



EQUITY PRACTITIONERS  
IN HIGHER EDUCATION  
AUSTRALASIA  
30 YEARS OF EXCELLENCE IN EQUITY

# Re-imagining Equity: Now and in the Future



*Report on the  
2017 Equity Practitioners in Higher Education (EPHEA) Conference  
hosted by Griffith University in Brisbane*

*20 – 23 November, 2017*

*[www.ephea.org](http://www.ephea.org)*



## Introduction

The 2017 Equity Practitioners in Higher Education (EPHEA) conference was hosted in Queensland by Griffith University at the Queensland University of Technology (QUT) Gardens Point campus.

The conference theme 'Re-imagining Equity: now and in the future' aimed to focus content around reflecting on current practice in order to develop new and creative ways of working in the ever-changing equity space. This is particularly important given the rapid change of higher education institutions (HEIs) in both Australia and New Zealand.

The conference objectives were to:

- challenge practitioners to analyse current challenges and opportunities, identify emerging issues, and develop ways forward
- create a safe space for sharing professional knowledge and discussion of challenges facing equity practitioners in a continually changing and challenging higher education sector
- recognise the significance of First Nations peoples – Aboriginal and Torres Strait Islander peoples in Australia, as well as Maori and Pasifika peoples in New Zealand and the Pacific. Their perspectives and experiences are important in shaping future developments in the higher education sector
- contribute to the evidence base and practice of equity and equal opportunity in higher education
- develop links with organisations that have similar professional aims or recent experiences relevant to equity practitioners (including the corporate sector).

Program and abstracts, keynote speaker transcripts, and photos from the Conference as well as the final report are available here <https://www.ephea.org/conference2017>

## Contact

For information on the Conference please contact

Gabrielle O'Brien  
President, EPHEA  
[info@ephea.org](mailto:info@ephea.org)



## Conference Committee

The conference was collaboratively organised by a committee of equity practitioners made up of representatives from all of Queensland's public universities.

Traditionally, the host university gathers input from fellow state institutions to put our best foot forward. In doing this the Conference Organising Committee brought together a wealth of knowledge and experience to the conference's content development. The EPHEA Conference Organising Committee for 2017 was:

| Name                      | Position                                 | Institution                         |
|---------------------------|--|-------------------------------------|
| Gabrielle O'Brien (Chair) | Manager, Student Diversity and Inclusion | Griffith University (host uni)      |
| Larissa Siliezar          | Manager, Student Equity and Wellbeing    | James Cook University               |
| Marjorie Blowers          | Access and Diversity Officer             | Sunshine Coast University           |
| Melanie Seal Moradi       | Equity Pathways Officer                  | Australian Catholic University      |
| Cate Rooney               | Coordinator, Inclusion and Accessibility | Central Queensland University       |
| Cathie Walsh              | Staff Equity Manager                     | The University of Auckland          |
| Marnie King               | Senior Manager (Equity and Diversity)    | The University of Queensland        |
| Shane Barnes              | Director, GUMurrii Student Support Uni   | Griffith University                 |
| Kate Flynn                | Senior Project Officer, Equity Services  | Queensland University of Technology |
| Shaunaugh Brady           | Manager, Student Equity & Disability     | University of Southern Queensland   |

## EPHEA Executive

The Conference Organising Committee works closely with the EPHEA Executive to ensure the Conference aligns with EPHEA's strategic objectives and support members. Your 2017 Executive Committee was:

| Name              | Position                   | Institution                         |
|-------------------|----------------------------|-------------------------------------|
| Gabrielle O'Brien | President                  | Griffith University                 |
| Dee Gibbon        | Vice-President             | The University of Queensland        |
| Lara Rafferty     | Secretary                  | RMIT                                |
| Ruth Tregale      | Treasurer / Public Officer | Macquarie University                |
| Joanna Leonard    | Memberships Officer        | University of Technology Sydney     |
| Keane Wheeler     | Indigenous Rep             | University of the Sunshine Coast    |
| Cathie Walsh      | NZ representative          | University of Auckland              |
| Juliet Nanai      | Ordinary member            | AUT University                      |
| Louise Pollard    | Ordinary member            | UWA Western Australia               |
| Kate Flynn        | Ordinary member            | Queensland University of Technology |



