Consultant surgeon Bill Thomas asks whether you would be happy to get on a plane flown by a 72-year-old pilot who hasn't refreshed any skills since qualifying at the age of 26.

Most people immediately say no and are horrified at the prospect.

“But the same people will put their lives at risk by submitting to a 72-year-old surgeon who hasn't done any training or assessment for 45 years,” said Mr Thomas, surgical skills tutor at the Royal College of Surgeons of England.

Mr Thomas was at CTEC, UWA's centre for medical and surgical skills, for a series of workshops and seminars on training and assessment for surgeons.

In the 1990s, some problems at a hospital in Bristol, UK, resulted in the government wanting to take over assessment and control of the surgical profession.

“But without wanting to take the airline analogy too far, this is exactly what happened to them about 30 years ago. The government took over their profession and it was disastrous. They were faced with draconian government controls for years until they could convince the government that they could take care of their own industry.

“Like the airline pilots, we had to convince the government that we could regulate our own profession. I was asked by the Royal College of Surgeons, in 1994, to devise a basic surgical skills training course, which has now become mandatory for all surgeons in the UK and has been used all over the world,” he said.

But surgical training doesn't stop with new young doctors. As the clinical director of surgery in Sheffield, Mr Thomas has created a consultant's activity pack, which is issued to all surgical consultants four times a year.
The tradition of ‘Going to the Hill’ lobbying the Congress and Senate in Washington is strong in the USA. And the lobbying is done not merely by big business but by research groups, even university organisations, in the best interests of educational and research funding.

That has never been an Australian tradition, not at least by the AVCC, even though industry and business groups expend considerable time and resources on the activity. Parliamentarians are not used to confronting the leaders of Australian universities en masse.

That all changed recently when the AVCC went to the hill of the new Parliament House in Canberra. Divided into small groups of three and four, Vice-Chancellors walked the 22 kms of the halls of Parliament to make contact with key ministers, and MPs of all parties. The person-to-person presentations and discussions allowed the sector to leave a powerful message on the hill.

That message consisted of short-term issues plus a long term vision for Australia’s universities.

Politicians were strongly lobbied to pass legislation this year which significantly reforms higher education funding and policy parameters. It has been eight years since any significant increase in our resourcing, many reviews have come and gone, and unsupplemented grants have reduced our fiscal base.

We also made the generic case for our universities. In spite of the pressures on our sector, we have a notably good system of higher education with good staff and good graduates. And with strong signs of change and performance, as well as a major export industry with 170,000 international students. It was very important for MPs to hear of the achievements of our universities, the community role of our campuses, and the links with industry. The good news is needed to balance the often sensational tone of media or indeed to balance the mythologies associated with memories of universities in an earlier age when many MPs were on our campuses as students.

We received an excellent and very interested response with lots of questions and discussions. And I think we all made new parliamentary friends and changed some popular perceptions of our universities and their need for greater Commonwealth investment.

The last occasion when a significant group of Vice Chancellors met the Prime Minister was many years ago in the days of the first Hawke government. At the conclusion of that meeting, the Prime Minister is said to have remarked of the VCs, that “They’re a quiet lot ...”.

That is hardly the case now! Strong advocacy marked the days in parliament, culminating in a grand gala dinner in the Great Hall with guests including Chancellors, leaders of government agencies, business leaders, ministers and MPs. The key speaker was the Prime Minister, who fully recognised the role of universities in building a knowledge-based society and placed his support behind the current package of reforms to be debated and voted on in parliament in the next session (from August 2003).

That evening marked the ‘arrival’ of the Universities on the hill … it is now likely to be an annual event and in between those occasions there will be a new standing for our sector in political circles.

Coming back from that demanding experience I was pleased to be back on our lovely academic campus and our fantastic coastline: after the swirl of politics and policy, Crawley and Cottesloe felt like heaven!

But we do need to engage with Canberra in a variety of vigorous ways. The future of our Universities is not least decided on Capital Hill. I was pleased we had climbed the hill.
Third year landscape architecture students have won all the prizes in an open professional design competition for Beresford Square in Auckland, New Zealand.

Three teams comprising a total of 13 students won the first, second and third prizes and the student prize.

Beresford Square is located on the fringe of Auckland’s central business district, and is the setting for large open air dance parties and similar events. The brief called for the square to function as a versatile public open space, a meeting place for all Aucklanders, a place for respite and people watching and an area for entertainment, public gatherings, events and ceremonial occasions.

Taking a two week break from their normal studio curriculum, the students, directed by Associate Professor Richard Weller and his tutors, formed small groups to quickly workshop ideas and prepare the submission.

Professor Weller says: “We ran it as a fast job to simulate real world conditions. I’m somewhat bemused at the overwhelming result. The three teams knew what not to do, that is, they didn’t fill up space — rather they made space. All three schemes demonstrate the virtues of clear ideas and simplicity in design.

“The winning entry for example, simply placed some trees in an appropriate place, repaved the site and then provided some basic infrastructure to encourage and support the diversity of events which occur there.

“This infrastructure involved a set of large wooden boxes which are fixed to tracks in the ground so they can be moved and thus rearranged by the public at their whim.

“The boxes can be moved to form one larger stage or many small ones. They can be danced on or sat on but they can also be unfolded to form tables for a marketplace and partitions for exhibitions,” he explained.

The second prize winner proposed criss-crossing the whole square with wires tensioned between the facades of the buildings on opposite sides of the street. They were designed to support lighting and banners. On the ground, the team proposed a complex pattern based on lava flows.

The third prize winner proposed planting a grove of the massive New Zealand Kauri pine trees, balanced at the other end of the street with a grove of wooden poles. The poles could serve as columns for set designs and events.

