



Charles Sturt  
University

# Thrive

Charles Sturt University | Alumni Magazine Winter 2020

## Professor Stan Grant Jnr

Bringing decades of experience to a new role

## True crime calling

Logie-winning author and producer Justine Ford

## Life in lockdown

Alumni stories

## Celebrating you

Introducing our Alumni Awards



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## Charles Sturt University Alumni Magazine

With special thanks to all those who contributed to this winter 2020 edition.

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# Welcome

## Greetings to all our alumni!

I am guessing that you, just like me, did not see that coming! We hope you have been keeping safe and well during this unprecedented, challenging time.

Looking back on the last four months of working from home, I am still baffled by what has happened in our world. 2020 has certainly thrown us a curve ball and we are all adjusting and learning to live life in the 'new normal'.

At Charles Sturt University, we believe that the key to helping us all get through the months of physical distancing is that we remain socially connected, and this is why we have focused our Winter 2020 edition of Thrive on sharing stories of connection with you.

The Alumni Office is committed to provide meaningful engagement with you, our alumni. In recent weeks we have launched our Connection Series, an email newsletter for alumni offering new ways to keep in touch and connect with us. We've got everything from five minute yoga sessions to advice from academics, podcasts, professional development and more.

Then of course there's the **Alumnigive** program which offers you a variety of ways to give back to current students and faculty, including by offering your time and expertise.

We are also excited to launch our Alumni Awards this year. The awards are a way for us to celebrate and congratulate you on your outstanding achievements and contribution to industry and community. Read more about the awards on page 21.

In this edition of Thrive you'll also learn about some of the ways your fellow alumni have been coping with changes due to COVID-19 and hear from our academics about the ways they think the world will change following the pandemic.

As always, we want to connect with as many of you as we can and we hope you can help us spread the word. On the back page of the magazine we've listed the names of alumni we've lost contact with over the years, so if you can help us find them please get in touch. You can also update your own details online at [alumni.csu.edu.au/current-alumni/update-your-details](https://alumni.csu.edu.au/current-alumni/update-your-details)

As always, if you have any ideas for a story or suggestions about what you'd like to see in your magazine, please don't hesitate to get in touch. Email us at [alumni@csu.edu.au](mailto:alumni@csu.edu.au)

We hope you're looking after yourselves in this unpredictable time and you enjoy this edition of Thrive.

**Sheridan Ingold**  
Alumni Relations Coordinator

## We've got a new look!

Charles Sturt University Alumni has a new website. This means more news about your peers, more uni updates, more professional development opportunities, more events and more reasons to connect.

Check it out.

→ [alumni.csu.edu.au](https://alumni.csu.edu.au)

# Meet our team



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# How alumni are coping with COVID-19

We asked some of our university community to share their thoughts on life during the pandemic. Hear how it's affecting them, the people around them, their work and more.



## Rachel's rules for a healthy mind

Rachel Tomlinson is a psychologist focused on individual wellness, child development, parenting, and building strong families and relationships. She is also the author of *Teaching Kids to be Kind – A Guide to Raising Compassionate and Caring Children* and founder of the website [towardwellbeing.com](http://towardwellbeing.com)

Through her work, Rachel is all too aware of the toll COVID-19 is taking on people's mental health.

"People have been overwhelmed, worried and stressed because there is so much unknown and outside of our control. Losing our sense of routine, being under financial strain and being socially isolated can produce a threat response in the brain. It has been a really tough time for a lot of people.

"I work predominantly in the child development space and hear people saying things like, 'Kids are too little to understand' – inferring that kids are somehow protected from the impact of COVID. But when children don't understand something, like why they can't visit the park anymore or see their friends, they use their imagination to connect the dots and often what they imagine is far worse than reality. So, I've been working on resources to support other professionals, families and parents to talk to their children about COVID-19 and support their mental wellbeing."

Rachel says the key during these tough times is connection and routine.

"Social distancing doesn't have to mean social isolation. Ensure you maintain contact with friends and loved ones and get creative about connecting. Try and keep your routine as consistent as possible so you feel better in control. Also, use the time as an opportunity to look after yourself.

"I would also recommend practicing mindfulness and have a great script on my website for taking a mindful walk."



## Norman's new normal

Principal of Murray High School in Lavington, NSW Norman Meader has guided his school community through COVID-19 with his eyes set firmly on keeping things moving forward and as close to normal as possible.

"It's amazing how even a small degree of reliability and predictability can help in a time of difficulty.

"I think one of the most useful supports for our community has been to keep practices as close to normal as possible. At the same time, we've erred on the side of maximum flexibility to meet the professional, social and emotional needs of students, parents and teachers."

According to Norman, people have risen to the occasion.

"In many ways COVID-19 has brought out the best in people – students have a 'get on with it' attitude to their learning and teachers have gone to extreme lengths to ensure that they're continuing to provide high-quality learning experiences for students. And our school families have done a tremendous job of keeping progress going amidst challenging circumstances."

When asked about the other positives to come from COVID-19, Norman thinks there's some lessons for life and education.

"I'm hoping that we see an emergence of compassion across the globe and that we focus more on the human aspects of navigating our way through life as a result of the COVID 'wake-up' call reminding us just how fragile we all can be.

"What COVID has done for our education systems is provide us with a broader range of tools that we can draw upon as we continue to change. In my own school context, it has heightened the focus on how we provide broader access to information technology and how this might be used to maximise student engagement and achievement."





### Ian's emergency response to change

Area Manager for Ambulance Victoria and current student in Charles Sturt's Master of Emergency Management, Ian Hunt has worked for Victoria's ambulance service for more than 30 years but has never seen anything quite like COVID-19. He has played an important role in Ambulance Victoria's COVID-19 response.

"When COVID-19 first hit, I was taken offline as an Area Manager and placed in Ambulance Victoria's COVID-19 response team, led by our Executive Director of Clinical Operations. One of our first decisions was to move our whole operation for the handover of patients outside the hospital environment.

"This included portable showers and toilets, areas for paramedics to take off their PPE and complete their paperwork, and a handover zone where the patient leaves the care of the paramedic.

"Our paramedics can now ensure they are fully operational and ready for the next case without fear of exposing themselves, or their next patient, to Coronavirus."

At first, when the COVID-19 situation was developing rapidly, Ian and his colleagues had to act quickly, and operations had to adapt.

"The COVID-19 response team needs to be very agile; this virus writes its own script, and we need to stay in front of it as much as we can. We are operating in what we would call the new normal."



### Anna's message from abroad

CNN reporter Anna Coren sent a video message to our alumni community during the early stages of COVID-19. If you missed it, here's a snippet of what Anna had to say:

"I just wanted to reach out to my Charles Sturt University alumni to let you know I am thinking of you in these crazy times.

"I'm here in the [Hong Kong] newsroom, and it is virtually deserted. We're here putting the show to air, but otherwise everybody is working from home.

"I know it's tough. It is tough for everybody, but I believe we are resilient. The world is resilient, and this crisis will pass.

"Please be safe, and hopefully the world will return to some semblance of normality sooner rather than later. Take care."



## When true crime becomes a calling

2019 Logie-winner Justine Ford has worked in crime reporting and producing for decades and has some tips for the next generation of content creators.

For Justine Ford, the devastation of crime wrought on victims and their families would, unexpectedly, become her calling.

Charles Sturt University alumna and journalism graduate, Justine made the switch from radio producing and regional news reporting to a researching role on television show *Australia's Most Wanted* in 1996 and it was to influence the path of her entire career.

"In regional news I was assigned court rounds and often reported on local crime.

"I found the subject fascinating. Even as a child I was interested in solving mysteries. I loved *The Secret Seven*, *Nancy Drew*, and books on how to be a junior detective.

"I'm pretty sure I was the only eight-year-old in my neighbourhood with their own magnifying glass and dusting kit!"

When the opportunity to become a researcher on Australia's *Most Wanted* came up, Justine threw her hat into the ring. Her early interest in mysteries and crime saw her nail the job.

"After a few months, I was asked if I wanted to be a reporter on the show. So, I was researching, reporting and producing stories on unsolved crimes all around Australia.

"I realised at that time just how much the media could help as an investigative tool for police, and give a voice to the families of the victims.

"I saw a really incredible, proactive role for the media and I thought, I can do something here. I can make a difference."



Justine is now an accomplished author of five true crime books, an executive producer, and has worked on some of Australia's most well-known and successful observational docuseries programs, including *RPA* and *Border Security*, as well as *Missing Persons Unit*.

And the public's appetite for true crime content is not slowing down.

Between 2017 and 2018, her production company Queenpin produced *The Good Cop* for Foxtel Crime + Investigation on Australian homicide detective Mr Ron Iddles, based on Justine's book. It went on to win the Logie for Most Outstanding Factual or Documentary Program in 2019. Justine also produced *The Good Cop* podcast, which hit the Top 10 in iTunes.

Throughout her career, Justine has covered some of Australia's most tragic crimes, including the murder of Jane Thurgood-Dove; the Sunshine Coast disappearance of Daniel Morcombe; the murder of beauty queen, Bronwynne Richardson in Albury; the disappearance of Bathurst teenager Jessica Small; the disappearance of Sydney man, Matt Leveson; and the murder of Maria James, stabbed to death in her Melbourne bookshop.

Justine said it's the opportunity to help victims of crime and their families that continues to drive her to tell their stories.

"I feel very privileged that the police and families have trusted me over the years.

"In its time, I think *Australia's Most Wanted* saw about 800 results which meant a huge amount of missing people were found and suspects arrested for murder and other crimes.

"You get close to the victims' families and hope they all get the answers they need."

Over the years Justine has learned the power of balance when working in highly emotional environments.

"I try to separate myself enough from it so I can communicate in a useful way. You want to be professional but at the same time I often feel emotional when I interview victims' families.

"By listening and being empathetic you have a greater chance of telling the true story of what a missing person was like. Telling the truth for their family.

"In true crime journalism it's important to be genuine and compassionate. That needs to be at the heart of the work. You wouldn't be human if you didn't shed a few tears along the way.



"But you do need to balance your own life if you're going to do work like this. You need to take time out, you need to exercise, you need to eat and sleep properly, and take care of yourself emotionally so if someone needs to lean on you a bit while telling you their story, you can be there for them."

Justine said her time at Charles Sturt gave her the grounding she needed to launch her career.

"I loved Charles Sturt University. It's had such a lasting impact on my life.

"I've been able to achieve what I have because I studied there. You could learn everything you needed to springboard you into the profession you wanted to be part of."