## Attendance

A total of 208 delegates registered the conference, representing 41 universities in Australia and New Zealand/Aotearoa and more than 6 organisations, including the National Centre for Student Equity in Higher Education and the Department of Education and Training. A full list of attendees is listed in [Appendix 1](#).

| Registration type                  | Numbers    |
|------------------------------------|------------|
| Committee Registration             | 13         |
| Keynote Speaker Registration       | 6          |
| Early Bird Member Registration     | 81         |
| Standard Member Registration       | 21         |
| Early Bird Non-member Registration | 5          |
| Standard Non-Member Registration   | 7          |
| Student Registration               | 10         |
| One-day Registration               | 45         |
| Two-day Registration               | 20         |
| <b>Grand Total</b>                 | <b>208</b> |

## Budget

Key line items for the Conference are listed below. EPHEA Conferences are provided with \$20,000 in seed funding to assist in putting the conference together. This money and any profits are returned to EPHEA to invest in member activities.

The aim of the Conference is provide a reasonably priced conference for members as such registration is set to cover costs appropriately. The conference management team were also able to secure reduced corporate rates on local accommodation even at a time when there were major city events coinciding with the Conference.

The 2017 Conference made a healthy profit to invest in future member activities which will be embedded in the strategic planning for 2018.

Future conference organisers should consider the following key expenditure in putting the conference together.

| Key costs  |
|--|
| Delegate Packs   |
| Keynotes travel and accommodation costs and speaker gifts                    |
| Live captioning and other accessibility features                             |
| Photography  |
| Catering costs including for the welcome reception and conference dinner     |
| Room hire including technical support  |
| Marketing and Printing including website design, conference APP, advertising |
| On Site Costs  |
| Event Management   |



## ***Sponsorships***

The opportunity to reduce costs through sponsorships is something for future conference organisers to consider. The sponsors for the 2017 Conference included:

|                              |                           |
|------------------------------|---------------------------|
| Griffith University          | Conference Dinner         |
| The University of Queensland | Welcome Reception         |
| NCSEHE                       | Fellows Forum             |
| Unisuper                     | Satchels                  |
| Monash                       | Morning and Afternoon Tea |
| RMIT                         | Lanyards                  |
| University of Sunshine Coast | Afternoon Tea             |

## **Program**

### ***Themes***

The program was structured around six conference themes supporting content in both staff and student equity: access/widening participation; student retention and success; human rights, equity and social justice; First Peoples; workplace equity, diversity and inclusion; and disability, ability and accessibility. Keynote speakers, abstracts and special interest groups were organized around these themes.

### ***Welcome reception***

The Welcome Reception was held at the end of the first day. This allowed for people travelling on the Monday to start the Conference informally and was inclusive for those attending the Fellows Forum. 113 participants had the Welcome Reception included in their registration and 21 people purchased additional tickets for the event.

The aim of the Welcome Reception was to provide a relaxed start to the Conference. Speeches were kept to a minimum and the only formal element was the handing over of the Carved Maori Waka Hoe Paddle gifted from the Conference Committee from EPHEA's Auckland conference to subsequent host universities UWA (2013), Deakin (2015) and Griffith (2017). This taonga (an object, treasure or natural resource which is highly prized) is a symbolising the collaboration between Australia and New Zealand.

A number of participants commented on why there wasn't a Welcome to Country for the Conference. QUT is located on disputed territory with no Traditional Owners recognised through Native Title. As such QUT's policy is to make an Acknowledgement rather than Welcome and to refer to 'the Traditional Owners' rather than particular clan groups. The Committee gathered the appropriate advice of Elders and current policy to ensure protocols but this could have been made clearer to participants who perhaps were expecting something more substantial.

