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The past six months, the Faculty has been reviewing its strategic plan for the next three years, our current three-year plan finishing in December this year. Examining our achievements since 1999, it has been pleasing to see progress in the eight strategic areas identified in our plan: financial viability and Faculty renewal, student selection and retention, teaching and learning, research and postgraduate training, veterinary clinical centres, alumni, professional and community relations and Faculty structure. We have been able to attract external financial support of more than $2 million, successfully market our degree internationally with a total of eight international students in the Faculty in 2001, improve our teaching performance, introduce a new curriculum that has been widely applauded by the profession, increase our research performance, re-launch the Veterinary Science Foundation with a full time Director to focus on fundraising and promotion of the Faculty, and introduce a new Faculty structure, eliminating departments and focusing our resources on veterinary education and research. These achievements have been made in a period when the Faculty has been under extraordinary financial pressure with severe cuts of more than 50% in government funding. Our success points to the capability of our staff and their resilience and adaptability in the face of huge change. We have been helped greatly by the involvement of members of the profession and business community in thinking and planning for the future.

Earlier this year, I asked a number of people to join the first Faculty External Advisory Group to provide strategic advice, ideas and assistance in planning for the future of the veterinary profession. A number of individuals are alumni of the Faculty who have become prominent in the profession, business and the community and the group is chaired by Dr Garth McGlinchey, an alumnus and former President of the Australian Veterinary Association. The other Faculty alumni are Bruce Chick (Principal of Veterinary Health Research Ltd, Armidale), John Copland (Research Program Manager, Australian Centre for International Agricultural Research), Lindsay Hay (Senior Partner, Blacktown Hills Veterinary Hospital), Wendy Lapszynski (née Paul – a veterinarian with extensive experience in large animal practice and animal production), Ian McCaul (McCaul and Associates – consultants, and former Managing Director of the Meat Research Corporation), Bob Menrath (Director and founding shareholder of PT Santosa Agindo, Indonesia’s largest integrated beef company and Australia’s largest single live export client). Additional commercial and financial expertise on the group comes from Elizabeth Bryan who has a successful track record in managing businesses and wide experience in the financial sector and Denis Hussey, former Executive Chairman of ACIL Consulting, a major rural/agricultural consulting firm.

This group provided ideas about key issues to be addressed in our new three-year plan, which will commence in 2002, and we will have a strong focus on improving our teaching, research and our facilities. We also realised we needed to focus on our own Faculty culture. Corporate culture is increasingly being recognised by the business community as being closely related to excellent performance. Kotter and Heskett (1992) in their book Corporate Culture and Performance provide powerful evidence that shows a focus on organisational culture is a key to organisational success. Healthy cultures can provide the capacity for organisations to adapt successfully to change. The challenge for our Faculty is to develop the capability to meet the enormous and continuing challenges facing higher education - I believe working to create a culture of innovation and adaptability is critical to our long-term success.

Most of the academic and general staff of the Faculty have been involved in planning meetings to create a culture statement for the Faculty and recently attended a three-day retreat at Camden to work on implementing culture change. The key points in our culture statement are as follows:

• A strong sense of common purpose supported by open and honest communication
• Mutual trust and respect between all staff and students regardless of position
• Fairness for all staff and students with recognition and reward for their achievements
• A willingness and capability to adapt to internal and external change
• Pride in the Faculty’s heritage and belief in our core values
• Everyone accepting personal responsibility and shared leadership for our future

We have a lot of work to do to implement this culture but we have taken important first steps to create an environment where staff can achieve excellence and we can lead change for the benefit of the veterinary profession.

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Since May 2001, approximately 10 dogs per week have been spayed or neutered by final year students from the Faculty of Veterinary Science under a ground breaking Canine Desexing Program conducted on the University of Sydney Camden Campus.

The result of negotiations undertaken by Professor Brian Farrow with Blacktown City Council and extensive consultation involving the Veterinary Surgeons Board, Australian Veterinary Association, Faculty staff and students, the surgical teaching program has created a win-win situation for veterinary students, unwanted dogs, and the community.

