Research on the edge
Bringing careers together

by Lindy Brophy

Career researchers often live life on the edge.
They might be on the edge of a discovery; they are often at the thin edge of a funding grant; and some feel they are on the edge of the University community.

A newly-formed association of career researchers, UWA Researchers’ Association (UWARA), has started to make sure that these staff, who make up 20 per cent of the University total, and bring in 21 per cent of the income, are in the thick of things.

For a start, the term ‘research only staff’ has been replaced, in a series of transitions, first by ‘research staff’ and, more recently, by ‘career researchers’, to get rid of any implications of a researcher making a lesser contribution to the University than a teacher.

“The work we do is a huge component of the profile of the University. It is as integral to the University as teaching, it is ongoing, and it is an area of growing importance,” said Vera Morgan, a career researcher in Psychiatry. “But one of the big problems for researchers is that, despite the permanent role of research within the university, research staff are employed on short-term contracts funded by research grants.”

Research staff are often regarded by others as temporary – but this only reflects their untenured positions, not their aspirations.

“Because we are not seen as long-term employees, we do not have job security, our access to superannuation, travel funding, and staff development has been limited, and we have poorly articulated career paths compared to other staff. Overall there has been very little infrastructure support for us until now,” Ms Morgan said.

In 2000, UWA’s Lake report on researchers recommended the University provide a researcher development program as a key priority.

Raising Researchers was run for two consecutive years by Organisational and Staff Development Services (OSDS), providing 55 UWA researchers with networking opportunities, leadership training, help with project management, keynote speaking, understanding intellectual property and other skills.

A review of that initiative, this year, went further, with more recommendations for continuing support and development for career researchers.

Associate Professor Sarah Dunlop (Animal Biology) and fellow researcher, Vera Morgan, were instrumental in setting up a network for research staff over the past few years.

That network has now evolved into the UWARA, launched last month, with a mission to improve infrastructure for and perception of researchers throughout UWA. In addition to A/Professor Dunlop and Ms Morgan, the new UWARA committee includes Stuart Hodgetts, Jackie Kent, Anne Barden, Trevor Mori and Alec Redwood.

“It’s a cusp time for researchers,” said Professor Shelda Debowsky, Director of OSDS. She is leading a Go8 research project to develop a framework for research communities and networks.

The Lake report, the Raising Researchers initiative and its subsequent review have put UWA at the forefront of researcher...
development in Australia. Professor Debowski has presented the University’s work at a Go8 conference and Ms Morgan at the first National Tertiary Education Union researchers’ conference in Melbourne. Both created enormous interest, with UWA seen to be at the leading edge in its initiatives for research staff. The University of Melbourne is now using the UWA model to create a development program for its own career researchers.

The review recommendations include the appointment of a full-time academic developer for career researchers; continuing access to the Raising Researchers program; specific career researcher orientation; support for researcher networking to become a priority for the University; provision of research leadership programs for experienced researchers who are project leaders; and a career advisory service.

“This hasn’t been done for career researchers anywhere else in Australia,” Professor Debowski said.

A practical implementation that has already been put in place since the Lake report is the UWA Safety Net Scheme, which provides bridging support for senior researchers whose funding might fall short between grants. It is available for up to one year, to a maximum of $40,000 and the funding is shared between the University and the researcher’s faculty or school.

Another is the research staff website with information relevant to researchers at UWA at http://www.research.uwa.edu.au/welcome/resources_for_research_staff.

“There are many of us don’t fit neatly into traditional academic or general staff categories,” Ms Morgan said.

For example, some career researchers may be doing academic research, but are employed as research officers under the general staff umbrella and so are not eligible for UWA small grants, which are only for academic staff. Research staff may also miss out on opportunities to participate on University committees which may have places for representatives from teaching-and-research and general staff, but not research staff.

Addressing anomalies like these will be easier with the support of an association behind the researchers. UWARA will give career researchers the support they need to identify issues relevant to their employment and to lobby for change by building on recognition, support and awareness of their issues within the rest of the University community.
Future for computers in the lap of the IT office

By Maureen de la Harpe

The wireless used to be something the family gathered around to hear the Queen's Christmas Message or to listen to the cricket.

Sixty years on, the term refers to the latest computer technology, which is on the increase among UWA students.

With the use of laptop computers becoming increasingly common on campus, and the university keen to encourage their use, the IT Policy Office has been canvassing ideas for supporting students and making it easier for them to acquire laptops.

The office is looking at ways to make laptop use easier and more attractive, and one proposal has already become a reality. 'Snap Spot' posters now on display around the campus are publicising locations where students can access the Network with their laptops – via either 'wired' plug-in points, or the increasing number of 'wireless' hot spots.

“We are rolling out a wireless network across the campus and the posters display places where wireless coverage is available – like all of the libraries and cafeterias and various school buildings,” says Professor Alex Reid, IT Policy Executive Officer, “so that if you have a laptop at home you can bring it to uni to complete a half-finished assignment, access online resources on campus, and send and receive emails.”

But with more laptops on campus, the question of security arises and the need to recharge their batteries. “Students won’t want to lug laptops around all day. They need somewhere where they can be kept secure. The library has agreed to provide secure lockers, and we hope they’ll provide power points so that laptops can be recharged while they are in safe keeping. We expect this facility to be up and running some time next year.”

