Upcoming Events

27 Nov  Results released to students

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

Congratulations

Congratulations to Professor Ross McAree who has been elected a Fellow of the Australian Academy of Technological Sciences and Engineering (ATSE). The ATSE is made up of 800 eminent Australian engineers and scientists.

Farewell from Ma Qian

It has been a tremendous honour of working at UQ and our School for a total of nine years, first as a researcher with CAST-CRC and then as an academic. In April this year, I accepted an offer of Professor of Advanced Manufacturing and Materials made by RMIT and will thus be leaving UQ and our School next week. My office at RMIT will be right in the city centre.

Below are my full contact details at RMIT:

Dr Ma Qian
Professor of Advanced Manufacturing and Materials
School of Aerospace, Mechanical and Manufacturing Engineering
RMIT University

Office: Building 57, Queensberry Street, Vic 3001
Email: ma.qian@rmit.edu.au
Mobile: 0435573103
Tel: 03 3 9925 4491

I cannot forget UQ, our School, colleagues and friends here. Please kindly drop by when you are in the city centre of Melbourne!

With best wishes

Ma Qian

Congratulations

Congratulations to the winners of the EAIT Research Innovation and Supervision Awards -

•  Prof Hal Gurgenci who won the EAIT RHD Supervision Award - Recognising sustained success in the support and completion of RHD students with outstanding quality, impact or esteem outputs,

•  A/Prof Kazuhiro Nogita who won the EAIT Translation Award - Recognising research that has translated into benefits for the broader community beyond academia with a demonstrated impact of outcomes for industry or society, and

•  SCRAMSPACE Flight Team (Prof Russell Boyce, Dr Sandy Tirtey, Dr Melrose Brown, Dr Michael Creagh, Dr Bianca Capra, Ms Amy Dedman, Mr Paul Van Staden, Mr Igor Dimitrijevic, Mr Brad Sharp, FLGOFF Adrian Pudsey) who won the EAIT Internationalisation Award - Recognising the outstanding contribution made by a researcher or team that have established significant networks with substantive impacts in terms of esteem, growth and international positioning.
Student newsletters

A fifth and final Faculty student newsletter will be sent around to students with end of semester reminders, examination requirements, and information regarding graduations etc.
If there are some final reminders and messages you’d like to send out to the students, via the newsletters, please send these through to Maddy (m.flanagan@uq.edu.au) by C.O.B Wednesday, 23 October. The student newsletters will be distributed to students on Monday, 28 October.

Teaching & Learning Week

A list of sessions being held during Teaching & Learning Week (28 Oct – 1 Nov) is available online: http://www.uq.edu.au/teaching-learning/week/.

Teaching & Learning week showcase - date claimer - 30 Oct

A joint showcase will be held with the Faculty of Science in Teaching and Learning Week with details as follows:

When: 30 October 2013 from 9am-12 noon
Where: 316/316A, Level 3, Advanced Engineering Building (49)

The showcase will feature short presentations on teaching and learning innovations from EAIT and Science staff, the presentation of Faculty Teaching Excellence Awards and an eLearning showcase. Morning tea which will be available during this active demonstration session with the Faculty educational designers including innovative course design and activities that can be incorporated into teaching.

Course materials and multimedia service presentation

Find out about the video streams that our Multimedia Service can provide for your lectures. Receive updates from the Course Materials Service.

Date: 11am, Monday October 28th
Place: eZone 2, Floor 1, Duhig Building

This presentation will run for approx. 45 minutes.

Graduate Certificate in Higher Education for academic staff and PhD students

The School of Education is offering a unique opportunity for professional development in a UQ accredited program for those teaching in the university context. The Graduate Certificate in Higher Education (GCHEd) has strong reach across UQ Faculties and Schools, appointment levels (A to E), types of academic appointment (T&R, TF & RO), and age bands.

In 2014, the program begins on Saturday 1 March. It will consist of four 2-unit courses, which we recommend are taken part-time over two years. The program includes study modules on student learning, teaching methods, eLearning, and evaluation of teaching. Participants carry out a teaching innovation to enhance their own teaching or course. Many graduates of the program have presented conference papers and published journal articles based on these teaching innovations (see http://espace.library.uq.edu.au/collection/UQ:219124). Other graduates have subsequently won teaching awards and grants, as well as becoming leaders in curriculum and assessment change in their Schools and Centres, and within the University.