As for what's next, Justine has more true crime TV projects in the works and is trying her hand at something new – fiction.

"There's some history and some crime in there and a dash of romance!" Justine said with a laugh. "It's a total departure from what I've done in the past!"



## Researching our COVID-19 recovery

There's no denying it, the world has been turned upside down by COVID-19. The pandemic has already had a devastating effect on families, communities and the economy. While what's to come is still unknown, there is much to be determined about the impact of COVID-19 and how we can rebuild on the other side.

Responding to the devastation of the pandemic, in April Charles Sturt University announced \$200,000 to fund research grants for studies focused on understanding the impacts of COVID-19 on the health, wellbeing, business performance, communities and economy of Australia.

Deputy Vice-Chancellor (Research and Engagement) Professor Heather Cavanagh said research is one way the university can help generate new knowledge and deliver solutions for this unprecedented event.

"Charles Sturt University is well-placed to play a role in helping to reduce the devastating impact of COVID-19 on our businesses, community and families.

"This money will allow researchers to play an active role in ensuring the long-lasting effects of the virus are minimal and that our economy can recover."

In total 12 projects received funding to research issues such as mental health and stress impacts, metabolic and inflammatory health, policy assessment, suicidal ideation, racism, educational challenges, mobile and online security, and national security.

1. The mental health and stress impacts of COVID-19 on frontline human service staff – Police, Ambulance and Family and Community Services, Community Nurses (WNSWLHD).
2. Understanding risk perceptions, knowledge and preventive health behaviour of Australians in rural, regional remote Western NSW during COVID-19 Pandemic.
3. The Corona Score: Assessment and monitor the progression of COVID-19 using artificial intelligence with multi-modal data.
4. Metabolic and inflammatory health in COVID-19: potential mechanism for alleviation of disease severity.
5. Developing an intervention model to assess effectiveness of policy measures on COVID-19 outbreak in Australia.
6. Modelling firewall strategies for controlling COVID-19 outbreak in New South Wales, Australia.
7. The Desire and Capability for Suicide among Older Adults during the COVID-19 Pandemic.
8. COVID-19 and regional racism: have isolation and social distancing measures become sanctioned discrimination for culturally and linguistically diverse peoples?
9. Australian public libraries during the COVID-19 crisis: Implications for future policy and practice.
10. COVID-19 pandemic's disruption of primary school Mathematics and Science education: challenges and successes.
11. Designing Privacy Preserving and Secure Contact Tracing Mobile Apps to Combat COVID-19.
12. Australian National Security Implications of COVID-19 Project.



## Lend your support

Reflecting the readiness for people to play their part in helping to cope with COVID-19, the university received more applications for funding than it was available support, leaving 52 studies into areas such as health and wellbeing, economic recovery, education, technology and security unfunded.

To address this demand, Charles Sturt University Advancement has established a fund for philanthropic support of these research projects.

Director of Advancement Sarah Ansell said every contribution can lead to a profound effect on coping responses both during the pandemic and in recovery.

"Right now, there are many and varied COVID-19 efforts worthy of our collective support and it's not always easy to know where your dollar will have the most impact. Research is aimed at solving problems and the projects put forward will have broad implications for entire communities. We urge our alumni and communities to consider donating to get behind potentially life-changing and community-saving research. We're all in this together."

### Your chance to help

With your help more great COVID-19 research projects can receive much-needed funding. Donate to the Charles Sturt University COVID-19 Research fund today.

→ [csu.edu.au/office/advancement/giving-to-csu/active-funds/charles-sturt-university-covid-19-research-fund](https://csu.edu.au/office/advancement/giving-to-csu/active-funds/charles-sturt-university-covid-19-research-fund)

## Research spotlight: COVID-19 related racism and healthcare in regional areas

People from culturally and linguistically diverse (CALD) backgrounds living in regional Australia are often faced with biases and barriers to accessing everyday services, such as healthcare. During a pandemic, that can present additional barriers with serious consequences.

Professor of Nursing (Research) Julian Grant and Dr Jessica Biles from the Charles Sturt School of Nursing, Midwifery and Indigenous Health received \$30,000 to investigate the connection between COVID-19 related racism and healthcare access in four regional NSW communities.

Focusing on the experiences of people from CALD backgrounds living in Albury-Wodonga, Wagga Wagga, Griffith and Young, the study will investigate whether these people have experienced racism during the pandemic, and if this race-based discrimination affected their healthcare access and equity.

Julian said there is evidence that CALD communities face additional barriers when it comes to healthcare, and she hopes this study will inform future pandemic healthcare efforts.

"We want our research to identify whether the COVID-19 pandemic introduced additional barriers for CALD people in regional areas in terms of their access to healthcare.

"One of the important barriers our research will investigate is racism. There is a lot of evidence that social marginalisation and experiences of racism leads to further reductions in accessing timely healthcare and reduced health outcomes.

"By investigating how these additional COVID-19-related barriers to healthcare have affected CALD people's healthcare access and equity during the pandemic, it provides an opportunity to identify and redress these barriers for future pandemics."

The research will also look at whether the application of the federal government's population-based COVID-19 strategies and measures to manage the pandemic have increased experiences of racism and affected healthcare access and equity for CALD people during the pandemic.

The researchers are working with a number of groups to conduct the research, including Multicultural Council of Wagga Wagga and Federation of Ethnic Communities Councils of Australia. The research project commenced in June and is expected to be completed by December 2020.



Dr Sandra Mendel and Dr Jake Williams at the construction site for the new Joint Program in Medicine academic hub at Charles Sturt University in Orange.

## First medical students to start next year

After years of lobbying for a rural medical school, Charles Sturt University and Western Sydney University School of Medicine have partnered to create a brand new Joint Program in Medicine, a five-year undergraduate program based in Orange NSW, starting in 2021.

Charles Sturt University is no stranger to seeing workforce shortages in rural areas and working to tackle them head-on. The shortage of doctors in the bush – a factor central to Australia's rural health crisis – has been the focus for some time.

Thanks to its long-term commitment to training health professionals for rural and regional areas, Charles Sturt received \$22 million in government funding to develop the new Joint Program in Medicine in partnership with the University of Western Sydney.

Dean of Rural Medicine Professor Lesley Forster said the initial cohort of 37 students commencing on the Orange campus in 2021 will become qualified doctors who understand the particular health needs of regional communities.

"They will learn what it's like to practice in the country, seeing patients and working with local doctors often on a one-on-one basis or in very small groups.

"There just aren't enough doctors working in the bush and we really need to give country kids the opportunity to come and study medicine and become doctors to help alleviate this big problem."

General Practitioner (GP) and co-owner of Apple City Family Medicine, Dr Sandra Mendel will be teaching students in the program.

"I've been a GP in Orange for around 20 years and have also been a GP medical educator, the Director of Training for the College of Rural and Remote Medicine, and before becoming part of the Joint Program, I worked at Western Sydney University at the Rural Clinical School at Bathurst and developed the Masters of Medicine in Rural Generalism for their School of Medicine.

"I have a vested interest in medical education, so having a faculty of medicine in my own hometown is something that I've been wanting for a long, long time. I guess it was logical that I would like to be part of that from set-up. It's just going to be an amazing experience."

Sandra said the small cohort of students – 80 per cent of which will come from rural areas – attracted her to the program.

"What sets this program apart is that we are going to be educating rural students for a career in rural medicine. This cohort will have the input of lots of clinicians, along with a lot of local community support, and they will be sent out to smaller communities, giving them a much more hands-on experience.



"There's lots of evidence out there that if you come from a rural background and have been part of a rural community, then the likelihood is that you'll go back to work in that rural community. Our hope is that the doctors we train will have the right skills set required to work in rural and remote Australia and serve those communities, and they'll want to work in those areas."

"Obviously, we're at the beginning of that pipeline, but I'm pleased to be able to mentor medical students into this career, so that they can service the community they want to work in."

Dr Jake Williams is also looking forward to the first intake of students. Studying medicine at the University of Sydney, Jake did his internship and then residency in Orange before moving back to Sydney to become an infectious diseases specialist.

"When I was studying in Sydney, it was a big system – one university, six hospitals, each hospital would have students that are on multiple days per week, and lots of moving parts. In that environment, it's hard to feel as though the teams that you work with and the staff really get to know you as a person, because your interaction with them is quite transient."

"This program is a fraction of the size of a lot of other universities, which means that the staff you work with will know you and will really get to mentor you across your journey from beginning of undergrad all the way to the end when you're ready to be a doctor."

"I think there's a clear appreciation from everybody who works in regional medicine that we don't have the doctors that we need in the regional areas. I don't think this program is a silver bullet. It isn't as simple as saying the kids who grew up in Orange and study in Orange will end up being a GP here."

"But, as someone who wasn't born in a regional area, the experience of coming here and learning and working was high quality. If you give that experience to as many students as you can, you will get people who want to come back and, ultimately, you'll end up with more doctors in regional areas."

Both Jake and Sandra are looking forward to meeting the medicine students set to commence in 2021.

"Being a doctor changes a lot of how you think about yourself and how you move through the world," said Jake. "It's a big journey, a big challenge. I'm just excited to get to know these 37 students, give them a really positive experience in a town that I'm really passionate about living in and help them enter a career that's given me so much and gives so much to the community."

Sandra adds, "This is a great opportunity for rural kids. I urge them all to grab it and become the best doctor they possibly can be, gaining a real sense of understanding what happens in a regional community and a real sense of belonging along the way."



## For more information on the program

→ [csu.edu.au/medicine](https://csu.edu.au/medicine)

Applications open through the Universities Admissions Centre (UAC) on 1 August and close 30 September 2020.

# COVID-19 commentary from our academics

Throughout the lockdown period and while working from home, our Charles Sturt University academics wrote about the pandemic and the ways in which the world will be different moving forward. Here's just a small selection of the commentary offered about different contexts and communities.



## Legal needs and responses in the wake of COVID-19

by Haley McEwen, Lecturer, Centre for Law and Justice and the Australian Graduate School of Policing and Security

The legal, social and economic impacts of our government's response to COVID-19 are wide ranging.

Already, the average household is facing a loss of income, changes to work and family roles, mounting debts, housing stress and uncertainty over how long this will last. Beyond this, public health measures intended to slow the transmission of COVID-19 have the potential to detrimentally impact some groups who are already marginalised from social services.

Legal services have quickly transitioned to remote service provision in order to maintain continuity of services for those most disadvantaged. Many legal services are also banding together to provide coordinated responses to address emerging needs, with legal assistance services like Community Legal Centres and Legal Aid working with social services on the ground to reach members of the community who are vulnerable and might not be able to 'Zoom in' or phone a lawyer.

