniper, Dr Geoff Cooper, Dr Jane Den Hollander (Director of Student Services) and Professor Mel Sargent.

Dr Geoff Cooper (Learning and Research Skills Adviser) and Dr Sato Juniper (Learning Skills and Research Adviser and Postgraduate Education Officer) from Student Services set up and ran the course last year.

Dr Cooper said many students taking the course found not only the skills gained but the interaction with other postgraduates most enjoyable and valuable.

It comprised eight three-hour workshops, out-of-class exercises and the preparation of a portfolio, including a real or mock proposal. The workshops covered regulations and policies; managing research; working with a supervisor; managing data and thinking critically and other issues.

Dr Cooper said some students chose to attend the workshops to learn research skills but not to qualify for a certificate and did not prepare a portfolio. Those who did and completed the course (a total of 15) were presented with their certificates by Professor Mel Sargent, Dean of the Postgraduate Research School, last December.

The course is being offered again this semester, starting in April. Another certificate course, Presenting Research, aimed at postgraduates in the later stages of their work, will be presented in second semester.

For more information on these courses, call extension 2423 or check the Student Services web site: www.studentservices.uwa.edu.au
"Life raining on you a little heavily lately?" asks a new poster promoting the University's Employee Assistance Programme.

The programme is a continuation and expansion of a counselling service available to all University staff and their families.

The Safety and Health Office (SHO), under the wing of Human Resources, hopes to encourage staff to use the service when personal or work-related issues and problems make life difficult.

Counselling is provided by an independent, external counselling service, Davidson Trahaire, in Subiaco. Nobody who uses the service will be identified to the University.

Melanie Baker, the SHO's occupational therapist, said that all staff members needed to do was ring Davidson Trahaire's rooms (on 9382 8100), identify themselves as UWA staff (not even giving a name at this stage) and they would be given an appointment within 48 hours, or even sooner if the situation is critical.

"Staff and/or their immediate family members can have up to six free counselling sessions. The only feedback we get is the number of people who have used the service and the area in which they were experiencing problems. It is totally confidential," Ms Baker said.

She said that statistics compiled over the past two years indicated that a high proportion of staff who used the service were having work stress-related problems, which were helped through using the counselling service.

The same counselling service also provides Manager Assist, a program that targets manager/supervisor needs. It aims to provide prompt telephone consultation to management personnel in dealing with difficult people issues.

And in the case of what's known as a 'critical incident' occurring on campus, Davidson Trahaire will provide a trauma management service for staff, students and visitors. This is an immediate on-site counselling service following any serious incidents such as an explosion or fire, natural disaster, death or serious injury, assault or aggression.

Bob Farrelly, Director of Human Resources, said that extending the counselling service to include Manager Assist was another step towards the University's key objective in attracting and maintaining quality staff.

For more information on the counselling service, see the Safety and Health Office's web page on www.admin.uwa.edu.au/sho

Acting Director of IRD, Peter Waterman.

The new poster, soon to be released.

A new Institute for Regional Development (IRD) has been established within the Department of Geography.

It will bring together geographers, planners, architects, biological and earth scientists, lawyers and political scientists for education, research and consultancy work.

The IRD will underpin teaching and research relating to sustainable regional development practices.

The institute aims to develop collaborative research projects in Australia and the Indo-Pacific region to meet community and government expectations with regard to the best way to develop regionally, while accommodating the jurisdictional differences and the environmental variability of the regions.

The anticipated outcomes will be recognition as a national and international authority in both teaching and research on regional development; delivery of high quality products to clients for the betterment of people in the regions; and financial returns for UWA.

At its launch late last year, the Vice-Chancellor, Professor Deryck Schreuder, said the institute would provide an unrivalled resource base from which to address the technical, economic, social and environmental issues challenging regional development organisations and practitioners.

The institute’s first public activity was a two-day symposium, following the launch, on ‘Sustainable regional development in the new millennium’.

It examined issues from indigenous, national and state perspectives, looking at economic development, services and infrastructure, environmental and natural resources management, and sustainable communities.
As the students flooded back on to campus on the first day of semester, the gates and scaffolding went up around Winthrop Hall — to deal with a flood of a different kind.

