



ATEM MATTERS

THE NEWSLETTER OF THE ASSOCIATION FOR TERTIARY EDUCATION MANAGEMENT INC

EDITION 18

<http://www.atem.org.au>

June 2003

WELCOME
From the
EDITOR

Hi everyone!

We have another bumper edition here; as well as the usual reports from Branches and advice about conferences etc., we have a report on the May Council meeting where we debated lots of issues, the major one focusing on ATEM's direction.

It won't surprise those of you who have been keeping yourself informed and interested in ATEM's development that Council has reconfirmed the importance of having ATEM develop as a professional association, reconfirming the resolution passed at the May meeting of Council in 2002. This was something members heartily endorsed at the ATEM Breakfast which was run in association with the Conference in Brisbane last year. There are some issues of terminology associated with this that are to be further explored by Council, and members will be kept informed by Council as issues are progressed.

Council also confirmed the ongoing recognition that ATEM's strength arises from its Branches and their professional development activities. However, Council also confirmed that there are continuing issues beyond this Branch perspective, that ATEM as a whole is far bigger than the sum of its branches; and that there are Association issues which are overarching and different from the Branch issues. It is important therefore that members and Branch executives always continue to consider the big picture. Otherwise, in the view of Council, ATEM could regress to being simply a loose association based around branch-focussed activities, bound together by an annual conference. That outcome would mean ATEM would lose the advances made in recent years, and ATEM members will not ever get the professional recognition they deserve. So, if you want your Association to continue to develop, please keep yourselves informed of issues at both the Branch and Association level, and speak up! I would welcome letters to the editor or member articles to challenge members thinking!

It is timely here to highlight that the current round of elections is now underway, and we need committed people to stand for important Council positions. To those of you thinking "I'd like to, but haven't the time"... MAKE time! We're all busy, but the efforts of involvement, not to mention the stronger networking, make it all worthwhile!

I hope to see you all at the Conference in Adelaide in September. Numbers will be limited due to venue restrictions, so book early!

All these issues are provided in more detail below, so happy reading!

MARGIE COLE
Association Secretary
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<p>MESSAGE from the PRESIDENT</p>	<p>Hello everyone</p> <p>You may know that the ATEM Council has been discussing the future structure and financing the Association since May 2002. A decision taken at the May 2002 Council meeting focused on ATEM as a professional association, developing what our members do as a "profession" including continuing professional education and membership criteria.</p> <p>The discussion held at the May 2003 Council meeting decided that our members do not belong to a profession but rather specialise in tertiary education administration and management. Further decisions about membership criteria and continuing professional education are underway. The pivotal role of strong branches in designing and delivering ATEM programs locally, and the need to have an open and inclusive membership category were confirmed as 'non-negotiables'.</p> <p>I would urge you now, if you have not already, to take a few minutes to log into the Members Only ATEM website to read the paper "The Structure and Financing of ATEM Beyond 2003". Focus on the intent, not the words in particular (Council discussion focused a lot on terminology), and try to think about ATEM in 10 years time, not only ATEM now. We have been inviting feedback from individual members since February, but have received only one response.</p> <p>If you care about ATEM's future, then please spend a few minutes to have your say and tell us what you think. Your feedback IS important - the decisions Council is making are of the watershed nature, and will define the nature of your association for the future. You can either email me directly (mconway@swin.edu.au) or the ATEM Secretariat (atem1@bigpond.com) or you can provide feedback to your branch (contact details on the ATEM website http://www.atem.org.au/about_branches.cfm).</p> <p>Look forward to hearing from you.</p> <p>MAREE CONWAY ATEM President mconway@swin.edu.au Tel 61 3 9214 8491 Fax 61 3 9214 5483</p>

REPORT ON THE MAY MEETING OF THE ATEM COUNCIL

The ATEM Council met on Saturday 24 May 2003 in Sydney. Here is a synopsis of the main decisions. Routine resolutions are excluded in the interests of brevity.

1 ATEM's Future

Council discussed the question of ATEM's future structure and funding and the responses from Branches. There was a lengthy debate about the document and about terminology. A SWOT Analysis was carried out at one point with Ginny Ferguson facilitating.

There was reaffirmation of the decision adopted in May 2002 that:

ATEM will develop as a full professional association, respected in the tertiary sectors of Australia and New Zealand as a legitimate voice for those who work in management and administration of tertiary institutions. A body of knowledge will be developed and recognised, which is based around the concept that management of tertiary institutions is a profession in its own right, with all that implies in terms of conduct and membership, and in terms of initial and on-going professional development. To head in that direction will require more investment from members themselves, ATEM as an organisation, and from partners in the leadership of ATEM, in professional development of members, communication methods and opportunities, and in the full-time support of Council and Branches through the Secretariat. If ATEM is to be a professional association such as is envisaged currently, then further investment and development must happen now, and branches must support that path of development and the investments of time and funds required.

DECISIONS:

Council agreed that its overarching goal is that ATEM is to be recognised as a professional association respected in the tertiary sectors of Australian and New Zealand as a legitimate voice for those who work in management and administration of tertiary institutions; in particular to:

- to develop a recognised a body of knowledge, based around the concept that the management of tertiary institutions as a specialisation in its own right, and
- to encourage members to adhere to a code of conduct, and initial and continuing professional education; and
- to ensure appropriate investment and support for ATEM as a whole to allow it to develop as a professional association, including a professional secretariat.

Council agrees that the core business of ATEM is (i) Professional Education and Training; and (ii) Promoting and Developing ATEM and the professional interests of its members.

Council agreed that ATEM will define its membership as "that group of staff who work in management or administrative positions in tertiary education institutions and related organisations". Management positions will be defined as "positions with responsibility for the management of functions, significant resources, units, or organisation-wide processes".

That the Membership Sub-Committee further develop membership categories, but that:

- Council agrees that the categories of ATEM Fellow and ATEM Member remain unchanged in their definitions and criteria, and that the introduction of two new categories of Student Member and Associate Fellow be endorsed in principle and further defined by the group
- Council agrees that Corporate Membership is available for institutions that wish to take a leadership role in developing the profession and that such members will have certain privileges as determined from time to time.

That the concept of the role of Regional and Local Coordinators (previously Institutional Coordinators) is confirmed and that it the role be further considered by a working party comprising Michael Werts, Roger Byrom, Ginny Ferguson and Bob Whalan.