Larger commercial firms are also providing pro bono advice to various not-for-profit organisations, Indigenous corporations and charities on employment law, governance and business continuity plans.

The legal profession is also calling on the state and federal governments to implement broader measures to prevent legal, social and economic impacts from escalating. This includes asking the federal government to make permanent the increases to Centrelink payments to address rising rates of poverty and inequality, calling on utilities companies to suspend debt collection, and for the release of non-violent prisoners to avert the pressure and exposure of risk to our already overcrowded prisons.





## Wildlife health is one of the emerging challenges of our time

by Dr Andrew Peters, Associate Professor, School of Animal and Veterinary Sciences, member of the Institute for Land, Water and Society and the Graham Centre for Agricultural Innovation

Three topics have dominated the Australian media recently, and all three represent serious challenges for wildlife health and why we need to better protect our wildlife.

The global public health crisis of COVID-19, Australia's 2019–2020 fire season and the ongoing drought are proof that maintaining the health of our wildlife has never been more challenging or relevant. All three are also proof that wildlife health is one of the emerging challenges of our time.

The toxic combination of the fires and Australia's ongoing drought is continuing to have lethal consequences for wildlife. Australia is now in the recovery phase of its most catastrophic fire season, in which a conservative estimate of more than one billion birds, mammals and reptiles are thought to have perished in the fires. The habitats of at least 113 threatened animal species have been directly impacted.

We are also in the grip of an emerging global public health crisis, COVID-19, the cause of which is a virus – SARS-CoV-2 – that originally came from wildlife. The coronavirus causing COVID-19 is thought to have infected humans through the wildlife trade, which itself has been a major threat to the conservation of a number of species.

The bushfires, drought and COVID-19 are all connected by one thing – the way we interact with wildlife and the natural world. Protecting our wildlife from disease, and ourselves from wildlife disease, is challenging. It will become even more challenging as extreme weather conditions, such as bushfires and drought, increase in frequency and severity, and as the increased pressure we put on wildlife populations leads to changes in their behaviour and distribution.

If we are to protect ourselves, our economies and our environment, we need to get ahead of wildlife disease. We need to understand the drivers of disease emergence in wildlife, but we also need to get better at protecting wildlife health before disease appears. To do this, we need to rethink our relationship with wildlife, both to protect the precious resource wildlife is for future generations and to protect ourselves from disease.



## Returning to work after COVID-19 business as usual, or not?

by Dr Stacey Jenkins, Acting Head of School, School of Management and Marketing

The health and safety of staff needs to be a number one priority for employers as we emerge from COVID-19, but there is also an opportunity for us to embrace a new way of how we work so we don't just resume business as usual without any deeper reflection of how the workplace can change and improve from the pandemic we find ourselves in.

Here are some considerations businesses should keep in mind:

### Developing a COVID safe policy and action plan

It is a necessity for businesses to be agile in response to safety requirements for staff and customers. Organisations should have a COVID-Safe plan in place, which covers risk management contingencies and seeks to ensure there are systems for maintaining effective hygiene, health monitoring, and cleaning.

Leaders should be ready for changes on a day-to-day basis, as there are concerns of a 'second wave', be ready to scale-up and -down depending on their local environments, and consider if staff contract the virus at work, how they manage this from workers compensation and workforce planning perspectives.

As part of their plan, employers need to ensure they comply with employment legislation and do not interfere with the private lives of staff.

### Providing flexible work arrangements

Some staff may have carer's responsibilities, so this will require additional consideration by their employer. Hasty decisions could amount to discrimination claims, or again, adverse action. There could also be issues surrounding exposing staff to unnecessary risk through commuting, and employers could look to introduce staggered start and finish times to avoid peak public transport times.

Employers should be taking the opportunity to carefully weigh up the pros and cons of staff working from home, not just for safety reasons, but for productivity outcomes. There should be consideration of a reintegration plan or hybrid model which fosters alternative work arrangements.

### Mental health support

Due to operational requirements, some workplaces will have had to lay-off some staff. So as staff return to the office, they may be returning to a workplace in which some colleagues have lost their jobs. This can impact their mental health and productivity levels, and is often referred to as 'survivor syndrome'.

Some staff may have also found the isolated work environment detrimental to their health due to loneliness and their own personal circumstances. To help address this, a workforce wellness strategy could be implemented, or evaluated if in place already, to ensure appropriate support in the workplace is occurring.

# What's happening at your uni

## Professor Lesley Forster receives Order of Australia

Charles Sturt University's inaugural Dean of Rural Medicine, Professor Lesley Forster (pictured right), was announced as a Member of the Order of Australia for her 'significant service to tertiary education, to rural public health, and to medical administration' in the 2020 Queen's Birthday Honours.

Joining Charles Sturt in November 2019, Professor Forster was previously Associate Dean (Rural Health) and Head of the Rural Clinical School at the University of New South Wales, and Director of Medical Administration at St Vincent's Hospital in Sydney.

Her career has also had a strong focus on Indigenous medical education, and she has extensive experience in regional and rural medicine.

Professor Forster said she felt fortunate to have been able to work in positions which have enabled her to contribute to the advancement of rural and regional healthcare. "I'm really honoured that anyone should feel I should receive such a special award for doing something I love."

## Partners in crisis recovery

In the wake of COVID-19, bushfires, floods, and drought, three Mid North Coast councils have joined forces with Charles Sturt University to create and train a skilled network of local community leaders to fuel the region's recovery.

In a national first, the three local councils – Port Macquarie-Hastings, Kempsey and Bellingen – have funded 59 places for selected community members and council employees to study two community leadership and resilience subjects from Charles Sturt's Graduate Certificate in Community Leadership and Resilience.

The recipients of the council-funded education will make up the Mid North Coast Community Leadership and Resilience Network to provide support, ideas and opportunities to build leadership capacity and develop collaborative strategies for the region's recovery.

"Charles Sturt University is thrilled to work alongside these proactive regional councils to facilitate the framework and learning underpinning the multi-location resilience network," Director of External Engagement for Charles Sturt in Port Macquarie Kate Wood Foye said.

"The scholarships materialise a valuable opportunity for these communities to develop community leaders with vital skills to create significant change and strategies for lasting recovery in a region so deeply affected by drought, bushfire, flood and COVID-19."



## Sustainability Scorecard released

The university has released its latest Sustainability Scorecard report, which details its environmental impact and sustainability achievements, standards and commitments for 2019.

Now in its 14th year, the Scorecard is an annual report on Charles Sturt's resource use, emissions, and sustainability initiatives, achievements, and practices to maintain its carbon neutral status.

Key highlights in the scorecard include:

- Winning the 'Continuous Improvement: Institutional Change' award at the Australasian Green Gown Awards for demonstrating a sustained and successful commitment to improving sustainability across the entire institution.
- Ranking in the top 70 universities in the world in the Times Higher Education (THE) Impact Ratings, which assess more than 600 universities against the United Nations' Sustainable Development Goals and ranks them in 17 categories.
- Updating the university's Graduate Learning Outcomes (GLOs) to include sustainable practice. This change aims to ensure that by 2024, all undergraduate students will be able to demonstrate sustainable practice applicable to their course and career.
- Awarding \$67,162 worth of sustainability grants.
- Planting 2807 trees.
- Installing 1732 solar panels in 2019.





### Study tackles major agricultural pest

A Charles Sturt University scientist has contributed to landmark research tracing the origin and historical patterns of spread for one of agriculture's worst pests, the Diamondback Moth.

The study by an international team of scientists, and published in Nature Communications, analysed the full genomes of more than 530 diamondback moths collected from 114 locations across 55 countries.

Charles Sturt Professor of Applied Ecology Geoff Gurr (pictured above) said the research has provided scientists with new insight into the biology of the moth.

"We have discovered the diamondback moth originated in South America and started moving about 500 years ago. Finding that the pest originates in South America is a major breakthrough because all previous theories about its origin, such as the Mediterranean or even in China, had us barking up the wrong tree.

"Now that we know where the diamondback moth originally came from, we can focus our energy on looking in the right place for better natural predators and parasites to help give us control of this devastating pest."

The study was led by Fujian Agriculture and Forestry University in China where Professor Gurr is a visiting professor.

### Outstanding results in global rankings

Charles Sturt University has ranked 61st overall in the Times Higher Education (THE) Impact Rankings, in what was the university's first time appearing in the rankings.

The rankings assess more than 600 universities across the globe against the United Nations' Sustainable Development Goals and ranks them in 17 categories across three areas – research, outreach and stewardship.

Categories include no poverty, quality education, gender equality, decent work and economic growth, reduced inequalities, sustainable cities and communities and climate action.

Charles Sturt scored outstanding results in individual categories, including sixth in gender equality, 13th in clean water and sanitation and fourth in reduced inequalities.

Charles Sturt's Deputy Vice-Chancellor (Research and Engagement) Professor Heather Cavanagh said the university's individual and overall results reflect the university's commitment to creating a world worth living in.

"The university is committed to producing research that benefits our people, economy and environment and creating a workplace and study environment that is safe and accepting of all people. These rankings are a reflection that Charles Sturt University is making great strides towards achieving these goals."



### New initiative to train school counsellors

Charles Sturt University has been engaged by the NSW Department of Education to design and deliver an innovative online training program to expand the school counselling workforce in NSW.

The initiative to enhance the training of school counsellors will ensure there are sufficient well-trained practitioners to meet students' needs in metropolitan and rural and remote NSW public schools.

Associate Professor Tim Hannan (pictured above) said the purpose of the new course is to equip teachers with the applied psychology skills to work as school counsellors with children and young people in schools.

"The Master of Psychological Practice (School Psychology) is a two-year course that delivers graduates an integrated program of psychological studies at fourth- and fifth-year levels, with a specialisation in school counselling.

"The initiative will ensure there are sufficient well-trained practitioners to meet the needs of students in both metropolitan and rural and remote NSW public schools."



## Women in cyberspace: Dad on a mission

For this academic, the push to encourage more women into male-dominated fields of science, technology, engineering and mathematics (STEM) is personal.

Professor Tanveer Zia's motivation to create opportunities for women in cyber security began at home. Associate Head of the School of Computing and Mathematics, Tanveer is not only a renowned educator and advisor. He is also the father of three daughters.

When he discovered the low number of women in cyber security roles in the United States while there on sabbatical, he began investigating the reasons.

