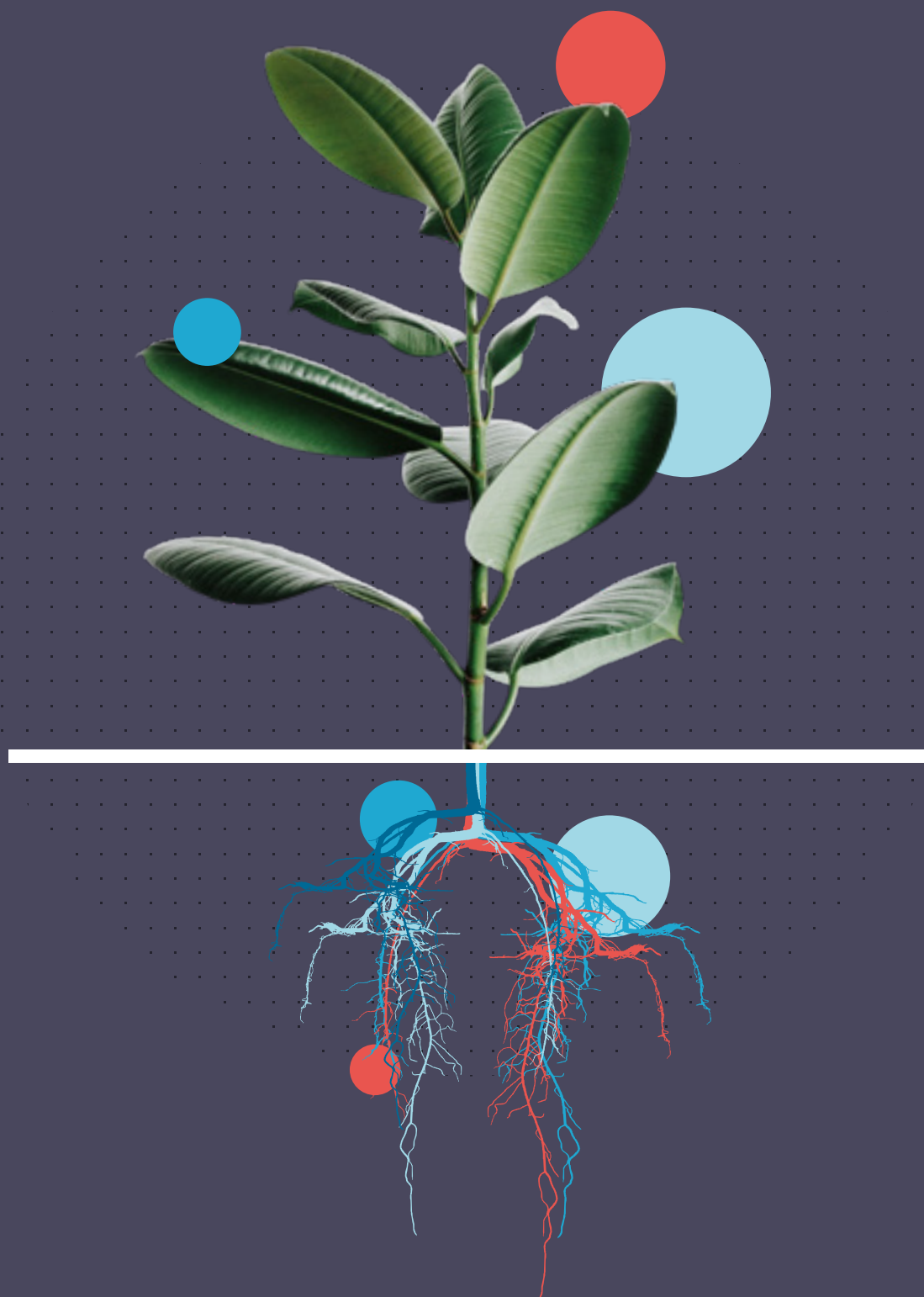


UNIVERSITY OF CANBERRA

APR 2018

monitor

ALUMNI, SUPPORTERS AND FRIENDS



Diversity and Leadership / Inspirational Alumni / Mentors and Mentees

Donning a mortarboard and gown for graduation day is a special milestone for any student and an important tradition that continues to this day.

Graduation cohort at the Canberra College of Advanced Education (1973)

Donning a mortarboard and gown for graduation day is a special milestone for any student and an important tradition that continues to this day.

The very first semblance of a graduation ceremony at the University can be traced back to 30 July, 1971.

The Canberra College of Advanced Education (the precursor of the University of Canberra) presented diplomas to 23 librarianship students in the Council Room.

Following a student opinion poll, a more formal graduation ceremony was adopted in 1973.

Pictured here is one of the first formal graduation ceremonies held in the main lecture theatre in Building 2. It was the very first time graduates wore academic dress and received testamurs to mark the completion of their studies.

04 TIMES THEY ARE A CHANGIN

Having a diverse leadership team is a powerful asset. Three local leaders discuss embracing diversity, enacting change and having the courage to challenge social norms.

RIGHTING FOOTBALL'S WRONGS

While diversity and equal opportunity are pillars of modern western society, sport has remained a notable laggard. UC alumni are helping change that.

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DOES 'HAVING IT ALL' EQUAL HAPPINESS?

Although happiness is a universally shared ideal, achieving it is a different journey for each of us. So how do we measure it?

Welcome to the latest edition of *Monitor*, the magazine for University of Canberra alumni and friends. We'd love to hear your story ideas, feedback and thoughts. Contact us at: monitor@canberra.edu.au

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WHY DIVERSITY IN LEADERSHIP?

Vice-Chancellor and President Professor Deep Saini considers the importance of diversity of ideas and voices in leadership teams.

One of the main pillars of our Strategic Plan is Our People. Our people — students, staff and community — are the heart and soul of our University and we seek to be the national leader in equity, diversity, inclusion and access in the higher education sector.

Last year, we also released the inaugural Aboriginal and Torres Strait Islander Strategic Plan to create a comprehensive environment where our Indigenous citizens will flourish. This initiative demonstrates that the University is looking beyond providing high-quality education and research opportunities — we also focus our attention on creating positive impact on big, complex societal problems through constructive, planned and focused action.

At UC, we understand the value of different backgrounds, ethnicity, gender and/or religion within leadership teams and our first feature of this issue highlights the benefits of an inclusive team. We also hear from some local leaders about the value they place on diversity and the work they are doing to achieve greater diversity in the Canberra community, particularly for people with a disability and people from culturally diverse backgrounds.

The 50/50 by 2030 Foundation, based at the University of Canberra's Institute for Governance and Policy Analysis, is focusing on greater gender equality in leadership roles. Virginia Haussegger, Director of the Foundation, discusses the ambitions of the initiative and the overarching aim of impacting on social, cultural and organisational norms.

The University itself has established a reputation for its commitment to gender equality, consistently achieving an Employer of Choice

for Gender Equality citation, awarded by the Workplace Gender Equality Agency. Examples of the University's commitment to gender equality in the workplace include a more generous paid parental leave scheme, increased paid partner leave and flexible working arrangements to accommodate family commitments. The University is also an inaugural member of the SAGE Athena SWAN pilot program which aims to tackle equality and diversity in science, technology, engineering and mathematics fields.

One of 2017's success stories for gender equity in Australia was the creation and success of the women's Australian Football League (AFLW). University of Canberra alumna Bec Goddard led the Adelaide Crows women's team to the premiership flag in the inaugural AFL Women's season. Goddard, along with Adelaide Football Club Chief Executive and alumnus Andrew Fagan and Keith Lyons, a Teaching and Learning Fellow at the University, discusses the history of women in sport and the meaningfulness of the AFLW.

University of Canberra alumna Kate Mason, currently the Chief Transformation Officer at Coca-Cola Amatil, also embodies what good leadership is all about, after breaking some glass ceilings in the corporate world. Kate was recently awarded with the University's Alumni Excellence Award in Business, Government and Law for her impressive professional career and inspiring philanthropic work. Read about Kate's journey and hear her thoughts on female leadership in this issue's Q&A.

I hope you enjoy this issue of *Monitor* and reflect on the actions and steps that you can take to encourage diversity and inclusion in your professional space.