In recent years, the Office of the Deputy Vice-Chancellor (Academic) has provided full tuition-fee funding for eligible UQ staff. Availability of funding for the GCHEd may vary each year and not all applications may be successful, so applicants are encouraged to apply early. Australian PhD students enrolled at UQ require approval from the Graduate School at the time of applying for admission to the program. A HECS-HELP fee is applicable for these students.

Applications are now open for 2014. An application form and additional details can be found at: http://www.uq.edu.au/education/index.html?page=9427

Weight Watchers at Work

Given the positive feedback received from participants in the last Weight Watchers At Work Program, UQ Wellness is happy to once again offer it to staff.

Dates for the next program are 22 October through to 10 December, restarting 21 January through to 11 February.

Weight Watchers At Work now has a Direct Debit option to ease upfront fees. Please contact Robyn Oram at r.oram@uq.edu.au or call on 3365 3221 for more information.
Finance

It’s that time of the year again where we need to make sure all processes for 2013 are finalised in time to meet the End of Year (EOY) deadlines.

Deadlines are set centrally and cannot be extended.

We strongly encourage you not to leave things until the last minute. Please use the months of October and November to get majority of your finances completed such as:

- Requisitions
- Reimbursements
- Cash passport reconciliations
- Applying now for any travel in 2013 and first couple of months in 2014
- Forward any Tax invoices you might have to the finance team to process

<table>
<thead>
<tr>
<th>End of Year Items</th>
<th>Final Date in 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Final day for new cash passport requests for Travel before 15th January 2014.</td>
<td>02-December-2013</td>
</tr>
<tr>
<td>Final day for cash passport reconciliation.</td>
<td>02-December-2013</td>
</tr>
<tr>
<td>Final day for payment of Tax Invoices and reimbursement of expenses</td>
<td>02-December-2013</td>
</tr>
<tr>
<td>Final day for entry and approval of new requisitions.</td>
<td>16-December-2013</td>
</tr>
<tr>
<td>Last day for entry of purchase orders by finance team</td>
<td>18-December-2013</td>
</tr>
</tbody>
</table>

On behalf of the finance team, thank you for your support and assistance during 2013.

We hope you all had a great and prosperous 2013, both at work and in your private lives. We wish you a safe and happy holiday season and even more successful 2014.

We look forward to working with you in 2014.

Thank you,
The Finance Team

Media Inquiries – What do I do?

Dealing effectively with the media helps UQ build on its positive public image. Any staff members who are contacted by external media agencies should be familiar with UQ’s policy on Communications and Public Comment using The University of Queensland’s Name. Generally, it should be fine to speak to media on behalf of a person’s research/discipline.

In difficult circumstances, it is better to advise a media agency that the University will prepare a response rather than giving no comment. A ‘no comment’ response can indicate that there’s more to the story and questions the University’s transparency. Any difficult media enquiries can be directed to the Faculty Marketing and Communications Manager, or the UQ Office of Marketing and Communications - communications@uq.edu.au.

Election of a Workplace Health and Safety Representative

The Work Health and Safety Act (2011) requires workplace health and safety representatives (WHSR) to be elected and serve on each Workplace Health and Safety Committee (as per Section 9 of PPL 2.10.01).

Accordingly, nominations from the academic (including research only) and professional staff are sought to fill this role for a three year term, commencing on 1 January 2014 or as soon as practicable thereafter. The WSHR is an ex officio member of the School’s OH&S Committee. The Committee meets approximately 4 times per year.

Nominations are due to the School Manager via email (k.lamb@uq.edu.au) on or before the close of business on Friday 25 October 2013. If multiple nominations are received, an election may be held.

The staff member does not need any experience or qualification to be a workplace health and safety representative and training is provided.

