The Federal Government estimates those of us residing in big cities spend at least 50 minutes each day getting to and from work. "That’s lost time with family and friends," Prime Minister Julia Gillard told last month’s election period. "I couldn’t do what I do at work. I work in a secluded environment. I can concentrate deeply here from home when teleworking." "I am much better working from home," wrote one local government employee who took part in the study. "I couldn’t do what I do at work. I work in an open plan office and I work much better in a secluded environment. I can concentrate deeply here from home when teleworking. I can’t do that at work."

This corporate employee agreed. "What I found with telework is that it gives you space in a different environment, whether it is at home, whether it be the coffee shop, or just in the office wherever you can just find some space to make sure you have a plan of attack for the day, week, month, year and make sure you’re hitting it."

"Personally I think I am a lot more productive when I telework," wrote a manager working in the telecommunications field. Dr Rachelle Bosua says managers need a different approach and style to effectively manage teleworkers. "They need to assign smaller tasks with tighter deadlines and clearly articulated outcomes and arrange more frequent follow-ups through online or virtual meetings," she says.

One bank manager who took part in the teleworking trial says this was a difficult transition. "It also came down to a point of getting to know the team and we soon got to know who could be trusted and who couldn’t. The ones we suspected weren’t doing the right thing, we monitored closely."

The mere fact that a boss is willing to trust a subordinate to work autonomously evokes a sense of goodwill, according to Dr Bosua. "We found that trust from a management and worker perspective is important to foster a productive work environment." This worker agrees: "When you start the job you are given the trust, and it’s yours to lose if you don’t do the right thing. And then you are judged by results, so if I deliver the results then I have the trust of my managers."

Managers also need to ensure workers can easily and seamlessly access high-level IT support while working remotely. This means organisations must invest in their infrastructure, equipment, platforms and applications.

This generally means audio and video-conferencing, on-line presence tools such as Skype, instant messaging programs, high bandwidth mobile devices and ensuring staff have access to high-speed internet. The big question is whether we have the right tools, appropriate management style, control structures and mechanisms, backed by supportive HR policies and procedures in place to have productive outcomes from our distributed workers.

The Federal Government wants intent on leading the way. On the day of the Telework Congress – which was held at the beginning of National Telework Week – Ms Gillard indicated that she wanted 12 per cent of Australian public servants to be regularly teleworking within 10 years. To this end, several government departments and public agencies have been instructed to conduct a series of telework trials starting in the first half of 2014.

Allowing employees to work from home or other locations promises clear economic benefits also.

- A Deloitte Economics study indicates that $3,000 new jobs could be created and annual GDP could be increased by $3.2 billion by the time the NBN is finished in 2021," Ms Gillard says.

- The study found that more than two thirds of Australian workers would commit to paid employment because of disability or because they work as carers. The vast majority of those approaching retirement age or living in regional and remote Australia who are not already in the telecommunications field.

Employees across all organisations reported higher levels of productivity and wellbeing when teleworking. Managers from organisations where telework was already embraced (including by senior staff) also reported the positive benefits of the practice.

Lead researcher Dr Rachelle Bosua, from the Department of Computing and Information Systems, says the most surprising aspect of the findings was the number of employees reporting that a general sense of wellbeing resulting from teleworking increased their productivity.

Working in an environment away from daily work interruptions and disruptions, the absence of long daily commutes and the ability to balance home and family life were all important elements that fostered a sense of greater wellbeing.

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Reimagining a future for Aboriginal women's self-determination

In the spirit of the Narrm Oration's mission to enrich our ideas about possible futures for Indigenous Australians in a respectful and grounded way, Professor Megan Davis outlined how efforts towards self-determination have too often been to the detriment of Aboriginal women's wellbeing and integrity. By Gabrielle Murphy.

The Oration

T he Narrm Oration, one of the most significant Indigenous events in the University of Melbourne calendar, is hosted annually by the Barak Melbourne Institute for Indigenous Development in partnership with Ri Tirs Australia.

According to Mumbii Banur Director, Professor Ian Anderson, the value of the Narrm Oration, which takes its name from the Woiwurrung word for the area around Melbourne, is the opportunity for a global audience to discuss issues of concern to Indigenous Australians.