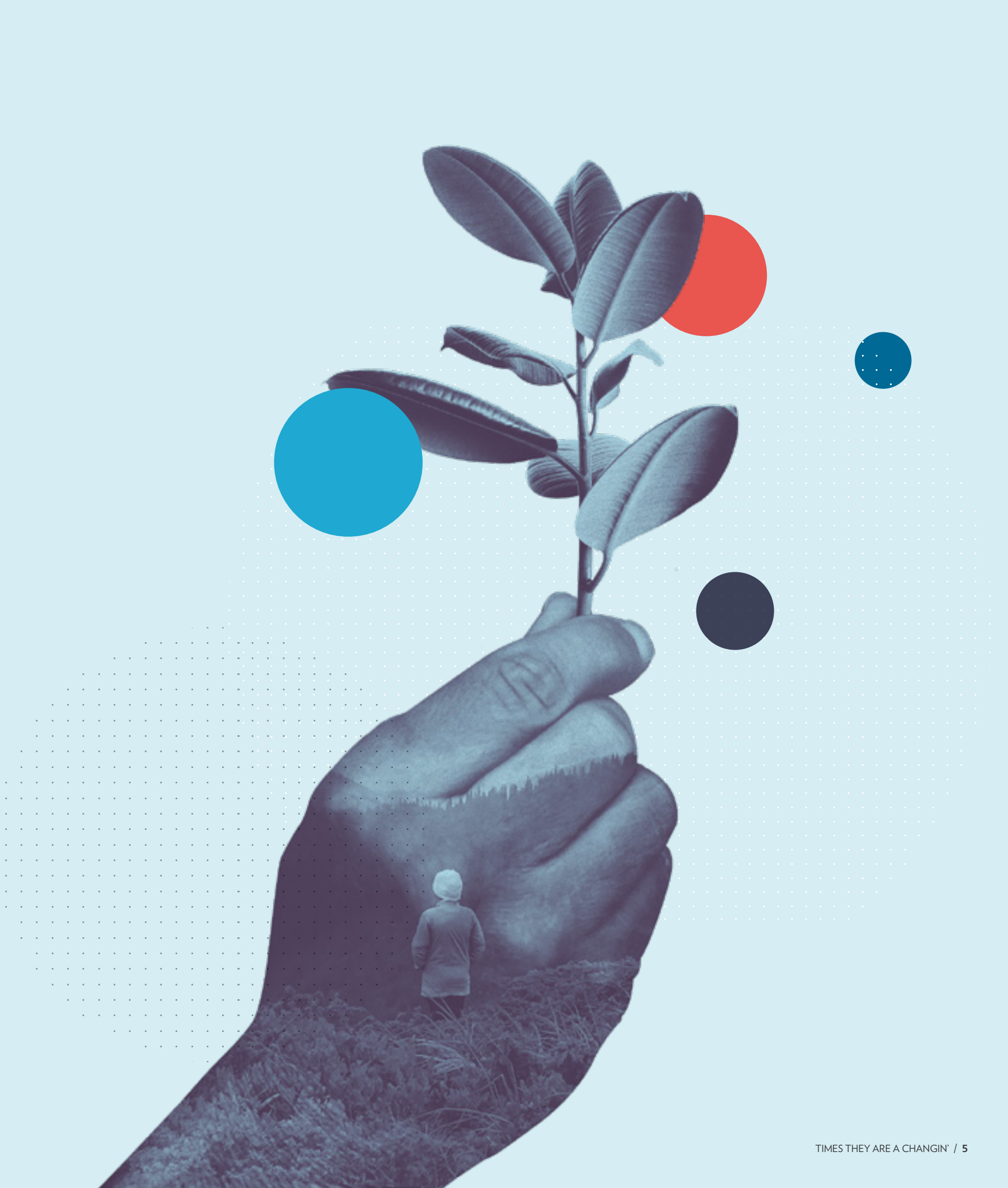


TIMES THEY ARE A CHANGIN'

Having a diverse leadership team is a powerful asset.
Three local leaders discuss embracing diversity,
enacting change and having the courage to
challenge social norms.

DIVERSITY IN LEADERSHIP

STORY: STEPHANIE COSSETTO



Australia's unique history has helped shape it into one of the most culturally diverse nations in the world. An estimated one in four people living here are born overseas, with more than 300 ancestries represented in our population.

Yet when we look at the diversity of leadership in Australia, we are faced with a grim reality in the lack of multicultural character. According to research by Diversity Council Australia, those of Anglo-Celtic descent reign supreme in corporate Australia, a theme that extends to media and higher education circles across the country.

University of Canberra Emeritus Professor Meredith Edwards is an expert in the public sector and co-authored the report *Not yet 50/50: Barriers to the progress of senior women in the Australian public service*.

She says workplaces have a dominant culture with the white, Anglo-Saxon male form of leadership being the most prevalent.

"Traditionally, that's been a very narrow model which people have defined makes a good leader — if they look like and act as an Anglo-Saxon male would, then that's been taken as a good thing," Professor Edwards says.

"We have an existing unconscious bias towards that type of leadership which has become a double bind for women.

"If women are soft and nice in the workplace, they're not considered good leaders or if they come across like a man they are labelled as being aggressive. They can't win. Why can't they win? The model is too narrow. If you modify that model and allow for difference or diversity in leadership style, then you can accept all sorts of types can make good leaders."

There has been a greater push for diversity among our leaders and the Diversity Council Australia research shows businesses benefit by incorporating more



“The biggest challenge is finding ways to promote a culture in Australia that breathes courage and confidence.”

The University of Canberra signed a Memorandum of Understanding with the Indigenous Marathon Foundation in 2017.

voices into the mix. Specifically, they have found that inclusive teams are more likely to be highly effective, innovative and more likely to provide excellent customer service.

"Generally, when we talk about diversity in the workplace, we're referring to gender, disability, and ethnicity," Professor Edwards says.

"Nowadays, it is moving into other areas like religion as well as gender identification.

"There's a lot of material in terms of the business case for diversity among leaders. Many firms do better when they have more diverse boards and leadership because of the differences of view; but if it's not handled well, that diversity can lead to confusion and bad decisions. Basically, the argument is the more voices you have, the more factors are considered in decision-making which makes for a better outcome."

LOCAL LEADERS

But what does diversity in leadership mean? *Monitor* spoke to some Canberra-based community leaders on what they think about the importance of a diverse leadership.

At the forefront of the move for greater diversity among leaders is University of Canberra Council member, former Canberra Citizen of the Year and disability advocate Sue Salthouse.

Describing her introduction to the disability sector as an "arrival by surprise", Ms Salthouse became a paraplegic in 1995 as the result of an accident. Adjusting to life in a wheelchair, Ms Salthouse became rapidly aware of the disadvantages that people with a disability face in society.

"I was especially able to see the difference in status of disabled women versus their non-disabled counterparts, and even to men with disabilities," Ms Salthouse says. "That made me really aware that as an educated woman, I could use my voice to represent the voices of those who are marginalised and isolated."

“Generally, when we talk about diversity in the workplace, we're referring to gender, disability, and ethnicity.”



Sue Salthouse is passionate about leadership training for women with disabilities.

In the ACT alone there are more than 32,000 women living with a disability, making up eight per cent of the entire population. Yet these women are vastly underrepresented in leadership roles and are often the subjects of abuse and discrimination. Ms Salthouse's passion lies in leadership training for women with disabilities, and she is focused on promoting a voice for women with disabilities to be heard, something that she has found to be quite a challenge.

"At the moment, we have many people with disabilities who are highly qualified and most working just within the disability sector," Ms Salthouse says. "What I am trying to do is make sure that there is positive discrimination across all sectors to recognise their abilities and employ them. So that when we look at the fabric of our society, we can actually see that diversity operating and see lots of people from diverse cultural backgrounds but also from the disability sector."

“I was especially able to see the difference in status of disabled women versus their non-disabled counterparts, and even to men with disabilities.”

“ Embracing diversity means recognising and addressing significant power imbalances.”

EMBRACING DIVERSITY

Another local leader working hard to promote cultural diversity, by building leadership skills in young Aboriginal and Torres Strait Islander Australians, is Olympian and humanitarian Rob de Castella. His health promotion charity, the Indigenous Marathon Foundation (IMF) uses running to instil a sense of pride, achievement and accomplishment in the participants to push for their goals and take on the big challenges in their lives. The IMF signed a Memorandum of Understanding with the University of Canberra in 2017 which will see the two organisations collaborate on a number of activities including the development of student internship programs, providing access to facilities and services, scholarships and volunteer initiatives.

A more diverse workplace can create a stronger environment for decision-making and Mr de Castella is no stranger to the benefits of a cohesive and collaborative environment.

“Diversity can add to the richness and beauty of the community,” Mr de Castella says. “The biggest challenge is finding ways to promote a culture in Australia that breathes courage and confidence. Having ways to embrace diversity and draw on diversity is a strength, and to me it’s the quality of the individual not the colour of their skin, or the language they speak, the religion they follow, their sexual orientation, physical traits or any of those things that people label.”

