ENTREPRENEURIAL SPIRIT
The world-first program igniting refugee start-ups

STAYING IN THE GAME
Giving late bloomers a sporting chance

TOO MUCH BLOOD AND PAIN?
Examining the impact of photojournalism
Describe your most satisfying professional achievement to date?
That’s a really hard thing to answer. Being involved in the great improvements at UTS over the past 20 years has been very exciting and it’s difficult to identify one set of achievements as more satisfying than others. If I had to choose, I’d say it has been working with a series of great deans and their teams to forge a very high performing group of faculties for the full range of academic activities. The across-the-board improvement from 20 years ago is quite dramatic and a great tribute to all the staff who have worked so hard to achieve it.

What initially attracted you to this university and what do you love about UTS today?
After 22 years I can’t really remember what attracted me to UTS – a promotion, new challenges, etc – but one thing I do remember is that I thought it had a lot of potential as an institution. I’m very happy that at least I got that part right! Today the thing I love most, and the thing I liked soon after joining, is the open, friendly and can-do culture. The UTS culture is a very positive and valuable thing, and has played a huge part in the great success UTS has had over the past 25 years.

What aspect of your work life are you most passionate about?
Two things equally: working with others to ensure we’re successful in all aspects of academic activity – teaching and learning, research, and industry and community engagement; and Indigenous education and research. The first because it’s about the heartland of academic performance and what being a university of technology is about, and the second because I passionately believe in striving to ensure that Aboriginal and Torres Strait Islander students and staff get the same great outcomes from higher education that others enjoy.

What does your typical weekend look like?
My ‘typical’ weekend is as quiet and distant from work life as possible. On Saturday I like to play a round of golf early, chat to a few friends, then potter around home or do any little shopping or other things that might occasionally need doing. On Saturday night, my wife Alice and I like to have a nice dinner somewhere. We try to cover a range of new restaurants during the year to try new things, as well as visit some of our old favourites. Sunday is a quiet start with a paper and coffee, and then doing whatever we want: movies, visiting places or just relaxing at home.

What are you looking forward to in 2015?
Having the major elements of our brilliant new campus up and running will be the highlight of 2015. We’ve gone through years of planning and executing to develop and deliver a learning and teaching and research environment for the 21st century, which will highlight the key UTS attributes of innovation, creativity and technology. There is already a palpable buzz around the campus with the elements delivered so far, so I can’t wait for all the new major facilities to open and be enjoyed by students and staff in 2015.
NEXT ISSUE

The next issue will be released on Monday 3 November.

All U: articles are available to read online via newsroom.uts.edu.au
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Opening for teaching in 2015: the Thomas Street building, purpose-built for science and health
In 2015, UTS will launch a new master’s degree in clinical psychology. Distinguished by a practice-integrated approach, the course will complement the evolving suite of Graduate School of Health programs. Students will gain professional experience in a state-of-the-art psychology clinic on campus, which will also deliver benefits to the wider UTS and local communities.

“The course will be grounded in the core skills and scientific knowledge of clinical psychology, but also give students extensive opportunities to apply the theory in practical and professional environments,” says Psychology Clinic Director Alice Shires.

Senior Lecturer John McAloon says, "Program integration brings clinical theory, research evidence and clinical skills together, including assessment, formulation, diagnosis and clinical practice."

“We aim to give students a coherent understanding of the range of clinical knowledge and skills so they’re able to apply them from day one in the workforce. And the clinic is obviously a big part of the practice.”

Students will complete half their practical training in the purpose-built Psychology Clinic, which will open in the Thomas Street building. They will spend two days a week over two full semesters in the clinic before completing two external placements.

“The clinic allows students to see clients under very close supervision and with a lot of support,” says Shires. “So by the time they move to external placement, they feel confident and competent enough to take those skills out to more challenging arenas.”

As well as helping students "join the dots" as clinical practitioners, McAloon says it will provide a valuable service to UTS and the local community, offering relatively low-cost mental health treatment to the general public.

“The clinic is available to anyone who is referred to it, from very young children to older adults, with a range of mental health problems," says Shires. "So that is the great challenge for me – to set that up.”

One of the strengths Shires and McAloon bring to the course is their shared expertise in child protection and assessing and treating the trauma that often results.

"Certainly something I think we need our courses to address is developing people to practise in public services where they are going to come across child protection. This is an area of clinical practice that has huge needs and I hope we are able to bring that awareness to the training," says McAloon.

He emphasises the importance of scientific evidence informing the theory and practice in clinical psychology.

“A degree like this is accredited and recognised by the Australian Psychology Accreditation Council on the basis that it’s evidence-based and follows a science-practitioner model,” says McAloon.

In addition to the complex logistics of establishing the clinic, the team have been designing the specifics of the course to meet accreditation requirements, bringing on new staff and preparing to move into the new building before the end of the year.

“We are all on track,” says Shires. "It’s exciting and challenging!”

Hannah Jenkins
Marketing and Communication Unit
Photographer: Joanne Saad
When talk turns to the ‘LRS’, people immediately think of a vast underground world where robots reign supreme.

It’s easy to imagine human librarians taking a back seat following the completion of UTS’s Library Retrieval System (LRS) in July. But in the depths of this 13 000m³ facility with capacity for one million books, people are well and truly part of the equation.

“I think the word ‘robot’ is misleading for a lot of people,” says LRS Officer Marisa Rodriguez. “It conjures images of machines with arms and legs, when it’s actually more like a very large, complex vending machine that still requires a certain amount of manual labour.”

