Offering real jobs with real career paths to people with disabilities has won the University the nation’s highest award for an employer.

The Prime Minister’s Employer of the Year Award was presented in Canberra to an elated team from UWA late last month.

The University was the only tertiary education institution represented in the state and national finals.

The edge that won UWA the award was our Workforce Diversity Strategy.

As Director of Human Resources, Bob Farrelly, pointed out: “Equal employment opportunity is about opening the door. Diversity builds on this to open the mind.”

Manager of Equity and Diversity, Beverley Hill, said the diversity strategy was not about providing a band aid solution to perceived ‘disadvantage’.

“It’s about real jobs with real career paths for people with disabilities where they are recruited for their merit and for the contribution they can make to this organisation. One of the added bonuses of this strategy is that many of their able-bodied colleagues are also benefiting from workplace modifications or the streamlining of work processes that has resulted from the recruitment of an employee with a disability. Staff are also learning new inclusive strategies from the employees recruited under the strategy,” she said.

“It’s a collaborative model, a true partnership,” said Diversity Officer Malcolm Fialho, who developed and implemented the Workforce Diversity Strategy that was launched last year.

Since then, the University has offered employment to 20 new employees with disabilities, bringing to 90 the number of employees indicating they have a disability in a total staff of around 2,500.

“The strategy recognises that equity and diversity is no longer some form of ‘add-on’ activity, which is the sole responsibility of an equal opportunity officer,” Beverley Hill said. “The emphasis has shifted from a deficit model, where ‘equity groups’ were conceptualised in terms of disadvantage, to a growth model where it is recognised that these diverse members of our community have valuable skills, experiences and knowledge that will make a positive contribution to the University’s mission.”

The diversity strategy also encompasses the recruitment and development of men and women from culturally and linguistically different backgrounds and indigenous Australians. Eleven indigenous applicants and 19 applicants from culturally and linguistically diverse backgrounds have won employment at UWA through the strategy.

She said the success of the diversity strategy was due to the high-level commitment and support of Deputy Vice-Chancellor, Professor Alan Robson, who has indicated that, from now on, all entry-level positions at the University will go through the Diversity Job Bank unless there are specific competencies required that cannot be met through the strategy.

Continued on page 4
Marathon running champions tell us that the most challenging part of a gruelling endurance race is not the final kilometres, but rather the third quarter when athletes can ‘hit the wall’ of exhaustion. That is when the going gets really tough, and the winners (and losers) are decided. (My own recollection of my last Anzac Day marathon, a few years ago, is that it was all painfully tough!)

This year’s review of higher education has become a marathon of policy-making and political persuading all of its own. And it is far from over, even though we have been vigorously engaged for nearly six months.

We are indeed probably only now reaching the period of greatest pressure. The finish line will soon be in sight but not for a month at least, as far as the public phase goes.

For those who have lost a sense of the issues and the participants in this extended review, which is more than understandable in a demanding campus life, let me summarise the situation. And then say something about the potential outcomes for 2003-4 and beyond.

The story so far...

The Minister has released seven discussion papers, each taking up a theme for examination and review. The issues have ranged across the whole spectrum of higher education – from university educational programs and graduate outcomes, to questions of institutional diversity, performance, governance, industrial relations, quality, innovation, indigenous education, and of course funding. (There has been little on research, where a separate priorities process is in motion, or on international outreach, with a review of Australian Education International recently completed).

In addition, there have been three meetings of the Minister’s Special Reference Group (on which I sit as AVCC President), together with an extensive range of national consultative forums conducted in every major city, focussed on the themes of the discussion papers.

The public process will close soon with a final meeting of the reference group plus a two-day Summit of major stakeholders (October 10-11) in Parliament House, Canberra.

After that the Minister, Department and Cabinet will move to shape (and consider the funding) of a reform package, which will likely be part of the 2003 Federal Budget. It is not clear whether the Minister may outline the possible reforms prior to May of next year.

Your University has of course considered each of the discussion papers – not least that on funding – and made submissions on behalf of UWA. All submissions have had to be lodged by September 13.

We have also participated in the regional consultations. And through the AVCC we have advanced UWA views and the collated views of the sector. Special meetings of the AVCC Board of Directors and the Full Plenary have deliberated on developing a reform package based on the principles published earlier this year in the AVCC’s own paper –Positioning Australia’s Universities for 2020. The AVCC will publish its own recommended funding model just prior to the Summit meeting.

Cynicism, that the review would lead to nothing — another West Review exercise, another abandoned Minister Kemp Cabinet submission — has been challenged by the fact that the Government is clearly now committed to a major shake-up of higher education.

This is why engagement with the process is so important. This is why it is vital that our sector has strong recommendations to influence the review. This is why the AVCC has worked so hard to build public and parliamentary support for the universities’ case.

What is the best outcome we can hope for?

The AVCC has argued for three fundamental changes. First, major new investment in university basic, core funding, with an appropriate indexation for the future. Next, the ending of the one-size fits all approach to policy and funding, with specific funding to underpin the special features of different university missions. And finally, not only a great reduction in red tape governing universities, but policy and tax incentive changes to allow institutions to be even more self-reliant.

A flexible framework of choice, decently funded, is the nub of the aspirational vision put forward by the sector.

What will, then, be the likely result of the Review?