The first prize award of $2,000 plus the $400 student prize was awarded to Kym Burgess, Shari Truss, Kate Attwood, Jacinta Korbosky and Kerry Williams. Second prize of $1,000 was awarded to Emily Brennen, Pippa Eyres, Adam Lange, Andrew Nugent and Sarah Padgett. Third prize of $600 was won by Ben Upston, Joel Barker and Sam Fitzpatrick.

Professor Weller, a long time advocate of design competitions as a democratic way to solicit good design said: “It’s great for student morale and it confirms our Faculty’s standards.”

To see the winning designs go to http://www.beresfordsquare.co.nz/
Keeping surgical skills up to scratch

They must fill in all the details of their cases, their problems, their educational and training needs. “We build up a picture of these surgeons and can follow their progress, see when they need help and advise on future directions for them. Every five years, the files go to the General Medical Council, so there is an independent body looking at the consultants’ progress.”

He said he had managed to steer one consultant away from his speciality, where he was having problems, to another area of surgery, where he is now doing extremely well. He has been asked to send a copy of the consultant’s activity pack to Australia.

“I feel passionately about maintaining professional competency among surgeons. It sometimes makes me unpopular and I’m told not to antagonise surgeons, but the alternative is government control — so I think I’ll just keep on antagonising them!” Mr Thomas said.

Associate Professor Paul Attwood with the mass spectrometric protein analysis facility

“As a surgeon, if there’s one thing I can’t stand, it’s infection, but I do love infectious enthusiasm and there is a lot of enthusiasm for the work I’m doing. We put 1,500 surgical trainees through the basic skills course every year and I’ve run courses for surgical training all over the world.

“I feel that I have far more impact on the surgical profession through involvement in training and assessment than as an individual surgeon,” he said.

But Mr Thomas still practises as a pancreatic surgeon and while at CTEC he conducted a workshop on his techniques. “Pancreatic cancer is one of the hardest cancers to deal with, and we had a very valuable exchange of ideas with surgeons from across Australia,” he said.

But for all the technical brilliance of a surgeon, Mr Thomas said that if surgeons don’t have compassion, they are lost.

“Sometimes I say to my staff in Sheffield: ‘What’s on the list today?’ And they say: ‘A pancreas, a gall bladder and a hernia.’ Well, I’ve yet to see a gall bladder walking through the door on its own. It’s always inside a human being — and that’s what surgeons must keep uppermost in their minds.

“They are dealing with more than just a piece of meat. There’s a person who has fears and worries and needs compassion and understanding, I tell them always to think that one day, they will be that individual and need the help of a surgeon. They need to put themselves in the patient’s place.”

The best in protein analysis

A fter the genome, the proteome (the full analysis of cellular proteins) has become one of the next major goals in our quest to understand cellular function.

One of the main tools of proteomics is the mass spectrometer. Recently the protein mass spectrometry facility at UWA has been upgraded to make it one of the best equipped in the country.

In 2001, as a result of a successful ARC bid involving UWA and Murdoch University, a $750,000 mass spectrometric protein analysis facility was established in UWA’s School of Biomedical and Chemical Sciences. An Applied Biosystems QSTAR pulsar i LC/MS/MS time-of-flight (TOF) instrument was purchased and is still one of only a handful of such instruments in Australia.

The instrument is capable of determining the masses of peptides and small proteins with an extraordinary degree of accuracy at the femtomole (10⁻¹² mol) level. It can also fragment selected peptide ions, which can result in the production of complete amino acid sequences of small peptides or peptide sequence tags which greatly assist in the identification of unknown proteins.

This year, an attachment has been purchased, giving the system the ability to extract sequence information through controlled fragmentation of the peptide ions. With this upgrade, UWA has one of the best mass spectrometry facilities for protein analysis in Australia.

The QSTAR pulsar i is run by a management committee of users and some of the chief investigators on the ARC grant application together with Dr Richard Lipscombe of Proteomics International Ltd (PI). UWA has entered into an agreement with PI for the company to provide training on the use of the QSTAR for potential users from the laboratories of the chief investigators on the grant applications. PI also rents time on the instrument for the analysis of commercial samples, so providing a sample analysis service at very competitive rates (see PI website for more information and prices: http://www.proteomics.com.au)
The enormous cost of constructing equipment for extracting and processing oil and gas is just the beginning of the financial outlay for resource companies.

In many companies, the cost of asset maintenance can significantly exceed capital expenditure.

Oil and Gas engineering student Shaun Bambridge has recently been feted by Australian maintenance engineers for his honours project on maintenance, reliability and economic life, which he undertook for Woodside Energy Ltd.

Shaun has been working for Woodside while completing his honours year as part of the Co-Operative Education for Enterprise Development (CEED) scheme.

He was recently awarded the Engineering Excellence Award, in the student category, by the Maintenance Engineering Society of Australia (MESA) at the International Conference of Maintenance Societies.

Shaun’s project involved studying maintenance activities and asset management requirements resulting from a declining oil and gas reservoir. The aim of his study was to maximise the net present value of the Cossack Pioneer floating production, storage and offloading vessel until the projected end of life of the oil and gas field in 2014.

“As production declines, you need to change the operating and maintenance strategies, which includes switching off some areas completely. The idea is to match the equipment requirement to production decline. In this way you can reduce operating expenditure, but you must ensure an adequate strategy to meet the production targets.

It is also important not to scrimp on expensive items because their failure could put a permanent end to production based on cost-benefit of replacement logic,” Shaun said.

“Different levels of maintenance, as we approach end of field life, depend on how critical equipment is to production,” he said.