A library staffer of 15 years, most recently working as the Lending Services Coordinator for UTS’s Blake Library on the City campus, Rodriguez was excited and “intrigued” by the opportunity to be based underground, managing the LRS facility.

“I was really interested in the new position, and it’s definitely expanded my role. I never expected to be working with engineers and technicians, but now dealing with this high-tech system has become daily routine.”

About 450 000 of the Blake and Kuring-gai campus libraries’ lesser-used items have been moved to the LRS – freeing up space in the UTS libraries for student use – while more frequently used items remain on the shelves. All of these nearly half-million books were moved by hand.

“We have radio-frequency identification technology (RFID), which allows us to scan multiple books instead of doing one at a time, and that definitely helped. But it was still intense because we were averaging around 25 000 items a day to move into the system. It was a massive job.”

Now the LRS is up and running, Rodriguez says she’d like people “to be curious and test it out”.

Already, about 800 books a month are being retrieved for loan, and the volume of books being processed through the LRS is even higher when you consider people requesting books and using them within the library rather than taking them home.

For a highly complex and cutting-edge piece of technology – one of just two in Australia – the way the LRS works is simple.

“People generally have a misconception that it will be difficult to order a book, but when they see all they have to do is hit ‘request’ online, then pick it up after it’s arrived, they’re surprised at how easy it is.”

The requested item’s bin is delivered to staff behind the scenes in the LRS who pick the book out, load a trolley and deliver the books directly to the Blake Library, or to Kuring-gai by shuttle bus.

Although there’s a lot of work to do in the LRS, Rodriguez still wanders through the library shelves and is excited about evolution of the UTS Library with its focus on student spaces.

“As students need more room to study, the LRS offers a perfect solution. Our collection can continue to grow while students work together in a library with all the light and space they need.”

Ryan Diefenbach
Program Management Office
Photographer: Shane Lo
The decision to take up or drop out of playing sports can be complex and varied. Factors such as good genes, early exposure and motivation all play a role in keeping people in the game or on the sidelines.

A growing body of international research suggests there are other factors that can help – or hinder – an individual’s ability to participate in sport, particularly throughout childhood and adolescence.

The relative age effect (RAE) is one of them. This phenomenon is created by the cut-off dates for children’s age group competitions, which mean there is up to a 12-month age gap between players. For a primary schooler, having almost a whole year to grow and develop over peers in the same competition can be a huge advantage.

Older children within a competitive age bracket are more likely to be seen as better athletes by their coaches and therefore more likely to be identified as talented. Such bias in team selection often has a compounding effect, with more practise, experience and positive reinforcement given to these athletes.

On the other hand, younger athletes competing in the same age group are not provided with the same level of coaching or exposure to higher levels of competition, and often drop out of competitive sport or physical activity altogether.

While it’s difficult to identify numbers of children who drop out of sports specifically due to RAE, a 2012 study by Robin van den Honert of Macquarie University found that in Australia, 42.45 per cent of elite youth soccer players aged 14 to 15 were born in the first quarter of the year, while just 11.97 per cent were born in the fourth quarter.

So what can be done to combat the effects of RAE?

Professor of Sport and Exercise Science Aaron Coutts and PhD candidate Tom Lovell might have the answer. The UTS Health Sport and Exercise Discipline Group have partnered with Knox Grammar School, an independent boys school on Sydney’s North Shore, to examine sports participation and athletic development.

One of their studies included looking at 300 students over three years to investigate the biases that may influence sports dropout, and develop strategies to improve and maximise participation.

“We started this project in March 2012 and our first move was to look at different youth sports and how RAE works in each,” explains Coutts. “We aimed to determine how it affects athletic development and participation of individuals in those sports.”

The research team started with soccer, focusing on students in Years 6 to 12 playing in the top three teams of each year group.

“At Knox Grammar, rather than grouping players by age group they use year groups,
which may include up to an 18-month range of ages,” says Coutts. “This means children who would be the oldest in a typical age competition – with a 12-month range – would be in the youngest third of their school year-based competition.

“Consequently, RAE was not as strong as other research in elite sports. However, related forms of bias that include biological maturity, physical, social and skills-related tendencies affected the level players were selected in or the positions they played.”

To learn more about these biases, Lovell and Coutts tracked the boys over three years to observe changes in maturation, physical performance and team selection.

“We looked at the influence of biological age, physical capacity and coordination on team selection,” explains Lovell. “Were the boys who were selected into the better teams older or more physically developed? And how did this impact their physical performance?”

“We cross-referenced this information with each player’s match variables using GPS, heart rate monitors and video analysis to measure both physical activity and skill involvement during matches – how far they ran and how many touches they got on the ball. We found all these factors were influenced by physical profiles.”

The team also found the positions boys were selected to play in were influenced by physical measures such as speed, strength and maturity status.

“This typically resulted in the taller, earlier maturing players being relegated to defensive positions, as defined by the coach,” says Lovell. “Unfortunately, this selection bias may limit their opportunity to develop other skills from playing different positions.”

Using the soccer study results, and data collected on over 1500 Knox Grammar students in other sports studies, Lovell and Coutts have provided a new insight into how this may impact sports participation and athletic development. The good news is, younger players need not throw in the towel, says Lovell.

“We are proposing a more holistic approach to team selection that relies on multi-dimensional systems of athletic potential. We hope to build an evidence-based system including measures such as coordination and skill, which aren’t as influenced by age, maturity or physical development.

“These can refer to observing the many facets of performance such as physical, psychological, technical and tactical. Measuring capacities such as coordination and skill – motor competence testing and dribble tests for soccer – can provide a much more accurate insight into whether someone will progress in the sport.