Plans are also afoot to make it easier for students to buy or hire laptops. Although some universities in the US buy laptops for students, it is mainly private institutions, and they simply add the cost to the fees.

Professor Reid is not aware of any Australian universities taking this step. “We can’t do that here for the moment, but since students will be charged higher fees next year, we need to improve the quality of their campus experience: we are negotiating with Winthrop Australia to provide Acer and Apple laptops at attractive prices for students who want to buy them. Another option we are exploring is negotiating attractive leasing arrangements. We are also negotiating discounted Broadband internet access with free access to UWA from Westnet.

“In addition, there is already a loan scheme run by Student Services, which students can use to buy computers. As it is not well known, we are looking at promoting that service so that more students can take advantage of it.”

According to Professor Reid, the University is keen to exploit the use of laptops from an educational viewpoint, and the Teaching and Learning Committee is in the process of developing a strategy.

In the meantime, the increasing numbers of laptops on campus raises issues including insurance cover, maintenance, and legal implications, which all need to be addressed.

“Another issue is that laptops brought on to campus will have to be checked for viruses, so we need some kind of automatic checking system. And students will also need access to printers,” he said.

What is clear, however, is that a start has been made in making life easier for students wanting to use laptops on campus, and the coming year should see some new services in place.
The University’s budget for 2005 has been signed off by Senate after significant discussion and debate within the University.

In short, the University has achieved terrific growth in its budget over the past two years (more than 14 per cent per year).

Expectations for the expenditure of increased income have been high, but difficult to meet. Much of the growth in our budget is what we now describe as for specific purposes (formerly referred to as ‘restricted’ funds). This puts added pressure on the budget, and we must continue to source general purpose funds (formerly known as ‘unrestricted’ funds) to match our overall growth. As well, a significant amount of the additional funds available next year has been directed toward meeting staff salary increases. There is no doubt we must make employment at UWA competitive with employment at other universities and outside the university sector if we are to continue to recruit and retain the highest quality staff, but it is a significant drain on our (overall) limited resources.

That having been said, my primary aim has been to deliver a balanced budget in 2005, the first since 1999. Our increased income of an estimated $60 million comes mainly from Commonwealth grants and research grants (more than $37 million).

There is significant increased funding – above salary supplementation – with teaching and research receiving 71.1 per cent of the total budget. Academic Services will also receive a significant boost. University facilities receive more than $3.7 million for areas such as building maintenance and minor works. Also available will be an additional $1 million for updating equipment.

Our increased expenditure is also directed to a number of targeted areas, including improving the UWA student experience – initially through an additional $0.5 million for undergraduate scholarships; and an additional $2.2 million for postgraduate scholarships, including fee waiver scholarships for international students and scholarships reserved for law and architecture.

I believe the budget distribution for 2005 is fair and equitable. Each allocation needs to be seen within a context of continuing cost pressures across the higher education sector from increased salary demands, increasing facilities costs, expanding technological requirements and so on.

If there is a gap between expectations and delivery in 2005, it serves only to highlight the need to continue to grow the budget, particularly in the areas of general purpose funds. This is going to require the commitment of staff right across the University. We must strive to ensure that our income growth continues to match our ambitions of achieving excellence at an international standard for the benefit of the community we serve.

Alan Robson
Vice-Chancellor
Boost for chickpea industry

Falafels to die for

Lovers of Middle Eastern snacks like hommus and falafel will be familiar with chickpeas, a legume known for its healthy, cholesterol-lowering properties.

They should also be delighted with a new chickpea variety – bigger and better – that has been developed at a UWA-based research centre.

In WA, premium quality Kabuli chickpeas are cultivated in the Ord River Irrigation Area (ORIA) for domestic and export markets.

Since 1984, the industry in the Kimberley has been based on a variety known as Macarena, which has proved somewhat inconsistent in terms of yield and quality. New varieties and better crop management practices were needed, and UWA’s Centre for Legumes in Mediterranean Agriculture (CLIMA) began research in 1998, working in partnership with the Department of Agriculture WA, the Grains Research Development Corporation, Ord River growers and industry.

The result is Kimberley Large, a high quality, high yielding variety with the potential to quadruple the Ord River’s $4 million a year industry and attract new growers. The new variety was commercially launched recently in the Kimberley by the Minister of Agriculture, Kim Chance, who said the breakthrough heralded a stronger, more secure future for WA’s high value Kabuli chickpea industry. Larger seeds mean higher prices for growers.

Kabuli chickpeas are marketed to the luxury end of the market, for use in dips and as a whole seed, according to CLIMA Director Professor Kadambot Siddique. Kimberley Large has already been tested in Sydney, Melbourne, Brisbane and Perth, and Professor Siddique expects it to find markets in Italy and other Mediterranean countries; samples sent to the Middle East and India have also met with positive responses. “Kimberley Large is also showing promise in trials in Central Queensland, another region for chickpea production,” Professor Siddique said.

The genetic material from which Kimberley Large was developed came from a large gene bank based at the International Centre for Agricultural Research in Dry Areas (ICARDA) in Syria. A fast-track approach was used to develop the variety within six years of research.

Professor Siddique expects the current variety to be phased out once sufficient seeds from Kimberley Large are available to growers.

Exercising Mobility

Amanda Halls is helping UWA staff to get moving.

But she’s not an aerobics instructor. Her title is Human Resources (Mobility) Officer. Since arriving at UWA in August to take up her new appointment, Amanda Halls has had to do a lot of explaining to intrigued staff members about what role she performs.