Longitudinal Data Analysis

Do you need help with Longitudinal Data Analysis? The Institute for Social Science Research is now offering an exciting new course in Longitudinal Data Analysis. The next workshop is on 29 & 30 October, 2013, 9:00 am - 5:00 pm. Workshops fees are $1,250 with student discounts available upon request. You can learn more about this course and register at http://www.issr.uq.edu.au/mfsas-stream-c
Hong Kong PhD Fellowship Scheme at City University of Hong Kong recruiting the best and brightest students in the world

City University of Hong Kong (CityU) is ranked 12th in Asia and 4th in Hong Kong in the 2013 QS University Rankings: Asia. Our mission is to nurture and develop the talents of students and to create applicable knowledge in order to support social and economic advancement. The University has a strong team of outstanding faculty members with diverse research interests and professional expertise, who are dedicated to advancing knowledge.

Hong Kong PhD Fellowship Scheme

Established by the Research Grants Council (RGC) since 2009, the "Hong Kong PhD Fellowship Scheme" has brought over talented students from around the world to Hong Kong to undertake PhD studies. The Fellowship provides the following for each awardee for three years of studies:

- a monthly stipend of HK$20,000 (~US$2,600); and
- conference and research related travel allowance of HK$10,000 (~US$1,300) per year

In addition, successful Fellowship recipients who applied through CityU will be awarded the Chow Yei Ching School of Graduate Studies Entrance Scholarships at a value of HK$66,100 (~US$8,500), which cover students’ tuition and on-campus hostel accommodation fees in their first year of research studies. Various types of financial support will be provided to eligible students to undertake research related activities and to attend international academic conference.

PhD Studies at CityU

The Doctor of Philosophy (PhD) programme at CityU is offered by the following 23 academic units covering a wide range of strategic areas to suit individuals’ research interests:

- Accountancy
- Applied and Social Studies
- Asian and International Studies
- Biology and Chemistry
- Chinese, Translation and Linguistics
- Civil and Architectural Engineering
- Computer Sciences
- Creative Media
- Economics and Finance
- Electronic Engineering
- Energy and Environment
- English
- Information Systems
- Law
- Management
- Management Sciences
- Marketing
- Mathematics
- Mechanical and Biomedical Engineering
- Media and Communication
- Physics and Materials Science
- Public Policy
- Systems Engineering and Engineering Management

Application Procedures and Deadlines

Step One: Applicants should first submit an initial application at the RGC's Online Application System (OAS) at www.rgc.edu.hk/hkphd, and obtain a RGC reference number on or before RGC’s deadline.

RGC’s Deadline: 2 December 2013

Step Two: Applicants are then required to submit full application, together with supporting documents, to CityU’s Online Admission System at www.cityu.edu.hk/sgs/oas, and quote the RGC reference number, on or before CityU’s deadline.

CityU’s Deadline: 10 December 2013

Short-listed candidates will be invited for an admission interview. Application results will be announced in March 2014. For details on the Fellowship scheme, programme entrance requirements and application procedures, please visit CityU’s website http://www.cityu.edu.hk/sgs/hkphd/index.htm or email to sgfellow@cityu.edu.hk.
Welcome to 2013 Equity Alert, a bulletin for UQ’s volunteer networks of Discrimination & Harassment Contact Officers (DHCOs) and Equity & Diversity Information Networkers (EDINs).

Please ensure that you distribute widely amongst your organisational areas via email, electronic attachments and hard copy printouts.

Diversity Discussion with the Qld Anti-Discrimination Commissioner

We are very pleased to welcome the Queensland Anti-Discrimination Commissioner, Kevin Cocks AM, to UQ. Kevin gives a presentation entitled Disabling Structures, Enabling People, discussing the barriers faced by people with disability in the workplace, and the approaches to removing those barriers.

Please join us for a light lunch followed by a robust dialogue, as we delve into the issues surrounding workplace inclusion.

Date: 17 October, 2013
Time: 12 noon to 2:30pm
Venue: Library Conference Room, Duhig Building, Level 1
RSVP: equity@uq.edu.au

LGBTIQ Bursary

The Equity Office is accepting applications for the UQ LGBTIQ Bursary. This $1000 bursary aims to support a student (undergraduate or postgraduate) who identifies as lesbian, gay, bisexual, transgender, intersex or queer, who is suffering financial hardship. The successful student will have demonstrated a commitment to the LGBTIQ community, and to their ongoing study at UQ.

