Upcoming Events

10 Feb  Applications for tutoring close. Course coordinators can nominate preferences.

12 Feb  2015 ARC Discovery Projects: due by COB to HoS (via Rose)

19 Feb  Churchill Fellowship applications due (www.churchilltrust.com.au)

5 Mar  ARC DECRA for funding commencing in 2015 due to HoS

Welcome

We would like to welcome Italo Onederra who has commenced in January as a mining academic.

Congratulations

Congratulations to Mingxing Zhang on his successful application for promotion to Professor (from 1 January 2014). This is recognition of Ming’s significant academic leadership, impact and international reputation.

Congratulations to all the winners at the ARC Centre of Excellence for Design in Light Metals at 2013 annual conference held from 5-6th December at UQ. The winners were –

- **Best Thesis (2nd prize): Xiaopeng Li**
  Xiaopeng’s thesis was titled "Powder Processing, Microstructure and Mechanical Properties of Amorphous Aluminium Alloys" and he was supervised by A/Prof Ma Qian, Prof Graham Schaffer, Prof Jianqiang Wang and Dr Ming Yan.

- **Best Thesis (3rd prize): Eric Qiang Wang**
  Eric was supervised by Prof. Mingxing Zhang and his thesis is entitled "Bonding mechanism of cold sprayed Al and Al-Al2O3 composite coatings on Mg alloy".

- **Best Paper (2nd prize): Ming Yan**
  M.Yan, M.Qian and M.Dargusch “Impacts of trace carbon on the microstructure of as-sintered biomedical Ti-15Mo alloy and reassessment of the maximum carbon limit, Acta Biomaterialia

- **Best Paper (3rd prize): Fuyong Cao**
  Cao, FY; Shi, ZM; Hofstetter, J; Uggowitzer, PJ; Song, GL; Liu, M; Atrens, A, "Corrosion of ultra-high-purity Mg in 3.5% NaCl solution saturated with Mg(OH)2", Corrosion Science 75 (2013) 78-99.
Teaching and Learning

2014 Undergraduate and Postgraduate Program Information Handbooks

Copies of the 2014 Undergraduate and Postgraduate Program Information Handbooks are available on the School’s intranet: https://internal.mechmining.uq.edu.au/academic-advisors

UQ Timetables Planner

This program helps students plan their semester timetable (particularly helpful when selecting which tutorials/practicals fit in a timetable). See: https://timetableplanner.app.uq.edu.au/

Presentation - Add videos to your Blackboard site

This session will cover how to add video clips and entire programs to your Blackboard site, link or upload Australian TV from the 'Informit TVNews' database, make your own clips (very simply) from the Alexander Street Press Video databases, such as ‘World History in Video’, and from the new Australian EduTV database and link these to Blackboard, and 'Embed' videos from YouTube, 'TED' and other web sources.

Date: Friday, 21 February, 2014
Time: 10:30am - 12 noon
Location: Ezone 2, Social Sciences and Humanities Library
Register: https://staffdevelopment.hr.uq.edu.au/course/RLAVBS

Reading lists

UQ Library’s Learning Resources Service has begun processing readings lists and other email requests to support courses being taught in Semester One on the St Lucia campus. Please submit your reading lists as they become available to the Learning Resources Service at: learningresources@library.uq.edu.au.

You may be aware that the Library is now using a new application to provide learning resources which offers much more functionality and usability. Features include the ability to sort resources into sections, such as readings by teaching week or by topic, and also indicating whether a resource is described as Required, Recommended or Further material. An example can be found here: http://www.library.uq.edu.au/lr/crim2000

Further information on this application, called Talis Aspire, can be found here. Queries about the Service can be directed to Loretta Atkinson, Co-ordinator Learning Resources and Collection Development. Further information can be found on the Library website: http://www.library.uq.edu.au/teaching-support/learning-resources-service

T&L Cont.

Funding for technology-enabled curriculum design and learning innovation projects

Strategic funding is available to support new technology-enabled curriculum design and learning innovation projects. This funding is to be used to implement the eLearning Blueprint released last year. Further information about the Strategic Blueprint funding can be found at the Pitchr Web page.

In 2014, there will be three separate calls for proposals so that academic staff have the time and opportunity to develop and submit their ideas. The first deadline will be Monday, 17th February. Subsequent deadlines will be announced on the website. The funding is classified as restricted, but projects should be completed within one year of their award date.

Proposals will be considered by the Technology-Enhanced Learning Sub-Committee (formerly the eLearning Strategy Committee) and they are looking forward to the creative projects representing innovative uses of technology in support of effective learning.

Please discuss any ideas with David Mee (call Rose for an appointment). Note also that HoS and Faculty approval are needed prior to submission.

2014 Australian Awards for University Teaching (AAUTs)

The University is keen to showcase even more examples of its Teaching and Learning excellence and has been exploring how it can encourage more applications for both national and UQ awards. The University’s guidelines around eligibility of nominations for the AAUTs have been broadened in order to encourage more talented academics to be considered, for example, Faculty teaching & learning award/citation winners who have not been nominated for a UQ T&L award/citation.

Descriptions of the respective award categories, selection criteria, and eligibility requirements are available on the OLT website at: http://www.olt.gov.au/awards/nominations.

