



# ITMS Graduates of Distinction

## News and Views for Alumni

School of information Technology and Mathematical Sciences

"ITMS has more than tripled in student numbers"

## ITMS continues to forge forward

Professor Sid Morris is now in his sixth year as Head of School. This period has corresponded with a dramatic, improvement of key academic success indicators, led by Professor Morris and his committed colleagues.



*Professor Sid Morris talks at ACSW*

ITMS has more than tripled in student numbers and academic staff to become one of Australia's largest schools of its kind. There has also been a much improved gender balance and many more staff with higher degree qualifications. The School of ITMS now has richer and more varied degree course offerings than most competitors in Australia. The strategic objective of offering ITMS studies through five partner organisations over ten off-campus sites is clearly now in sight.

Research has been a School strength, with the comprehensive 'research metric' increasing nearly tenfold over the period. The metric measures, records and balances relevant factors such as research grants, publications in refereed journals, presentation of conference papers, etc. Research consultancies through the school's research arm, the *Centre for Informatics and Applied Optimization* (CIAO) involving international companies, the Australian Defence Force, major regional hospitals and State government departments, have likewise increased in number, impact and scope.

Professor Morris, despite his impressive personal research endeavours and demanding administrative responsibilities, still finds time to mix and mingle with staff and students, with his email output, legendary. Sid however, still enjoys the odd amusing anecdote and takes the time to be supportive of the personal circumstances of all in the ITMS "family".

As such he encourages alumni to drop in at the School to catch up with 'Jewls' (the indomitable student liaison coordinator) over coffee and become better informed as to what ITMS is presently up to, be it developments in Computer Games, Optimization or Security.

(Sid's Story continued on page 3)

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## Graduates of Distinction

### Why Graduates of Distinction?

Most of us know that "alumni" is an academic way of referring to graduates. *ITMS Graduates of Distinction* however is drawn directly from the recently adopted ITMS Mission Statement, which declares: "*The mission of this School is to be known for excellence in teaching and research resulting in **graduates** and researchers of **distinction** whose achievements have regional, national and international impact.*"

ITMS seeks to nurture its valued graduates as they commence and continue to make an impact as IT professionals, educators or researchers. While some define alumni as "old graduates", ITMS likes to think of you all as "bold graduates" as you respond to contemporary challenges applying your UB acquired knowledge and skills for the benefit of your community.

### Future plans for the 'Newsletter' and the network

This is the inaugural edition of *ITMS Graduate of Distinction*. In the future the news will be delivered electronically, three times per year, to every known ITMS graduate. It will provide an avenue for reminiscences, success stories and feedback from graduates who are now engaged in the 'real world' and we are confident, making a positive difference there.

As the ITMS Alumni network develops, it is planned to have Ballarat and regional reunions and other social contact between members, providing opportunities for valuable networking, professional development and fellowship. We hope you will not only take the time to update yourself on ITMS activities and colleague alumni via these pages, but also suggest ways that you would like to be further involved in your alumni network

### Please, may we borrow your story?

*ITMS Graduates of Distinction* would like to tell the story of your career achievements since you completed your ITMS course. Your memories of challenging, weird or funny incidents or personalities that occurred during your time at UB would also be very welcome.

Please email your 200-300 words telling your story, plus a digital image to the Editor (Contact details following) for publication in a future edition.

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### ACSW 2007 sets high standards

## Australasian Computer Science Week (ACSW 2007) at UB



*Genevieve Bell from Intel, talks at ACSW*

ACWS 2007 sponsored by the University of Ballarat – School of ITMS under the auspices of the Computer Research and Education Association of Australasia (CORE) was held at the Mt Helen Campus from January 30 – February 2. This prestigious event attracted some 251 Australian and International delegates. Participants were drawn from such countries as Austria, Czech Republic, France, India, Japan, Kuwait, Saudi Arabia, Spain, Sweden, Switzerland, Taiwan and of course New Zealand, the UK and the USA.

