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UniSA research shows employers must better engage older workers

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by Katrina McLachlan



BUSINESS AND LAW

Research from UniSA reveals that Australian employers desperately need to harness the power of their older workers in order to boost the economy.

A recently published study shows employers who address and invest in older workers reap significant benefits including a committed, stable and engaged workforce, but that many are far from up to the challenge.

Mature-age workers currently account for 40 per cent of the nation's total workforce and according to latest Australian Bureau of Statistics figures, more than four million Australian workers are aged 45 years or older.

Research Professor in Human Resource Management at UniSA's Centre for Workplace Excellence, Professor Carol Kulik, was the lead researcher on the article published in the December/January edition of the *Academy of Management Journal* titled 'Engage Me: The Mature-Age Worker and Stereotype Threat'.

"Age stereotypes are notoriously persistent in organisations with mature-age employees commonly perceived to be less productive than their younger counterparts, lacking initiative, disinterested in learning or developing, and resistant to change," Prof Kulik says.

"Mature-age employees are aware of these age stereotypes and worry that they may inadvertently confirm them. The resulting stereotype threat demotivates mature-age workers and lowers their engagement.

"Our research shows that employers who address older workers' concerns while also investing in training actually reap significant benefits including a committed, stable and engaged workforce.

"Unfortunately, organisations have been slow to adopt mature-age practices, even though our research shows them to be highly effective in reducing stereotype threat and increasing job engagement among older workers."

Prof Kulik and her UniSA colleague Sanjeewa Perera together with Christina Cregan from the University of Melbourne, found mature-age workers reported lower stereotype threat and higher engagement when their employer had high performance practices that focused on employee training, rewards, and participation; or had adopted mature-age practices that focused on age-specific training, job design and career management opportunities.

The high performance and mature-age practices had independent effects, so workers were most engaged when their organisations invested in both types of practices.

The practices were especially important when mature-age workers reported to young managers, were surrounded by young co-workers or worked in manual occupations where age-related physical declines could be visible.

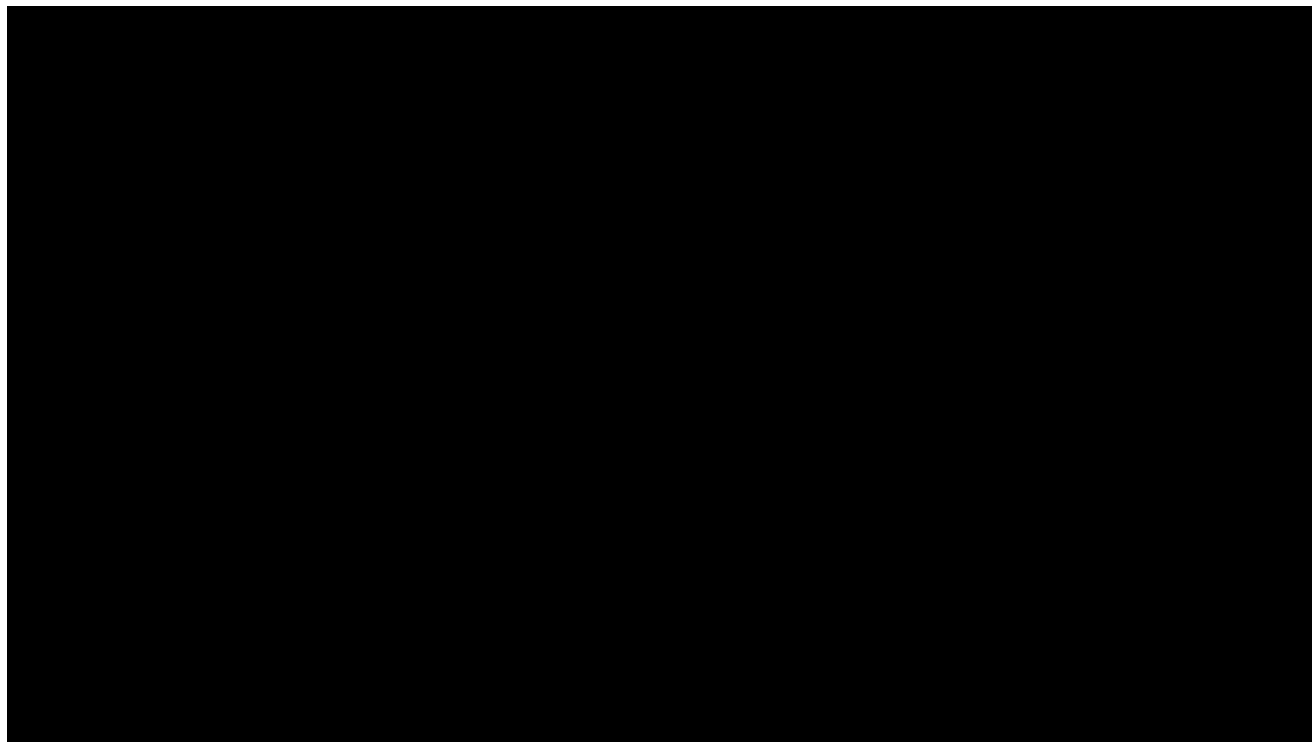
“Employers and managers need to be aware of the unintended signals that environmental cues send to mature-age workers,” Prof Kulik says.