In the first instance a two-page expression of interest (templates) addressing the selection criteria is required. Completed expressions of interest should be forwarded electronically to the T&L Awards & Grants Officer, Michele Wirt (m.wirt@uq.edu.au) (http://www.tedi.uq.edu.au/australian-awards-for-university-teaching) by the following dates:

- Citations for Outstanding Contributions to Student Learning: Monday, 24th February, 2014;
- Awards for Teaching Excellence: Monday, 24th March 2014; and
- Awards for Programs that Enhance Learning: Monday, 24th March 2014.

UQ has an excellent record of success in the AAUTs and an experienced support team to assist and mentor.
Welcome to 2014 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.

**Staff Development Offerings 2014**

The Equity Office is once again offering a suite of Staff Development Programs in 2014.

Consider becoming a **UQ Ally** in 2014 and support the diversity of sexuality and gender identities within the UQ communities: https://staffdevelopment.hr.uq.edu.au/course/UEDAT1

Learn more about state and federal legislation, and UQ policies relating to discrimination and harassment, and the processes we use for preventing and resolving grievances, and take proactive role in educating your Unit by becoming a **Discrimination and Harassment Contact Officer**: https://staffdevelopment.hr.uq.edu.au/course/UEDDHC

There will also be refresher courses for supervisors and existing DHCOs to brush up on the latest legislative changes and what that means for UQ staff and students: https://staffdevelopment.hr.uq.edu.au/course/UEDDH1

A special course for supervisors, **Bullying and Discrimination Prevention and Resolution** will support supervisors to understand their obligations under the Workplace Health and Safety Act, identify and minimise risks relating to such interpersonal issues, and effectively resolve such issues should they arise: https://staffdevelopment.hr.uq.edu.au/course/CABDPR

**New Horizons 2014**

One of our most popular Staff Development programs, New Horizons, is back in 2014. New Horizons is a comprehensive career advancement program for women staff at HEW levels 1 to 7 (including research-only) delivered over approximately five months. Workshops are facilitated by external consultant Michelle Moynihan, who has extensive experience in delivering career advancement programs for women throughout Australia. The program is challenging and participants will be required to follow up on workshop tasks in their personal time (for example, workbook completion, reading materials) to ensure successful progress and completion.

A Certificate will be issued after completion of entire series. This course runs over 6 non-consecutive days, for four hours each session.

This course will enable participants to:

- identify personal vision and the development of career goals and strategies to achieve these (including interview skills and c.v. development)
- analyse personal skills and competencies (skills audit)
- prepare a career portfolio and an action plan
- develop planning, problem solving, time management, communication and group effectiveness skills.

Go to https://staffdevelopment.hr.uq.edu.au/course/CAW011 to submit an Expression of Interest.
**Pride Alliance Network**

The Pride Alliance Network (PAN) is a social and networking group for UQ’s LGBTIQ-identifying employees, as well as their families, friends, and UQ Allies. As it grows in numbers, PAN now requires an organising committee to help plan events, and keep members up to date (via the Equity Office).

If you are interested in joining PAN, either as a general member or as a part of the organising committee, please contact d.walker@uq.edu.au

**Changes to Workers Compensation and Rehabilitation Act**

The Queensland Parliament has passed amendments to the *Workers Compensation and Rehabilitation Act 2003*, and the changes are now in force. The changes have an impact on people applying for work and prospective employers in relation to pre-existing injuries and medical conditions, as well as claims histories.

Unless there is a valid exemption under the *Anti-Discrimination Act 1991*, it is unlawful to make recruitment decisions based on a person’s impairment, perceived impairment or their previous or current injuries and medical conditions. Relevant exemptions are:

- a worker not being able to perform the genuine occupational requirements for a position;
- an employer fixing reasonable terms for a person with restricted capacity;
- an employer being exposed to unjustifiable hardship in making adjustments or providing special services or facilities to enable a worker to perform the job;
- an employer making reasonable decisions to protect the health and safety of people at a place of work.

Generally it is unlawful for an employer or recruitment agent to ask for information on which unlawful discrimination might be based. However, under the *Workers’ Compensation and Rehabilitation Act 2003* a prospective employer can:

- give a written request to a job applicant to disclose any pre-existing injury or medical condition that might be aggravated by performing the duties of the job;
- ask a job applicant to consent to the prospective employer obtaining a copy of the applicant’s claims history from the Workers’ Compensation Regulator.

A pre-existing injury or medical condition is one that exists during the period of recruitment that the applicant suspects, or should suspect, would be aggravated by performing the duties of the job. Where a valid request has been made, an applicant must disclose any relevant pre-existing injury or medical condition. In some circumstances, not disclosing a pre-existing injury or medical condition that would be aggravated by the duties of the job might constitute a false or misleading disclosure. This can result in the applicant not being entitled to compensation or damages for any event that aggravates the pre-existing injury or medical condition.

**Tips for employers**

- Ensure job applicants are provided with *comprehensive job descriptions* which clearly identify duties and the environments in which the duties are to be performed. This will assist applicants to assess the likelihood of aggravating a pre-existing injury or medical condition.
- Only obtain an applicant’s claims history during a recruitment process and with the consent of the person.
- Ensure any information obtained about applicants is used for the purpose of the recruitment process only.
- Where medical conditions or injuries are disclosed, consider whether any adjustments or changes can be made to enable the worker to do the job.

**Tips for prospective employees**

- Carefully consider the contents of job descriptions and objectively assess the likelihood of aggravating any pre-existing injuries or medical conditions.
- Disclose any medical information that is relevant to the position being applied for and keep a copy of both the request and the disclosure for your records.

A person who has been unfairly excluded from employment on the basis of an injury or medical condition has a right to make a complaint of discrimination under the Anti-Discrimination Act 1991.