"I became curious as to why that was happening and found out that in Australia, we were also struggling to enrol women.

In Australia, the participation of women in STEM overall is 20 per cent and in cyber security specifically it is 11 per cent. Then only one per cent of female cyber security workers are in senior management positions. To increase these staggeringly low rates, Tanveer secured nearly \$250,000 in funding and developed the Girls in Cyber Security Awareness (GiCSA) program.

Tanveer's daughters Fatima, Zainab and Sarah played an integral role in developing the program, inspiring his mission, providing feedback around the dinner table, designing the logo and becoming ambassadors for the program at school.

After Tanveer put the course together, contacting high schools across Charles Sturt University's footprint and doing many media interviews to build momentum, word of the program started to spread.

Kicking off in 2018, the program included a series of three-day cyber security awareness and training workshops in campus locations and participation in an online cyber security challenge.

The top students also had the chance to participate in a leadership and entrepreneurship workshop and interact with successful women in cyber security, including Technical Director in Emerging Technology and Engineering with the Australian Cyber Security Centre Kylie McDevitt, information security expert Shanna Daly, and security architect with Microsoft Sarah Young.

In total, 137 female students in Years 9 and 10 from across the country took part in the program, building their skills and their confidence in cyber security. Around two-thirds of participants indicated they want to go into cyber security when they finish high school.

"More women in cyber security means the entire profession becomes even better at solving complex problems, meeting deadlines and coming up with solutions outside the box. The more diversity, the better."



Kim Collins is one such student. Currently in Year 11 at St Paul's College Kempsey, Kim had a small interest in coding but said the GiCSA program was her introduction to the world of cyber security.

"We covered a lot of content in the workshop, including combating cyber threats, understanding a hacker's mindset, internet browser security, digital forensics and cyber security careers.

"Being in a room full of female students took a lot of pressure off. After spending two years in a male-dominated iSTEM class, I knew how easy it was to have your voice lost. In this environment, everyone was heard, and we all had a fair go.

"GiCSA wasn't just about cybersecurity and IT, the final stage was very business inclined. It taught me a lot, and it took me out of my comfort zone and really pushed my limits. A year ago, I never would have imagined myself in this position with the amount of confidence I've gained from this experience.

"Empowering young women to push the stereotypes is of such great importance. Women can achieve to the same level and even higher than men if they're given the right encouragement and support, and I'm now definitely considering pursuing a future in cyber security."

Tamara Baker feels the same way. In Year 10 at Melbourne Girls Grammar School, Tamara has a passion for IT and is an ambassador for Code Like a Girl, a social enterprise providing girls and women with the confidence and tools to enter and flourish in the world of coding.

"The workshop I attended in Griffith was absolutely amazing. It built on my knowledge, and it completely opened me up to different and new pathways, especially as I'm looking into what universities I want to go to.

"I'm conscious that IT is a male-dominated industry. When I was first learning how to code, a lot of the opportunities were based around gaming, which brings in a lot of boys to the workshops. Often, I was the only female in the course, which can be isolating and really intimidating.

"So, I think the workshops like GiCSA, are really, really, really important because they give you an environment where you can foster your knowledge, make friends and have a support network."

The GiCSA program has been nominated for and won multiple awards, including a 2019 Women in Security Award for the Best Higher Education Program for Young Ladies in Security and a second runner-up award in the 2020 Asia-Pacific Triple E Awards (Higher Education in the Community Engagement Initiative of the Year category) from 300 entries.

But for Tanveer, the accolades are a small part of the success of the program.

"The program challenged stereotypes and provided insights into the work flexibilities in cyber careers. It equipped the girls in how to maintain a safe online presence and has inspired some of the students to pursue a career in cyber security. I feel a sense of accomplishment that through this program I have made an impact on their future."

More than that, Tanveer's daughters are also pursuing careers in STEM.

"I don't know if their involvement with the GiCSA program influenced their career paths or if they have naturally developed their interests, but all three are working or studying in the STEM field now and I'm proud of what they are doing."



# Alumni profiles



## Bridging the digital divide

**Degree:** Bachelor of Business /  
Bachelor of IT and Masters of  
Information Technology

**Campus:** Online

**Graduated:** 2005 and 2009

**Advice to new graduates:** Say yes to everything until you work out what you want then say no and double down on what you want to do.

In this age of connectivity, it's hard to believe that two-thirds of Australian farms have little to no access to reliable mobile service or internet.

Dan Winson of Wagga-based tech company Zetifi is on a mission to bridge this digital divide, developing a wireless networking system that promises uninterrupted coverage on demand for those usually forgotten by telecommunications providers.

"Being able to make a simple phone call is something we take for granted, but a lot of farmers can't even do that.

"Or they might have broadband access in the house but not in the paddock where they need it to make use of the agtech available with their machines.

"I knew we had the technology to do it. It had just never been applied before. At Zetifi, we're building on standard wifi technology but making it tougher, easier to install and more power efficient. We have come up with the first truly scalable solution for high bandwidth, long range connectivity for rural and remote locations."

For the past 20 years Dan has been building wi-fi networks and teaching how to build them at TAFE NSW and Charles Sturt for the past 10. When he became aware of the connectivity problem facing farmers, his next career move seemed obvious.

In 2018 he started a side hustle and it soon received funding from investors.

Quitting his day job in 2019, Dan now devotes all his efforts to commercialising this new technology and bringing it to market, and he's on track for an international launch early next year.

Zetifi is one startup to keep your eyes on!



## Cool in a crisis

**Degree:** Bachelor of Arts  
(Television and Sound Production)

**Campus:** Wagga Wagga

**Graduated:** 1995

**Career highlights:** Hosting a press conference for Prince Harry at Macquarie University Hospital and being part of the team to announce Sydney had won the Invictus Games.

Public affairs specialist Susan Redden Makatoa spends her days media training executives, overseeing campaigns, and rolling up her sleeves to tackle thorny challenges in complex stakeholder environments.

Public relations is an industry built on a lot of in-person engagement, but just weeks after joining global communications agency Edelman Australia as Group Managing Director Australia in February, Susan found herself suddenly working from home like countless others.

"I was only in the office for four weeks before the COVID-19 crisis. We had to adapt quickly. I now have Zoom, Chime, WebEx, Teams, Google Meets to engage – all while in my trusty tracky pants!

Susan says, like many other industries, the communications profession has unfortunately seen job losses, reductions in hours, and in pay.

"There are already signs of recovery, though, and the industry estimates a further 12,000 roles will be created in the next few years. And I can tell you that employers look very favourably on Charles Sturt graduates!

"The change we've seen just in the last few months has been, to use a very clichéd word, unprecedented. Yes, it's been difficult and I'm deeply empathetic with those who have most felt the impacts. But it's also been thrilling to watch people do things differently. There's been some fantastic actions from companies during COVID-19 of acts of extraordinary generosity and interesting ways of evolving.

"I'm really proud to be a member of PRIA (Public Relations Institute of Australia), which rolled out a series of webinars to help the industry. If you are underemployed or furloughed, this is the time to tap in and keep adding to your skillset. We will come back from this but making sure your skills are current is going to be key."





Photo by: Tamara Cade

## Not just another brick in the wall

**Degree:** Bachelor of Agricultural Business Management

**Campus:** Online

**Graduated:** 2016

**Advice for new graduates:** Take every opportunity that's presented because you never know where they're going to lead.

Aimee Snowden loves agriculture. Growing up in Tocumwal, NSW, Aimee did a traineeship in a local accounting firm before realising she wanted to pursue a career in agriculture. As she had left school before finishing Year 12 due to medical reasons, Aimee first completed a Diploma of Agriculture which gave her entry to university.

With two years to go in her studies, Aimee discovered the rise of LEGO photography.

"LEGO is a medium that connects people from different walks of life, but I noticed that no one was photographing a farmer. As someone who wants to share the story of farming, I started to take photos of my Lego® farmer doing everyday farming things and shared them online as The LEGO Farmer. I was studying and I thought this was just a little bit of a side project while I knocked over that degree. But it became bigger than what I expected."

The LEGO Farmer became Little Brick Pastoral, dedicated to using LEGO photography to teach young people about diverse careers in agriculture. And it has opened many doors.

"I haven't had a traditional job since university. I work in agricultural communications and PR and in the events space, and if I think back to when I was in school, I had absolutely no idea that a career in agriculture could look like this.

"That's why I'm passionate about showcasing the array of careers. The Lego Farmer is the central character, but I can create all the characters I like, representing real people in real careers. Little Brick Pastoral is an incredible opportunity to build awareness about an industry I love. It's all about celebrating Australian ag."



## Simone swaps corporate for country

**Degree:** Bachelor of Business (Human Resource Management)

**Campus:** Bathurst

**Graduated:** 2006

**Advice for startups:** Start with a market opportunity, test your concept by talking to potential customers, and try to retain a level of employment until you've secured at least one regular client.

After a corporate career at Coca-Cola Amatil, including a stint as Head of People and Culture, Simone Fletcher felt a real desire to move back to the regions.

Seeing that as many as 58 per cent of businesses in NSW's Central West source their consultancy from a capital city, Simone saw an opportunity to create her own consultancy.

"I felt there was an opportunity to take my skillset and create something for myself to achieve my ambition of relocating to regional NSW."

Taking her knowledge of human resources management, sales, manufacturing, mergers and acquisitions international trade, Simone now helps regional businesses to unlock their growth potential.

"I am uncompromising in my desire to deliver excellence in the design and execution of people strategies for my clients and I invest in building trust and personal relationships. I think people appreciate that I'm located in the regions and that I come from a regional background.

"The first couple of months were genuinely hard. I not only moved locations but also started my own business and I hadn't lived in my small country town for 20 years and therefore needed to make friends. I needed to curate a new business and invest in becoming a part of the community.

"A little over 12 months on, and I can say how happy I am. My business is going forward and, just on a human level, I feel like I'm back where I wanted to be. It's the best decision I've ever made."



## Alumni Q&A

### Robert Knight on library workarounds during COVID-19

Public libraries play a vital role in communities' response and recovery in times of crisis. While the physical sites of 1600 public library service points across the country were closed during COVID-19, public libraries have continued to serve their communities through online services and home deliveries.

Robert Knight's contributions across a 40-year career in public libraries have been recognised with the NSW Public Libraries Association Life Membership Award, the State Library of NSW Honorary Fellow Award, and the Order of Australia Medal. He is also the immediate past President (2019-2020) of Australian Library and Information Science Association.