“Policies crafted to recognise and encourage mature-age workers send consistent, durable signals that lessen those workers’ concerns about negative managerial attitudes and increase their focus on their work.

“Organisations can try to eliminate age stereotypes, but managerial attitudes are stubbornly resistant to change so focusing on management practices may have more immediate – and more enduring – effects on mature-age worker engagement.

“Organisations will enjoy the highest levels of engagement from their mature-age workers when they add age-specific practices to their management practices including training designed to upgrade mature-age worker skills, opportunities to redesign jobs to accommodate mature-age worker needs, and phased retirement programs that allow mature-age workers to ease into retirement.”

The video below outlines the “Engage Me: The Mature-Age Worker and Stereotype Threat” research.



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University of
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Student design solutions well received by industry

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by Lisa Toole



ART AND DESIGN

Zijing (Jennifer) Zhuang shows her design project for signage at Mount Lofty Botanic Gardens.

The real-world solutions of UniSA industrial design students have potential employers standing up and taking notice.

The major projects of the [Graduate Diploma of Design \(Industrial Design\)](#) class of 2016 were showcased through an exhibition at the Kerry Packer Civic Gallery late last year. As a result of their efforts, several students have been invited to present and develop their concepts further with local companies, agencies and not-for-profit organisations.

Andrew Whittaker and Dr Peter Schumacher are course coordinators for the [Masters of Design \(Industrial Design\)](#) studio courses and Dr Schumacher says the postgraduate program enables students to build on the skills and knowledge from their undergraduate studies through engaging in industry-based projects and learning how to work with clients.

"It's a very intensive process requiring a diverse skill set. The students are learning through industry engagement and learning by doing. This is a gateway to their profession," Dr Schumacher says.

Each student's year-long project involved working closely with an external client, undertaking extensive research to understand the nature of their client's problem and exploring the context and available technologies to propose design solutions.

These solutions were presented in a range of ways including animations, prototypes, model-making, videos and the creation of displays and signage.

After presenting to the client, students often gain an even greater understanding of a client's needs and may then provide further solutions, Dr Schumacher says. In some cases the students identified problems that the clients did not see.

This was certainly the case for Chinese student Zijing (Jennifer) Zhuang whose project centred around potential improvements for Mount Lofty Botanic Gardens. An anticipated outdoor furniture design project became something much more.

Zijing spent lots of time at the Botanic Gardens looking at the way visitors used the gardens and what they visited.

“She uncovered a way-finding problem and areas for improvement around the signage systems,” Dr Schumacher says.

Zijing says she found it very hard to find directional signs and the contours of the land meant that sometimes the signs that did exist weren't visible to visitors among other issues. During her research she encountered people who were having trouble following the signs or getting lost.

As a result of her observations, Zijing's solutions included creating a common brand identity for the signage, a hierarchy of important information, and using colour and number matching to help visitors make connections between the gardens' brochure and fixed signage.

