

Federation University Australia

TRANSFORMING LIVES, ENHANCING COMMUNITIES

WINTER/SPRING 2023





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Our rankings

WORLDWIDE RANKINGS FOR UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

RANKED IN THE TOP 200 INSTITUTIONS WORLDWIDE FOR

- SUSTAINABLE CITIES & COMMUNITIES
- GENDER EQUALITY
- REDUCED INEQUALITIES

RANKED IN THE TOP 300 INSTITUTIONS WORLDWIDE FOR

- QUALITY EDUCATION
- PARTNERSHIP FOR THE GOALS

2023 Times Higher Education World University Impact Rankings (based on 1,625 universities ranked by THE out of 26,000 worldwide).

THE YOUNG UNIVERSITIES 2023 RANKED 151–200 GLOBALLY¹

TOP 100 WORLDWIDE FOR²

- SPORTS SCIENCE SCHOOLS AND DEPARTMENTS

TOP 150 WORLDWIDE FOR³

- NURSING

TOP 400 WORLDWIDE FOR⁴

- CLINICAL AND HEALTH
- ENGINEERING

TOP 500 WORLDWIDE FOR⁴

- COMPUTER SCIENCE
- PSYCHOLOGY

1. THE Young University Rankings 2022
2. 2021 Global Ranking of Sport Science Schools and Departments (Academic Ranking of World Universities, Shanghai Rankings)
3. 2022 Global Ranking of Academic Subjects (AWRU, Shanghai Rankings)
4. 2023 Times Higher Education (THE) World University Subject Rankings
5. QILT Graduate Outcomes Survey 2022
6. Calculations based on 2021 DOE data for HDR industry engagements (end-user engagement)
7. 2023 Good Universities Guide

#1 IN VICTORIA FOR POSTGRADUATE OVERALL EMPLOYMENT AND POSTGRADUATE FULL-TIME EMPLOYMENT⁵

#1 IN VICTORIA, #4 IN AUSTRALIA FOR HDR ENGAGEMENT WITH INDUSTRY⁶

20.5% of all HDR students at Federation University are engaged with industry via internships, co-supervision or co-funding, compared to a national average of 6.8%.

WE ARE #1 IN AUSTRALIA FOR FIRST GENERATION STUDENT ENROLMENTS⁷

WE ARE #1 IN VICTORIA FOR SOCIAL EQUITY⁷

UNDERGRADUATE STARTING SALARY⁷

POSTGRADUATE LEARNER ENGAGEMENT⁵

Living our values

Federation University's shared values help us to build our culture as a strong and sustainable university, which serves as an exemplar to the communities we serve.

 <p>Inclusion</p> <p>We champion access and inclusion for all</p>	 <p>Innovation</p> <p>We innovate to transform</p>	 <p>Excellence</p> <p>We excel in all that we do</p>	 <p>Empowerment</p> <p>We respect and trust our people</p>	 <p>Collaboration</p> <p>We are stronger together</p>
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CO-OPERATIVE EDUCATION AT FEDERATION

The Federation University Australia **Co-operative Model** puts students at the heart of education and industry.

Federation Co-op gets students work and world ready, through direct connection to employers, paid placements, career preparation and workplace skill development, supported by a leader in student support, skills development and social equity.

Our industry stakeholders are excited about Federation Co-op as it addresses skill shortages by inviting them to collaborate on our courses, to identify the real skills that our students need to succeed in their chosen industry.

For our communities, Federation Co-op will drive the growth of our regional economies by developing talented local graduates who understand exactly what our regional businesses need.

Co-op means you can succeed wherever you start on your study journey.

Federation has the know-how to deliver Co-op through our award-winning relationships with industry, including our 25+ year partnership with IBM, and our extensive research into the co-op model's success in the USA, Canada and Europe for generations of students.



Federation Co-op is different to your usual university degree.

- **Work and world-ready TAFE and University graduates.** We prepare our students through mandatory career development units, so they are ready to enter the workforce during their co-operative placements, and transferable World Ready Skills, so they are workforce ready when they graduate, regardless of their background before joining Federation University or TAFE.
- **Real experience in your chosen profession.** Co-op students complete a minimum of 60 days' paid placement relevant to their course – contributing directly to course credits – either full-time over one semester, part-time over an extended period or in blocks embedded into their subjects. Co-op offers flexibility to suit students' commitments and course.
- **Co-design, co-develop and co-delivered with industry.** We work with employers, industry, students and alumni to co-design and co-deliver a comprehensive set of structured, assessed Co-operative Experiential Learning activities. In our Masters by Research and PhD programs we engage students with real-world research projects which are co-designed, co-supervised and in some cases co-funded by industry.
- **Connecting via Co-op.** We're exploring technology options to connect Co-op students, employers, industry partners and Federation staff to support their communication and engagement.

Federation is offering Co-op degrees in 2024 across Science, Engineering, Engineering Technology, Business, IT and IT Professional Practice.

Between now and the end of 2025 we will embed Co-op across our suite of Federation University and TAFE courses, with delivery commencing in 2026.

In Nursing, Education, Sports Science and Allied Health, there are extensive workplace placements and experiential learning, and we will work with accrediting bodies to see how we can integrate Co-op paid placements into these courses over time.

Connecting Co-op Excellence in Industry Collaboration

Federation is ready to work with existing and new industry partners and employers to develop flexible co-operative learning opportunities to meet the varied needs of different sectors, businesses and students at every stage in their careers.

Industry and employers have shown support for Federation Co-op as a unique model providing paid and meaningful experiences to students on work placement.

We know there is a strong appetite to be involved with course design, delivery and skill identification to ensure our courses meet real-world needs.

We aim to make it easy to welcome industry and employer partners who wish to get involved in course co-design.

Extensive consultation with industry and employers in Western Victoria and South-East Victoria is continuing, with dedicated engagement leaders ready to work with our partners. Reach out to them via co-op@federation.edu.au

Learn more about Federation Co-op at federation.edu.au/co-op

Co-op at Federation TAFE

Federation TAFE is home to vocational education and training delivered by Federation University Australia, and has the know-how to deliver Co-op through its strong and positive connections with local industries and employers, and courses designed to align with the Victorian Skills Plan.

Federation TAFE Co-op will start delivery in 2025 across all TAFE courses, with co-operative experiential learning increasing over a three-year period. Building the foundation and connections for establishing Co-op at TAFE will start from 2024.

Co-op at Federation's Graduate Research School

In higher degrees by research (Masters by Research and PhD programs) we engage students with real-world research projects which are co-designed, co-supervised and in some cases co-funded by industry – students are supported with a living allowance scholarship.

We also provide opportunities for HDR students to undertake internships during their PhD program so that they can apply their developing research skills in the workplace.

About Federation

As Australia's leading regional university, the desire to transform lives, enhance communities and build a strong and sustainable university informs everything we do.

We became Federation University Australia in 2014 – a new entity bringing together almost 150 years of history from our predecessor institutions. We have the energy and optimism of youth combined with the knowledge and experience that comes from our history as one of the oldest universities in Australia.

We have campuses in Victoria across Ballarat, Berwick, Gippsland and the Wimmera, as well as vocational and trade education at our Victorian TAFE campuses.

Our network of partner providers extends to Melbourne, Sydney and Adelaide, as well as offshore partners in Hong Kong, China, India and Sri Lanka.

We are a diverse community with over 18,500 domestic and international students, 1,650 staff and 118,000 alumni across Australia and the world.

OUR REACH



Our Campus Vision

Informed by our *Strategic Plan 2021–2025*, our Campus Vision aims to align our campuses with the future vision of our university.

Our Campus Vision outlines a series of changes we are planning across our campus locations. These changes aim to ensure our campuses are designed to meet the current and future needs of students, staff, industry, partners and the communities we serve.

Find out more about our campus vision at: [federation.edu.au/campus-vision](https://www.federation.edu.au/campus-vision)

Federation Online

Federation University Online enables us to expand our reach into regional communities across Victoria and around Australia. This supports our vision of being the country's leading regional university.