Dr Christina Dart, Senior Registrar at the University Veterinary Centre at Camden and a specialist anaesthetist said: “This program provides a wonderful opportunity for the University to give something back to the community. Before the dogs arrive for desexing, many already have a suitable home organised by the staff of Blacktown City Council pound, so they can return to their future owners desexed, vaccinated and wormed by the Faculty of Veterinary Science, and microchipped by the Council”.

The desexing program was conceived as one solution to the growing concern in the veterinary profession and the wider community about the use of animals in teaching and research while acknowledging the need to produce veterinary graduates with excellent surgical skills. The Faculty responded to these concerns by convening a

NEW APPROACH TO SURGICAL TEACHING
The core priority for the Foundation over the next twelve months is the raising of $3 million to support the $8 million Capital Campaign for the vital redevelopment of the University Veterinary Centre on the Sydney campus. Already, $1 million has been pledged for the specialist feline wing in the new Animal Medical Centre through the Valentine Charlton Bequest, managed by the Post Graduate Foundation in Veterinary Science. The remaining $4 million will be provided by the University of Sydney as dollar for dollar funding.

The redevelopment of the Sydney University small animal clinic and teaching hospital, built in the 1960s, will enable the Faculty to continue to deliver the highest quality companion animal care, excellence in veterinary education and innovative research.

For further information on the campaign and how you can contribute, please contact Jennie Churchill on (02) 9351 8024.

VETERINARY CONSERVATION BIOLOGY JOINS THE CURRICULUM

Ninety percent of 2001 first-year veterinary science students nominated the treatment and care of wildlife as a major field of interest. The introduction of a new unit of study into the veterinary science curriculum, Veterinary Conservation Biology, will contribute significantly to this rapidly growing focus by veterinarians on the conservation and management of wildlife.

Led by Associate Professor Tony English, the undergraduate program provides an introduction to the multidisciplinary approach that is now found in the science of conservation biology, and the roles for veterinarians in teams concerned with the conservation of biodiversity. The program includes wildlife health, the conservation of endangered species (captive breeding programs and threat abatement plans), sustainable farming practices and the sustainable utilisation of wildlife. Staff from Taronga Zoo also contribute to this totally new unit of study.

The Faculty is also involved with the School of Biological Sciences in another innovative teaching program – the new Applied Science in Wildlife Health and Population Management – available as a Graduate Certificate, Graduate Diploma or Masters.

The award course teaches students to recognise and solve problems in field populations and focuses on conservation and pest management, a detailed understanding of Australian wildlife, ethical issues in wildlife studies, the detection and diagnosis of health and other problems in wildlife populations, and skills for sampling field populations and diagnosing management problems.

Three postgraduate students – two of them international veterans – have already commenced work on their Masters degree (see platypus project in this issue).

Two staff are taking a leading role in the award courses. Associate Professor Tony English, a Director on the NSW Zoological Parks Board, has extensive international experience in wildlife health and is an expert on the biology and management of deer. The second key staff member is Dr Chris Dickman, Director of the Institute of Wildlife Research at the University of Sydney, he is also internationally recognised for his work on the ecology, conservation and management of terrestrial vertebrates.

The Faculty of Veterinary Science, Wildlife Health and Conservation Centre, proposed for the Camden Campus, will be central to the development of veterinary conservation biology at both undergraduate and postgraduate levels.
LEPTOSPIRA
IN FREE-LIVING PLATYPUS

Thirty year old Brazilian veterinarian Dr Leonardo Lowenstein is the first student enrolled in the new post graduate Master of Applied Science (Wildlife Health & Population Management). Based at the Faculty’s Camden Campus and the University of Sydney property Arthursleigh at Marulan, Leonardo’s research is focusing on the prevalence of Leptospira (leptospirosis) in the Platypus ( Ornithorhynchus anatinus) and its relationship with cattle and sheep sharing the same river environment.

Previous work done by Whittington & McColly (1981) showed a high prevalence of Leptospira among a population of wild platypus in the Wollondilly River and to correlate this with the domestic livestock using the same river environment.