### ***Keynote speakers***

The program was devised with six keynote speakers reflecting the six themes of the conference. Based on committee members' recommendations, the keynote speakers were chosen because of their expertise in areas related to the conference themes and their ability to engage and inspire a diverse audience. There were some last minute changes to the keynote line-up due to three of the six keynotes being suddenly unavailable due to unforeseen circumstances.



Professor Peter Buckskin was replaced by Professor Steve Larkin under the First Peoples theme; Ingrid Ozols was replaced by Kylie Symonds under the workplace equity, diversity and inclusion; and Trudie McNaughton was replaced by Liam Downing talking about equity evaluation. The Committee was unable to replace Ms McNaughton with another speaker on gender. Liam Downing's topic around equity evaluation was chosen because of its universal appeal to delegates.

The success of the keynote speeches underscored the effectiveness of the criteria for speaker selection. The committee approached speakers who were known to be engaging rather than simply going for 'names'. Having the whole committee's input was very helpful, enabling a good range of speakers across the conference themes. Keynote speakers (in program order) were as follows:

| Theme                                     | Name                       | Position   |
|---|----------------------------|--|
| Access/Widening participation             | Professor Penny-Jane Burke | Co-Director for the Centre of Excellence for Equity in Higher Education (CEEHE), University of Newcastle |
| Equity Evaluation                         | Liam Downing               | Equity Programs Evaluation Coordinator, Charles Sturt University   |
| First peoples                             | Professor Steve Larkin     | Pro Vice-Chancellor Indigenous Education and Research, University of Newcastle                           |
| Workplace equity, diversity and inclusion | Kylie Symonds              | Corporate Account Manager, EPIC Assist   |
| Human rights, equity and social justice   | Jax Jacki Brown            | Disability and Queer Rights activist   |
| Disability, ability, accessibility        | Dr Paul Harpur             | Disability UQ  |

Transcripts and slides from keynotes can be accessed at <https://www.ephea.org/conference2017>

### *Fellow's Forum*

A key feature of the conference was the collaboration with the National Centre for Student Equity in Higher Education (NCSEHE) showcasing the outcomes of the 2017 Equity Fellows at the Fellows Forum. Over 60 attendees attend to the forum to hear presentations from the three 2017 Equity Fellows:

- **Associate Professor James Smith** from Charles Darwin University discussing Indigenous access and participation
- **Ms Louise Pollard** from The University of Western Australia discussing the challenges for people from regional and remote areas in accessing higher education
- **Mr Matt Brett** from La Trobe University discussing the Equity Performance and Accountability Framework he has developed to inform and enable policy makers and higher education leaders to better integrate equity within higher education performance and accountability systems.

The 2017 Fellows have spent time working in Canberra within the Australian Government Department of Education and Training as part of their Fellowship, as well as collaborating both nationally and internationally to further explore their particular areas. The Fellows have identified equity issues that affect the Australian higher education system and provided insight into their research topics showcasing how equity practitioners can develop good practice in light of the preliminary findings.

This session also included an overview from Dr Sue Trinidad, Director of NCSEHE and a Q and A panel facilitated by Robert Latta, Branch Manager, Governance, Quality and Access Branch Higher



Education Group, Australian Government Department of Education and Training.