Federation Online provides unparalleled flexibility and personalised support. We offer programs in early childhood education, food and nutrition, nursing and psychology.

online.federation.edu.au

Our international reach

Federation programs are available internationally via our network of partner providers in Hong Kong, China and Sri Lanka.

Our Global Professional School (GPS) ensures consistency and quality across our international partnerships and teaching. It opens Federation to students from a broader range of nationalities and cultures, reflective of our long-held reputation of equitable access to education.

GPS offers executive and professional courses for individuals and workplaces to upskill in innovative and industry-relevant programs that meet the demands of a changing workforce.

[federation.edu.au/gps](https://www.federation.edu.au/gps)

OUR CAMPUSES

Ballarat Campus (Mt Helen)

Our flagship Ballarat campus is home to both Federation TAFE and higher education courses. Set on 110 hectares of natural bushland, Mt Helen combines a beautiful location with cutting-edge teaching and research facilities – and is just minutes from the centre of Ballarat.

We have one of the largest technology parks of any Australian university. The Ballarat Technology Park hosts five per cent of total jobs in the Ballarat economy, with our partner businesses generating in excess of \$700 million of annual economic activity across the Australian economy.

Ballarat Campus (SMB)

In the heart of Ballarat, our SMB Campus is recognised for its historic 19th century buildings. It's home to the SMB Co-operative Centre of Excellence, the IBM Emerging Technologies Hub, Ballarat CBD Technology Park and Federation TAFE including our Building and Construction Training Centre, Manufacturing Engineering Skills Centre, Federation College, Prospects Training Restaurant, Bakery Centre and Unistyle Hair and Beauty Salon. We also have additional TAFE training facilities for horticulture and agriculture at Gillies Street, and we make use of the wetlands and gardens of Ballarat's Lake Wendouree and Botanical Gardens precinct.



Ballarat Campus (Camp Street)

Located right in the centre of Ballarat, Camp Street is known for its highly regarded Arts Academy – running visual and performing arts courses. With a mix of specialised theatres and galleries, the campus provides the kind of environment students need to hone their creativity, experiment and showcase their work.

Berwick Campus

Our Berwick Campus is located around 40km south-east of the Melbourne CBD, easily accessible by train and just off the Princes Freeway. Equipped with a newly developed science lab, nursing labs, library and on-campus accommodation, it also features an expansive solar array that dramatically reduces our carbon footprint, and metro and country rail links are within walking distance.



Gippsland Campus

Our Gippsland Campus combines the best of what campus life is all about – a welcoming community, innovative learning environment and excellent research facilities. It features modern architecture inside and out on 60 hectares of stunning grounds. Science, nursing, and midwifery labs have the very latest equipment, and the leisure centre, golf course, art gallery, bistro and function areas provide a range of recreational opportunities. Adjacent to the town of Churchill, it's less than two hours from Melbourne.

Wimmera Campus

With its TAFE study options, Wimmera appeals to all kinds of students from differing backgrounds. Fully equipped to meet the needs of today's workplaces, the campus features a hairdressing salon and a nursing training centre, as well as specialised plumbing, electrical, automotive, building and construction workshops, a media production studio, library and computer study labs, large auditorium and video conferencing suites, research hub and student support services including Aboriginal Student Success Officer.

Brisbane Innovation Campus

Final teaching semester at Brisbane – Summer 2023.

TECHNOLOGY PARKS

Federation University's technology parks bring together technology and industry to make a positive impact for local businesses and the community.

Our technology parks are specifically designed to encourage the development of technology-oriented enterprises. These innovation precincts foster collaborations, employment placements for students, partnerships and research opportunities.

We have one of the largest technology parks of any Australian university, with established operations in Ballarat and Gippsland, as well as a new jobs and technology precinct at Ararat.

Federation's technology parks have grown to now host 64 enterprises that collectively employ more than 2,100 full-time staff. This includes national and international companies including IBM, Emergency Services Telecommunications Authority, Runway Innovation Program, Concentrix, Internet Commerce Security Laboratory and the Fiona Elsey Cancer Research Institute.



Ballarat Technology Park

Federation University's Ballarat Technology Park was developed two decades ago in collaboration with IBM to create the next generation of information technology professionals. Providing outstanding infrastructure and partnering with business, the technology park aims to ensure an appropriately skilled workforce is available in the region as businesses grow.

Ballarat Technology Park's principal operation is at Mt Helen and has expanded to the Ballarat central business district. The park hosts five per cent of total jobs in the Ballarat economy, with our partner businesses generating in excess of \$700 million of annual economic activity across the Australian economy.

The park plans to expand its operations through private investment in areas such as healthcare, aged care, government service and information technology sectors. Once completed, the expanded park is expected to contribute more than \$1.4 billion of economic activity per year to the regional economy and support more than 5,000 full-time jobs.

IBM Emerging Technologies Hub

The IBM Emerging Technologies Hub at Technology Park Central will support researchers to showcase big data research and to connect with industry partners, collaborators and students. The project is funded as part of a \$9.5 million Victorian Higher Education State Investment Fund grant to transform the SMB Campus.



Morwell Innovation Centre

Federation's \$17 million Morwell Innovation Centre (MIC) brings the best of innovation and enterprise to Gippsland, providing students and businesses with access to the latest knowledge in innovation and technology.

MIC supports economic transition in the Latrobe Valley and broader Gippsland through a combination of commercial facilities, innovation programs and industry networking.

The multi-storey innovation hub hosts private sector tenants including Alinta Energy, Committee for Gippsland and Opal, plus industry project teams focused on transitional or transformative projects, and university research teams. It hosts more than 200 jobs in the energy and food and fibre sectors and the University's MBA program in Gippsland.

MIC is part of Hi-Tech Precinct Gippsland, an initiative between Federation University, TAFE Gippsland, Gippsland Tech School, Latrobe City Council and the Victorian Government.

Ararat Jobs and Technology Precinct

To achieve Federation University's vision of driving agribusiness and advanced manufacturing, we have reactivated and redeveloped our Ararat campus. The new Ararat Jobs and Technology Precinct is a research, business and industry engagement precinct to help drive economic growth in the region.

A partnership between Federation, Ararat Rural City Council and local industry, the campus is a research hub initially focused on agribusiness, with the potential to expand into advanced manufacturing.

Supported by Federation's FRRC and business academics, the precinct will host seven locally based research positions focused on producing applied research outcomes that will transform the region's agricultural sector from price takers to price makers.

INDUSTRY

Developing your workforce capabilities

Federation University is a leader in industry collaboration.

Building on this reputation, we aspire to become Australia's first co-operative university, to strengthen our work with industry, making our teaching and research adaptable to the rapidly changing needs of the workforce and providing our partners with more opportunities to get the most out of our research expertise.

Partner with Federation University

Building on our strengths as one of the top universities in Victoria for graduate employment and skills development, along with our leadership in industry collaboration, our focus to 2025 is on establishing the co-operative education model as part of every Federation course.

Our partnerships with industry will provide practical and academically relevant learning in the workplace to students as part of their Federation experience. It is anticipated that this will lead to improved employability for our students and graduates – and increased graduate start-ups.

New Business Accelerator

Federation University's New Business Accelerator (NBA) is here to provide industry short courses, microcredentials and upskilling solutions.

NBA helps you and your company develop the right capabilities and skillsets, combining industry speed with university knowledge. We provide a platform to help you rethink how your people operate and how you can futureproof them and your business.

"Federation University was the perfect choice for the development of a customised series of Innovation in Business workshops with a face-to-face and digital option." Jodie Gillett, CEO, Commerce Ballarat

Whether you are looking for an engaging face-to-face workshop, fully online courses, or a hybrid of these, we can recommend the optimal solution for your needs.