A comprehensive program commenced with the inaugural Australasian Computing Doctorial Consortium (ACDC) which involved five selected PhD students who presented and discussed their research and received valuable advice from academic specialists from UB and elsewhere. No fewer than nine specialist conferences and workshops were then rolled out during the Conference proper, catering for all likely computer education permutations. These included:

- Australasian Computer Education Conference (ACE);
- Australasian Computer Science Conference (ACSC);
- Australasian Database Conference (ADC);

- Australasian Symposium on Grid Computing and Research (AUSGRID);
- Australasian Workshop on Health Knowledge Management and Discovery (HKMD);
- Computing; The Australian Theory Symposium (CAT);
- The Asia-Pacific Conference of Conceptual Modelling (APCCM);
- The Australasian Information Security Workshop: Privacy Enhancing Systems (AISW); and
- The Australasian User Interface Conference (AUIC).

Keynote speakers were attracted from around the globe. From Bombay, the home of mega databases – Krithi Ramamritham – "*Taming the Dynamics of Distributed data*". From the USA with snappy titles like "*Peeping, flashing and happy slapping: the future(s) of computing*" came a presentation from Genevieve Bell of *Intel*. Europe was represented by colleagues like Denis Caromel of the University of Nice – Sophia Antipolis, who discussed "*Open Source Middleware for the Grid: ObjectWeb ProActive*".

Beyond running a well attended, professional conference within budget, the peer feedback was most positive. Professor Jenny Edwards, President of CORE commented:

"ACWS 2007 was a resounding success because of all the efforts of the staff involved from the School of ITMS at UB. Everyone commented favourably on the excellent organisation, the transport arrangements and catering. I would particularly like to thank you for your enormous contribution to the organising committee and to managing the overall organisation. The University of Wollongong, which will organise ACWS 2008 will have a hard act to follow."

ITMS is not unused to running major conferences (e.g. It ran a major international conference in the area of its research strength – Optimization – in December 2005), the ASCW 2007 has clearly has 'raised the bar' again.

### ITMS Continues to forge forward

## Sid Morris - Professor, publisher and persuader.

Sid Morris has previously been Professor at the University of New England, University of Wollongong and University of South Australia. He has published over 130 research papers in refereed international journals, an undergraduate textbook '*Abstract Algebra and Famous Impossibili-*

*ties*', a post graduate textbook which has also been republished in Russian and is still available on the web some 30 years after publication.

He has also published an 800 page research monograph. The second edition of this book has just appeared and is an expanded version of the first edition. Sid's latest monograph, to be published shortly, is an advanced research text of 700 pages. He jokes that his last two books compete with even Harry Potter books for size!

Sid is especially proud of his own on-line book "*Topology without Tears*" which is read in over 80 countries. This book is about to be translated into Persian.

Sid's editorial expertise is extensive, including as Editor-in-Chief of a series of books published by Cambridge University Press, as the Editor of the largest Australian mathematics research journal and of the research journal of the Australian Computer Society, one of the world's oldest computing journals. He is also an editor of the *Journal of Group Theory*.

Sid is also known as an innovator and 'ideas man' which he takes up with enthusiasm with his ITMS leadership team and the University hierarchy. As a logical and persistent persuader Sid's suggestions are often adopted, sometimes within hours of the original concept emerging in some defined form. Sid also welcomes suggestions from his peers and colleagues and will assist in 'selling' those he can genuinely support. His motto could be summed up with "*B'brachot kol tov*" (= blessings for everything good).

### Visiting Professorship for Mirka

## Professor Mirka Miller awarded Visiting Professorship

The Leverhulme Trust has awarded a prestigious Visiting Professorship to Professor Mirka Miller which she will take up for four months commencing mid 2007 at Kings College, London.

The Leverhulme awards enable UK universities to host an internationally distinguished academic from overseas (chosen and invited by the host institution) in order to enhance the research skills and work of the host institution. Professor Miller has been judged through this award to be a visitor of outstanding academic standing and achievement. Visiting Professors are expected to offer a short



*Professor Mirka Miller*

course of "Leverhulme Lectures" to mark their residence in a British university.

While this award is a great honour for Professor Miller it also brings favourable publicity and recognition to UB and ITMS. Mirka has said of this honour:

"I am excited at the prospect of working with Professor Costas Iliopoulos who is a world leader in Algorithm Design and heads the Algorithm Design Group at Kings College, supervising a well credentialed group of researchers.

"Last year I was able to travel to London for one week visiting Kings and found the environment most stimulating and complementary to my work at UB. They attract sufficient funding to undertake many diverse projects within the European Union and beyond.

