



## Foreign student numbers under spotlight

Two major reports tabled in Parliament earlier this month propose separate conflicting policies in regard to the intake and financing of overseas students in post-secondary education in Australia.

The Vice-Chancellor, Professor Peter Karmel, will report to the July meeting of Council on the reports and their implications for the ANU.

In addition, the Government has before it the Commonwealth Tertiary Education Commission (CTEC) Report for the 1985-87 triennium which contains yet other recommendations on overseas students.

The main points of dispute in the reports by the two committees — one headed by Professor John Goldring and the other by Sir Gordon Jackson — concerned the amount of subsidy which should be provided by the Government as well as the number of foreign students who should be allowed to study in Australia.

The Goldring Committee proposed a gradual increase in the 'visa' charge on private overseas students (at present between \$2,100 and \$2,900 per annum, according to courses) to bring it up to between 30 and 40 per cent of the full tuition costs. Additionally, the Goldring report recommended that over the period 1985-1990, all universities and colleges should enrol overseas students in numbers which represent between five and 10 per cent of their total enrolments with a limit of 25 per cent in any single undergraduate course.

A 10 per cent increase would, on DEYA figures for tertiary institutions, provide an additional 13,000 places giving an estimated total of more than 22,000 in 1990.

### Bureaucratic

The Jackson Committee, which included Professor Helen Hughes, Executive Director of ANU's Development Studies Centre, recommended that all limits on overseas students should be removed and charges should be increased so that they would eventually cover the full costs of tuition. The fees thus levied should accrue to the institutions in order to build up appropriate courses and also increase the number of places available 'without cost to the taxpayer'.

The Jackson report says Australia is missing out on some of the best overseas students because university and immigration procedures are excessively bureaucratic. Discouraging their entry harms Australia's foreign relations, deprives the community of cultural contacts and neglects a potential source of export earnings.

Out of a total of 12,700 foreign students studying at post-secondary institutions in Australia, 2000 are supported by aid programs but all benefit from what the report calls a

'hidden subsidy' of some \$70 million because of the absence of fees. This hidden subsidy to developing country students' education, it says, should be made explicit and counted off as official development assistance.

In addition, it recommends a scholarship scheme based on merit and on a considerably larger scale than the present government-to-government scheme, and a special scholarship scheme to assist disadvantaged groups with moves made immediately towards a target of recruiting 50 per cent of women among students from developing countries.

The Government has referred the conflicting recommendations in both reports to an inter-departmental committee which is expected to report in August. The Minister for Education has already indicated that no changes will be made to present arrangements regarding overseas students for 1985.

### Sharp increase

At the ANU, the proportion of students in 1984 whose home address is overseas showed a sharp increase over 1983, when numbers grew from 7.7 per cent to 12.1 per cent. In particular, enrolments (from overseas students paying a visa fee) were 29.25 per cent in Accounting and 22.9 per cent in Computer Science.

The Vice-Chancellor told a meeting of Council earlier this year the question of possible establishment of quotas for overseas students was raised in 1983 but was deferred until both the Goldring and Jackson reports' recommendations had been made and the Government's response was known.

The Goldring report pointed out that Australia has been receiving students from overseas since the beginning of this century. Of the 12,700 overseas students studying at tertiary institutions in 1983, over half came from Malaysia and of these over 90 per cent were of ethnic Chinese origin. Most of them were concentrated in Sydney and Melbourne — at the University of New South Wales and Monash University where 13.2 per cent and 12.9 per cent respectively were overseas undergraduates. (The next highest was Newcastle with 7.8 per cent).

While overseas students have always been welcome in Australia according to the Goldring committee, lack of planning has been responsible for pressure on particular universities and on particular courses.

Because of the undesirability of such concentrations the report recommends that they be encouraged to enrol at all Australian tertiary institutions. It also says that undue concentration in particular courses should be discouraged. The present system of guaranteed student approvals for different countries should

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An ANU scholar, Ms Helen Topliss (above), a Visiting Fellow in the Humanities Research Centre, has received one of three 1984 National Library Fellowships.

Professor Howard Fry, of James Cook University, and Professor Neville Meaney, of the University of Sydney, also received fellowships.

Ms Topliss plans to use her award to research exploration and the way it influences artists' views of Australia in the 19th century.

Currently she is preparing an exhibition of works from the National Library's Rex Nan Kivell collection based on the theme 'The Landscape of Discovery'. This is associated with two conferences on 'Language and

Art', which she is organising for the Humanities Research Centre.

She has also recently mounted an exhibition on 'The Artists' Camps Plein Air Painting in Melbourne 1855-1898', and this year she will have published a catalogue raisonné of all the works done by Tom Roberts.

Ms Topliss will probably take up her Library Fellowship from December 1984 to June 1985.

The Director-General of the National Library, Mr Harrison Bryan, said the major aims of the scheme were to promote the library as a centre of scholarly activity and research, and to encourage use of the collections and publications based on them.

## ANU Press to close

A final decision to cease all publishing activity by ANU Press was taken by the University Council at its meeting on 8 June.

The final vote — carried by a large majority — followed months of debate, submissions and meetings, the last of which involved the two academic boards and Council's Finance Committee, all of which supported the discontinuation of the Press's publishing activities.

The decision to close the Press was made in the light of concerns that the University's research results could be disseminated more effectively at less cost. Those wishing the Press to continue stressed that 1983 was one of its best years, which saw publication of three outstanding titles — *Margaret Mead in Samoa* by Professor Derek Freeman; *Sydney Parkinson: Artist of Cook's Endeavour Voyage*,

edited by Professor Denis Carr and *Monopolists and Freebooters*, by Professor Oskar Spate.

The future of the ANU Press was closely examined after an estimate of running costs which foreshadowed a rapid rise of expenditure to \$400,000 in 1985 from \$250,000 in 1984. Of the 1984 budget, \$140,000 was to be spent on the publishing side and \$110,000 on 'departmentals'.

As a first step, Council at its April meeting voted to return the responsibility for publishing 'departmentals' to the originating departments, schools and faculties.

The June Council decision was taken in respect of the remaining publishing activities.

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# Equal opportunity needed for all

**T**HE request by Council for comments on the Equal Employment Opportunity program from members of the academic boards deserves the most serious consideration. In the *ANU Reporter* (25 May) and elsewhere it was stated that the ANU, along with two other higher education institutions and 28 companies, is taking part in a pilot program to improve the employment position of women through affirmative action policies and programs. We also learn that the Government does not propose employment quotas for women or any other group and believes that genuine progress can be made only if jobs are awarded on merit.

It seems that the University is in effect being given little leeway in the implementation of this pilot program. Rather than permit the wider academic community to suggest any possible alternatives, the Council has swiftly moved to appoint an EEO officer of at least assistant registrar status, with appropriate support staff.

Where has the money come from? For front-line academics the sudden appearance of funds for this purpose has been enough to leave them stunned. Falling teaching standards brought about by continued staffing cuts it seems must wait while the 'real' issues of the day are given sudden priority treatment. What has happened to university autonomy? As an academic institution, should not the ANU have been invited to do more than simply implement a packaged program?

In its present form the EEO documents (Sawer, 1984) is not equal opportunity for *all* staff but only for *some* staff. It over-emphasises women compared to other groups (e.g. Aborigines, migrants, the handicapped) and many of the matters raised apply just as much to men as to women employees.

The students of ANU have had access to a Dean of Students for over 10 years now. The Dean deals with what may be described as the working environment of all students, including their grievances. The general staff, likewise, have had a personnel officer. For the academic staff, on the other hand, there has been no such similar position — indeed, it has been intimated that funds are

simply not available. There is a need for a Dean of Academics with appropriate support staff who, unlike an EEO officer, could be concerned with the working environment and opportunities of *all* academic staff.