Shaun produced a model to reflect the reliability logic of the Cossack Pioneer facility, with individual blocks defining failure and maintenance characteristics of critical equipment. The reliability of particular equipment results in an overall availability of the facility and Shaun’s model uses this notion to predict if production targets can be met for changed strategies.

His project was commended for including the extra dimensions of risk and economics. It was further complicated by the need to consider more than just the oil and gas processing systems, and included ship ballast and propulsion systems — all of which could impact production.

Growing up by the ocean, Shaun opted to study Applied Ocean Science when he left school, but changed to oil and gas engineering. He will experience the ocean from a different perspective when he visits the Cossack Pioneer in the near future.
The quality of local medical research and the competition that forces the standards ever higher caused a unique dilemma for the Raine Foundation.

For the first time, WA's prestigious medical research foundation has awarded two first prizes for the best scientific paper published by a young researcher.

The Raine Research Prize is $5,000 and a bronze medal and is presented each year at the Medical Research Week dinner.

This year, the foundation could not separate the two best entries and took the unprecedented step of awarding two first prizes, rather than splitting the award between the two winners.

Dr Daniel Andrews, a microbiologist from the School of Biomedical and Chemical Sciences and Dr Corey Moore, a medical scientist from the Centre of Clinical Immunology and Biomedical Statistics at Royal Perth Hospital each won first prize. The third prize, of a $1,000 travel award went to Dr Belinda Knight, from the School of Biomedical and Chemical Sciences.

Presenting the prizes, Professor John Olynyk, from the School of Medicine and Pharmacology at Fremantle Hospital, said the level of research and the standard of publishing were excellent.

The award is for young researchers whose papers have been published within five years of completing their postgraduate degrees.

Dr Andrews' paper, written with Dr Mariapia D'egli-Esposti and Dr Chris Androniou (microbiology) and two collaborators in Italy, was published by Nature Immunology. The award recognised the significant contribution made by the group to the understanding of the mechanism by which cytomegalovirus (CMV) induces immunosuppression, by identifying dendritic cells as a target of the virus.

This provides the basis of therapeutic approaches to control infection and to minimise the adverse effects of an infection.

Dr Moore's research centred on one of the other two main human pathogens known to induce immunosuppression, HIV — the third is measles. He worked with Professor Frank Christiansen, from the School of Surgery and Pathology, and others at Royal Perth Hospital.

Their research explained the variation in response in AIDS patients to HIV infection. The findings have had considerable impact on vaccine-based strategies to control HIV infection. The paper was published by Science.

Dr Knight's results were published by the Journal of Experimental Medicine and concentrated on liver cell growth and the formation of liver tumour formation. They provided evidence of a link between liver progenitor cells and liver cancer.

The executive officer of the Raine Medical Research Foundation, Lyn Ellis, said the committee had been enormously impressed with the two winning research projects and their contributions to their respective fields of medicine on the international scene.

“This is why Raine was so generous, awarding two prizes,” Mrs Ellis said. “On the same night, the State Government also awarded two first prizes for medical research, but decided to split the prize money between the winners.”
Some people call it a balancing act. Others refer to it as ‘having everything’.

But Associate Professor of labour studies, Barbara Pocock, describes the work-life-family combination as a collision.

Professor Pocock, Director of the Centre for Labour Research at the University of Adelaide, recently published a book The Work/Life Collision, and she was the guest speaker at a symposium of the same name at UWA.

She argues that the work-care regime under which we all live imposes high social costs for mothers, fathers, families and those who want to be both workers and carers.

She said a new work-care regime could be built through the redistribution of working hours, the rehabilitation of insecure part-time jobs and a new system of leave from paid work for carers.

Professor Pocock’s visit was funded by a Diversity Initiatives Grant, and was the culmination of a research project by students in Dr Joan Eveline’s Managing Diversity unit in the School of Economics and Commerce (Organisational and Labour Studies).

Dr Eveline and Dr Judy Skene (who is now Transition Support Program Coordinator for Student Services) won the grant last year to highlight work-life-family issues in the Business School.

The 55 students each chose a staff member of the Business School to interview on their individual approaches to the ‘collision’. They then developed their research into posters, which were displayed at the symposium. The posters covered a range of subjects including pregnancy in the workplace, disability, stress, sexuality, finance, welfare, culture and the particular role of working fathers.

The Western Australian Government’s Office of Multicultural Interests put up a prize for the best poster, which the Deputy Vice-Chancellor, Professor Alan Robson, presented to Bianca Symons, Tim McCormack, Huey Teoh and Justin McDonnell.

“It was interesting to see that a large proportion of those staff who were interviewed also came to the symposium,” Dr Eveline said. “The students had obviously stimulated their interest in the subject, not to mention the organisation of their lives.”

Dr Skene said the students learned a lot about themselves and balancing their lives. In general, they said the Business School staff’s knowledge of UWA’s work-family support network and available options was low but definitely improved with their participation in the research project.

The Managing Diversity unit is open to all students from second year on. Dr Eveline said her current students are enrolled in arts, commerce, agriculture and engineering.

“The students who come into this unit self-select. At first, I wanted it to be a core unit, but now I’m happy with it as an elective because the students who choose it are really enthusiastic,” she said.

Other speakers at the symposium at University House were Maria Osman, Director of the State Government’s Women’s Policy Development Office (and former Manager Equity at UWA), Stephanie Mayman from UnionsWA, and Dr Paul McLeod, Dean of the Business School.
The new Student Information Management System (SIMS) will affect everybody on campus—not just those working directly with students.

Like the current system, it covers every administrative facet of university life.