She also created new-look plant markers by adding transparent resin moulds containing seeds and plant specimens, to provide a visual representation of species for visitors even in the non-flowering season.

Zijing, who has been in Australia for two years, learned that most visitors to the gardens came from China and to assist people from her home country she added Chinese descriptions to the English language information signs.

Her hard work paid off and Zijing was asked to present her project to the director of the Botanic Gardens for consideration.

Dr Schumacher says fellow student Nick Jolly looked at problems in aged residential care – an industry that is going through a lot of changes in the context of Australia's aging population.

“Nick said let's see if we can make a better bed for aged residential care,” Dr Schumacher says.

The resultant design has a host of useful features that make the bed user-friendly and increase client safety.

Dr Schumacher says one issue Nick uncovered was that the array of technology required in patient care – such as sensors – can create a jumble of cords beside the bed which can be a potential tripping hazard.

His new design puts that technology into the bedhead and also fits the lamp into the bedhead with the switch fitted alongside the bed in easy reach. This solves the issue of a person needing to reach a long way to switch off the light – which can be a cause of many falls. Another innovation is lighting that illuminates the ground when people get out of bed at night, also increasing safety.

Dr Schumacher says Nick is now talking to an Australian furniture manufacturer about his aged-care concept.

A number of other students chose to look at design solutions for a local fireplace manufacturer, producing impressive and diverse results, and, as a result, one student has been invited to spend time at the company and develop his concept further.

Students needed to gain an understanding of exactly how a fireplace worked, how to move air around a firebox and the best way to design the doors.

One of the students who chose this project was Michael Summers who says that once he got into the project he realised just how technical fireplaces are.

“It was a challenge as there was so much involved,” he says.

Michael says he worked on solutions for maintenance and cleaning, wood storage, airflow and the best way for the door to open.

“The major project was good because we had the experience of working with a client,” he says.

“We came up with ideas, showed the client, and learnt what to do if an idea was not what the client wanted.”

Michael will continue on this path and undertake his [Master of Design \(Industrial Design\)](#) next year.

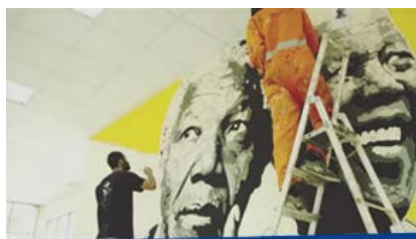
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Michael Summers with his fireplace design project.

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Do academics interfere in their children's higher education?

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This article was first published on timeshighereducation.com on 11 January 2017.

I am resolved to constrain my input to advice requested. I'll doubtless attend open days – but will fight the urge to engage, for fear of an outbreak of embarrassing dad syndrome

I often think about the pride of parents as I participate in graduation ceremonies. I imagine how it must feel to see your child, now an adult, crossing the stage in their gown, collecting their hard-won parchment, moving into a new stage of their lives.

My children, Emelia (13) and Hugo (10), have some ways to go on their academic journey. They've made the transition from the Irish education system to Australia's pretty well, and they show every sign of wanting to go to university in the future. I'm uncertain how much of that is down to an expectation that their dad will still be in charge of their local option when they apply, and a sense that it might be useful to be related to the boss. But the prospect of their entering higher education does excite me.

All the clichés about university have foundations in truth. You learn to learn, you make new and lifelong friends, you forge a new path towards a career and future life. Higher education is a privilege – not many people think of it like that at the time, but with hindsight, you can see that it is – and I hope that my children can learn that in time.

Making the right choices in terms of study is the most difficult thing they will face. But I've no intention of chaperoning them down alleyways of vicarious ambition of my own. My perspective on subject choice is pretty straightforward. You should not study something that you feel compelled to study because of parental or peer pressure. Nor should you study something in pursuit of the pot of gold at the end of the career path of current demand. The rainbow is always moving and, besides, you can't spend a lifetime in a job whose only reward is financial. My children will spend long enough working after graduation that I want them to find a path to pursuits

they enjoy. Happiness is the primary measure of success.