There are many issues which have been neglected up to this time but to which an employer sensitive to the importance of staff morale would have been ready to pay careful attention. The Sawer report correctly refers to the delaying tactics sometimes used on campus by those adept at university politics. Although the report does not say so, these methods also trade on the primary occupation of individual academics with their work of teaching and research. It is simply not good enough to seek to stifle further discussion of the consequences of the Sawer report's recommendations on the basis that this would further delay implementation. The principles on which universities in non-totalitarian countries operate involve genuine informed and free discussion based on truth, and to be informed takes time.

On this point it is precisely the most hard-working staff who will find it difficult to study the Sawer report in detail, yet its consequences are far-reaching for everyone. Surely out of deference to these individuals, the University Council might have treated its present staff with more consideration before quickly adopting so many of the report's recommendations. There was no need to fear constructive criticism which could lead to a better outcome for all staff whatever their sex, race and so on.

Among issues of concern to all academic staff, only some are raised in the Sawer document. It is good to see recognition of the need for management training among academics in recommendation 12, but alarming to read of the dragooning methods implied in, say, recommendation 62. The Faculty of Science has identified at least eight other recommendations having decidedly obligatory overtones.

An issue of special concern to academic staff is the need for an overview of the longer-term effects of various committees, chairmanships and deanships. In university government, events begun during the tenure of one

individual may carry over to the term of another, but the perspectives and background material for different decisions often fade or become forever buried in the minutes. It requires more time than most academics are willing to take from their teaching and research in order to trace the development of particular lines of argument. (This fact plays into the hands of the cunning academic politician).

What is needed is a more permanent presence on the campus, having a memory for the actions of different committees and who can keep track of their consistency (or inconsistency). The Council itself is too large and distant a body to work effectively in this way and the existing administration is already heavily burdened. A Dean of Academics would be in a position to spend time with individual staff and while not necessarily always bringing about a change in particular decisions, could at least help to restore morale before it reaches crisis proportions for the individuals concerned.

The consequences of the 10 per cent budget cuts taken only by the teaching sections of the University continue to produce real heartache and disquiet. Conscientious staff are still anxious to keep the high standards they have known, but there is a physical limit to what each one can do. Better on-campus relations between the powers-that-be and the staff could be centred about a Dean of Academics office. The staff association can only fill a partial role here (witness the superannuation debate).

These are areas of concern for *all* staff, not only women. Many of the recommendations of the Sawer report could properly become the responsibility of a Dean of Academics whose staff would include not only persons concerned with EEO matters, but also those who would take a wider view of the campus and ensure a fairer outcome for all.

*\* Dr John A. Broomhead is a Reader in Inorganic Chemistry in the Faculty of Science. He has been on the staff of this University since 1966 and previously was Senior Lecturer in Chemistry at the University of Queensland.*



Professor Arndt (foreground) and Dr Hill . . . joint report to Government.

## Economic papers published by ASEAN research project

The ASEAN-Australian Joint Research Project has begun to publish a series of economic papers as part of a three-year program dealing with policy-making on ASEAN-Australian economic relations.

About 100 economists and other social scientists in Australia and the ASEAN countries are involved with the project, of which the Australian section is based at ANU.

The overall theme of the research is 'changing comparative advantage' in relation to changes in technology and market trends, and their influence on patterns of trade between the ASEAN countries and Australia. It also deals with the wider Asia-Pacific region and will recommend desirable adjustments in the various economies.

The project was conceived as an Australian gesture to ASEAN when the former Prime Minister, Mr Fraser, attended the ASEAN summit conference in Kuala Lumpur in 1977. Australia offered to ASEAN over \$3 million to finance a three-year joint project as part of its aid program.

The Chairman of the Australian Steering Committee of the project, Emeritus Professor

H.W. Arndt, told the *ANU Reporter* that research began in earnest in October 1981 and was now in full swing. While the project formally ended on September 30 this year, it would take at least a year for the large research input to be published. A follow-up scheme was also under discussion.

The major sections of the project deal with bilateral economic relations, trade in manufactures, food, minerals and services, and shipping and labour market aspects, including migration.

Papers so far published concern civil aviation policy, services, trade, telecommunications, Australian investment in ASEAN and an overview of ASEAN-Australian economic relations.

At the conclusion of the project it is envisaged that a joint report on the main findings and policy implications will be presented to the Australian Government.

Dr Hal Hill, a Visiting Fellow in the Department of Economics, Research School of Pacific Studies, is co-ordinating the Australian side of the project.

# Astronomers detect galactic collision

Astronomers with ANU's Mount Stromlo and Siding Spring Observatories have detected a galactic collision in progress in the neighbourhood of the Milky Way, 10 million light years from Earth.

Dr Bill Peters and his co-workers are using the CSIRO's twin element aperture synthesis radio telescope at Parkes to carry out observations on the collision. The instrument has a pair of antennae, one of which is moveable and can be set some distance from the other. This separation provides for enormous resolution, some 25 times greater than for a single radio telescope.

It has enabled Dr Peters to detect the motion of atomic hydrogen gas in the galaxies. As a rule the internal motion of galaxies forms neat swirls, but during a collision this motion is thrown into disarray. Other evidence which can be observed is streams of hydrogen gas, trailing off from the area of impact.

While it is certain that a collision is in progress, it is not clear whether the large galaxy will cannibalise all of the smaller one, or merely a fragment of it.

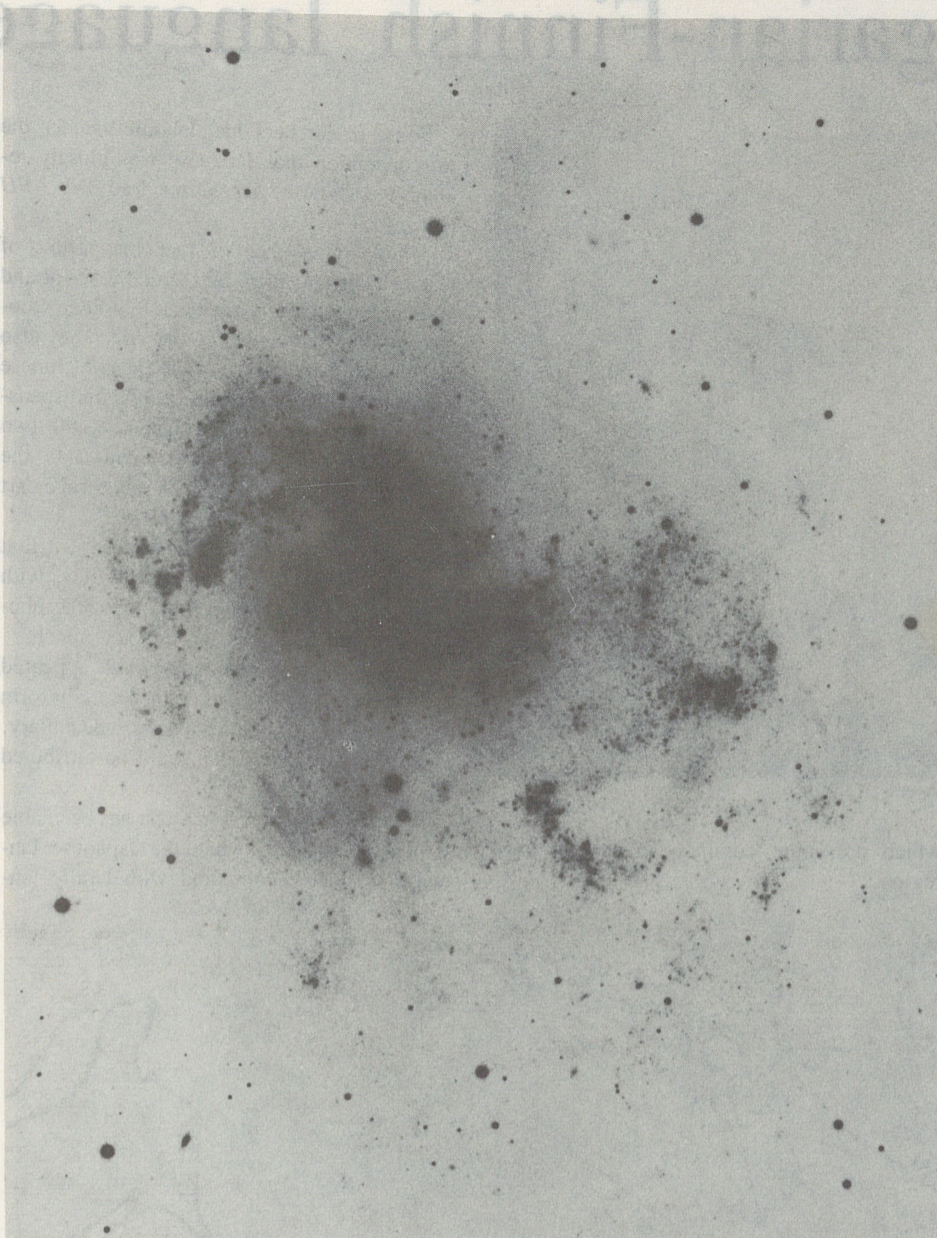
According to Dr Peters, the galaxies are in the constellation Reticulum in the southern part of the sky and are not visible from the Northern Hemisphere. He said the value of the observations currently being undertaken would depend largely on how violent the collision was found to be, and the amount of disruption caused.