Director of the SIMS implementation project, John Murray, said that configuration of the new system was going well, and data migration (moving all the files across from one system to another) was on schedule.

“We’ve been running business process workshops which continue through July into August. They will be focussing on Callista (the new software) and how current business processes will look on the new system.”

About 150 staff members have attended the workshops and anybody who is interested can come along. The workshop schedule is on the SIMS website (www.sims.uwa.edu.au).

Project Manager, Peter Trenfield, said transferring all the data from the current Student Records System (SRS) was a very complex job. “SRS doesn’t equate exactly with Callista. For example, we have to change the course codes so they fit into the new system. But, despite the problems, we are on target, and doing the best we can to ensure a smooth transition to Callista by the end of next year,” he said.

There are now 15 people working on the project, including functional team members who are responsible for running workshops for future users of the new system, and technical team members, who are working on data migration and system interfaces.

They are also adding extra functions to the new system. “In collaboration with Deakin University and the University of Western Sydney, who developed and set up Callista Software Services (CSS), we have added a StaffConnect facility and also added more functions for prizes, rules and graduations,” Mr Murray said.

“Callista had only limited functions in these areas. Now the prizes management system will be able to keep track of prize winners as well as prize donors. The rules section is an extension which now covers TEE pre-requisite checking and honours calculations. We have developed a new graduations system with Deakin, the Queensland University of Technology and Edith Cowan University.”

About half of Australia’s public universities use the Callista software system, or, like UWA, are in the process of changing over to it.

Mr Murray said the implementation group appreciated input into design of these extra functions, from the potential users.

Peter Trenfield said the group was concentrating on spreading the word across the campus. “We have visited all the faculty board meetings and most of the school board meetings and if anybody would like us to come and visit them and tell them all about the new system, we are only too happy,” he said.

About 150 staff members subscribe to the monthly SIMS newsletter and more people are encouraged to do so. You can add your name to the mailing list on the SIMS website.

There will also be some lunchtime forums around October where the system will be demonstrated.

To keep up to date with SIMS, log on to their website or call John Murray on 9380 3339 or Peter Trenfield on 9347 4224. (The 9347 numbers are accessible on campus with just the last four digits, as with normal extension numbers.)
There are more elements to water than H₂O

Health, politics, the environment, culture, engineering, art, agriculture, history ...

It could be a list of courses offered at a comprehensive university. But it is some of the parts that make up the whole of one thing we can’t live without: water.

UWA recently hosted an international symposium on water and its histories, cultures and ecologies. The unique inter-disciplinary research symposium on the future of water featured local and international representatives of academia, industry, community and government.

One of its focuses was putting Australia’s current water crisis into a global perspective. But decisions about our water future cannot be made in isolation. Water plays its own part in history, politics, culture and the environment and all of these were brought together in a rich research atmosphere.

Jila Jumu Jiwari Wirrkuja — an exhibition of paintings about water by Mangkaja Arts from Fitzroy Crossing in the Kimberley — was held in conjunction with the symposium, at UWA’s Cullity Art Gallery. The exhibition included interpretations of water and food, water and work, rain-making rituals, life on stations and images drawn from the Fitzroy River and other water sources.

The four-day symposium looked at sociocultural beliefs associated with water use, environmental damage and ecological transformations, and explorations of engineering, colonial and climatic histories.

UWA convenors represented a multi-disciplinary group: Professor Jorg Imberger and Caroline Wood from the Centre for Water Research; anthropologist Dr Sandy Toussaint; historians Dr Pam Sharpe and Dr Andrea Gaynor; and the Institute of Advanced Studies.

Speakers included Noel Nannup from Conservation and Land Management, with an Indigenous perspective; Professor Phil Cocks from the UWA-based Cooperative Research Centre for Plant-based Management of Dryland Salinity; Tim Fischer from the Australian Conservation Foundation; a historian from the University of Kansas; an anthropologist from California State University; a social scientist from Auckland University; a policy analyst from the Office of Science and Technology Policy in Washington; the Director of WaterAID in London; a regional water expert from south Africa; and a water scientist from Israel.

The final day was to be devoted to government and community groups to discuss WA’s water future.
Civil Engineering students can now come into their new computing laboratory and print out documents at 2am.

The School of Resource and Civil Engineering has recently installed a stand-alone version of the print payment system used in the library. It is the first school to do so and it gives both staff and students much greater freedom.

Systems administrator Wenge Liu explained that, when the school started charging a nominal fee for students’ printing last year, it meant he had to be in his office to process their payments from their Campus Cards for 50 pages at a time.

“If I wasn’t in my office and the students had run out of prepaid printing credits, they couldn’t print anything. It was very frustrating for them if they had worked all night or weekend on an assignment, then couldn’t print it until I was there,” Mr Liu said.

“And it was very difficult for me, having to be in my office all the time. Now the students can just swipe their Campus Card, as they do in the library, any time of the day or night. And I’m free to do more useful things around the school.”

He said the school started charging for students’ print jobs when their printing consumables bill (for paper and ink cartridges) came to about $10,000 a year.

“We can now put that money towards more resources for the students,” he said.

Mr Liu said that often the engineering students needed to do their work in the computer labs set up specifically with special programs and software, rather than at home or in the library.

The most pages printed in a day from the lab’s three printers is 999. The average per day is around 500.

Jennifer Barton, Campus Card Manager, said she hoped other schools and faculties would follow the lead of Civil and Resource Engineering, making life easier for both students and staff.

Some people are suspicious of statistics. But the probability of a mathematician taking the wrong slant on a set of figures is extremely small.