That the Professional Education and Training Framework (PETF) be developed by a new committee of Council, the Professional Education and Training Committee with Linda McLain, Manager, Professional Development & Learning Development Services, Edith Cowan University be appointed Chair of the Committee. Membership of the Committee be determined in consultation with the Chair, with the provision for the appointment or co-option of members in related industry groups;

The Committee will:

- review the current Framework documentation and update it to ensure currency and relevance, including seeking feedback from ATEM Branch Professional Development Coordinators, and other relevant groups and individuals;
- consider how the Framework might be used to underpin ATEM's Branch professional education and training programs;
- consider how the Framework might be linked to the proposed Continuing Professional Education and Training program; and
- make any other recommendations it deems necessary to implement the Framework, including an implementation timetable.
- determine whether or not there is a need for a group to oversee the coordination and development of ATEM's professional education programs on a continuing basis; and
- report back to the September 2003 meeting of Council.

COUNCIL ALSO AGREED:

That a review ATEM's organisational structure and operations be undertaken by September 2003 by first seeking the view of Branches and the membership, particularly about:

- the need for some degree of Association level coordination of professional education and training activities, for marketing and promotion activities, to ensure consistency of opportunities across branches, and to ensure professional development is based on the agreed Professional Development Framework; (ACTION: Ginny Ferguson and Linda McLain)
- arrangements for running the conference, particularly with respect to centralising sponsorship responsibilities and coordination with AAPPA; (ACTION: Margie Cole)
- promoting the Association, developing links with institutions, and with government and associated groups; (ACTION: Tom Gregg)
- marketing the Association locally, nationally and internationally; (ACTION: Jan McAdam)
- the recommendation to move to a full-time Secretariat, with an Executive Director or similar position; (ACTION: Neil Voyce and Richard Easter)
- whether there is a need to re-define the membership of Council to focus more on functional roles such as conference coordination; professional education coordination; international affiliations; marketing; and local and regional coordination. Also to review the Councillor-at-Large concept, and consider ways of breaking down the 'them and us' divide in Council; (ACTION: Margie Cole and Chris Jeffery, with Roger Byrom to write about the desirability to retain the federated structure); and
- how ATEM's financial arrangements need to be structured to support the Association in the future. (ACTION: Neil Voyce, Richard Easter)

Council noted that the ATEM Ghosts had commissioned and paid for a Bust of Maurie Blank, sculpted by Jan Brown, Sculptor Emeritus at the Australian National University. Arrangements are under way to have the Bust installed at Monash University's Caulfield Campus, the birthplace of AITEA/ATEM.

Council further noted that the ATEM Ghosts had begun the bequests program and that, to date, two bequests to the ATEM Foundation had been made.

INTERNATIONAL AFFILIATIONS

Council noted the following up-date on international affiliations:

- The Association of University Administrators in the UK has approached ATEM to sponsor or support a joint event in 2004. Further information is being sought on the commitment required of ATEM, but the initial approach indicated that no financial support would be required.
- An agreement with the Association of Caribbean Higher Education Administrators (ACHEA) has been signed off by both Presidents.

A summary of the delegates chosen to attend overseas affiliates' conferences follows:

- AUA: Annual Conference 14-16 April at Derby: Margaret West, Dean of the Faculty of Business and Tourism, Otago Polytechnic. AUA Delegate to TEM Conference: Celia Whitchurch.
- AAUA: Annual Conference 18-22 June at San Francisco: Stuart Middleton, Student Administration, Manukau Polytechnic. AAUA Delegate to ATEM Conference: Stefanos Gialamas
- AACRAO: 6 to 9 April 2003 in Washington DC. Marilyn van Dyke, Manager, Organisational Development and Change, University of Central Queensland was selected but could not attend. BP Gerard Toohey did attend in a private capacity. AACRAO has not yet nominated a delegate to the TEM Conference.

THE JOURNAL OF HIGHER EDUCATION POLICY AND MANAGEMENT

Council noted a report from Ian Dobson and Angel Calderon, Joint Editors of the Journal, and agreed that the Journal should be published three times a year at no extra cost to Council.

ATEM
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ADELAIDE
28 Sep - 1 Oct 2003

THE INAUGURAL TERTIARY EDUCATION MANAGEMENT CONFERENCE WILL BE HELD AT THE HILTON HOTEL, VICTORIA SQUARE, ADELAIDE FROM 28 SEPTEMBER TO 1 OCTOBER 2003.

The conference brings together members of **ATEM**, **AAPPA** and, for the first time, **AAIR**. The local representatives of the three bodies are working well together under the general direction of the Conference Convener, David French, and with the guidance of the appointed conference organisers, SAPMEA, represented by Janine Power.

The Conference website (<http://www.sapmea.asn.au/conventions/tem2003/index.html>) is well established and will be continually updated as details are confirmed. (NB Members who have bookmarked the site should occasionally hit the "Refresh" button to ensure that they are logging in to the most up-to-date information.)

THEME

The theme of the 2003 Conference is

**"PUBLIC GOOD AND MARKET COMMODITY –
UNDERPINNING THE ACADEMIC ENTERPRISE".**

The conference will explore the impact of an increasingly competitive and commercial environment on a publicly-funded higher education sector with a strong tradition of community service. The dilemmas and difficulties this creates for managers and administrators in tertiary education will be explored in a broad range of sub-themes , ranging from "Internationalisation" to "The Future University", which will accommodate the exploration of all aspects of operation of institutions in the higher education sector

PROGRAM

The program is taking shape under direction of the Program Sub-Committee convened by Judy Szekeres. Some excellent speakers for the keynote sessions have already been confirmed; eg Professor Craig McInnes, Director of the Centre for the Study of Higher Education at the University of Melbourne, Professor Peter Coaldrake, Vice-Chancellor, QUT, Dr Andy Johnston, Head of the Education and Learning Program at the UK Forum for the Future, and Ms Anne Skewes, General Manager of Technology Park in Adelaide.

Professor Ian Chubb, Vice-Chancellor of ANU and ATEM Patron-elect will speak at the ATEM Awards Breakfast.

An excellent response has been received from the Call for Papers with more than 90 abstracts already in hand, and more promised. In addition, the Program Committee is inviting a number of additional papers. The Program Committee is currently undertaking the process of evaluating and streaming the abstracts.

