Upcoming Events

19 Sept  
Lecture: Distributed Optimization and Statistical Learning via the Alternating Direction Method of Multipliers by Professor Stephen Boyd (Stanford University).  
When: 11am  
Where: Physiology Building 63-358  

19 Sept  
Managing your researcher identity: ResearcherID, Scopus ID and Google Scholar profiles and ORCiD  
When: 11am-12noon  
Where: eZone, Dorothy Hill Engineering and Sciences Library  
RSVP: [https://www.library.uq.edu.au/training/index.phtml#RIS128](https://www.library.uq.edu.au/training/index.phtml#RIS128)

20 Sept  
Final Examination Paper submitted to School office (hardcopy and electronic version)

24 Sept  
BE/ME information session for undergraduate students  
When: 10am-11am  
Where: Hawken Engineering Building (50), room C207

30 Sept  
Workshop: Applications of Electron Paramagnetic Resonance in a diverse range of chemical, biological, medical and physical sciences. The workshop is hosted by the Centre for Advanced Imaging (see page 7 for further details).

1 Oct  
Applications for ARC Linkage Grants due to HOS.

10 Oct  
EAIT Teaching & Learning Development Funding due date to the Head of School

14 Dec  
Graduation  
When: 10am  
Where: UQ Centre  
Staff registration will open early October.

Congratulations

Congratulations to Ms Brianne Mackinnon who received a [2013 Miracle Worker award](http://www.smp.uq.edu.au/node/1887) on 26 August. Miracle Worker Awards recognise the contribution that professional staff members make to the University. Brianne’s citation was for her hard work and dedication, and for her positive and helpful attitude.

Congratulations to Brenton Groves, a recent BE(Mining) graduate, who was awarded the Iam Morley Thesis Prize by the Queensland Division of the AusIMM. The prize is for the best honours thesis completed in geology, mining engineering or extractive metallurgy. Brenton’s thesis was titled “Evaluating the Performance and Productivity of Continuous Surface Miners in Iron Ore at Christmas Creek Mine” and he was supervised by Warren Seib with co-supervision from Mehmet Kizil.

UniMAP delgation

A delegation from UniMAP (Universiti Malaysia Perlis) visited the School’s Nihon Superior Centre for the Manufacture of Electronic Materials in late August. The visit was reported in the Malaysian papers:

Women in Engineering

In a recent JOM volume, there was a feature on women in engineering – “United in Our Differences, Changing the Face of MSE”. The article is available here: [http://link.springer.com/content/pdf/10.1007%2Fs11837-013-0652-x.pdf](http://link.springer.com/content/pdf/10.1007%2Fs11837-013-0652-x.pdf)
There are spaces in the Chemical Risk Assessment Database Training being held on 26 September (1pm-3pm).

Register your attendance here: https://staffdevelopment.hr.uq.edu.au/course/OWS015

BE/ME

The EAIT Faculty introduced the Integrated BE/ME (Bachelor of Engineering/Masters of Engineering) degree in some engineering plans in 2012. Subject to final approval by the University, we will introduce the BE/ME in all the mechanical plans (Mechanical, Mechanical and Aerospace, Mechanical and Materials, Mechatronics) for students entering year 4 in 2014. The major objective of the BE/ME is to produce graduates with greater depth in their area of specialisation and with sufficient breadth and experience to lead multi-disciplinary teams.

A key feature of the program in the mechanical plans is a semester-long thesis project.

As with all new engineering programs, we will seek provisional accreditation from Engineers Australia when students first enter the program and full accreditation when The University graduates the first engineers from the program.

The School will be holding an information session on Tuesday 24 September (10am-11am in 50-C207) for undergraduate BE students in their second or third year. At this session, information will be given on the entry requirements, program structure and application process for this new program.