We have to wait on the outcome of the Cabinet and parliamentary deliberations in late 2002 and early 2003. Join the marathon!
Do long legs mean a healthy life?

With what initially seems extraordinary unrelated data, a postgraduate medical student has confirmed the link between the size of an unborn baby’s thigh bone and the future health of that child.

Dr Kevin Blake’s research adds to a growing body of evidence that adult health is set, to a significant degree, by conditions in the womb.

Specifically, his study of Perth children from before their birth and through the first years of their lives found that foetuses with shorter femurs or thigh bones at 24 weeks’ gestation grew up to be children with higher blood pressure at the age of six than those with longer bones.

“The length of the femur also relates to the circumference of the head and the abdomen but it is easier to see and measure on a scan,” Dr Blake explained. These measurements are recognised as a growth marker which suggests how well nourished the mother and the foetus are.

It is accepted that babies who survive a hostile intrauterine environment are subject to long-term consequences like cardiovascular disease in adulthood. But until now, it was difficult to identify these babies until they were born.

Dr Blake said, previously, issues of pre-birth growth and relative child and even adult health, took birth weight as a marker and assumed that maternal nutrition was more important in the later stages of pregnancy.

“Our study now shows that maternal nutrition in the first trimester is more important,” he said. “Compared with our findings, birth weight is a crude measurement, and if you wait until then to make assumptions about maternal nutrition, it’s too late to do anything about the child’s future health.”

Dr Blake said most pregnant women had an ultrasound scan between 16 and 18 weeks gestation. While a short femur (given genetic tendencies for height) at that stage means the foetus has not been well nourished and it is too late to do anything about the first trimester, Dr Blake suggests that the data could be used by obstetricians to assess the intrauterine environment and more closely scrutinise the mother, monitoring her baby’s progress more closely. “Perhaps there even needs to be some trialing of nutritional intervention,” he said.

Dr Blake’s interest in foetal health as it relates to child health began when he was working on the Raine Study, a longitudinal study of Perth children, from pre-birth. The oldest in the study are now 13 and they have regular checks on blood pressure and cardiovascular fitness.

“I noticed the difference in children’s blood pressure and started looking at their foetal origins and developed my research from there,” he said.

He graduated from medical school in Dublin in 1989, worked as a GP in Canberra, then started his Masters…
UWA wins PM’s award

It is very pleasing that the innovative employment approaches of UWA have been recognised by the Prime Minister’s Award. UWA wishes to be a leader in encouraging equity and diversity in the workplace,” Professor Robson said.

Bob Farrelly said the reason the strategy worked so well at UWA was the collaboration between Equity and Diversity and all other areas of human resources, including Employee Relations and Personnel.

“Malcolm Fialho in particular has done a superb job as diversity officer and we have, as a result, become a leader in this field. And it comes from working together, not working against each other. We are all facing in the same direction.

“Malcolm and Beverley have had many requests from other universities and public and private sector institutions to show them how we achieve diversity here. We are definitely stimulating and leading best practice.”

Greg Madsen, the receptionist for two busy research centres in the Faculty of Natural and Agricultural Sciences, is one of the University’s employees who has a disability. He is blind and was recruited last year through the Diversity Job Bank.

He and his guide dog Pollock have become one of the many beacons from the diversity strategy and he joined the UWA contingent to Canberra for the announcement of the award last month.

Mr Madsen has streamlined the office electronically, to the benefit of all the staff and the smoother management of the two centres.

Sue Dodimead, the administrative officer who is Mr Madsen’s immediate supervisor and a strong supporter of the diversity strategy, said it was “pretty gutsy” for him to take on the job, his first paid position since losing his sight.

“We supported and encouraged him at the beginning and now we are reaping the benefits. I can give anything that needs doing to Greg and I know I can rely on him to get it done. He is exceptionally computer-literate and very bright and is a real asset to the office,” she said.

Raine Study participant Alanna Adams has her blood pressure checked by Lee Clohessy … Dr Blake used children in the Raine Study for his research

Healthy future

Continued from page 3

in Public Health, which became a Postgraduate Diploma in Health Sciences. Dr Blake’s passion is Aboriginal Health and he has worked with Aboriginal people in Hall’s Creek, Darwin and Alice Springs.

He came down to Perth to hand in his PhD thesis recently, then was on his way back to his job at the Centre for Remote Health in Alice Springs.

Continued from page 1

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Korean
Hebrew
Vietnamese
they all make Chinese seem easy!

When you speak two languages, learning a third is easy, says Wang Yi, lecturer in Chinese Studies.

"It’s like making money or having children," she laughed. "After the first million (or baby), the subsequent millions (or babies) are not so hard!"

But Dr Wang is still immensely proud of her high-achieving students (many of whom are bilingual) who all performed successfully in the recent Mandarin Speaking Competition, run by the Western Australian Chinese Chamber of Commerce.

Tessa Scholefield, a first year student, won second prize in the category for first and second year tertiary students. Lilly Lee and Tung Nguyen, both third year students, won first and third prizes respectively in the open category.

Lilly and Tung have just spent a semester at the Ocean University of Quingdao, perfecting their Mandarin. Lilly is from Korea and Tung from Vietnam and they agree with their lecturer’s assessment of bilingual students.

The future’s in his hands: Christopher Vernon pores over a map of Canberra

“That’s my brief,” Mr Vernon said. “But I think the design of Canberra has international significance. Part of the Griffin’s appeal and their vision as architects is that their work doesn’t just appeal to other architects.