SPONSORSHIP

A very professional sponsorship kit was put together by SAPMEA and the Conference Sponsorship Group under the direction of Mark Moses. To date the following firms have agreed to sponsor the conference in cash or in kind and we are grateful for their support:

AGL South Australia Ltd	Welcome Reception
Genesys Conferencing	Conference Satchels
Harrold & Kite Pty Ltd	Donation
Screencheck Australia Pty Ltd	Name Tags
TAC Pacific	AAPPA Awards Dinner
United KG	Happy Hour

Six(6) of the fifteen(15) trade booths available at the Conference venue have been booked to date.

REGISTRATION

Conference Registration has just been made available at:
<http://www.sapmea.asn.au/conventions/tem2003>.

A significant number of Expressions of Interest have been received, and the Conference organisers are quite confident of reaching their target of 500 delegates. As the venue will not take any more than that, we will no option but to turn people away once we reach that target. There is also very significant pressure on accommodation in Adelaide at that time so the earlier that people register, the better chance they will have of securing the accommodation of their choice.

The message is "if you don't want to be disappointed, don't leave your registration to the last minute".

See you in September!

ION WALLACE
SA PRESIDENT

From my application, I had understood I would have single student hostel accommodation. So high on the agenda was how my partner would find his own accommodation. An email received a couple of weeks earlier from AUA directed me to an hotel in Derby. I hadn't received the hard copy material they send out to delegates as I had left NZ earlier than their mail-out, so had to rely on electronic directions on where to go. My partner was prepared to go off and find his own accommodation at the local backpackers (the exchange rate hitting hard), but on arrival at the designated hotel, a double room had been booked. One delighted partner. Most of the international delegates I found were booked into the hotel.

This hotel plus some others with delegates were around 25 minutes away from the University of Derby campus, so special bus transport was provided. These ran every 15 minutes during critical times in the day and provided a great transport link for participants. Large numbers of the 1100 attending the conference stayed in student hostel accommodation located 15 minutes away from the campus.

My programme - as an international delegate - started on Sunday evening with an International Reception and dinner. There were over 70 delegates from overseas with quite a number from African countries. On Monday morning, the International stream had a three hour overview of the Higher Education sector, history, current trends and political views – all providing really useful scene setting.

The conference started fully on Monday afternoon. The Plenary address by Sir Christopher Ball, Chancellor of University of Derby, was the only time all delegates were together in a session. He gave a thought provoking address entitled Managing Success: Leading or Coaching.

Monday night, the first of the social events really kicked in and a highly successful pub quiz was held in the Student Union. Through networking at sessions during the day, I met some staff from the University of Wales – Bangor and that evening met many more from all over Wales. My attempts at answering questions about current sporting personalities, British music, let alone current UK politics were abysmal. However, I was forgiven as many of my new acquaintances wanted to know more about New Zealand opportunities and were happy to have me tag along!

The workshops were excellent with a really wide range of topics and presenters – and so many very relevant to tertiary management, no matter the country. The organisation of the conference worked very well with conference sites highly signposted and large teams of uniformed conference helpers.

The major social activity – the Gala Event was held at the Donington Race Circuit on Tuesday night. Buses took delegates and partners over busy motorways (including the M1) to Donington and its enormous Exhibition Hall that seats over 2000 people. After speeches and an enjoyable meal, a very good band played away the evening with various renditions of popular British bands.

I empathised with the Wednesday morning presenters as they worked hard to keep their sessions lively and interactive. The conference finished at lunch time on Wednesday.

The experience of tertiary management conferencing was excellent and it is difficult to put a value on the networking, listening, learning and interacting that took place. If the opportunity hadn't arisen through ATEM, I wouldn't have given a thought to doing this. So I am eternally grateful to ATEM for opening the horizon. I would recommend anyone interested in these opportunities taking up the challenge and making application when any of these awards up. It's a terrific professional development opportunity and reflects well one of the many benefits of belonging to this organisation.

The 2004 AUA conference is in Keele (about 30 miles away from Derby) and the theme is "Firing the Imagination". I will have to confess that I am secretly focusing on firing any imagination right now so I can figure out how to work my way back to joining in again next year!!

	<p>MARGARET WEST Dean, Business and Tourism Otago Polytechnic Dunedin, New Zealand Email: mwest@tekotago.ac.nz</p>
<p>VET, SCHOOLS and HIGHER EDUCATION PATHWAYS</p>	<p>STRATEGIC EVALUATION OF THE RELATIONSHIP BETWEEN VET, SCHOOL AND HIGHER EDUCATION AQF QUALIFICATIONS</p> <p>On behalf of the National Training Quality Council of the ANTA Board, ATEM Ghost Barry Cameron and his colleagues at Global Learning Services (Peter Kearns and Dr John Grant) are evaluating pathways into and from VET AQF Diploma and Advanced Diploma qualifications.</p> <p>Part of a larger strategic evaluation of relationships, this involves a literature review of research on pathways and a detailing of pathways, while identifying both effective practice and barriers or disincentives. ATEM members' input by no later than mid-June is invited on matters such as:</p> <ul style="list-style-type: none"> • What strategies are most effective in facilitating cooperation across the sectors, in delineating pathways for transition, and in supporting flows of students across the sectors? • Which barriers most limit cooperation or flows of students across sectors? • What reports, research, papers, proposals, presentations etc provide information describing, encouraging or evaluating the development of pathways across the VET, school, and higher education sectors? • What action would be most useful for aiding our understanding of the pathways, or enhancing their effectiveness? <p>Project details and a response form are available at http://www.gls.canberra.net.au or feel free to contact Barry on the details provided below:</p> <p>DR BARRY CAMERON ATEM GHOST Company Secretary, Global Learning Services Pty Ltd 16/2 Postle Circuit, Holt ACT 2615 Phone & Fax: +61 2 6254 0898 Mobile: 041 042 1072 Email: hudcam@bigpond.net.au http://www.gls.canberra.net.au</p>
<p>ASAIHL CONFERENCE</p> <p>MALAYSIA</p> <p>15-18 JUNE</p>	<p>There is a new Conference on the ATEM website:</p> <p style="text-align: center;">The Association of Southeast Asian Institutions of Higher Learning (ASAIHL) International Conference 2003, 15th - 18th June, MALAYSIA</p> <p>Pursuing Knowledge: The Role of Universities Amid Global and National Changes Conference Sub-Themes:</p> <ol style="list-style-type: none"> 1. Education and the New Society 2. University Curriculum in the Era of Globalisation 3. Beyond Technical Skills in the Age of ICT 4. Regional Networking and Cooperation 5. Country Experience 6. University Governance