"I will be providing public lectures on both Information Security and Graph Theory and hope to be visiting two or three other UK Universities. I intend to meet and confer with learned Computer Science colleagues such as Professor Hajo Broersma of the University of Durham and Professor Gregory Gutin of the University of London."  
(Bon Voyage Mirka – Ed)

### **Illuminating our Alumni**

## **Illuminating Our Illustrious Alumni**

### **Rosemary Hay of UoB**

After sixteen years working in the public service, Rosemary decided to return to study to provide herself with the opportunity to change careers.

In 1999, Rosemary commenced a Bachelor of Computing. Midway through her studies, she took part in an exchange program which provided her with the opportunity to live and study in Paris. This experience has proven to be invaluable, as it has given her valuable insight into the difficulties faced by international students. She has since returned to Paris on a number of occasions to visit friends that she made there.

In 2003 Rosemary graduated with Honours and took up a position lecturing at the University of Ballarat in the School of ITMS. Rosemary specialises in teaching programming and is also the Research Assistant to the Head of School. Her work involves coordinating the production of the Journal of Research and Practice in Information Technology, the quarterly international journal produced by the Australian Computer Society.

For the last three years, Rosemary has been studying Mandarin, which she hopes will eventually enable her to lecture in China.

### **Scott Schrieke – Serendipity CyberServices**



Scott completed his Graduate Diploma of Computing in 1997 at ITMS UB.

Between 1998 and 2000 he worked as a sessional trainer at the UB's TAFE Division in Visual Basic, Multimedia design and Web page design. He also worked as the Internet development officer for the Australian Accounting Research Foundation in Hawthorn 3 days a week. In 1999 Scott took as position at *NetConnect Communications*, first as a customer support officer for client website development and then as the Webmaster for the NetConnect and later Chariot Internet. In February 2000 he started

*Serendipity CyberServices* as a part time business doing computer repairs and upgrades.

In March 2001 Scott left Chariot and worked building his *Serendipity* business full time. That first year was tough, the 01/02 tax year the total turn-over of the business was only \$26k. He ate a lot of vegemite toast dinners! Since then Scott's business has grown to a turnover of nearly half a million per year. Scott hasn't advertised since 2003, and all new work is by "word of mouth" referral.

The business now operates in a number of niche markets which include onsite PC and network support for businesses, hardware repairs and software support in the workshop for businesses and private clients. *Serendipity* also supplies new PCs and Servers, mainly for businesses, but increasingly for discerning private clients who want premium quality computers and top quality after-sales service. Scott doesn't try to compete with the low-end prices of the large department stores, concentrating on high-end gaming, multimedia, video editing or professional workstation field, and this is where much of his business growth is now coming from.

*Serendipity CyberServices* will soon be moving to new premises with twice the current floor space and focusing on providing more thorough onsite support for small and medium businesses and expanding the sale of high-end custom PC's and servers.

### **Jamie Clingin – ASCET Interactive**

Jamie completed his Bachelor of Information Technology in 2002 at ITMS UB.

During his course he worked with a number of different organizations in the creation and maintenance of their basic web sites. Jamie gained experience in dealing with users on a face to face basis, learning how to interpret their instructions and convert them into functional IT solutions.

Upon completing his degree, Jamie was offered a position at a local design studio that had recently started developing their own clients websites, the ASCET Group. During the first twelve months of employment he assisted in the creation and further maintenance of these clients' sites. He also dealt directly with a number of regional tourism organizations that continue as clients today.

During this time ASCET were outsourcing a great deal of their IT based work to other providers, often with unsatis-

factory results. ASCET then decided to take control of its entire IT infrastructure and development cycles. This led to the purchasing their own dedicated servers and creation of a Content Management System, 'Quicksite'. Soon after the Internet / Computer division of the ASCET Group separated to become its own entity, ASCET *Interactive*.

Jamie says "We had a grand total of three staff members catering to well over one hundred clients so from day one our methodology has been to develop software and systems that allow for re-use and rapid deployment. Quicksite, (now huski), is a rapid development tool that allowed our small team to manage, control and develop a wide variety of web products without the massive time delays often associated with such projects".

In the last 3 years ASCET *Interactive* has developed over 500 web based systems for clients in Australia, Belize, Dubai, Iraq, Jordan, Oman and USA. with further work upcoming from a number of other countries. ASCET *Interactive* now employs 6 staff full time and has built a strong network with like-minded IT companies around the world to allow them to tackle projects typically only granted to the large corporate organisations, as evidenced by their work in Iraq, where competitors include IBM.