Robert is also one of the first graduates of our Bachelor of Library and Information Science. Here he talks to us about his career and how libraries have responded to COVID-19.

"I am an accidental librarian. A chance trip to Wagga Wagga with some friends who were enrolling in the teaching course at the then Riverina College of Advanced Education (RCAE) saw me call into the Library and Information Science offices. That was one of the luckiest decisions that I have ever made, and little did I know what an amazing impact libraries would make on my future life.

"I'm become Executive Director of Riverina Regional Library in 1993 and I'm still here because I've never seen another position that I liked more. RRL provides centralised services to 19 libraries in 10 council areas, covering an area of 48,000 sq km in south-west NSW. RRL operates a large mobile library that serves 27 rural communities and is the largest regional library service in the state in terms of member councils."

#### How did COVID-19 impact on library services?

"The closure of libraries during the COVID-19 shutdown has no doubt been a blow to communities across NSW and Australia, but at the same time it has seen extraordinary enterprise and innovation on the part of library staff. Although nobody anticipated a time when there would be libraries without people, staff have responded with alacrity through the provision of home delivery services, increased availability of online resources, live streaming of children's story times, and any number of programs delivered online. This response has been universal, with so much willingness amongst libraries across the country to share their successes and even their less-than-successful experiences.

"The downside of the shutdown has been the lack of access for the more vulnerable members of our communities to safe spaces, public access computers, programs and reading material. What is possibly the most unexpected outcome of the COVID-19 shutdown is that, because libraries have been forced to do many things differently during this period, we have been shown how to look at the future through a different lens.

"While some of the COVID-19 workarounds will lapse, many will stay. We will maintain new online audiences; we can meet more often online without having to travel long distances for face-to-face meetings; we will collaborate and share our successes; and we will apply our learnings about how libraries can continue to support their communities, even under the most dire circumstances."





# We're celebrating you!

## Introducing our inaugural Charles Sturt University Alumni Awards

This year we are very excited to be introducing the Charles Sturt University Alumni Awards. These awards are designed to celebrate the outstanding achievements of you, our alumni.

They recognise the difference you are making personally and professionally as you journey through life and celebrate your success and the impact this has on others.

We know firsthand that our alumni are out in our communities shaping our world for the better, be it as business leaders, researchers, teachers, social workers, health professionals and so many more, and now it is time to share that with the world.

If you believe you're making an impact and inspiring others through the work that you do, or know someone who is, be it as a professional or a volunteer, we want to know about it.

## Nominate now

Nominations are now open for the 2020 Charles Sturt University Alumni Awards.

Find out more and get a nomination form at [alumni.csu.edu.au/awards](http://alumni.csu.edu.au/awards)

## Award categories

### Charles Sturt University Distinguished Alumni of the Year – Professional Achievement

This award recognises alumni who are professionally making a significant and positive impact on their communities, their industry or the world.

### Charles Sturt University Distinguished Alumni of the Year – Service to the Community

This award recognises alumni who work inclusively with their community (as professionals or volunteers) and provide outstanding service to others.

### Charles Sturt University Distinguished Alumni of the Year – Young Alumni

This award recognises young alumni (under the age of 35) who are having an impact and inspiring others through their professional achievements or service to community.

### Charles Sturt University Distinguished Alumni of the Year – Association Member

This award recognises alumni who, as current members of an alumni association (international or domestic), are having an impact and inspiring others through their professional achievements or service to their community.



## Our Cambodian connection

Charles Sturt University has a long and rewarding history of collaboration in Cambodia. Here we take a closer look the range of activities taking place with our valued partners, students and graduates.

For almost 20 years, Charles Sturt University has partnered with Cambodia's Ministry of Economics and Finance (EFI) to deliver business programs, including the Master of Commerce. Since 2016 there has been an active and growing alumni association, Charles Sturt University – Alumni Cambodia Association (CSU – ACA) which is a non-profit organisation with 287 registered members.

Established to enhance and strengthen relationships among members through work on social projects, the association is involved in many charitable and community-oriented activities and events through their community volunteering program.

“The University is committed to the ongoing development of Cambodia and we are incredibly proud of the work our dedicated alumni do,” said Director of Advancement Sarah Ansell.

“As an association they are wonderfully active and dedicated to driving the economic prosperity of their country. They are a group of selfless professionals committed to ensuring their education and achievements help enrich the lives of others. From education and professional development to personal health and well-being, they run so many wonderful initiatives and donate so much of their time to others.”

CSU – ACA has developed and run three key initiatives since 2018: Women Bright, Talent Development and Our Environment, Our Life.

CSU – ACA Vice-president, Narita Hang Chuon believes the group is just getting started on these programs but is hopeful they can make a difference.

“In 2018, the committee members agreed to work on social activities that would create more positive impact for our youth, mainly related to education, building up talent and skill, and protecting our environment.

“We have conducted seminars at six provinces and cities and provided study materials to more than 2000 students and teachers in those areas. We conduct leadership training and make speeches to those students to motivate them and guide them to set goal for their life. We also offer scholarships and find internship opportunities for students.

“As CSU-ACA Alumni members, we learn and share with each other and we work together to build more talents for our country.”

The Alumni Office is organising a 2021 fundraising tour to Cambodia for alumni. The tour will combine community activities working alongside our Cambodian Alumni and a sightseeing tour, including a visit to the magnificent Angkor Wat in Siam Reap.

## For more information about this trip

If you are interested in learning more about this trip email us → [alumni@csu.edu.au](mailto:alumni@csu.edu.au)





## Campaigning in Cambodia

Cambodian Secretary of State and Charles Sturt Alumnus His Excellency Boros Samheng has been working in politics for 16 years.

Most recently his work with the Cambodian Ministry of Social Affairs, Veterans and Youth Rehabilitation have seen him pioneering significant programs of change to alleviate poverty in Cambodia, which is one of the poorest nations in the region. It has a population of 16 million with 66% aged under 38, a largely under-educated workforce, a lack of skilled employees and high levels of poverty and drug abuse in its youth.

Throughout his career, Boros has championed changes to adoption laws and improved disability rights in Cambodia. The National Protection Policy Framework drawn up by his department has policies devoted to food security, human resource development, education, pensions, health insurance, labour rehabilitation, vocation training and more.

Politics is a job the father of two feels he was raised to do.

His father is Labour and Vocational Training Minister Samheng Ith and he grew up discussing social issues around the family dinner table in a time when Cambodia was struggling to restore order after the Khmer Rouge and civil conflicts brought the nation to its knees.

"It's taken almost 30 years to recover from turmoil. Most of our highly educated people understand the past. Healthcare, security and education were not there then. Now anyone can get ahead. We want to maintain growth and redistribute it. That is now my job."

Adapted from an article in *Capital Cambodia*.

## Life-changing study experience

In November 2019, 13 second-year nursing students made the trip of a life-time to Cambodia, where they participated in a program to educate and help people living in remote villages and visiting hospitals.

Travelling from Wagga Wagga, Albury-Wodonga and Bathurst, for two weeks the students travelled to isolated villages where they provided education on mental health, healthy eating and sexual health. They distributed 120 sanitary kits from Days for Girls to young women so they can continue to attend work and school during menstruation. They also assisted doctors in isolated clinics to screen for chronic diseases and provided information to patients after diagnosis.

Lecturer Amanda Moses said each student returned with a renewed appreciation for the resources available in Australian hospitals.

"The students found it to be quite challenging in terms of being in a developing country with limited health care. The hospital generated an emotional response, especially in terms of the limitations of the treatments. Their cultural competence and sensitivity have certainly been heightened."

Charles Sturt partnered with Projects Abroad for this trip and the University is planning more trips to Cambodia in the future.

## Breaking news

### Congratulations to Dr Mom Kong

Cambodia Movement for Health executive director and Charles Sturt University alumnus Dr Mom Kong has received this year's World Health Organisation Director-General Special Award following over two decades of comprehensive tobacco prevention and control efforts in Cambodia. Congratulations from your Charles Sturt family.



## New university appointments

Professor Stan Grant Jnr brings decades of knowledge and experience to new role

In March this year, Professor Stan Grant Jnr commenced as the Vice-Chancellor's Chair of Australian-Indigenous Belonging.

The son of Dr Uncle Stan Grant Snr, a Wiradjuri elder and co-ordinator of Charles Sturt University's Graduate Certificate in Wiradjuri Language, Culture, and Heritage, Stan Grant Jnr was appointed the Chair of Indigenous Affairs in 2016.

This new role, which has been in discussion for a year, continues his already strong association with the University.

"My family has a long and deep association with Charles Sturt University," Stan said.

"Being a Wiradjuri person, and of course that Charles Sturt University sits largely on Wiradjuri land, my traditional country... Charles Sturt University is the perfect institution for me.

"I am honoured to join Charles Sturt University to explore the convergence of Indigenous issues with national and global shifts in politics and power."

Stan brings decades of experience as an educator, journalist and film producer to explore and answer questions of belonging, home, history and identity.

In his new role, Stan will engage students, faculty members and the media to discuss issues of belonging and identity.

He aims to lecture and speak nationally and internationally to explore an ever-changing world in what he says is a critical time in national and global history.

"I want to be provocative and challenging as well as, hopefully, enlightening.

"The world is in the grip of crisis and teetering on global recession, the impact could permanently change the way we live. All of these issues are central to Australia's future and the future of Indigenous peoples in our country.

"There is important work to do at a critical time in our national and global history, and what a privilege it is to do that and live and work on my ancestral Wiradjuri country."

Stan will work with Charles Sturt's Office of Indigenous Affairs and will be based at Charles Sturt in Wagga Wagga.

Deputy Vice-Chancellor (Research and Engagement) Professor Heather Cavanagh said this new role will contribute to the advancement of nationhood and the advancement of Indigenous peoples.

"We are incredibly fortunate to welcome Professor Stan Grant Jnr into this position. His experience educating people about Indigenous rights and processes will be a valuable asset to the University and our commitment to Indigenous education."



Bathurst

Wagga Wagga

Wiradjuri-Wodonga



## Professor Juanita Sherwood appointed Pro Vice-Chancellor of Indigenous Engagement

Professor Juanita Sherwood has been appointed as the University's new Pro Vice-Chancellor of Indigenous Engagement.

Charles Sturt University Deputy Vice-Chancellor (Research and Engagement) Professor Heather Cavanagh announced the appointment in March. "I am delighted to welcome Professor Sherwood to Charles Sturt University," Heather said. "As a proud First Nations woman with Wiradjuri, Murri, Maori and Anglo-Celtic lineages, Professor Sherwood brings extensive professional experience in health, education, and research to the Indigenous engagement role."