Now, for the fourth occasion, Professor Anderson has reserved only too far to see as far as New South Wales has for an international expert to lead this year’s conversation on the topics of Aboriginal women and the limitations to their right to self-determination.

―As an evaluator from feminism, Aboriginal women’s capabilities theory is based on the premise that, in order to live a valuable human life, a person must have the freedom to make choices about how they live their life,“ says Professor Anderson.

For Professor Davis, the right to self-determination is not only about the way that an exercise is collectively controlled over the economy, social and cultural aspects of a community life. “It is about the right of every individual to be engaged in the opportunities to participate actively and equally in those decisions,” she says.

―It is about the right of every individual to have the capabilities to do and to be, to work, to be healthy, to eat, to love, to be in relationships, to be loved and to be in communities, to be an agent of their own culture,“ Professor Davis said.

Aboriginal women are Australia in all its diversity, an issue which was explored in depth in Professor Davis’ presentation ‘Every woman a leader’.

Professor Megan Davis, Director of the Nossal Institute for Global Health and a member of the National Team of Elders for the 2012 Narrm Oration to a packed audience in the 30th Anniversary Theatre.

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Tall poppies loom large at Melbourne
Young Melbourne researchers have fared fabulously in Victoria’s Tall Poppy Awards. By Annie Rahilly.

Harnessing the power of Indigenous art, music and voices to eliminate trachoma
An educational campaign to reach remote communities is using the power of art, music and women’s voices to eliminate trachoma. By Rebecca Scott.

Celebrating 30 years of a hearing revolution
The global success of the first commercially available cochlear implant was celebrated recently at a special event in Melbourne, including a reunion of the core team who made the first switch on, 30 years ago.

Melbourne Conservatorium of Music
Aural & Musicianship Summer School
Three days of intensive and enjoyable immersion in aural and music theory training.

The success of the world’s first multi-channel commercial cochlear implant in 1980 was due to a team of highly experienced medical professionals and engineers from the University of Melbourne health professionals – Professor Colin Clark; cochlear implant pioneer and surgeon Dr John C. Parnell; and engineers and research from the University of Melbourne; surgeons Dr Rhys Pearn and Dr Dilek Elwood.

The development of the bionic ear grew out of Professor Clark’s pioneering research in the late 1970s when he led the Department of Bioengineering and Biomedical Engineering, University of Melbourne.

And so the ‘bionic ear’ hit the commercial market in 1980. The result of collaboration between the University of Melbourne, the Royal Victorian Eye and Ear Hospital and biomedical company Cochlear Limited, the device has been used around the world.

A special event to celebrate the 30th anniversary of the bionic ear – and reunite the team behind the development of this technology – was held at the University of Melbourne School of Population Health, Dr James McCaw, a 2012 Tall Poppy, admits these early pioneers weren’t always taken seriously.

“I think this is a common feature of research. My research interests range from the very first development of the cochlear implant to the population level outcomes of influencing pandemics,” he says.

“I am absolutely in awe of our colleagues who are doing outstanding work in their field and are actively engaging and educating the community about their work. All of these events contribute to their success.”

To learn more about the event and the history of the cochlear implant, visit the website www.cochlear.com.

Mural Mungkarta 2011 – Mungkarta (Devils Marbles) by Tristan Duggie, Audrey Rankine and Laura Rankine.

The Indigenous Eye Health Unit has long sought to eliminate trachoma in Australia.

“Using the Roadmap, we are working with local Indigenous community and health organisations, the Northern Territory Government and optimists to put in place steps to eradicate this debilitating condition,” Professor Taylor says.

“The Clean Faces, Strong Eyes campaign has been developed with the Katherine West Health Board, the Northern Territory Government, Centre for Disease Control, Imperial University, Football Club, Aboriginal Health Aboriginal Corporation, and the Central Australian Aboriginal Media Association (CAAMA) to reach our women and families with the message to keep children’s faces clean. In this current campaign art, music and radio are used to inform the community that simple health practices can counter the long-term health problems associated with trachoma into adulthood,” Professor Taylor says.

Ielt unfortuanted children can take the conviction into adulthood where eyelids turn inwards, scratch the eye and cause pain and blindness.

“The Angry that simply washing faces, removing rubbish from neighbour- hoods and promoting good hygiene can eradicate this condition. But of course a lot of remote Indigenous communities the conditions of living are very poor and while the health is gradually still being improved we spend months of hard work trying to focus on what can be done right now.”