Find out more, tell us what you need and explore our solutions via the NBA website: [federation.edu.au/nba](https://www.federation.edu.au/nba)

Engage with Federation

Federation can respond to your workforce planning needs by connecting your organisation to skilled graduates, interns, part-time/casual staff and a diverse pool of students and experiences.

UPSKILL WITH A SHORT COURSE

From TAFE and higher education microcredentials to undergraduate and graduate certificates, whatever your educational background and career aspirations, our short courses enable you to upskill and gain a qualification while you work.

View our range of short course options:
[federation.edu.au/shortcourses](https://www.federation.edu.au/shortcourses)

TAP INTO THE NEXT GENERATION OF GRADUATES

We have many co-operative opportunities that provide an avenue for industry to engage with students while they're studying.

One example is our Industry Placement Program (IPP) – this scholarship-based program gives organisations access to undergraduate students for either 400 or 800 hours of part-time or full-time placement.

Find out more about hosting an industry placement on our IPP web page: [federation.edu.au/ipp](https://www.federation.edu.au/ipp)

PROMOTE YOUR EMPLOYMENT OPPORTUNITIES

Connect with Federation University students and help your business and our community grow. EDGE, our free online job advertising platform, can promote your business needs to recruit your ideal staff member.

To join EDGE and get your opportunity noticed, sign up and add your business to the employer register on the EDGE web page: [federation.edu.au/edge](https://www.federation.edu.au/edge)

Our industry partners

At Federation, we believe we are stronger together. That's why we are committed to forging genuine industry partnerships built on shared goals.

Our industry partnerships provide a unique learning experience for our students through workplace learning opportunities and help foster research collaborations with government and industry in Australia and around the world. Our partnerships include:

IBM

For over 25 years, the University has had a strong partnership with IBM, which is based at Federation University's Ballarat Technology Park. In that time, around 360 domestic and international students have completed a 1,600-hour internship at IBM as part of the Bachelor of IT (Professional Practice). Many go on to work for the company in Australia and internationally after graduating. The partnership provides opportunities for research collaboration on leading-edge technology.

In partnership with IBM, our P-TECH program equips young people with the academic, technical and professional skills required for a range of careers or university degrees. Students are supported by industry mentors as they work towards a science, technology, engineering or maths-related advanced diploma in addition to their senior secondary qualifications.

Lateral Plains

Lateral Plains is a leading technology provider, servicing clients across Australasia. Lateral Plains provides high-end data programming and end-to-end technical solution services to a range of clients. They also operate the Apple Technical Service for Western Victoria, combined with a range of network and hardware solution design and delivery services.

Precision Agriculture

Precision Agriculture is one of Australia's most experienced agriculture technology providers. In 2017, the company initiated a research collaboration with Federation University to accelerate the adoption of precision farming techniques in Australia. This collaboration has seen Precision Agriculture and Federation University's Centre for eResearch and Digital Innovation (CeRDI) co-creating innovative digital agriculture, spatial mapping, data visualisation and decision-support tools in response to farmer and farm advisor needs across broadacre cropping, horticulture, viticulture and pasture-based systems.

EY (Ernst & Young)

Federation University together with Ernst & Young (EY) and the Victorian Government have teamed up to deliver up to 200 new jobs in Ballarat. The new EY Nearshore Delivery Centre located in the Federation University Ballarat Technology Park services clients in Australia and across the wider Asia-Pacific region. Through the partnership, Federation will assist EY with student placements and workforce development opportunities, and potentially research opportunities in the longer term.

Opal Australian Paper

Opal Australian Paper (OAP) is a Division of Opal, a vertically integrated manufacturing group that operates the Maryvale Mill in Victoria's Latrobe Valley. The mill produces almost 600,000 tonnes of paper and board annually and is a leading local manufacturer of copy, printing and inkjet papers, and bag, sack and industrial papers. OAP is partnering with Federation to explore how waste materials from the mill can be used for economic and environmental purposes, which is aligned to circular economy principles and Opal's vision of shaping the future through sustainable packaging.

River City Labs

River City Labs is an incubator for Queensland's tech start-up ecosystem. Backed by Australian Computer Society, the professional association for Australia's technology sector, River City Labs are known leaders in driving innovation by providing resources to empower, support and connect tech entrepreneurs to launch start-ups and scale-up businesses. Brisbane-based Master of Technology students worked in start-ups being fostered by River City Labs. Students interned with companies pioneering innovative technology responses to some of our global challenges, simultaneously gaining practical experience and helping them to secure the next stage in their careers.





LIFELONG LEARNING

FEDERATION TAFE

Federation TAFE is the leading TAFE provider for Ballarat and Western Victoria.

We're on the journey to becoming the number one TAFE in Victoria. This will be achieved by ensuring the best possible experience and outcomes for our students, industry and community partners.

The expertise of Federation TAFE's teachers, leading-edge technology and equipment, industry partnerships and student support services ensure all of our students are best placed to get what they want out of study.

Federation TAFE is focused on meeting the current and emerging skills needs of industry and our communities, particularly those identified as priorities in the Victorian Skills Plan, such as healthcare and community services, construction, clean economy, digital economy and visitor economy.

Federation has made a commitment to embed co-operative learning with industry and employers into TAFE programs and university degrees. This will ensure our graduates have job-ready and world-ready skills that will give them a head start for a diverse and successful career in a rapidly changing world.

Federation TAFE students experience excellent employment outcomes and satisfaction with their training. The 2022 National Centre for Vocational Education Research survey results revealed that 76.7 per cent of our students improved their employment status, with 81.4 per cent in employment after training, while 87.8 per cent were satisfied with their training overall.

Federation TAFE is committed to being accessible and inclusive to students throughout Victoria. Through delivering excellent student outcomes, we aim to transform lives and enhance communities in the regions where we operate.

Skills and Jobs Centre

The Skills and Jobs Centre, located at our SMB and Wimmera campuses, provides free career, training and local labour market advice to the general community, prospective students and employers.

A Victorian Government initiative, our centres are connected to local businesses and industry and are hubs of career knowledge for their regions. Services include career pathways and advice, employability workshops, employer forums, and addressing barriers to training and employment.

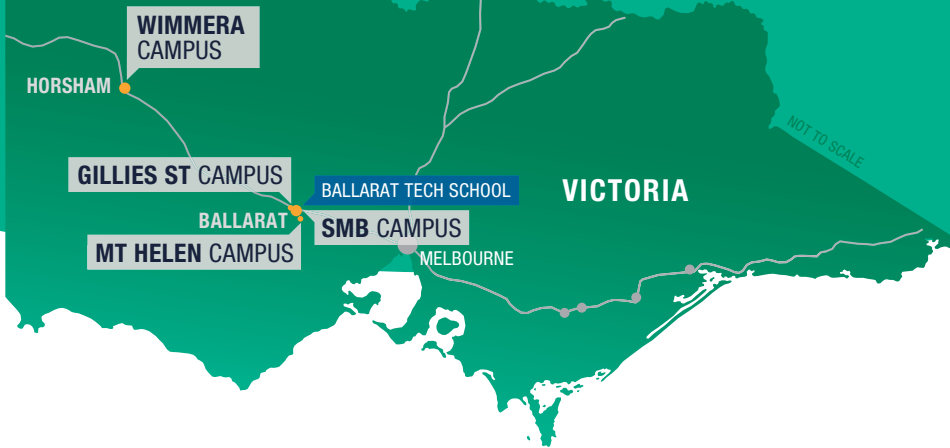
Reconnect program

The Reconnect program is designed to support Victorians experiencing disadvantage to overcome barriers preventing them from education, training and employment as well as provide support into further study or employment pathways.

Support services include counselling and mentoring, housing and accommodation services referral, mental health support referral, foundation skills like literacy and numeracy, employability skills, careers information, planning and advice.

Our TAFE campuses

Federation TAFE is located in Ballarat at our Mt Helen, SMB and Gillies St campuses, and at the Wimmera Campus in Horsham.