Ms Salthouse agrees. “It’s extremely difficult when you are dealing with the mainstream community that give little consideration to the marginalised,” she says. “Embracing diversity means recognising and addressing significant power imbalances.

FUTURE STEPS

While there is a clear case in favour of greater diversity in the workplace, change will only be achieved through initiative and action.

“You need strong leadership and strong leaders that understand there are different types of leadership and about existing unconscious biases, that’s part of getting cultural change in the workplace. They need to consistently put forward the message and explain why you need diversity in leadership; it is necessary but not sufficient,” Professor Edwards says.

“Numbers are very important in two ways. The first is critical mass. If you’re an Indigenous person in a large organisation that’s not going to help your feeling of empowerment and that your differences are valued in the workplace.”

Professor Edwards says targets and quotas can also help businesses to monitor and evaluate their progress.

One initiative with a bold gender equality target is the 50/50 by 2030 Foundation, based within the University of Canberra’s Institute for Governance and Policy and headed by former ABC journalist Virginia Haussegger. “The 50/50 vision is simple, it’s singular and uncompromising,” Ms Haussegger says.

“By the year 2030, we want to see men and women represented equally in leadership and key decision-making roles at all levels of government and public administration throughout Australia and across our region.

“We believe the past few decades have seen a global awakening to the value of gender equality and the momentum for change is building. However, increasingly complex social and organisational structures mean new thinking is required to ensure that progress towards gender diversity and the maximisation of human capital doesn’t falter.”

Ms Haussegger has long been an advocate for women’s rights and gender equity. She notes the World Economic Forum’s Global Gender Gap Index which examines four key areas: economic participation, education attainment, health and political empowerment. In 2006, Australia ranked 15th overall out of 144 countries. By 2016 it had dropped to 46th.

“Gender equality is not just about the numbers, the numbers give us a measure and a target. They give us a goal. The numbers are not the main game, it is the story below the headline that should serve as our driving force and that story is how and why we find ourselves in this state and why the numbers persistently fall that way,” she says.

“ By the year 2030, we want to see men and women represented equally in leadership and key decision-making roles.”

In her role as Director of the 50/50 by 2030 Foundation, Ms Haussegger hopes to change the social, cultural and organisational norms that she says restrict both men and women. One way she is achieving this is through the BroadAgenda blog, launched in 2017 to mark International Women’s Day.

The blog is a place where academics, writers, thinkers, politicians, journalists and engaged citizens can explore the many diverse aspects of gender equality. The first of its kind, the unique platform has covered topics from science technology engineering and mathematics (STEM) to politics, media, technology, parenting, leadership and economics. Notable articles include the lack of women represented in the Australia Day Awards, silence

around sexual assault and rape, gender stereotyping in toy making and engaging men in gender equality.

“Currently, our leaders wear suits and ties, which is a real problem,” Ms Haussegger says. “The subconscious effect of those images is powerful just like words, the effect it has on us that we’re constantly reminded that the seats of power — not just leadership — are occupied by men not women is a problem. It’s a problem for all of us — men and women.

“The 50/50 project is not just about focusing on social policy to improve the lives of women and girls. Although I believe that will be a key outcome, the project is about changing the social, cultural and organisational norms that restrict us all, girls and boys, men and women.

“It’s about widening the talent pool, exploring the full breadth of human experience and learning to appreciate and embrace the enormous value in difference.”



Virginia Haussegger is the Director of the 50/50 by 2030 Foundation, which has a bold gender equality target.

BRETT AND MATT HOGAN

University of Canberra alumni and co-founders of Konversed Brett and Matt Hogan tell us about some of their favourite things.



Brett Hogan (Bachelor of Communication, 2000) and Matt Hogan (Bachelor of Graphic Design, 2000)

Twins Brett and Matt Hogan founded Konversed in 2014 to develop an easy and quick way to deploy do-it-yourself branded entertainment and media app channels for the creative industry.

With Konversed, which is a paid service, users retain ownership of their content, giving them the power to put everything in one creative place.

Brett's extensive experience in advertising and global media buying agencies includes founding a successful advertising studio working with brands such as Ferrari, Bentley and Lamborghini, before turning his attention to digital media and app development.

Matt is an award-winning graphic designer working in Australia and Germany, where he currently resides. Matt's deep understanding of app design and development, and the complexities involved in programming, led him to propel several pioneering cloud and mobile tech product developments.

Together, they have more than 16 years' of experience designing and programming for large app projects, including the high-end automotive platform PrestigeWay in 2006, tablet publishing platform Digitize in 2010 and working with Audi AG for building training applications.



01

TWO BUCKETS AND A WELL — BRETT

This well is the primary water source for my family. We live in Trenggalek, a small close-knit village in Java, Indonesia and use it to cook, wash, clean, drink, shower and flush the toilet.

Humility doesn't necessarily come easy to everyone, however, when you've walked through the slums in São Paulo, Brazil and Kibera in Nairobi, Kenya and witnessed mesmerising poverty, it's a sad yet humbling experience to see how people can be so positive about life when they have so very little.

People in these tribes don't believe they're entitled to be treated better or valued more by society than anyone else and this well helps me engage in self-reflection on the most important things in life.



02

FUJIFILM CAMERA — MATT

Photography is a wonderful way to tell stories and my camera has followed me on many travels. Whether it's the hustle and bustle of New York, Istanbul or Hong Kong, to the beaches of Noosa and the Amalfi, or a quaint farmhouse deep in Bavaria, there is no better way to capture a moment to help incubate my creative passion.

An important part of my creative process is my photography — the time away where your mind wanders and can find clues that may have been hiding right in front of you the whole time.

03

AIDAN'S ILLUSTRATION — MATT

Children are brimming with unlimited potential to impact the world. To see my kids capture something that has been illustrated a thousand times before, but to do it in a way that makes it look new again, is impressive.

When I asked my eldest son Aidan why he created these illustrations he replied, "I like super heroes. Superman is smaller because I couldn't fit him on the paper. So then I put Superman's lasers above him. That's the flash with a flower on his head and that is Maui. Look that's me, see I have blue eyes. Daddy, will one day people buy my illustrations?"

If you want to be inspired to create, take a moment to step back and really look through your children's eyes to see the potential for good all around you.

04

IPHONE

We love our iPhones. They have so much power and versatility in such a little package that has had a tremendous impact on the way we live and work today. We can stay connected with friends, family, colleagues and customers in diverse geographical neighbourhoods, eliminating problems otherwise posed by geography and time. It is the next best thing to being there.



05

TRAVEL

When you travel, you can't help but learn. A simple "merhaba" in Istanbul, "bonjour" in Paris, "pagi" in Indonesia, or "servus" in Bavaria, go a long way to capture people and places in their natural habitat.

Travelling suddenly becomes something more than crossing off things from your to-do list. There's no way to turn a blind eye to the world when you're out experiencing it. It allows you to see how life changes and evolves and lets you bring those moments into your own story.

Our experiences make us who we are and they fuel our drive as well as inform our point of view. Let yourself down the forgotten streets but do not forget your passport.



RIGHTING FOOTBALL'S WRONGS

While diversity and equal opportunity are pillars of modern western society, sport has remained a notable laggard. UC alumni are helping change that.

WOMEN IN SPORT

STORY: ANTONY PERRY



When the final siren sounded at a sun-soaked Metricon Stadium on 25 March 2017, signalling the end of the inaugural AFL Women’s season, Bec Goddard’s fairy tale was complete.



Bec Goddard coached the Adelaide Crows to the AFLW grand final in 2017.

“ It was way more than seven games and a grand final. It was an entire lifetime of volunteering at footy that culminated in that one moment.”

“It was the single greatest day of my life,” Goddard says. “You could use every football cliché in the world for it. It was really, really special.

“It was way more than seven games and a grand final. It was an entire lifetime of volunteering at footy that culminated

in that one moment — being a female involved in football. It was really special because women hadn’t had an opportunity to perform like that before.”

Special is one word for it. Belated is another. It was a day Goddard had yearned to be a part of her entire life, yet one she feared may never come to fruition.

Fuelled by a football-mad family, Goddard’s love affair with the game began at birth. She was conceived in the off-season of 1977 and arrived the following June.

It was the middle of football season and she jokes she was delivered at Jamison Oval, home of the Belconnen Magpies who her father captained and coached in the 1970s. “I was born into footy and I’ve always been involved,” she says.