“Today they would be called environmentalists,” he said.

His first task is to define what exactly is the Griffin legacy: what was built, what was changed, how has the design been modified? “Then it is my job to guide the development of the city along the Griffins’ lines.

“It’s all about finding a balance where you can’t ignore the past but you don’t let it become a straitjacket for the future.”

Mr Vernon says he doesn’t like the way Canberra has become a synonym for government in Australia. “People say: 'Canberra is raising our taxes'. Canberra is more than just the seat of government and I hope that my input into the future planning and design of the city will bear that out.”

First year students Branimir Parad and Oded Auraham were also bilingual before they made Mandarin their third language. Branimir is from Croatia and Oded from Israel and they speak their native tongues with their families at home.

Why learn Mandarin? “There are 25 billion reasons,” said lecturer Gary Sigley, “that’s $AUS25 billion!”

Tung said he thought that if he learned to speak Chinese, he would be able to work and communicate with anybody and anywhere in the world, as English and Chinese were the two languages spoken by the most people in the world.

Dr Sigley said that, by 2010, the Chinese Internet would be bigger than the English-language Internet. Dr Wang’s third year students already create their own Chinese Web home page and Dr Sigley’s second year students learn to navigate around the Chinese Web.
Psychologist Kathryn Bonney has found a short-lived quick-learning alternative to the laboratory rat.

She has just completed her PhD on discrimination and configural learning in two species of marsupials. And the ‘star’ of her research was the fat-tailed dunnart.

“People always use rats or pigeons in laboratory experiments but rats are not necessarily representative of the mammalian world, just as pigeons are not especially representative of the avian world,” said Dr Bonney, who received her doctorate in Winthrop Hall last week.

“I was interested in taking theories already tested and proved with rats, and trying them out on marsupials,” she said.

Her expectations of ecological differences were confirmed when the dunnarts proved to learn very quickly.

“They are predatory animals that live for only about 18 months, so they have to learn quickly how to catch food. They learn strategy behaviour very quickly but they don’t have particularly good memories. But they don’t need them, because they live in the desert and once they learn to find insects, there’s no point in them remembering where those insects are because they’ll be in a different place next time.

“The quokkas, on the other hand, learn more slowly and are not so good at updating information, relearning things they may have forgotten.

“The dunnarts were also good with configural learning: where a choice can be either correct or incorrect, depending on the circumstances. The quokkas found this sort of learning quite difficult.”

She said there was an expectation that quokkas being bigger animals with bigger brains and longer-lived than the dunnarts would be better at learning than their smaller desert-dwelling relatives. But she had found this was not so.

Dr Bonney, whose PhD was supervised by Dr Clive Wynne, (now at the University of Florida) and Dr Alison Harman, worked with quokkas living at the University’s Shenton Park research station. She acquired dunnarts from Adelaide University, which breeds them for research purposes.

“They are very easy to keep in a laboratory. They are happy in that environment and, as they live only 18 months, there is no problem about what to do with them when the research is finished,” she said.

“I’d like to do more work with them.”

Her research has been published in two papers in the American Psychological Association’s Journal for Comparative Psychology and another paper is currently going to press in the same journal.
Over the past five years, Greg Harding has played top level football for both the West Coast Eagles and the Fremantle Dockers.

He has also undergone 12 operations to repair the damages that elite football can wreak on a lightly-built player like Greg.

But, in between the hospital and the training ground, he has completed a Bachelor of Physical and Health Education and was one of nearly 900 new graduates who had their bachelors, diplomas and doctorates bestowed in Winthrop Hall last week.

He was hoping to be able to walk, rather than hobble, onto the stage to receive his degree. Until just days before the ceremony, Greg was limping around with a fibreglass boot holding his left ankle in position after surgery to repair a stress fracture and damaged ligaments and tendons.

But he looked on the bright side of yet another surgical procedure.

“I had just broken a finger on my right hand when they operated on my ankle, and, at the same time they removed a bone spur on my left heel. So the surgeon was able to use some of that bone from my foot to put into my finger!” he said.

Greg was also philosophical about two years of time out from his studies, enforced by the University after he failed more than half of his units on two different occasions.

“I was playing full-time football, so I had to drop back from full-time study to part-time and, even then, it was sometimes difficult to make it to classes. On both occasions, I just left it too late to withdraw, hoping I’d be able to make up the time and pass the units, so I was automatically failed,” he said.

“Some football coaches make it hard to keep to a study schedule, but John Worsfold (coach of Greg’s current team, the West Coast Eagles) is great. He insists that all of the players either have a job or are studying. And he sticks to his training schedules, without chopping and changing, so you know you can work your classes or your job around them.”

In his time off from study, Greg worked with Sports Challenge, a youth support program designed to deter youth suicides.

“We go out to schools and talk to the kids about their lives, the challenges in them, and about communicating their feelings to other people. We don’t actually talk about suicide. The idea is to get kids to understand that there is always somebody they can talk to and give them practical suggestions about where to look for help in their lives,” Greg said.

He played only a match or two for the Eagles this season, before injuring his left ankle. Before his operation and during rehabilitation, he has continued modified training with the squad and hopes to be fully fit to play next season, the final of his three-year contract with the Eagles.
What could the University do with $42 million?