Based at the Faculty contributing to the Dairy CRC team include Associate Professor Frank Nicholas, Professor Bill Fulkerson, Associate Professor Chris Moran, Dr Paul Sheely, Associate Professor Peter Wynn, Dr Imke Tammen and Dr Peter Thomson.

The Australian dairy industry expects its future needs to focus on increasing consumer-driven demands for health-promoting and nutritional dairy products and a continued pressure on both farm and manufacturing productivity.

To underpin the drive towards a highly innovative, progressive and internationally competitive Australian dairy industry, the CRC for Innovative Dairy Products aims to develop and implement new genomic and reproductive technologies and products based on genetic information associated with lactation in the dairy cow. Past estimates have shown that up to 40% of on-farm productivity growth has resulted from genetic improvement in plants and animals, and genomics technology is expected to raise these figures even higher.

The Centre’s work will encompass the development of a more diverse range of dairy products, including some with greater health and nutritional attributes, improved efficiency of production, a focus on the genetic make-up of the dairy cow with the identification of cows with specific genotypes for the production of specific products, enhancement of the health and welfare of the dairy cow by increasing resistance to disease (for example mastitis), and for the Centre’s partners, a portfolio of intellectual property which is globally competitive.

The role of the Faculty of Veterinary Science within the Dairy CRC will include management of the Gene Discovery program, aimed at the initial identification and evaluation of potentially important genes in the dairy cow (for example, genes critical for mammary gland development, lactation, milk composition and production, and response to pathogen challenge). Other work will focus on the use of genetic markers (marker-assisted selection or MAS) to identify cows or bulls of specific genotypes to enhance the performance of valuable traits – for example, resistance to dairy industry-related diseases such as mastitis, or diseases like Johne’s Disease that could become non-tariff barriers.

The Commonwealth Cooperative Research Centres Program has the objective of enhancing scientific and technological capabilities and supporting scientific research in higher education institutions, CSIRO and other Commonwealth and State Government and private sector research organisations. The CRC’s aim to promote collaborative research and to encourage the commercial applications of science and technology.

What is your current position?

What qualifications do you hold?

What are your current key projects?

What project is giving you the most satisfaction at the moment?

The establishment, with colleagues Dr Paul McGlewry and Dr Paul Della-Torre, of a process for collecting and disseminating information on the incidence of diagnoses of inherited disorders and behavioural problems in dogs. Our aim is to provide free web access to up-to-date information that will help potential purchasers of puppies make informed decisions, enable veterinarians to provide better advice on breed predispositions, and help breeders to identify problem areas and plan the success of control programs.

So, why the fascination with genetics?

When growing up on my parent’s farm in the central west of NSW (Alstonville – just a few miles from The Dish!), I became intrigued with the `mysteries’ of inheritance. Why do offspring resemble their parents and differ from their parents? We now understand a lot about these “mysteries”, but there is still much to be discovered. I derive great enjoyment from explaining these mysteries to people and making a small contribution to discoveries.

Apart from genetics, what are your other passions?

Like all biologists, I am intrigued with the rich variety of living organisms. Anyone who wishes to try to understand this variety has to become familiar with the work of Charles Darwin. Many years ago, my wife and I became interested in Darwin’s visit to Australia in 1836, and we eventually wrote a book about it – Charles Darwin in Australia – to be reprinted as a paperback next year. And I am involved in a 2003 tour for students and some staff to the Galapagos Islands, being organised by Associate Professor Tony English.

As a diversion, I sing with the Sydney Philharmonia Choirs. We have just finished doing Ravel’s Daphnis and Chloe with the Sydney Symphony Orchestra under Charles Dutoit. With the right notes proved to be a real challenge, but the words were easy – nothing but “ah”.

Who inspires you and why?

My colleagues at this and other universities, because of their continued enthusiasm – in the face of enormous challenges – to maintain the time-honoured role of universities, namely to create and transmit knowledge.

ASSOC. PROFESSOR, DR. FRANK NICHOLAS

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Conducted by Associate Professors Chis Maxwell and Gareth Evans with Research Fellow Dr Justine O’Brien, and doctoral research student Fiona Hollinhead, at the University of Sydney’s Centre for Advanced Technologies in Animal Genetics and Reproduction (ReproGen), the field trial provided the first demonstration that lambs can be produced from sexed frozen-thawed sperm.