	<p>To find out more, go to www.atem.org.au and click on 'Conferences' in the top menu bar. Then click on 'Other Conferences'.</p>
<p>BALI BOMBINGS BRINGS NEW SCHOLARSHIP</p>	<p>Out of the tragedy of the Bali bombings last year has come a remarkably moving and generous tribute from the Albury-Wodonga community. One of the victims of the mindless events of October 12th was Ms Andrea Hore. Andrea had been a part-time mature age student who had graduated from the School of Business, La Trobe University, Albury-Wodonga Campus, with the Bachelor of Business (Enterprise Development) in March 1996.</p> <p>Andrea completed her Business Management degree at La Trobe before achieving a managerial position with ISI / Master Foods Australia New Zealand. She travelled extensively for business as well as pleasure. She enjoyed life to the full and lived up to her motto of <i>"Dance as if no-one is watching you...."</i></p> <p>Andrea grew up in the Albury-Wodonga region. Quite apart from the irreplaceable loss to Andrea's family, the loss was also acutely felt within the Albury-Wodonga community. Andrea was a vivacious, fun loving, generous, shining example to all who knew her. Even people who didn't know her personally, knew of her and easily recognised her when sighted at local sporting events, social occasions and at business functions.</p> <p>In Andrea's memory, her friends and family sought to raise sufficient funds to establish the La Trobe University Scholarship. The scholarship is to be awarded on an annual basis would benefit students studying within the School of Business at the Albury-Wodonga Campus.</p> <p>Although initially aiming for a maximum of \$20,000, the amount actually raised at a Gala Dinner and Auction on Friday May 2nd amounted to more than \$30,000. Master Foods then announced that they would further donate \$20,000 to the fund and still funds are flowing in!</p> <p>Andrea's family and friends knew that she was highly regarded within the community but, quite frankly, everyone was stunned by the generosity shown by everyone.</p> <p>As mentioned above, money is still coming in – so who knows what the final sum will be! One thing is for sure, Andrea's spirit will live on for many years to come and that spirit is alive and well in the hearts of all the people within the Albury-Wodonga community.</p> <p>MRS FIONA JONES Finance & Resources Officer, Faculty of Law & Management La Trobe University, Albury-Wodonga Campus Contact: (02) 60 583835 – Fax: (02) 60 583833 Email: F.Jones@aw.latrobe.edu.au</p>
<p>VALE MAURIE BLANK</p>	<p>Members may like to know that Maurie Blank, the Founding President of AITEA (now ATEM) and a significant driving force behind the establishment of the Australasian Institute of Tertiary Education Administrators in 1976, died recently in Melbourne.</p> <p>Maurie was Registrar at Caulfield Institute of Technology (now the Caulfield Campus of Monash University) at that time. As well as being the first President of AITEA he was also the first AITEA Fellow. His drive and passion to professionalise administrative work in colleges of advanced education and universities conquered much opposition and criticism to establish a strong professional association which continues today, some 27 years later.</p> <p>Members interested in finding out more about Maurie's work and contribution to ATEM can check out the following page on the ATEM website: http://www.atem.org.au/about_history.cfm.</p>

EdNA
ONLINE



HE@EdNA Online - DISCOVER, COMMUNICATE, COLLABORATE

<http://higher.edna.edu.au/>

The ATEM Web Site contains many links to useful sites. Go to www.atem.org.au and click on 'Activities' and then 'Professional Links'. Here are some details about just one of them: the 'Link of all Links' – EdNA Online.

EdNA Online Facts

- National asset collaboratively funded by the Australian Commonwealth and State/Territory governments, for the Australian education and training community
- One of the world's largest publicly funded databases, updated daily
- More than 16,000 hand-picked, quality assured, freely accessible education and training online resources
- An extensive range of free services, including:
 - instant delivery of resources
 - simultaneous search across in-house and external collections
 - communication tools
 - aggregation of local collections in the national database, and more.

HE@EdNA Online is a very rich knowledge base focused on the needs of the higher education community. It is a growth area, with a number of initiatives currently underway, for raising awareness among the higher education community of the services and resources available to them. One of the initiatives is the production of a weekly newsletter, the Higher Education Update, which aims to keep tertiary education professionals and students abreast of developments in the higher education arena. The publication also informs the audience of news from HE@EdNA Online and offers an opportunity for contribution of materials from the readers. Free subscription to the newsletter is available at:

<http://www.edna.edu.au/system/tools/email.html>

Discover

Members of the higher education community can benefit from the EdNA Online's flexibility to support their research, teaching and learning needs. They can determine what services or resources they want, without the need to start from the home page. Some of the options include:

- free EdNA Online browse - by creating a dynamic link to a particular category or to a search result on a topic of interest. Every time a new resource is added to the national database, it is displayed via that link.
- instant update on recently added resources in the EdNA Online database, by placing a link to <http://www.edna.edu.au/discover/recentitem.html?category=14899>
- free EdNA Online search, to access not only the EdNA Online collections, but also external collections with which we have established agreements
<http://www.edna.edu.au/system/tools/search.html>

Soon users will also be able to get instant newsfeeds and conferences alerts from EdNA Online, through a service that is currently in development (RSS or Rich Site Summary).

Communicate

Members of the higher education community are encouraged to share their knowledge and expertise through EdNA Online by:

- submitting resources they have found to be useful, for inclusion in the national database
<http://www.edna.edu.au/suggest/index.html>
- getting involved in discussions and forums
- <http://www.edna.edu.au/messaging/index.html>
<http://forum.edna.edu.au/default.asp?Prep=N>

- suggesting conferences, events, scholarships, etc. to the noticeboards http://www.edna.edu.au/noticeboards/add_notice.html

In addition, free noticeboards are available at EdNA Online for any education and training organisation for education and training purposes. Users are provided with administrative access to set up their noticeboard, along with any support they may require. The noticeboard(s) are then accessible online at:

<http://www.edna.edu.au/noticeboards/noticeboard.html> and each noticeboard has its own URL. The noticeboards are also available as XML and can be embedded within user's own website with the site's look and feel.