He says clean faces are an integral part of the World Health Organization’s strategy for the elimination of trachoma.

“With the Clean Faces, Strong Eyes campaign, we hope to eliminate trachoma particularly in the NT within the next five years,” Professor Taylor says.

Yona Lange, Health Promotion Officer at the Indigenous Eye Health Unit at the University of Melbourne, says the development of educational resources and social marketing in the message that reflected the contemporary Aboriginal community and cultural settings.

“Through this overall campaign we have ensured that good partnerships and effective consultation with Aboriginal reference groups have led to the development of resources that are culturally appropriate and relevant to each community context,” Ms Lange says.

“In particular, the artworks depicting Clean Faces, Strong Eyes adorning community centre in remote areas were de- signed with elders and Aboriginal health workers in the figure3 Reference Group at Katherine West Health Board.

“The murals by women and children from the Batlagy region in NT are very mean- ingful to each community and cultural setting, and showcase First Nation country with its unique landscape and environment.

“Milpa the Trachoma Goanna, the face of the campaign is also hugely popular especially in communities where Warlipiri is spoken as Milpa means Eye in that lan- guage,” she says.

High profile Indigenous women Evonne Goolagong, Deborah Mailman, Catherine Freeman, Marcia Langton, Shelle Morris and 2012 Deadly Awards sportswoman of the year Bo de la Cruz, have put their support behind a special women’s radio program to be aired on CAAMA radio around Australia.

The Trachoma Elimination Women’s Radio Program was developed in co- operation with Melbourne’s Indigenous radio station, and major supporter CAAMA radio will broadcast the women’s radio series with music and interviews over the next six months.

Ms Lange says this is the first radio program about trachoma for community members and especially women in remote communities.

“The message Clean Faces, Strong Eyes encourages good hygiene practices and we hope the mums, grandpas, aunts and elders will be motivated to ensure that children’s faces are clean; to reduce the incidence of trachoma and other dis- eases such as diarrhoea, respiratory and war- en infections.”

The Indigenous Eye Health Program ap- preciates support from the Harold Mitchell Foundation, the Ian Potter Foundation, Greg Poche, Associate Professor David Middelton, Peter Anastasiew, Rob Boewen, Dr Vera Boewen, Noel Anderson, Dr Mark and Alla Mckinlay, CBM Australia, the Cyber Foundation, and the Asia Foundation. Closing the Gap for Vision and improving Indigenous eye health requires continuous support from Federal and State government and Aboriginal and Torres Strait Islander communities. If you would like more information about supporting this work please contact the Indigenous Eye Health Unit.

www.ieu.unimelb.edu.au
A balanced response to bias

We’re often advised to go with our ‘gut feeling’. But a new study into ‘unconscious bias’ shows we need to slow our thinking down, and strike a balance between responding to what we feel, and analysing why we feel it. That’s especially true when it comes to stereotypes of male and female competencies. Anna Genat is a PhD Candidate in the Centre for Ethical Leadership at the Melbourne Business School. This is an edited extract of a report she co-authored with the Centre’s Director, Professor Robert Wood.

T
tackling unconscious bias is the elephant in the meeting room. It’s efforts to improve diversity management and gender parity, the two concepts that lead to demonstrably unbiased decisions, are more likely to occur when we’re able to examine our own assumptions. Even if we think that we’ve overcome our unconscious biases, our implicit attitudes still play a role in our decision-making process. If we’re not aware of our unconscious biases, we’re more likely to make decisions that are biased.

Understanding unconscious bias and the introduction of interventions to minimise these biases can produce many benefits for organisations, including improved decision-making processes, better collaboration with other people, improved trust and a better learning organisation. Understanding unconscious bias is one of the key factors that contribute to discrimination against women, and capable women are more likely to be overlooked for promotion than their male counterparts. As a result, women in leadership roles may experience a lack of trust and a better learning organisation.

In an effort to combat unconscious bias, organisations have introduced a range of interventions to help counteract its effects. These interventions include training programmes, mentorship schemes, and the use of anonymous applications. However, while these interventions may help to reduce unconscious bias, they may not be effective in changing ingrained stereotypes of women and men.