EAIT Faculty T&L Forum

An EAIT Faculty T&L Forum will be run again in November. The organisers would like to get your advance views on the event before putting a flyer together for general dissemination. A number of suggestions have been received for both the ‘Innovation Showcase’ and the afternoon workshops which will be incorporated. It is proposed -

When: Wednesday 27th November 2013
Where: Hillstone at St Lucia Golf Club

Agenda: (provisional only)

08:15  Arrival for tea and coffee and registration
08:30  Welcome by ED/ ADA: EAIT Faculty’s vision for T&L in 2014
09:00  TLC chairs report cards
09:30  “Innovations Showcase 1” (Active presentations from academics) – 15 mins each
10:30  Morning Tea
11:00  “Innovations Showcase 2”
12:30  Lunch
13:30  Workshop(s)
15:00  Report back and summary
15:30  Close

All comments and thoughts will be gratefully received by Lydia (l.kavanagh@uq.edu.au).

Faculty Teaching Awards

The Faculty Teaching Awards are open for nominations (the form is available on page 4). The nominations need to be supported by the Chair of Teaching & Learning (unless they hold this position whereby they go to the Head of School) and submitted to Belinda Bern at b.bern@uq.edu.au no later than 17 October.

Research

UQ Researchers

During 2013, the UQ Researchers website, a repository of the public profiles of academic staff, has been redeveloped. The new site, http://uqresearchers.app.uq.edu.au/, will be launched during Research Week (16 - 20 September 2013).

Northeastern University STEM Future Faculty Fellowship Program

Northeastern University invites nominations and applications from candidates in the STEM (science, technology, engineering and mathematics) fields for the Northeastern University STEM Future Faculty Fellowship (Postdoctoral) Program. For further details on the program, and for eligibility, fellowship terms, and application information, visit http://www.northeastern.edu/advance/recruitment/northeastern-university-stem-future-faculty-fellowship-program/.

Warren Centre for Advanced Engineering

The Warren Centre for Advanced Engineering is looking ahead to the next 30 years through a one day seminar to be held on Friday 8th November at the Sydney Convention Centre in Sydney. Vision30 will bring together high level and emerging leaders, innovators and entrepreneurs to help identify where Australia’s industry could or should be 30 years from now, and how we will get there. Go to http://thewarrencentre.org.au/activities/vision30/ to register your interest and enter the competition to be selected to present your vision and be in line to win $5,000.

OHS

There are spaces in the Chemical Risk Assessment Database Training being held on 26 September (1pm-3pm).

Register your attendance here: https://staffdevelopment.hr.uq.edu.au/course/OWS015
Engineers Without Borders Speaker Night

Engineers Without Borders UQ is proud to host its inaugural “Engineering for Impact” Speaker Night!

Join them as they explore engineering’s involvement in development work; whether it be directly engaging and working with communities, creating technologies to solve real-world problems, transferring science into usable on-ground outcomes, and more!

They will have an expert panel from the engineering and development fields giving presentations and taking part in a Q&A session, including:

Mr Ben Fawcett is an environmental health engineer, development manager, lecturer and researcher with three decades of extensive international experience. He has been Manager of Oxfam’s Global Technical Unit, Director of the Masters Programme in Engineering for Development at the University of Southampton, and an independent consultant in environmental health and development programs throughout Asia and Africa. Since 2007 he has been an Adjunct Senior Lecturer at the University of Queensland, teaching on sanitation and water supply for developing countries at the International Water Centre.

Mr Mike Dendle is Managing Director of the Centre for Social Response. He worked for Oxfam Australia for over 20 years and developed and managed the Community Programs Unit. He is President of the Centre for Peace Social Justice and Development (the Albion Centre) and Chair of Jabiru Community Youth and Children’s Services Association. Mike is involved in both the training with corporates and the travel programs of CSR, including Engineer’s Without Borders’ ‘Dialogues on Development’ program in India.

Prof Jose Torero is the Head of the School of Civil Engineering at the University of Queensland. Prior to joining UQ, Professor Torero held the position of the Head of the Institute for Infrastructure and Environment at the University of Edinburgh. During his time in Switzerland, he was Landolt & Cia Chair in Innovation for a Sustainable Future at École Polytechnique Fédéral de Lausanne. In 2012, Prof Torero was awarded a grant from the Bill and Melinda Gates Foundation for his work on the ‘Toronto Toilet’; a waterless, hygienic toilet that is safe and affordable for people in the developing world.