"I look forward to working with her to enhance engagement with our communities and to developing our Indigenous research capacity."

Juanita said she is honoured to bring her experience and knowledge back to her Country to share, grow with and learn from local communities, First Nations researchers and their non-Indigenous peers, and the Charles Sturt University community at large.

"The opportunity to work in this role is a dream come true. It is a profound honour to be able to live on my Country and work alongside my people in building Indigenous-led research for our future generations."

"I am humbled and committed to listening to and learning from our Elders, and to building partnerships between community and the University in making change, healing and growing and sharing our Indigenous knowledges for a more just world."

Juanita's mother's grandfather was born in Wagga Wagga and her family is connected to Country from Jerilderie through to Yass.

"It's really important for me is that I'm on Country finally. I'm Wiradjuri. My family was taken off Wiradjuri Country three generations ago. So, this is a critical point for me to learn more about my culture, my space and learnings. This is a really important place to be building our coming home and the decolonising of ourselves to improve our health and wellbeing."

Juanita has been a nurse, teacher, lecturer, and researcher for more than 35 years. Her professional journey began in the early 1980s at St Vincent's Hospital Sydney when it was the only hospital responding to the HIV and AIDS crisis.

Witnessing first-hand the harmful impacts of systemic discrimination on HIV and AIDS patients and their families shaped her path toward health advocacy.

In 1988 in her role as a child and family health nurse in Redfern, she took up the fight for First Nation's children with very high rates of 'otitis media' (middle ear infection).

Her work changed health and education outcomes for First Nation's children across Australia and heralded a long-standing commitment to Indigenous health research as a social justice praxis.

Juanita is widely credited for increasing the uptake of Indigenous-centred research and decolonisation methods in Australia, and recognising colonisation as the primary determinant of Indigenous health. She is also a strong proponent of cultural safety and is currently writing a book on this topic for Cengage Publications.

Juanita commenced in the role on Monday 25 May and will be based at Charles Sturt in Bathurst.





## Time to step up with postgrad study?

You've done some undergraduate study. You've kicked some career goals. But what comes next? If your plan includes career progression, a higher salary and developing advance skills in your field, studying a postgraduate degree could be key.

And, as a Charles Sturt graduate, you get a 10 per cent discount on your fees when you choose any full fee-paying postgraduate course.

Ellen Robinson considers studying to be one of her hobbies, and she's aiming for what she calls "a nice portfolio of qualifications".

Ellen graduated from Charles Sturt University in 2017 with distinction in her Bachelor of Education (Birth to Five Years), having studied online. She thought it would be the end of her university education, but it was just the start.

Feeling the need to continue learning, Ellen decided to head back to uni to complete her Master of Education online.

"Online learning suits me perfectly. I'm able to still work as a teacher, and study at my own pace, in the comfort of my pyjamas with my cat by my side."

Ellen is proof that studying online won't hold you back – she twice received the Dean's Award for Academic Excellence in her undergraduate teaching course. Not that it didn't take hard work, but for Ellen, being organised was key to getting the most out of her online course.

"Studying again has given me a real sense of empowerment. I realised that I can do this, that obtaining a postgraduate university qualification is not out of my reach. I think it pushes me to work my hardest. What's more, it has provided me with experiences and knowledge that I didn't know were possible.

"My mantra for fitting study into life is: plan, plan, plan. Have all of your resources ready before session starts. I print my resources and readings so I can highlight important parts.

"I also set aside time each day or at least every second day to study and work through the online modules and generally don't study past 8pm because I know how important 'me time' is. And I attend online meetings with facilitators. They are very informative and have saved my butt many times!"

### Give yourself the edge

More and more people are turning to postgraduate study to give them that extra edge in the competitive workforce. The latest Census data shows that the number of people with postgraduate degrees has increased from 631,000 to 921,000 in just five years.

In the knowledge economy, postgraduate study is a sure-fire way for you to take those first steps to become a real contender for promotion, as it gives you the knowledge and skills you need to advance in your industry, as Dayle McCallum discovered when studying her Master of Human Resource Management.

"I immediately found a huge difference with the master's course. Previously I had learned the theory, but now everything was applied to my workplace, so I could see the effect first-hand. Most of the assessment tasks I undertook as part of that master's I actually implemented in my workplace."

### Postgraduate job prospects

If you're still weighing up whether to commence postgraduate study, it's worth examining the job prospects for postgraduates.

The 2019 Graduate Outcomes Survey shows that people with a postgraduate qualification are achieving great employment results once they have their degree. An impressive 86.8% of postgraduate coursework and 81.1% of postgraduate research graduates were in full-time employment in 2019.

"Since I graduated I've moved into a nursing research position," says Frances Brogan, who studied a postgraduate nursing degree. "That's a role I would never have thought of looking at before I did my postgraduate degree. I've found there are so many more pathways that I am interested in and that I feel I can pursue in my career."



## Ready to get started?

If you've got your sights set on a higher salary, getting that competitive edge and increasing your job prospects, a Charles Sturt postgraduate degree will get you there. Check out these popular courses:

### Master of Business Administration

Are you ready to galvanise your career in senior management? As one of Australia's most versatile MBA programs, the Master of Business Administration from Charles Sturt University will help you develop the business and leadership skills that matter to you. Choose specialisations and electives that match your career aspirations, and study your MBA online at a time and place to suit you.

### Master of Health Services Management

If you're a practicing or aspiring health services manager seeking a formal qualification to complement your previous qualifications or experience, the Master of Health Services Management is for you. Offered online, this degree provides advanced knowledge and understanding of the Australian healthcare system. You can tailor the course to meet your professional development needs or focus on an area of personal interest.

### Master of Sustainable Agriculture

Shape the future of agriculture. This course develops your expertise in analysing and balancing the natural resource, human and economic factors that impact upon agricultural sustainability. Whatever your vocational and professional requirements, this course allows you to enhance your understanding of key topic areas you've previously studied or gain advanced knowledge about new areas of interest.

### Master of Teaching – Primary or Secondary

Gain your teaching qualification in two years full-time or four years part-time study. Our graduate-entry degree programs prepare you for the career you always wanted in either primary or secondary school settings. A career-changing course, the Master of Teaching helps you develop effective teaching skills and builds your capacity to support students' social, emotional, intellectual and physical development.

### Graduate Diploma of Psychology

If you already have a degree and would like to add a psychology qualification to your CV, consider the Graduate Diploma of Psychology. Conveniently available for part-time online study, this course allows you to obtain an accredited three-year sequence of study in psychology in just two years and is suited to those seeking a career change or wishing to update existing psychology qualifications.

→ [study.csu.edu.au/postgraduate](https://study.csu.edu.au/postgraduate)

#### Have you been thinking about further study?

As a Charles Sturt graduate, you get a 10 per cent discount on your fees when you choose any full fee-paying postgraduate course. This discount is automatically applied. All you need to do is enrol and start studying!

## Where are they now?

Charles Sturt University and its predecessor institutions were built on the tenacity and dedication of some incredible staff. They have left an indelible mark on our graduates, and our communities.



### Ray Petts

**Position:** Lecturer, School of Education, Curriculum and Instruction

**Campus:** Wagga Wagga

**Years at Charles Sturt University:** 1972–2003 (started at Riverina College of Advanced Education, RCAE)

#### How would you describe your time at Charles Sturt University?

It was a positive environment for learning, and for staff and students. It was a time for new ideas and challenges, and it gave rise to a supportive teaching environment.

For example, we set up the Country Area Program, where we took students across all curriculum subjects to areas like Broken Hill, Hay, Wentworth and to gain experience teaching school kids from different areas. These expos were really built around the original outdoor classroom approach to teaching and were really beneficial. They were beneficial to the students, the school and the teachers. The teachers used to get a lot out of these expos in terms of innovative teaching practices.

#### Standout memory from your time at Charles Sturt?

I absolutely loved teaching. Special education was my great love, and I was able to work with Willans Hill School in Wagga Wagga for about 30 years.

Each year, I would have my class working one-on-one with kids from Willans Hill – kids living with things like Down syndrome, Cystic Fibrosis, Spina Bifida, global delays. It was sometimes very confronting and challenging, but it was well worth it. I used to tell my students, “For every inch you give them, they will give you a mile in return.” And they did. I have had so many of my students tell me (even years later) that it was the best thing they ever did.

#### What have you been up to since you left?

Since I retired, I have spent a lot of my time on my farm.

I have maintained some links with Charles Sturt through various groups including the First Fleeters (for the original staff of Riverina College of Advanced Education in 1972), the Rugby Union club on campus, Town and Gown, University Archives, and helping the buildings and grounds team with different projects.

Since my wife Nancy passed away in 2007, I have also done a lot more travelling and spent time in my much-loved outdoors. Of course, my first trip after losing Nancy was back to America – to where we first met. I’ve been all over the place after that, but this is the first year I haven’t travelled.





## Celia Ann Bevan

**Positions:** Senior Lecturer and Course Coordinator, Bachelor of Gerontology, Masters of Gerontology, and Professional PhD

**Campus:** Albury–Wodonga

**Years at Charles Sturt University:** 1994–2006

### How would you describe your time at Charles Sturt University?

Challenging. I established the gerontology course, developing and writing most of the first subjects.

Productive. I had the opportunity to work in a discipline with lots of scope for research and publications, especially my work on emotional labour in professional practice and social justice in an ageing population. I worked collaboratively with academics nationally and internationally to develop theory and change in professional practice and training in aged care. I presented my work at conferences, conducted workshops and established and coordinated the biennial National Rural Conference on Ageing. Exciting. At the time, many women enrolled in the course were returning to studies after many years in the workplace and for others it was their first opportunity for tertiary studies. Helping to facilitate the achievements of these women was rewarding.

### What have you been up to since you left?

Since retirement, I published a book *The Invisibility of Women Who Gave History to a Family* and I have another book currently being published *Hear the Silence and See Life*.

I maintain contact with the university, each year assisting with selection of student applicants for the Celia Bevan Gerontology Grant. I also maintain my love of literature, reading and writing and sit on the Albury City Council Advisory Committee for the Write Around the Murray Festival.



## Robin McLachlan

**Positions:** Lecturer in History, Senior Lecturer and Adjunct Associate Professor in History and Heritage Studies

**Campus:** Bathurst

**Years at Charles Sturt:** 1976–2018 (started at Mitchell College of Advanced Education, MCAE)

### Standout memory from your time at Charles Sturt University?

Developing the subject HST209 Public History into the first humanities subject to be offered online by Charles Sturt University in the mid-1990s. Strictly speaking, it wasn't officially offered so we ran it off a "pirate" server. However, university recognition of our pioneering efforts soon came and manifested in a teaching excellence award.