Because the collision was taking place 'relatively close at hand' — though well out of our own star system — it was of particular interest as it could be studied in detail. Collisions within our own system were harder to study, due to a limited view within the dusty galactic disc. Being able to observe a collision taking place nearby could assist in understanding collisions affecting our own galaxy.

Other interesting facts might result, Dr Peters said. For instance, there was always the hope that some evidence could be found to help solve the problem of 'missing matter'.

Put simply, this is the problem caused by a discrepancy between the amount of mass found in galaxies by counting stars and the mass determined from the speed of their orbits.

Essentially, there is a 'mass weight anomaly'. The discrepancy can only be accounted for by supposing that there are huge amounts of 'non-luminous' matter, invisible due to their lack of light.



The colliding galaxies, showing the dwarf galaxy at the bottom right merging with the larger galaxy. The photograph was taken through the Anglo-Australian Telescope at Siding Spring.

It is thought that the disruption caused during galactic collisions could help to stir things up, perhaps providing some indication of the position of this unaccounted for mass.

It is hoped that the information provided from viewing the event will also give additional elaboration to the current theory which suggests that the evolution of galaxies is based on the process of collision and cannibalisation of small star systems by larger ones.

Dr Alex Rodgers, a Professorial Fellow at

MSSSO, became involved with the development of this theory several years ago when he established evidence of a collision taking place between a small galaxy, like our neighbouring Magellanic Clouds, and the Milky Way. From the collision there was produced a whole generation of new stars.

He says there is accumulating evidence from around the world that this kind of event led to the beginning of the formation of our own galaxy around 15 billion years ago.

'There are very old stellar clusters in the galactic halo of our galaxy, each containing about one million stars. We have shown that there are also a few similar globular clusters which have the same chemistry and the same motions around other galactic centres.'

'Those clusters which have retrograde motions are very very similar in composition and also show some indication of being formed at the times of those in the galactic halo.'

'This indicates that the stars and clusters in the halo of our galaxy came from a relatively few parental galaxies which were originally in orbit around the outskirts of our galaxy,' he said.

This process of cannibalism by the Milky Way of smaller satellite galaxies was extremely important from the time of its initial formation and continued to play an important role in the rejuvenation of the system with fresh gas and elements. Our nearest neighbouring galaxies, the Magellanic Clouds, would eventually be captured by the Milky Way and there would be a fresh outburst of star formation, Dr Rodgers said.

He said the process occurred not only in our own star system. There was clear evidence that 'galactic cannibalism' was relatively common and affected the evolution, structure and general appearance of the galaxies.

During evolution it could be seen that many galactic systems were formed by the continual 'fall-in' of fresh interstellar matter previously contained in satellite galaxies.

This process of collision enhanced new waves of star formation and the mixing of stellar populations of two previously isolated galaxies. The resultant motions of stars caused during the collisions of two halo systems led to extended halos of certain galaxies, and these were particularly conspicuous at the centre of clusters of galaxies where giant ellipsoidal galaxies could be found to be the cannibals of other galaxies previously in their neighbourhood.

The stars and gas swallowed by their galaxies became the fuel for the extraordinary outbursts of energy which were found in radio galaxies and quasars.

The hypothesis of galaxy merger, Dr Rodgers added, was most valuable in helping to explain an increasing number of extra-galactic phenomena. Observations of distortions and disturbances of the velocity of particles within galaxies, and correlations between the chemistry and the dynamics of groups of stars within different galaxies, could all be more clearly understood by the concept of galaxy merger and cannibalism. — Peter Quiddington.

## ANU Press closure

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The closure of the Press will affect 11 positions — nine full-time and two others filled on a part-time or casual basis.

The University Secretary, Mr Warwick Williams, said there would be a wind-down period while alternative arrangements were made for current and future titles. He stressed that the Press would still be trading in this period. Every effort would be made to redeploy Press staff.

Mr Williams added that Council's decision did not necessarily mean that all support for ANU authors would cease. The Publishing and Printing Division would still be able to offer advice and it might be that a subsidy scheme would be developed. At the Council meeting, the Vice-Chancellor had undertaken to review other publishing arrangements on the campus and this would include the possibility of funds being set aside for subsidising the publication and distribution by commercial publishers of selected ANU manuscripts.

## RSSS Law Department comes under review

The Director of the Research School of Social Sciences, Professor Max Neutze, has appointed a committee to review the Law Department, RSSS.

The members of the review committee are: Professor Neutze, Professor James Crawford, Law Reform Commission of Australia; Mr Donald Harris, Centre for Socio-Legal Studies, Wolfson College, Oxford; Professor Oliver MacDonagh, History, RSSS and Professor Douglas Whalan, Law, The Faculties.

The review committee is expected to examine the work of the Department and assess its quality and scope. It will report on its national and international standing, its contribution to research and the relationship of its research to that carried out elsewhere. The committee's terms of reference are to:

- Consider the contribution the Law Department makes to the Research School as part of a

national Institute of Advanced Studies

- Judge the quality of the research and the extent to which it is related to issues of national, intellectual and practical importance

- Assess whether the Department's research deals with topics not considered in other centres of research

- Consider the potential of the Department and advise on possible future directions of development.

Submissions are sought from interested members of the University on any matter within the review committee's terms of reference. The review has been arranged to take place from 20-22 August so that written submissions should be forwarded to Professor Neutze by Friday 27 July. Professor Neutze would also like to hear by the same date from persons wishing to make oral submissions

## Lectures will mark centenary of Mendel

The centenary of the death of Gregor Mendel this year will be marked by two public lectures, on Wednesday July 11, under the title of 'From Mendel to Molecules: A Century of Genetics'.

Mendel's basic research laid the foundation for modern genetic research. He came up with the fundamental principle of genetics — that organisms both resemble and differ from their parents.

Professor Bernard John, Director of the Research School of Biological Sciences, and Dr Jim Peacock, Head of the Division of Plant Industry, CSIRO, will present the lectures in the Huxley Theatre, starting at 7.30pm.

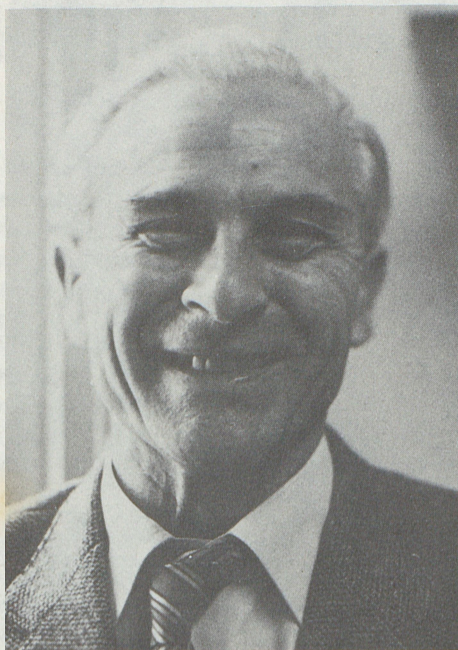
# Researcher suggests link between Japanese and Hungarian-Finnish language family

The Japanese language could be more closely linked with the Uralic language family, which includes Hungarian, Finnish and Estonian, than to languages in Japan's own geographic region, according to Dr Lajos Kazar, a Visiting Fellow in Linguistics at the Research School of Pacific Studies.