It marked the beginning of a three-month project to retile the roof of the University's best-known building.

The terracotta tiles are being replaced at a cost of $470,000 and the tiles have been specially made by Bristile to a design identical to the original tiles.

Gerald Stack, Manager of Operations and Maintenance for the Office of Facilities Management, said similar cheaper custom-made tiles were rejected by the Heritage Council, which wants to ensure the roof's profile will not change.

Mr Stack said the old tiles needed to be replaced because cracks and crumbling were letting an increasing amount of rainwater into the roof cavity.

"Last winter, the leaks suddenly got worse and we knew that we couldn't just keep on replacing small areas."

The project will continue through graduation ceremonies later this month and next month, so a big photo backdrop of Winthrop Hall has been made and will be set up in the undercroft for the traditional graduation photographs.

OFM has asked staff and students to be patient with the detours around Winthrop Hall and apologises for any inconvenience.

In answer to criticisms of the timing of the project, Mr Stack said OFM had put a lot of thought into the best time.

"We couldn't do it during the summer break because of the Perth International Arts Festival activities on campus and specifically in and around Winthrop. We also had to schedule the work so it wouldn't interfere with exam times and the work would be finished before the winter rains," he said.

Professor Jim Ife has been invited to give the Younghusband Memorial Lecture at the world's most important international social work conference.

Professor Ife (pictured), Head of the Department of Social Work and Social Policy, will deliver the lecture at the biennial conference of the International Federation of Social Workers (IFSW) and the International Association of Schools of Social Work (IASSW) in Montreal in July-August this year.

This is the major international conference for social workers, both professional and academic. The Younghusband lecture is given every two years, at the international conference, and is a high prestige event.

To quote the letter of invitation: "This is an honour which IASSW bestows on academics of prominence in recognition of their contribution to social work education."

"It is a real honour and a privilege to be invited to do it," Professor Ife said.

"Previous Younghusband lecturers are a 'who's who' of academic social work. As far as I can ascertain only one other Australian has been a Younghusband lecturer — Professor John Lawrence of the University of New South Wales, in 1984, coincidentally also in Montreal.

"John was also an important early mentor in my own career. As I sat in the audience listening to John on that occasion I never dreamed that 16 years later I would be in the same position (and even in the same room)!" he said.

Professor Ife's passionate interest and involvement in human rights will be highlighted in his lecture: 'Local and global practice: relocating social work as a human rights profession in the new global order.'
CLASSIFIEDS

TO LET
HOUSE FOR RENT in Nedlands. Owners on sabbatical from 13th April 2000 to 1st Feb (negotiable entry). 3 bedroom, fully furnished, suit visitors on sabbatical with children. House is behind Q Eli, 10 minutes walk to UWA, Nedlands. Ring pager, 9480 4039 and leave message or mobile 0407 202 776.

FOR SALE
1920'S WARDROBE, excellent hanging and shelf space. Good condition. $150 ono. Phone Kirsten on 9356 2424.

NISSAN PULSAR GL HATCH, 1991, white, 118k, four-year service history, very reliable, ten-month rego and RAC road cover. Of fers around $5500. Call Leigh on ext. 2221 or 9381 1850.

LA CIE EXTERNAL CD ROM DRIVE, as new, still under warranty. Attaches to laptop or desktop computer. $150 ono. Contact John on ext. 3234.

WANTED TO RENT
FLAT OR HOUSE wanted to rent by academic couple with five-year-old son, currently on study leave at University of Copenhagen. Preferably unfurnished. Needed from 1 July to Christmas 2000. Must be close to UWA. Contact Jakob B. Madsen on jmadsen@ecl.uwa.edu.au or +45 35 32 30 75.

HOUSE wanted to rent for academic visiting from the University of Sydney, from May to January 2001. Three bedrooms and preferably furnished, Shenton Park/Subiaco area desired. Contact Dr M. Torode on 9351 9138 or m.torode@ccs.usyd.edu.au (also refer to the To Rent section).