Ms Halls comes to this brand new position with a broad background in human resources. “I am here to develop and coordinate processes involving staff moving around within the university, whether for career development, redeployment, redundancy or rehabilitation.

“My current focus is case management – assisting people who need to move to another position in the university.

“If someone is seconded to another role for a few months, the move might necessitate on-the-job training, and if a position is made redundant, I would help find another opportunity within the university.”

Changing jobs as part of rehabilitation occurs when someone has suffered an illness or injury that makes it impossible to continue in his or her current position. “In such a case,” says Ms Halls, “I would assist them to find a new role in the University. So it is a case management role. My services are tailored to the needs of the individual.”

Ms Halls will be contributing to the development of the mobility program. “We envisage that helping staff move around in the university will give them opportunities to learn new skills they might not otherwise have a chance to learn.”

Movement of staff for career development purposes will be linked to the program, and staff groups will be consulted in its development. The program is expected to be launched in 2005.

Amanda Halls...providing a service to staff
Ten years ago, The University of Western Australia had one of the lowest percentages of women employed among universities in Australia.

Women at UWA were in the lowest paid jobs, there were far fewer female academics than there were males, and promotion for women, especially in the academic realm, was a rarity.

Ten years later the picture is quite different. The University now wins titles like Employer of Choice for Women. The Working Life Survey shows that women at UWA are ‘happier’ than women in other universities. While LDW cannot claim the credit for these changes it has been a key strategy amongst many others addressing gender equity and its ten year history pays testament to the institution’s sustained and committed approach.

Some of those women so vividly remember their years of feeling like second-class citizens and their hard struggle for visibility and equality, that it is still too painful for them to talk about their experiences.

But they are quietly delighted to be joining the celebrations of ten years of UWA’s Leadership Development for Women (LDW).

The LDW program is not, as these women have discovered, anti-men. It is designed – and has been extraordinarily successful in doing so – to address the gender inequities that are part of traditional institutions such as the University.

“Our whole society is gender-biased, and there is no blame attached to that. Western society has been built on men taking leadership roles and women doing most of the domestic work. Those traditions became a largely uncontested way of life in Australia until the second half of last century, when women, and some men, began to question them,” Ms de Vries said.

Even so, some people questioned the need for the LDW program when it was set up. And still there are people on campus who ask: “Why is there a need for LDW? Why do you feel the need to do it?” And “Why isn’t there a leadership program for men?”

In answer to the final question, there are leadership programs open to both genders run by Organisational and Staff Development Services. And the reason for setting up the program in the first place (detailed in the opening paragraphs, above) is usually answer enough to the first query.

But as for why women feel the need to become part of the program, here are some of their replies. These comments were gathered at two LDW lunches in September, part of the tenth anniversary celebrations. The lunches were an opportunity for both the participants in the program and its coordinators, to document, evaluate and celebrate ten years of LDW.

“There’s no such thing as a free lunch,” they laughed as they filled in questionnaires and surveys, and talked to UWANews about the best things to come out of the program for them.
Helen Smith: Networking...also bringing together general and academic staff as equals. The program made me realise I could set goals. The workshop on negotiating helped me with my new stepsons – I realised there could be a win-win situation, there didn't have to be a loser;

Avonia Donnellan: It opened my eyes, I realised I was more than just a salaried psychologist on the UWA payroll, I was an important part of a whole. It helped me to understand my place in the university.

Judy Stratton: It gave me confidence to do something different. I secured a secondment to Canberra and am now working as a senior medical adviser with the WA State Health Department.

Amanda Barnard: Particularly for somebody like me who works off campus, the collegiality and the networking. Structured time that was time out from your regular work. You didn’t take in with you your roles, you were just yourselves. We had a lot of common issues among a bunch of really intelligent women...an opportunity to reflect

Susan Prescott: Contacts and collegiality. Helps you to reflect on the big picture. Gives you confidence to go for the promotion you might not have gone for. It was a constructive atmosphere, not competitive. It was also really great fun and I made some lasting friendships. I met some really inspiring women -- it was a chance to remind ourselves that we can all be inspiring in our different ways.

Samina Yasmeen: Female fellowship, and the knowledge that you had to learn the game and play it. I'm still learning, but now I know when others are playing the game! I learnt that I could be more pro-active.

Judith Berman: I felt I was coming to somewhere warm and welcoming where I could recharge my batteries. Otherwise, most important for me was the effect the program had on other people -- wonderful.

Felicity Gouldthorp: Most enduring was the reflection time. From LDW I learnt the importance of reflection and insight.

Elizabeth Hutchinson: Making new friends and finding a great mentor, (apologies to Dilbert)! For me, LDW was an oasis in the middle of the restructure.

Yew-Keng Low: Learnt a lot about myself and how I relate to others. My work-life balance changed. Support -- you can't work without support.

Claire Chinnery: Networking and confidence to use LDW to approach senior people I never would have before. I asked to be on an interview panel which was selecting my new boss -- I got to choose my boss!

Kym Peck: Good to listen to others' personal experiences. I have never personally felt held back because I was a woman, perhaps due to my time both through University and professionally in Mathematics and Chemistry in male dominated careers. I feel it is important to be able to function as a professional woman, and as yourself, in a male dominated area, but it is also important to understand the powers at play.