So it was with great delight that Associate Professor Tony Pakes passed on some statistics on international probability research that puts UWA near the top of the list. Professor Pakes quoted Professor Christian Genest (University of Laval, Quebec), who has analysed international publication data for probability research, in The Canadian Journal of Statistics.

“Measuring the real contribution of research output is a difficult task, and there seems to be no easy way of distinguishing between the volume of productivity and its intrinsic quality,” said Professor Pakes. “It is no surprise then that the easier task of measuring volume renders ‘amount published’ as the indicator of research contribution most commonly used by granting and other agencies. Restricting the count to volume published in journals universally recognised as being in the top rank should ensure there is a reasonably high association between volume and quality,” he said.

Genest (1999) based his analysis on numbers of papers published in nine of the world’s ten leading probability journals between 1986 and 1995. (The tenth journal, a Russian publication, was omitted because it does not give author affiliations.) His analysis was extended in Genest (2002) to cover the period from 1986 to 2000.

“It is very heartening to find that UWA is the top Australian centre for probability research and it holds a high position in international ranking,” Professor Pakes said.

The data up to 1995 places...
Add another dimension to ANZAC Day

Turkish-born globetrotter Asli Duru (pictured) is about to make patriotic Australians' pilgrimages to Gallipoli more meaningful.

The Arts honours student, who prefers to be called by her adopted Australian name Anne Palmer, is starting Turkish language classes on campus this week.

“Australians who have been to Gallipoli have often said to me that they wished they could have spoken to the local people, Australia has emotional bonds with Turkey and it would be really good for them to be able to speak to each other,” she said.

Although Anne’s first language is French, she is doing her honours project in German, looking at German migrants’ idea of ‘home’. “Migrants have this utopian idea of home, meaning the country they came from, but when they go back there, it is not the same. Many of them feel homeless.”

Anne’s father was a diplomat and she spent her childhood in mostly French-speaking countries, including primary schooling in Senegal, then boarding school in Germany.

She and her Turkish husband came to Australia in 1990, but when his mining company sent him back to Europe, they took their son to live with her family in Ankara, Turkey, for four years.

“We have no family in Australia and I wanted him to know what it was like to have an extended family around him as he was growing up,” she said.

The Goethe Society is running Anne’s evening classes in Turkish. “There are about a million Turks in Germany and the Germans have become increasingly interested in learning the Turkish language,” she said.

“In fact, all over Europe, there is a big shift back towards minority languages and keeping them alive.”

Her eight-week course, to be held in the Arts building, aims to teach students how to greet and farewell others, to ask or give directions, to order a meal, to go shopping (“You must haggle in Turkey”), and to tell the time. They will also be introduced to traditional Turkish customs, expressions, dance and food.

The course starts on Tuesday July 29. Enquiries to Anne on 9330 9313 or 0421 459 650 or email: palmea02@tartarus.uwa.edu.au

The needs of research staff have been under the spotlight for the past 18 months.

The Raising Researchers Staff Development Project, started last year in response to the Lake Report (2000), is gaining momentum. The project comprises three programs:

• Research Route: In 2002 a year long, career and leadership program for a group of career researchers was developed. Due to the interest and the success of the 2002 program, a second cohort is now undertaking the 2003 revised program.

• Researcher Enrichment programs have been the main developmental focus for 2003. These are targeted at all career researchers and are comprised of specialty workshops. Some of the successful workshops have included Having a Voice in the Research Forum and Making the Most of Your Conference poster.

In second semester 2003 a suite of workshops which may of interest to some of the more senior researchers will be offered. These include Building Effective Research Teams and Developing Researcher Networks. Details of these workshops can be found at www.csd.uwa.edu.au/

• Researcher Refreshment programs are lunch time sessions planned for 2004 in conjunction with the proposed UWA Research Staff Association. Any suggestions from researchers would be welcome (jadams@admin.uwa.edu.au).

• OSDS programs in second semester for early career researchers will include Writing and Publishing in Scientific Journals and Applying for Grants: An overview of Basic Strategies.

A career researchers’ email list is currently being established by UCS for access through the Research Web Pages. This will be maintained by the Raising Researchers program coordinator, Jacemie Adams.

(see also The Last Word: Research – Look Again! by senior research fellow Associate Professor Sarah Dunlop)
Research — look again!

For those engaged in research, we know only too well that it means ‘look again’, and often again and again.

Only by looking again can we shift our original data or observations along a spectrum to create new information, then knowledge and, particularly in the current climate, produce outcomes that will benefit the world we live in.

Research grants are awarded in the main for one to three years, and in rarer instances five years, and so the ‘looking again’ takes on the twist of attracting highly competitive funds to undertake research. For research staff or career researchers, whose salaries come from those grants, this will mean the deadly serious business of ensuring ones’ financial and career survival every 1-5 years. The system is thus highly competitive and designed to ensure excellence but can have a high personal cost.

Nevertheless, at UWA, research staff and the external funding that they attract, have risen steadily over the years. We now constitute one fifth of all full time staff and research income stands at 21 per cent of UWA’s operating income (http://www.stats.uwa.edu.au/StatsOffice/uwa_in_brief/uwa_in_brief_2002#FINANCE). The increasing proportion reflects a parallel shift in thinking about research as a career option. For many decades, completion of a PhD meant one or two ‘transient’ postdoctoral positions before taking up an Academic Staff appointment with combined teaching and research responsibilities.

The transitory nature of a research position often resulted in somewhat of an underclass in terms of employment conditions, lack of representation at all levels within the University and no obvious way to turn for much needed help and support. But things have been changing at UWA, rapidly, very positively and at several key levels.