Goddard played football alongside her brother until she was 13 — the age girls stopped being eligible to compete with boys. A girl’s competition didn’t exist, so she helped out with the scoreboard at Jamison.

At the age of 17 she became a goal umpire and went on to feature in 187 matches in the men’s ACTAFL competition.



Inaugural AFLW champions — the Adelaide Crows.

“ I’d love to say that the sun was always shining and the grass was always green, but to get my opportunities in football I sometimes had to bash down doors, not politely knock on them.”

The atmosphere wasn’t always welcoming and she recalls being the target of verbal abuse during matches, particularly in lower grades.

When a women’s competition, the ACTWAFL, was established in 1998, she returned to the field and played for almost a decade until a serious injury propelled her into coaching.

She began to build an impressive resume, but being a woman meant she wasn’t always given a fair go in what has traditionally been a male-dominated environment.

“I’d love to say that the sun was always shining and the grass was always green, but to get my opportunities in football I sometimes had to bash down doors, not politely knock on them,” she recalls.

It was going to take a lot more than that to drag her away from the game she adores.

Goddard has long juggled her football commitments with full-time work. After graduating in 1999, she began working as a media adviser for the Labor Party in Canberra before being accepted into the Australian Federal Police.

Today she works in the AFP’s anti-child exploitation unit, fighting the creation of child exploitation material and its spread online. She relocated to Adelaide for the job and it was there that doors began opening for her in football.

When she speaks of being appointed coach of the Crows, she says she was grateful for the opportunity. But opportunity isn’t something women have traditionally had a lot of in football and, more broadly, sport.

Western society has come a long way in shifting away from traditional social norms and women are increasingly viewed as equal members of the communities to which they contribute. But at a time when diversity and equal opportunity are becoming pillars of the modern western world, sport has remained a notable laggard.



Adelaide Football Club Chief Executive, Andrew Fagan.

“ For a sport that is a leader in so many ways to not have a women’s team or an elite women’s competition was something that was clearly missing from the landscape.”

Adelaide Football Club Chief Executive Andrew Fagan, says the AFL’s tardiness to establish a women’s competition was a blight on the code.

“I think it was a black mark on the sport to be fair,” Fagan, who studied sports management and legal studies at the University of Canberra in the 1990s, says. “For a sport that is a leader in so many ways to not have a women’s team or an elite women’s competition was something that was clearly missing from the landscape.

“But credit to [AFL Chief Executive] Gillon McLachlan and the AFL Commission for recognising that and driving the AFLW’s implementation not just as a concept but for making it a reality. It was well overdue.”

That’s not to say all Australian sports traditionally associated with men have moved glacially toward change.

The W-League, a semi-professional women’s soccer competition, was established in 2008 and continues to thrive. It provides women with a pathway to the professional level.

Similarly, cricket has long provided women with a national platform and the Women’s National Cricket League, established in 1996, is offering a \$250,000 prize for the first time in 2017/18.

Australia’s most successful Super Rugby club, the ACT Brumbies, has recognised the contribution women make to rugby union and has for a long time provided women with opportunities in all forms of the code.

Michael Thomson, the club’s Chief Executive who studied law at the University of Canberra, says growing the women’s side of the sport is a key focus moving forward.

While the AFL was slow to imitate its contemporaries, the AFLW represented a giant leap forward for women’s football: a semi-professional code created in the image of the men’s game.

Was there an appetite for it? The metrics, which Fagan says give an independent and unemotional indication of the competition’s performance, paint a vivid picture.



Chelsea Randall in action for the Adelaide Crows

A national television audience of close to one million people tuned in for the AFLW’s opening match in 2017 between Carlton and Collingwood, while a capacity crowd of 24,568 fans watched the match live at Melbourne’s Ikon Park. A further 2,000 spectators were turned away at the gates.

The critics, Fagan says, suggested the public would lose interest. It didn’t.

Attendance at games across the seven rounds averaged 7,000 spectators. The Crows boasted the second highest home attendance behind Carlton (11,272) with an average crowd of 8,876 fans across four matches.

And if any further indication of the growing interest in women’s sport in Australia was needed, the AFLW grand final provided it.

A total of 15,610 fans descended on Metricon Stadium to witness the Crows be crowned inaugural AFLW champions. In contrast, the AFL round one clash between Brisbane and Gold Coast that followed at the same venue only attracted a crowd of 12,710.

“The initial aspirations that may have been dream-like in the beginning became a reality,” Fagan says. “You aspire and dream

and then you’ve got to apply the reality at the start of the season, but expectations for everyone in the inaugural year were constantly exceeded.”

The AFLW brought women’s football forward in leaps and bounds and the Adelaide Crows, led by Goddard and Fagan, played a key role in that.

“We have a fundamental view that girls should be able to play the game we love,” Fagan says. “Young girls should have the opportunity to play sport at the highest level and when the AFLW was mooted as a possibility, we worked as hard as we could to ensure Adelaide was part of the inaugural season.”

What the creation of the AFLW did was assist in righting the wrongs of a code that waited until 120 years after the men’s competition was established to provide opportunities and a platform for women wanting to play the sport they love.

“ We have a fundamental view that girls should be able to play the game we love.”

It doesn’t surprise Keith Lyons, a Teaching and Learning Fellow at the University of Canberra who has worked with female athletes for more than 30 years, who says the issues women in sport face are numerous and varied.

“My overwhelming concern is that we trivialise and marginalise women in sport,” Dr Lyons says. “We are still unable to distinguish between gender and gender performance. Many of the women I have coached are world-class athletes. All of them have pursued excellence at significant economic expense.”

Dr Lyons says the creation of the AFLW is cause for celebration, but there is still work to be done.

“We have to do better at gender equity in sport,” Dr Lyons says. “I believe we all share this responsibility.”

GROWING UP

University of Canberra Assistant Professor in Humanities Bethaney Turner tells us why people are growing more fruit and veg at home and how it helps us live healthier.



FROM SUPERMARKET TO SELF-SUFFICIENT

Most people are unlikely to ever be truly self-sufficient when it comes to food production, but severing some of our dependency on supermarkets may provide new perspectives and reconnect us with the world we live in. Growing our own food, even if it is just a small supply of a favourite herb or two can help cut down on food costs, ensure we know exactly where our food is coming from and can even cut down on the amount of food going to landfill.

A small vegetable bed in a backyard, a plot in a community garden or even a fruit tree in a pot on a balcony provide us with the chance to grow our own food and University of Canberra expert in alternative food networks Bethaney Turner says that's enough to impart valuable lessons.

"I've found that growing their own food helps people forge a more responsive relationship to the land, to the changing seasons and to the food we eat," Dr Turner says.

"It might shock people to know that globally between 20–40 per cent of the food we produce goes to waste. Planting even a small vegetable plot can have a positive impact on that figure. By growing our own food we know exactly what went into it, whether that is water, fertiliser or just love and care. When knowing this, people tend to value the food above and beyond its economic costs and are more likely to use what we produce better, waste less and enjoy our food more," she says.

Dr Turner also pointed to the importance of small producers in preserving certain types of crops, commonly referred to as heirloom varieties.

"The supermarket system prizes uniformity in its produce as well as varieties that transport and store well and unfortunately that means they end up stocking just a small proportion of the fruit and vegetables that are available.

Instead, it is backyard farmers that are reaping the benefits of old varieties, which may not have the look the supermarkets are going for, but have different and much more flavour," she says.

For many small producers the cultural importance of food is a way to stay connected with their traditions, but it can be confronting.

"One of our students recently worked with a Burmese refugee group growing a vegetable garden in the Canberra suburb of Pialligo. They found many of their traditional crops are very difficult to grow in Canberra's climate, so that's been tough for them, but it has helped to improve their flexibility as well. When a backyard producer sees that something isn't growing they might try something different or reach out to others and take suggestions for different crops. The garden is a site of experimentation and ecological adjustment which can contribute to place-making."



Bachelor of Nursing student Connor Lynch in his bountiful veggie patch.

SIX STEPS TO A GREENER THUMB

UC nursing student and successful home gardener Connor Lynch shares his tips to get us started.

Bachelor of Nursing student Connor Lynch prides himself on the productive garden he lovingly tends at his O'Connor home in the heart of Canberra. He grows seasonal produce to supplement what he has to buy and has been advising his neighbours on getting the best out of their own backyards. Connor says his family started his love of growing food, having grown up in Canberra but with a small farm at Jugiong. "We had a little vineyard and a veggie patch, so growing our own food was just a part of life. When I started out it was in a small place in Narrabundah; there wasn't much room, but part of the learning experience is working out what to do."