Jan Fletcher: Best thing was the friends I made. I didn't know anybody outside Psychology and there were almost no women here when I was new. I had just about given up on a career when I met Trish Crawford through LDW. When she got her professorship, I realised that there were people with similar problems to mine who had found solutions and forged careers for themselves.

Other comments from women included:

Supportive networks: You get to know other people who have similar problems, who are not in your department but they are part of the culture, so you can sound them out. Sometimes you don't need answers or results, you just need a listener.

For the first time, I had a sense of what the uni was about and where I fitted in. I felt if there was something I wanted to do, I could go for it. During the program I felt it didn't matter what I said, I wouldn't be judged.

Learned that everybody's different and if they didn't do things my way, they weren't idiots.

Opportunity to reflect and reset goals: time out -- otherwise you don't have the time to do this for yourself. It has given me some skills, to manage time and set my priorities -- I'm getting there slowly. Networking was good -- it doesn't come naturally to me. Mentoring was good: I had two mentors. I felt I needed somebody else after my first mentoring relationship had finished.

At a UWA garden party earlier this year, the Vice-Chancellor, Professor Alan Robson, who has always championed LDW, said the program had been a springboard for change in the University. “Very few things happen in an institution that could be said to transform that institution, but LDW is one of them,” he said.

That party, the lunches, the launch of Joan Eveline’s book, and a celebratory dinner early next year in the new University Club are all part of marking that successful culture change.

A staff forum built around Dr Joan Eveline’s book, Ivory Basement Leadership, is the next LDW tenth anniversary event. The book takes an in-depth look at UWA, its recent history, and issues of power, leadership and change.

All staff members are welcome to come and hear diverse responses to the book. Come gather in the Lawrence Wilson Art Gallery at 4pm on Thursday November 4, for discussion and debate about the culture of UWA. (Speaker and RSVP details in UWA Diary entry).
In 2002, a quarter of first year students said they did not make a close friend at UWA.

It is this and other results from a wide-ranging survey of first year students that have the transition support team at Student Services working hard on improving the university experience for first years.

Dr Judy Skene, Jayne Brown and a new graduate assistant, Josh Hogan, have sent out a Web-based survey to all staff, asking for their ideas to help assist the transition of new students, whether they are school leavers or mature age.

“We might have a good record for retention of students, but it’s the quality of the experience that counts,” Dr Skene said. “We might have lots of students getting good marks, but perhaps their marks could be better, they could be happier, they could be involved more with the University community, if we could work out the best ways of engaging with them during their first year.”

The First Year Initiative Survey was sent out on Friday October 22 and will remain live until November 26.

Josh, who graduated last year, is close to the student experience, and has been talking to all the people who run the units with the biggest enrolments to see where and how they can help.

He is available to talk to individual staff about their ideas.

“We know there are good things happening around the University,” Dr Skene said. “We want to get them all together on a Website so everybody can use them.

“It doesn’t matter how small your idea is, we’d still like to hear it. One staff member has told us that she always wears her name tag for the first few weeks of first semester, so new students know who she is.”

Ideas have ranged from badge-wearing to an electronic newsletter for first years. Dr Lorna Rosenwax, a Sub Dean (Health Science) in the Faculty of Medicine and Dentistry, initiated Health Science News for first years a few years ago, to let them know about social functions, educational events, health science news, vacation scholarships and other relevant information.

A Coles Myer gift card for $100 will be won by one staff member who fills out and returns the survey. And that’s not the only potential reward.

“Staff getting involved with these sorts of initiatives can lead to staff being recognised for their efforts,” Dr Skene said.

The transition website is at www.transition.uwa.edu.au

How can you help a fresher?

In 2002, a quarter of first year students said they did not make a close friend at UWA.

Hop on board for Thursday lunch

The Boat Shed on Thursdays is a new and inexpensive venue to get your team together for lunch.

Run by UWA’s Sport and Recreation Association, with food by Guild Catering, the Boat Shed has uninterrupted river views and offers more stylish service than a bayside cafe to the south and much cheaper meals than a riverfront restaurant to the north-east.

It has a small menu offering one hot dish (perhaps a curry or lasagne), a selection of gourmet sandwiches, often sushi or quiche, with vegetarian options always available. Prices are around the $6 mark, with a generous glass of wine for $4.50.

It stays open all afternoon and into the evening, and proceeds from the bar go to the UWA Boat Club.

The friendly staff suggested it would be a perfect place for University staff to do some afternoon marking or reading in a relaxed atmosphere with a flat white and a beautiful view. Or book your office in for afternoon tea.

The Boat Shed is fairly small, so it’s always a good idea to book for lunch, by calling Sport and Recreation reception on 6488 2286.

As a cafe, the Boat Shed is only open on Thursdays, but yoga classes, wine appreciation courses, seminars and small parties are all catered for there. If you’d like to talk about holding a function at the Boat Shed, call David Phua at Sport and Recreation on 6488 7935.
A Memorandum of Understanding between UWA’s School of Plant Biology and the Botanic Gardens and Park Authority (comprising Kings Park and Bold Park) opens the way for a new era of collaboration in conservation biology research and teaching that will bring benefits to both institutions, students, industry and the community.

According to Professor Steve Hopper, the MOU formalises a longstanding relationship between the two institutions. “This agreement builds on the collaboration between UWA and King’s Park that has flourished for at least 15 years. It has worked very well informally to the point that major collaborations are happening.”