“In our opinion, these are more important for identifying future ability rather than physical capacity or size.”

Lovell and Coutts also recommend against early specialisation. Lovell concedes it can be hard to argue with a coach, and often a change of mindset is required.

“We’re working to educate coaches to understand the impact RAE and other selection biases have on development. It’s about reminding them of the bigger picture – which isn’t about winning in the Under 13s, but developing players with a long-term vision to maximise their potential in five to 10 years’ time.”

Lovell and Coutts are working with Knox Sports Academy and the school’s Head of Athletic Development Corey Bocking to implement these recommendations, which fit with the school’s directive of promoting sports participation and long-term athletic development.

“Later down the track we hope to use this research to educate and direct talent-development programs in elite youth sport, as well as participation in sporting clubs and school sports,” says Lovell.

“It’s time to level the playing field. Let’s give these young athletes the opportunity to enjoy a lifetime of physical activity, regardless of relative age.”

Elizabeth Kuo
Research and Innovation Office
Photographer (T Lovell): Joanne Saad
Photographer (trophies): ‘Taking home yet another trophy’ by Peter Thoeny. Image via Flickr under a CC BY-NC-SA 4.0 licence. Other images: Thinkstock

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UTS:NEWSROOM
Unlike the words that accompany them, photographs of horrific events draw a sustained degree of public attention as media academics, military and government officials, journalists and members of the public debate the issue of image display – whether to show an image, where to show it, and how. Senior Lecturer in Journalism Sandra Symons examines the relationship between photojournalism ethics and the public interest.

Photographs have long been known to spark more emotional response than news reports alone – the capacity of confronting images to shock exceeds that of text. So it is not surprising that recent photographs of American journalists James Foley and Steven Sotloff, kneeling before their knife-wielding Islamic State captors, in the moments before they were beheaded prompted such outraged coverage.

But there was a more muted response when, in 2004, *The Australian* ran a similar photograph of American businessman Nicholas Berg. Captured in Iraq by Muslim extremists, Berg was dressed in an orange jumpsuit and kneeling before a line of men in black bearing scimitars.

Berg was also beheaded by his captors, but the images caused scarcely a fuss in Australia. And when three more captive Western businessmen were similarly murdered, none of those appalling events were reported here in graphic image and mainstream headlines. So what is the difference now?

Most likely, our response to the news of the recent beheadings was triggered by local interest: Australians have signed up as members of the Islamic State, and the local media has reported the beheading of the two journalists and the public response to the photographs, on occasion in lurid fashion.

These are photographs of men about to be beheaded – there is no blood and gore but, in their implication, they are images about as shocking as they come. So should such images be published?

Every day in news organisations there are intense and often heated debates about what photographs to use when the events depicted are violent, tragic, disturbing, shocking. There can be no rules or specific guidelines since the news value and circumstances of every event photographed are different; and the reasons such images were used yesterday may not apply today or tomorrow.

The ethics of the newsroom are shaped by group dynamics – the news organisation itself, its leaders, legacy, reputation and policies cast gigantic shadows. Each place has its own unique style, tone, perspective, integrity, guidelines and temperament.

Twenty-first century violence and tragedy are adding to the growing archive of confronting images that raise ethics-related questions. When Berg, Foley and Sotloff were murdered, details of the killings were largely left to the public’s imagination, with few media outlets running more than pictures of the men in front of their hooded killers.

If there’s a line where graphic pictures go from important to inappropriate, images depicting the actual act or aftermath of beheadings are clearly on the other side of it, with the public wondering whose purposes are served by running such photographs.

When Michael Stutchbury, then editor of *The Australian*, made the decision to use the Nicholas Berg photograph, he said his objective was to depict what was going on in the world every day.
However, he pointed out that while photographs are important in helping to pin down what’s actually happened, every time he made a decision to run or not to run such images, he questioned his purpose in making those decisions.

If the news is shocking, how much should be screened from the public? Photographs are very often infused with human interest and may have the effect of inflicting lasting pain. The media has ethical obligations to consider the sensibilities of individuals as well as the larger needs of society to be informed. The dilemma of taste is often resolved with the argument that the news values of a photograph outweigh the public’s sensibilities and the feelings of family and friends of the victims.

In determining news values, the media must decide whether a photograph tells the story as no words can.

As we have seen, photographs can offer unexpected insights, serving as catalysts for emotional responses and changes in public perception. Widely recognised photographs such as Malcolm Browne’s image of a Vietnamese Buddhist monk incinerating himself, Nick Ut’s photograph of napalmed children, Ron Haeberle’s shots of the My Lai massacre and Eddie Adams’ image of the summary execution of a Viet Cong officer helped turn the tide of American opinion against the Vietnam War.

Such images are identified as part of society’s collective memory of events. Photographs of the suffering, dead and dying are a means for society to recall, remember and, perhaps, understand.

As media ethics have evolved historically, so they continue to evolve in practice. As a result of this evolutionary process, on a limited range of news events ‘fairly firm’ policies have been established to guide editors and producers through the ethical quagmire of the news day.

But there is no consensus on questions of degree; how much blood or pain is too much? Ultimately, decisions to use confronting photographs are made on an understanding of what the public wants to know and will tolerate, and the commercial imperative to engage the public’s interest.

For example, the pattern of practice or convention of coverage that has emerged with respect to pictures dealing with death suggests that while action and emotional drama are coveted, the presentation often stops short of the actual moment of death.

The problem with defining ethical professional practice is that answers are not easily found when they are most needed.