Details of the event are as follows:

Thursday, 10 October, 2013
5pm to 6:30pm
Room N202, Hawken Building, UQ St Lucia campus

This is a free and public event. Register at http://www.ewb.org.au/events/94/11444.

New UQ Student & Alumni Engagement Initiatives

Matt Hoskins is the new Young Alumni Engagement Officer within the UQ Alumni and Community Relations Team.

The primary focus of this new position will be to develop a range of initiatives to enhance the UQ Advantage by strengthening collaborative relationships between current students and alumni. He will be targeting “young alumni” under the age of 35 however this is not restrictive as he will also be working with current students as they progress into the Alumni Community.

The majority of their projects are targeted for launch during 2014 however an overview is below of what they aim to accomplish this year;

UQ Top 50 Students – Class of 2013
- We will open nominations to find the top 50 Class of 2013 students so that we may award and recognise them at a free appreciation and networking event at the end of November this year.
- The recipients will be chosen on their positive impact to the UQ community though volunteering, student leadership, academia, engagement and other initiatives.
- All graduates of 2013 are eligible and the recipients will be recognised online with a record of their school, faculty, affiliations and achievements.

Graduations
- The Alumni & Community Relations Team will hold a presence at every one of the St Lucia, Gatton and Ipswich graduation ceremonies to help Graduands celebrate their achievements and to welcome parents and friends onto campus at a “pop up lounge”.
- Every Graduand will receive a free “class of” t-shirt and there will also be message boards where students can communicate memories and achievements with each other (and future generations) both physically and through social media.

Young Alumni Advisory Board
- We are currently in discussions with several highly successful and influential young alumni to form a UQ wide advisory board to develop beneficial opportunities for both current students and alumni.
- Projected initiatives include alumni/student mentoring, networking events, leadership summits, advancement/fundraising opportunities and the production of industry based webinars.
- We will also use the board to stay informed of Central, School and Faculty alumni initiatives so we may add value where possible in the form of profile raising, communications, sourcing guest speakers or any other help you may require.

There will be more information regarding the above and other planned initiatives available in the near future. In the meantime if you are aware of any student or alumni activates in your area where Matt or the Alumni team may be able to assist you; please contact Matt.
NOMINATION FORM

NOMINEE’S DETAILS:

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<th>Name</th>
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<td>School</td>
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<td>Position</td>
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<tr>
<td>Type of appointment</td>
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<td>Period of teaching service</td>
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SELECTION CRITERIA:
The selection of award winners will take into account the extent to which nominees show evidence that their contribution has:

- influenced student learning, student engagement or the overall student experience;
- delivered widespread benefits for students, staff, and the Faculty;
- been sustained over time; and
- gained recognition from students, fellow staff, the School/Faculty, and/or the broader community.

Please attach a **statement** addressing the selection criteria (no more than two (2) pages) and a **coversheet** summarising key evidence such as a table of SECaT scores and list of other achievements such as Dean’s Commendation Student nominations as Most Effective Teacher etc. **Additional evidence** and documentation supporting claims made in the statement may be appended, but should be brief and limited to material explicitly demonstrating the above criteria, e.g. resources developed by applicant.

____________________________      ________________
Signature of Applicant          Name                     Date

4. **ENDORSEMENT OF SCHOOL CHAIR of T&L (or HEAD of SCHOOL, if the applicant is the School’s TLC Chair):**

**Comments:**

________________________________________

____________      _______________________
Signature         Name                     Date

Closing date: 17 October 2013
APPLICATIONS SHOULD BE LODGED BY THE RELEVANT SCHOOL T&L CHAIR WITH THE FACULTY T & L COMMITTEE SECRETARY AT b.bern@uq.edu.au
Introduction

In 2007, Faculty Teaching Excellence Awards were introduced to recognise and reward individuals or small teams who are renowned for the excellence of their teaching and make a significant contribution to the outstanding teaching and learning achievements in the Faculty. These awards are an annual celebration of teaching and teaching excellence in the Faculty.

There are 5 awards in total granted each year at the discretion of the selection committee. Each award will comprise a certificate and $5,000. The awards will be presented by the Executive Dean during the University’s Teaching and Learning Week.