A wrap up of the forum, including the three fellowship projects is available at <https://www.ncsehe.edu.au/ncsehe-national-equity-fellows-forum-2017-wrap-up/>

## Workshops

To support the professional development of members and focus on current topics a range of workshops were provided to delegates. Workshops were chosen by the Committee to reflect current issues of interest to members that required particular focus. Gender equity, LGBTIQ and the *Respect. Now. Always* strategy being considered of particular importance.

| Facilitator/Organisation  | Topic  |
|---|--|
| <b>Dr Saraïd Billiards, Head, Strategy and Engagement</b><br><br><b>Science in Australia Gender Equity (SAGE)</b> | This workshop aims to provide an overview of the SAGE pilot and discussion progress to date. This session will allow participants to discuss current challenges and to share lessons and outcomes to date. The opportunity to apply SAGE initiatives to the broader issue of gender equity in higher education will also be discussed.   |
| <b>Lorraine Denny</b><br><br><b>The University of Wollongong</b>  | EO Online is a self-paced online equal opportunity training program for higher education employees. The aim of the session is to allow EO Online Users the opportunity to learn about new developments and raise any issues or recommendations. Practitioners who are interested in adopting EO Online into their institution are also welcome.  |
| <b>Dr Nadine Zacharias</b><br><br><b>National Centre for Student Equity in Higher Education</b>                   | This workshop will provide a forum to discuss key higher education policy changes and how they might impact institutional student equity strategy and practice. Participants will explore the strengths and limitations of the emerging policy framework and its reliance on evaluation to ensure the effectiveness and integrity of the Higher Education Participation and Partnership Program (HEPPP). The SIG will aim to identify potential gaps in current practice and capacity of institutions to successfully implement the new policy approach and propose solutions for addressing these gaps. |
| <b>Universities Australia</b>   | Universities Australia's SIG aimed to provide a forum for equity practitioners to discuss the next steps in supporting the <i>Respect. Now. Always.</i> Campaign. Universities Australia provided an update of the initiative after the release of the survey and facilitate a discussion with equity practitioners about the next phase of the strategy.  |
| <b>Rob Cumings and Katrina Alexander</b><br><br><b>Equity &amp; Diversity Office, Southern Cross University</b>   | This workshop will explore how can equity practitioners best support the access, inclusion and success of LGBTIQ students in the higher education sector and will that improve the experience of working in the sector for LGBTIQ staff?   |

## Special interest groups (SIGs)

Special interest groups (SIGs) provide the opportunity to explore current topics of concern to equity practitioners more deeply. In 2017 eight SIGs were offered after opening up an EOI process to equity practitioners. Based on EOI applications and through discussion with the Organising Committee the following SIGs were offered on two separate days before the beginning of the conference and at the end of the conference.



**Monday 20 November 2.00 pm to 4.00 pm**

| Topic  | Facilitators  |
|--|---|
| Domestic and Family Violence in the workplace  | Renee Stafleu, Caitlin Gurney, Susan Camfferman from The University of Southern Queensland  |
| Practical and effective support for students from refugee backgrounds in Australian and New Zealand Higher Education | Dr. Mary Taiwo and Fredrick Gombe, Macquarie University; Dona Cayetana, Monash University; Martina Donaghy and Sanesie Dukuly, Griffith University; Siobhan Lappin, La Trobe University; Oliver Maboreke, Western Sydney University; Lara Rafferty, RMIT; Terry O'Neill, University of Auckland |
| Equity Evaluation in Higher Education  | Liam Downing and Sue Rogan, Charles Sturt University<br>Mary Teague, Katy Head, Victoria Loy, Abigail Powell and Rose Butler, The University of Sydney  |
| Out of Home Care and Higher Education  | Belinda Munn and Emily Fuller, The University of Newcastle<br>Dr Andrew Harvey, La Trobe University   |

**Thursday 23 November 3.30 pm to 5.30 pm**

| Topic  | Facilitators   |
|--|--|
| Anchoring Accessibility for the Long Term                                  | Sarah Houbolt, University of Technology Sydney   |
| Mentoring programs for equity groups - across the student cycle and beyond | Dona Cayetana and Kate Duyvestyn - Monash University   |
| Gender Equity Strategy Group   | Dee Gibbon, EPHEA Executive and University of Queensland   |
| UoN Writing Program for Equity Practitioners                               | Professor Penny-Jane Burke, Dr Anna Bennett and Belinda Munn, The Centre of Excellence for Equity in Higher Education, The University of Newcastle |

SIGs attracted an additional fee to cover additional management costs and to focus on key issues to be explored in more detail. 148 people attended (128 members and 20 non-members) and overall the feedback on topics, presentation and outcomes was positive.