Growing Victoria

Federation TAFE is committed to growing the communities we serve.

Some of the partnerships and initiatives that contribute to growing Ballarat and the Wimmera include:

CITY OF BALLARAT

Federation delivers Diploma of Business traineeships to City of Ballarat staff, including frontline managers and supervisors, providing accelerated career pathways and nationally recognised qualifications.

BALLARAT AND DISTRICT ABORIGINAL COOPERATIVE (BADAC)

BADAC works with Federation's Aboriginal Education Centre, supporting students to undertake the Diploma of Business (Leadership).

AF GASON PTY LTD

Federation TAFE has teamed up with one of Western Victoria's leading employers, AF Gason Pty Ltd, to find and attract welding apprentices and workers through regular welding bootcamps for students.

WIMMERA SOUTHERN MALLEE DEVELOPMENT

WSM Development (formerly Wimmera Development Association) is now co-located at Federation's Wimmera Campus and is partnering with Federation on projects to help boost local businesses and industry.

LONGERENONG COLLEGE

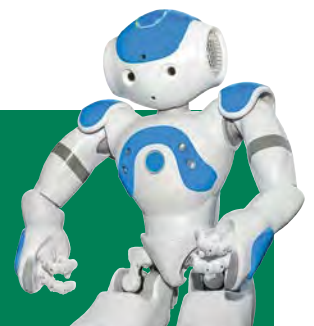
Federation TAFE is working with Longerenong College to modernise training for the next generation of Victorian agricultural professionals, thanks to Victorian Government funding. Pathways between the institutions are giving students more options to expand their skills and knowledge with continued study opportunities in agriculture and business.

GRAMPIANS HEALTH

Health care and social assistance is the largest employment sector in the Ballarat region, and a leading sector in the Wimmera. Grampians Health, which provides healthcare services in Ballarat, Dimboola, Edenhope, Horsham and Stawell, is one of the largest employers in Western Victoria. The collaboration between Grampians Health and Federation TAFE to co-deliver the Diploma of Nursing using a sector-leading traineeship model and state-of-the-art training facilities in regional teaching hospitals provides employment opportunities within local communities while ensuring a skilled workforce for this important sector.

Ballarat Tech School

The Ballarat Tech School, located at the SMB Campus, is a centre of science, technology, engineering and mathematics (STEM) excellence that engages secondary students from our partner schools in a high-tech learning environment. We connect schools and industry in innovative learning programs that challenge students to solve problems in a real-world context.



Centre for Health, Community, Technology and Education

Delivering programs across:

- Health Industries
- Community Services and Pathways
- Technology and Education

Some of our flagship courses for the future and current needs of our regions include:

- Community Services
- Cyber Security
- Disability
- Early Childhood Education
- Education Support
- Health Care
- Information Technology
- Mental Health
- Nursing



CASE STUDY

'Grow Your Own Workforce' a model solution to healthcare worker shortage

Federation TAFE and East Grampians Health Services (EGHS) are working together on a solution to the health and community services workforce shortage in the East Grampians region.

The partnership began in 2016 with the delivery of the Diploma of Nursing in Ararat, and the common goal of securing a sustainable nursing workforce in the Grampians. Since then, more than 60 students have graduated, with half of those continuing employment at EGHS and several progressing to the Bachelor of Nursing at Federation University.

Federation and EGHS are now working together to address a gap in the pathway to the Diploma of Nursing with the introduction of a Certificate III in Individual Support traineeship delivered locally at EGHS in Ararat.

The new Certificate III in Individual Support bridges the gap between school and industry, from the Certificate II in Health Support Services Vocational Education and Training delivered to secondary school students, to the Diploma of Nursing. It also provides an alternative to those in the region more interested in working in an aged-care facility as a healthcare worker.

The traineeship will give residents and current EGHS staff looking to upskill the opportunity to progress qualifications close to home without significant travel or expense. It is also attractive for those already employed in the health sector preferring to earn a regular income.

Prior to this initiative, there was no local training for the in-demand program. The place-based training model provides incentives for people to remain in the region, which supports the local economy and workforce, and has a significant impact upon students, their families, careers and the community.



Centre for Service Industries and the Built Environment

Delivering programs across:

- Service Industries and Environment
- Building and Construction
- Renewable Energy and Engineering

Some of our flagship courses for the future and current needs of our regions include:

- Agriculture
- Baking and Cookery
- Building and Construction
- Conservation and Ecosystem Management
- Electrotechnology
- Engineering
- Plumbing



CASE STUDY

Leading the way for a renewable energy future

Federation TAFE is leading the way in providing skills and training to meet Australia's renewable energy needs.

Australia's first renewable energy training tower opened at Federation University in Ballarat, which is part of the Asia Pacific Renewable Energy Training Centre (APRETC).

Renewable energy companies Vestas, ACCIONA Energia, GPG and Tilt Renewables demonstrated their support for APRETC by providing funding for stage 1 of the project, with the Victorian Government recently pledging an additional \$6 million as a part of the TAFE Clean Energy Fund to support stage 2 of the training centre.

Federation TAFE is delivering the Global Wind Organisation Standards Basic Safety Training and Basic Refresher Training and Certificate III in Engineering Composites to provide a pipeline of skilled workers for the fast-growing wind energy sector.

In addition, Federation TAFE will also deliver the globally recognised post-trade Turbine Technician Training Course after signing an exclusive agreement with the BZEE Network in Germany. Federation TAFE automotive teacher Andrew Edwards is Australia's first BZEE-accredited wind turbine technician instructor, enabling him to train our teachers to deliver the course.

With campuses in Ballarat and Gippsland, Federation is ideally placed to support the growth of wind farm and battery storage developments in Western Victoria and the transition from coal-fired power generation in the Latrobe Valley.





LIFELONG LEARNING

HIGHER EDUCATION

Federation University's higher education offerings aim to make a real difference.

Our learning and teaching are designed to transform the lives of every student who walks through our doors, and to the communities we help build and are proud to be part of.

Federation University's higher education academic structure is driving innovation and greater collaboration with industry, employers, community and government.

The University has established three interdisciplinary institutes aligned with our research centres to better respond to employer demands, skills shortages and solving industry problems, to drive regional economic growth:

- **Institute of Education, Arts and Community**
- **Institute of Innovation, Science and Sustainability**
- **Institute of Health and Wellbeing**

Our course offerings span from pathway programs and undergraduate degrees to a suite of postgraduate programs and PhD opportunities.

Institute of Education, Arts and Community (IEAC)

The Institute of Education, Arts and Community includes Education, Humanities and Social Sciences, Social Work, and the Arts Academy.

In collaboration with industry and community, our programs and research focus on impact and translation to improve education, lifelong learning opportunities and wellbeing of individuals and communities. We have well-established and emerging partnerships locally, nationally and internationally.

The Institute's focus is on the professional benefits for our communities and regions.

Find out more at: federation.edu.au/ieac



CASE STUDY

Nationwide research into teachers' careers beyond the classroom

Researchers hope the findings from a national study will provide a clearer picture of why people have left their teaching careers and what they have moved to in the next phase of their working lives.



Associate Professor Robyn Brandenburg from the Institute of Education, Arts and Community says the researchers want to understand more about the influences impacting the decision to leave teaching, to help inform universities, initial teacher education programs, governments, schools, principals and other stakeholders engaged in education.

Associate Professor Brandenburg is leading the study with researchers from the University of Melbourne, the University of Sydney and the University of Southern Queensland.

The research team hopes to get responses to a wide-ranging survey from many former teachers. "We really need to hear from the people who have already left and find out why they left, what they are doing now, and whether they intend to return to teaching in the future," Associate Professor Brandenburg says.



Flagship courses

Flagship courses for the future and current needs of our regions include:

Bachelor of Education (Early Childhood Education)

Our three-year Bachelor of Education (ECE) is designed to help meet the needs of recent Victorian government initiatives in early childhood education. It provides a pathway for Diploma-qualified students from TAFE to upgrade their qualifications with a year's credit. In addition, we have an agreement with Chisholm TAFE to jointly offer this degree from their Frankston Campus, and it is offered online through Federation University Online.