School Teaching and Learning committees are responsible for identifying and nominating candidates. Selection is undertaken at Faculty level by a specially convened committee chaired by the Executive Dean.

Objectives

The objectives of the Awards for Teaching Excellence are to celebrate and disseminate the achievements of staff who are outstanding teachers and make a significant impact on undergraduate teaching and learning, and in particular:

- to reward commitment and dedication to inspirational teaching and encourage teaching practice that influences, motivates and inspires student learning;
- to reward commitment and dedication to successful innovation in teaching and to encourage and foster Faculty initiatives that improves the learning environment for undergraduate students through the development of quality teaching practices and/or products;

Selection Criteria

The Awards focus on exceptional teaching and sustainable enrichment and support of student learning. Evidence of the nominee’s contribution to teaching, development of quality teaching practices and resources, and impact upon the learning experience or environment, should be included in the submission. The selection of award winners will take into account the extent to which nominees show evidence that their contribution has:

- influenced student learning, student engagement or the overall student experience;
- delivered widespread benefits for students, staff, and the Faculty;
- been sustained over time; and
- gained recognition from students, fellow staff, the School/Faculty, and/or the broader community.

Nominations

- All teaching staff in the Faculty are eligible for consideration for an Award.
- Winners of the Award are encouraged to submit an application for the University Awards in the following year if they have not already done so.
- Winners of the Award are not eligible for re-nomination within three years.
- The nomination for an Award remains active for two years following the year of the initial nomination unless the nominee receives an Award.
- Nominations are due by **17 October 2013** and must be submitted by the School Teaching and Learning Chair using the nomination form provided to the secretary of the Faculty Teaching & Learning Committee, Belinda Bern [b.bern@uq.edu.au](mailto:b.bern@uq.edu.au).
The Centre for the Study of Science, Religion and Society at Emmanuel College

invites you to a seminar led by

Professor Ian Cameron
School of Chemical Engineering, The University of Queensland

‘To be human is to be an engineer’

Date: Friday 11 October 2013
Time: 12.30pm – 2.00pm
Venue: Emmanuel College
Sir William MacGregor Drive
St Lucia Qld 4067

A light lunch will be served prior to the seminar.

Ian Cameron is a professor at the School of Chemical Engineering, an inaugural Senior Fellow of the Australian Learning and Teaching Council and ALTC Discipline Scholar in Engineering & ICT. He is also a director of Daesim Technologies, Brisbane and a Fellow of the Australian Academy of Technological Sciences and Engineering (ATSE).

He completed Chemical Engineering degrees at the University of NSW, and a masters degree at the University of Washington. He worked for 10 years for the CSR Group in diverse industry sectors such as sugar, building materials and industrial chemicals, having roles in process and control system design, plant commissioning, production management and environmental protection.

He obtained his PhD and DIC from Imperial College London in the area of Process Systems Engineering (PSE), and then worked full-time for three years as a United Nations (UNIDO) process engineering consultant in Argentina and a further six years in Turkey on a part-time basis. He has spent the last 25 years in research, consulting, teaching and learning innovation at The University of Queensland, having received numerous awards including the JA Brodie Medal of the Institution of Engineers Australia, the Australian Award for University Teaching in Physical Sciences 2003 and the Prime Minister’s Award for University Teacher of the Year. He was part of the team from UQ Chemical Engineering that won a national AAUT institutional award in 2005 for educational enhancement via project centred curriculum and course innovation.

He has held visiting appointments at Imperial College London, University College London, the Technical University of Denmark, the Hungarian Academy of Sciences and the University of Edinburgh.

RSVP to Sharon Burridge by Wednesday 9 October 2013
s.burridge@emmanuel.uq.edu.au
Tel: 07 3871 9362
CAI EPR WORKSHOP
MONDAY 30TH SEPTEMBER

Applications of Electron Paramagnetic Resonance in Biology, Chemistry, Medicine and Materials Sciences

This workshop will involve a number of introductory level lectures on methodologies and applications of electron paramagnetic resonance in a diverse range of chemical, biological, medical and physical sciences.