01

START WITH SOIL

You get out what you put in, so time to start composting. So much green waste goes to landfill and it should be composted. A little compost bin means all that goodness that would be lost goes to make more productive soil.

02

LOCATION, LOCATION, LOCATION

Find a nice sunny spot to start your vegetable garden, but if space is at a premium a pot or two is enough to get you started. A couple of pots of herbs or even a strawberry plant is a great first crop.

03

GROW WHAT YOU LOVE

It makes sense to plant the kind of vegetables you love to eat. You'll enjoy the fruits of your labour that much more. Growing herbs such as basil or chillies or lettuce in a pot is easy and you'll never go back to packaged expensive produce from the supermarket.

04

EXPERIMENT – IT'S A LEARNING EXPERIENCE

When I started out I was just sprinkling seeds in the backyard and had as many failures as I did successes. But I learned what worked and what didn't and the next time I swapped the failed crops with something different. It teaches patience and flexibility.



05

PLAN YOUR HARVEST

Canberra has a large itinerant population and with so many people having limited time, they should focus on short-turn around crops. If you're in a share house, studying or are a contract worker consider quick-growing veggies, I wouldn't be planting an apple or a fig tree.

06

SHARING IS CARING

Gardening has turned my neighbourhood into a community and people share what they have learned, hints about what crops worked and what failed and they even trade their produce. Having 20 kilos of pumpkins ripen at one time would test any cook, but if you trade or sell a few your glut becomes someone else's dinner.

DOES 'HAVING IT ALL' EQUAL HAPPINESS?

Although happiness is a universally shared ideal, achieving it is a different journey for each of us. So how do we measure it?

OUR
COMMUNITY

STORY: EVETTE DEAVES





“ A person’s feeling of wellbeing is a personal perception, so what makes one person happy may not be meaningful to another.”

Happiness is a subjective concept. As humans we strive for it; most of us without any concrete idea on how to achieve it. We may have assumptions of what will make us happy, but it isn’t always guaranteed. A common perception is that once everything in our life is going well and we are finally in possession of everything we were hoping for, we’ll be happy.

University of Canberra Assistant Professor of Psychology Vivienne Lewis says: “Happiness, as defined by psychologists, is a state of mind and a feeling of wellbeing where a person experiences positive emotions such as feeling in a pleasant state, being content with one’s life, and feeling joyful.”

People often associate being content with one’s life as ‘having it all’. Depending on your personal beliefs, ‘having it all’ could range from having health and love, to securing a home, a good job,

money or possessions. As Dr Lewis says, “A person’s feeling of wellbeing is a personal perception, so what makes one person happy may not be meaningful to another”.

So what does ‘having it all’ mean to different people? And does it equate to happiness?

We took the question to the UC Community to find out.



Dorji Dem’s views on happiness are influenced by Buddhist principles

DORJI DEM

The United Nations’ *World Happiness Report* ranks 155 countries by their happiness levels and this year, Denmark ranked number one. Since the report’s inception in 2012, happiness is increasingly being considered as a measure for social progress worldwide.

However, Bhutan has considered happiness to be serious business since the 1970s, when the fourth King of Bhutan, King Jigme Singye Wangchuck, declared, “Gross National Happiness is more important than Gross Domestic Product”.

Alumna Dorji Dem, who graduated with a University of Canberra Master of Professional Accounting and now lives in Bhutan, discussed whether the country’s Gross National Happiness (GNH) Index — which has influenced Bhutan’s economic and social policy — has shaped her personal views about happiness.

“Let me start with what happiness means to me. It means spending time with my loved ones, doing the things I love to do while enjoying our favourite dish. It also means good health and living standards for my loved ones — and me, of course — and this includes being socially and financially stable. In a nutshell, happiness is to be sound asleep at the end of the day without any worries,” Dorji says.

As a country, Bhutan measures happiness based on four pillars; good governance, sustainable economic development, preservation of environment, and promotion and preservation of culture. The four pillars are further broken down into nine domains which are regarded as components of happiness in Bhutan. These are psychological wellbeing, health, time-use, cultural diversity and resilience, good governance, community vitality, ecological diversity and resilience, living standard and education.

According to the Centre for Bhutan Studies, the GNH Index is generated to reflect the happiness and general wellbeing of the Bhutanese population more accurately and profoundly than a monetary measure.

“GNH is based on the same principles as Buddhism. In Buddhism, happiness encompasses the emotional, spiritual, cultural and economic wellbeing of a person. It teaches us that happiness cannot exist while others suffer, and by living in harmony,” Dorji says.

“Being born in a traditional Bhutanese farming family, Buddhism played a huge role in how we lived our lives, so unintentionally my view on happiness is influenced by GNH.”

When asked whether ‘having it all’ equals happiness, Dorji casts her mind back to childhood.

“To me, as a kid ‘having it all’ meant living the life I dreamt and fantasied of. However, as I matured, I started to realise that ‘having it all’ meant living a good and healthy life, stable job and supportive family and friends. It meant being able to enjoy simple things like getting to spend time with your loved ones, eating the meal you crave for and doing the things you love doing,” Dorji says.

“Having it all does equal happiness, but in today’s busy and materialistic world, it is hard to have it all. You never ‘have it all’.”

“ Having it all does equal happiness, but in today’s busy and materialistic world, it is hard to have it all. You never ‘have it all’.”



Ben Alexander is grateful for mental and physical wellbeing.

BEN ALEXANDER

It's easy to assume that for a competitive sports person, winning is synonymous to 'having it all' and happiness. For Ben Alexander, successful Australian Rugby Union Brumbies player and Bachelor of Sports Media graduate, it's much more than that.

"Happiness is a balance of purpose and people in your life — family, friends, all of those people who are helping you achieve your goal," Ben says.

With Ben sourcing happiness from purpose and people, it's easy to understand why he is so successful, having been described as the most experienced prop in Australian rugby history.

As with all athletes, their retirement from sport comes at a relatively young age compared to other professions. When one of the keys to your happiness comes to an end, what then?

"As long as I'm working towards a purpose every day, I will be happy," Ben, 33, says.

"One of my colleagues, Josh Mann Rae, is 36 and still has a few years of playing left in him. He is my motivation and inspires me to keep playing.

"I'm still considering what that new purpose will be after football, but the hardest thing to replace and what I will miss the most will be getting to see my mates every day."

Being a successful sports person, Ben has an appreciation for mental and physical health and wellbeing.

"Away from football, focusing on good mental health is important. Practising mindfulness, being grateful for what you've got and working hard toward your goal all relates to happiness."

"As long as I'm working towards a purpose every day, I will be happy."



Brendan Maher places importance on a strong social scaffolding.

BRENDAN MAHER

Brendan Maher has dedicated his career to raising awareness to the signs of poor mental health. After graduating from the University of Canberra with a Bachelor of Communication, his career has focused on suicide prevention with leadership roles at non-profit organisations Lifeline and now as CEO of R U OK?

For Brendan, to have it all is "very aspirational".

"I don't know if we ever 'have it all', that's what keeps us moving forward," he says.

"Does having it all equal happiness? It depends on what is important to you. Some people have nothing in the material sense, but are the happiest around because they have everything in the emotional sense.

"We often judge people on what they have — material possessions, their friends and so on. But they could be the loneliest person on Earth.

"There is no right or wrong where we draw our happiness from," Brendan says.

"To me, happiness is about being connected and having a good social scaffolding around me. I've found that one of the major contributing factors to people in crisis or emotional distress is isolation, so being connected with friends and family and people you can rely on are all contributing factors to the Happiness Index. It's a nice feeling to be missed. And in my experience, contributes to feeling fulfilled.

"We can't always be happy. We will always have low points; it's the low points that make us value the high points. Stress and unhappiness are important and contribute to happiness."

"There is no right or wrong where we draw our happiness from."



Sleiman Abou-Hamdan believes there are two main types of happiness.

SLEIMAN ABOU-HAMDAN

Sleiman Abou-Hamdan is a registered clinical psychologist, a Master of Clinical Psychology alumnus and the director of Holistic Psychology. At 13, Sleiman migrated to Australia from Lebanon to escape the Lebanese Civil War. In his journey to find purpose, he became a chef, personal trainer, Commissioned Officer in the Australian Army Reserves, a pilot, and a senior public servant before finding his purpose through helping people realise their true potential through psychology.

He explains the two main 'types' of happiness and acknowledges that humans rarely are in a permanent state of happiness but there are steps we can take to improve our sense of wellbeing.