Secondary Education (Health and Physical Education Teaching)

Our Bachelor of Secondary Education (Health and Physical Education Teaching) continues Federation University's long-standing reputation for producing highly skilled, passionate and resilient health and physical education teachers.

Bachelor of Performing Arts

At our renowned Arts Academy, we provide the skills for students to develop their practice through a comprehensive curriculum that includes classes in acting, singing, voice, movement, dance, creativity, theatre-making, aerobic fitness and mindfulness, preparing them for a career in the creative industries.



Master of Teaching (Secondary)

Hybrid (earn while you learn) accelerated pathway

Funded by the Department of Education and Training, this course offers a hybrid accelerated teacher training program for domestic students who hold a bachelor's degree. It includes a stipend for the first year of study and employment (0.8 FTE) in a secondary school in the final semester using a Permission to Teach pathway.



Master of Social Work (Qualifying)

This course for graduates is accredited by the Australian Association of Social Workers and is an entry qualification into the social work profession. It prepares graduates from other disciplines to work across human and community services in government bodies, non-government organisations, community and health services and more, both nationally and internationally.



Institute of Innovation, Science and Sustainability (IISS)

The Institute of Innovation, Science and Sustainability includes Business, Engineering, Information Technology, Maths, General Science, Biomedical Science, Environmental Science and Geoscience.

Find out more at: [federation.edu.au/iiss](https://www.federation.edu.au/iiss)



Flagship courses

Flagship courses for the future and current needs of our regions include:

Business Administration

The Federation MBA consolidates students' professional experience. It will challenge the way they think about business, decision making and their own management style, giving them the perspective and experience to succeed in senior roles, no matter what discipline they are coming from. This is achieved by co-design of the course with Runway, an entrepreneurial ecosystem that delivers experiential programs to validate, accelerate and scale businesses. Tailored to meet the demands of the community, while also maintaining a global perspective on modern organisational changes, our curriculum is focused on developing leaders who are agile, decisive, innovative and ethically responsible.

Business

Federation's Bachelor of Business is a contemporary degree developed in collaboration with industry and designed to meet the needs of businesses now and in the future. With close ties to industry and a strong focus on real-world work experience, Federation University is renowned for producing job-ready graduates by providing students with industry placements, internships and real-life projects during their studies. Our graduates gain a solid foundation in business management, entrepreneurship, critical thinking, teamwork, leadership, creativity and innovation, and interpersonal skills. These skills are in high demand from employers and central to succeeding in the rapidly changing business world.

Data Science

The Master of Data Science enables graduates to integrate an advanced understanding of data science, interpret and synthesise complex information, concepts and theories, and use data science tools and methods to manage, process and analyse data. These knowledge and skills help students deal with large volumes of data, working with real-time data, cloud computing, unstructured data and statistical models. Graduates can develop their career path in different data-science-related areas such as health care, finance, government administration and the IT industry, in positions such as data scientist, data engineer, business analyst, statistician and data warehouse operator.

Cyber Security

Our Master of Applied Cyber Security enables students to develop technical and business strategic skills to manage cybersecurity implementation. The course has official industry partnerships with IBM, AWS Cloud and Westpac. Students receive mentoring by one of our registered industry supervisors, who is an Australian or international (USA, Japan or New Zealand) cybersecurity professional from a specific industry, such as banking, blockchain, ICT, digital health and agriculture. The course provides practical training with real-world cyber cases, industry compliance regulations, standards and policies, plus cyber practices of software, data, services, protocols, cloud and mobile devices.

Veterinary and Wildlife Science

The Bachelor of Veterinary and Wildlife Science provides an Australian perspective relevant to native wildlife and health of livestock, highlighting key issues of international relevance. Laboratory-based learning is supported by fieldwork at sites such as farming and breeding enterprises, animal health practices and natural habitats with wildlife populations. Students also have opportunities to undertake a relevant international study experience.

Environment and Conservation Science

The Bachelor of Environment and Conservation Science provides students with hands-on field and laboratory experience in biodiversity conservation, environmental studies and sustainability. Practical desk-based learning – including GIS, development of management plans and understanding relevant policy – ensures that our students are work-ready and have high employment rates. The opportunity for research, industry placement and science communication projects offer pathways to research and local industry partners, such as Parks Victoria, DEECA and environmental consultancy.



Maintenance and Reliability Engineering

The Master of Maintenance and Reliability Engineering (MRE) is a powerful tool in improving industrial profitability. Many leading companies in Australia and overseas have enhanced their success through Federation's postgraduate programs in MRE. This leads to improved business performance and the capability to reduce costs and risk and further enhance business performance by realising value from assets. Those completing these programs have become equipped for enhanced competencies, knowledge and skills for career advancement. For over 30 years, our courses have consistently responded to changing technology and industry demands to respond to current and future needs.

Engineering Project Management

The Master of Engineering Project Management covers the key knowledge and skills required for engineering projects, resource planning and execution. The uniqueness of the course is its interdisciplinary nature, involving both technical and practical management-oriented skills. This course structure is designed to enable students as they embark on their careers to make their mark, not only in Australia, but also globally. Graduates will be able to plan and execute large projects, particularly infrastructure projects, across industries and countries worldwide.



Institute of Health and Wellbeing (IHW)

The Institute of Health and Wellbeing offers professionally accredited programs in Exercise and Sports Science, Nursing, Midwifery, Paramedicine, Psychology, Occupational Therapy, Physiotherapy, Speech Pathology, Work Health and Safety, and Public Health, among others.

Find out more at: federation.edu.au/ihw



Flagship courses

Flagship accredited professional courses in health professions and allied health include:

Exercise and Sport Science

This multidisciplinary field emphasises the role that exercise and physical activity play in health care, sports performance, rehabilitation and the prevention of disease. Additional opportunities exist for students in this course to study the business of sport and exercise for work in the sports industry.

Gerontology

The Graduate Certificate in Health (Gerontology) is a specialist postgraduate qualification open to health professionals. Completion will equip health professionals with the knowledge and skills to understand, educate and support older adults throughout the normal ageing process to preserve and maximise their function, independence and quality of life.

Health

The Master of Health is a suite of postgraduate degrees that enables health and non-health professionals, such as health/business administrators, to enhance their skills and pursue careers in respective health streams including: emergency nursing, intensive care nursing, perioperative nursing, neonatal care, perinatal and infant mental health, child family health, gerontology, mental health, health leadership and health services management. The selected stream creates opportunities to work as leaders in health services or business administration, or to pursue careers in research practice.

Midwifery

Federation offers both undergraduate and postgraduate programs that lead to registration as a midwife. These programs prepare students with the theoretical and practical skills necessary to meet the national practice standards and to provide respectful maternity care in a variety of settings and as independent practitioners.

Nursing

Graduates of Federation's Nursing course are equipped to work across the full scope of registered nurse practice to improve individual and community health. Graduates are work-ready for acute, chronic, mental health, primary and aged care settings in metropolitan, rural, regional and remote areas in Australia and beyond.

Occupational Therapy

Our goal is to produce graduates who contribute to the development of an inclusive society through enabling self-care, leisure and productivity occupations. Our graduates have the knowledge and skills to work with people in rural and potentially remote locations, encompassing farming and mining communities, and individuals and communities faced with numerous social and economic challenges.

HIGHER EDUCATION: IHW

We are recognised locally and internationally for producing graduates who are equipped with relevant, up-to-date skills that ensure they are industry-ready at graduation.

Research, industry collaboration and consultancy are central to the Institute's activities, with numerous partnerships established with local, state, national and international organisations and institutions.

Paramedicine

The Graduate Paramedicine Program builds upon the skills and knowledge gained as a nurse, using high-fidelity simulation to train work-ready graduates for the challenging role of paramedic in the dynamic environment of pre-hospital emergency care.