The research school is one of very few places in the world where historical linguistics studies can be pursued — to the gratification of Dr Kazar, whose academic life is taken up with tracing the origins of the Japanese language.

He came to Australia as a Hungarian refugee in 1949. Since then he has obtained a BA in Oriental Studies at the ANU and an MA and PhD at Indiana University, where he researched Hungarian and Uralic linguistics.

The origins of the Japanese language and people are still largely an enigma, Dr Kazar says. He believes one of the main reasons for this is because Japanese may be more closely linked with the Uralic group of languages than to the Altaic or Oceanic language groups



Dr Kazar

which are more common in Japan's own region.

Some researchers had laboured under the misconception that Japanese was closely related to Chinese, Dr Kazar told the *ANU Reporter*.

'They found that in fact the influx of Chinese culture, including Chinese script and language, reached Japan relatively late, probably not before the 4th century AD. They also established that although thousands of Chinese words and expressions had become indispensable building elements of Japanese, the two languages are basically different and the borrowed Chinese elements merely form a part of the superstructure of Japanese.'

Comparisons with Korean had shown that although there were strong similarities, with comparable syntax and morphology, the phonologies and vocabularies did not match.

'To be precise, a number of words appeared to be related, but they did not necessarily form part of the most important, basic vocabulary. Their similarity therefore could be attributed to borrowing either way.'

From his own work, Dr Kazar has been able to demonstrate that when the Japanese language is closely compared with Uralic lan-

guages such as Hungarian, Finnish, Estonian and Votyak, great similarities can be found.

'I feel justified in stating that, in view of the comparative research results between Japanese and other languages, Japanese stands closest to the Uralic language family,' he said.

'This is, of course, a relative and interim result. If anyone asks whether the speakers of Uralic tongues have racial similarities with the Japanese, the answer would be yes. The further east we go, say from Finland, the more pronounced such similarities become.'

'Today's Hungarians look more like Central Europeans than their closest language relations, but this is due to blood mixing with Europeans over 1100 years. Even so, in certain parts of historical Hungary the Mongoloid characteristics are plainly observable. Interestingly, many foreigners have commented on the similarity between Hungarian and Japanese women.'

Unfortunately, Hungarian, Finnish and Estonian linguists of the Uralic field had also neglected to investigate Japanese to see whether it could be utilised in their research, Dr Kazar said.

'One reason for the general unwillingness of the Japanese to engage in studies which are likely to elucidate the origin of their language is their belief in Japanese uniqueness.'

'Japanese mythology relates that the ancestor of the Japanese ruling house and his warrior entourage were sent down from heaven by the chief deity of the heavenly world to rule over the unruly earth deities and other mortals.'

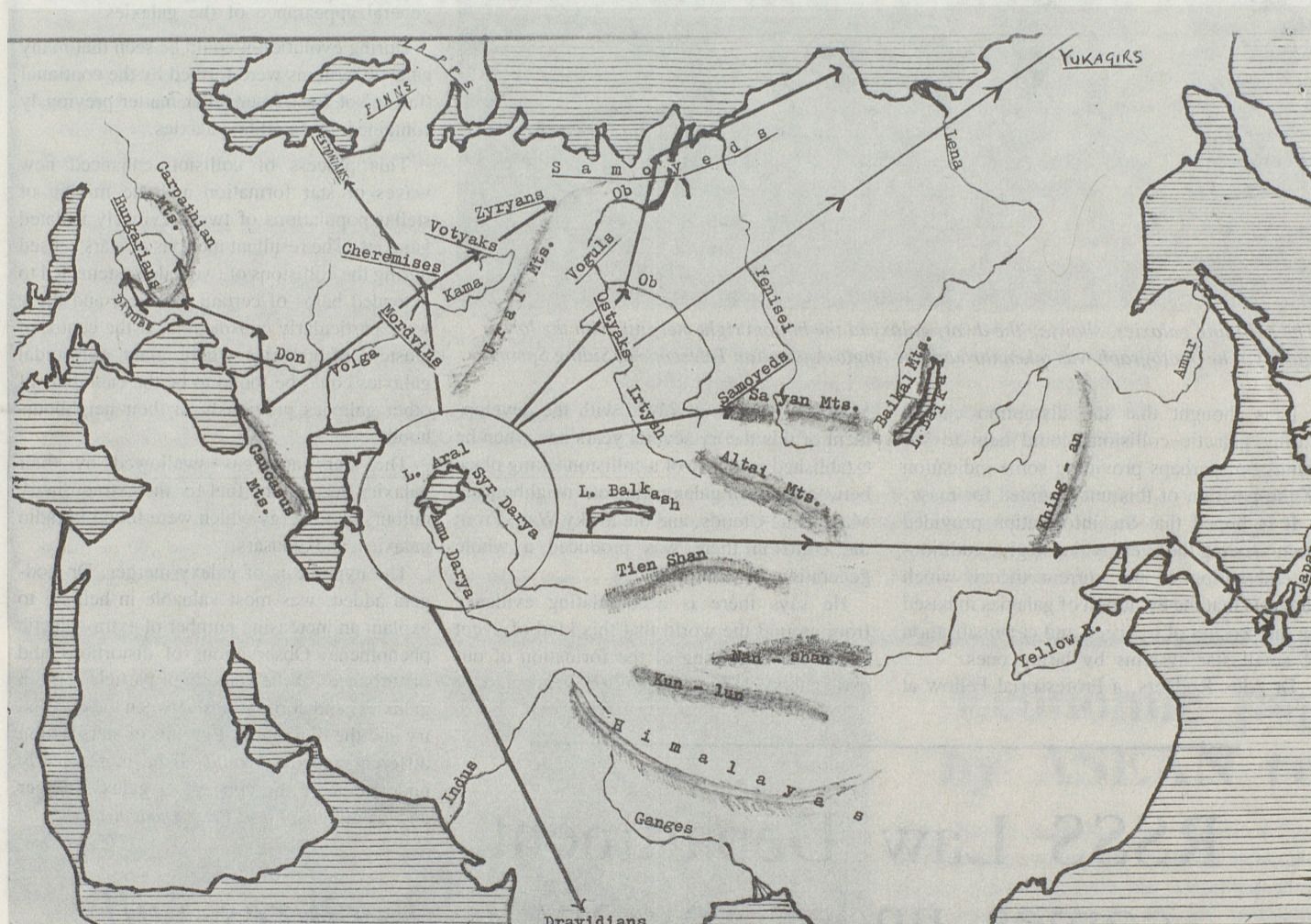
The discovery of linguistic relatives of the Japanese would partly destroy this myth and could bring about a fundamental change in the way the Japanese viewed the world. For Japanese society, this might not be a bad thing.

Dr Kazar said there was archaeological, ethnological, and anthropological evidence to support his linguistic proposal on the origins of Japanese. Much more detailed work needed to be done, however.

The immediate use of this work would be to help fill in the 'middle of Japanology', with relevance to history, archaeology, cultural anthropology, ethnology and musicology.

Australian-Japanese co-operation with the aim of fully elucidating Japanese origins promised to enhance Australia's image in the world of science. The ANU had the facilities to accommodate this research, but lacked the funds.

Dr Kazar says he is seeking 'generous patrons who will grasp the importance of scientific discoveries which do not necessarily produce immediate and tangible profits.'