WANTED TO BUY
SMALL CAR wanted to buy. Ring Barbara on ext. 3670 between 8.30 a.m. and 4.30 p.m., Monday to Friday.

HOUSE SITTER, due to cancellation, is now available from mid April to late June. Also from January 2001. Contact Dr M. Torode on 9351 9138 or m.torode@ccs.usyd.edu.au (also refer to the Wanted to Rent section).

LEADERSHIP PROGRAMS NOW AVAILABLE TO STAFF

New leadership programs are being offered to UWA staff as part of the 2000 AVCC's ('Australian Vice-Chancellors' Committee) Staff Development and Training Program. Applications for these programs are being administered through UWA's C Centre for Staff Development.

SENIOR LEADERSHIP PROGRAM (26 to 30 August): for pro vice-chancellors, executive deans and senior administrators. UWA closing date: MONDAY 10 JULY 2000

LEADERSHIP PROGRAM FOR HEADS, DEANS AND ADMINISTRATIVE MANAGERS (19 to 23 June): for senior academic and general staff who lead and manage faculties, schools and departments. UWA closing date: MONDAY 1 MAY 2000

ACADEMIC LEADERSHIP PROGRAM (7 to 10 August): for newly-appointed and experienced deans and heads of department. UWA closing date: MONDAY 19 JUNE 2000

EFFECTIVE UNIVERSITY LEADERSHIP PROGRAM (12 to 14 July): for senior academic and general staff who contribute to University policy development and lead faculties, departments or sections. UWA closing date: MONDAY 22 MAY 2000

LEADERSHIP PROGRAM FOR MIDDLE MANAGERS (1 to 5 May): for general staff at HEW B and above and academic staff at similar levels. UWA closing date: TUESDAY 14 MARCH 2000

LEADERSHIP PROGRAM FOR NEW LEVELS 5-7 (16 to 20 October): UWA closing date: WEDNESDAY 23 AUGUST 2000

WOMEN IN LEADERSHIP PROGRAM (22 to 26 May), UWA closing date: WEDNESDAY 29 MARCH 2000.

Full details of these programs have been circulated to heads of department/section and are also available on the web at: http://avcc.edu.au/avcc/staffdev/le/leadershipprogram1.pdf or from Fiona Dick in the Centre for Staff Development (fdick@csd.uwa.edu.au; ext. 1427).

In completing forms, please note the following:
• forms should be sent to the Centre for Staff Development (not the AVCC) by the UWA closing date;
• applicants are asked to complete all items in Parts A and B of the form, except items 5 and 6;
• item 4, a statement supporting the nomination, should be provided by the applicant's head of department/section or supervisor;
• item 7 should include departmental or faculty invoicing details;

The section at the end of Part A must be signed in the presence of the applicant's head of department/section or supervisor.

Completed and signed applications and attachments should be submitted to: Fiona Dick in the Centre for Staff Development (fax: 1156) by the internal (UWA) closing for each program, as indicated above.

UWA News online
Be informed early of feature stories and Campus Diary events by accessing UWA News online at http://www.publishing.uwa.edu.au/uwanews/. UWA News is published online each fortnight on a Thursday before distribution of the hard copy on a Monday.

Due to the accessibility of the online UWA News, departments or sections that would like a reduced number of hard copies can notify the Publications Unit at extension 3209 or email joanna.thompson@uwa.edu.au.

LEADERSHIP PROGRAMS FOR ACADEMIC LEADERSHIP PROGRAMS

Redundant Equipment for Sale

<table>
<thead>
<tr>
<th>ITEM</th>
<th>PRICE</th>
<th>AGE</th>
<th>COND.</th>
<th>CONTACT</th>
<th>EXT</th>
<th>DEPARTMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Macintosh Powerbook 5300c, 32MB RAM, 500 MB Drive</td>
<td>Offers</td>
<td>—</td>
<td>2</td>
<td>Peta</td>
<td>1852</td>
<td>International Centre</td>
</tr>
<tr>
<td>Toshiba 500 series, 19MB RAM, 500MB Drive</td>
<td>Offers</td>
<td>—</td>
<td>2</td>
<td>Peta</td>
<td>1852</td>
<td>International Centre</td>
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</tbody>
</table>

Bids should be accepted by Monday 3 April with departments to have first option

Departments are reminded that all University equipment available for sale must be advertised in the UWA News. 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 3618/2547 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.
AUSTRALIAN RESEARCH COUNCIL — SMALL GRANTS


Mr B. P. Degens, Botany: ‘Assessing the long-term contribution of nitrogen additions by soil microbiotic crusts to plant nitrogen supply in semi-arid grasslands’ — $10,000 (2000).