Professor Alan Robson has maintained a strong interest and support for research staff and co-opted me in 1999 to the Staff Development Committee (Organisational and Staff Development Services). A proposal was developed, with Barbara Black, to fund a part-time position specifically to support research staff development. Jacquie Adams took up the position in 2001 and developed Raising Researchers, the highly successful program that first ran in 2002 and which targets 30 Researchers in a year-long program providing core workshops, skills and development workshops, information sessions and also a much acclaimed mentoring network.

In parallel with Staff Development aspects, Associate Professor Fiona Lake had been chairing a working party on research staff which tabled its report to the teaching and research nexus working party in July 2000. A total of 36 recommendations were made. The first changed UWA’s use of the DEST terminology ‘Research Only Staff’ to ‘Research Staff’, reflecting our broad involvement in research, teaching and administration. The others reflected a need to recognise our contribution to teaching (paralleled by raising the profile of UWA Teaching and Research Fellowships), addressed the issue of a lack of job security (for example by proposing a safety net scheme), and encouraged our increased administrative involvement and recognition at School, Faculty and University levels.

At the launch of the Working Party on Research Staff Report, a small group of us (Vera Morgan, Ann Barden, Trevor Mori, Kay Cox, Jonathon Hodgson, Teresa Borwick, Stuart Hodgeett and myself) seized the opportunity and set up a research network to discuss research staff issues. The network has grown steadily and we are now meeting on a regular basis (venue: Matilda Bay Café! and with new members Claire Adams, Giulietta Valuri, Philippa Maddern and others).

Our main concern is to spread the ‘net’ and effect changes to benefit all research staff in addition to those lucky enough to do the Raising Researchers Program. Vera Morgan in particular is continuing to have input into the UWA webpage (Resources for Research Staff http://www.research.uwa.edu.au/welcome/resources_for_research_staff) such that all information relevant to Research staff can now be accessed from one site and is working on ways to allow easy identification of research staff on the web. Also, spearheaded by Claire Adams, we are close to setting up a Research Staff Association. The Association will foster networking and awareness of issues relating to research staff and aims to ensure formal input to University Committees as well as OSDS regarding research staff development needs and will play a proactive role in improving terms and conditions of employment.

Much has been accomplished over the past few years and new issues are constantly raised in our ever-changing higher education sector. The programs and changes I have outlined at UWA appear to be leading the way nationally. Indeed, I recently contacted all State representatives for the National Association of Research Fellows (NH&MRC) regarding our progress and none reported any similar activities. We aim to be able to keep ‘looking again’ but with a greater sense of security and awareness of our role in University life.
**2003 Excellence in Teaching AWARDS**

This is to advise all staff that a call for the 2003 Excellence in Teaching Awards has now been distributed to faculties and schools.

The awards were realigned in 2002 to take account of restructuring and will remain the same for 2003, as follows:

**A. Self or peer nominated awards**
- Inclusivity Award
- Innovation Award

Staff are encouraged to consider the two-self or peer-nominated awards. The deadline for receipt of submissions is Friday 24 October 2003.

**B. Student nominated awards**
- Individual Teaching Awards
- Individual Teaching at First-year Awards
- Honours Research Supervision Award
- Postgraduate Coursework Teaching Award
- Postgraduate Research Supervision Award
- Unit Award

Since 2002 the individual teaching awards have been considered on a divisional basis, as follows:

**DIVISION 1 — HUMANITIES/SOCIAL SCIENCES**
- Architecture, Landscape and Visual Arts
- Arts, Humanities and Social Sciences
- Economics and Commerce
- Law
- Education
- Indigenous Studies
- Non-faculty-based teaching

**DIVISION 2 — SCIENCES**
- Engineering, Computing and Mathematics
- Life and Physical Sciences
- Medicine and Dentistry
- Natural and Agricultural Sciences

The closing date for nominations for the student nominated awards is Friday 24 October 2003.

Guidelines and contact details for these awards are available on the Web at: [http://www.teachingandlearning.uwa.edu.au/tl/committee/awardsschemes/eta](http://www.teachingandlearning.uwa.edu.au/tl/committee/awardsschemes/eta)
Monday 28 July
PUBLIC SEMINAR
‘Managing mental health in the work and study environment’, A/Prof Geoffrey Riley, Associate Dean (Student Affairs), Medicine and Dentistry. 1 to 2pm, White Lecture Theatre. For further information contact the Equity and Diversity Office on ext. 3873 or 3791.

Monday 4 August
BIOMEDICAL AND CHEMICAL SCIENCE SEMINAR
‘Structural biology and chemistry using third generation synchrotrons’, Professor Sine Larsen, Director of Research, European Synchrotron Research Facility, Grenoble, France. 1pm, CLIMA Seminar Room.

Friday 8 August
CLIMA SEMINAR
‘Phosphate acquisition—a comparison of Western Australian Proteaceae and some legume crops’, Professor Hans Lambers. 4pm, CLIMA Seminar Room.

Saturday 9 August
PERTH MEDIEVAL AND RENAISSANCE GROUP ELEVENTH CONFERENCE
‘Intersections of sacred and secular in medieval and early modern culture.’ Registration at 9am, ends at 5pm, St Catherine’s College. Registration fee: $30 ($20 full-time student/concession), includes morning and afternoon teas and lunch. Registration forms can be collected from English and History offices.