While the production of offspring of the desired sex has been achieved in a few species on a research basis, the commercial application of this sex pre-determination technology requires the freezing and thawing of the sorted sperm without loss of fertility and breeding efficiency. Prior to this trial, successful cryopreservation of sorted sperm has only been achieved in cattle and horses.

The trial began in February 2001, with the insemination of ninety-six ewes with either X or Y frozen-thawed spermatozoa by commercial laparoscopic or mini-laparotomy techniques. A control group of forty-eight ewes received non-sexed sperm. Pregnancy diagnosis on day sixty with ultrasound revealed twelve pregnancies in the X chromosome group and 7 pregnancies in the Y chromosome group. The final result was almost perfect – the Y group produced eight male lambs, and the X group seventeen.

A control group of forty-eight ewes received non-sexed sperm. Pregnancy diagnosis on day sixty with ultrasound revealed twelve pregnancies in the X chromosome group and 7 pregnancies in the Y chromosome group. The final result was almost perfect – the Y group produced eight male lambs, and the X group seventeen.

The sex-sorting process involves a number of procedures. The sperm are sorted by first staining the DNA in the sperm with a fluorescent dye. An ultra violet laser excites the stain and the intensity of fluorescence in each cell is measured. As X chromosomes are larger and so have more DNA than Y chromosomes, the sperm with the X’s have a slightly higher intensity of fluorescence than the Y sperm (there’s about 4% difference). The sperm are passed through an optical detector that measures the fluorescence and puts a charge on each cell. Electromagnetic plates then deflect the sperm from one side to the other depending on the charge and they are sorted into a pink or blue test tube (who said researchers don’t have a sense of humour!).

The success of this procedure and the subsequent production of lambs using sex-sorted cryopreserved ram sperm is a significant advance towards the commercialisation of this technology and its use within Australia’s $5 billion sheep export industry. Associate Professor Chis Maxwell said “While development of this technology for commercial application in the sheep industry will require improved pregnancy rates and fertility, the production of pre-sexed offspring at low cost will add a new dimension to assisted breeding and captive management practices.

The Faculty of Veterinary Science is collaborating with Taronga Zoo on a study involving reproductive cycle monitoring of female gorillas and Alison’s project was prompted by interest in potential stress resulting from a positive reinforcement conditioning program which forms part of this project. The minimally or non-invasive collection of saliva and faeces allows repeated sampling of cortisol levels at regular intervals and circumvents the stress that would result from blood collection.

Saliva was collected from the gorillas by training them to lick cotton applicator tips or a gauze swab during conditioning sessions. Faecal samples were collected daily from all adults and urine samples were opportunistically collected from female gorillas for hormone analysis. The gorillas’ behaviour during conditioning sessions and while on exhibit was observed, interpreted and compared to baseline data (pre-conditioning program) collected by zoo volunteer staff.

Alison spends about four to five hours each day making formal behavioural observations and collecting samples. She says she could distinguish between the ten gorillas within a week and has since become familiar with their individual personalities.

Alison, who won the Vet Week 2001 research poster prize, returns to her veterinary degree in 2002, but the project will continue with a large reproductive component – she can be contacted on apeel@animail.net.

Management of captive endangered species, particularly those with single sex-dominated social structures such as primates and the big cats.

Conservation scientists need females when trying to increase the numbers of a slowly reproducing endangered species and, in conjunction with artificial insemination and sperm preservation, sperm sorting techniques could benefit captive breeding programs through structuring the sex ratio of groups to resemble those in the wild. It is hoped the procedure will also be used to advantage with Australian endangered marsupials, such as the Northern Hairy Nosed Wombat.

The ground breaking research that led to this world first in sheep is a collaborative program between ReproGen (University of Sydney) and XY Inc (Colorado, USA), with additional funding provided through the Australian Research Council (ARC) industry linkage grants.