A map of Eurasia drawn by Dr Kazar showing the suggested migrations of peoples (names underlined) thought to have been neighbours of one another 8000 years ago. The circled area of the Aral Sea, the Turanian Plain, is suggested as the likely common neighbourhood where the ancient speakers of the Uralic, Japanese, Altaic, and Dravidian languages would have lived together for thousands of years, and from where their migrations in various directions would have occurred.

## Green Paper seen as disappointment

The Affirmative Action Green Paper released by the Government will do little for women in universities, according to the Federation of Australian University Staff Associations (FAUSA).

Ms Jo Gaha, FAUSA Vice-President, said in a prepared statement that the paper hardly represented a step forward in the long road to equal employment opportunity in tertiary institutions.

'The Green Paper does no more than set up short-term pilot programs in two universities

and one college,' she said. 'Most NSW higher education institutions already have directors of equal employment opportunity and many are well on the road to developing affirmative action management plans. These pilot schemes will tell us no more than we have learnt already.'

Ms Gaha went on to stress the need for Federal legislation in this area. 'New South Wales has shown us that, until affirmative action is mandatory, little is achieved. While we applaud the Green Paper for the general principles which underlie its proposals, we do not believe that it has gone far enough. The situation of women in universities is exceptionally serious, and this fact is already well documented and widely accepted.'

## First-year units for BA degree

Arts undergraduates will normally include only four first-year units in their degree but from 1985 will be able to take up to five under certain circumstances.

The fifth unit can be counted as part of the BA degree if it is taken at the beginning of an approved major and, in the end, forms part of it.

A fifth first-year unit will be allowed also 'for other demonstrated educational benefit' according to the Board of the Faculties recommendation which was approved by Council.

The proposal also deletes the present requirement for a sub-major.

The restructured degree is an outcome of the recent Arts Faculty review which saw it as a way of introducing 'field programs' from other disciplines as a complement to a departmental major. In this way, greater coherence would be provided to students' courses. One of the majors required for the BA degree will nevertheless have to be a sequence of three units selected from those offered in the Arts Faculty.

# Award winner 'bitter about Blainey'

Professor Jerzy Zubrzycki, recipient of one of the highest honours on the Queen's Birthday for his services to ethnic welfare, strongly deprecates the current argument over Asian immigration triggered by the statements of Melbourne University's Professor Geoffrey Blainey.

Professor Zubrzycki, who was made an officer of the Order of Australia (AO), told the *ANU Reporter* he continues to have great faith in multiculturalism. 'I see this as the only possible solution for a country with substantial minority groups like Australia,' he said. 'I think it is something of which we ought to be proud.'

Of Professor Blainey's warnings about the level of Asian immigration to Australia, he said: 'I feel very bitter about his comments and how he seems to be saying more and more about this. I don't deny him the right to question the wisdom of the Government's immigration policies, or to raise the issue of Australia's racial mix — both of which are very proper subjects for debate. What I do criticise him for is his taking what was simply a statistical aberration on Asian immigration and using it as though it was an underlying trend.'

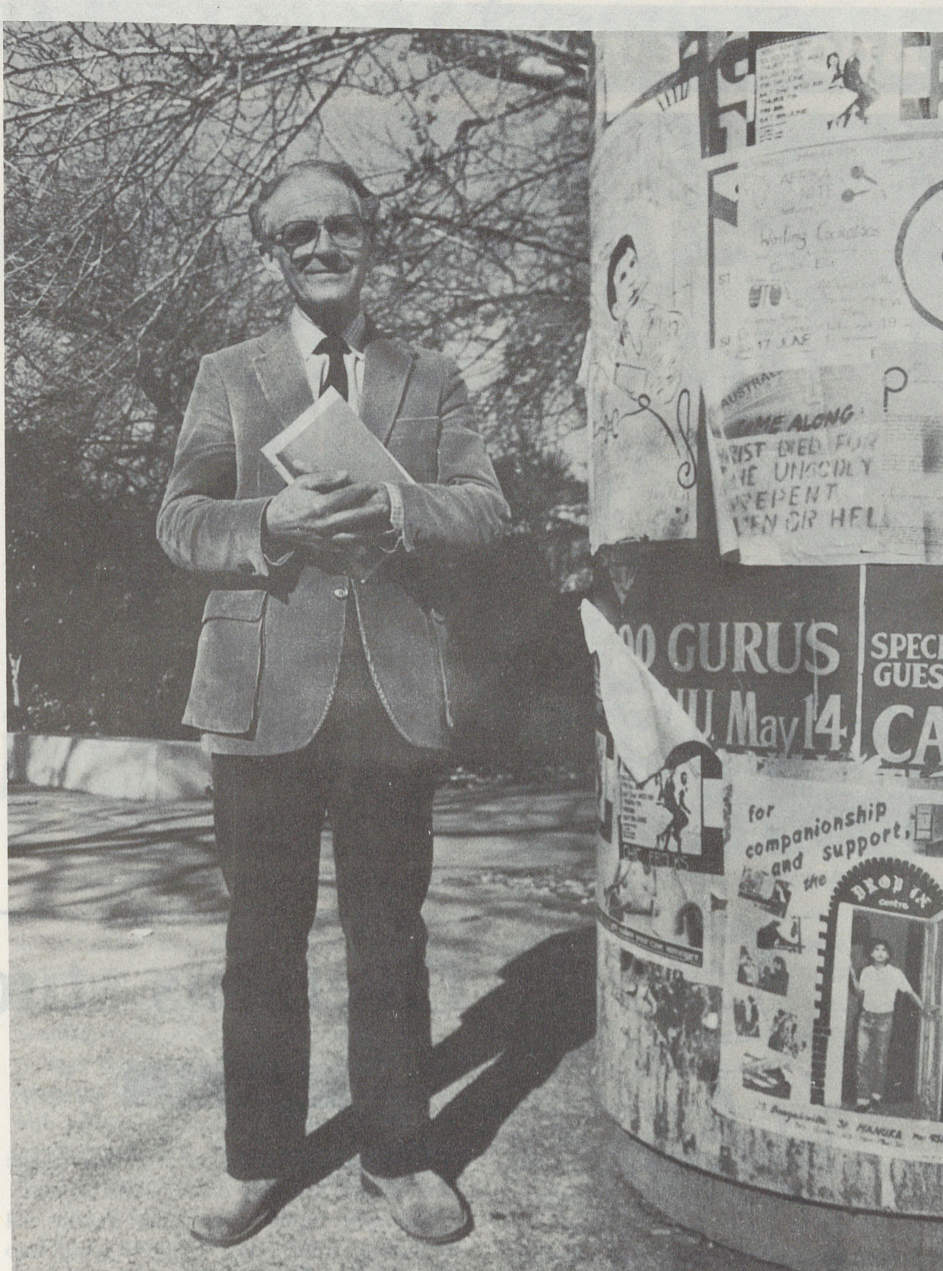
'The real underlying trend for Asian immigration is downward. To take a figure of 40 per cent Asian immigration relating to only one quarter of 1983 and suggest that this means Australia is being flooded with Asians is utterly misleading.'

Professor Zubrzycki wrote what he thought was a reasoned reply to Professor Blainey in a Melbourne daily newspaper. One predictable outcome was a rash of offensive personal mail.

One of these letters, typical of its kind, ended: 'Why don't you get the hell out of Australia back to your own stinking rotten place of birth?'

Vitriolic abuse of this kind is nothing new for Professor Zubrzycki. In championing the cause of multiculturalism in Australia he has come in for more than his share of invective — sometimes in written form, on other occasions as physical threats of violence. A bulging file of hate mail which he amassed over the years was only recently presented to the National Library for the edification of posterity.

Jerzy Zubrzycki has always been a battler against bigotry and oppression. As a young man he joined the Polish underground as a courier, following the Nazi invasion of his



Professor Zubrzycki . . . 'multiculturalism the only possible solution'.

homeland. In 1941 he was smuggled out to London, where he joined the Special Operations Executive (SOE), an arm of the British Secret Service which co-ordinated resistance organisations and sabotage operations.