The same applies to their choice of institution. Emelia was born in Cambridge, in the UK, and has stated plainly that she intends to return there to study. Hugo has his sights set on an as yet undefined 2+2 arrangement between my institution and the [University of Oxford](#). Who knows? I'm sure my insight into the sector will inform these future conversations, but, even now, as my eldest begins what in Australia is known as her middle schooling, I am resolved to constrain my input only to advice requested. I'll doubtless attend the open days – out of professional curiosity – but will fight the urge to actively engage, for fear of an outbreak of embarrassing dad syndrome.

It's no easier now to imagine my two at university than it was to imagine their first day at primary school when they were babies. But I think it's important to remember that university students are young adults, even if they'll always be your children. Letting them find their own way while reminding them that if they do stray a little, I've been there, bought the T-shirt and can offer help at any stage: that's how I hope it plays out.

As for the graduation – well, I've imagined it countless times as I've applauded our students across the stage. That's one time when I might use my position for personal gain: I'd love to be on the stage when they cross it. Embarrassing dad syndrome be damned!

Professor David Lloyd
Vice Chancellor and President
Chair of the Australian Technology Network of Universities

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AWARDS

National teaching excellence award for UniSA lecturer

The innovative approaches of UniSA academic, Dr Peter Balan OAM, have been recognised through a national award for teaching excellence.

Dr Balan, a Senior Lecturer at the School of Management at UniSA's Business School, took home one of 18 awards at the Australian Awards for University Teaching in Canberra in December. He received the award for excellence in the category of Law, Economics, Business and Related Studies.

The awards celebrate those who make outstanding contributions to student learning and equipping students for the future.

Dr Balan – who has an extensive industry background and teaches entrepreneurship and innovation is no stranger to accolades and received an Order of Australia Medal (OAM) “for service to tertiary education and to the community of South Australia” in 2016. His work has also been highlighted with several UniSA and national awards.

Of his many innovations, Dr Balan is most proud of the Team-Based Learning approach that he implemented in 2010. He was only the second person in the world to use this teaching method in entrepreneurship education, and educators worldwide are now using elements of his approach in their own courses.

He says the recent award presentation function in Canberra gave him the valuable opportunity to meet and network with all of the 2016 award winners.

“I am already in touch with a number of these educators and we are looking at exchanging teaching innovations, as well as setting up research projects into teaching engagement and effectiveness,” Dr Balan says.

“In addition, the financial award means that I am now able to organise visits to universities in the US and in Ireland that have asked me to deliver workshops and seminars on my teaching innovations, as well as to deliver workshops and papers at national and international teaching conferences.

“This means that I am able to continue to develop contacts with academics around the world who will test my innovations in their own fields of study and teaching contexts, and give me valuable feedback for continuous improvement, as well as data for research publication.”



Dr Peter Balan is pictured with David Learmonth, Deputy Secretary, Department of Education and Training at the award ceremony in Canberra.

2016 UniSA Teaching Awards

UniSA recently announced recipients of its 2016 Teaching Awards. Congratulations to the following staff on their success.

2016 UniSA Award for Teaching Excellence

Vivien Chanana, Teaching Innovation and Quality Leader, School of Marketing

Chanana has been lecturing in marketing for over 10 years and was acknowledged for her sustained and consistent commitment to enhance the experience for first-year marketing students, including the use of innovative teaching methods that has led to building a culture of excellence within the School of Marketing. This has led to great student outcomes through fostering a team teaching approach to implement well-designed and planned learning activities, with the use of digital aids and technology. Chanana constantly improves her teaching and discipline knowledge and skills through learning from local and international peers and experts.

2016 UniSA Citations for Outstanding Contributions to Digital Learning

Environmental and Geospatial Sciences Program Team: Dr Tom Raimondo, Dr Justin Payne, Associate Professor Delene Weber, Associate Professor David Bruce and Ms Morgan Schebella – School of Natural and Built Environments

For transforming field-based teaching of Environmental and Geospatial Science and the attainment of critical field skills through immersive digital visualisations.