One such collaboration, the results of which were published in the journal Science recently, was a world first: the discovery of the active agent in smoke that is responsible for seed germination. This breakthrough is making available hundreds of native plant species to boost biodiversity in bushland restoration. Scientists from UWA and Kings Park also collaborated recently on research into Wandoo decline, the physiology of rare and endangered species, and ironstone endemic plants.

As both institutions bring unique strengths to the partnership, combining these strengths will open the way to a better understanding of the biology of WA’s unique flora, which will in turn lead to improved biodiversity conservation and restoration – and in particular the restoration of mine sites.

Since 1984, scientists from UWA and the Botanic Gardens and Parks Authority (BGPA) have jointly published almost 120 scientific papers and books, and trained more than 25 doctoral students. Last year King’s Park began teaching a unit on plant restoration and conservation for third year students, and several UWA PhD students who were based at King’s Park have recently graduated.

Professor Hopper, formerly CEO of Kings Park, said that the lack of a formal link had been a drawback. “While the prime supervisor has been at UWA, the expertise was at Kings Park. So the MOU will provide the mechanism for direct supervision when students need it.

“I see it as the springboard for a new era of strengthened collaboration. Because of mechanisms like this, it means that UWA will not have to duplicate expertise that is already available, and vice versa for Kings Park.”

Another plus will be an increased ability to collaborate on funding applications for major projects. “I am working on an ARC grant application for the establishment of a centre of excellence in plant conservation biology,” says Professor Hopper. “If it is successful, it will be an example of how the MOU can help Kings Park to benefit from new funding that would otherwise be difficult to access.”

A concrete example of collaboration in action is already taking shape at Kings Park with the construction of a new laboratory for research and the teaching of undergraduates. The Plant Conservation Centre will provide a sorely-needed teaching facility, as according to Professor Hopper, “Kings Park has been using tin sheds for about 40 years. The Centre should be operating by the middle of next year.”
Excellence all round for Motorsport

The innovative racing car built by engineering students last year has followed its success in Detroit earlier this year by winning another prestigious award, this time in Perth.

And a world racing car expert has visited the Motorsport team, after hearing of their success.

At the WA Engineering Excellence Awards in September, the UWA Motorsport team of final year students, led by project manager Jason LeCoultre, won the Small Business Project category, which means they now go forward with their car – the FSM200 – to the national championships in Canberra in November.

“We decided to enter the car in the Small Business category because we run the project like a small business, with the focus on innovation and development,” Jason said.

“In this category we were joint winners with the Tati Demonstration Plant Project, which was also overall winner.”

The awards were presented at the Perth Convention Centre before an audience of 750 industry leaders, and the bright yellow car was displayed in the main foyer.

Following the national engineering competition in November, the Motorsport team and their new 2004 car will compete in Melbourne in December in the seven-event Formula SAE Competition.

Jason said the team was inspired by the visit, earlier this year, of Formula One suspension expert, Claude Rouelle. He said the world expert runs a suspension consultancy for Formula One designers, and had brought his family to Perth to meet the Motorsport team because he was impressed with what he had heard about them.

Although it is mainly engineering students who make up the Motorsport team, students from Commerce, Human Movement and Psychology are also involved, mainly in the driver training component.

Engineering lecturer and Motorsport mentor Dr Angus Tavner said that what was really impressive about the engineering award win was that the students behaved in such a professional way, coming up against real commercial organisations and proving that they were as good as them.

He underlined the many benefits to students from this type of project. “This project does many things for the students. It involves the engineering of a very complex machine and the technical side of making it all come together and work.

“It involves organising themselves as a team, and the running of the team. And there has been an enormous improvement in their communication skills. They have to communicate with each other all the time, justify themselves to each other. All engineering design is a compromise, so they are trading off against each other. It gives them far more than a traditional project.”

While the FSM200 continues to gather awards, a new car – the Alma Clarke Tribute 070 is now being built. It is named in honour of the grandmother of one of the students. Alma Clarke has made a pivotal contribution to the success of the FSM200: she cooks for the teams during their visits to the Eastern States for competitions. “She turned 70 this year so we thought it would be a nice birthday present,” Jason said.
Landscape Architecture students used an unusual exhibit at the recent WA Wildflower Festival to draw attention to the biodiversity in the South West.

The School of Architecture, Landscape and Visual Arts’ Rural Design Studio is working with the Gondwana Link Project, to restore natural landscapes between the Fitzgerald River and Stirling Range national parks.

The project aims to protect and replant bushland over more than 500 kilometres, connecting ecologies across the South West of WA, which is one of the world’s top 25 biodiversity ‘hotspots’.

The studio group of students and lecturers, including senior lecturer Grant Revell, travelled to properties in the area, studied them with locals and members of the Link project and returned with a better understanding of the region’s ecological and cultural importance.

They designed and presented an exhibit made up of the name tags of 2,565 known plant species growing in the Stirling Range and Fitzgerald River national parks.

“The species names were displayed as tags with the map of the area printed on the top edge of the tag. Any missing tags would result in an incomplete map, making reference to the importance of every individual species in the area and its contribution to the biological richness,” Grant Revell explained.

“The exhibit communicated the rich biodiversity and scale of the plants in the area, as well as representing the work of Gondwana Link – at a scale in which the bigger picture is seen by understanding the small parts.”