Physiotherapy

Physiotherapy graduates promote, maintain and restore health and wellbeing for people living with pain, injuries and disabilities. They support best health outcomes from birth to end of life, working with individuals, groups and communities, with additional expertise in meeting regional healthcare needs.

Psychology

Psychology graduates enter the workforce with strong knowledge of human behaviour, cognition and emotion. They are skilled in interpersonal communication, problem-solving and analytic thinking, and take an evidence-based and ethical approach to their work in areas that include health care, human services, mental health and management.

Public Health

Our postgraduate Public Health degree provides professionals from multidisciplinary backgrounds with enhanced skills to pursue a career in public health practice locally and internationally. Graduates gain the knowledge and skills in relation to public health principles, values, ethics, research, improving population health status within regional communities in Australia and internationally, and to become leaders in their respective fields of practice.



Speech Pathology

Graduates of this course have the competency, knowledge and skills to work in a variety of settings, including health and education, to assist people of all ages who have communication and/or swallowing difficulties. Our graduates use evidence-based best practice to work with clients, carers and communities to promote wellbeing and to improve quality of life.

Work Health and Safety

Our aim at Federation's Victorian Institute of Occupational Safety and Health is to support OHS professionals in developing and enhancing their practice with relevant, contemporary evidence. Our graduates contribute to and influence health and safety across a range of workplaces, applying their in-depth practical knowledge backed up with applied evidence and research.

RESEARCH EXCELLENCE

Impactful research that transforms lives and enhances communities

Federation University has a place-based approach to research, which focuses on the sustainable development of regional and rural communities and businesses.

Our philosophy is to apply new knowledge to deliver practical outcomes for our industry and community partners. We promote a culture of collaboration and co-design demonstrated by our #1 ranking in Victoria and #4 ranking in Australia for industry engagement through our higher degree by research programs.

Our research centres are preferred research partners for industry, community and government in digital agriculture, environmental and resource management, renewable energy, chronic disease management and the evaluation of social policy. Federation researchers are also setting international standards in data discovery and interoperability.

Research at Federation University is organised into three broad, cross-disciplinary research priority areas.

- **Health and Wellbeing:** Developing the best prevention, treatment and care for bodies and minds. Our research tests scalable and transferable models of cost-effective healthcare delivery in regional and rural settings.
- **Society and Environment:** Understanding and managing the world we live in, from the constructed to the natural. Our research supports sustainable regional economic and social development that enhances and protects Australia's unique landscapes and ecosystems.
- **Virtual, Digital and Computational Environments:** Exploring, analysing and creating our new reality through innovative technologies. Our research supports businesses and communities through secure integrated data systems, optimised process modelling and realising the power of artificial intelligence.

[federation.edu.au/research](https://www.federation.edu.au/research)

5	WELL ABOVE WORLD STANDARD
ENVIRONMENTAL SCIENCE AND MANAGEMENT	
NURSING	
HUMAN MOVEMENT AND SPORTS SCIENCE	
APPLIED MATHEMATICS	
CIVIL ENGINEERING	
ENVIRONMENTAL SCIENCES	
CLINICAL SCIENCES	
4	ABOVE WORLD STANDARD
MEDICAL AND HEALTH SCIENCES	
ARTIFICIAL INTELLIGENCE AND IMAGE PROCESSING	

Excellence in Research Australia, 2018 National Report

Research centres

Federation is bringing the best of its research together through its centres of collaborative and intensive research endeavour.

Centre for eResearch and Digital Innovation

Harnessing the power of big data and technological innovation.

The Centre for eResearch and Digital Innovation (CeRDI) is a global leader in data interoperability. CeRDI develops innovative digital discovery and solutions to bridge the gap between academic research and government, industry and community needs. While there is almost no end to the potential for data enabled research, CeRDI contributions over the last 20+ years have been most concentrated across agriculture, the natural environment and hazard planning and resilience. federation.edu.au/cerdi

Health Innovation and Transformation Centre

Transforming the future health and wellbeing sector.

The Health Innovation and Transformation Centre's (HITC) vision is to bring together local, national and international researchers to answer complex healthcare questions. HITC has been established to improve the health and wellbeing of regional and rural populations and ensure that people get the right care, in the right place, at the right time.

federation.edu.au/hitc

Future Regions Research Centre

Conserving, protecting and transforming our regions.

The Future Regions Research Centre (FRRC) aims to create new knowledge and innovative solutions to the grand challenges that impact both our natural and constructed environments. The FRRC aims to bring together expert research, local practitioners and local knowledge to embrace substantial research challenges including the transition of the region towards a circular economy; sustainable carbon-targeted agricultural projects suitable for the area; developing advanced concepts for restoration of degraded land and polluted water; and assisting regional communities and industries to recover from bushfire, drought and climate-induced stresses. federation.edu.au/frrc

Centre for Smart Analytics

Smart solutions for smarter, more resilient communities and industries.

Established in 2022, the Centre for Smart Analytics (CSA) recognises that digital technology is the key enabler for secured, sustained and growth-focused socio-economic systems. CSA collaborates with regional communities, government and industry partners and brings together researchers from Federation University, national and overseas research organisations, to address the impacts of urbanisation and limited and strained resources, and to maintain Australia's global competitiveness and security through relentless innovation.

federation.edu.au/csa

Centre for New Energy Transition Research

Preparing for the new energy future.

The Centre for New Energy Transition Research (CfNETR) positions Federation University strategically as a key centre for research, education and training into new energy transition nationally and internationally. Established in 2022 via \$2.43 million in Australian Government Regional Research Collaboration funding, CfNETR responds to the pressing need for research, training and skills development in new energy. This need is particularly urgent in regional Australia, where legacy modes of power generation are being replaced by multimodal and widely distributed forms of new energy generation, transmission and storage. federation.edu.au/cfnetr

Collaborative Evaluation and Research Centre

Supporting innovative research and evaluation to create a transformative impact.

The Collaborative Evaluation and Research Centre (CERC) aims to shift thinking in evaluation research, to empower community and industry partners to grow through evidence-based innovation. CERC is collaborative by nature and by design, working with partners towards evaluating the impact and outcomes of the initiatives they deliver. CERC gives Federation staff an opportunity to build their research skills, linking with industry to make a real difference with communities.

federation.edu.au/cerc

Contact us about research

For research queries, email Federation University's Director of Research Innovation and Enterprise: director.research@federation.edu.au

Our research and academic experts are also available for media comment in their fields of expertise, and for research collaboration. For media enquiries and to explore potential research collaborations, go to our Find an Expert page: federation.edu.au/find-an-expert





Life-changing research training

Graduate Research School

The Graduate Research School (GRS) is the hub for higher degree by research students.

GRS supports HDR students on their research training journey. Our team of HDR coordinators provides academic support to ensure that our students' research candidature progresses as smoothly as possible.

The HDR programs offered at Federation University are:

- Graduate Certificate in Research – six months full-time
- Masters degree by research – 18 months full-time
- Doctoral degree (also known as a PhD) – three years full-time

We offer supervisions at the Masters and PhD level across a large range of study areas, including: Allied Health, Business, Cyber Security, Education, Engineering, Environmental Science, Human Movement, Humanities and Social Sciences, Information Technology, Mathematics, Nursing, Occupational Health and Safety, Psychology, Science, Social Science, and Visual and Performing Arts.

Find out more about the Graduate Research School via: [federation.edu.au/grs](https://www.federation.edu.au/grs)

Connected to industry

The Graduate Research School helps HDR students get the real-world experience and industry connections to help grow their career. GRS fosters research partnerships between industry and Federation University through internships and placements, industry and community partnerships and industry-funded scholarships. We also partner with businesses, industries, community organisations and government agencies to co-design research and internship opportunities for our HDR students.