Location-based mobile learning project team: Dr Sukhbir Sandhu and Mr Roger Edmonds – School of Management and Teaching Innovation Unit

For expertise in the innovative design and implementation of location-based mobile learning games leading to enhanced student engagement and learning experiences.

2016 UniSA Citations for Outstanding Contributions to Student Learning

Mr Philip Beaton – School of Commerce

For the ongoing implementation of a mentor scheme providing property students with greater learning motivation through authentic learning experiences and industry linkages.

Ms Gabriella Bisetto – School of Art, Architecture and Design

For implementing a suite of learning experiences that enables students to graduate as successful glass artists commensurate with industry skills and professional knowledge.

Associate Professor Sandra Orgeig – School of Pharmacy and Medical Sciences

For a sustained commitment to leading the teaching-research nexus to motivate undergraduates to understand and value the research process and inspire a passion for research.

Dr Sally Plush – School of Pharmacy and Medical Sciences

For outstanding innovation towards teaching the value of rote memorising as a core skill in a science program.

Dr Garth Stahl, Miss Erica Sharplin and Dr Ben Kehrwald – School of Education and Teaching Innovation Unit

For using and researching innovative approaches to develop the proficiency of pre-service teachers.

Ms Jennifer Stokes – UniSA College

For sustained commitment to engaging, student-focused enabling pedagogy, which fosters the development of independent learners prepared for undergraduate study.

Team Budgets: Dr Bruce Wedding and Dr Diana Quinn – School of Engineering and Teaching Innovation Unit

For staff and student engagement through the innovative design and dissemination of Time Budgets, a succinct visual contract for enhanced communication of teaching and learning.

TIU Research Education Team: Dr Cassandra Loeser and Professor Alistair McCulloch – Teaching Innovation Unit

For a sustained and outstanding contribution to research degree supervisor development.

APPOINTMENTS

New Executive Director: UniSA Online

Tom Steer has been appointed to the new role of Executive Director: UniSA Online.

Steer joins the University from Hewlett Packard Enterprise and will be familiar to many UniSA staff through his leadership on the development of the joint UniSA HP Innovation and Collaboration Centre, and the highly successful Bachelor of Information Technology (Enterprise Business Solutions) program.

His most recent role was Chief of Staff for Hewlett Packard Enterprise Australia and New Zealand and he was a member of the HPE Country Management Team.

Steer previously led Hewlett Packard's Higher Education business and has performed key management roles on some of the company's largest Government Accounts in both London and Canberra.

As a UniSA Alumni, in 2003 Steer was awarded the most outstanding masters student for the Master of Business Information Systems.

Provost & Chief Academic Officer Professor Allan Evans says Steer will lead the growing UniSA Online team, working to implement its ambitious plans towards a 2018 launch.

"Steer will bring a great deal of business development, technical and organisational experience to the development of our new online operation," Prof Evans says.

Steer will commence in the role on 1st February 2017.

Proteomics expert announced new strand leader at FII

A renowned expert in the large scale study of proteins (Proteomics) and tissue imaging mass spectrometry, Professor Peter Hoffmann is the new strand leader in Biomaterials Engineering and Nanomedicine at UniSA's Future Industries Institute (FII).



With more than 90 papers published and almost \$10 million raised for research, Prof Hoffmann's area of expertise is focussed on biomarker discovery in cancer, detection of protein phosphorylation and Tissue Imaging Mass Spectrometry.

Prof Hoffmann's research team were the first to use and publish Imaging Mass Spectrometry (IMS) techniques in Australia, techniques that are used to investigate protein and peptide distributions in human tissue.

More recently Prof Hoffmann formed the spin out company Onco DX to commercialise patented biomarkers for the early detection of ovarian and gastric cancer.

He joins FII from the University of Adelaide where he was Deputy Director of the Institute for Photonics and Advanced Sensing (IPAS) and Director of the Adelaide Proteomics Centre. Prof Hoffmann is also Director of the National NCRIS facility for Tissue Imaging Mass Spectrometry.

The new role appears to be a perfect fit for Prof Hoffmann.

"As an Institute with a strong reputation for innovative and collaborative research and for fostering industry partnerships, the FII is the ideal place to help translate my research into outcomes that can benefit wider society," he says.