Collaborate

EdNA Online is positioned as a key service point for Australian digital repositories in education and training for the purpose of sharing resources. HE@EdNA Online aims to expand collection exchange between universities and the EdNA initiative by informing universities of the benefits of contributing their local collection to the national database. Aggregating at the national level enhances and broadens accessibility to university projects, initiatives, publications, and teaching and learning materials <http://www.edna.edu.au/harvesting/>. There is a growing community of 'harvesters' who contribute to the EdNA Online metadata repository. In addition, in a process called 'reversed harvesting', EdNA Online can 'give back' an enhanced collection to the 'harvester', that includes other relevant resources that they maybe interested to have.

Further information about the services and resources available from HE@EdNA Online can be obtained by contacting Nelly Ivanova, Higher Education Information Officer nivanova@educationau.edu.au.

"Through e-learning we will connect those who know with those who need to know, breaking down barriers to yield a better-educated world population."

(Navickas, Leon and Finn, Amy. Predictions for 2002. E-learning visionaries share their thoughts. 2002)

Prepared by **NELLY IVANOVA**,
Higher Education Information Officer
nivanova@educationau.edu.au

LETTER TO
THE EDITOR

Dear Editor

I was delighted to see how quickly the ATEM Secretariat responded to feedback about the website.... I was apparently one of a few members who indicated that the ATEM website photographs were rather dominated by males... and in a very short time, it's pleasing to see that new pictures now adorn our site.

I've also always had quick and pleasant feedback from Giles and Peter, our hardworking Ghosts at the Secretariat, so wanted to thank them for that.

The new website it a step forward, with some of the short term glitches obviously having been addressed.

Keep up the good work!

NAME AND INSTITUTION WITHHELD ON REQUEST.

SOUTH
AUSTRALIAN
BRANCH
REPORT

MEMBERSHIP

Membership numbers in South Australia are of increasing concern. Despite the interest shown by a number of members in the forthcoming TEM Conference, the Branch is experiencing difficulties in attracting new members.

A significant membership drive was undertaken by the Branch in April but, unfortunately, it coincided with the breakdown of the Secretariat's facsimile facilities. Members seeking to renew membership are advised that the ATEM facsimile number 02 6125 5262 is now working again, so if you had trouble, please make contact again now.

PROFESSIONAL ENHANCEMENT ACTIVITIES

Given the concentration of our rather limited people resources on the arrangements for the inaugural Tertiary Education Management Conference to be held in Adelaide in September, our professional development activities at the local Branch level have not been very pronounced this year.

A breakfast with Professor James McWha, Vice-Chancellor of the University of Adelaide whose topic was "The Quality Audit Process and Institutional Impacts" was well attended.

Professor Ian Young, Pro Vice-Chancellor (International), University of Adelaide, and Vice-Chancellor-elect, Swinburne University of Technology, will be our guest speaker at breakfast at Ayers House on **Thursday 19 June**. His topic will be "**Some thoughts on the possible future shape of Higher Education in Australia**".

JOHN EMERY STUDY SCHOLARSHIPS

Up to two study scholarships are awarded annually by the Branch Executive to assist Branch members to undertake studies related to their professional development. The Scholarships provide a grant of up to \$1000 towards costs of tuition. Members interested in applying should contact the Vice-President (Professional Enhancement), Vikki Hopwood (email vikki.hopwood@unisa.edu.au).

ION WALLACE
President
ATEM (South Australian Branch)
21 May 2003

NEW
ZEALAND
BRANCH
REPORT

MEMBERSHIP

Having reverted to a once a year membership renewal (May 1st) with hard copy invoices being sent to all members, NZ Branch judges this to have been a very successful move. There has been a significant increase in financial members. Returned unopened invoices enabled the membership records to be updated. The number of new members in this period equated to the number purged from the records.

MEMBERSHIP	MAY 2003	NOVEMBER 2002
Financial	183	119
Unfinancial	33	97
Total	216	216

Corporate Membership 14

A warm welcome to those New Zealand Branch members who volunteered to assist with regional Professional Development and liaison initiatives:

Lana Ashley, Manukau Inst of Technology
Brenda Markham, University of Waikato
Ali Hughes Christchurch, Polytechnic

PROFESSIONAL DEVELOPMENT

NEW ZEALAND BRANCH:

- 11th ATEM conference 30 June- 1 July 2003 hosted by AUT;
- Inspirational Leadership; Unmasking your Unique Inner Wisdom, 2 July-4 July 2003, lead by Hilary Langford.
- Project Management course for Oct-Nov in Auckland.
- HR Symposium planned for Corporate in Wellington – November.

REGIONS:

Otago/ Southland. Margaret West Otago Polytechnic

- Margaret West was the ATEM delegate to AUA (UK Association) in 2003.

Canterbury/Westland/Southland. Margaret Ricketts and Toni Hodge University of Canterbury

- 12 March 2003, 4 p.m. - Consultation meeting about the questions for the Tertiary Consultative Group meeting with the Ministers of Education with President, Ginny Ferguson.
- 10-11 April Project Management Course offered to regional ATEM members along with Tertiary Alliance staff at UC. Members travelled some distance to attend.
- Sir Richard Hadlee to be a speaker at a function date to be confirmed.
- July 2003 Leadership and Communication Styles workshops offered in collaboration with University of Canterbury.

Manawatu/ Taranaki Anne Walker and Vanessa North Massey University

Function with speaker, Tony Alexander (BNZ Chief Economist) or Stephen Topliss, an expert on markets and marketing). Dates to be confirmed.

Waikato: Jenny Robbins University of Waikato

- A regional ATEM group has been formed. Members are assisting with the branch conference organisation.

Auckland/Northland/ Waikato: Christine Keller University of Auckland, Lorraine Parker AUT

- Organising the NZ Branch conference for June/July 2003;
- A very successful lunch meeting hosted by Manukau Institute of Technology with Dr Stuart Middleton speaking on " Target 2010: Beyond Paying Lip-Service to Meeting the Needs of a Changing Community". Lana Ashley reports that over 60 people attended.

