

by the German government and the European Union, provides year-long retraining programs for relatively low fees averaging about \$1,200. The subjects include environmental technology, modern building techniques, and business management.

#### FINDING NEW JOBS

Participants in the retraining programs are urged to return for academic support and job counseling after their courses end. University officials say that, of the hundreds of people trained in the past six years, more than half have found new jobs.

The Society for Further Education also has developed programs to teach entrepreneurship to three groups: women, people over 50, and the long-term unemployed.

"After six or seven years without a job, people have low self-esteem and psychological and psychosomatic problems," says Hans Ulrich Kibbel, a professor of chemistry who heads the society.

trained to provide one-way communication," says Anna-Katharina Szagun, a theology professor and former vice-rector at Rostock who now is a member of the university's governing Senate. "They had to keep everything under control."

Through special seminars, Rostock has trained hundreds of schoolteachers in modern methods and new curricula: civic education instead of Marxism-Leninism, the English language instead of Russian.

In another project, begun last year, students from the law, pedagogical, and social-work departments serve as counselors and advocates for children in shelters and other forms of public custody. Ms. Szagun organized the project after a visit to South Africa, where she saw how law students were providing legal assistance to residents of poverty-stricken black townships.

Ecological concerns have also been on the university's agenda. While environmental consciousness was firmly estab-

and graduate students, it also helps to revive the moribund local economy.

"The university can't solve the problem of unemployment," says Ulrich Seidel, who heads a regional association of employers. "But the university can give a stimulus and provide ideas for new products and services."

#### MOVING TO THE WEST

Jan Golisch, an environmental-engineering major, wants to find work in the Rostock area after he graduates because, he says, "I really like the town and the people in the east." Yet he harbors no illusions. He says graduates of the university in recent years "have all found jobs, but they had to go to the west" to find them.

Various departments at the university have produced studies for the city and provided expertise to help Rostock deal with its social problems. Cornelius Prittwitz, who heads the criminal-law department,

wayward youth, as well as petty crime. The incidence of crime and violence by young people has risen sharply since the end of Communist rule and the closure of most of the youth centers that had been operated by the Communist authorities.

"Much of the violence is caused by young people not knowing what to do with their free time," says Marga Vogt, a lecturer in sports psychology. Her department is planning research to evaluate the effectiveness of the sports programs and find ways to improve them.

For faculty members at the University of Rostock, such activities have become an essential part of their mission as educators.

Rapid changes in their society "have caused great stress" to residents of the former East Germany, says Ms. Szagun, the theology professor. "Many people feel resignation and despair. We have a responsibility to nourish people's souls."

## Australian Universities Worry as Their Technology Graduates Seek Wealth Elsewhere

BY DAVID BRUCE

WITh their best graduates beating a path to the airport for lucrative jobs overseas, officials of information-technology programs at Australian universities are worrying about who will teach their future students.

Instead of staying on at their alma maters to complete advanced degrees, teach undergraduates, and make a contribution to Australian higher education, many of the best and brightest graduates are deciding to make their fortunes in industry and academe abroad. The situation resembles that in the United States, where many faculty stars in computer science are leaving for higher-paying jobs in industry (*The Chronicle*, September 24).

In Australia, the impact is being broadly felt across the information-technology industry, but it is the universities—where

funds to match salary offers are limited—that the exodus is hurting the most.

Staying on at a university to teach undergraduates and steal time to pursue doctoral research is somehow not capturing the imagination of Australia's young I.T. go-getters, who have destinations like Silicon Valley and Seattle, M.I.T. and Caltech, on their wish lists.

#### LEAVING THE COUNTRY

Industry analysts estimate that more than 1,000 young, highly qualified Australian technologists leave the country every year. That's about 20 per cent of the graduates of information-technology programs.

Most of those who leave head for the United States, where salaries in academe as well as in industry are higher than in Australia. Many others find well-paying jobs in Europe and Asia.

Few Australian universities are without shortages of information-technology instructors. At Swinburne University of Technology, in Melbourne, the School of Computer Science is looking to fill the positions of six instructors who left recently.

Doug Grant, a professor and head of the information-technology program, says one associate professor was lost to a mid-level university in the United States. "I understand his nine-month salary is about double what he earned here," says Mr. Grant.

#### 'PRIME EARNING CAPACITY'

Darryl Williamson, the dean of engineering and information technology at the Australian National University, in Canberra, says few computer-science students now stick around to complete their Ph.D.'s.

Australian universities estimate that only about 5 per cent of information-tech-

nology graduates go on to pursue advanced degrees, with only about 250 completing graduate programs each year. The benefits of advanced study fail to impress today's graduates, says Peter Beadle, director of the Motorola Australian Research Centre, an industry-sponsored research group that seeks to hire staff members with advanced degrees.

"The problem is, you are asking these students to sacrifice another two to four years of their prime earning capacity to get a qualification that won't get them a substantially greater salary," he says.

The issue has not gone unnoticed by government and industry. Incentive programs, including scholarships, are being proposed to keep top graduates at home. The heads of university information-technology programs also are working on a plan of their own.

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