**Metalloenzymes**
- Structure
- Function

**Free Radicals**
- Detection
- Characterisation
- Imaging

**Dynamics/Distance Measurements Using Spin Labels**
- Biomolecules
- Structural elucidation

**Materials**
- Characterisation
- Structure
- Properties

9am—5pm
Monday 30th September
CAI Auditorium
University of Queensland
St Lucia

To find out more, please contact:
Chris Noble
chris.noble@cai.uq.edu.au

The Centre for Advanced Imaging
www.cai.uq.edu.au
CAI EPR WORKSHOP
MONDAY 30TH SEPTEMBER

Registration and Call for Abstracts

If you wish to attend this workshop please register by emailing with the number of attendees by Monday the 23rd of September.
chris.noble@cai.uq.edu.au

In addition to a number of introductory talks by EPR experts there will be an opportunity for researchers who use EPR in Biology, Chemistry, Medicine and Materials Sciences to present their work in this workshop to a wider audience.

If you wish to present at this workshop please email a title and short abstract.
chris.noble@cai.uq.edu.au

Morning and Afternoon tea will be provided.
Lunch will be available from food outlets on campus.

9am—5pm
Monday 30th September
CAI Auditorium.
University of Queensland
St Lucia

To find out more, please contact:
Chris Noble
chris.noble@cai.uq.edu.au

THE CENTRE FOR ADVANCED IMAGING
www.cai.uq.edu.au
Welcome to 2013 Equity Alert, a bulletin for UQ’s volunteer networks of Discrimination & Harassment Contact Officers (DHCOs) and Equity & Diversity Information Networkers (EDINs)

Workplace Gender Equity Act

In December 2012 the Equal Opportunity for Women in the Workplace Act 1999 (EOWW Act) changed to the Workplace Gender Equality Act 2012 (WGE Act), introducing a new reporting and compliance framework requirement for organisations with 100+ employees.

From the 2013-2014 reporting period, UQ will be required to report against six areas seen as critical to workplace gender equality, the Gender Equality Indicators (GEIs). UQ will report on: the gender composition of its workforce and governing bodies, the results of a gender pay analysis conducted separately for academic and professional staff, the presence of policies which enable flexible working arrangements that support employees with family and caring responsibilities and as well as evidence that that UQ employees are offered opportunities to consult on issues related to gender equality. From 2015 minimum standards relating to the GEIs will come into effect. Minimum standards represent degree to which gender equality outcomes need to be improved. If an organisation does not meet a specified minimum standard and does not improve against it within two years, they may be listed as non-compliant.

These changes have created a strengthened and more rigorous set of reporting requirements, the primary aim of which is to achieve gender equality in Australian workplaces. (See the following articles for more information on gender inequality in Australian workplaces).

National Gender Pay Gap

Tuesday 3rd of September 2013 marked ‘Equal Pay Day’, a symbolic reminder of the additional 64 days from 1 July that the average woman has to work to earn what the average man took home the previous financial year. The Workplace Gender Equality Agency (WGEA) is calling on employers to help close the pay gap. The Equal Pay Day calculation is based on the current national gender pay gap of 17.5%, which equates to the average woman working full-time earning $266.20 less each week than the average man working full-time ($1252.20 compared to $1518.40, an annual difference of $13,842.40). Helen Conway, WGEA Director, said the national gender pay gap is a high-level figure impacted by industrial segregation and pay inequities at the organisation level and job level.

“People often ask, ‘does this mean employers pay women less than men for doing the exact same job?’ While that may be true in some instances, the issue is more complicated. An organisation may pay women and men doing the same jobs the same amounts, but have an organisation-wide gender pay gap because women are under-represented in management, and over-represented in lower-paid roles.” For full details, visit [http://is.gd/cjOy8n](http://is.gd/cjOy8n).