ASCET *Interactive* continues to grow at a rapid rate and throws up new challenges on a week to week basis. This year they are on track to developing over 180 projects for their clients. Jamie has progressed to a management role where these challenges can range from basic assistance to programmers and project and client management to ensuring that staff are happy and working on projects that they are best suited to.

Jamie says "This is one of the great aspects of our team and business – everyone loves what they are doing. I believe that my role will continue to expand and develop. It has been very rewarding being involved in growing a business which has moved from running a basic website "chop shop" into leading a team of skilled employees deploying "cutting edge web products", in a regional environment. We have found that intellect and talent is not defined by geographic location."

Ballarat ICT 2030

## **Forecasting Our Fascinating ICT Future**

It was January 1995, that the newly amalgamated City of Ballarat became responsible for the new local government function of Economic Development, which had begun to embrace Information & Communication Technology (ICT). In those days, laptops were rare (and devices such as iPods unimaginable), UB's Technology Park was a mere glint in the eye of visionary leaders, and the take-up of the net for e-marketing through web pages was restricted to brave information and communication technology pioneers.

Central to the City's plan then, was the preparation of a bold Information Technology Strategy, targeted at a somewhat distant year of 2010. This was intended to both boost IT infrastructure and identify beneficial economic growth areas such as eHealth. It was hoped that the preparation of this strategy would carve out a position for Ballarat as a centre of excellence and a leading ICT city generally, getting an early break on competitor regional aspirants.

The need to replace job losses in traditional manufacturing with other new wave sustainable industries was well recognised. Although emerging industries such as Cultural Tourism would also play their part, more and better economic drivers were needed, and ICT was a likely way forward.

The *cBallarat* organisation, which now oversees the community's wider take-up of technology, confirms that much has been achieved in the intervening 12 years. The follow up of the identified opportunities in the 2010 strategy has been somewhat patchy, apart from the heroic and determined efforts of visionaries like Professor David James (as UB's then Vice-Chancellor) in consolidating UB's Technology Park into a major employer and today bursting at the seams. Similarly, the successes of entrepreneurs such as George Fong in establishing *NetConnect* among other ICT innovations, remains notable.

Fortunately both gentlemen remain involved as members of the *cBallarat* Board a well credentialed team with technical, academic and relevant business backgrounds. *cBallarat* has commissioned UB in late 2006 to undertake a renewed ICT Strategy, targeted at an even more hard-to-comprehend end-date of 2030.

The UB consulting team represents the considerable ICT strengths that have been developed at Mt Helen campus over the past decade. These include ITMS as project leader, reflecting ITMS's reputation through delivered IT courses. ITMS's postgraduate research and internationally recognised consulting expertise via CIAO were also recognised. No fewer than three other research and consulting Centres are also involved in UB's consortium.

Consultation has been extensive, from IT savvy teens to large IT dependent corporations. Households and individuals, government agencies and private providers, IT geeks and the IT bewildered, were all included in the widespread consultative net looking at beneficial short, medium and longer term outcomes.

The ICT scenarios that have been explored and developed are expected to work for Ballarat in all of its business and community manifestations. The Strategy aims to achieve this by:

- Establishing Ballarat as a globally competitive ICT centre;
- Providing an ICT and associated infrastructure that facilitates the development, adoption and the use of ICT to achieve productivity gains and innovation and differentiation of products and services;
- Increasing the competitiveness of the local economy by developing appropriate linkages between the ICT cluster and other industries;
- Facilitating the growth of existing ICT businesses that will help develop and grow the ICT industry and cluster;
- Attracting and retaining ICT talent in Ballarat and facilitating funding and collaboration to enhance research capability; and
- Acknowledging the diversity in the community and providing opportunities for citizens from all backgrounds to participate and develop in the digital community.

For outcomes and implementation plans (especially dot point #5 above) – watch this space - Ed.

## Plans for Graduates

### Plans and Intentions for Graduates



The School of ITMS has adopted a Statement of Strategic Intent (SSI) which is consistent with both the UB's wider SSI and staff members individual Development Plans. The first area of focus in the ITMS SSI is *Our Graduates* which sets out the School's considered intentions in this regard.