Other outstanding memories of my time with Charles Sturt include working with theatre media lecturers and students in creating history-content theatre, including *Bully Beef and Bullets*, and the musical *City of the Plains* which drew on my research and was written in collaboration with the late Bob Ellis.

### What have you been up to since you left?

For the past few years, I have focused on two research projects – a detailed study of the Bathurst government settlement, established in 1815 and the first colonial settlement in inland Australia; and a project concerning Australians and New Zealanders who went to the 1898 Klondike Gold Rush in Canada's Yukon. I return periodically to the Yukon, where I once lived, to carry on my research during the day and spend my 'midnight sun' evenings in Bombay Peggy's delightful bar. As the project is biographical in its approach, and with at least 700 individuals to research, this project will take many more years and return visits to complete!

# Join our Connection Series

## Bringing our community together

While we can't get together at any in-person events – not yet anyway – we still want to reach out and connect.

And that's why we have launched our Connection Series – to bring us all together as best we can.

In June we launched our first of a series of Connection Series emails where we share some of our favourite stories about our alumni, our tips for staying well (and happy) during these challenging times and useful resources to keep you entertained, informed and on track.

## Connect

If you're an alumnus and keen to get involved in our Connection Series, get in touch! We'd also love to hear from you if you're an expert in your field or if you've got a story or an opportunity to share.

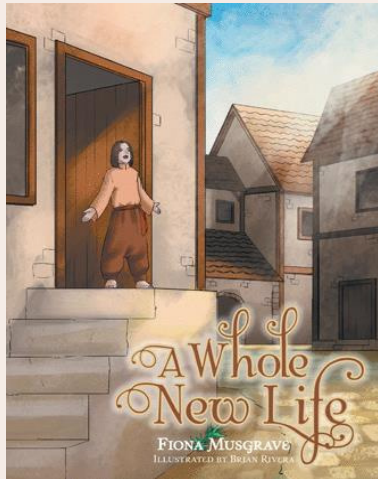
Please email us your ideas at [alumni@csu.edu.au](mailto:alumni@csu.edu.au)

We hope the emails have you smiling and feeling a little more connected to your alumni community!

If you have missed out on receiving the previous Connection Series emails, please let us know at [alumni@csu.edu.au](mailto:alumni@csu.edu.au) and we will forward them on to you!



# Alumni authors



## Fiona Musgrave

Bachelor of Social Science (Social Welfare) (2009)

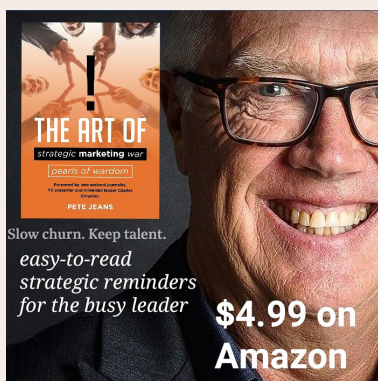
### *A Whole New Life*

Having lived in several countries, Fiona Musgrave's experiences include living in a remote Australian commune, spending time at Scotland's Findhorn Foundation community, and undergoing training as a Hindu nun in India. Fiona's life along with childhood dreams and the difficulties as a sole parent and grandparent helped inspire her to write *A Whole New Life*.

### About the book

Miracles do come true. Your dreams are yours to keep alive. The guardian's job is to support you in attaining your goals. Julian thought that his secret wish had only a small chance of coming true. Yet unbeknown to Julian, his funny mother also shared the same wish, although their individual wishes seemed different, they really were the same, which lead both Julian and his funny mother to live a whole new life?

Available for purchase at [balboapress.com](http://balboapress.com). Search for "Fiona Musgrave".



## Pete Jeans

Bachelor of Arts (Communications) (1977)

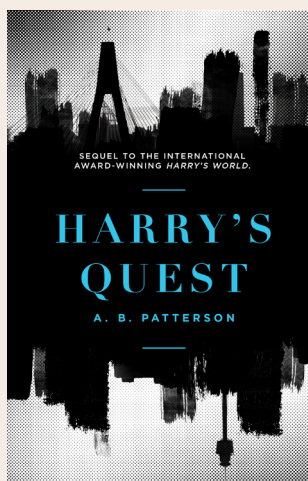
### *The Art of Strategic Marketing War – Pearls of Wardom*

Pete Jeans is the founder of IDEAgenda and director of growth project leader SMO Sydney. He is a lecturer in human resources management, project management, Asia Pacific business, global marketing, organisations and management, and the leadership challenge in Charles Sturt University's Master of Business Administration (MBA) program.

### About the book

*The Art of Strategic Marketing War – Pearls of Wardom* is an interesting take on the original 'The Art of War' providing an easy-to-read text which identifies a range of suggestions and strategies for companies to survive and thrive in the current and future environment. It can be flicked through or referenced for specific challenges. The book represents great value as an online read.

Available as an ebook for \$4.99 at [amazon.com.au](http://amazon.com.au). Search for "Pete Jeans".



## A. B. (Andrew) Patterson

Master of Ethics and Legal Studies (2007)

### *Harry's Quest*

A. B. Patterson is an Australian writer who knows first-hand about corruption, power, crime and sex. He was a Detective Sergeant in the WA Police, working in paedophilia and vice, and later a Chief Investigator with the NSW Independent Commission Against Corruption.

### About the book

*Harry's Quest* is the sizzling second novel in the PI Harry Kenmare series. It's a follow up to A. B. Patterson's multiple award-winning debut novel, *Harry's World*, that introduced readers to the jaded and flawed PI Harry Kenmare.

Available for purchase at [abpatterson.com.au](http://abpatterson.com.au)



## Building resilient communities one micro-subject at a time

Charles Sturt University is committed to the health of regional people and the health and resilience of its communities.

Through a series of community workshops to identify needs, the University has developed a new innovative course to achieve positive and sustainable community outcomes, upending the need to enrol in a full program of study.

In late 2018, Charles Sturt University brought together industry and community to take part in a series of Community Resilience and Recovery Co-creation Workshops and Future of Health and Human Services workshops.

Associate Professor Jenny Kent in the Faculty of Business, Justice and Behavioural Sciences said the result was the Graduate Certificate in Community Leadership and Resilience, which launched this year.

“What came back strongly in the Community Resilience and Recovery workshops was that we need connected, capable leaders with a strong understanding of communities and a passion for building resilience.

“The strong feedback was that whatever program we were to develop, it would need to be delivered in smaller chunks of study, affordable, and include that right blend of theory and practical skills.

“Through the co-creation process, the Graduate Certificate in Community Leadership and Resilience is a direct response to our communities’ needs. Designed for those working in grassroots roles right through to community leaders who want to drive successful community outcomes, this program is relevant, accessible, flexible and affordable.”

Taking on board community feedback, the University has developed a suite of industry-aligned micro-subjects that can be taken as individual subjects, combined into a short course to round out a specific skillset or knowledge area, or stacked together to build to the Graduate Certificate in Community Leadership and Resilience.

Covering areas such as personal resilience, negotiating and managing conflict, leading change and motivating and influencing people, each micro-subject runs across an eight-week session and can be either two or four points, which require approximately 35 hours or 70 hours of study, respectively.

The graduate certificate requires 32 points. While designed to be finished at your own pace, with planning and commitment it is possible to complete the graduate certificate in as little as one year.

“We knew we couldn’t deliver what was needed in a traditional delivery model, so we’re doing something different by delivering micro-subjects that build towards a full graduate certificate qualification.

“There has never been a more relevant time for this type of education than we are seeing right now. Times of major disaster and disruption are when people believe passionate, committed and effective leadership is the most critical element to recovery and ongoing development.

“This graduate certificate has been designed around three key themes: Building Community, Building Relationships and Building Capable Leaders, which essentially cover the insights communities gave us on the skills, knowledge and attitudes that are needed in community leaders.

“We are so grateful that people from our communities and relevant industries were so willing to share their time, knowledge and passion to help us gain valuable insights and help determine the direction we could take in developing our course offerings,” Jenny said.

### More information

For more information on the Graduate Certificate in Community Leadership and Resilience

→ [study.csu.edu.au/courses/business/gc-community-leadership](https://study.csu.edu.au/courses/business/gc-community-leadership)

For details on studying our single micro-subjects

→ [study.csu.edu.au/gc-community-leadership](https://study.csu.edu.au/gc-community-leadership)





## Experience matters

Charles Sturt is a veteran-friendly university. We recognise and value experience in the Australian Defence Force, give credit for service and can use your rank to work out an equivalent ATAR if you didn't complete Year 12.

Royal Australian Navy (RAN) Medical Sailor Sarah Wheeler is preparing for her next venture outside the Australian Defence Force – studying a nursing degree.

After eight years' service with the RAN, Sarah decided the time was right to take her training as a medical sailor and make her experience count by specialising in a field close to her heart, paediatrics.

Working full-time in the Navy meant that Sarah needed flexible study she could fit into her busy schedule. With Charles Sturt University, Sarah could access the right kind of support and found study was achievable.

"Although my role in the Navy is in healthcare, it's primary health focused rather than providing ward nursing care to patients. I've also only been working with generally young, fit, healthy adults. Pursuing a career in paediatrics will be a new challenge for me," Sarah said.

"I spoke to a few colleagues and I was told that Charles Sturt University is supportive of Defence personnel. They also offer the Bachelor of Nursing degree I wanted to complete via online education.

"Throughout my studies, I had the opportunity to do work placements in different local health districts and in different areas of nursing such as community health, mental health, hospital in the home, theatre, general medical and paediatrics. These experiences helped me decide the type of nurse I want to be.

"While I could transfer to be a nursing officer in the ADF, I want to work with children so have made the decision to transition out of the Navy. My nursing degree will allow me to transition into the civilian workforce."

Sarah said she felt well supported by the University and its community throughout her studies

"When I first started my nursing degree, I was offered access to Study Link courses, which helped prepare me for studying again and writing essays. I've also met some pretty awesome people and have made some lifelong friends throughout my studies.

"We know veterans face challenges transitioning to the civilian workforce. There is the potential for post-traumatic stress disorder (PTSD) and other health-related impacts. You learn a lot of skills in the ADF that don't always correlate to a civilian-recognised qualification, which can make it difficult to get a job without a certificate to say you can do it.