Older Women Hit Hardest by Gender Pay Gap

The gender pay gap between men and women’s wages widens with age, according to the Australian Bureau of Statistics (ABS). ABS figures show women working full time earn on average $65,114.40, which is 17.5% less than the male average of $78,956.80. Women aged between 15 and 19 earn, on average 12.6% than men of the same age. However, for full time employees aged 40 to 44 the gender pay gap is 24.3%, increasing to a high of 26.4% for men and women aged between 60 and 64 years. Diversity Council of Australia (DCA) CEO, Nareen Young, said older Australian women are suffering the financial impact of a lifetime’s worth of gendered decisions around paid and unpaid work. Young said that decisions made earlier in life about what job and which industry to work in, and whether to take time off for children or caring responsibilities “have very real financial implications for women, especially as they age”. Reasons for the larger gender pay gap for older women include; they work in different industries, such as health care and social assistance,
which pay less than male-dominated industries like mining; and women’s over-represented in low-paying, junior occupations. Older women are also more likely than younger women to have had interruptions in their career to raise children. Another cause of pay disparity is discrimination. Young said, “employers can do a lot to help reduce the pay gap for older women. One way is to conduct a gender pay audit that also factors in age. Another is to review performance appraisals and outcomes to ensure older women are being assessed in a way that appropriately reflects their (paid and unpaid) skills and experience”. Young also noted “paid policies for caring such as paid grandparent leave, paid carers leave and providing superannuation payments during parental leave,” as additional strategies.

**Bonuses are unequal**

Men in the accounting, banking and finance sectors earned bonuses double and triple those of their female counterparts, according to a survey by Lloyd Morgan. The survey of 1,280 banking and finance professionals, drawing data from the Clarius Recruitment Group’s (CRG) MySalaryPortal.com website, found the average male bonus or commission was $25,800, in comparison to an average female bonus of just $9,500 for women. The picture was little better in Accounting. Of the 2,300 professionals surveyed, men received, on average, twice the bonus of their female colleagues ($12,900 and $6,400 respectively). Lloyd Morgan Executive General Manager, Paul Barbaro said the gender gap in bonus pay “is consistent across a number of other sectors but not as drastic as what we’re seeing in banking and finance. For example, in accounting the gap is about $6,500 and ICT it’s $3,000, both in favour of the male pay packet.” Paul Barbaro told Discrimination Alert the reason for the discrepancy was “predominantly seniority – that men tended to be in higher positions. Secondly, we know anecdotally there are differences in negotiations," Barbaro said. "Men typically negotiate commissions in a more aggressive way because they have been in continuous employment for a longer period.” The pay gap in the accounting sector increased from $5,200 last year to the current $6,500. Barbaro again, "we hope the trend reverses in the next 12 to 24 months, especially as women achieve more senior roles, but it hasn't happened yet".

The states with the worst gender gap in banking and finance were NSW and SA, with women’s bonuses $20,000 less than men’s. The largest bonus was $500,000 received by a male Sydney-based investment banking director with a postgraduate degree. The lowest was $500 by a female personal banker in Perth in her first year with an undergraduate degree.

**National Coming Out Day – 11th of October**

11 October 2013 is National Coming Out Day (NCOD)! NCOD is an internationally observed celebration of anyone identifying as lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ).

NDOC promotes a safe and welcoming environment for everyone to ‘come out’ and self-identify in the most appropriate way, so that they can work, study and live in the most authentic way possible. At UQ, we will be celebrating NDOC by flying the rainbow flag on the Forgan Smith Tower. Keep an eye out for it, and spread the word!

**Maximising the benefits of cultural diversity**

Australia’s cultural diversity represents an enormous opportunity for employers but many are not sure how to go about maximising the benefits. There are often new tools emerging that assist organisations to embrace cultural diversity in Australian workplaces.

The Federation of Ethnic Communities’ Councils of Australia (FECCA) has released a new series of factsheets, developed in conjunction with DCA and other industry experts and professionals. These ten factsheets cover a range of issues, from exploring cultural diversity in the context of Australia’s broader workforce, to legal frameworks concerning workplace discrimination. They also discuss myths and commonly held misperceptions about cultural diversity in the workplace, as well as tips on maximising cultural diversity for the benefit of organisations and their employees.

The Department of Immigration and Citizenship has also produced a publication called Connections – An employer’s guide which provides useful tips and resources to help employers understand the business benefits of employing migrants and refugees and how to create an inclusive workplace. Find full details at [http://is.gd/TqVw2N](http://is.gd/TqVw2N).