Some areas for improvement from the feedback would include:

- Consideration to additional costs of SIGs for participants
- Better guidelines to presenters to ensure that the SIG is not an exposition of current activities
- Recommend facilitators gauge the knowledge levels of participants to ensure content is pitched correctly and utilise the expertise in the room
- For those facilitating conversations from previous conferences re-capping on progress to date was recommended.

***Parallel sessions***

A program of themed parallel sessions comprised 68 presentations. Presentations were called for through an EOI presentation. Presentations were selected after blind peer review of abstracts by at least two - three members of the Organising Committee who were assigned abstracts in line with their own areas of specialty. There were 75 submissions and after some amendments all were accepted. A small number of those who submitted abstracts subsequently withdrew.





There was a larger number of sessions focused on access and widening participation than other themes which presented two key issues: a) limited options for those not in student equity space and b) difficulty in programming to balance student and staff equity for delegates.

## **Highlights**

Based on feedback on the conference experience provided by delegates, the conference committee was pleased with the success of the conference overall.

Highlights included:

- a relaxed conference experience with plenty of time to network with colleagues
- energising and interesting program content
- quality of the keynote speakers
- workshop topics with special interest group options covering a range of interests
- the excellent location of the Conference in terms of both the campus and the venue
- excellent catering options
- the relaxed and fun social program
- the conference APP
- the helpful conference management team
- location and ease of travelling and attending the conference
- inclusion of NCSEHE event as part of the program
- awarding our inaugural lifetime members.

## **Evaluation**

72 delegates completed an online conference evaluation survey (SurveyMonkey) which was distributed by Conference Organisers. This confirmed the committee's perception that overall the conference had been a success from feedback by participants over the course of the conference and in the survey responses.

Participants commented on the networking with fellow practitioners as the key benefit of attending feeling that there was sufficient time to network with colleagues between sessions and during social program. Participant rated the logistical elements such as pre-conference communication (including registration and website information) and interactions with the Committee and the Conference organisers favourably. Participants also commended the venue, location, catering and value for money highly.

Participants rated the conference program format and quality of the sessions highly although there were mixed results regarding some keynotes and the special interest groups. Particular feedback on content, SIGs and communication is outlined below.

## **Range of content**

A bias in the program towards student equity content was noted. While this reflected the nature of submissions received and the focus of much contemporary equity practice, feedback from delegates about the need for more Indigenous content and keynotes from New Zealand/Aotearoa, as well as content related to gender, is noted for future reference and action. Some survey respondents requested a reduction in the number of plenary sessions in favour of workshop opportunities, reflecting the previously mentioned value placed by delegates on practice sharing and networking. As noted earlier, guidelines and format for lightning



sessions warrant reconsideration in a future conference, as a number of these went over time without opportunities for discussion or engagement by the audience.

### ***Speakers and SIG presenters***

Even though the keynote speakers were seen as a highlight of the conference overall, some participant feedback suggested that some speeches were not as targeted as they could have been, had the speaker been better briefed about the nature and expertise of the audience. Some delegates also felt that some of the SIG presenters also needed a clearer briefing to ensure the time was simply an exposition but a chance to explore topics in detail.

### ***Conference communication***

Overall delegates felt they had suitable information about logistics, program content and registration prior to the conference. There was a delay in the details regarding SIG topics which meant delays in people being able to commit to these and finalise travel arrangements. Some of this delay was due to finalizing presenters and consideration needs to be given to this in future programming. During the conference delegates felt they had all the information they needed and used a combination of printed program, web-based program and the conference APP. The conference APP has some issues for some users but overall people found it useful.