One effective way to combat unconscious bias is to bring attention to the issue and encourage people to reflect on their own biases. By doing this, individuals can become more aware of their unconscious biases and work to overcome them. This can be done through workshops, seminars, or simply by having open discussions about the issue. By doing so, we can begin to break down the unconscious biases that exist within our organisations.

Ultimately, it’s important to remember that unconscious bias is not something that can be simply eradicated. However, by being aware of our own biases and working to overcome them, we can begin to create a more inclusive and diverse workplace.

Conclusion

In conclusion, tackling unconscious bias is crucial for improving diversity management and gender parity. By understanding the key factors that contribute to discrimination against women, and capable women are more likely to be overlooked for promotion than their male counterparts, we can begin to create a more inclusive and diverse workplace.

Anna Genat

THE UNIVERSITY OF MELBOURNE

2

Considering a career as a scientist?

Your future is waiting for you at Australia’s No 1 university

With a year’s hard work behind you and only one week to go before you get your results, it’s probably a good time to start doing some research about potential careers.

The course search tool on the Study at Melbourne website makes gathering information simple and straightforward, and will give you a heads-up on what subjects or training you’ll need to consider. The course search tool on the Study at Melbourne website makes gathering information simple and straightforward, and will give you a heads-up on what subjects or training you’ll need to consider. With a year’s hard work behind you and only one week to go before you get your results, it’s probably a good time to start doing some research about potential careers.

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One of the Faculty of Business and Economics’ most distin- guished academics has been awarded an ‘Honorary Professor’ by the Sir Richard Kirby Archives of Fair Work Australia on the occasion of the University of Melbourne’s 180th anniversary.

Two of the University’s most lauded researchers – Sir Gustav Nossal and Professor Hugh Taylor – were recognised for their achievements and contributions to health and medical research at the 10th anniversary of the Sir Richard Kirby Archives.

Professor Sir Gustav Nossal received the nomination at the Nossal Institute for Global Health at the University more broadly.
New technologies informing future approaches to mitochondrial disease

Research into the causes of mitochondrial disease using gene sequencing has set a current benchmark for knowledge about this genetic disease. By Liz Banks-Anderson.

About the author
James Button spent a year as a speechwriter for the then Prime Minister Kevin Rudd. He was previously Europe Correspondent for The Age and The Sydney Morning Herald. He is a former deputy editor and opinion editor of The Age, and has won two Walkley Awards for feature writing. He lives in Melbourne with his wife, May, and children, Harry and Lola.

Congratulations to Robert Holland of East Keilor, who was the first Vetrebook reader to correctly identify the scrochedo region that produces Provence’s famous herbs as La Garrigue.

Vets’ book teaches kids to play safe with pets

Veterinarian Amanda Chin, a 1998 graduate of the Faculty of Veterinary Science, has combined her passion for animal welfare with an interest in the human-animal bond in a book teaching children how to play safely with their pets. By Lauren Hill with additional information from the book’s publisher, the American Animal Hospital Association.

About the author
Dr Chin says parents, doctors, vets, and teachers all play a significant role in educating children about pets and the book Chin has addressed the problem of children aged four to nine with the necessary skills to become responsible and safe pet owners.

Pets playing Safe in a Dog-and-Cat World is a book with accompanying website that mean fun and education to give children the necessary skills and knowledge to keep them and their pets safe.

The research findings will contribute to improvements in treatment for people with mitochondrial disease. "Once a genetic diagnosis is achieved, families can better understand and accept the condition and can use gene testing to ensure future children will not be affected," she says. Further, this work has enabled the identification of new "disease genes", giving new insights into mitochondrial function which hopefully will help the development of treatments and cures, which are currently lacking for this devastating group of diseases," she explains.

For Dr Tucker, working at the Murdoch Children’s Research Institute under the supervision of Dr Alison Compton and Professor David Thormburn, Acting Director of the Genetic Disorders Theme at MCRI was a great experience. "My supervisor, David Thormburn has been a fantastic mentor. He has vast knowledge and I’m always impressed by his ideas and insights. It’s been encouraging, supportive and given me many opportunities that I’m grateful for – to travel to international conferences and laboratories, to write reviews and peer review manuscri- ptssalmonds among other things." Professor Thormburn believes Dr Tucker has been "a key player" in some of the first studies applying_next generation sequencing approaches to patients with genetically complex conditions. "Dr Tucker’s research has set a current benchmark for what can be learnt about the genetics of mitochondrial disease... The approaches Dr Tucker has taken are informing the way others will study not just mitochondrial disorders, but many other inherited conditions. Importantly, her work has pointed out many issues related to the complexities and subtleties of these approaches."