Well, start thinking about it, because UWA’s new project (e-procurement) officer, Ron Philippkowski, is hoping to prune that much from the University’s annual spending.

“The University spends about $420 million a year all up and my eventual goal is a saving of 20 per cent on all those things that can possibly be discounted. There are some things like legal and banking fees where savings are not possible, and that brings the overall saving goal to around ten percent,” said the man who has spent the past five months putting purchasing agreements in place for the University.

One of his latest achievements, an agreement with stationer Sands and McDougall, should save around $170,000 a year.

Mr Philippkowski said that there were some agreements in place when he arrived in April but not many that benefited the entire university community.

“The faculties do all their own buying. My job is to make their job simpler, and to save money by putting purchasing agreements in place. It’s as much about saving administrative time as saving money. With agreements in place, nobody has to spend time shopping around for the best price,” he said.

He is currently working on getting the best deal for cars. He has joined with the other three public universities to create a bigger buying potential.

“It won’t mean that we are locked into a particular make of car, just that we can use a preferred dealer, and it could mean savings of up to $100,000 a year.”

Mr Philippkowski said the preferred car dealers would also be happy to ‘do the right thing’ by staff buying their personal cars.

Supplies for dental schools cost universities millions of dollars and the new project officer is working on a national agreement to get the biggest bargaining power.

“Our dental school spends about $1 million a year. All the dental schools combined outlay about $10 million, so that’s real bargaining power.”

He is involved in the process of forming a national university purchasing consortium, bringing together 40 universities Australia-wide.

“We have just developed the operational and management structure,” he said. “There are 12 to 15 commodities that would lend themselves to a national purchasing focus, such as travel, laboratory supplies and chemicals.”

Mr Philippkowski, with 21 years experience in supply management, has a unique personal goal. “I try to return my salary a minimum of five times, but hopefully up to ten times, each year in savings to the university,” he said.

If you would like to contact Ron Philippkowski, call him on extension 1172 or e-mail him at ron.philippkowski@uwa.edu.au
Documenting broken lives

When Fred Alexander Fellow Anna Haebich presented a postgraduate seminar on taking your research into the real world, she had plenty of personal experiences to share.

Associate Professor Haebich, a graduate of UWA, became involved, as a young anthropologist, in an oral history research project with Noongar people in Perth in the late 1970s.

“They helped to ignite my passion for history,” Professor Haebich said. And she went on from there to do her PhD in social history, her research published as a book on legislation in regard to Noongar people, *For Their Own Good: Aborigines and Government in the South West of Western Australia 1900 – 1940*.

“It brought together the legal framework and the Aboriginal experience,” she said, “disproving the theory of the 1970s that urban-dwelling Noongar people were the same as white people, except for the colour of their skin.”

Professor Haebich has an Aboriginal partner, Darryl Kickett, and so is personally involved with the intricacies and widespread networks of Aboriginal families.

Last year she published her multi-award-winning book *Broken Circles: Fragmenting Indigenous Families 1800 – 2000*. Of all the prizes it won, including the Victorian Premier’s Award for non-fiction, Professor Haebich is most proud of the Stanner Award, from the Australian Institute of Aboriginal and Torres Strait Islander Studies.

*Broken Circles* was funded by the Louis Johnson Memorial Trust Fund, established by the parents of a teenager who died in Perth in 1992.

The trust was set up by the Aboriginal boy’s adoptive parents to address ignorance about Aboriginal issues and the damaged relationship between indigenous and non-indigenous Australians.

Professor Haebich now has a prestigious Australian Research Council QEII Fellowship for five years at Queensland’s Griffin University and is researching the idea of assimilation, which, she says, still has a strong hold on politicians.

“I’m not looking at the administration and policy but at the way it was represented to the public through brochures, films and books. The issue takes in migrants as well as Aboriginal people. And that takes me back to my past too, as a German Lutheran pastor’s daughter who migrated to Australia as a child.”

She is interested in examining the idea of whiteness making people privileged.

“My latest research is supposed to end up as a book but I like the idea of different ways of presenting it: through exhibitions and exhibition catalogues.” Professor Haebich is herself an artist, curator and art historian. “Academic historians are usually such snobs but they’ve accepted me so far. I’ve won awards and get invited to writers’ conferences — I was invited here! So I’ll just see how it goes.”

Her Fred Alexander lecture late last month was *Twilight of Knowing: Australia and the Stolen Generation*, which she delivered on a cold and stormy night. “But we still had a couple of hundred people turn out on a night like that. So I felt good, knowing that it is an issue that still interests people,” she said.

The Fred Alexander lecture and fellowship is named after the founding head of History at UWA.
The Office of Industry and Innovation makes everybody happy.

The researcher is happy: her work is on its way to being commercialised. The lecturer is happy: his students have had experience working on a real project. The students are happy: they have won $1,000 for the best commercialisation project.

For the second year, OII has co-ordinated a competition between students studying Management of Technology and Innovation as part of their Masters in Business Administration at the Graduate School of Management, with adjunct lecturer Martin Cebis.

Foundation Capital, a Perth-based venture capital company, has again sponsored the competition, with a $1,000 prize.

The winning team, Malcolm Lawson, Edward Kong, Alvin Leo, Siang Lim and Devlin Day, examined the potential for commercialising recent discoveries around Flavivirus replication by microbiologist Dr Nadia Urosevic.