"Happiness is a state of emotional, mental, and spiritual wellbeing. It comes mainly in two types: *hedonic* and *eudaimonic*. A *hedonic* state is what you feel when you eat chocolate or get a relaxing massage — both are transitory states of pleasure. An *eudaimonic* state on the other hand is related to your self-realisation, wellbeing, fulfilment and engagement (you don't need to be a millionaire for this one)," Sleiman says.

"How can you be happier? You can promote happiness in many ways: by being grateful for relationships, abilities and things; by being mindful and present in the here and now; by doing things in service of others; by being immersed in an activity you enjoy; by connecting socially, and most importantly I think, by being authentic."

"Happiness is a state of emotional, mental, and spiritual wellbeing."



Emily Jacobs practises gratitude to foster happiness.

EMILY JACOBS

For Emily Jacobs, who is currently studying a Master of Clinical Psychology at the University of Canberra, "happiness is expressing gratitude for living and breathing, having meaningful interpersonal connections, experiencing a positive sense of self-worth, taking opportunities, feeling proud for reaching any goal, small or large, and helping others reach theirs."

"Each day brings a new experience of happiness for me, be it overcoming a challenge, finding the strength to keep moving forward, and looking back and feeling truly fulfilled. Happiness manifests in self-love and love for others, gratitude, ambition and motivation. Taking time to reflect on what I am grateful for brings more happiness into each day."

According to our University of Canberra community, finding happiness might not be a complex process after all. As it turns out, there are some common elements to feeling like you 'have it all' and none of them include a big house or a fancy car.

As Dr Lewis says, "Once basic needs are met, a state of happiness occurs when a person feels like they have meaning in their life. Doing things you enjoy, feeling valued, engaging in things consistent with your values, and being content with what is in your life, produces a state of happiness."

"Taking time to reflect on what I am grateful for brings more happiness into each day."

A WEEK IN THE LIFE OF...

This issue we join University of Canberra Associate Professor in Earth Systems Duanne White for a unique week spent in the field, uncovering the hidden history of a very cold, very remote island.

DR DUANNE WHITE

University of Canberra researcher Duanne White dedicates his time to understanding the links between climate and landscape change during the last few million years.

Dr White, a geomorphologist, keen adventurer and father of one, spends most of his days working at the University's Institute for Applied Ecology. His lab work involves cosmogenic dating which allows him to produce detailed modelling of ice sheet and glacier

movement in numerous locations around the world. This adds to our understanding of changing climate and helping predict what will occur in the future.

Occasionally he has the opportunity to undertake field work expeditions to Greenland, Antarctica and sub-Antarctic regions like South Georgia Island, where he studies the landscape evolution and changes in glacier and ice sheet coverage during past ice ages.

01

ARRIVAL

After five days at sea aboard the German icebreaker *Polarstern* we arrive at the truly spectacular South Georgia Island. The landscape is unlike anywhere else in the world; the entire island looks like a mountain range jutting straight out of the sea. But it's the island's ancient history which brings me here. Understanding what has happened here since the last ice age 20,000 years ago can help us predict the future of climate change in Antarctica and elsewhere.



02

THE LAY OF THE LAND

Located about 800 kilometres from Antarctica in the far South Atlantic Ocean, South Georgia is practically unpopulated. We are a team of Australian, British and German researchers and we are immediately hit with views of the island's spectacular landscapes; epic panoramas of soaring mountains, steep fjords and cascading glaciers. The entire island is about 165 kilometres long and only 35 kilometres across at its widest.



03

MEET THE LOCALS

What South Georgia lacks in human residents it makes up for in wildlife; millions of seals and penguins play in the water and a multitude of birds fly overhead. Fur seals, elephant seals and penguins form the welcoming party and are our only neighbours while we're here. We even had to move some seals on just to gain access to the tiny shack which will be our shared kitchen for the stay.



04

DOWN TO WORK

Hiking and mountain climbing aren't normally part of a researcher's job, but it's what's involved in the task to map moraines (ridges of debris) and sediment left behind by retreating glaciers. I sample many of the rocks to determine when the glaciers melted and, using cosmogenic dating, I can produce accurate timeframes. Because I know the rate the radiation reaches the surface of the Earth, I can basically count back to see when each sample was exposed by the retreating ice. The hardest part of the job is lugging backpacks full of rocks up and down the mountains. Normally I'd have a helicopter to assist in getting around, but on South Georgia the risk of disturbing breeding wildlife was too great, so it was up to me to do the heavy lifting.



05

PITFALLS OF REMOTE FIELD WORK

While I spent most of my time walking and collecting heavy rock samples, my colleagues had to carry large pontoons between the island's lagoons and lakes. They could then drill 15-metre core samples from the lakebed in their hunt for evidence of past climate change. As you'd expect with a sub-Antarctic island we had to keep rugged up most of the time, and the researchers out on the lake would wear waterproof suits to keep dry and warm. One of the hazards that proved tough to avoid was the ever present seals; step too close and you'd be facing a grumpy seal snapping at you.



06

NIGHT IN THE CAMP

At night, after a tiring day of work, the six scientists in the expedition would come together in our seal-free kitchen to share a meal and chat about what happened during the day. Because of the sheer number of seals on the island and their habit of pooing in the fresh water, meant we had to cart our water from the ship regularly during our stay. Retiring to our tents didn't necessarily mean the day was over and more than once I was startled awake at 4am by a mummy seal screaming like a banshee at her pups just metres away.



07

BACK HOME

I am privileged as a researcher to be able to experience pristine natural landscapes, where very few people ever go, and my work is helping to gain a better picture of what climate change may have in store for the world. Sometimes I'm in the field for up to three months, but coming back home to my family is still the best part.



CONNECTING UC

The University of Canberra alumni community is a diverse group of well-educated, well-informed, critical thinkers. To support this incredible global community, we strive to deliver a unique and tailored alumni program that reaches far and wide. From local community events to international networking gatherings, we want to provide alumni with opportunities to learn, network, connect and inspire.



Graduations, David Beach Photography



Pialligo Estate, David Beach Photography



Singapore, Chrisspicsplus



UC alumni, networking event

GRADUATION RECEPTIONS

For the first time ever, the Alumni and Community Engagement team hosted eight post-graduation celebrations at Canberra’s iconic Old Parliament House. Welcoming more than 1,600 graduates and their guests, the impressive space was filled with live music while sparkling wine and canapés were served to attendees. The event aimed to introduce graduates to the alumni community, continue to develop their connection with the University beyond graduation and celebrate their incredible academic milestone.

PIALLIGO ESTATE EXPERIENCE

Launched in 2016, Uncovering Canberra is a series of community events to appreciate (and celebrate) the finer things in life: food, friends, art and creativity. The first Uncovering Canberra event for the year attracted more than 50 alumni and friends for a special experience held at Pialligo Estate. This alumni-exclusive event included a guided tour of the stunning property including Pialligo Estate’s orchards, vineyard, market and herb gardens while gaining insightful tips on sustainable gardening with the Estate’s horticulturist. This was followed with a wine, smokehouse produce and olive oil tasting while taking in the beautiful surroundings.

SINGAPORE NETWORKING DRINKS

Turning our focus abroad, Vice-Chancellor and President Professor Deep Saini hosted his very first casual evening drinks event to meet and engage with our alumni living and working in Singapore. It was an opportunity for Professor Saini to present his vision for the University in 2017 and beyond and meet with guests. Our friends from Brumbies Rugby joined us at this international event.

SPEED MENTORING

In collaboration with the University’s Careers Services, a speed-mentoring evening was held for both students and alumni to gain valuable insight from our alumni mentors. Kicking off the evening with a workshop run by Careers UC, we provided our mentees with tips on how to make a great first impression and suggested icebreakers and conversation they can use when meeting a mentor. Exposure to a broad mix of alumni from a variety of professional backgrounds was a valuable experience to the participants.

GET INVOLVED

We’re planning a program of events to ensure you continue to benefit from an ongoing connection to UC. Update your details to stay informed: canberra.edu.au/alumni



Pialligo Estate, David Beach Photography



Singapore, Chrisspicsplus

Q&A WITH KATE MASON

From touring with EMI artists to leading cultural change at Coca-Cola, executive globetrotter and University of Canberra alumna Kate Mason has led a fascinating journey in the human resources and business worlds.



Kate completed a Bachelor of Arts in Secretarial Studies at the University of Canberra's predecessor, the Canberra College of Advanced Education, in 1988. Since then, she has had a distinguished leadership career in finance and HR both in Australia and globally, working for companies such as EMI Records, Austrade, TST Learning, Credit Suisse and Amcor in different corners of the world, including Sydney, Singapore, London, New York and Zurich.