Dr Tucker’s approach was to study patients that are more representative of the typical clinical situation where most patients suspected of a genetic disorder do not have a strong family history that helps narrow down the diagnostic possibilities. Collaboration was also of key importance in this research endeavor. Dr Tucker’s research was part of an international collaboration with the Broad Institute of MIT and Harvard.

In future, Dr Tucker hopes that gene sequencing technologies will be used ethically for genetic diagnosis in general. "I hope that they will be able to be used for conditions that are treatable, because if you can get a quick diagnosis for a treatable condition you can really change the clinical course of that patient."

The Abecedarian approach to early childhood development was based on two early enrichment: Giving Indigenous children a head start

Professor Collette Tayler explains how the Abecedarian approach to early childhood development was based on two key principles. The first was that the appropriate environment for young children is essential for their development and that well-nourished, loving and consistent child care was vital. The second was that the first three years of a child’s life are critical years for development, learning and health improvement. These principles were based on the ideas of John Bowlby and the work of Harvard University’s William Thomas. The Abecedarian project was a randomised study of 164 low-income children, half of whom received intense early childhood care. It showed that these children performed better on cognitive and language assessments after three years. Similar projects have been replicated worldwide.

Professor Collette Tayler is based at the Melbourne Graduate School of Education, University of Melbourne.
New film society for serious film buffs

VCA Clickers is the new film society at the Victorian College of the Arts for anyone interested in exploring the art and creativity of film-making from a serious perspective.

VCA Clickers was launched in November, with its premiere screening of Kevin Reeser's Side by Side, in which the past and future of filmmaking and the impact of digital filmmaking through in-depth interviews with Hollywood masters, such as David Lynch, Martin Scorsese, James Cameron and Steven Soderbergh were explored.

VCA Clickers is the happy outcome of the ongoing collaboration between the VCA School of Film and Television and one of Victoria's oldest and longest film societies, Moggo Creek Mobile Clickers, who also sponsor the annual Kickstarting Award to help an outstanding VCA student with post-production and marketing costs.

VCA Clickers is looking for film enthusiasts who enjoy the texts and turns of the movies that matter. Membership is not restricted but is available to all interested, in particular creative arts students from Melbourne’s many technical colleges.

University and college communities throughout Melbourne can watch great, artistically challenging movies at affordable prices and then join a forum of professional film-makers as they explore the why, why and what of their work. The establishment of VCA Clickers is supported by the State Government, through Arts Victoria.

By Alistair Dobson

Membership: Membership of VCA Clickers is $35, which covers 13 screenings a year.

—By Alistair Dobson

Project draws on audience participation to create collaborative art

Soprano Vivien Hamilton and pianist Glenn Potter presented a program of music inspired by the ‘Hielands’, by Katherine ‘Hielands’ by Katherine

Scotch Strathspey and Reel at the Grainger

The Ian Potter Museum of Art at the University of Melbourne, situated at the corner of Swanston and Exhibition St, is hosting a free exhibition of works by Geoff Lowe, an internationally-recognised artist, and his collaborator Jacqueline Riva.

The exhibition, entitled A Constructed World, features works by Lowe, who is known for his portraits and landscapes, and Riva, who is known for her sculptures and installations.

The exhibition is open from Thursday 22 November to Saturday 12 December, and admission is free.

Lowe and Riva have been working together for over 20 years, creating collaborative art that explores the relationship between visual art and performance.

The exhibition includes a variety of works, including paintings, drawings, sculptures, and installations.

The exhibition is part of the Melbourne International Arts Festival, and is one of many events taking place in the city throughout November.

The exhibition is open from 10am to 5pm on weekdays, and from 12pm to 5pm on Saturdays.

The Ian Potter Museum of Art is located at 111 Sturt Street, Parkville VIC 3010.