ReproGen, a research and early commercialisation centre for advanced genetic and reproductive technologies in livestock, is located within the Faculty of Veterinary Science at the University of Sydney. The centre consists of fourteen research staff with specific expertise in artificial reproductive biotechnologies, molecular and quantitative genetics, and advanced cell bio-technologies. Its core mission is to provide new technologies for animal breeding by integrating strengths from the three core disciplines of reproduction, genetics and cell biology.
You already have a civil engineering degree from Dublin, why study to be a vet?

I always dreamed of becoming a vet and even spent some time at a vet practice in Dublin when I was at school. The experience left me a little disillusioned, with visions of a lifetime of dealing with death and the lack of any real ambition of becoming a veterinary vet. Civil engineering offered me a broad and challenging career path, travel and time outside the office and while I enjoyed it, I soon realised that concrete, steel and the wonders of timber construction were a far cry from improving the life of an animal. So here I am!

Why study vet science in Australia?

I came to Australia directly after graduating from engineering on a 1-year temporary working visa. I worked as an engineer and town planner but also undertook volunteer work at Taronga Zoo, a number of veterinary practices and became a native animal carer for the Sydney Metropolitan Wildlife Service. My aim is to become a zoo/wildlife vet - what better place to study wildlife and vet science than in Australia?

Has it been easy being an international student at the University of Sydney?

Being an international student, particularly the only Irish student in the Faculty, has been a great experience! Initially though it was a formidable experience from an administrative point of view. I’ve been able to have some input into changing the system and now the Faculty has a presence in the International Office to smooth the administrative process. Everyone is on a first name basis. I think this encourages discussion between staff and students. Student feedback is actively encouraged by the staff here in terms of content and teaching methods, but that may be the influence of the new curriculum.

Has the curriculum lived up to your expectations?

Yes, in many respects it has surpassed my expectations, particularly with the new conservation biology course and the integration of some courses. But then there are times when I feel that all the self-directed learning could be a little more staff-directed ...

What are you planning to do after graduation?

I would like to be accepted into a wildlife residency course but as this course progresses I am more open to exploring other avenues. I would like to be accepted into a wildlife residency course after my third year as it introduces me to areas I had not considered previously; but as this course progresses I am more open to exploring other avenues.

Veterinary Science for Animal Welfare (VSAW) was recently addressed by Dr Tanya Grassi, a former employee of the NSW Institute of Forensic Medicine and currently a second year veterinary science student. Dr Grassi’s talk was part of a new VSAW lecture program designed to inform students about a variety of animal welfare issues they have to make judgements about as graduates.

Veterinarians are playing an increasing role in the investigation of animal cruelty and ‘wildlife crime’, and as the field of veterinary forensics expands the average veterinarian is more likely to need to recognise signs and patterns of cruelty. Dr Grassi explained how such factors as the time and manner of death are established in human investigations, and how veterinarians may use these investigative techniques in the case of animal cruelty investigations.

VETERINARY SCIENCE FOR ANIMAL WELFARE

Left: Forensic pathologist and veterinary specialist Dr Tanya Grassi.

In addition to clinical and scientific information, Dr Grassi shared her own insights into coping with death and remaining objective in welfare/cruelty investigations. She emphasised the need to respect the subject(s) at all times.

VSAW President Anne Quain (year two) and Vice-President Michele Lawler (year four) have worked hard to put together a program that genuinely informs students, promotes discussion and debate about animal welfare issues and encourages students to learn from one another. This approach has been welcomed by students: over two hundred attended Dr Grassi’s lecture alone.

VSAW will continue to hold a lunchtime lecture series, and the executive is working on establishing two animal welfare project scholarships for students.

Sydney Veterinary Centre on the Sydney campus. Max is a Fellow of the Australian College of Veterinary Scientists in small animal surgery and in 1991 he commenced the only veterinary nuclear practice in the Southern Hemisphere. His professional work has been well recognised, including receiving the Seddon Prize for contribution to veterinary clinical science and, twice, the ASAVA Practitioner of the Year Award.