Applications are due by 25 October. The application form can be downloaded from the Equity Office website here: http://www.uq.edu.au/equity/lgbtiq-bursary. Please ensure this information is available to all students in your areas. If you would like a poster to print out to put up in your area, please email equity@uq.edu.au.

Equity Office Training

The Equity Office has two major staff development offerings coming up in November. Spaces are still available in both.

DHCO Training – 7th & 8th November

UQ is committed to developing an environment that ensures staff, students and visitors are not subjected to behaviours, practices or processes that may constitute discrimination, harassment, vilification or victimisation. Discrimination and Harassment Contact Officers (DHCOs) are often the first point of contact for staff and students with queries related to these issues, a role which has been established by the Discrimination and Harassment policy. Staff who have an understanding of and commitment to social justice principles and have a high level of discretion are invited to apply. This course runs over 2 consecutive days. Visit https://staffdevelopment.hr.uq.edu.au/course/UEDDHC to enrol.

Ally Training – 14th November

The Ally Program was established in collaboration with UQ (Student) Union to provide a ‘safe zone’ for lesbian, gay, bisexual, transgender and intersex (LGBTIQ) students and staff through awareness-raising. At the end of the program, participants will have a basic understanding of LGBTIQ issues and knowledge of relevant community resources that will assist them in their role as an official UQ Ally. Through the Allies, the university provides a safe, welcoming and confidential environment to those seeking support or information. UQ Allies, however, do not provide “expert” advice or counselling. Visit https://staffdevelopment.hr.uq.edu.au/course/UEDAT1 to enrol.
**World Mental Health Day – 10 October**

**World Mental Health Day** (WMHD) is a day for global mental health education, awareness and advocacy. An initiative of the World Federation for Mental Health, WMHD is an annual program held on 10 October to raise public awareness of mental health issues worldwide.

This year in Australia, WMHD has three objectives:

- Encourage help seeking behaviour
- Reduce the stigma associated with mental illness
- Foster connectivity throughout communities

To learn more, visit the Mental Health Council of Australia website: [http://www.mhca.org.au/](http://www.mhca.org.au/)

**National Coming Out Day – 11 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).

NCOD 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 NCOD by flying the rainbow flag on the Forgan Smith Tower. Keep an eye out for it, and spread the word!

The UQ Union Student Help on Campus (SHOC) team will be hosting an event on NCOD for everyone to “Share their Secrets and Show their Support”. It will be held outside their old offices (Building 21C, underneath the Red Room) under the trees outside, between 10am and 2pm. Find the marquees; there will be giveaways and information available on the day. The UQ Student Queer Collective will be holding a picnic in the Great Court from 12pm until 3pm, with games, music and food. All are welcome to join!

**Sexual Harassment on the rise through email and mobile devices**

According to the Australian Human Rights Commission (AHRC), one in five women experience sexual harassment in Australian workplaces.

Sexual harassment is defined in the *Sex Discrimination Act* as a form of discrimination which consists of "any unwelcome or unwanted sexual behaviour which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstance."

Unwanted and unwelcome behaviour need not be experienced in person but rather may, and with increasing frequency does, occur electronically through the use of email, mobile phones and social media sites. The accessibility of email and social media sites through portable electronic devices makes communication instantaneous and can blur the distinction between personal communications and workplace conduct, exposing employers to potential claims of sexual harassment unless they take reasonable steps to prevent the conduct.

In the case of *Employment Services Australia v Poniatowska*, a young woman alleged that she had been sexually harassed by two male co-workers by way of emails and text messages. In particular, she alleged that she was sent unsolicited emails and text messages at work inviting her to have a sexual relationship with a co-worker. She also alleged that a second male co-worker sent a pornographic picture from his mobile phone with an offensive text message.

The court found that the woman's complaints were dealt with inappropriately and inadequately. Following receipt of her complaint, her employment was terminated for poor performance. The court found the company had determined that the complainant did not "fit" its work environment because she was a female who would not tolerate sexual harassment and as such found that she had been treated differently on the basis of her gender.

It is imperative that all supervisors are aware of the relevant laws and UQ policies relating to sexual harassment. For more information, contact your HR representative, or the Equity Office.