Yet, the best kind of photojournalism stays with people and becomes a civilising influence in their lives, part of a process of revelation, communication, knowledge and awareness.

Sandra Symons
Senior Lecturer in Journalism
Photographer (S Symons): Shane Lo
Main image: Thinkstock

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UTS:NEWSROOM
Research shows refugees display strong entrepreneurial qualities, but they face significant barriers to employment. Three years after arriving in Australia, one third remain unemployed. UTS Business School and Shopfront are collaborating with Settlement Services International on a world-first program to help people from refugee backgrounds achieve their business potential.

Isha Kamara plans to conquer the world. Originally from Sierra Leone, the 26-year-old videographer and businesswoman wants to grow her 10-month-old start-up Canary Films into one of the biggest global suppliers of online video content.

“I'm ready to go hard for my clients,” she says. “When they're happy, that makes me really happy.”

It’s this sense of drive and purpose that distinguished Kamara as an ideal candidate for Ignite, a pilot program assisting refugee entrepreneurs get started in business. “We only work with passionate entrepreneurs,” says Ignite Facilitator Dina Petrakis.

“Once we know the refugees are really determined, we network them with people who can help with things like finance, IT and marketing. Because, when they come here as refugees, they don’t have any networks at all.”

Kamara says, “When I was starting out, I could call Dina and talk to her if there was something going on. It’s about the connections – not just with Ignite – but the people they work with.”

For Kamara, this has included support in creating a business card and developing a website to market Canary Films, which produces corporate and real estate videos. Ignite has been running for just over a year and has already launched 12 new businesses. The team has received over 80 referrals and is currently working closely with 25 clients.

UTS Professor of Social Economics Jock Collins acts as an advisor and mentor with Ignite, and has been commissioned to conduct a three-year evaluation of the program. He is excited – but unsurprised – by its success.

“There is a strong tradition of immigrant minorities moving into entrepreneurship in Australia,” says Collins.

“A lot of refugees – particularly the first wave who came as displaced people from Eastern Europe after the Second World War – have become very famous business people.”

Although multi-billionaires such as Frank Lowy and Richard Pratt are “exceptions to the rule”, Collins says the entrepreneurial spirit is equally strong among contemporary refugees.
Many have a history of entrepreneurship, with 68 per cent of Ignite participants having run their own business prior to coming to Australia.

Another motivator is ‘blocked mobility’: the difficulties refugees face in gaining recognition for their qualifications in Australia and securing a job commensurate with their skills.

“They look to entrepreneurship as a way of maximising the standard living for themselves and their families,” says Collins. “Running an enterprise is also a little bit of an oasis from the racial discrimination of the workplace. Often that is an attraction as well.”

However, says Collins, up until now, no country in the world had established a program to facilitate humanitarian immigrants to set up an enterprise in the first instance.

“So the Ignite program is really path breaking in global terms.”

“Some of our clients have only been in the country a matter of days or a matter of weeks,” says Senior Project Officer Honey Muir, highlighting the complex network they’ve built around the project, including business and cultural groups, and language programs.

Run by Settlement Services International (SSI) – a federally funded settlement agency that assists newly arrived refugees and asylum seekers with requirements such as accommodation, language, schools and employment – Ignite is modelled on Dr Ernesto Sirolli’s Trinity of Management.

“Dr Sirolli believes no one can do everything – product or service, marketing and financial management – so you build the team around the person,” says Muir, who oversees Ignite. “This means no entrepreneur is alone in their journey to business start-up.”

While the facilitators provide advice and link entrepreneurs to various experts, it’s a key part of the model that the incentive and initiative come from the entrepreneurs themselves.

Ignite does not provide funding to the entrepreneurs, instead connecting them with organisations that provide small, interest-free or low interest loans to launch start-ups.

As well as numerous formal and informal partnerships, Ignite has developed strong relationships with community, industry and expert volunteers, who lend support to clients as their business evolves.

UTS Senior Lecturer Anthony Fee teaches the subject International Management.

Eight of his master’s students volunteer with Ignite.

Fee says the connection is a “terrific opportunity” for students to gain insights into working with people from other cultures and with interpreters, as well as to reflect on their own attitudes, assumptions and stereotypes.

For the entrepreneurs it’s an opportunity to discuss challenges and receive business advice one-on-one.

This semester, UTS’s Shopfront community partnership program is also involved with the Ignite program, using it as a case study for a team of four students who will provide advice to SSI on ways to attract and roll over funding with the aim of keeping Ignite sustainable.

Collins says, “It’s a way to support the program, but also broaden the experience of UTS students and their knowledge about entrepreneurship on the one hand, and social issues like refugees and humanitarian settlers on the other.”

“NO ONE CAN DO EVERYTHING. WE HELP BUILD A TEAM AROUND THE ENTREPRENEURS SO THEY’RE NOT ALONE IN THEIR JOURNEY TO BUSINESS START-UP.”

As facilitator, Petrakis says this cooperative approach has been especially successful with female entrepreneurs.

“It’s collaborative, team-building and supportive, and women find that very appealing and very safe – particularly when they’ve come from quite traumatic backgrounds,” says Petrakis.

However, the variety of the start-ups has surprised her.

“We have yoga instructors, personal trainers, we’ve had a model, an inventor – things that I never expected. I expected food of course and clothing, but all these wonderful businesses that are starting are so unique and diverse.”

For entrepreneur Sima Mahboobifad, the encouragement from her Ignite network has been as valuable as the practical assistance and advice.