ADVOCACY

The New Zealand Branch President attended the Tertiary Consultative Group meeting in March. This was a meeting of representatives of 25 peak organisations in the tertiary sector in New Zealand with the Minister of Education, the Associate Minister of Education, Ministry of Education staff and Tertiary Education Committee members. The meeting took the form of a structured conversation around three major questions posed by the Associate Minister.

Copies of the notes to the conversation are available from ginny.ferguson@canterbury.ac.nz

	<p>GENERAL</p> <p>The New Zealand Branch conference is to be held in Auckland June 30th and July 1st. This is to be followed on July 2nd with special interest group meetings. Last year we had a small number of our Australian colleagues present papers at our branch conference. They were warmly welcomed. Any of our Australian colleagues who would like to attend our 2003 Branch conference would also be warmly welcomed.</p> <p>GINNY FERGUSON NZ PRESIDENT ginny.ferguson@canterbury.ac.nz</p>
<p>TASMANIAN BRANCH REPORT</p>	<p>MEMBERSHIP</p> <p>The declining interest shown by members in ATEM, including Professional Development activities, is apparent in the Tasmanian Branch. We are attempting to stem the nonchalant attitude shown by long standing members, by using an enthusiastic approach to the traditional things which ATEM represents and a fresh approach to the everyday needs of tertiary administrators.</p> <p>We have successfully welcomed five new members in the last 8 months and we have several other friends who are giving serious consideration to membership. Experience has shown that prospective new members are anxious to know what the aims and the general philosophy of ATEM are about. Quite rightly, they only want to be involved if there is a benefit to them in both a developmental sense, as well as a social outlet. A personal approach to individuals is more significant to future members, than just a general invitation. This is something the Executive Committee of the Tasmanian Branch will develop in the next few months.</p> <p>PROFESSIONAL ENHANCEMENT ACTIVITIES</p> <p>Our Professional Enhancement Activities for 2003 was planned with a lot of thought and attention to the anticipated development and interests of our members (*See extra report immediately below this). Keeping in mind the need to provide stimulating and interesting activities, we planned a number of breakfast sessions as well as lunch-time sessions to ensure that we covered the needs of all those we wanted to attract.</p> <p>A number of very successful events have already been held with a mixture of members and friends attending. These events include:</p> <ul style="list-style-type: none"> • Breakfast session – Darryl Massie, University’s Legal officer ‘Contact issues for Non-Lawyers’ • Tour of Australian Maritime College & wine tasting. ATEM President Maree Conway, attended and lead the discussion on future directions of ATEM • Breakfast session – Elizabeth Thomas, former Public Trustee ‘Leadership & Management in the Workplace Area’ • Lunch session – Professor Rudi Lidl, Deputy Vice-Chancellor ‘Administration Reviews’ • Breakfast session – Professor Kate Warner, Director of the Law Reform Institute ‘The Role and Function of the Tasmanian Law Reform Institute’ • Lunch session – Professor John Williamson, Chair of Academic Senate ‘The Role of the Academic Senate’ • Breakfast session – Jacinta Young, Director of Student Accommodation ‘New Developments in Student Accommodation’

- Lunch session – Professor Judi Walker, Director of Rural health ‘ Rural Health issues in Tasmania’
- Tour of Fine Art Works at the Launceston campus
- Two day workshop with Hilary Langford ‘ Masterful Leadership’

FINANCES

The Branch’s financial position remains strong.

TERTIARY EDUCATION MANAGEMENT CONFERENCE 2004

Arrangements are proceeding well for the 2004 conference which will be held at the Grand Chancellor Hotel in Hobart from 26 to 29 September.

RICHARD EASTHER
President
ATEM (Tasmanian Branch)

ATEM Tasmanian Branch Professional Development Activities – further comment

We attempted this year to try something different in our Professional Development activities and decided to offer a mixture of breakfast sessions, lunch sessions and a couple of tours within the University.

Our guest speakers were carefully chosen to include speakers in new disciplines such as the Tasmanian Law Reform Institute and Rural Health.

The University of Tasmania Foundation makes two Graduate Awards annually to graduates of this University who have achieved well, and have become leaders in their fields of endeavour.

This year the Awards were presented to Elizabeth Thomas, recent Executive Officer of the Public Trustee. Elizabeth is an Arts graduate and was the first Tasmania woman to be appointed Public Trustee and only the second woman in Australia to have achieved that distinction. Professor Tim McCormack was the other graduate to receive the Award in 2003. Tim is currently Professor of Law at the University of Melbourne.

Elizabeth Thomas was our guest speaker at our breakfast activity on Wednesday 28 May. Elizabeth and spoke about ‘Leadership and Management of Workplace Areas’.

Elizabeth is a person who enjoys making a difference in the quality of people’s lives and has a keen interest in developing the potential of others.

The attendance at our first breakfast session was 21 members and friends; this is more than a 50% increase in attendance compared to 2002, when we conducted all our activities via video facilities.

RHONDA EWART
TASMANIAN BRANCH SECRETARY

<p>QUEENSLAND BRANCH REPORT</p>	<p>PROFESSIONAL DEVELOPMENT ACTIVITIES</p> <p>Activities continue to be well supported, though a couple have been cancelled due to insufficient numbers.</p> <p>The “Advanced Training in Change Leadership: Mastering the People Aspects of Change Management” Hilary Langford course has been postponed until September.</p> <p>June activities have been widely promoted, though there are still places available in the “One Day personal Development Workshop for Women”, with Michelle Moynihan, on 24 June. Registrations close 10 June.</p> <p>The ever-popular “Towards Middle Management”, with Eve Ash et al, on 2-4 July is filling quickly.</p> <p>FOR FURTHER INFORMATION CONTACT: r.brownlie@qut.edu.au</p>
<p>NORTHERN TERRITORY BRANCH REPORT</p>	<p>MEMBERSHIP</p> <p>The decline in membership in the Northern Territory Branch has caused us some concern. We lost a few members as a result of the disestablishment of 45 positions and the restructure of a number of departments. Now that the new structure has settled down, at least for the moment, we are regrouping and making a concerted effort to attract new members. With the merger of the Northern Territory University and Centralian College (Alice Springs) to create the Charles Darwin University It is hoped that we will be able to recruit new members from Central Australia. The biggest challenge will be supporting those members with Professional Development opportunities. We believe that once the dust settles on the merger we will be able to provide members in both centres with the same standard of service through regular visits and the possible use of technology to allow the remote area staff to participate in workshops being held In Darwin.</p> <p>PROFESSIONAL DEVELOPMENT ACTIVITIES</p> <p>February</p> <p>Our first activity for the year was an informal lunch time meeting for members with Vice-Chancellor Professor Ken McKinnon. The meeting dealt with the future of the Northern Territory University and what role the Vice-Chancellor felt ATEM could or would play during the transition to the Charles Darwin University.</p> <p>May</p> <p>At the request of members we invited the local branch of Toastmasters to present an introduction to public speaking. This feedback from this event was very positive with a number of the attendees enquiring about the possibility of ATEM NT facilitating the complete course on offer from Toastmasters.</p> <p>We were fortunate to be able to avail ourselves of the services of Hugh Kearns, Professional Development Officer from Flinders University. Hugh presented a session on Managing Change which we felt was appropriate considering the changes that have and are about to happen to the majority of NTU staff.</p> <p>BOB WHALAN PRESIDENT NT BRANCH</p>