What’s On Next?
Places are still available in the following workshops:

- Applying for an Internal Position: Practice in Facing Selection Panels (Academic Level B) 20 August, 1.45 to 3.30pm (closing date: 30 July)
- Applying for an Internal Position: Interview Tips and Techniques 21 August, 12 to 2pm (closing date: 31 July)
- Staff Selection for Academic Staff Panels 20 August, 9am to 4.30pm (closing date: 30 July)
- Introduction to Project Management 25 August, 9am to 5pm (closing date: 4 August)
- Databases for the Innocent 26 August, 10am to 12pm (closing date: 5 August)
- Evaluating the Effectiveness of Your Teaching 27 August, 1 to 2pm (closing date: 6 August)
- Learning How to Learn IT-Online  2 September, 10am to 12pm (closing date: 12 August)
- Taking the Lead 3 September, 9 to 10.30am, 10, 17, 24 September; 9am to 1pm, 22 October and 19 November; 9 to 11 am (closing date: 13 August)
- Building Effective Research Teams 3 September, 2 to 5pm, 7 October, 9am to 1pm, and 3 November, 2 to 5pm (closing date: 13 August)

For further information and registration for these or other workshops, see http://www.csd.uwa.edu.au/programme/ or our Second Semester Flyer. Alternatively, feel free to contact OSDS on ext. 1504 or by email csdoffice@uwa.edu.au.

TURKISH LANGUAGE SHORT COURSE
This course is ideal for adults, travellers, students or anyone who wants to rapidly learn Turkish. It will provide:

- the opportunity to acquire and develop practical skills in listening, speaking, reading and writing in Turkish;
- promote in students an understanding of the culture, civilisation and society to which the language provides access, through such aspects as the study of Turkish literature, geography, history, cooking and dance;

Starting: 29 July 2003
Day: Tuesdays
Weeks: 8
Venue: UWA Arts Lecture Room Nr. 2.45 Arts Building 2nd Floor
Time: 6.30 to 8pm
Price: $60
Contact: Anne Palmer
Telephone: 9330 9313
Mobile: 0421 459 650
Email: palmea02@tartarus.uwa.edu.au
New releases from UWA Press

James Stirling
Admiral and Founding Governor of Western Australia
Pamela Statham-Drew

“Pamela Statham-Drew has filled one of the great gaps in Western Australian history by writing this biography of the founding Governor, Sir James Stirling … her masterpiece … she adds new insight into our early history.”
Geoffrey Bolton
RRP: $59.95 hb

Farewell Cinderella:
Creating Arts and Identity in Western Australia
Edited by Geoffrey Bolton, Richard Rossiter and Jan Ryan

Brings together for the first time a range of perspectives on how all the branches of the arts and culture have reflected and represented Western Australia’s social history, it’s changing values, it’s landscape and its sense of place in the world.
RRP: $38.95 pb

Legacies of White Australia:
Race, Culture and Nation
Edited by Laksiri Jayasuriya, David Walker and Jan Gothard

Provides an informed debate on the issues of race, identity and nation that will determine our attitudes to immigration, multiculturalism and Australian-Asian engagement in the 21st Century.
RRP: $38.95 pb

A Long and Winding Road:
Xavier Herbert’s Literary Journey
Sean Monahan

Part literary criticism, part literary detective story, this book makes a substantial and original contribution to the understanding of Herbert’s fiction.
RRP: $38.95 pb

Grandpa’s Gate
Liliana Stafford
with illustrations by Susy Boyer

Suzy loves to help Grandpa in his metalworking shed. When she moves away and everything seems to be changing, it is one of Grandpa’s creations that brings them together again.
Cygnet Books
RRP: $24.95 hb

The Long Sticky Walk
Edel Wignell
with illustrations by Dee Huxley

Stranded on their farm after a terrible flood in 1886 a young family face an epic walk to the nearest town for supplies, through swarms of sandflies, past animals drowned in the flood, on and on through the sticky black mud…
Cygnet Young Fiction
RRP: $12.95 pb

Telephone 9380 3670   Email uwap@cyllene.uwa.edu.au
Facsimile 9380 1027   Website www.uwapress.uwa.edu.au/
new staff

Welcome to the new staff who joined the University in May and June. They are:

Lois Balmer, Research Associate, Animal Biology
Caitlin Reed, Research Assistant, Animal Biology
Adam Groom, Assistant (Animal House), Animal Care Unit
Angus Johns-Pearce, Assistant (Animal House), Animal Care Unit
Yin Fan Andrew Lim, Graduate Research Assistant, Biomedical & Medical Sciences
Aya Kelly, Administrative Assistant, Economics and Communities
Angelo Strano, Architect, Facilities Management
Naomi White, Environmental Officer, Facilities Management
Shari Forbes, Associate Lecturer, Faculty Office, Life & Physical Sciences
Kelly Bruins, Project Officer, Finance & Resources Office
Annette Black, Human Resources Consultant, Human Resources
Allison Coleman, Administrative Officer, Human Resources
Dr Jean Chetkovich, Associate Lecturer, Humanities
HeLEN Moore, Admin. Secretary, Legal Services
Janet Edwards, Library Officer I, Library
GlenN Ryall, Library Officer I, Library
Natascha Heuer, Technican Centre for Neuromuscular and Neurological Disorders
Bronwyn Godfrey, Dental Clinic Assistant, Oral Health Centre of WA
Kerry Ling, Dental Clinic Assistant, Oral Health Centre of WA
Shanell Quinley, Dental Clinic Assistant, Oral Health Centre of WA
Lydia Bazzale, Administrative Assistant, Physics
Daniel Petti, CMS Client Support Officer, University Communications Services
Deirdre De Souza, Executive Officer, Vice-Chancellor
Dr Roger Hart, Senior Lecturer, Women’s and Infants’ Health
Paul Manolas, Technical Co-ordinator (SSP), Women’s and Infants’ Health
TAMara Groothengel, Accountant, Finance and Resources
Violet Faure, Accounts Assistant, Medicine and Pharmacology
Michele Roberts, Admin. Assistant, UWA Press
Mildred Wei, Admin. Secretary, Mechanical Engineering
Prudensie Densley, Admin. Assistant, Faculty of Engineering, Computing and Mathematics
Sarah Smyth, Admin. Assistant, Vice-Chancellor