They looked at the commercial possibility of developing therapies from the research for treating diseases such as Dengue fever and West Nile virus.

One of the students, Dr Malcolm Lawson, is working in the School of Biomedical and Chemical Sciences with Dr Urosevic. He completed his PhD some years ago on a subject related to Flavivirus, so he had the microbiological knowledge to guide the team from that perspective through the commercialisation project.

“We always look for some specific expertise among the students to match to potential projects,” said Simon Handford, from OII.

“What are you going to do with the money?” asked Foundation Capital’s Rob Newman, as he handed over the cheque. “Buy a suit like yours!” laughed Malcolm Lawson, the only man in the group not sporting a smart dark suit.

Memories of a philosopher

It was with sorrow that the news was received here last week of the death in Oamaru, New Zealand, of Emeritus Professor Selwyn Grave. Professor Grave was the Professor of Philosophy from 1960 until his retirement in 1982. He was much loved by a generation of students who came in contact with him, and greatly admired and respected by his colleagues in Philosophy.

Associate Professor
Barry Maund
SCHOOL OF
HUMANITIES

Everyone’s a winner
BACK: Edward Kong, their lecturer Martin Cebis;
SECOND FROM BACK: Devlin Day, Alvin Leo, Rob Newman
(Foundation Capital), Malcolm Lawson, Nadia Urosevic;
FRONT: Simon Handford (OII), Siang Lim

The UWA oarsmen who won the Oxford Cambridge Cup in 1998 didn’t want their fellow club members to forget their victory.

Not for them formal trophies and shields. They simply took a paintbrush and immortalised the crew on the stairs leading up from the boat storage racks to the Boat Club entry – not forgetting the time, an impressive five minutes and 48 seconds.

If you have a secret spot on campus, a favourite feature or a little-known fact to share, please send it to us:
lindy.brophy@uwa.edu.au
or phone extension 2436, fax 1192.
A seminar focussing on young women and their career paths has inspired high school girls to choose a university education.

St Catherine's College ran the seminar the day before expo, to complement the prospective students’ sessions and to extend a warm welcome to rural students who are considering coming to the city to study.

Girls from metropolitan high schools and several country centres met and listened to the stories from some of the University’s successful students and graduates, including historian Dr Andrea Gaynor, geologist Dr Annette George, medical student Kiarna Adams, and heptathlete (and science student) Kylie Wheeler.

They learned that disappointments can often open up new paths. Kylie Wheeler told how upset she was when she failed to get into medical school. But she now realised that if she had been studying medicine, the heavier academic load would have prevented her from training sufficiently to win gold and silver medals in the recent Commonwealth Games.

Kiarna Adams, who had been a resident of St Catherine’s during her first year of Medicine, had been a drop-out from a health sciences course in the eastern states, before she found the right path for her passion. Dr George started her working life as a typist before she realised she wanted more.

Their stories helped the young students to realise that they can change their university courses and they can change the course of their lives: there are people at University, and especially in the residential colleges, who can help them.

Yvonne Rate, Head of St Catherine’s College said that, by the end of the day, the students were excited and feeling positive about higher education.

Parking on the north side

The start of construction of the new Biomedical and Chemical Sciences building gives staff and students an opportunity to get fit.

How? By using the new carpark on the Nedlands campus, now that car park 13 (which used to be south of the Chemistry building) has gone. Parking in the new car park 31 on the Nedlands site and walking across to the main campus could be turned into an advantage for people who can’t find the willpower to exercise regularly.

Unipark Manager Roger Davey said car park 13 would not be replaced on the main campus and that car park 31 makes up for the lost bays as well as a few bays lost over the past few years.

Some of the staff parking from 13 has been relocated to car park 14, in place of students bays, which are replaced in the new car park.

The Biomedical and Chemical Sciences building is expected to be completed about October 2004.
You were the Great Survivor, the immortal and indestructible romantic, Rapunzel of the Western Australian wheat belt, Cathy to more than a few Heathcliffs, the ‘Red Terror of Rottnest’, the theatre-stricken, language-drunk girl from Malyalling via Wickepin with the true poetic vocation who, in the Cold War ’50s, will morph into Toddy Flood, revolutionary proletarian and joiner of the Communist Party.

Fired with the absolutist religious fervour of your anti-Fascist generation, ready to abandon all (including poetry) for the sacred cause, you wrote a lively social realist novel, *Bobbin Up*, flogged the Tribune’s awful prose on the streets of Sydney; the need to be a communicant at some adored shrine springing from an innocence of a peculiarly Australian kind.

You’ll certainly haunt those of us whose lives you’ve touched, changed and enriched in whichever of your seasons they’ve encountered you. For better and (since honesty has always been your artistic imperative) sometimes for worse, but always with passionate conviction shot through with redemptive irony.

As obsessed by sex, madness and death as any of the Jacobean playwrights you loved and taught, your headlong autobiographical testament, *Wild Card* (1990), not only explored your progress from innocence to experience but also investigated the writer’s dual nature. The self who writes and the self who does everything that non-writers do are very closely linked in your work, so much so that it might be imagined that you set out to test those extremities of experience you intended to fathom in fiction, however perilous the consequences. Prudence was never your middle name. Nor were you ever ungenerous about giving yourself away in a mind-boggling proliferation of identities and a sometimes endearingly comic lack of self-awareness.