Dr J. M. Whelan, Biochemistry and Professor E. Glaser (external): ‘Characterisation of pathways involved in the dual targeting of peptides, the orexins, mediate the effects of diet on energy balance’ — $12,000 (2000).

Professor A. W. Musk, Dr N. H. De Klerk, Ms G. L. Ambrosini, Dr D. L. O’Brien, Medicine: ‘SPARC, a novel oncogene mRNA-binding protein’ — $50,000 (2000).

Dr P. J. Leedman, Medicine: ‘SPARC, a novel oncogene mRNA-binding protein’ — $50,000 (2000).

Dr P. J. Leedman, Medicine: ‘SPARC, a novel oncogene mRNA-binding protein’ — $50,000 (2000).

Dr M. C. Dentith, Geology and Geophysics: ‘Teleseismic studies of the southwest seismic zone, Western Australia’ — $10,288 (2000).


Associate Professor G. B. Martin, Animal Science and Production: ‘Two novel brain peptides, the orexins, mediate the effects of diet on reproduction by interacting with insulin and leptin’ — $11,244 (2000).

AUSTRALIAN RETINITIS PIGMENTOSA ASSOCIATION

AUSTRALIAN ROTARY HEALTH RESEARCH FUND
Associate Professor O. P. Almeida, Psychiatry and Behavioural Science, Professor L. Flicker and Dr P. J. Leedman, Medicine, and Dr S. Vaskaran, Biochemistry: ‘Effects of oestrogen on well-being, mood and cognition of women aged 70 or over’ — $19,999 (2000)

DEPARTMENT OF COMMUNICATIONS, INFORMATION TECHNOLOGY AND THE ARTS
Associate Professor J. W. Moon and Associate Professor G. C. Sharan, Political Science: ‘Australian Government and Politics 1901-2001’ — $135,000 (2000); $16,000 (2001); $4000 (2002).

DETYA: ABORIGINAL AND TORRES STRAIT ISLANDER RESEARCH DEVELOPMENT PROGRAMME
Mr R. D. Hart, Indigenous History and the Arts: ‘To critically examine and document the nexus between racism, identity and motivation of a key group of Aboriginal sporting professionals’ — $5000 (2000).

GERALDTON BOAT BUILDING

GRDC (GRAINS RESEARCH AND DEVELOPMENT CORPORATION)
Professor D. R. Lindsay, Agriculture: ‘Increased nitrogen fixation and better weed control through the different acceptability of pasture legumes and their competitors to grazing animals’ — $13,500 (1999); $35,000 (2000); $30,000 (2001); $28,000 (2002); $14,000 (2003).


HEALTH DEPARTMENT OF WESTERN AUSTRALIA
Mr M. Rosenberg, Dr F. C. Bull, Dr J. P. Clarkson and Associate Professor M. S. Hobbs, Public Health, and Dr A. S. Aoun (external): ‘Evaluation of prevention services for ischemic heart disease’ — $50,000 (2000).

Mr M. Rosenberg, Associate Professor M. S. Hobbs and Dr J. P. Clarkson, Public Health: ‘The primary prevention of type 2 diabetes in Western Australia’ — $44,451 (2000).

INTERNATIONAL RESEARCHER EXCHANGE PROGRAM
Dr M. T. Maybery and Associate Professor D. L. Morrison, Psychology, and Professor D. M. Jones (external): ‘Award-spatial and verbal working memory’ — $9000 (2000); $11,300 (2001); $6600 (2002).