With SOE, his greatest achievement was co-ordinating a daring commando raid deep behind German lines in 1944 which resulted in the retrieval intact from eastern Poland of a warhead from Hitler's new secret weapon, the V2 rocket. This exploit led to his being decorated with a military MBE by Montgomery.

Jerzy Zubrzycki came to Australia, and to the ANU, with his family in 1956 to take up a research fellowship in Demography. It was

intended to be only a three-year stay, but he has been here ever since.

He believes it was the pioneering work of the Department of Demography under Professor W.D. Borrie which led ultimately to the Australian Government rethinking its whole approach to the question of immigration.

'The policy of Australian governments at that time — and of the Opposition too — was that European immigrants on arrival in Australia should be left to their own devices and told to become "dinkum Aussies" as quickly as possible,' he recalls.

'This policy received its first major questioning from the Department of Demography at ANU. Out of that questioning new ideas began to emerge — ideas which finally crystallised in something which nowadays we call multiculturalism. I am sure our ideas had a

major impact on politicians in Canberra, as well as on senior public servants.'

From the end of the 1960s onwards, Professor Zubrzycki was the author, or co-author, of a whole series of reports questioning the traditional policy of migrant assimilation and putting forward alternative models based on the multicultural ideal.

It was this work which was largely responsible for his being awarded the CBE in 1978. It has also led to his being described in parliamentary debates on immigration as 'the architect of multiculturalism'.

Meanwhile, Professor Zubrzycki had been appointed in 1970 to the foundation post of Professor of Sociology at the ANU. He remained head of the Department until 1980, when illness resulting from an old wartime injury forced him to retire. He now holds a fractional appointment, which he says gives him more time to devote to community activities. His community work has included chairmanship of the Australian Ethnic Affairs Council from 1977 to 1980, membership of the Council of the Australian Institute of Multicultural Affairs from 1978 onwards, and president of Canberra Life Line from 1976 to 1980.

He says he feels a little uncomfortable about the use of the term 'ethnic' in his citation for the Order of Australia because he believes this word is acquiring a wrong connotation. 'It's being used to refer to non English-speaking migrants or their descendants, whereas in fact "ethnic relations" should properly describe relations between all community groups in Australia, whatever their origin.'

On the whole, however, he feels that ethnic relationships in Australia are on a very good level, 'despite occasional hiccups brought about by some politicians and some racist minorities in our midst'.

He adds: 'As a piece of social engineering, our multiculturalism sets us apart from all other major immigrant-receiving countries — including, above all, Canada, where the concept was first introduced.'

On the issue of foreign students in Australian universities, he says that personally he likes to have as many students as possible from Asia in his classes. 'Their commitment to learning is splendid and their presence in our universities is a great asset.'

'Our change of heart about White Australia has a lot to do with the fact that we now have so many Asian students in our midst, and that our young people have the chance to rub shoulders with them. I think that is a marvellous thing.' — Peter Trickett.

## Committee to examine entrance needs

The Australian Vice-Chancellors' Committee has established a steering committee to examine broader, Australia-wide issues involved in the determination of university entrance requirements. The need for this committee has been highlighted by a number of recent developments at both State and institutional levels.

First, over the past few months the States of New South Wales, Victoria and Western Australia have received reports on the possible future directions of secondary education. These reports suggest a wider secondary curriculum and range of subjects, and that reliance on public examination results of a common set of subjects for the purpose of university matriculation and selection give way to more broadly-based methods that will better meet the requirements and ambitions of individuals and the community.

Secondly, increasing competition for places in certain university faculties has led to calls to spread educational opportunity among people who can be excluded from enrolment because their capacity to compete for university entry has been reduced by the accidents of family background, unsatisfactory schooling or other educational disadvantage.

The steering committee, which will be chaired by the Deputy Chairman, AVCC, Professor Don Stranks, will comprise representatives of the universities in each State. It has been asked to

- Report on the present position in each State and the ACT.
- Identify and comment on possible criteria for determining university entry for different categories of students
- Suggest expanded terms of reference and the need to appoint consultants.

## Briefly . . .

### Staff Association office

The ANU Staff Association is establishing an office in the law canteen building to provide academic staff with better access to its services. The office is to be maintained for limited office hours. It will hold periodicals from other associations, provide a venue for meetings of the association's executive and be a focal point for the relay of information concerning current issues.

### EEO seminars

The University will be conducting a series of seminars on the implications of the Sex

Discrimination Act and other matters relating to equal employment opportunity. The first seminar will be held on 28 June. Those interested in attending future seminars should contact Jeannette Clarke, Community Affairs, Kingsley St, on ext. 4338.

### Academy Fellows

In the previous issue of the *ANU Reporter* the name of Professor Michael Spencer, Department of French, University of Queensland, was omitted from a list of scholars elected Fellows of the Australian Academy of the Humanities. Professor Deryck Schreuder, who was also elected a Fellow, is Professor in the Department of History at the University of Sydney, not Queensland University, as stated in the originally published list. The errors were in material supplied by the Academy.

# 700 years of academic dress

OBITUARY

## Val Ogareff

*Academic Dress: A Brief Guide to its Origins and Development.* By K.R. Dutton. Published by the Australian Federation of University Women (Hunter Valley Branch) and Convocation of the University of Newcastle, 1983, 24 pp., \$3.

By Ralph Elliott\*

This booklet traces in outline the beginnings and development of academic dress in universities of British origin, concentrating now and then on the University of Newcastle, NSW, where the author is Vice-Principal and Deputy Vice-Chancellor.

In most cases our present-day academic garments derive from Oxford and Cambridge, with an occasional sideways borrowing from elsewhere. The University of Sussex, for example, unexpectedly chose to adopt as its academic headgear the *pileus rotundus* of the ancient University of Paris, while the silver trimmings of our Vice-Chancellor's gown as well as the new Marshal's gown with its flap collar and coloured facings derive from the oldest of the Scottish universities, St Andrews.

Professor Dutton explains the different styles of gowns, sleeves, hoods, and hats, briefly glancing at American universities where these have markedly diverged, and he also offers a brief section on colours.

This is a handy introduction to a subject which links the contemporary universities of Australia with the secular clerks in minor orders who constituted the masters and scholars of the earliest European universities of the 13th century. There is an up-to-date bibliography of standard works, and numerous illustrations in black and white. One would have preferred these in colour, but there is some compensation in the highly colourful procession of Newcastle dons parading in full academic dress on the front cover.

\* Professor Ralph Elliott is University Marshal.

## Harvard historian to give lecture

Professor Bernard Bailyn, regarded as the most distinguished and influential living historian of the United States, will be a Visiting Fellow at the Humanities Research Centre during July.

He is the Adams University Professor at Harvard University and his historical work centres on the history of the colonies, the American Revolution, and the Anglo-American world in the pre-industrial era.

During his visit, on Wednesday July 4, he will give a public lecture on 'A Domesday Book for the Periphery'. This will be one of the first occasions on which Professor Bailyn has talked outside Harvard about his current work.

This deals with the character of British North American civilization in the mid-colonial period and forms part of Professor Bailyn's major current work *The Peopling of America*, which is a multi-volume project tracing the recruitment, resettlement, growth and character of the pre-industrial American population.