UNDERGRADUATE ACTIVITIES

VET BALL 2001

Almost 300 vet students, many having made a remarkable transition from washing dogs at the Open Day, attended the masquerade Vet Ball 2001 on Saturday 1 September at the Harbour Watch Restaurant.

NEW DIRECTOR FOR THE SYDNEY CLINIC

Associate Professor Max Zuber is the new Director and Head of Surgery of the University Veterinary Centre on the Sydney campus.

Max brings broad veterinary and management skills to the role, with a career that has combined thirty years in practice at Gladesville Veterinary Hospital with time spent in academica. A part time lecturer at Sydney the last sixteen years, Max has also worked at the University of Florida.

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We have sought to explain women the broader social question of work patterns. But before turning to that I would like to talk about increase in the proportion of women veterinarians is affecting the average annual net increase of 159 registered veterinarians over increased from 15% to 39%. He has also shown that of the University of Sydney many professions. Last year women accounted for 59% of the I have been asked to start this discussion by providing an insight to what they are prevented from doing, but never on what they want discrimination. That is, on what they are expected to do, and relationships rather than status. We know broadly how these work styles have evolved. Much of this research supports patterns that we might expect on the basis of Catherine Harkins’s theory. He says that women are now entering the professions in Australia in large numbers. Universities have been graduating over 50% of women in many professions. Last year women accounted for 59% of the average annual net increase of 159 registered veterinarians over the last 20 years, 63% of these veterinarians have been women. Professor Heath has some interesting findings about how this increase in the proportion of women veterinarians is affecting the profession. But before turning to that I would like to talk about the broader social question of work patterns. We have sought to explain women’s employment patterns in terms of small deviations from men’s patterns, or as sex discrimination. That is, on what they are expected to do, and what they are prevented from doing, but never on what to do want. However, recent work at the London School of Economics by Catherine Harkins` throws some real light on the work patterns we can expect in modern societies where the majority of women have genuine choice about their participation in the market economy. This research shows that in modern societies, across cultures, across socio-economic categories and across education levels, women fall into one of three very different employment and work patterns. Catherine Harkins’s classifications of women’s work patterns will sound familiar. • The category she calls Home-centred, makes up 60% of women who want to combine work and family • The second category she calls Adaptive. This makes up 20% of women, under 30 to 30% of women depending on broad economic and social circumstances. For these women, family life and children are the main priorities throughout life. • The third category she calls Work-centred, and this can vary from 10 to 30% of women and can vary from 10 to 30% of women. Their main priority in life is employment or activities in the public arena such as sport, politics, art etc. We know broadly how these work styles have evolved. Much of the feminist literature has focused on the unequal workloads borne by women in the home, the ways gender roles shape, or limit, the careers of women, and the value women place on ownership and management of the profession? What is likely to happen if we continue to prefer part time work and therefore do not continue the bias of training towards women, and women continue to do. What, then, is this change in gender proportions going to mean for the veterinary profession? What is likely to happen if we continue the bias of training towards women, and women continue to prefer part time work and therefore do not participate in the ownership and management of the profession? (continued page 8)
DIVERSITY IN THE VETERINARY PROFESSION

Well first of all, the profession will continue to be managed by men. This is not in itself bad, and it is something that we are all very used to. But we are used to men in management positions that arise fundamentally from their numerical domination of professions.

How do women feel about men running a profession that is made up largely of women?

There is a body of relevant literature under the language of ‘feminisation of work places’. And the professions most often cited are nursing, teaching and librarianship. The complaints of women in these professions are low pay, the devaluation of women’s work and second-class status. The concerns of these professions as a whole are low status, power and influence in the society, and devaluation of their services. So the lower status ultimately provides the profession.

The lessons of these so-called ‘feminised industries’ worth looking at in the modern context? Most certainly they are. They raise many important questions.

For example, are the characteristics of ‘feminised industries’ as we have understood them likely to happen to a professional group today, given the rights that women now have in modern wealthy societies?

If women’s work patterns stay as they are in veterinary science, what is it likely to mean for the returns on training in the profession? What are the numbers on the wastage factor from graduates not pursuing their profession? What are the costs of maintaining technical skill levels in part time workers as opposed to full time workers?