Garvin Lee, Analyst/Programmer, Registrar’s Office
Dr Farzad Sharifian Jazi, Research Fellow, Humanities
Craig Clayton, Computer Support, OHCWA
Ivan Cometti, Computer Systems, Population Health
Andrea Andrys, Dental Clinic Assistant, OHCWA
Jacqueline Cunningham, Dental Clinic Assistant, OHCWA
Annette Lambert, Dental Clinic Assistant, OHCWA
Angela Mclachlan, Dental Clinic Assistant, OHCWA
Virginia Rowland, Graduate Research Assistant, Humanities
Isabelle Valk, Graduate Research Assistant, Psychiatry and Clinical Neurosciences
Renae Weiler, Graduate Research Assistant, WAIMIR
Ivan Lin, Lecturer, Primary, Aboriginal and Rural Health Care
Dr Megan Ryan, Lecturer, Plant Biology
Lisa Kidd, Librarian I, Library
Elizabeth Chandler, Library Officer I, Library
Christina VANDergt, Library Officer I, Library
Graeme Merton, Manager (Archives and Records), University Secretariat
Dr Katherine Templeman, Medical Co-ordinator, Primary, Aboriginal and Rural Health Care
Robert Juhanian, Network System Officer, Admin, Computing Services
Andrea McLeod, Personnel Officer, Human Resources
Phillip CORrEll, Plumber, Facilities Management
Professor Peter Cawood, Earth and Geographical Sciences
Christian Rasmussen, Project Manager, Finance and Resources
Bernard Yeo, Prospective Students’ Adviser, Student Services

TO LET

NEDLANDS, Park Road, $240/week, double storey front townhouse with private courtyard and glorious northern/winter sun. Refurbished with terracotta tiles granite/timber look deluxe kitchen and imported live appliances. Comprising 3 bedrooms formal lounge, separate dining, 2 WC’S, reverse cycle split system, storage room and carport. Close to transport, QEI, SCGH, CSIRO, UWA and Hampden Road cafes and restaurants. Available now. Contact 9386 6139 or yogesan@cyleene.uws.edu.au

WANTED TO RENT

ROOM TO RENT/HOUSESIT near UWA for female student visiting from Germany between 13 Oct to 6 Dec. Email: lasakiuamolna_luna@yahoo.es.

FLAT/HOUSE RENTAL WANTED, couple with 1 child arrive in Perth in mid-August, for 1 year. UWA research staff looking for a quiet place at biking distance from work. Contact: cassami@unice.fr.

SHORT-TERM ACCOMMODATION WANTED 14 Sept to 10 Nov 2003. Alison and Rob Nethery from UNE and CSIRO Armidale looking for rental or house-minding during 2 months’ study leave at UWA for themselves and two well-behaved kids aged 8 and 5. Prefer NEDLANDS/Floreat area. Non-smoking and responsible. Contact Rob Nethery, CSIRO Livestock Industries Armidale, NSW 2350, work 02 6775 1285, home 02 6776 1389 or, locally, David Lindsay, 9381 3423.

classified advertising is free to all university staff.

To place your advertisement email joanna.thompson@uwa.edu.au

Classifieds

FOR SALE

1993 DAHATSU FEROZA SX II 1.6L, EFL 5sp man, roof racks, towbar, sunroof, removable hardtop, electric windows and mirrors, central locking, action alarm system, am/fm cassette, just had major service, interior liked new, excellent condition!! $11,900 ono. Ph 0403 004 127; a/h 9341 7440 or ext. 7309.


ROLLAND D20 synthesizer keyboard, built in sequencer, midi, drum machine, as new (never gigged) with manuals $200 ono. YAMAHA M7100 2, four-track cassette recorder vgc $250. Phone Peter on ext 7959 or 0409 299 827 or email pack@w@w@w.edu.au.

Bids should be accepted by Monday 11 August with schools to have first option.

Redundant Equipment for Sale

<table>
<thead>
<tr>
<th>ITEM</th>
<th>PRICE</th>
<th>AGE</th>
<th>CONDITION</th>
<th>CONTACT</th>
</tr>
</thead>
<tbody>
<tr>
<td>10x PC Pentium II 350MHz, 128MB RAM, 33GB hard drive, 15” Monitor, CDROM, network card, sound card, NO OPERATING SYSTEM</td>
<td>$2600ono</td>
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<td>—</td>
<td>Mark 1405</td>
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<tr>
<td>Laserwriter 16/600PS printer.</td>
<td>$2500ono</td>
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<td>Mark 1405</td>
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<tr>
<td>Laserwriter 12/600PS printer</td>
<td>$2500ono</td>
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<td>—</td>
<td>Mark 1405</td>
</tr>
<tr>
<td>Apple book 300/233/3.2GCD</td>
<td>$400</td>
<td>3</td>
<td>2</td>
<td>Glenys 2920</td>
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<tr>
<td>Mac3/400/256/(Gb/Rom/Zip</td>
<td>$450</td>
<td>4</td>
<td>2</td>
<td>Glenys 2920</td>
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</tbody>
</table>

Schools are reminded that all University equipment available for sale must be advertised in the UWA Classifieds. 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.

Incoming Classifieds receive a reduced rate.

To place your advertisement email joanna.thompson@uwa.edu.au