Where were you on September 24? If you were not at UWA’s first ever Preferred Suppliers’ Expo, you missed out on a great event and the chance of winning some fantastic prizes.

The Expo was held in the Undercroft of Winthrop Hall with a range of motor vehicles on display on the lawn area in front of the Undercroft.

The purpose of the Expo was to provide an opportunity for UWA staff to meet our Preferred Suppliers to gain a greater understanding of the products and services they offered, and also to raise any queries with them.

The day was very successful with 30 of UWA’s Preferred Suppliers participating. It was very pleasing to see the large number of UWA staff supporting the event with more than 250 attending, most of them leaving with showbags full of goodies. There were also numerous prizes won by staff on the day, and a complete list of prizes and winners can be found on the Procurement web page www.finserv.uwa.edu.au/page/23534 under Purchasing News and General Information.

With calls for a repeat event from both suppliers and staff, I can assure you that this will be an annual event and next year’s Suppliers’ Expo will be bigger and better. So if you missed out this year, make sure you are there in 2005.

Ron Philippkowski
Project Officer
E-Procurement

From ground level, the mounted tags looked like a miniature forest: from above they made a map of the area.
Chaplaincy on campus

Anna Killigrew recently attended a global multifaith conference of 250 university chaplains, campus ministers and religious professionals at Griffith University. She reports on shared chaplaincy ideas from around the globe...

Delegates explored ways in which chaplaincy could influence the university to reach beyond tolerance toward a respectful inclusion of all.

Dr Chandra Muzaffar, a Malaysian political scientist, active in both Muslim-Buddhist and Muslim-Jewish dialogue in the Asia Pacific region is the President of the International Movement for a Just World. He urged university chaplains to become a force for social transformation, articulating the language and ideas, visions and dreams of social justice.

He said capitalism didn’t deliver justice and needed a modifying socialist force. He says the loss of socialism on campus is being replaced by forms of fundamentalism that leave no room for shades of grey or for the ‘other’. We need to live out social justice in common interfaith projects that show alternate ways of being, both humanly and socially.

In another workshop with Tom Oosterhuis, a Canadian chaplain of 28 years experience, we considered that tertiary education in the West is taking a path determined by economic globalism.

He says the culture of competition rather than community produces a false educational process. He suggests that the vice-chancellor is the ‘spiritual head of the university’, determining how the institution interacts with the world, defining the symbols of success, and eco-systems in which the university operates. He proposes the role of chaplains in this context to be:

- To encourage teachers to deepen their own relationship with their subject matter rather than dumping information and propaganda on students;
- To network with the university to become part of its overall strategy, able to interpret the context and clues from the transcendent realm;
- To develop relationships with students that promote their self-respect shaped by the spirit, rather than by their peer judgments; and
- To be strategic rather than piecemeal, dealing with the spiritual crisis of our context. Nurture rooted-ness, attend to justice issues. Make contact at the time of enrolment, offering friendship formation, and at exit of students with HESA debts; run conferences to build healthier universities; promote spiritual theses for discussion.

Another keynote speaker was Associate Prof David Tacey, Associate Professor and Reader in Arts and Critical Enquiry, La Trobe University, Melbourne. He teaches Contemporary Spirituality and Psychology of Religion.

David Tacey offers a transitional first year unit in the English department, titled *Spirituality and rites: spirituality and rites of passage*. He says 400 first-years line up to take his course, which then alerts them to the spiritual dimension of their university learning and environment. He says that any transition from one condition to another leads to an encounter with existential and spiritual problems. He uses literary texts to explore spirituality in an existential and cultural context, using mysticism, experience and existentialism.

He says that ‘generation Y’ want wings to fly and roots to belong. He finds that after his course, which creates a ‘climate of validity for spirituality’, participants from all faith-traditions are awakened to their religious roots and see them as if for the first time, as a resource for spirituality. He helps them focus on the multi-layered spirit-within, which then bridges to the Spirit in religion and in the world.

He describes spirituality as the ‘truth you discover,; ‘religion on the inside’, compared to religion as the ‘truth that is handed to you’.

Professor Wayne Hudson, Head of the School of Arts, Media and Culture at Griffith University, lectured on the horizons of post-religion. He says we are operating with outdated and wrong methods of spiritual evolution. He says we need to associate a spiritual theology with ‘real’ behaviours, and then discern the universal underlying concepts, with their multi-faith applications.

We need to develop new forms of global governance and religious citizenship that can be applied, for example, to stop global killings. So he proposes that we need to re-train chaplains to give spiritual education as part of the student formation process, to give the students the concepts with which to critique the natural sciences, mathematics and logic as presently being taught in our tertiary institutions.
## Research Grants & Contracts

### Australian Institute of Aboriginal and Torres Strait Islander Studies
- Dr Mary Jebb, Humanities: ‘Kimberley Boab Nut Carving as Historical Narrative’—$24,050 (2005)

### Department of Health and Ageing: Miscellaneous
- Prof Gary Hulse, Psychiatry and Clinical Neurosciences: ‘Additional Funding for a Monitoring Committee to Overseen Implementation of NHMRC Grant’—$37,480 (2004)

### Grains R&D Corporation
- Prof Hans Lambers, Dr Megan Ryan, Plant Biology: ‘Lectureship (Level B) in Pasture Science at UWA’—$200,060 (2003–07)