The avid skier and mum of three was appointed HR director of Coca-Cola Amatil in 2014 and became Chief Transformation Officer at Coca-Cola Amatil in January 2016.

As an active supporter of women in business, Kate is the President of the International Women's Forum (IWF). She is also the President of the NSW Advisory Board for the Starlight Children's Foundation Australia and Director of The Coca-Cola Australia Foundation.

Her outstanding professional career and philanthropic work earned her the University's Alumni Excellence Award in Business, Government and Law at the 2017 Distinguished Alumni Awards' gala.

Kate shares with *Monitor* some thoughts on leadership and empowerment, as well as some tips on life after university.

Did you ever imagine that as a Bachelor of Arts in Secretarial Studies student you would end up being the Chief Transformation Officer at one of the biggest multinational companies in the world? What was the journey like?

No, not at all. I had no idea what I really wanted to do when I left CCAE [Canberra College of Advanced Education, now the University of Canberra] — I knew I wanted to work in Sydney and go travelling so when Arthur Andersen was on campus in my final year, I was lucky to interview with them and join as a graduate in Sydney in 1988. And from this first job in Sydney to now, it has been an absolutely incredible journey so far, full of learnings, high points, challenges and fun. I have had the privilege of working in a variety of roles in London, New York, Singapore, Zurich, Sydney, Canberra and Brisbane and have loved the diversity of experiences I have had and the people that I have had the pleasure to work with across all geographies, nationalities and generations.

The role of Chief Transformation Officer has been described as the person who spurs enthusiasm, challenges processes and leads change. Is that how you see yourself at Coca-Cola Amatil? Tell us a bit about your work.

Yes, that is a good summary. In essence, there are three key things that we do as a Transformation team:

1. Be the strategic control tower and act as the hub for all moving parts of our growth strategy to accomplish our goals through defining road maps and destinations;
2. Actively manage all of the major business initiatives across the business, especially cross-functional initiatives and track and report on progress/delivery; and
3. Drive a sustainable business through the execution of an end-to-end change program focusing on communication, capability building, eliminating road blocks and embedding new and simpler ways of working.

What do you think is the most significant barrier to female leadership? Why?

Self-confidence and belief. As women, we often talk ourselves out of taking on new opportunities or believe that we don't have all the skills to do a particular job or project. I believe what we need to do is pull our big girl socks up and embrace opportunities, back ourselves, support each other and together grow! It never gets tiring to help other women be successful!

Is there a secret in finding the right balance as an executive in a multinational company, being a busy parent of three and helping the community? How do you do it?

I believe in managing your energy and passion and being very present in whatever part of your life you are in at a particular time so in essence it is quality not quantity! Juggling all parts of my life is often a day-by-day proposition as you can have days, weeks where all good planning and processes that you have in place work brilliantly and then a sick child or other big event/challenge comes along and things can get out of balance quickly. So resilience is key. My mantra is 'You can't stop the waves, but you can learn to surf'.

You are very passionate about giving back to the community through several organisations. What drives this passion and why do you think it's important to empower others?

I have been a carer of my severely disabled sister since the age of six and choose to see this as one of the greatest gifts of my life. Realising how precious life and health is, and appreciating this, drives me to help others that are not so fortunate.

After working overseas and now in Sydney, what are your best memories from Canberra during your studying years?

Being a member of the CCAE ski club provided some of my best memories... realising there was a big dump of snow in the mountains, rallying the troops and heading up for a day's skiing (maybe missing a few lectures or tutes) as the snow was calling and then after an exhilarating day of skiing, collapsing for a counter meal at one of the pubs in Cooma on the way home with other students. Relaxing on the lawn outside the Refectory with a beer or two in the sun was pretty memorable too. I had the pleasure of living both with my parents and then with friends/house minding through University so definitely learnt to appreciate the creature comforts of that home-cooked meal that my mum always had available. So thanks Mum!

What do you see as the biggest challenge for the new generation?

Staying ahead of robotics, automation and digitalisation, knowing what roles will exist and continually be learning and adapting your capabilities as the world changes and being an integral part of this new world of work.

Any tips you would like to share with our graduating students?

- Know what is important to you and why this is important to you — your purpose — and seek out opportunities both in the workplace and community that will drive this energy and passion. Always do what you love to do — life is precious.
- Embrace change and new opportunities that come your way — you can also create these through expanding your networks. Stay current and build capabilities continuously.
- Don't walk alone — build a network of diverse people around you that can mentor you, advise you and challenge you as a journey together is far more rewarding, fun and sustainable over time.
- Travel — so much learning and fun to be had!

WE ARE UC

Find out the stories behind the people who make up the University of Canberra community. Get to know more about our teachers, students and alumni, one tale at a time. To see more stories about the University, follow #WeAreUC.



I am part of a research team at the University of Canberra that is developing new treatments to stop the recurrence of breast and other aggressive cancers. Our team, led by Professor of Molecular and Cellular Biology Sudha Rao, is also working on innovative therapies to improve cancer patients' quality of life.

My work involves using high-resolution three-dimensional imaging technology to visualise and provide vital information on cancer cells. This provides insight into the effectiveness of a treatment approach.

Last year, my colleague Tara Boulding and I were jointly awarded the inaugural Melanie Swan Cancer Research Fellowship. This award was created to honour Ms Swan who lost her battle with breast cancer in 2016 and means a great deal to me as the continuation of her legacy.

She greatly supported the work carried out by our lab and was an inspiration to me personally. Melanie's memory inspires me to work as hard as possible in the fight against metastatic breast cancer. I respect and admire her strength and dedication — she never gave up.

Robert McCuaig
PhD candidate and Melanie Swan Cancer Research Fellowship recipient

Vision is one sense that many people take for granted. It is a complex and intriguing system, and I've been fascinated to know how much can go wrong and why.

My research at the University of Canberra focuses, pardon the pun, on myopia (also known as short-sightedness). Myopia is at worldwide epidemic levels and, despite glasses and contacts relieving the obvious symptom, it does not treat the underlying pathologies, and can lead to blindness.

The thought of a future where millions of myopic people are left unnecessarily blind has motivated me to better understand the underlying cause and how we can fight it.

My research has helped to find that light intensity, that you might find outside on a clear Australian winter's day, almost abolishes the development of myopia. Building on past work by my supervisor Associate Professor of Science Regan Ashby, and in conjunction with other animal models as well as with epidemiological findings, we have established school-based clinical trials in Taiwan and China which are producing promising results.

I spend most days in the lab at UC analysing retinal tissue for molecular changes — it's this work which will hopefully lead us to a drug therapy that mimics the beneficial effect of light exposure.

Cindy Karouta
PhD Candidate and Australian Postgraduate Award recipient



In 2016 I was in the final year of my Bachelor of Graphic Design degree when I started feeling really ill, lethargic and run-down. I used to play ice hockey for Australia and thought it was just a consequence of stopping training and getting a bit older.

My condition worsened to the point I was bed-bound and had to withdraw from my studies. I was eventually diagnosed with an autoimmune condition, Still's disease, which affects one in 500,000 people.

About six months after my diagnosis I was still undergoing therapy and treatment at the hospital but I was determined to finish the final unit of my degree. I contacted my teachers at the University and they provided a tremendous amount of support and flexibility to make sure I was able to finish. I would be in class one day and back in hospital the next.

Despite all of the difficulties in my final semester I graduated with a 7.0 GPA, a Chancellor's Commendation and the Faculty of Arts and Design Best Graduating Undergraduate Student Prize. I was also humbled to be awarded the Design Institute of Australia Graduate of the Year Award (GOTYA) for Visual Communication Design in the NSW/ACT category. One of the projects I was recognised for was a book about being diagnosed with Still's disease. I really want to take meaning from what I've been through; to mentor others and use the skills and gifts I have in a positive way. As my health has continued to improve I've been able to ease back into full-time work, starting a new position as a designer at Swell Design Group.

Tim Fulton
UC alumnus and Graduate of the Year Award winner



This is my fourth year at UC and in that time the Ngunnawal Centre has provided great support to me as an Indigenous student. I'm from Ulladulla and when I introduced myself as being Wiradjuri, it felt like being welcomed home. I still get really emotional about it because it was just so amazing to be instantly accepted.

I was originally studying justice studies as my mum is an Indigenous foster carer. I was 12 when mum started caring. I'm 21 now and, in that time, she's cared for around 48 children. I've since changed my degree to study arts. I keep changing my mind; I'm exploring career opportunities that keep presenting themselves. One of them is in banking. I've done three internships with Westpac through CareerTrackers — a national non-profit organisation that creates internship opportunities for Indigenous university students. It's been amazing.