UniSA Vice Chancellor, Professor David Lloyd says Prof Hoffmann's appointment will help to address one of the key health challenges of our times.

"Creating new knowledge that better identifies and builds understanding around conditions such as cancer requires dedication and research skills of an exceptionally high calibre, of the sort that Prof Hoffmann has demonstrated throughout his career," Prof Lloyd says.

"We are delighted to now welcome Peter to the FII where that knowledge can be expanded further and applied in practical ways to have potentially society-wide benefits."

Media educator and innovator to lead Communications, International studies and Languages

Professor Jason Bainbridge has been appointed to head up UniSA's School of Communication, International Studies and Languages.

Prof Bainbridge has been a key player at Swinburne University in Melbourne helping to transform and energise media and arts education – where he has been Chair of Media and Communication, and Acting Dean of the School of Arts, Social Sciences and Humanities.

He has a PhD in Cultural Studies from Queensland University where he also completed his Bachelor of Arts Honours and his Bachelor of Laws.

Pro Vice Chancellor of UniSA's Division of Education, Arts and Social Sciences

Professor Denise Meredyth says she is delighted to welcome Prof Bainbridge to the leadership position.

"More than ever, arts and social sciences have to keep pace with rapid social and cultural change," Prof Meredyth says.

"Prof Bainbridge has a strong commitment to leadership both across teaching and research and has shown a career concern for developing multidisciplinary approaches that ensure flexibility in how we respond to change.

"He is an accomplished scholar, a regular commentator in the media in areas of his expertise – the convergence of law and popular culture and media – and a natural mentor for post graduate researchers and academic staff.

"He has published widely on strategic communications, the media and journalism, popular culture and the law across multiple books, book chapters and over 30 refereed journal articles."

Prof Bainbridge, who takes up the role on 18 April 2017, says he is excited to be joining UniSA and by the new challenges and opportunities the role will offer.

"Our greatest challenge as educators is to equip students with the skills to remain agile and mobile in their careers, whether that is in traditional communications and arts roles, or in building their own start-ups – and this School is uniquely positioned to provide students with these skill-sets, through the diversity of its programs and the options for combination with other areas of the university," he says.

"I look forward to leading the School in developing impact-oriented, socially-engaged and highly visible projects that make the most of the topography of the Magill and city campuses, retaining a focus on local South Australian issues while maintaining a global outlook."



ANNOUNCEMENTS

Joint network to drive innovation in defence

UniSA has been selected as a foundation partner by BAE Systems Australia, alongside the University of Adelaide, for a nation-wide initiative to drive research, development and innovation of technologies that are critical to supporting the Australian Defence Force to maintain a superior capability.

The Joint Open Innovation Network (JOIN) is an open collaboration between industry and academia that aligns research and industry solutions to the strategic needs of Australia's defence sector, and facilitates career pathways into the defence industry.

JOIN aims to grow Australian industry capability through technology development and nurturing the next generation of scientists, engineers and innovators.

UniSA Chancellor Jim McDowell says the renewed investment in defence technologies, education and industries will support some of our leading researchers to develop their knowledge and discoveries and see them applied in areas that are crucial for innovation.

"This partnership ensures South Australia will be bringing its 'best game' to defence industry innovation and that means more local skills development and ultimately more local jobs and industry growth," McDowell says.



UniSA Chancellor Jim McDowell with BAE Systems Australia Director for Strategy & Business Development Fran Murphy, and University of Adelaide Chancellor Rear Admiral the Hon Kevin Scarce. AC CSC RAN-Rtd

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Exercise: motivation gets you started, but routine keeps you going

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by Dr Carol Maher, National Heart Foundation Senior Research Fellow in Physical Activity, Sedentary Behaviour and Sleep, UniSA, and Professor Tim Olds, Professor of Health Sciences, UniSA



RESEARCH SPOTLIGHT

Physical inactivity has consistently been shown to be one of the most powerful, modifiable risk factors for all causes of death and disease, alongside smoking and obesity.