The stated **Goals** include:

- All relevant courses are accredited by the Australian Computer Society (ACS);
- Our Graduates are industry-ready;
- Our graduates have good communication skills; and
- Our graduates are continuous learners.

**Strategies** to achieve the above include:

- Review curriculum of all courses, Ensure alignment with ACS guidelines;
- Provide learning experiences which are applied in nature and reflect good professional practice;
- Encourage and assess the use of principles of good communication throughout our courses; and
- Develop generic skills which enable graduates to learn and adapt to unfamiliar environments.

All this will be measured against the following **Outcomes**:

- Reaccreditation by ACS of all relevant courses; and
- Employment of our graduates compared to [the Australian] national average.

The ACS has reaccredited ITMS courses over recent years. In 2007 a comprehensive course review is being undertaken by UB of the flagship course – "Earn As You

Learn" Bachelor of Information Technology – (Professional Practice) which is offered in partnership with the IBM presence on campus.

Over the four year duration BIT (Professional Practice) participants are offered part-time employment (via ITMS scholarships) in partnership with a major, multi-faceted, international computer and information services company. It would seem that the course is on the way to becoming a great success and a model of earn as you learn courses which may be copied throughout the world.

## Alumni News

### Alumni here, there and in Hong Kong

UB has recently announced the formation of an Alumni Chapter in Hong Kong. The University now has several thousand successful graduates in Hong Kong. In demonstration of UB's commitment towards lifelong and mutually beneficial relationships with our past graduates this Alumni Chapter exclusively for the Hong Kong community has been formed.

Chapters are to become a critical part of the University's Alumni Relations Program. Organised and managed by local alumni volunteers, chapter activities and events bring alumni together for social interaction, networking, professional development and lifelong learning. Community service-oriented activities are also planned for 2007.



## CIAO Chat

**CIAO means 'hello' and not 'goodbye' at ITMS**

The Centre for Informatics and Applied Optimization (CIAO) is the research Centre for ITMS and is one of four centres associated with UB's Institute for Regional and Rural Research and Innovation (IRRRRI).

CIAO integrates key fields of research in mathematics and information technology. It is a nationally recognised research Centre, undertaking basic and applied research in informatics and optimization and delivering cutting edge technologies for application in industry and government.

CIAO has the knowledge, research capability and technical expertise to significantly improve the efficiency and international competitiveness of Australian industry, whether it is in the resource, manufacturing or commerce sectors, or in government.

Key areas of research and consulting activity are in:

- Applied Optimization;
- Data Mining and Computational Intelligence;
- Informatics, Legal and Health,
- Topology and Mathematical Analysis;
- Statistical Analysis;
- Knowledge Modelling;
- Decision Support Systems;
- Simulation;
- Graph Techniques;
- Data and Information Security; and
- Educational Technologies.

**Please Contact CIAO and Chat**

Many commercial and government, partners and clients, have benefited from the work and expertise of CIAO. The Centre remains very keen to undertake new projects with new clients. Contact Director: **Associate Professor John Yearwood**, or Business Development Manager **Mr Wayne Hurst**, Telephone 61 3 5327 9093, Facsimile: 61 3 5327 9966, Email: [w.hurst@ballarat.edu.au](mailto:w.hurst@ballarat.edu.au)

In addition, the detailed account of CIAO's research and consulting activities and all key projects and personnel can be found through obtaining the CIAO Newsletter in either hard copy or electronic format form. Contact Editor **Elizabeth Matuschka**, Telephone: 61 3 5327 9949, Email: [ematuschka@staff.ballarat.edu.au](mailto:ematuschka@staff.ballarat.edu.au)

## The China Connection

**The China Connection**

During February 2007 a small ITMS delegation made a hectic two-week visit to a number of partner (and potential partner) sites in China to reinforce and expand the valued "beach head" that has been established by UB in China over recent years.

The visiting party consisted of **Professor Sid Morris** HOS, **Frank DeLuca** ITMS's Manager of International Programs, and lecturer **Dr Liping Ma** who is a graduate of Beijing University, and who acted as interpreter.