WESTERN
AUSTRALIA
BRANCH
REPORT

COMMITTEE

No changes have taken place to the ATEM (WA) Committee reported in the February newsletter. Committee members and responsibilities are outlined below for your information:

<u>Name</u>	<u>Position/Responsibility</u>
Chris Jeffery	President
Phillip Draber	Secretary/Treasurer
Dennis Pentony	Executive Officer
Brian O'Connor	Past President
Linda McLain	Committee Member/Professional Development & State Conference
Renata Mattia	Committee Member/Website
Mark Stickells	Committee Member/Website
Laurie Money	Committee Member/State Conference
Gloria McQuillan	Committee Member/Study Grant
Chris Pepper	Committee Member/Membership
Pick Oo	Committee Member/General
Kevin Smith	Committee Member/TAFE Members

STRATEGIC PLANNING

As reported in February, the Committee spent an afternoon planning our direction for the next couple of years. We then managed to distil this into a one-pager which encapsulates nicely our overall objective, three focus areas, goals and strategies. Although it's impossible to reprint the entire page here, the key elements are as follows:

ATEM (WA) Strategic Planning Framework

1. Overall Objective

Become the professional association of choice in terms of professional development, networking and career support for staff in the tertiary education sector.

2. Focus

1. Professional Development
2. Networking
3. Career Support

3. Goals:

1. Provide a range of professional development activities for managers and interested staff in higher education
2. Develop strategic alliances with staff development sections in higher education organisations
3. Provide networking opportunities for managers and interested staff
4. Facilitate cross-sector and industry linkages with appropriate bodies
5. Develop strategies to provide career support and career information for members.

4. Strategies

Professional Development

- Deliver planned PD program
- Organise industry forums as part of PD program
- Establish linkages with University and TAFE PD programs
- Collect business cards to build a database

Career Support

- Identify and support first time attendees at functions
- Develop mentoring strategy
- Identify and appoint Institutional Coordinators - a role to include linking members (networking/career support)
- Develop attractive alternatives to the current WA scholarship
- Conduct job seeker forums

Conferences

- Establish planning committee for 2005 National Conference
- Deliver State Conference

All Goals

- Conduct member survey
- Publicise ATEM at events/PD (Testimonial)
- Develop and maintain the State ATEM website and contribute to the National Website/publications as appropriate
- Involve senior staff in ATEM activities

PROFESSIONAL DEVELOPMENT

The breakfast professional development sessions continue to run successfully, with attendances hovering in the low to high thirties. Sessions so far have included:

- Teaching Large Classes: How to Manage Them
- Plagiarism
- Indigenous Education Issues in the USA

Future sessions will focus on issues such as shared services, career progression for general staff, how to survive as a new staff member and risk governance and compliance.

ANNUAL BRANCH CONFERENCE

We are very excited about our Conference this year (as we always are!) as it focuses on proposed reforms to the higher education sector which will affect everyone. The Conference, **“Higher Education at the Crossroads: Reflecting on the Impact of the Nelson Reforms”** will be held on **18 July** at St Catherine’s College.

The four Vice Chancellors of the public universities will open the day with a panel discussion and the rest of the day will provide opportunities for participants to discuss key issues of the Report under the expert facilitation of Professors Pat Garnett (ECU), Jeff Gawthorne (MdU), Robyn Owens (UWA) and Robyn Quin (ECU), together with Michelle Hoad (Central West College of TAFE) and Dr Jane den Hollander and Peter Walton (CUT).

We are currently awaiting confirmation from the Minister for Education to open the Conference.

Interest is already very high, so keep an eye on your emails and make sure you register as soon as the brochure is out (first week in June), as places are limited.

ASSOCIATION ISSUES

Exciting things are happening at the Association level. At a meeting recently held in Sydney, all the Branch presidents endorsed the concept of ATEM enhancing its professional standing and more news will be forthcoming about specific strategies to accomplish this mission. Members are invited to comment on the proposals which are located at Members Only ATEM website: http://www.atem.org.au/about_branches.cfm

CONCLUSION

All the signs are pointing to an exciting ATEM year. Spread the word and get a friend or two to join up and make ATEM (WA) even stronger and more vibrant so we can more easily fulfil your needs.

CHRIS JEFFERY
WA BRANCH PRESIDENT

AND HERE'S SOME INFO FOR WA MEMBERS RE A COURSE WHICH MAY BE OF INTEREST:

CHALLENGING WOMEN – THEMES AROUND WOMEN IN NON-TRADITIONAL AREAS

If women work in non-traditional, male-dominated work, are they agents for change or are they themselves changed?

Dr Barbara Bagilhole, Associate Dean Research in the Faculty of Social Sciences and Humanities & Reader in Equal Opportunities in Social Policy at Loughborough University will discuss her most recent work and detail four case studies of non-traditional occupations.

DATE	MONDAY 30 JUNE
TIME	4.00 PM – 6.00 PM
VENUE	CURTIN ON THE PARK – MEETING ROOM 1 (BLG 104, FORMERLY CURTIN CLUB)
RSVP	Susan Dunn S.Dunn@vc.curtin.edu.au Tel: 92667634

VICTORIAN BRANCH REPORT

PROFESSIONAL DEVELOPMENT PROGRAM

The Professional Development Program booklet was distributed early in May to all Victorian members. It was a little late due to a technical hold up in production, but it looks fantastic. It's come a long way from a document that was once photocopied with a staple in the corner! Once again, well done to the Professional Development team.