This recently created [interactive body map](#) brings together scientific evidence on the links between lack of physical activity and disease.

The body map indicates how a lack of physical activity makes you sick, but it can be difficult to know how to get started if you don't regularly exercise.

Here is a review on the best science about how to start an exercise habit, and how to keep it going.

What type of exercise, and how much?

The government tells us we should get at least 150 minutes of moderate to vigorous physical activity per week, and preferably 300 minutes. Moderate physical activity is generally described as exercise at least as intense as brisk walking – things like swimming, household chores and mowing the lawn all count.

For instance, in Nazi Germany, the women's organisation Frauenschaft sponsored a "Health through Housework" movement which combined household chores with Swedish gymnastics. Picture making the bed standing on one leg and you've pretty much got the idea.

Vigorous physical activities are those that cause you to feel puffed, and include jogging, hiking and shovelling and this activity counts double: just 75-150 minutes per week is enough to make sizeable health gains.

Moderate and vigorous physical activities have important benefits for health by stressing the heart system, and

therefore stimulating it to adapt. In addition, they contribute to weight control through burning calories, improve mood through release of endorphins, and benefit metabolic health (warding off diseases such as diabetes and cancer) by altering hormonal, inflammatory and immune responses.

In addition to moderate and vigorous physical activity, the guidelines recommend that physical activity should include muscle strengthening activities at least twice a week. Such activities include lifting weights or heavy chores that involve carrying loads. In particular, strengthening activities have important benefits for bone health.

Getting started

We used to think of physical activity in terms of leisure-time activities, like sports and fitness activities. However, health scientists now recognise that most forms of physical activity have beneficial effects. Physical activity from daily chores, or walking or cycling to get from place to place, are all helpful and offer realistic ways for people to squeeze more physical activity into their busy lifestyles.

It's surprising how much difference a little effort can make. Imagine you decide to get off the bus a stop early, and walk the extra 500 metres to work, and then do the same on the way home. That's an extra kilometre every day, or about 60 minutes of exercise a week.

That much exercise will reduce your risk of dying at any given age by about 10 per cent. In theory, over a year you would lose three kilograms of body fat. However research has found that people tend to crank up their eating and wind down their other exercise habits when they do these added extras, so your actual weight loss might be more like 500g.

It's thought that physical activity accrued in sustained "bouts" (continuous periods of physical activity lasting 10 minutes or more) may have extra health benefits, although shorter spurts of activity also have a cumulative benefit.

Aim to gradually build up your physical activity, building on your base level of physical activity until you eventually meet the guidelines. The relationship between physical activity dosage and health effects is on a curve. It's a bit like money: an extra 10 minutes a day means large health gains for someone who gets no exercise, whereas the same increase for someone already exercising for an hour a day will deliver diminishing returns.

If you're starting from a low base, choose moderate, rather than vigorous, activities. This minimises your chance of getting an injury, and maximises your prospects of keeping your new habit going.

Research clearly shows that people who go hard early are more likely to drop out. If you have a pre-existing health condition such as high blood pressure, diabetes or arthritis, consider consulting your doctor first (though if your doctor is worth her salt, she will already have recommended physical activity, as it is a key component of managing these conditions).

Maximising your success

Unfortunately, it is common for people to fall off the physical activity wagon, and an estimated 50 per cent of people who start a new exercise program will have given it up within six months. However, science has identified numerous factors that increase your chances of sticking with it.

Make a commitment to others. Exercise with a friend, or sign up to a team or group fitness program. Being around others who exercise is proven to increase people's motivation to continue with their own exercise plans.

Choose a form of exercise you feel competent doing and enjoy. If there is a new form of exercise that interests you, but you don't feel confident about it, find an exercise professional who can teach you.

Give your lifestyle a spring clean. Evidence suggests that healthy behaviours reinforce each other. For example, changing your diet can be a catalyst for continuing a new exercise program.

Set goals for your exercise. Goals that are specific, measurable and timely can significantly increase your chances of success.

Be aware of barriers you face (such as time and energy for exercise) and proactively plan strategies for addressing these. For example, having an exercise schedule can help people with lack of time, while planning exercise earlier in the day can help if energy or weakness are barriers.