Was ever a heart so much at risk from the snares set by a restless intelligence as yours!

*Wild Card* drew together all the mock-heroic roles allotted your heroines in those exciting musical and poetic dramas that I first saw performed on the open-thrust stage of the New Fortune Theatre when we tutored together at the University of Western Australia in the early ’60s. Not to forget the various tragi-comic personae played out in your thinly disguised poems and stories that drew on a phenomenal memory bank for concrete particulars and the life of the senses at full stretch in all its beauty and brutality. You let nobody off the hook, least of all yourself.

Like many Australian writers caught in fierce and compelling fantasies of childhood, the difficulties of transposing them into adult passions and obsessions can lay them open to ridicule. This never deterred you, you brave arch-stripper and sacrificial victim to your country’s prolonged adolescence.

If there’s such a thing as life lived to the full, yours has surely been an overflow, the ‘great gawk full of grace who stagers forth to make her history’ (your words). Six children, 15 plays, eight books of poetry, three novels, an operetta; all distilled from a chaotic, often self-destructive whirl of a life more complex than that of your average utopian romantic. There’s a doppelganger at work here, possessed of a penetrating intelligence, always watching with clinical detachment, even when invading family and friends as if at the mercy of a harrowing compulsion to speak.

You yourself said: “I can’t remember the exact moment when I became conscious of the divided self. There is the girl who moves and talks and rages and loves, and there is the writer who watches and writes it down, who even in her most passionate moments is saying ’Remember this’.”

And we do remember, with gratitude and love. Your memories have bequeathed to us a richly animated portrait of an era, an enduring definition of lost innocence informing Australian social history, a time that will never come again.

In your effort to give existential meaning to a poet’s life, you charged the landscape of your seedtime with traditional symbols, expanding the dimensions of personal exploration into archetypal experience.

Like your beloved Blake, you found your world in a grain of sand, the sandy soil and windswept dry soaks of the Western Australian wheat belt. As you wrote in an early poem, *The Witnesses*:

This is the wide country
I lived in when I was young,
The great clouds over it,
The hawk in the high sky hung …
Hung upside down like a metal bird,
Fixes time in his fatal eye.
The mice run circles, the plovers cry,
Till I hardly know in that hurtling sky
Which of the three wild things am I
Murderer, victim, recorded cry.

By Fay Zwicky,
A close friend of Dorothy Hewitt’s, who taught at UWA with her for many years

(This is part of a tribute to Dorothy Hewitt which Fay Zwicky wrote the day after her friend died. It was first published in *The Age* newspaper, Melbourne.)
Reward your inclusive teaching

A teaching award with a twist is on offer for all teaching staff at UWA.

It’s the 2002 Excellence in Teaching Award – Inclusivity.

Nominations for the award, of $1000, are sought from staff who teach students who are under-represented, either within the University or their discipline area, in terms of gender, race, culture, religion, language, place of origin, disability, medical conditions, sexuality, socio-economic background or political affiliation.

Other areas in which staff might be teaching are with students who are part-time or mature-age, have family responsibilities or participate in distance education. Their students may have come from an education system outside Western Australia, have entered the course on the basis of non-standard prior studies or are studying units in more than one discipline area.

If you have students who fit these categories and you consider you are teaching them well, nominate yourself for the inclusivity award, sponsored by Equity and Diversity.

You can also nominate a colleague, with his/her consent. It is recognised that not all teachers have direct responsibility for and control over curriculum design, course content and assessment. Only those areas that are under the control of the nominee should be addressed in an application.

To be eligible for the award, nominees must be able to address at least four of seven criteria, which include taking into account students’ alternative perspectives and world views; effective, varied and flexible teaching and learning strategies to accommodate different learning styles and preferences, physical and medical conditions and educational backgrounds; students with a diverse range of backgrounds, life experiences and personal circumstances find the teacher to be accessible, approachable and helpful; and Student Perceptions of Teaching (SPOT) questionnaires include items relating to diversity and equity, and the teacher achieves high scores in these areas.

For more criteria, details and general enquiries, contact Beverley Hill, Manager, Equity and Diversity, on extension 3791 or at bhill@admin.uwa.edu.au

For administrative enquiries and submission requirements, call Marion Dingo, Administrative Officer, Equity and Diversity, on extension 3873 or at mdingo@admin.uwa.edu.au

Trinity is a residential college of The Uniting Church in Australia affiliated with The University of Western Australia. Situated in a prime position in Crawley, directly opposite both the main UWA campus and Nedlands campus, Trinity enrols up to 368 undergraduates and postgraduate residents. The college has an array of excellent facilities to support the academic, pastoral and extra curricula life of its residents.

With residents from all over Australia and 26 countries from around the world, Trinity promotes diversity and enrols residents from a wide range of cultural and spiritual backgrounds.

Residential tutors are an integral part in the provision of academic and pastoral support to residents. They are sought from staff who teach students within the University or their discipline area, or who have direct responsibility for and control over curriculum design, course content and assessment. Only those areas that are under the control of the nominee should be addressed in an application.