### Nano Mnrf TAP
- Dr Neil McNaughton, Dr Birger Rasmussen, Dr Ian Fletcher, Dr Noreen Viennecker, Dr Richard Stern, Earth and Geographical Sciences, Centre for Microscopy and Microanalysis: ‘U-Th-Pb Geochronology of REE-Phosphates at the <10 Micron Scale, and Applications to the Geochronology of Hydrothermal Events’—$3600 (2004)

### National Institute of Health USA (NH) Via University of Pennsylvania
- Dr Dieter Wildenauer, Dr Sibilie Schwab, Psychiatry and Dentistry: ‘Sub-Award—Multicentre Genetic Studies of Schizophrenia’—$142,718 (2004–07)

### Next Step Drug and Alcohol Services

### NHMRC: Program Grants
- Prof Fiona Stanley, Dr Nicholas De Klerk, Dr Helen Leonard, Dr Deborah Lehmann, A/Prof C Bower, Paediatrics and Child Health, Population Health, Women’s and Infants’ Health, Institute for Child Health Research: ‘Determinants of Child Health and Development: Populations, Partnerships, Pathways and Prevention’—$7,725,375 (2005–09)

### Woodside Australian Energy

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**UWA WALK THERE TODAY 2004**

It's a walk in the park

Following the resounding success of last year's staff Walk, the University is once again inviting its staff to participate in this unique celebration of the world's oldest form of transportation. On November 5 this year, The University of Western Australia will be celebrating 'Walk There Today! Find 30' week with a lunchtime staff walk and barbecue luncheon on the Matilda Bay foreshore.

The second annual 'Walk in the Park' event, sponsored by the Office of Facilities Management, the Department for Planning and Infrastructure and the National Heart Foundation will be open to all UWA staff members and is completely free of charge.

The purpose of the 'Walk' event is to highlight the many benefits of walking for health, relaxation and as an alternative mode of transport to the car. Organisers anticipate that the short stroll along the river from the UWA Boatshed to the barbecue area in J.H. Abrahams Reserve (south of the UWA campus), followed by a delicious catered barbecue luncheon, will provide staff with an enjoyable walking experience and spur them on to develop renewed enthusiasm for this simple, stress-free form of getting around.

According to the University's Environment and Transport Officer, Naomi White, this type of positive reinforcement is “more likely to lead to responsive behavioural change than lecturing or holding up a big stick. We want to encourage people to walk for their own pleasure, because it’s good exercise and because they can do something positive for the environment by walking, rather than driving, to destinations close to home.”

To make it possible for every member of staff to attend, the event will again be held twice over the lunchtime period (once from 12.00 noon to 1.00pm, and again from 1.00pm to 2.00pm).

Registration is compulsory if you wish to attend. Any staff member who would like to participate in ‘Walk 2004’ is asked to fill out the registration form attached, and post to Naomi White, Environment Officer, Internal Mail Bag M458B. A map of the walking route and any additional details will be forwarded to individuals following registration.

Office of Facilities Management, UWA

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**RSVP – WALK IN THE PARK 2004**

| Name: | 
| Phone: | Email: |
| Time frame preferred: | (1) 12.00 – 1.00pm (2) 1.00 – 2.00pm |
| Please list any special dietary requirements/allergies: | 

Remember

Bring shoes comfortable enough to walk in, wear a hat and put sunscreen on any exposed skin. Fruit juice will be provided with lunch, and water will be available on the day, however it is recommended that you bring along your own bottle of water, especially if it is a hot day.

**Please note**

You will not be covered by workers compensation insurance during the event. This is because your attendance is voluntary, off-campus and not work-related.
Wednesday 3 November

THE AUSTRALIAN PSYCHOLOGICAL SOCIETY AND THE COLLEGE OF EDUCATIONAL AND DEVELOPMENTAL PSYCHOLOGISTS

‘A distinctive self?’, Christine Bond, Consultant, MEd, BA, Dip Ed, Grad Dip.

Thursday 4 November

ASIAN STUDIES SEMINAR

‘Popular Culture in China: From an Ugly Duckling to a Swan’, Professor Lu Yang, Department of Philosophy, Nankai University, China.

Friday 5 November

AUSTRALIAN STUDIES SYMPOSIUM

‘Showing the broad range of research on, and about, Australia’, will feature an orientation to the field by Richard Nile, Professor of Australian Studies at Curtin University, and will incorporate a selection of fifteen presentations, from a wide variety of disciplinary backgrounds. For enquirers and bookings contact email at dornan@cyfima.uwa.edu.au. 9am, venue to be advised.

Tuesday 2 November

MELBOURNE CUP LUNCHEON

Come and join in celebrations of the race that stops the nation. The day will commence at 11.30am with a champagne and canapes on arrival. The race will be live on the big screen and will be followed by an impressively presented buffet lunch. Be sure to make an impression to win a Seppelt Gift Hamper for Best Hat or Costume. A door prize will also be drawn, an original vintage painting contributed by the winner is drawn of the Melbourne Cup sweep. Luncheon consists of champagne and canapes, an entree, main, dessert and tea and coffee for only $35 per person.

Bookings essential. To reserve your place call 6488 2662 to reserve your table. 11.30am, University House, Club Dining Room.

Saturday, 5 November

GOLDFLAM, FACULTY OF ARTS, HUMANITIES AND SOCIAL SCIENCES

Venue to be advised.