Speaking through an interpreter, Mahboobifad says, “Even though we are not from the same country, they help and encourage me, they get happy about my life and how I’m going. My business is only halfway, but they are happy for me.”

Mahboobifad started her enterprise in October last year, just two months after arriving in Australia. Selling handmade leather goods, Bags of Love & Peace is the continuation of a dream that began in her home country, Iran.

Mahboobifad says, “My friend and I got an idea, because in Iran there is lots of persecution about religion, not unity. We said, ‘We will start this business and show to the Iranian community they have to share love with each other.”

In each bag, they placed a card with a message of harmony written on it. Now, Mahboobifad says she aims to share that message with the whole world.

With help from the professional network she has built up through Ignite, Mahboobifad is in the process of moving her distribution from local markets to online sales.

Beyond the direct help Ignite provides to refugees, Collins sees the potential for the initiative to promote constructive conversations in the wider community.

“Given all the controversy in the last decade about humanitarian immigrants, it seems to me what we’re really lacking is some sort of balanced discourse about the contribution they make to the economy and society. So hopefully this might trigger some interest.”

Rachael Quigley
Marketing and Communication Unit
Photographer (J Collins): Joanne Saad
Photographer (K Kamara and S Mahboobifad): Karl Schwerdtfeger

Comment on this article at
newsroom.uts.edu.au/news/2014/10/entrepreneurial-spirit
“It’s very quiet. The only sound you can hear is the sound of the wind, or birds in the distance.”

Ross Jeffree describes the Kingdom of Bhutan as truly “the last Shangri-La” – an unspoiled landscape lined with rugged mountain ranges, deep-flowing rivers, exotic wildlife and preserved traditions.

But above all, what really strikes him about Bhutan is its magical tranquillity. “The sound of nature fills your senses and reminds you this is a place where the hand of man is completely harmonised.”

Jeffree’s work as an environmental scientist has taken him to some extraordinary places – Monaco, the Caspian Sea, Ladakh (the ‘land of high passes’ in India) and now Bhutan. The Adjunct Professor from the Plant Functional Biology and Climate Change Cluster views the kingdom as a “very sophisticated place” with an interrelationship between the natural environment and its animal inhabitants that he hasn’t seen elsewhere in his 40 years of research.

“Bhutan is a landmark in the world because this country has successfully put conservation of their culture and natural heritage ahead of materialism,” says Jeffree.

“They’re leading the world philosophically through their government measure of Gross National Happiness and their leadership in the United Nation’s post-2015 Millennium Development Goals. With societal happiness as its guiding vision, the goals present a holistic view to transform humanity’s relationship with nature and promote altruism, inclusiveness and cooperation.”

However, while Bhutan has managed to keep much of Western technology and materialism at bay, growing environmental pressures from tourism have seen the Bhutanese appeal to Western science to assist their conservation efforts.

Next year, Jeffree will collaborate with the Ugyen Wangchuck Institute for Conservation and Environment (UWICE), leading a benchmarking project to understand the water quality of Bhutan’s flowing rivers.

“I have been captivated by the kingdom’s sustainable development success since the late 1970s, when I first visited the southern regions of Bhutan. Now there is a timely need to address their water quality concerns.”

Using basic scientific techniques, Jeffree will teach how Australia and some other parts of the Western world sample aquatic organisms in a systematic and scientific way to determine the quality of the water.

“It’s a low-tech methodology you can easily transfer to other people and communities so they can do their own environmental monitoring.”

Jeffree sees this as somewhat of a show-and-tell exercise to help Bhutanese scientists start an electronic archive of the various aquatic organisms that live in their flowing streams.

“By demonstrating how to measure water quality using the biodiversity of organisms that live in rivers, we’ll simultaneously be helping set up benchmarks before any further commercial development takes place.”

Jeffree’s first training session with UWICE and research officers from the Bhutanese Department of Water Resources is scheduled to begin in March next year. It’s self-funded and driven by pro bono motives.

“I’ve had a great research career,” says Jeffree. “As Adjunct Professor, I now hold less administrative responsibilities, giving me time to give a little back to a society that has made such commitments to environmental conservation.”

Elizabeth Kuo
Research and Innovation Office
Photographer (U Jeffree): Joanne Saad
Photographer (Bhutan images): Ross Jeffree

Comment on this article at UTS:NEWSROOM newsroom.uts.edu.au/news/2014/10/free-flowing-science
Compiling, editing and presenting a national news bulletin that lasts precisely three minutes – no more, no less – may sound daunting, but for UTS graduate and ABC journalist Nas Campanella, it’s all part of the job. Her cheerful, confident tone is instantly recognisable to over a million weekly radio listeners as the voice of triple j news.

The already demanding task of delivering live news to an Australia-wide audience becomes even more complicated for Campanella, who is blind.

Rather than reading directly from a script, Campanella has mastered the art of listening and speaking at the same time. A special computer program called JAWS feeds her the information via her headphones as she speaks live on air.

“It’s a robotic Americanised voice that lets me hear what’s been written and where the punctuation is,” explains Campanella, who seamlessly transforms the computerised voice she hears into a smooth news bulletin, splicing in sound bites and even the occasional breaking news update.

“When I go into the studio I can hear JAWS reading to me – but I can also hear myself through the microphone and I can hear the triple j stream so I know what’s going to air and when to start and stop speaking.”

If that doesn’t sound stressful enough, Campanella adds, “I also have a clock going in the background to tell me when I have 10 seconds to go, then five seconds, and then it chimes in again right at the end to time me down.”

Reading the triple j news is only part of Campanella’s job. She also sources her own stories, conducts interviews, writes articles and cuts audio for her radio bulletins.