Applications are called for from graduates who are undertaking postgraduate study. The position is structured to allow tutors to study or work full-time. Applications close on Friday 1 November 2002 and can be downloaded from www.trinity.uwa.edu.au or for an application form and job description please contact: Mr Chris Jenson or Dr Brenda Rohl (Deans of Students), Trinity, 230 Hampden Road, Crawley WA 6009 Ph: 9386 0444, Fax: 9386 0400, Email: egrouzis@trinity.uwa.edu.au, web: www.trinity.uwa.edu.au
Tuesday 24 September

SOIL SCIENCE AND PLANT NUTRITION SEMINAR
‘Some strategies for plant survival on lateritic soils with high level of nickel’, Frederic Boulet. 4pm, Agriculture Lecture Theatre.

PSYCHOLOGY COLLOQUIUM
‘The ups and downs of face perception’, Dr Janice White, Dept of Psychology, University of Otago, New Zealand. 11am, Room 2.33, North Block, Psychology.

Thursday 26 September

CHEMISTRY SEMINAR

Friday 27 September

LWAG ‘IN ABSTRACT’ TALK
‘Abstracting, uprooting, displacing: the minimal in contemporary architecture’, Nigel Westbrook. 1pm, LWAG.

MICROBIOLOGY SEMINAR
‘What can human genetics tell us about infectious diseases’, Dr David Burgner, ICHR. 9am, Seminar Room 1.1, First Floor, L Block, QEIMC.

UNIVERSITY MUSIC SOCIETY
‘MAGNETIC’
Dances of passion. Tangos from South America and Gypsy music from eastern Europe meet in this transcontinental celebration of music of the dance. From Le Grande Tango by Piazzolla and the Bachianas Brasileiras by Villa Lobos to the flamboyant brilliance of the European Gypsy tradition … revel in the sultry and passionate! 7.30pm, Octagon Theatre. Single night tickets ($20 and $15) can be booked through BOCS outlets on 9484 1133 or at the door. Tickets: $15 [full]; $10 [concession], available from UWA Music on 9380 7835 and at the door.

Tuesday 1 October

INSTITUTE OF ADVANCED STUDIES/GENOMICS, SOCIETY AND HUMAN HEALTH PUBLIC LECTURE
‘Personhood, future society and genetic engineering’, Professor Ruth Chadwick, Professor of Bioethics and Director of the Institute for Environment, Philosophy and Public Policy, Lancaster University. 6pm, Geography Lecture Theatre 2.

Wednesday 2 October

ANATOMY AND HUMAN BIOLOGY SEMINAR
‘Signalling during apoptosis’, Arun Dharmarajan. 1pm, ANHB.

INSTITUTE OF ADVANCED STUDIES/GENOMICS SOCIETY AND HUMAN HEALTH SYMPOSIUM
‘Being human in an age of genetics.’ The extraordinary advances in genetic research and technologies have stimulated lively debates about the role of science in our lives. These debates usually focus on the legal and ethical implications of emerging genetic technologies. Much less attention is given to what the new genetics means for our understandings of personhood. This symposium addresses this very basic question: what does it mean to be human in an age of genetics? Presentations by three experts in key areas of genetics and society will set the scene for a panel discussion of some very different perspectives on the meaning of genetics for human personhood. The confirmed speakers are Dr Frank Koentgen, Director and CEO, OzGene; Dr Christopher Newell AM, Senior Lecturer in Medical Ethics, School of Medicine, University of Tasmania. There will also be a panel discussion facilitated by Dr Bev McNamara of UWA and panellists including Dr Susan Maushart, Dr David van Mill (UWA Political Science), Dr Christopher Newell, Dr Ian Barns. For more information and registration please contact Terri-Ann White on 9380 2114 (email: tawhite@cyllene.uwa.edu.au), Geography Lecture Theatre 1.

Friday 4 October

LWAG ‘IN ABSTRACT’ TALK
‘Eleven artists in abstract’, Janice Baker. 1pm, LWAG.

Sunday 6 October

MUSIC SPECIAL EVENT
Jane Manning in concert. The British soprano Jane Manning is one of the most lauded singers of her generation. Join her for this special concert. 5pm, Callaway Music Auditorium. Tickets: $15 [full]; $10 [concession], available from UWA Music on 9380 7835 and at the door.

ADVANCE NOTICE
Monday 7 October

ASThma AND AllERgy reSEARCH Institute SEMINAR
‘In vivo measurements of airway tone in mice’, Prof Peter Sly, ICHR. 12.30pm, Joske Seminar Room, Medicine, Fourth Block, G Block, SCGH.

Wednesday 9 October

PERTH MEDIEVAL AND RENAISSANCE GROUP TALK
‘The ring and the book: the christianising of early German texts’, Dr Jane Emberson, Faculty of Life and Physical Sciences. 7.30pm, Postgraduate Lounge, Hackett Hall. All welcome.

NOTICE TO TENNIS PLAYERS IN PERTH

We are now:

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Intensive affordable tennis programs to fast track your game from the first lesson GUARANTEED.

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Email: uwacoach@yahoo.com
Website: www.gamefit.com.au

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What’s On Next

Places are available in the following workshops due to close within the next month.
Further details are available on the CSD web page: http://www.csd.uwa.edu.au/programme/ or by contacting CSD on ext. 1504 or csdoffice@csd.uwa.edu.au.