For enquiries contact Darren Jorgensen

Tuesday 8 November

ASTHMA AND ALLERGY RESEARCH INSTITUTE—2004 MEDICAL RESEARCH SEMINAR SERIES

‘MAPK Inhibitors—what can they do’, Dr Marie Boyce-Buch, School of Biochemistry and Molecular Biology. Lunch provided from 12pm. 12.30pm, Joske Seminar Room, Fourth Floor, G Block, SCGH.

Monday 8 November

ENVIROMENT AND SOCIETY SEMINAR

‘Plants, Peas and People Before Silent Spring’, Dr Andrea Gaynor, History, Faculty of Arts, Humanities and Social Sciences, co-editor of Country, Villains of Land and People in Western Australia (2002), and her forthcoming book Harvest of the Suburbs Growing food for the table in Australian cities—an environmental history, will be published by UWA Press in 2005. 4pm, Social Sciences Lecture Room 1, Social Sciences Building.

Tuesday 9 November

ORGANISATIONAL AND STAFF DEVELOPMENT SERVICES

‘Planning for Retirement—Considering the balance between work, leisure, learning and relationships’, Robin Clarke, External Consultant, MEd, BA, Dip Ed, Grad Dip. The closing date for the workshop is 2 November 2004. Contact Mandy Merlin on 6488 1504 or mmerlin@admin.uwa.edu.au 8.30am, Organisational and Staff Development Services, 28 Broadway, Nedlands.

PSYCHOLOGY COLLOQUIUM

‘Auditory processing problems in developmental language disorders: a maturational account’, Professor Dorothy Gale, Professor of Psychology, University of Western Australia. 1pm, Seminar Room G25, School of Psychology.

Thursday 11 November

THE GRACE VAUGHAN MEMORIAL PANEL 2004

‘Sex, Power and Sport’, guest speakers include: Dr Carmen Lawrence—Federal Parliamentarian; Jenn Morris—Australian woman’s hockey player and gold medal Parliamentarian; Shankar Subramaniam, Adjunct Professor, University of Western Australia. 1pm, Seminar Room G.25, Ground Floor, Social Sciences Lecture Theatre.

Friday 12 November

LAWRENCE WILSON ART GALLERY

‘Clouds 1822–2002: John Constable and the Art of Lesley Dabyworthy’, Lesley Dabyworthy, artist, printmaker and course coordinator, School of Art and Culture, RMIT. 1pm, Lawrence Wilson Art Gallery.

CLIMA SEMINAR

‘Generic control of antibiotics and tolerance towards antibiotics in Mycobacterium tuberculosis’, Dr John Klingler, CSIRO. ‘Aphid defence in Medicago truncatula’, Dr Lingling Gao, CSIRO. ‘Using phytoplankton to assess human disease’, Dr John Klingler, CSIRO; ‘Aphid defence in Medicago truncatula’, Dr Lingling Gao, CSIRO; ‘Plant–Soil–Atmosphere interactions in an Australian savannah ecosystem’, Dr Anthony Scowcroft, CSIRO.

For more information contact Sandra on (08) 9146 2008 at The Keogh Institute for Medical Research, Sir Charles Gairdner Hospital, Nedlands.
FOR RENT

MOSMANT PARK $385 per week. Lifestyle accommodation—historic limestone home, recently architect renovated, 3 large bed, 2 bath (new), new kitchen, laundry, dishwasher, delightful entertainment areas, reverse cycle a/c, limestone home, recently architect renovated, 3 large bed, 2 bath (new), new kitchen, laundry, dishwasher, delightful entertainment areas, reverse cycle a/c, 10 min walk to beach.

Phone 9384 7063.

spa. 5 min walk to shops, restaurants and transport. $4700 ono with standard wheels. Call Chris on 0403 305 815.

HYUNDAI Excel GLX 1999 Auto, excellent condition, sold April 2005. Car was 1 yr 60,000 kms, tint, cd, & f&r spoilers, Honda Sheepskins, 16in alloys, eternal blue duco, full Honda serv hist. Exc cond. $16,500 ono. Contact Leanne at leanne@psych.uwa.edu.au or 6488 3933.

FOR SALE


DAIHATSU Teros DX 2002, dark green, 4 wheel drive, under warranty until 2008. 46,000 kms, rego til April 2005, air con, dual air bag, cd, excellent condition. $14,000 ono. Call 6488 8000(w), 9383 7424 (h) or 0404 041 298.

HONGDA Civic GLi 2000 sdn, 5 spd a/c, p/s, full elecs, 81,000 kms, bal new car wty 1 yr 60,000 kms, tint, cd, f&r spoilers, Honda Sheepskins, 16in alloys, electronic blue duco, full Honda serv hist. Exc cond. $16,500 ono. Contact Leanne at leanne@psych.uwa.edu.au or 6488 3933.


WANTED

NOTEBOOKS/POWERBOOKS for student laboratory classes. PC: 486 DX2-66, 16MB RAM, 10 MB HD or better. MAC: Power Macintosh running OS 7.6.1, 16 MB RAM, 10MB HD or better. Will pay $100-$150 depending on specs/condition. Contact Craig Macfarlane on 6488 7924 or cmacfarl@cyllene.uwa.edu.au

VISITING academic requires accommodation for single person in January 2005. Central location required. Please email lyndon@csse.uwa.edu.au

HOUSESITTING

Experienced, responsible young couple available for house sitting January 2005 onwards. Please contact wake@cwr.uwa.edu.au

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