So where do you begin then, in a fundamentally female friendly profession like veterinary science, to make full use of the talents of your female graduates?

Let me put forward some thoughts.

• Continue to manage the profession in ways that allow women to combine work with their family responsibilities. Most female graduates will find this very important, and to do otherwise will drive many of them out of the labor force.

• A much better understanding is needed about women’s work-life style choices by all our professional bodies, by our universities and by our policy makers. This knowledge needs to be built up from the point of view of finding out how to use these work patterns as strengths in the professions.

• Change the way ‘part time work’ is viewed. It does not necessarily denote some activity that is lesser to ‘full time’ work. Understand the needs of the ‘Adaptive’ female worker who can be attracted to spend the middle years of her career as a ‘portfolio worker’. Paid work, child rearing and household management is a portfolio of activities.

• Portfolio workers will need new initiatives put in place to ensure they have avenues for the training and experience needed to take industry leadership roles.

• Portfolio workers will need opportunities to invest in the ownership of the practices they work in. There are a wide variety of ownership structures that allow for part ownership and many methods of facilitating employee ownership.

• Women will need to drive these changes themselves. It is in their interests to bring about changes that suit their preferred work patterns and that do not exclude them from positions of power and influence. To do this women in the profession have to want it to happen, have to put time and energy into it and have to be prepared to take control.

• Male veterinarians, who have devoted their professional lives to establishing a skilled, active and influential profession, that works on behalf of their trusting clients, must now embrace the changes that are taking place in their profession and help ensure that the skills and compassion that women bring to veterinary science can be effectively used.

The social change to bring women into the labour force has been made, the training has been done, it is now up to professionals to find the ways to use the diversity that is on offer. It will be much less disruptive to change our working patterns than to change social and family roles.

1. Emeritus Professor Trevor Heath. “Changes in the Distribution of Australasian Veterinarians, with particular reference to those in Rural Areas and in Government Service, over the last 20 years”
A Report to the Board of the Australian Veterinary Association, August 2001

Dr Michelle Hyde has been selected as one of three national finalists in the biological sciences category of the prestigious National Teaching Awards (to be announced in December) – the only University of Sydney staff member to make it to the finals. Dr Hyde and Dr Horney follow both won Vice Chancellor Outstanding Teaching Awards.

Professor Michael Brayden retired from the Faculty after a distinguished career. Professor in Veterinary Anatomy since 1986, he is an internationally respected marine mammal scientist and headed the Australian Marine Mammal Research Centre.

Dr Bob Ratcliffe has been appointed Associate Professor in Clinical Veterinary Practice with the task of liaising with more than 50 partner practices of the Faculty.

Dr Brad Dowling has been awarded a Fellowship in Equine Surgery and Dr Sarah Matthews Membership in Equine Surgery for the Australian College of Veterinary Surgeons.

Genetics postgraduate student and assistant coach Colin Cavanaugh’s Animal Production students took out the first 3 team and first 4 individual places in the annual MLA National Meat Carcass Judging at Wagga Wagga, part of the final year curriculum for Animal Production students taught within the Veterinary Faculty. Cathy Stimson and Shawn McGrath are now in the Australian team to compete in the USA.

Dr Terry Rothwell retired after 20 years as a Veterinary Pathologist, and Mr Les Bowen, Building Attendant, retired after 40 years of service on the Camden Campus.

Dr David McNeill, from Queensland University, joined the Faculty as Senior Lecturer in Ruminant Production, based at Camden.

Dr Lee Morris returned from the Equine Fertility Unit at Newmarket, U.K, to become Senior Registrar in Equine Reproduction at Camden and a researcher on sperm sexing in horses in the ReproGen Centre.

Mr Federico Costa is the new Web Services Coordinator for the Faculty.

Dr Jason Beck is Senior Lecturer and registered specialist in small animal surgery at the University Veterinary Centre, Sydney. Other new clinical staff include Primary Care Practice clinicians Drs Matt Almond, Joanna White and Jacqui Norris, and Dr Kim Tielehurst in anaesthetics.