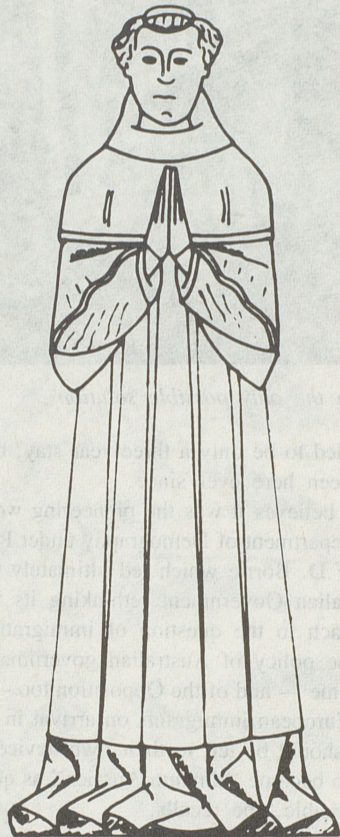
As a follow-up to Professor Bailyn's lecture, the Humanities Research Centre, with the assistance of the United States Information Service, will hold a seminar on Thursday July 5, at which a number of Australian scholars will comment on aspects of Professor Bailyn's work, and on points raised in his lecture.

## Book review



Marilee Maxwell

Academic robes on display at this year's ANU graduation ceremony.



Academic dress of the 14th century (sleeved robe or tabard, with hood and tippet) — an illustration from the book.

## War Memorial scholarship

The Australian War Memorial, Canberra, has instituted a summer vacation scholarship for a history student in the final years of an undergraduate course at a university or a college of advanced education.

The scholarship will provide an opportunity for an undergraduate to acquire practical historical and bibliographic skills through working within the Memorial's Research and Publications Branch. An honorarium of \$250 a week will be paid during the duration of the scholarship — a period of between four and six weeks.

Applications close on 31 August. Further information can be obtained from David Cregan, 474637.

## Overseas student numbers

From p.1

be abolished and selection at undergraduate level should be solely on the basis of merit.

The report further recommends that instead of income from 'visa' charges going into consolidated revenue, with no benefit directly to educational institutions involved, each year the Budget should specifically appropriate to expenditure on education an amount equal to the revenue obtained from these charges. Furthermore, it says this appropriation should be regarded as official aid.

In recommending the setting up of an Overseas Student Office within the Department of Education and Youth Affairs, the Goldring report says that this should act as a central admissions centre for all applications to both secondary and undergraduate courses so that each student would need to make only one application. The office would assume the responsibilities of the Australian Development Assistance Bureau relating to students and would play a general co-ordinating role in overseas student services.

On postgraduate students, the report recommends that overseas students in this category should be exempt from charges. (At ANU 27 per cent of postgraduate students are from overseas.)

The Goldring report says the overseas student program should be an integral part of Australia's education policy and as such should be integrated into planning for Australia's educational system.

The CTEC report says that when its report for the 1982-84 triennium was made, the commission assumed that the numbers of overseas students in 1981 (about 10,000) would stabilise at that level. Its estimates for 1984 show that there are presently about 14,000 overseas students in Australia in higher education institutions of whom 12,000 are private students (i.e. paying visa fees) at an annual recurrent tuition cost to the Commonwealth Government of \$100 million.

It partly attributes the rapid increase in overseas students to a growing number who have been undertaking senior secondary stu-

The death of Valentin Dmitrievich Ogareff at the age of 72 has deprived ANU Russianists and Sovietologists of a much-loved and respected friend and colleague.

Born in North China, he graduated in 1935 from the Oriental Institute, Harbin. With wide experience working in business organisations, and reading fluency in English, Russian, Chinese and Japanese, Val served with distinction as research assistant in the Department of Political Science, RASS, from 1967 to 1979.

Though coming late to academic research, Val quickly acquired a remarkable grasp of the workings of the Soviet economic system and administration. Combined with his redoubtable energy and efficiency, this grasp enabled him to make invaluable contributions to several research projects, led successively by Paul Dibb, Dr Grey Hodnett, Dr T.H. Rigby and Dr Robert F. Miller. We are much in his debt.

Even in retirement, Val took a close interest in current Soviet developments and it was always rewarding to discuss them with him. He was one of those splendid Russians from China who have contributed much to the intellectual life of Australia in recent decades. — T.H. Rigby.

dies in Australia and staying on for higher education.

It refers to advice it provided to the Minister in 1983 that the increases in private overseas students were occurring at a time when there was strong evidence of growing demand for higher education from young Australians, which, for some, remains unsatisfied. The shortfall in staffing and shortage of accommodation is such that it will take two triennia to overcome the backlog as well as incurring considerable cost. The increase in private overseas students is one of the factors contributing to these increased pressures, it says.

In these circumstances, the CTEC Report recommends that in the absence of special measures and special funding there should be no increase in overseas student numbers beyond that to which the Government is already committed. Any increase above the present numbers in the next triennium should be for reasons of foreign policy rather than for educational reasons, it says, and should be funded appropriately.

The CTEC estimates the annual recurrent cost to the Commonwealth Government of providing tuition for overseas students as some \$100 million. The average annual cost is about \$8,100 per equivalent full-time student (EFTS) compared to \$7,400 per EFTS for the university sector as a whole and \$5,300 for EFTS for advanced education.

The three reports referred to are: *Mutual Advantage*, a report of the Committee of Review of Private Overseas Student Policy (AGPS, March 1984) chaired by Professor Goldring; *Report of the Committee to Review the Australian Overseas Aid Program* (AGPS, March 1984) chaired by Sir Gordon Jackson; *Commonwealth Tertiary Education Commission: Report for 1985-87 Triennium* (AGPS 1984). — Maureen Barnett.

## ANU Reporter

ANU Reporter: Editor, Peter Trickett. Staff: Peter Quiddington (journalist), Betty Bohmer (advertising). Produced by University Information (Director Maureen Barnett) and printed by Canberra Publishing and Printing, Fyshwick.

# 'Alarming' increase in injury to keyboard operators

Overuse injury, a common form of which is tenosynovitis, has increased at an alarming rate within the University during the past year, according to the Secretary, Mr Warwick Williams.

Nearly all staff affected by the complaint, which is also called repetition strain injury, were women in some form of keyboard operation. In a circular to staff, Mr Williams says more than 40 staff members have claimed compensation or taken sick leave, and about 70 have sought treatment at the University Health Centre.

Mr Williams said the injury had ranged from 'mild discomfort to crippling disability necessitating retirement on invalidity grounds'.

Due to the rapid increase in the incidence of overuse injury, new guidelines for the use of visual display units and other screen-based equipment have been issued to University staff. Operators are now asked to take 15-minute breaks every hour. This time, it is suggested, should be spent either exercising or in 'non-keyboard' duties which require the operators to 'leave the work station and adopt a different body posture'.

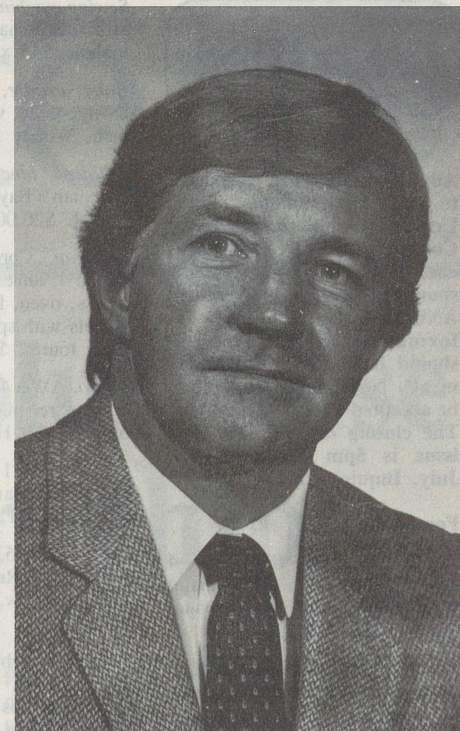
The guidelines are directed to staff involved in keyboard operations. Anyone already suffering the symptoms is advised to seek medical assistance.

The Vice-Chancellor's Advisory Committee on Occupational Health and Safety is giving the highest priority to measures aimed

at preventing the occurrence of the complaint. It is anticipated that a consultant will be appointed to co-ordinate a survey of the University's work practices, the adequacy of equipment, work station design and other matters.

The aim of the survey will be to establish safe working practices, guidelines and standards for the purchase of equipment and furniture, and any other policies necessary for prevention of the complaint.