• Applying for an Internal Position: The Written Application
• How the University Works: A Basic Guide to UWA’s Organisational and Committee Structures
• Winning Research Grants
• Writing and Publishing in Scientific Journals
• Planning for Retirement
• Copyright: Your Computer, the Internet and Multimedia
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Workskills Professionals are proud to be a wholly owned and operated WA Company and are a preferred supplier to State Government agencies through the DoIT 63200 panel contract. Supplying staff in the areas of:

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The ultimate in digital slow-motion recording

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directly into your PC at up to

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From Redlake Imaging, the world’s leader in high-speed cameras. Amazing new CMOS technology bundled with powerful analysis software that is integrated and user friendly.

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- Calculate the speed of a bullet
- Adjust high-speed machinery
- The Australian Institute of Sport uses four MotionScope camera systems.

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MotionScope – up to 8 000 fps, 480x420 @ 250 fps
MotionMeter – hand held, up to 1 000 fps

For information or demonstration contact:
ridley.williams@macsimage.com or 0419 676704

Measurement & Analysis Camera Systems Pty Ltd
**Diversity Initiatives Fund 2002**

The University of Western Australia’s Diversity Initiatives Fund has been established to encourage Faculties/Schools/Units to develop targeted diversity initiatives that enhance equity for students and staff. The emphasis is on educational and employment access, participation and outcomes for groups of students and staff identified as priority areas in the University’s Equity and Diversity Plan and Equal Employment Opportunity and Diversity Yearly Report. The priority areas include:

- Students from low socio-economic backgrounds.
- Staff and students from culturally diverse backgrounds.
- Indigenous staff and students.
- Women students at both under and postgraduate levels in areas where they are under-represented.
- Staff and students with disabilities.
- Staff and students who identify as gay, lesbian, bi-sexual, transgendered or intersex.
- Enhancing flexible work practices and work/family/life balance for staff and students.

The University anticipates funding 4–6 initiatives. Funds will be provided for one year only. Applicants are encouraged to seek co-funding from schools or other sources. The budget for the Diversity Initiatives Fund for 2002 is $12,000.

We are now calling for expression of interest for the above program. Applications can be obtained by visiting the Equity and Diversity Office’s web page: [www.scs.uwa.edu.au/hrs/equity](http://www.scs.uwa.edu.au/hrs/equity) or by contacting Marion Dingo, ext. 3873.

Expressions of interest should be addressed to Professor Alan Robson, Chair, Equal Opportunity Advisory Committee, c/- Equity and Diversity Office by Friday 27 September 2002. Brief expressions of interest can be lodged by this date if the fuller application is to follow shortly after.

It is anticipated that successful applicants will be advised in late October 2002. For further information contact Beverley Hill ext. 3791 or Malcolm Fialho ext. 2252 at the Equity and Diversity Office.

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**UWA Employee Assistance Program**

There are times when all of us have challenging issues to deal with. When personal or work related issues make life difficult, the University has an Employee Assistance Program (EAP) to help staff manage these issues more effectively.

The EAP is a professional, confidential counselling and consultation service. The services of David-son Trahaire are available FREE to you and your family.

For appointments, please ring Davidson Trahaire on 9382 8100 or if urgent 9480 4847 (24 hours). Their offices are located at Suite 11, 100 Hay St, Subiaco. Further information can be obtained at www.admin.uwa.edu.au/hrs/counselling.

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The EAP: is available FREE to you and your family.

**UWA Classifieds**

**WANTED TO RENT**

A VISITING ACADEMIC requires a fully furnished 3 or 4 bedroom house close to the University for his family from February 2003 to June 2003. Rent negotiable. Please contact Ms Brenda Churchill in the School of Human Movement and Exercise Science on 9380 2360.

**TO LET**

NEDLANDS (Stirling Hwy, opp. Rose Garden), 2brm + study, unfurnished, first-floor unit in small complex, freshly painted off-street parking. Available now. $160 (neg.) per week. Ph: 9332 4098 or 0403 302 0681.

MOUNT LAWLEY 4 bedroom fully furnished house. Early October – end of January. Cheap rent for good tenant. Would suit visiting academic and family. Phone Kerri 9272 9150 or Barbara ext. 7208.

**WANTED TO SHARE**


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**Redundant Equipment for Sale**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>PRICE</th>
<th>AGE</th>
<th>CONDITION</th>
<th>CONTACT</th>
<th>EXT/EMAIL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer – Digital PC 3000, pi 233 3.2 GB HD/ 64MB RAM 17” Monitor</td>
<td>Offers</td>
<td>5</td>
<td>2</td>
<td>R McCormack</td>
<td>2816 <a href="mailto:rmccormack@admin.uwa.edu.au">rmccormack@admin.uwa.edu.au</a></td>
</tr>
<tr>
<td>Computer – Digital Venturis FX-2, pi 133 1.7 GB HD/ 64MB RAM 15” Monitor</td>
<td>Offers</td>
<td>6</td>
<td>2</td>
<td>R McCormack</td>
<td>2816 <a href="mailto:rmccormack@admin.uwa.edu.au">rmccormack@admin.uwa.edu.au</a></td>
</tr>
<tr>
<td>Epson Stylus Colour 600 Printer, including new black &amp; col. Cartridges (one for each) Suitable for PC or an older Mac computer</td>
<td>$100</td>
<td>3</td>
<td>1</td>
<td>Danielle</td>
<td>2174</td>
</tr>
</tbody>
</table>

Bids should be accepted by Monday 7 October with departments to have first option.

Departments are reminded that all University equipment available for sale must be advertised in the *UWARIES*. 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.