LOTTERIES COMMISSION MEDICAL RESEARCH PROGRAM
Dr M. C. Wilce, Pharmacology, Dr G. Stewert, Microbiology and Associate Professor J. Reynolds and Associate Professor E. Helmerhorst (external): ‘Structural and biophysical characterisation of biological macromolecules’ — $164,749 (1999).


MEDELA AG
Professor P. E. Hartmann, Biochemistry, and Associate Professor R. Owens, Computer Science: ‘Physiology of breast milk expression’ — $198,210 (1999).

Watch out for more Research Grants and Contracts in the next issue of UWA News.
“What are you doing now?”
“I went into engineering because I was good at science and maths.”
“Were you ever really interested in engineering?”
“I didn’t really know much about it but I was good at science and maths and a few friends of mine enrolled in it, so it seemed like a good idea at the time. Now I’m not so sure that I want to be an engineer.”

This is an example of one of the many conversations I’ve had with people — young and old, graduate and professional; undergraduate and postgraduate — about their career and future direction.

The label and individual circumstances may change but in most instances there is a common thread to these conversations and it is that people are generally poorly equipped to understand the world of work awaiting them and therefore to make decisions that are in their best interests. Nevertheless, graduates from UWA have an outstanding track record in making the transition to work. The results of the 1999 Graduate Destinations Survey conducted by the Careers Centre show that of those graduates available for full-time work, 85.3 per cent had found full-time jobs within six months of completing their courses with another 7.6 per cent in part-time jobs.

UWA ranks amongst the very best in the success of graduates finding employment on completion of their courses. These results are even more satisfying when one considers that at UWA almost all of those looking for work are going to their first ‘real’ job and are not returning to an employer or moving along a career ladder.

There are many examples in our community of UWA graduates who have achieved excellence and a high profile in their chosen vocation. But I sometimes wonder to what extent and how a choice was made and whether it truly is a ‘calling’ (Latin — vocatio). It is also interesting to consider what role if any the University should have in this choice and to what extent we should be preparing our graduates for the employment market that they will ultimately have to deal with at some point in their lives.

The world of work graduates face now is significantly different to that faced by the previous generation. Words commonly used to describe the careers of the previous generation were security, stability, continuity, hierarchical development and job specialisation. Today’s generation is more likely to be faced with words such as market focus, change, outsourcing, lateral development, flexible specialisation and multi-skilling when considering their career possibilities.

Career decisions are now more complex and needed more frequently. In the course of their working lives our current graduates are likely to have seven to ten different jobs and up to three changes in career direction. One element of consistency in all this change will be the fact that what a graduate can do for an employer is likely to be more important than what he/she knows.

A Graduate Labour Market Survey (DEET/GCCA, 1994) identified ten skills that a significant proportion of employers identified as being necessary for all graduates:

- Effective oral communication skills (95.6 per cent)
- Comprehension (91.2 per cent)
- Effective listening skills (88.2 per cent)
- Logic and orderly thinking (88.2 per cent)
- Flexibility and adaptability (87.7 per cent)
- Capacity to relate to people with various backgrounds (86.2 per cent)
- Friendliness and empathy (85.9 per cent)
- Capacity to define problems in a practical way (83.3 per cent)
- Effective written communication (82.1 per cent)
- Independent, reflective and critical thinking (81.8 per cent)

Part of our role at university is to provide students with opportunities to develop these skills that will make them useful citizens attractive to employers. Of course it goes without saying that work experience and extracurricular pursuits are also important sources of skills and these should be encouraged alongside a dynamic and interesting education process.

In my view it is the role of the university to prepare our students for the vagaries of the changing world of work and to provide them with the means to create a career that really matters to them.

Exposure to leading-edge technologies and knowledge; establishing strong links with employers; incorporating generic skills development into the curriculum; encouraging opportunities for practical application of learning; and developing a culture of lifelong learning are all ways in which we can help our students develop the skills to manage their careers successfully into the future.

This will be one of the true measures of our success as a leading-edge university.

Les Emery
SENIOR CAREERS ADVISER
STUDENT SERVICES

...the last word