I was also the UC SRC's first Aboriginal and Torres Strait Islander students Officer. My goal is to make the support services for all Aboriginal and Torres Strait Islander Students more readily available. There's a lot of support available on campus that people don't realise exist.

I'm very fortunate to have been around a lot of really driven and powerful Indigenous women growing up so I'm very thankful for that. I'm really happy to be a part of UC.

Aylah Williams
Bachelor of Arts student and inaugural University of Canberra Student Representative Council (UC SRC) Aboriginal and Torres Strait Islander Students Officer

THE LATEST

A roundup of the latest UC news stories



ACCOMPLISHED UC ALUMNI AWARDED DISTINGUISHED HONOUR

An internationally recognised conservator, a peace activist and advocate for human rights and multicultural issues, and an advanced practice nurse were among the winners of the 2017 Distinguished Alumni Awards.

The awards recognise the outstanding contributions that University of Canberra alumni are making in their communities and professions, with the awards presented at a gala dinner at the National Museum of Australia in November last year.

These nine exceptional winners joined the Distinguished Alumni Roll:

- Chancellor's Alumni Award: Dr Nancy Odegaard
- Chancellor's Young Alumni Award: Dr Skye Saunders
- Chancellor's Award for Contribution to Sport: Nick Hunter OAM
- Chancellor's Award for Service to the Community: Diana Abdel-Rahman OAM
- Chancellor's Award for Philanthropy: James Asiimwe
- Alumni Excellence Award in Arts and Design: Dr Brandon Gien
- Alumni Excellence Award in Business, Government and Law: Kate Mason
- Alumni Excellence Award in Education, Science, Technology and Maths: Dr William Maiden PSM OAM
- Alumni Excellence Award in Health: James Slade

SEE PAGE 30 FOR A Q&A
WITH KATE MASON

UC LAUNCHES INDIGENOUS STRATEGIC PLAN

The University of Canberra strengthened its commitment to providing opportunities for Aboriginal and Torres Strait Islander people to access tertiary education with the launch of the Aboriginal and Torres Strait Islander Strategic Plan 2017–2021.

The Plan, which is the first of its kind, sets out the framework for how the University plans to close the gap between Aboriginal and Torres Strait Islander and non-Indigenous students. The four areas of focus are academic, research and innovation, employment, and community engagement.

UC CELEBRATES WORLD RANKINGS RISE

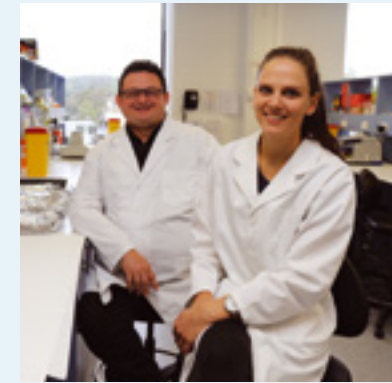
The University of Canberra has continued to rise in the global rankings, with 2018 *Times Higher Education* World Rankings placing the University in the top two per cent of tertiary institutions worldwide.

An improved performance in research and teaching reputation, citation of publications by academic peers and international outlook saw the University climb into the 351–400 band for 2018, up from the 401–500 band last year and the 501–600 band in 2015.

UC RECEIVES 11TH GENDER EQUALITY HONOUR

The University of Canberra's commitment to gender equality in the workplace has been recognised for an eleventh consecutive year. UC is one of 120 organisations nationwide and one of just two in the ACT to be named a 2017–18 Employer of Choice for Gender Equality.

The citation, awarded by the Workplace Gender Equality Agency, is designed to encourage, recognise and promote active commitment to achieving gender equality in Australian workplaces.



CANCER RESEARCH FELLOWSHIP HONOURS CANBERRA MUM

Early career researchers Robert McCuaig and Tara Boulding were awarded the inaugural Melanie Swan Cancer Research Fellowship in recognition of their ground-breaking work in cancer research.

Mr McCuaig and Ms Boulding are part of a University of Canberra research team led by Professor Sudha Rao, who specialises in molecular and cellular biology. The group is developing new treatments to stop the recurrence of breast and other aggressive cancers as well as innovative therapies to improve cancer patients' quality of life.

The fellowship includes travel funding to facilitate collaboration with other cancer research laboratories, and to increase awareness of the University's cancer research activity across the research and clinical communities.

NEW SPACES FOR ENTREPRENEURS AT UC

In 2017 the University of Canberra became a hotbed for startups and budding entrepreneurs with the opening of two new workspaces on campus.

E29@UC, an offshoot of Canberra's biggest start-up community E29, and The Mill House, an initiative focused on the development and growth of socially focused enterprises, took up residency at the University.

E29@UC is a co-working space available to students as well as members of the public. Similarly, The Mill House is a place for companies and individuals to turn their big ideas into business ventures.



CLOSING THE GENDER INEQUALITY GAP

Correcting the gender imbalance in political representation and public administration leadership in Australia and the Asia-Pacific region is the central challenge of the University of Canberra's 50/50 by 2030 Foundation, launched in September 2017.

The Foundation — a gender equality initiative established by the University's Institute for Governance and Policy Analysis — is working toward ensuring there are as many women in leadership roles as men by 2030.

Director of the 50/50 by 2030 Foundation, Virginia Haussegger, said the Foundation's vision is "singular and uncompromising".

"By the year 2030, men and women will be equally represented in leadership and key decision-making roles at all levels of government and public administration throughout Australia and across our region," Ms Haussegger said.

GOVERNMENT FUNDS NEW CLINICAL SCHOOL

Students studying health degrees at the University of Canberra will have better access to clinical training facilities thanks to a new partnership between the University and the ACT Government.

The Government will spend \$2.7 million on a new clinical school for nursing, midwifery and allied health at Canberra Hospital, which will be run in conjunction with staff from the University's Faculty of Health.

UC'S FIRST INDIGENOUS ATHLETE IN RESIDENCE

Olympic race walker Beki Smith became the University of Canberra's first Indigenous Athlete in Residence in 2017.

The Yuin woman worked alongside staff and students across a host of disciplines and faculties, giving them an opportunity to learn from her experiences as a professional athlete.

"As the first Indigenous athlete, it's historic and I'm really proud to be here," Ms Smith said at the time of her appointment.

"It's about closing the gap — that means a lot to me and it's hard to not get emotional. Hopefully I can pave the way for other Indigenous athletes to have opportunities like this."



NEW ONCOLOGY SERVICES FACILITY AT UC

A new state-of-the-art multi-purpose medical centre will open at the University's Bruce campus in 2018. The Canberra Specialist Medical Centre will increase the availability of radiation and medical oncology, haematology and diagnostic services to the ACT and surrounding region, as well as provide significant training and research opportunities for the University's staff and students.

The centre is a partnership between the University, Icon Group and Cornerstone Building Developments (CBD).



DO ANDROIDS DREAM OF ELECTRIC SHEEP? NAMED 2018 UC BOOK OF THE YEAR

The book which inspired Harrison Ford's 1982 film *Blade Runner* and the sequel *Blade Runner 2049* was named the 2018 University of Canberra Book of the Year.

Do Androids Dream of Electric Sheep? is a science fiction novella by the late American writer Philip K. Dick. First published in 1968, it follows the story of investigator Rick Deckard as he hunts down six escaped androids in post-apocalyptic San Francisco after a nuclear global war.



FORMER UC CAPITALS COACH JOINS UC AS DIRECTOR OF SPORT

Former Olympic and seven-time WNBL championship-winning coach and Basketball Australia Hall of Fame inductee Carrie Graf has begun in her role as the University's inaugural Director of Sport.

Ms Graf has been tasked with overseeing the University's sporting teams — the UC Capitals and women's rugby sevens — and will manage the University's participation in Australian University Sport programs and University Games.

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***BLOOM pendant light, aluminium, 2016,
René Linssen.***

René Linssen is an award-winning industrial designer currently working at product design company Formswell, in Canberra.

The BLOOM pendant light is created from folding a single piece of laser-cut aluminium and provides directional light as well as a subtle glow through the openings around its form.

Mr Linssen has achieved national recognition for his design work including the 2017 Alessi Design Award, the 2015 Vogue Alessi Emerging Designer Prize, the 2015 CRAFT ACT: University of Canberra Industrial Design Emerging Contemporaries Award and the 2014 Reece Bathroom Innovation Award.

Mr Linssen graduated from the University of Canberra with a Bachelor of Industrial Design in 2016.