GLOBAL PROFESSIONAL SCHOOL

Global pathways to a quality education

At Federation's Global Professional School we're transforming lives and enhancing communities through the provision of academic and professional services across education partners and international pathways, delivering forward-looking, cross-disciplinary business-to-business and student-focused offerings.

The Global Professional School offers end-to-end support for transnational education partnerships and enabling pathway programs, helping international students to secure their future. Our academic and professional staff are committed to delivering student-centred high-quality learning experiences for international students across our network of partnerships, fostering a strong and sustainable university.

Operating from campuses at Mt Helen, Gippsland and Berwick, we work in association with our education partners across Victoria, interstate in Australia and internationally. The Global Professional School includes:

- International Admissions
- International Marketing and Recruitment
- International Student Compliance
- Global Professional Services
- Global Academic Services
- Global Pathways including enhanced English language skills
- Study Abroad



OUR LEADERSHIP TEAM



Mr Terry Moran AC

CHANCELLOR

Mr Terence Francis Moran AC has a distinguished career working in state and federal governments, including Secretary of the Department of Prime Minister and Cabinet, the most senior position in the Australian Public Service, and over seven years as the Secretary of the Victorian Department of Premier and Cabinet.

In addition to this, Mr Moran brings extensive knowledge of and experience in the education sector. He is a former CEO of the Office of the State Training Board in Victoria, the first CEO of the Australian National Training Authority in Brisbane and in 1998 was appointed Queensland's Director-General of Education. He has also conducted a review of the Southern Australian TAFE system on behalf of the South Australian government.

Mr Moran has a BA (Hons) and a Doctors of Letters (honoris causa), both from La Trobe University. He chairs the Centre for Policy Development, an independent think tank, and is a Director of the Menzies Foundation.

In 2006, Mr Moran was appointed as an Officer of the Order of Australia (AO), and in 2012 was invested as a Companion of the Order of Australia (AC) for eminent service to the community through public sector leadership, as a significant contributor to policy development, program delivery, effective governance and contemporary government administration.

chancellor@federation.edu.au



Professor Duncan Bentley

VICE-CHANCELLOR AND PRESIDENT

Professor Duncan Bentley brings to his role extensive experience leading public and private universities, in international law and taxation and as a company director.

He believes a dual-sector regional university sits at the heart of its communities, playing a core role in their prosperity and growth.

Throughout his career Professor Bentley has supported universities to grow through design thinking, digital innovation, deep community engagement and long-term global partnerships.

He comes to Federation from a distinguished academic career at Swinburne University as Deputy Vice-Chancellor (Academic). There, he led the academic, international, online and Indigenous portfolios. Previously at Victoria University he had oversight of vocational education, external engagement and international. This followed leadership roles at Curtin University and Bond University.

vc@federation.edu.au



Mr Tony Stone

DEPUTY CHANCELLOR

Mr Anthony (Tony) Stone's extensive business experience spans Australia, South-East Asia and North America, working in challenging and diverse roles. These include complex global joint ventures, not-for-profit organisations, government sectors and privately owned family businesses.

As Federation University's Deputy Chancellor, Chair of the Council's Resources Committee and a member of the Governance and Strategy Committee, Mr Stone brings skills in strategic planning, governance, leadership and change management, board assessments and restructuring.

Mr Stone spent much of his management career in senior positions at the multinational conglomerate Honeywell's automotive business. There he was Vice President and General Manager Automotive – Americas. In Australia, he was Managing Director of FMP Group/Honeywell's Asia Pacific division.

He then became Managing Director of the Selkirk Group of Companies, leading the family-owned building products business as it went through generational change. Earlier in his career, Mr Stone honed his management skills in franchising and the manufacturing and automotive sectors.

Mr Stone has a strong interest in creating work environments based on agreed and accepted values and behaviours and developing and mentoring emerging leaders. He has contributed to boards and not-for-profit organisations throughout his working life.

His extensive experience on boards includes at Victoria Police, where he served as the community representative for the Western Region Leadership Team, providing external advice and coaching, and serving on the Western Region's Governance Committee.

Mr Stone advises several private companies, was Regional Chair of the Australian Institute of Company Directors, a foundation member of the Committee for Ballarat – where he has received life membership – and a Victorian council member of the Australian Industry Group.

a.stone@federation.edu.au



Ms Rhonda Whitfield

DEPUTY CHANCELLOR

Ms Rhonda Whitfield is an accomplished manager and non-executive director with extensive experience in the technology, health, disability, art, sports, parks and aged care sectors, and Victorian government emergency services.

Ms Whitfield held senior management roles at major companies including Telstra and Japan's NEC Business Solutions, becoming the group's only woman at the general manager level at the time of her appointment. She was involved in a number of technological advancements for these companies, including the creation of Telstra's online presence telstra.com, the direction of capital planning, broadband development, deployment and rollout using ADSL technology, and overseeing the reinvigoration of NEC's voice and data managed services for government departments in Canberra.

Ms Whitfield's education journey mirrors those of many Federation University students. Growing up in a small Australian country town when university was largely inaccessible to women, Ms Whitfield initially qualified as a registered nurse. Her commitment to continuous learning and unfailing curiosity to understand drove her to acquire knowledge across a breadth of subjects.

She moved into sales and marketing roles in the health sector, working for global operations including the company that is now Novartis, and Hoechst. While working in these roles, Ms Whitfield studied IT at TAFE. She was instrumental in pharmacies and medical practices' transition to computerisation, and the networking of hospitals, improving the flow of information between health providers.

Ms Whitfield is a director at Community Pharmacy Friendly Societies, where she became the group's first female board appointment in its more than 100-year history. She was the Board Chair at Bayley House – a services and support organisation for adults with intellectual disabilities where Ms Whitfield and the Board oversaw major capital developments for people with high-needs disabilities. From its inception in 2012, she led the Board and organisation to successfully navigate the rollout of the National Disability Insurance Scheme (NDIS).

r.whitfield@federation.edu.au



Professor Wendy Cross

DEPUTY VICE-CHANCELLOR (ACADEMIC)

Professor Wendy Cross is a transformational leader, who as Deputy Vice-Chancellor (Academic) is focused on developing our vision and strategy across the University's disciplines and vocational education.

Professor Cross is leading our work to use an evidence-based approach to developing new and re-imagined programs, which respond to the future demands of industry and our communities, and extend workplace learning across all of our programs.

As Dean of the School of Health, Professor Cross was instrumental in the revitalisation of the School's nursing and allied health programs.

Professor Cross has a strong national and international reputation across multiple domains: nursing, mental health, education, workforce, leadership, workplace learning and simulation. Professor Cross is the current Chair of the Australian Nursing and Midwifery Accreditation Council, is a former Commissioner for the National Mental Health Commission Advisory Board, was a Ministerial Appointee to the Board of Chisholm Institute of TAFE and joined us in 2018 from Monash University.

Professor Cross is an experienced academic with in-depth understanding of high-quality pedagogical practice at all education levels, including online learning and accompanying digital and technology enhanced learning pedagogies. Such experience provides a competitive edge in the post-COVID university.

dvca@federation.edu.au



Professor Chris Hutchison

DEPUTY VICE-CHANCELLOR (RESEARCH AND INNOVATION)

Professor Chris Hutchison commenced on 1 March 2019. He joined us from Murdoch University, where he held the position of Director of Research and Innovation since 2014.

Professor Hutchison holds a BSc (Hons) in Biological Sciences (University of Sussex) and a PhD in Biochemistry (University of London). He has a strong international research track record in biomedical sciences, ageing and health, with competitive grant income awarded from an impressive range of national and international government and philanthropic research agencies. Professor Hutchison is an experienced supervisor of higher degree by research students and also holds a number of patents and licenses on his inventions and materials.