“We’re expected to do a lot of different things and you have to be really versatile in this industry,” she says.

Thanks to an impressive amount of work experience in community radio under her belt even before her graduation with a Bachelor of Arts in Communication (Journalism), Campanella was accepted into the prestigious ABC News cadetship program in 2011.

“With only a handful of applicants selected from hundreds, the year-long cadetship is a solid stepping stone to a career in journalism.”

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Thanks to an impressive amount of work experience in community radio under her belt even before her graduation with a Bachelor of Arts in Communication (Journalism), Campanella was accepted into the prestigious ABC News cadetship program in 2011.

With only a handful of applicants selected from hundreds, the year-long cadetship is a solid stepping stone to a career in journalism.

“I spent time with sports journalists, with health writers and in state parliament as well,” says Campanella of her year-long work placement. “I really loved court reporting, and towards the end of my cadetship I pretty much covered courts every day!”

It wasn’t always easy to get the experience needed in such a competitive industry. “I faced a lot of ambivalence when I was applying for jobs and internships,” says Campanella, “purely because people didn’t know what my capabilities were and how to treat someone with a disability.

“But I believe you have to really want to be a journalist to succeed in the industry. I don’t think there’s enough emphasis on how important it is to do internships.”

Preparation and passion have won out for Campanella who has worked her way into a niche where she feels right at home.

“‘I’m really happy at triple j. I love reading the news and it’s something I always wanted to do.’”

Hannah Jenkins
Marketing and Communication Unit
Photographer: Hannah Jenkins

Comment on this article at
UTS:NEWSROOM
newsroom.uts.edu.au/news/2014/10/live-on-air
Between them, Media Officer Terry Clinton and Senior Media and Public Relations Manager Robert Button have worked at UTS for 30 years. While the UTS media team has remained a steady duo since 2001, the reach of their work and strength of their relationship continue to grow.

**TERRY CLINTON**

Robert has always been more of a colleague than a manager — we’re too small a team to be hierarchical, it just wouldn’t work. Robert has said ‘two sides of the same coin’ when he’s talking to people about us, and it’s true. He’s focused on the big picture while I’m a little bit more details focused. So we complement each other well. Despite the occasional minor friction, we’ve always got on easily and never had any issues.

The key thing we do is media relations — making sure we give the journalists what they need in a way that, as Robert would say in his PR speak, ‘surprises and delights’ them. We’ve always looked for ways we could find stories rather than just being reactive. We’ve never been obstructive, and we’ve had a lot of feedback from journalists over the years about how easy we are to deal with. From early on, we were talking to people personally and developing relationships with people like the editors of newspaper supplements.

The supplements gave us the opportunity to tell the kind of positive stories any university should be leaping at.

Robert and I have a similar social outlook and environmental interests. Marine science is his big thing, but also a general interest in what’s going on environmentally in the world. And also music. I studied musicology. My interest was in pre-classical, and Robert loves the Baroque period. So that’s something people who work with us have little gags about; the two of us earnestly discussing long-dead composers across the desk. It’s nice to have stuff like that to share with each other.

My wife Raffaella lives in Italy, and recently when she visited, Robert asked us to dinner. It was only the second time I’ve been to his place. So we haven’t spent vast amounts of time with each other outside of work. Raffaella has been a catalyst in bringing us closer together. When Robert went to Italy a couple of years back, she looked after him and his two friends when they visited her home in Monza.

With her visiting Australia this year, our connection has gone further beyond work. I took a year’s leave without pay in 2013 and spent the time with Raffaella in Italy. She came here in the middle of this year for a couple of months, then I’ll go over there again at Christmas, and we’ll work out something next year. We both have family concerns and work that are keeping us from being together permanently for the moment, but we’ll overcome that eventually. We are both of the same mind: you take it one step at a time.

Robert is a very generous person and he’s got a real sense of fun. I value his supportiveness and kindness. I have important people in my life from various phases — from school up until now, but Robert’s a key person here in my Sydney world. We do spend a lot of time together. We may not live in each other’s pockets away from work, but he’s as good a friend as I’ve got.
I’ve been working with Terry right from the beginning of my time with UTS. It was interesting because I’d never formally supervised anyone before and Terry’s a little bit older than me and we have quite different temperaments. Coming from a big PR consultancy, I was used to an environment where there were whole teams of people working on a project in a very collaborative fashion, so it was difficult for me to relate to being someone’s boss.

Terry’s a very steady worker – he’s very detail-oriented, whereas I tend to be a bit more the bold, brash ideas-man, and rush out-and-make-relationships-happen type. So we’ve complemented each other very much and I’ve always thought of him as my colleague. One of the good things about working with Terry is that he is a journalist, and I’m more about strategic comms, so we brought different insights to the job. He’s taught me a lot about what journalists really care about and what they get covered in ways that show life is full of grey areas and exceptions to the rule. As human beings we all need to negotiate this to find the best paths forward, whether it’s funding our retirement or dealing with homelessness or raising babies. I’m proud of our UTSpeaks lectures. They’re for the enlightenment of the community as well as raising awareness of our research.

For many academics, their area of research is their fascination – not media publicity. Here is a person who gets up every morning and thinks, ‘How can we come up with new antibiotics that destroy a bacterium’s cell membrane?’ And if someone is on the cusp of a breakthrough to give us our first new antibiotic in 30 years, it means they need to be able to have the media and social media front-of-mind to share that breakthrough. We want to empower these people to build productive relationships with journalists, and community and interest groups, and industry. Terry and I have both been committed and seen the value of doing that.