"Charles Sturt University helps by offering many support services around mental health and providing the civilian-recognised qualifications required to get someone a job.

"It was sometimes hard to maintain service commitments and study commitments, but I refused to give up. Finishing my degree and getting my qualification was an absolute highlight!"

**Ready to start your  
next chapter?**

If you're a former or currently serving member of the Australian Defence Force looking to enhance your career, we can help. Make your next move count.

→ [study.csu.edu.au/defence](https://study.csu.edu.au/defence)



## Life in lockdown

Bruce Forbes, retired teacher and avid golfer

One man's tale of surviving COVID-19.

Former teacher and President of Wagga Wagga Teachers College Alumni Association, Bruce Forbes is a long-time friend of the Alumni Office.

We asked Bruce to share his take on the COVID-19 lockdown... and he gave it to us straight.

No doubt there is some curtailment of activities with the containment regulations imposed. Travel is limited to the local area and this cuts us off personal contact with progeny living in Melbourne and Brisbane. We now regularly make contact through "WhatsApp" and "Zoom". We set ourselves up with a glass of wine and a platter of cheese and converse on all life matters. (There is a general consensus that teachers have been put onto the frontline to release others for work. A big call. Are they sacrificial lambs?)

We are appreciative of our choice to live in the country, and provided we follow the basic rules of wash your hands and social distance there is little impact on our activities as a couple. We walk, we play golf, we bike ride and we garden. Weeds dare not raise their head in my vegie patch.

Being a bit of an Australian Football fan and supporter of the Swans (members for last 25 years) we miss the sojourn to Sydney for games and the catch-up with friends in places where we have formerly resided. We have foregone our winter caravan trip because some borders are still closed.

I must admit we have become much more active in stating various opinions on political matters: water resources and management; Australian made, independence and self-sufficiency; frontline workers and wages versus public service pay increases, the economics of Covid19 spending etc. My wife Lesley even found a spot on Macca and Australia All Over for a bit of a rant.

Jigsaws, Bananagrams, Crosswords, Solitaire, Cribbage and reading all get a bit of time as does some boutique cooking. This weekend we have the "Jamie Challenge" from our youngest son in Brisbane where all four households will have to cook a Jamie Oliver meal.

I guess the secret is, alumni, stay positive and occupied. Australia and our society has certainly been exposed in various areas but our Federal and State management on a world scale has been first rate. Let's hope our nation does not blow it by agitating for premature return to normality, and that out of this time there is a new and better normal.





## Lindsay Rogers, communications expert

### Connectedness in COVID-19.

Lindsay Rogers is Managing Director of brand and content agency, Chello. She graduated from Charles Sturt University Bathurst in 2008 and after working for a few agencies, saw a gap in the market and started her own agency at age 25 working with brands such as Shopify, LIV by Mirvac, Qudos Bank and Volkswagen.

Here Lindsay shares how she has been surviving COVID-19.

Operating a brand and content agency during COVID-19 has not been without its challenges.

We are a traditionally high-touch, relationship-driven business and we thrive on new ideas and making stuff with our hands. We've managed to turn theory into practice and problems into new ways of working, trialling exciting ideas at every turn.

Practically, we've taken high-touch activities such as brand strategy workshops and, out of necessity, turned them into virtual participation workshops. It's forced us to think differently, adopt new ways of working and trial new technology such as new customer journey mapping software or capturing brainstorm in an interactive way.

I can proudly say that after months of remote working, our team is now thriving. We've produced end-to-end animation projects all via remote inclusion, we've gone live on campaigns seeing outstanding results, reimaged 'COVID-safe' production shoots and adapted to user-generated content.

Here are a few things I have implemented to stay connected with our team and myself.

#### With the team:

- Morning Huddles to kick off the day, checking in to cover off priorities and discuss any roadblocks.
- We watch Masterclass series on Tuesdays together via Zoom and discuss interesting topics such as negotiation, failure or film directing to take us out of work mode and bond over thought-provoking topics.
- We have team trivia on a Thursday.
- Monthly Breakfast Club where each team member puts forward examples of their work, and we go through all the work we're delivering across the agency.
- Open, honest and constant communication individually and as a team.

#### For myself:

- Getting up each morning to do exercise by the water, having a routine has been really important to start my day.
- Creating a to-do list at the start of each day to keep priorities on track.
- Scheduling time out for lunch, getting some sunshine outside.
- 3pm chai latte or cup of tea, time to stretch the legs.
- A hot shower to break up work time and evening time helps me separate the two and clear my head from the day.

# Lost Alumni

Can you help us reconnect with some of our lost alumni?

If you know any of these people, ask them to email [alumni@csu.edu](mailto:alumni@csu.edu) to stay in touch!

Aaron Allen Rutledge

Adam Michael Aitken

Adrian John Hale

Ahmed Noman

Aimee Louise Kent

Alan David Mott

Alison Lyn Grace

Alyce Maree Daniher

Amanda Kathryn Smith

Amber Leigh Johns

Amelia Margaret Burbury

Amy Elizabeth Lamont

Amy Elizabeth Leslie

Amy Elizabeth Walkley

Amy Louise Robertson

Amy Renee Irwin

Amy Rose Castle

Anderson Timothy Lessing

Andre Alexander Korchagin

Andre Ross

Andrew Astfalck

Andrew Donald Cameron

Andrew Fiddian

Andrew Greenwood

Andrew John Hodgson

Andrew John McKelvie

Andrew John Parsons

Andrew Jon Lowther

Andrew Paul Connell

Angela Susann Green

Angella MacKay

Anna Megan Zajac

Annalise Kim Cheney

Anne Ferfolya

Annette Jane Outtrim

Annette Maree Ryan

Annie Rose Wilson

Anthony Bogaerts

Anthony Daniel Cashman

Anthony David Whyte

Anthony Michael Ivcevic

Arif Hameed Thathroo

Arron Robert Lindsay

Ashley Bold

Ashley Phillip Keegan

Ashley Wotherspoon

Barton John Crowd

Ben Wayne Malcom Hall

Benjamin Allan Hawes

Bruce Andrew Camm

Carol Anne Russell

Caroline Margaret Peta Croker

Carolyn Davies

Catherine Helen Halmai

Catherine Maree Harris

Charles James Work

Charles Jeremy Rillstone

Cheryl Ann Taylor

Chirag Kumar Patel

Christopher Collins

Christopher John Chow

Christopher William Barnett

Corinne Anne Eastley

Craig Richard Miners

Craig Theron Grigson

Darren James Smede

Daryl James Mitchell

David Andrew Kingdom

David Christopher Milne

David Kevin Moore

Dennis Reid

Derek Gregory Hopson

Desley Valentine

Dinesh Rajendiran

Eang Sopheak

Elizabeth Patricia Harvey

Emily Rachel Woods

Erin Olivia Garner

Erin Ruth Hudson

George Sutton

Glen Robert Braithwaite

Graeme Bruce Riddle

Graeme John Poules

Grant John Fleet

Grayson Rodney Withers

Gregory David Holman

Han Yu Fu

Hollie Ann Kinning

Hooi Koon Choo

Ian David Kegg

Irene Stabelos

James Trumbley

Janene Browning

Jason William Brouff

Jeff John Stoward

Jeffrey James Boon

Jennifer Sue Wilson

Jeremy Skehan Carr

Jessica Anna Raymond

Joanna Louisa Sylva

John Patrick Brassil

John Robert George Henry

John Smith

Joshua Bradley Cam

Joshua James Martin

Karen Elizabeth Wright

Karen Nicole Schropp

Karen Terese Richards

Katherine Louise Todd

Katrina Anne Murray

Katrina Maria Stevens

Kautil Mileng

Keith David McKay

Kerry Ann Summerfield

Kevin John Bloomfield

Kim Lee-Anne Hefren-Webb

Kim Toohey

Kirsty Jane Stallard

Kokab Assem

Kresimir Andrakovic

Kylee Gay Kaya

Lauren Janiece Gayle Cheryl

Carroll

Lisa Janine Thomson

Lisa Valentine

Liu Jing Li

Liu Jinhuan

Liu Xia

Louisa Katherine Best

Louise Hilda Busson

Lucy Louise Lithgow-Constable

Luke De Biasi

Magdalena Hertelendy

Malcolm James Perry

Marcus James Doherty

Maria Angela Martinez

Mario Kalogiannis

Mark Wayne Fyfe

Marsha Anne Sten

Matthew Robert Adam

MD Abdul Hye

Mei Ying Wong

Melanie Lee Dudgeon

Melissa Ann Boyd

Merilyn Clark

Merryl Judith Price

Michael Guy Greenwood

Michael Ian Barnes

Michele Anne Foley

Michelle Anne Hands

Mohammad Humayan Kabir

Monika Vadai

Mtaski Sam Phiri

Najee Siddiqui

Nathan Paul Oldfield

Ng Yat Wai

Nicholas Buete

Nicholas Erik Wright

Nicola Amy McMahon

Nicole Katherine Lehmann

Nicole McLoughlin

Obert Ndondodzai

Olga Quilty

Pamela Joy Flanagan

Patricia Margaret Ryan

Patrick Rhyan Curran

Paul Charles Decis

Peter Andrew Hinks

Peter C O'Donnell

Peter Gerard Hawkins

Peter John Bull

Philip Crossley

Qi Linlin

Racquel Hassett

Rebekah Elizabeth Lubke

Rhonda Elaine Shales

Roderick Plowman Finch

Ronald Martinus Maria

Bensdorp

Rosemary Michealyn Paschal

Rudolph Boiano

Russell John Lean

Salim Abdul Ibrahim

Sally Ann Munro

Sam Louise Hunter

Samuel James Howard

Santosh Kumar Kokkiralala

Shahn Rebecca Saunders

Shane Wilkie Watson

Shanish James

Sharon Louise Taylor

Shayne William Bray

Simone Marie Musgrave

Stacey Renae Hibberson

Stephen Lindsay John

Steven Peter Marcato

Subhash Yadav

Sun Bohou

Sun Rui

Susan Joy Davidson

Suzanne Jean Meredith

Syed Moqubul Haque

Tamara Anne Edmunds

Terry William Taylor

Timothy Giles Thornton

Timothy Matthew Dean

Underwood

Trevina Beth Hopton

Vanak Khan

Viraj Virahsawmy

Warren Raymond Marshall

Wayne Arthur Blackshaw

Wayne Lewis Berriman

Wendy Louise Ranizowski

Xavier Peter Kennedy

Xuanru Liu



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University