## **Recommendations**

- Select keynote speakers who are known to be engaging as well as expert. Draw on committee experience to get the best possible range of speakers.
- Ensure speakers are fully briefed on their audience, noting the diversity of equity practitioners, which may mean acknowledging audience expertise while providing background for newer practitioners.
- Release the conference program as early as practicable and maintain consistent pre-conference communication with speakers, presenters and delegates.
- Look for opportunities to engage academics in the conference, including the possibility of a research stream.
- Balance plenary sessions with networking and workshopping opportunities.
- Consider timing of special interest groups (including scheduling on the first day of the conference), ensure they are well promoted and that facilitator contact details are provided.
- Consider including an induction for new practitioners and mentoring in the conference program.

## Appendix 1: List of delegates

| Name                   | Organization                     |
|------------------------|----------------------------------|
| Albert, Roman          | Griffith University              |
| Alexander, Katrina     | Southern Cross University        |
| Anderson, Deryck       | Griffith University              |
| Apps, Kristy           | Griffith University              |
| Archer, Shannon        | University Of Wollongong         |
| Ardern, Sara           | QTAC                             |
| Asanalishoeva, Ramziya | QUT                              |
| Austin, Kylie          | University Of Wollongong         |
| Bannerman, Louise      | University of Sydney             |
| Barrett, Maria         | QUT                              |
| Barton, Nicole         | University Of Queensland         |
| Bettles, Alicia        | QUT                              |
| Blowers, Marjorie      | University of Sunshine Coast     |
| Boon-Nanai, Dr Juliet  | Auckland Uni Of Technology       |
| Borden, Kwan           | Griffith University              |
| Brady, Shaunaugh       | Uni Of Southern Queensland       |
| Brett, Matthew         | La Trobe University              |
| Bridgland , Sandra     | QUT                              |
| Bristowe, Zoe          | University Of Otago              |
| Brown, Jax             | Disability/Queer Rights Activist |
| Brunetto, Liz          | UniSuper                         |
| Burke, Prof Penny Jane | University of Newcastle          |
| Burley, Pamela         | La Trobe University              |
| Byrt, Damian           | CQ University                    |
| Callahan, Rachel       | Southern Cross University        |
| Carrillo, Dr Franz     | UNSW                             |
| Cavell, Donna          | Unitec Institute of Tech         |
| Cayetana, Dona         | Monash Univesity                 |
| Chapman,s Belinda      | University of Sunshine Coast     |
| Chivers, Jo            | Dept Of Education & Training     |
| Clark, Nicole          | QUT                              |
| Clutterham, Gordon     | UAC                              |
| Conroy, Tracie         | UTS                              |
| Cook, Robyn            | QUT                              |
| Crawford, Dr Nicole    | University Of Tasmania           |
| Creagh, Tracy          | QUT                              |
| Creese, Chantal        | University Of Auckland           |
| Cull, Nicola           | Australian Catholic University   |
| Cumings, Rob           | Southern Cross University        |
| Cunninghame, Ian       | NCSEHE                           |
| Donaghy, Martina       | Griffith University              |
| Downing, Liam          | Charles Sturt University         |
| Dracup, Dr Mary        | Deakin University                |
| Drury, Victoria        | Southern Cross University        |
| Dukuly, Sanesie        | Griffith University              |
| Duyvestyn, Kate        | Monash Univesity                 |
| Ellis, Clare           | UNSW                             |
| Evangelista, Gina      | Uni of Western Australia         |
| Fa'avale, Andrew       | QUT                              |
| Felton, Dr Emma        | QUT                              |
| Firth, The Hon. Verity | UTS                              |
| Firth, Wendy           | University Of Wollongong         |
| Flynn, Kate            | QUT                              |