Currently, the Personal Advisor to Staff at the University, Ms Audrey Dargan, in the Kingsley Street Cottage, is acting as a facilitator for the collection and dissemination of information and is helping to organise rehabilitation support.



Dr Ron Ayling (above) recently joined the International Development Research Centre (Canada) as a Program Officer in forest sciences. He will be resident in Nairobi, Kenya and assumes responsibility for the development of forestry research programs in several countries of east and southern Africa.

IDRC was created by the Canadian Parliament in 1970 to encourage and support applied research by developing countries addressing fundamental problems of health, education, agriculture and food nutrition. Research in the forest sciences within the agricultural division is concerned with finding solutions to the fuelwood crisis facing many Third World countries, developing efficient charcoal production techniques, improving the efficiency and durability of wood and charcoal cooking stoves, checking soil erosion and environmental degradation, and protecting and conserving valuable genetic resources.

Dr Ayling studied for his doctorate on an ANU scholarship and received his PhD in 1973 following completion of his thesis under Dr Eric Bachelard of the Department of Forestry.

Since leaving the ANU, he has taught at the University of Toronto, Canada, and has been involved in forestry projects for the Canadian Government in several countries of Central and South America and the Caribbean.

## Overuse injury: are you at risk?

By Gabriele Bammer\*

If you are aged between 18 and 65, either married or single, divorced or widowed, with or without children, and if your job or some other regular activity usually involves a series of repeated movements with one part of the body while other parts are held still, you could be at risk of being struck by overuse injury (also known as repetition strain injury).

Clerks, cleaners, typists, academics, and a long list of other occupations are included among those which can place a person at risk. Golfing, gardening, knitting, playing tennis and many other activities can also increase the risk of overuse injury.

The only common denominator in candidates for overuse injury is the type of activity in which they are involved. It usually consists of a series of repeated movements with one part of the body, while at the same time holding other parts still.

There are two common features associated with overuse injury. One is the type of repeated movements. Problems arise when the movement is repeated very rapidly over extended periods of time, as in operating a word processor, or when the movement requires force which is repeated over and over, as when using a pair of secateurs.

The second factor is referred to as the amount of 'static muscle work'. This means that although some parts of the body are not moved, the muscles in them are. In typing, for example, only the fingers move, but the muscles in the arms, shoulders and neck are still performing work.

The amount of static muscle work contributes directly to the severity of overuse injuries, and general body posture affects how much muscle work is done.

The precise damage caused by overuse injuries is still not clearly known, but it certainly involves tendons and muscles. Exactly which ones depends on the type of work done.

There are a variety of symptoms, which are commonly divided into three sequential stages.

Stage one: Aching and tiredness of the affected limb, or limbs, during some of the time the task is performed. This will settle over sleep, or with a day's break from the particular task. There is no significant reduction in the ability to perform the task, nor are there any physical signs.

Stage two: Recurrent aching and tiredness

occurring earlier after commencement of the work, and persisting longer after the work is done. These symptoms fail to settle after sleep; indeed, they disturb sleep. Capacity to perform the repetitive activity is diminished and there may be physical symptoms such as swelling, local tiredness and numbness.

Stage three: Aching, fatigue and weakness persisting during periods of rest. Pain occurs with non-repetitive movements, so that the person becomes unable to perform even light duties. Again, sleep is disturbed and there are physical symptoms.

The progression from stage one to stage three can take weeks, months, even years.

Specific injuries covered by the term 'overuse injuries' are tendonitis, peritendonitis, tenosynovitis, tension neck syndrome, carpal tunnel syndrome, ganglion, muscle strain or sprain and epicondylitis, otherwise known as tennis or golfer's elbow.

A major cause for concern is that treatment for overuse injuries is not always satisfactory. In the early stages, the symptoms can be relieved completely by discontinuing the repetitive activity. However, obtaining the correct diagnosis of an overuse injury can still be difficult and sufferers should be prepared to find a sympathetic and well-informed doctor.

Another serious problem in the early stages is that sufferers may be tempted to mask the pain with analgesics. This is very dangerous, for while the pain is relieved temporarily the damage to tendons and muscles continues as long as the repetitive work continues. When the severe damage associated with stage three is reached, it is not known how long it will take for recovery to occur or how recovery can be promoted. The sufferer may experience persistent pain for months or years.

Clearly the key to reducing the incidence of overuse injuries is the prevention of their occurrence. As a large proportion of these injuries arise during the course of a person's work, this involves a fundamental re-evaluation and restructuring of work practices.

There are three complementary approaches to the prevention of overuse injuries. One is to physically change work patterns or the work place by the institution of such things as rest breaks and ergonomically sound furniture. It is not clear how effective such measures are but, unless workers realise why the changes are being instituted, there is little chance of achieving the desired result.

This ties in with the second approach to the prevention of overuse injuries, which is to

empower individuals not only to recognise when they are at risk, but also to be able to remove themselves from that risk. This is not easy even in the most favourable conditions and will be very difficult in situations where the worker is encumbered by stresses such as job insecurity, peer pressure or even rush jobs for a well-liked boss.

This leads to the third approach, which is that the nature of work needs to be fundamentally re-examined. For example, many occupations need to be reviewed in terms of the variety of tasks required, the flexibility allowed for workers to determine their own work patterns and the interactions between workers which are made possible.

In essence, perhaps, a worker needs to be seen as part of a team, rather than as part of a machine.

\* Dr Bammer is a temporary Lecturer with the Human Sciences Program.

### From p.8

*Commonwealth Scholarship and Fellowship Plan Medical Fellowships tenable in United Kingdom.* Closing dates 30 June 1984 and 30 November 1984.

*The Sir Robert Menzies Memorial Scholarship in Law and Medicine.* Closing date 31 August 1984.

## Visitors

**Humphrey McQueen**, Visiting Fellow, HRC, till August 1984, interests: Australian painting, x3447.

**Dr B. Hughes**, RMC, Duntroon, Visiting Fellow, Applied Mathematics, RSPHYSS, 8-31 July 1984-August 1985, interests: Flow of liquids near surfaces and through porous media; random walks, x2847.

**Dr W. Streifer**, Xeros, Palo Alto, Visiting Fellow, Applied Mathematics, RSPHYSS, 8-31 July 1984, interests: Waveguide theory; lasers, x2847.

**Dr F. Evans**, University of Minnesota, Visiting Fellow, Applied Mathematics, RSPHYSS, 1 September-30 November 1984, interests: Surfactant aggregation, micelles, microemulsions, x2847.

**Dr D. Sornette**, University of Nice, Visiting Fellow, Applied Mathematics, RSPHYSS, 1 October-30 November 1984, interests: Hydration forces; lipid bilayers, x2847.

**Professor S. McLaughlin**, Suny, Stony Brook, Visiting Fellow, Applied Mathematics RSPHYSS, 15 October-3 December 1984, interests: Ion binding to surfaces, x2847.

**Dr T. Thirunamachandran**, University College London, Visiting Fellow, Physical & Theoretical Chemistry, RSC, 6 June-31 August 1984, interests: Theory of Interaction of radiation with atoms and molecules, x4328.

## Meetings

*Australian Group for the Scientific Study of Mental Deficiency, 20th National Conference, Melbourne State College, August 18-22 1984. Contact: A.G.D.O.M.D. 1984 Conference, 555 Collins St, Melbourne, 3000.*

*The Australian and New Zealand Society for Mass Spectrometry Inc, 9th Conference, A.N.U. Canberra, 27-31 August 1984, Contact: Dr M. Lacey, Secretary 9th ANZSMS Conference, Division of Entomology, CSIRO, GPO Box 1700, Canberra ACT, 2601.*

## Call for papers

*Australian Group for the Scientific Study of Mental Deficiency, 20th National Conference, Melbourne State College, August 18-22 1984. Contact: A.G.D.O.M.D. 1984 Conference, Mental Retardation Division, 555 Collins St, Melbourne, 3000.*

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