Terry’s a really big part of my life. There’s more than the media manager–media officer relationship – that’s very low down in the importance of things. I think since he had that year away and since I’ve got to know his wife Raffaella, our relationship has stepped up to another level. I’m much more conscious now of the significance of our friendship and I can see us being friends for the rest of our lives.

Rachael Quigley
Marketing and Communication Unit
Photographer (R Button, T Clinton): Joanne Saad
Photographer (Terry and Raffaella with Robert at their Australian wedding): Wendy Frew
Childhood today is a very different experience to what it was 50 years ago. Gone are the days of exploring the local creek and returning home for dinner at sunset. Parents’ concerns about stranger danger and traffic are keeping children indoors, playing digital games during their free time.

“Digital technology is often considered a barrier to independent outdoor play,” says PhD candidate in the Institute for Sustainable Futures Bronwyn Cumbo, “but it could also be an important tool for change.

“I’m working with children and parents to see how interactive technology may enable and motivate children to play more regularly in their local natural places.”

Health benefits aside, studies show adults who regularly spent time in nature as children care more for the preservation of natural areas than adults who spent their childhood in cities.

Cumbo’s research suggests the cultural shift required to develop a greater affinity for nature is closely linked to the level of independence children have when visiting natural areas. Children who design and direct their own play experiences in nature seem to have a greater understanding and confidence in natural environments than children who visit under close supervision.

“This research is about taking a positive and creative approach to tackling an environmental issue,” explains Cumbo.

“Many kids love technology and games. I’m interested in how the engaging aspects of digital games – the narrative, characters and creativity – can be used to entice children outdoors for a fun and tangible experience.

“Technology might also be designed to address some of the barriers to outdoor play such as the safety concerns of parents.”

Cumbo’s affinity with nature is evident in her previous work in marine pollution research, science communication and threatened species conservation. She is passionate about how the freedom and unpredictability of nature can inspire and challenge children.

Initially, Cumbo’s research involved working with children and their parents in Aalborg, Denmark for six months. Using highly collaborative Scandinavian approaches to technology design with kids, she built the scaffolding to continue the research in Australia.

“I held creative workshops in Denmark with children aged eight to 12 to understand what inspired them to play outdoors in nature. To explain the task, I created a fictional narrative about two virtual characters, Anna and Jesper, who had escaped their virtual world to experience the physical natural environment.”

The children were asked to design the ultimate outdoor play experience for these characters in a local natural area.

“Interestingly, there were no adults in any of their designs and they gave the characters exciting challenges and games that incorporated role-play or risk-taking.”

Cumbo says knowing what motivates children to play outside is the first step towards co-designing relevant digital tools and solutions.

“I’m now working with a group of parents and kids in Sydney to design digital tools that will build supportive communities of families around existing natural spaces,” she says.

“If we encourage children and parents to connect more regularly with their local nature and view technology as an enabler instead of a barrier, there’s potential for them to become more familiar with the shared natural spaces around them, and more willing to let their children explore and play more freely.”

Hannah Jenkins
Marketing and Communication Unit
Photographer (B Cumbo): Joanne Saad
Other images (from Cumbo’s research): Bronwyn Cumbo
Following a career spanning 17 years as a call girl and exotic dancer, Geena Leigh is now proud to be studying for her master’s degree in creative writing. Call Me Sasha: Confessions of an Australian Call Girl is her first book – an extraordinary achievement, recounting that chapter in her life. The story opens in an idyllic family setting at Leigh’s childhood home in New Zealand, but after numerous relocations between New Zealand and Australia with her abusive father, Leigh is forced to leave home at just 15. She soon finds herself drawn to drugs, alcohol and prostitution with the promise of money and a distraction from the nightmares of her past. For close to two decades, these dependencies shape Leigh’s life experiences in a vicious cycle of addiction and desire. Throughout the memoir, the reader is deeply drawn to her day-to-day experiences, voyeuristically turning each page to uncover a secret behind for good. Leigh’s memoir is both heartbreakingly and incredibly inspiring. It is an un-put-downable account of how a very strong young woman turned her life around despite the odds.

Only Connect is a compilation of short stories about “technology and us from Australia and the Indian Subcontinent”. The stories are about people’s relationship with technology, more specifically how we go about our daily lives – working, meeting people, falling in love – and the influence technology and the internet have on these interactions, and even our language. Most of the stories have been written in the past decade or so, and will therefore be relatable for most readers. Still, not every reader will connect with every story – but that’s the beauty of short stories. You might find yourself reading – even enjoying – something you usually wouldn’t. And they’re not all written for the ‘younger’ generation either. A particular favourite tells of an isolated woman who can’t comprehend, and even despises, her 30-something-year-old son’s computer addiction. But in his absence, she finds a confidant in the computer, sharing her thoughts with it like she does with her beloved Sumeet spice grinder. Through sometimes quirky, often lovable and, on a couple of occasions, downright creepy characters, the stories in Only Connect portray how our lives are interconnecting within and across cities and continents, however unsettled it may sometimes make us feel.

Clare Donald
UTS International

Sharon Rundle is a PhD student and casual academic at UTS. Her research examines local cultural production of contemporary fiction by South Asian-Australian writers in Australia. She is a graduate of the UTS Bachelor of Education in Adult Education and the Chair of the UTS Alumni Writers’ Network.