|                        |                                 |
|------------------------|---------------------------------|
| Fraser, Clare          | University Of Wollongong        |
| Fray, Doctor Leanne    | University of Newcastle         |
| Fuller, Emily          | University of Newcastle         |
| Gafoor, Syed           | QUT                             |
| Gartner, Anthony       | Swinburne                       |
| Gibbon, Dr Dee         | University of Queensland        |
| Glencross, Sarah       | University of Sunshine Coast    |
| Godwell, Cheryl        | Charles Darwin University       |
| Gombe, Fredrick        | Macquarie University            |
| Gorman, Dr Bree        | Deakin University               |
| Green, Dr Alison       | QUT                             |
| Gurney, Caitlin        | Uni Of Southern Queensland      |
| Gusheh, Mitra          | UTS                             |
| Hamilton, Elizabeth    | CQ University                   |
| Harpur, Dr Paul        | University of Queensland        |
| Harvey, Dr Andrew      | La Trobe University             |
| Hawkeswood, Jane       | ADCET                           |
| Hayes, Katie           | Western Sydney University       |
| Hayward,. Shaarn       | Charles Sturt University        |
| Head, Katy             | University Of Sydney            |
| Henry, Mel             | Curtin University               |
| Hill-jarro, Bianca     | QUT                             |
| Hinley, Craig          | Charles Sturt University        |
| Horton,s Gina          | CQ University                   |
| Houbolt, Sarah         | UTS                             |
| Hunt, Karen            | University Of South Australia   |
| Ibarra, Ashley         | University Of Queensland        |
| Imtiaz, Sarah          | University Of Western Australia |
| Jenkin, Dr Chris       | Auckland Uni Of Technology      |
| Kelly, Brenda          | QUT                             |
| Kelly, Mary            | QUT                             |
| Khan, Dr Umneea        | Univ Of Western Australia       |
| King, Marnie           | Griffith University             |
| Kminiak, Dagmar        | University Of Sydney            |
| Kriletich, Edward      | Griffith University             |
| Lamb,s Rachel          | CQ University                   |
| Lambert, Sarah         | Deakin University               |
| Larkin, Prof Steve     | University of Newcastle         |
| Le Cerf, Jimzeena      | Southern Cross University       |
| Leonard, Joanna        | UTS                             |
| Lewin, Dr Erica        | Murdoch University              |
| Lindsay, Denise        | University Of Otago             |
| Lloyd, Doctor Adam     | University of Newcastle         |
| Lopez, Dr. Ann         | University of Toronto           |
| Loy, Victoria          | University Of Sydney            |
| Lui, Jessie            | UNSW                            |
| Lumb, Matt             | University of Newcastle         |
| Mahoney, Di            | Griffith University             |
| Mandre-Jackson, Smitha | QUT                             |
| Manley, Susan          | Deakin University               |
| Mann, Melinda          | CQ University                   |
| Marshall, Fiona        | Monash University               |
| Matthews, Annalise     | RMIT University                 |
| Mcauliffe, Darren      | QUT                             |