The visit was timely and strategic because of the significant and growing number of Chinese students who travel to UB to complete their degrees. This steady stream results from cooperative agreements established between UB and such institutions as *Shenzhen Polytechnic* and *Fuzhou University*. Features of this fast paced visit included:

- Contact with *IDP Education* in both Shanghai and Beijing. This organisation offers the most popular student enrolment service for international students who wish to study in Australia;
- Visit to *Shandong Institute of Business & Technology* seeking to establish an articulated teaching arrangement along the lines of *Shenzhen Polytechnic*;
- Discussions with *Shanghai University* which fosters a CIAO research partnership through the *China Australia Collaborative Applied Optimization (CACAO)* group;
- Negotiations with *Fuzhou University* to reinforce and expand the relationship of students coming to UB to complete their studies;
- Discussions at *Zhangzhou Normal University*, where ITMS staff travel to teach 'face to face';
- Liaison with *Shenzhen Polytechnic* to firm up an established relationship, which sees students being fed into UB programs;
- Discussions with *China Education Ventures* that acts as a China-based agent for UB; and finally
- Discussions with *Hong Kong Institute of Continuing Education (HKICE)* where ITMS is hoping to teach a course on computer games.

## Vice-Chancellor Battersby View From the Top

**Professor David Battersby** commenced as UB's third Vice Chancellor and President in mid 2006. He came with a reputation for understanding the special challenges and outstanding potential of a multi-sector, multi-campus, regional university. His recent experience with a range of senior appointments at Charles



The Vice Chancellor, Professor David Battersby,

Sturt University, NSW underscores this regional passion. He puts it like this "*This University's fate is intimately linked to that of Regional Australia and we will never take the loyalty of our region for granted*".

At a personal level, he empathises with and encourages, those who like himself are the first ever members of their families to have embarked on a course of higher education, which is common for UB undergraduates.

Professor Battersby believes that 2007 will prove an exciting year for UB due to government policy being implemented and in achieving Strategic priorities. Policy challenges include:

- The Research Quality Framework (RQF) is being implemented with \$87m being allocated for RQF purposes;
- A Review of University Reforms is now underway with first round submissions received in February 2007; and
- Work skills vouchers have now been introduced for those over 25 years of age doing year 12 or up to Certificate 11 and Business Skills Vouchers for apprentices/tradespersons.

Professor Battersby's 2007 Strategic Priorities include:

- Systems' upgrades;
- Enhanced degree pathways for TAFE students;
- Developing further our flexible, online and self-reliant learning strategies;
- Boosting our student recruitment and corporate marketing;

- Realigning the University's management and advisory structures;
- Enhancing staff satisfaction;
- Analysing the economic and regional benefits of the university to enhance its sustainability;
- Profiling the regional campuses; and
- Developing medical and allied health courses.

Professor Battersby intends to be out and about UB's various campuses conducting staff information sessions on these key issues. We will seek to keep ITMS Alumni similarly updated.



The Vice Chancellor, Professor David Battersby, Meets with ITMS staff.

## General News

**NewsFlashNewsFlashNewsFlash**

**Dr Robyn Pierce** who has served as Deputy Head of School for a number of years, recently took up a Senior Research Fellow's position at the University of Melbourne.

**Dr David Yost** has recently been appointed to the Deputy Head's role and is enjoying the challenges associated with assisting to administer such a large and dynamic School as ITMS. (A full profile will be provided on David in the next edition of 'Graduates' – Ed)



UB (and ITMS) were pleased to host the **second Linux Install Fest** and Mini Conference in March 2007.

This was supported by the Linux Users Victoria (LUV) and the Ballarat Linux Users Group (BLUG). The event attracted scores of enthusiasts

for 'open source' software including some 40 who had Linux installed on their laptop computers. This event was not staged for the benefit of computer 'geeks' but was aimed at providing a free service to the wider community, many of whom now realise that open source is "*spreading across the world like wildfire*" as Professor Morris puts it.

The recently released report **The Destination of On-Campus Higher Education Graduates of the University of Ballarat**, Warren Research Institute, January 2007 contains many interesting findings including:

"Overall, the data indicates that a large proportion of UB students find their first employment in their original home location. Overall, sixty-five percent of students originating from Ballarat and District area have found their first employment in Ballarat. The high number of graduates employed in regional areas suggests a significant contribution by UB to the regional economy."

For ITMS graduating students initially employed within the region, the report shows no statistical upwards or downwards trend, tracking in the range of between 59% and 91%, which nevertheless represents the highest level of graduate retention (and thus regional benefit) of any UB school.