The Program is continuing to attract strong demand, with high numbers of registrations from non-members. To date all programs have been fully booked, often with a waiting list long enough to run a repeat program. So if you are interested in attending any of the programs it's worth registering early to ensure that you secure your place.

SEMINAR SERIES

The first of two Breakfast Seminars for the year was held at the beginning of May at the Hilton on the Park.

	<p>Maddy McMaster from the University of Melbourne presented insights into the topic of her PhD thesis “Partnerships between Administrative and Academic Managers”. Maddy’s presentation was extremely well received. The relevance of her research to the participants was evident from the number of questions at the end of the presentation and post seminar feedback. The only disappointment was that we all had to get to work, to honour our part of the partnership. We probably could have spent hours discussing and exploring the topic. Given the interest in the topic it is one that will certainly come around again at a future Branch activity.</p> <p>The Branch extends its thanks to Maddy for such an interesting and thought provoking presentation.</p> <p>The second breakfast will be held later in the year with a presentation on the benefits of formal mentoring to achieve goals. Further information will be distributed closer to the date.</p> <p>As a membership benefit the Breakfast Seminars are offered free to members, or to those who register for membership on the day.</p> <p>An end of year dinner to be held in November is also in the planning stages. The fee for members will be subsidised. Again further information will be distributed closer to the date.</p> <p>2004 BRANCH CONFERENCE</p> <p>The 2004 Branch Conference will be held on 7 May 2004 at the Hilton on the Park. A call for papers will be made towards the end of July. The Conference theme, yet to be formally announced will be relevant and inclusive of every area of University activity. Now is the time to start thinking about presenting a paper for the Conference. The Branch Conference provides a wonderful opportunity to share and discuss your knowledge and ideas with colleagues in a supportive environment. So if you’ve thought about presenting papers in the past but haven’t, this is your chance. Queries should be directed to Ms Jacqueline Perdriau at Jacqueline.perdriau@adm.monash.edu.au.</p> <p>GERARD TOOHEY PRESIDENT, VICTORIAN BRANCH gtoohey@smtp.monash.edu.au</p>
<p>CANBERRA BRANCH REPORT</p>	<p>Things have been relatively quiet in the ACT Branch over the last few months. The Branch has tried various strategies to better provide Professional Development to the membership but these have all proved to be unpopular and not well supported. Therefore, and at a recent Branch Committee Meeting, the issue of PD in the ACT was discussed in depth. We believe that a number of factors contribute to this lack of support for ATEM PD and chief amongst these are the facts that everyone is very busy and institutions now provide their own (very good) PD programs. A suggestion was put forward that we change the focus of our PD activities and trial ‘something new’.</p> <p>In essence, ATEM (Canberra) will be looking at facilitating more of a ‘mentoring’ service to our members and potential membership. To do this we (the Committee) will host a couple of ‘sausage sizzle’ get togethers and attempt to get some of our more junior colleagues from each institution together. We hope that this will facilitate networking for these junior staff members, introduce them to their colleagues in other institutions and provide a membership pathway for these people. The added benefit that we see for this plan is that, by facilitating this networking and the sharing of ideas, their professional knowledge will be increased and this can only be of benefit to our existing membership. Initially we will target specific employment streams such as Student Administration, but the get togethers will be open to all.</p>

	<p>We are also beginning planning for the next AGM and, when the dates and locations have been set, we will contact all members with the relevant information.</p> <p>MICHAEL WERTS PRESIDENT ATEM (CANBERRA)</p>
<p>NEW SOUTH WALES BRANCH REPORT</p>	<p>MEMBERSHIP</p> <p>At 30 April 2003, financial membership stood at 260, which was almost exactly the same figure as in 2002.</p> <p>PROFESSIONAL DEVELOPMENT</p> <p>The Branch was disappointed that two of its 2003 Professional Development programs - one on Peer Review and the other an institutional visit to OTEC - had to be cancelled due to insufficient enrolments. More encouragingly, a program on "University Records: Compliance and Accountability" at the University of Sydney proceeded well, and another on Performance Management was successfully conducted on 16 May at the UNE Sydney Centre.</p> <p>HIGHER EDUCATION UPDATE</p> <p>The NSW Higher Education Update, the core activity of the NSW Branch, will be held at the University of Technology Sydney (UTS) on Friday 18 July 2003. Di Yerbury, Vice-Chancellor of Macquarie University, Vice-President of the AVCC and 2002 Telstra NSW Business Woman of the Year, has agreed to provide an important key note address to the Update, which focuses this year on university business and commercial activity.</p> <p>Emeritus Professor Grant Harmon and a representative from DEST will provide key-note addresses in response to the Commonwealth's long awaited blueprint for the future of the sector. For the first time, the Update will also provide sessions for the delivery of practitioner papers, including one from Giles Pickford on ATEM.</p> <p>ALAN TILLEY NSW PRESIDENT E-mail : alan.tilley@mq.edu.au</p>

ASSOCIATION FOR TERTIARY EDUCATION MANAGEMENT INC.
FORM OF NOMINATION FOR ELECTED POSITIONS ON THE ATEM COUNCIL
JUNE 2003

NAME OF NOMINEE:

INSTITUTION:

NOMINATING FOR:

President () Vice-President () Association Treasurer () Councillor at Large ()

Please place an X within one or more of the above brackets. It is possible to nominate for more than one position.

In the event of there being more than one nomination for any position, an electronic ballot will be held in July. If there is a ballot, the Returning Officer will ask you for a 200 word supporting statement which will be posted on the web.

Name of First Nominator:

Name of Second Nominator:

All nominations will be checked and, if in order, I will respond saying that the nomination is in order and accepted. If the nomination is not in order I will let both nominee and nominators know, before the closing date of Friday 20 June.

Giles Pickford
RETURNING OFFICER
Tel: 0411 186 199
Sunday 1 June 2003

RETURN YOUR NOMINATION TO:

atem1@bigpond.com or

giles.pickford@bigpond.com or

Fax: 61 2 6125 5262 or

ATEM Inc. PO Box 50, O'Connor ACT 2602

CLOSING DATE: 5.00 pm AEST Friday 20th June 2003.