Before moving to Australia, Professor Hutchison held appointments at University College London, University of Sussex, University of Dundee and Durham University. His leadership and management roles have included: Head of School, Biological and Biomedical Sciences (Durham University), Foundation Co-Director of the North East England Stem Cell Institute and Director of Postgraduate Studies (University of Dundee). He has been a consultant to the European Commission and a number of start-up companies, as well as a panel member for Research Councils UK and the Commonwealth Scholarships and Fellowships Program.

Professor Hutchison has extensive experience establishing partnerships with community, industry and government agencies. In his previous role at Murdoch University, he led the Office of Research and Innovation and developed the university's research strategies, including e-research and innovation and entrepreneurship. Among his many achievements at Murdoch, he was the sole Director of Murdoch Ventures, launched three spin-off companies and won the funding to establish the Southern Metropolitan Grains Precinct.

dvc.research@federation.edu.au



Mr Paul Oppenheimer

CHIEF OPERATING OFFICER

Priding himself on being a values-led change leader, Mr Paul Oppenheimer has extensive experience leading digital and operational transformation within the finance and education sectors in Australia and across Asia.

As Chief Operating Officer at Federation University Australia, Mr Oppenheimer's COO portfolio brings together cross-functional teams in the delivery of student-centric solutions, customer and business outcomes, and in driving the implementation of Federation University's vision and strategies around Digital Architecture, Campus Vision and People.

As COO, Mr Oppenheimer leads Federation's Information Technology Services, People and Culture, Legal, Program Management Office, Property and Infrastructure, Technology Park and Commercial Services.

Mr Oppenheimer comes to Federation University from recent roles including Executive Director Operations for RMIT in Vietnam and as Chief Information Officer for RMIT in Melbourne.

Mr Oppenheimer's expertise as a digital and technology change leader is central in supporting our significant transformation and setting up our future success delivering the Federation University Co-operative Model.

coo@federation.edu.au



Mr John Blair

CHIEF FINANCIAL OFFICER

Mr John Blair became Chief Financial Officer (CFO) at Federation University Australia in June 2023 and is responsible for managing, directing and advising on all aspects of the financial position of the University. Previously as joint Chief Operating Officer / CFO from March 2014, Mr Blair also led the digital and operational aspects of the University, with this role split in 2023 to recognise the expanded focus on financial sustainability and digital transformation of the University. Mr Blair commenced with Federation in September 2009, in the role of Director, Management Accounting and Budget, then Chief Finance Officer from 2011 to 2014.

Mr Blair has extensive experience in complex organisations, having occupied senior roles in local government in the UK. He has focused on transforming teams into excellent outwardly focused service providers.

Mr Blair is a qualified accounting member of the Chartered Institute of Public Finance and Accountancy – the only professional accountancy body exclusively dedicated to public finance in the world.

cfo@federation.edu.au



Ms Carolyn Chong

DEPUTY VICE-CHANCELLOR (GLOBAL AND ENGAGEMENT)

Ms Carolyn Chong commenced on 9 March 2021. She has held senior leadership roles across a range of portfolios at Swinburne University of Technology, Victoria University and RMIT University over the past 20 years, including most recently Dean of Swinburne Global Education.

Ms Chong is an expert in partnered delivery both internationally and domestically across several continents and has overseen the set-up and implementation of new campuses, most recently in Sydney and Vietnam. She has been Chair of Victorian TAFE International and has extensive experience in growing vocational training and industry partnerships, including Business to Business education.

A strategic thinker, Ms Chong has built research and mobility partnerships across Europe and the Americas to complement significant success in New Colombo Plan funding for Asian partnerships. She brings expertise in building work placements and internships across higher education and vocational education.

Ms Chong has worked closely with federal, state and local governments and regulatory authorities both in Australia and their equivalents, particularly across Asia. Ms Chong is a Graduate Member of the Australian Institute of Company Directors and currently sits on the board of the Sovereign Hill Museums Association and the Wyndham Learning City Portfolio Advisory Committee of the Wyndham City Council in Victoria, Australia.

dvcge@federation.edu.au



Mr Liam Sloan

DEPUTY VICE-CHANCELLOR AND CHIEF EXECUTIVE TAFE

Mr Liam Sloan was appointed to the role of Deputy Vice-Chancellor and Chief Executive TAFE at Federation University Australia, commencing in September 2020. He joined Federation from a previous role as Chief Executive Officer of the Nelson Marlborough Institute of Technology (NMIT) in New Zealand.

Mr Sloan has a strong reputation as an experienced strategic leader with a track record of delivering results and building strong teams. He is a skilled communicator capable of engaging stakeholders in meaningful dialogue and building trust and respect amongst colleagues.

Growing up in southwest Scotland and commencing his working life as a chef, Mr Sloan had also achieved international success in badminton before moving into senior leadership and management roles across a number of UK colleges and then moving into senior director and CEO roles in New Zealand at NMIT.

Mr Sloan's management focus has consistently been on people leadership and empowerment of his leadership teams. He has a sound record of improving team performance and transforming lives – an approach he brings to his new role at Federation University to ensure that Fed TAFE continues to excel for graduate employability outcomes and student support.

pvcvet@federation.edu.au



Mr Tom Laurie

DIRECTOR, CORPORATE COMMUNICATIONS AND GOVERNMENT RELATIONS

Mr Tom Laurie was appointed as Director, Corporate Communications and Government Relations in June 2022.

Mr Laurie has extensive experience in media and communications, having served as a Senior Media Adviser in the Offices of four premiers (Victoria and Western Australia). He began his career as a cadet journalist at a daily newspaper in regional Victoria.

Mr Laurie has led corporate communications and stakeholder/government relations for large educational/training institutions, local government organisations and government departments. He has managed communications on behalf of government for complex projects, including the Australian Synchrotron at Monash University and the Victorian Desalination Project.

Mr Laurie is focused on leading high-performing teams that are empowered to try new and different things without fear of failure.

comms@federation.edu.au



Ms Samantha Bartlett

CHIEF LEARNER EXPERIENCE OFFICER

Ms Samantha Bartlett is Federation University Australia's inaugural Chief Learner Experience Officer (CLXO). This is a critical role in the Vice-Chancellor's Senior Team to oversee and continually improve the entire learner experience.

Ms Bartlett leads the Learner Experience portfolio, which includes marketing, student administration and registrar, health and wellbeing and retention, and has a strong focus on our digital transformation, taking a learner-centred approach to all that we do. She has end-to-end responsibility for the journey of our learners from promotion to application, and all the way to graduation.

The CLXO is driving the implementation of the learner experience in our co-operative education model – a learner experience that is high-quality, personalised and supports them throughout their time as a life-long learner with Federation.

Ms Bartlett joins Federation with extensive experience across marketing, customer experience and digital transformation through senior leadership roles in complex settings including Origin Energy, Australia Post and most recently Australian Red Cross Lifeblood. She received her Bachelor of Behaviour Science from La Trobe University and her Master of Business (Marketing) from Monash University.

Ms Bartlett's experience in transforming the customer experience through digitisation at Australia Post and Lifeblood, and her expertise in customer experience, marketing and brand strategy, and stakeholder engagement, will be pivotal to setting Federation University up for future success. Ms Bartlett is a champion of simple and highly personalised experiences for customers.

clxo@federation.edu.au



Dr Jackie King

DIRECTOR, STRATEGY AND OFFICE OF THE VICE-CHANCELLOR

Dr Jackie King is an experienced executive leader and brings to Federation University her expertise in accreditation and reporting, strategy, continuous improvement, governance, risk, audit and quality assurance.

Commencing January 2023, Dr King joins Federation from the University of Melbourne, where she led transformative change, having acted as Director Strategic Projects and Accreditation at the Faculty of Business and Economics and Melbourne Business School.

Dr King is the co-chair of the ANZ Chapter of the UN Principles of Responsible Management Education, committed to realising the Sustainable Development Goals through responsible management education.

vc@federation.edu.au



Federation

Federation.edu.au
1800 333 864 (1800 FED UNI)
International phone: +61 3 5327 9018

#feduni/      feduniaustralia

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