Successful poetry – poetry that bites the reader emotionally or intellectually – depends on many different factors, including a strong sense of voice and the ability to create condensed realities where no word or image is wasted. Cholerton’s first collection, Missive, displays an ability to abstract banalities into strange and often erotically charged scenarios (take the bathing experience with Joe in ‘Bath’ which finishes by breathing “in your scent with my fingertips”). These insights challenge the reader’s relationship to everyday activities and personal histories. Cholerton’s poetry often feels uncertain: is its voice earnest or ironic, personal or impersonal, poetic or prosaic? By refining her imagery, Cholerton could maintain greater poetic tension. For example, in ‘Constellations’ the wonderful depiction of a “pocket of sky…” filled with ragtag polaroids of the past could be tightened by omitting the addendum “of the past” since the past is implicit in the image already. In the end, Missive is a comedy chapbook that shows a poet fast coming to terms with the elements of poetic success.

James Stuart
Marketing and Communication Unit

Clare Cholerton is a UTS honours graduate in creative writing. She is currently a recipient of an ArtStart grant from the Australian Arts Council, which she is using to write and research a poetic novel/ia. Missive is her first book.

U:BOOKWORMS
During October, the Co-op on Broadway is offering Co-op members a 20 per cent discount on Call Me Sasha, reviewed in this issue. Mention U: magazine when you purchase this book instore.
For many of us, our morning takeaway coffee is a ritual we don’t give a lot of thought. But on Wednesday 29 October, your daily coffee run could be an opportunity to significantly impact someone’s future.

UTS’s fifth annual Coffee for a Cause fundraising event is a chance to put your caffeine fix to good use and help transform the lives of students in need. For a donation of just $5 towards the UTS Staff Giving Program, you can join your colleagues for coffee, a cronut and a break from work.

For every coffee purchased from an ActivateUTS outlet on the day, the union will also donate $2 to the kitty.

Last year’s event raised over $3500 for students facing financial hardship – $1797 from student and staff contributions, which was matched dollar-for-dollar by the university.

Bachelor of Midwifery student Vianney Uwamahoro is one of hundreds of students who have received support from the Staff Giving Program over the past 10 years.

Uwamahoro was only eight when she was orphaned by genocide. The lone survivor from her family, she overcame great odds to continue her studies and graduate from medical school, but the continuing political instability in her African homeland made it impossible to work.

Shocked by the state of health care and the resulting poor birth outcomes for women and babies in Africa, Uwamahoro’s passion to make a difference led her to study at UTS.

To begin with, it was tough to make ends meet. “I actually considered stopping because I wasn’t able to cope financially,” she says.

But Uwamahoro contacted UTS’s Financial Assistance service, who helped her access a desktop computer and laptop, as well as a grant to help with her water and electricity bills. This assistance was made possible by the Staff Giving Program.

“All of this is possible because of people’s generosity,” she says. “Words cannot express how thankful I am for their life-changing contributions.”

Staff donor Dana Cordell says, “Education is one of the greatest gifts you can give, and when you see the impact of that contribution on a community scale, I think it’s much more powerful.”

Cordell, a Chancellor’s Post-Doctoral Fellow and Research Principal at the Institute for Sustainable Futures says, “It’s really easy to join online – it takes just a couple of minutes. Then money is automatically deducted from your pre-tax salary each fortnight. You don’t even notice it!”

Last year, UTS staff donated a total of almost $70,000, matched dollar-for-dollar by the university to provide $140,000 in assistance to a broad range of students experiencing financial difficulties.

From book vouchers to equity-based scholarships and smaller grants for living expenses and additional study costs, for many, this money has meant the difference between completing their studies and dropping out.

“If every staff member was contributing to the Staff Giving Program,” says Cordell, “imagine how powerful that would be.”

Coffee for a Cause will be held on Wednesday 29 October at 10am, on level 4 of the Tower building.

To join the Staff Giving Program or learn more, visit: giving.uts.edu.au/staffgiving

Jenifer Waters
Alumni and Development
Photographer: Kevin Cheung
Art & U profiles a piece of work from the UTS Art Collection every issue.

Email your events for November to u@uts.edu.au by 13 October.

**CONFERENCES**

The FASS higher degree research student conference, Making Research Matter, is a great opportunity to showcase your work in progress and gain valuable feedback. We welcome presentations on all topics!

For questions, ideas or to volunteer, email fasspostgradconference@gmail.com

**FESTIVALS**

UTS is a sponsor of the Change Makers Festival, a celebration of great work, ideas, technology and people driving change. Get involved in creating a better future!

Various locations across Australia
For details: changemakersfestival.org

**MARKETS**

Stroll the ActivateUTS Quay Markets and pick up local produce, homemade gifts, candles, books and more!

9am-4pm Quay Street in front of Building 5, Haymarket

**UTS ART**

évasion is a moving and responsive installation exploring contemporary and historical cultures and practices of illusionism. Watch as an escape artist seems to break free from a straightjacket but is ‘trapped’ within the endlessly unfolding channels of the installation.

UTS Gallery, 28 Oct – 28 Nov
Building 6, level 4
email: utsgallery@uts.edu.au

**UTS ART**

**SIDE SHOW**

UTS Art Collection, visit art.uts.edu.au

Janet Ollevou
UTS Art Collection

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Janet Ollevou
UTS Art Collection
I took this photograph on a cliff at La Perouse as the sun rose. I chose this place because I love being near the seaside, as the peaceful sound of the waves crashing onto the rocks and pillars of the bridge brings me a sense of serenity. The orange glow from the sunrise gives everything around you a warm feeling and the smell of the ocean breeze is very refreshing. It helps clear my mind from all the worries and pressure I have in life.

Photographer: Shane Lo
Bachelor of Science in Information Technology