|                      |                                |
|----------------------|--------------------------------|
| McCormack, Keirin    | University Of Wollongong       |
| McDonald, John       | La Trobe University            |
| McGowan, Elisa       | Uni Of Western Australia       |
| McGregor, Caroline   | Australian National University |
| McNaughton, Trudie   | University of Auckland         |
| McNiven, Adam        | QUT                            |
| Merley, Jo           | Griffith University            |
| Micale, Helene       | QUT                            |
| Mitchell, Geoffrey   | Dept Of Education & Training   |
| Moors-mailei, Amanda | UTS                            |
| Munn, Belinda        | University of Newcastle        |
| O'Brien, Gabrielle   | Griffith University            |
| Robertson, Julie     | Griffith University            |
| Taukolo, Elenoa      | Griffith University            |
| O'Connor, Fiona      | CQ University                  |
| Odewahn, Shelley     | Southern Cross University      |
| O'Neill, Dr Terry    | University Of Auckland         |
| Oshan, Michele       | University Of Newcastle        |
| Pagett, Vanessa      | University Of Wollongong       |
| Palermo, Stephanie   | University Of Sydney           |
| Patfield, Sally      | University of Newcastle        |
| Paulusz, Wendy       | La Trobe University            |
| Peckham, Nathan      | Charles Sturt University       |
| Peters, Dr Joanna    | Griffith University            |
| Pirie, Felix         | Group Of Eight                 |
| Pitcairn, Penelope   | University Of Sydney           |
| Pollard, Louise      | NCSEHE                         |
| Ponton, Dr Vaoiva    | Auckland Uni Of Technology     |
| Poretti, Laurie      | University Of Canberra         |
| Priest, Suellen      | Charles Sturt University       |
| Pulefolau, Betty     | Auckland Uni Of Technology     |
| Purchase, Gayl       | Western Sydney University      |
| Quinn, Carole        | QUT                            |
| Rafferty, Lara       | RMIT University                |
| Relf, Bronwyn        | University of Newcastle        |
| Richards, Tamsyn     | UNSW                           |
| Ridley, Margaret     | QUT                            |
| Roberts, Anja        | Griffith University            |
| Robertson, Julia     | Griffith University            |
| Robinson,s Pia       | QUT                            |
| Robles, Dr Walter    | Swinburne                      |
| Rogan,s Sue          | Charles Sturt University       |
| Rooney, Cate         | CQ University                  |
| Rowley,s Laura       | CQ University                  |

|                         |                                |
|-------------------------|--------------------------------|
| Rudd, Jackie            | Monash Univesity               |
| Samuelu, Matalena       | Auckland Uni Of Technology     |
| Sanmarco,s Veronica     | University of Sunshine Coast   |
| Seal Moradi, Melanie    | Australian Catholic University |
| Sheather, Sara          | QUT                            |
| Sheppard, Kate          | James Cook University          |
| Shirley, Cindy          | University Of Sydney           |
| Singh,s Sonal           | Macquarie University           |
| Skene, Dr Judy          | Independent Consultant         |
| Skinner, Samantha       | UNSW                           |
| Smiljanic, Vera         | Swinburne                      |
| Smith, Lindy            | CQ University                  |
| Smith, Victoria         | RMIT University                |
| Spark, Elizabeth        | Federation University          |
| Spelman, Emma           | QUT                            |
| Sprialis, Jim           | Sonocent                       |
| Stafleu, Renee          | Uni Of Southern Queensland     |
| Stone, Dr Cathy         | University Of Newcastle        |
| Straughan, Tracy        | QUT                            |
| Stuckings, Catherine    | RMIT University                |
| Symonds, Kylie          | EPIC Assist                    |
| Syron, Melanie          | QUT                            |
| Taiwo, Dr. Mary         | Macquarie University           |
| Tanuvasa,s Emma         | Griffith University            |
| Taukolo, Elenoa         | Griffith University            |
| Teague, Mary            | University Of Sydney           |
| Tilly, Jo               | UTS                            |
| Toft, Prue              | University Of Auckland         |
| Tredinnick, Jordan      | University Of Queensland       |
| Trinidad, Professor Sue | NCSEHE                         |
| Turnbow, Rebecca        | Macquarie University           |
| Veale, Bron             | Uni Of Western Australia       |
| Vernon, Lynette         | NCSEHE                         |
| Waller, Tara            | Swinburne                      |
| Walsh, Cathie           | University Of Auckland         |
| Walton, Dr Todd         | UNSW                           |
| Webb, Professor Sue     | Monash University              |
| Weir, Dr Natasha        | La Trobe University            |
| Wilson, Kate            | Kate Wilson Consulting         |
| Wood, Prof Denise       | CQ University                  |
| Yeung, Ada              | UNSW                           |
| Zacharias, Dr Nadine    | Curtin University              |