For more information, visit www.art-museum.unimelb.edu.au.
Melbourne alumnus Dr Jamie Robertson has been delivering a pro-bono dental health program in Vietnam for over 20 years. Dr Robertson is a Melbourne alumnus and graduated with a Bachelor of Dental Science in 1993. In 1998, Dr Robertson was selected to take part in the inaugural Melbourne Asia Pacific Dental Health Sciences Course at the Melbourne School of Dental Science. "Each year one undergraduate student is offered the opportunity to participate in the program, completing a research project upon their return," Dr Robertson explains.

"The RAVDH project has been going on for 20 years in the Melbourne School of Dental Science and in Vietnam," says Dr Robertson. "Since its early beginnings, the RAVDH project has so far been a success. This initiative has so far been a model for the National Hospital of Odonto-Stomatolog in Chi Minh City and Hanoi. This initiative has so far been a model for the National Hospital of Odonto-Stomatolog in Chi Minh City and also for local universities in Vietnam. In August this year Dr Robertson and his colleague Ms Huynh will travel with Dr Robertson to give dental care to those who need it most. By Elizabeth Brumby.
'Smart health': reinventing health care

Health informatics is a super-fast-growing field and the University of Melbourne medical students and alumni are best in the biz of it. By Elizabeth Brumby.

On the past 12 months, the global health care sector has undergone a significant transformation. Driven by the growth and prevalence of web and mobile technologies, the pace of health technology innovation is rapidly increasing. All over the world, low cost and effective solutions, such as in-ear English learning devices and audio books are being discovered – not in labs, but in mobile applications, smartphones, tablets and other devices.

The University of Melbourne is embracing this new paradigm, with several programs under way and a new health specialisation. By 2013, Honours in Medicine, Biomedical, Technology and Innovation students at the University of Melbourne will be able to study Health Informatics as a major.
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22 – 25 January 2013
VCA Summer School is an exciting and challenging course in 2013 Summer School. We provide a range of subjects and mediums to work that explores and challenges the contemporary visual art.

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Starting 5 February 2013
You will learn basic and practical skills in a short course that provides opportunities for people of all ages and skill levels to explore their own career as an artist. Each week students will be guided on how to create their own works of art, and beyond.

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Contemporary Musicianship Courses
10 – 19 December 2012
Cost: $530 (incl. GST)
Interested in songwriting? Thinking of a career in the music industry? This boot camp is ideal for you! You will be introduced to a range of concepts behind writing a great song—from lyrics to hooks and music theory, while focusing on the business side of songwriting. Explore these concepts with a small group of your own songs and record your masterpiece in the studio on the final day.

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kim.jackson@unimelb.edu.au
Visa unimelb.edu.au/shortcourses

Film Writing Boot Camp
10 – 19 December 2012
Cost: $500 (incl. GST)

School of Film and Television offers a range of short course options, from three-day intensives to full-year courses.

PUBLIC LECTURE
Museum of Art
13 December 2012, 9.30am

The Role of Ruminants in the Evolution of Human Disease Pathogens
Presented by Professor Rod Tucker

Lectures
The Laser Diode: 50 Years On
Presented by Professor Rod Tucker
Lake in 1962 and in early 1963 a number of research groups in the USA and the Soviet Union demonstrated the first laser diodes. Since then, they have light-emitting semiconductor devices have become an indispensable component of today’s technological infrastructure. Laser diodes are centrally important to modern telecommunications, data storage, and computing, and find applications ranging from medical imaging to barcode readers. This talk will provide an overview of the development of laser diodes and highlight the role of laser diodes in high-speed telecommunications.
Light refreshments will be provided prior to and following the lecture.
Wednesday 12 December at 6:15 pm
Lobby Theatre
Enquiries: rfeasey@unimelb.edu.au, 03 8344 3027, rfeasey@unimelb.edu.au
Bookings: www.vet.unimelb.edu.au/ bio21

School of Film and Television End of Year Screenings
13 – 16 December 2012
The VCA School of Film and Television’s graduating students will present an ambitious screening of short films, showcasing fresh new talent to the Australian public.

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vca-performingarts@unimelb.edu.au

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Senior School
Enquiries: Libby Porter
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libby.porter@unimelb.edu.au
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Screenwriting
10 – 13 December 2012
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Screenwriting
Enquiries: Sasha Lipus
03 9035 9425
lipuss@unimelb.edu.au
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Screenwriting

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What’s happening in the Melbourne Arts scene.

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10.00am – 2.30pm on 19 December, Parkville campus.