Some of you may be thinking of other, more "intimate" and socially interactive methods of getting exercise. There's bad news on this front. A bout of sexual activity uses about 90kJ, about the same as a gentle six-minute walk. You get more bang for your buck, so to speak, from the walk to work.

This article was originally published on [The Conversation](#).

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Step up to summer with innovative UniSA fitness app [Back to story index](#)

by Will Venn and Lisa Toole



HEALTH

Senior Research Fellow Dr Carol Maher reveals a new app that is perfect for people seeking motivation to get moving.

An initiative from UniSA researchers could provide the help that's needed for people who are trying to stick to their New Year's resolutions to get fit and healthier.

These resolutions usually find people trying to improve their health and fitness, but often that resolve may come with little incentive and little durability.

But a new smartphone fitness app could provide just the push that's needed to get moving – and stay moving, as 2017 kicks into gear.

Researchers are seeking volunteer groups of social media savvy friends to test the app, which connects friends as an online team in a 100-day exercise challenge.

Through the Active Team app users team up to compete in step count challenges, with the motivation of a leader board, notifications and incentives to encourage friendly rivalry.

The app builds on a former Facebook app created in 2013, where volunteers took part in 50-day step challenges and which indicated that users' activity levels increased by an average of two hours per week.

Senior Research Fellow Dr Carol Maher is being awarded \$425,048 through the latest round of National Health and Medical Research Council (NHMRC) grants, announced last December, to roll the initiative out on a much wider scale.

The result will be a longer fitness challenge, an increase in participants from 110 to 440 and a suite of extra incentives designed to encourage greater participation.

"We've increased the length of the challenge to 100 days, and added a number of new features, such as a

newsfeed, and mini challenges, where friends can send a range of challenges to each other,” Dr Maher says.

Examples of the mini challenges include “mega day” (getting 15,000 steps in one day), “beach bliss” (doing a beach walk and posting a beach photo in the app), and “step sprinter” (getting 2,000 steps in 20 minutes).

The use of social media can often be seen as a sedentary activity but Dr Maher says Active Team is a way of taking what people are already using as a means of getting them off the couch.

“People love using Facebook and their phones so rather than fighting it, let’s embrace it as a platform to reach people and work with that,” she says.

The power of friendship, social support and social influence are important drivers of behaviour and health, which manifest in a number of ways.

“Firstly, we know that people are more likely to do something if they hear about it through their friends,” Dr Maher says.

“Research also shows how important our friendships are for health behaviours – both positive and negative. There are ‘social flow-on’ effects that result from, for example, one person in a social group saying they are quitting smoking.

“In this study we are trying to harness the power of friendly rivalry and also social influences as a way to keep people motivated in a physical activity challenge.”

Dr Maher says the challenge started in November and participants will be recruited on a rolling basis over the next nine months.

“People will be followed up for six months after they finish and we hope that the benefits will be sustained,” she says.

Find out more about the study and register your interest [here](#).

Volunteers must be aged 18-65 years, own an iPhone or android smartphone and currently clock up less than 150 minutes of weekly physical activity. Participants must already log into Facebook at least once per week and need to sign up with at least two existing Facebook friends who also meet the eligibility criteria.

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The writing's on the wall: exhibition celebrates urban art for positive change

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by Annabel Mansfield



A new mural of the late Nelson Mandela, will be painted directly onto the gallery wall by Kenyan artist Swift9.

The Bob Hawke Prime Ministerial Centre is hosting an exhibition showcasing the work of three exceptionally talented Kenyan artists along with an internationally recognised Kenyan visual artist, in the world premiere of [SANAA: A Better World Through Creativity](#) exhibition.

Presented by UniSA's Bob Hawke Prime Ministerial Centre, as part of the 2017 Adelaide Fringe Festival from February 6, it kicks off an exciting year of exhibitions at UniSA.

In March, the SAMSTAG 2017 program will be launched with the Adelaide Festival with two exciting exhibitions – *The Ocean After Nature* from March 3 – June 9, and *Countercurrents* from March 3 – April 14. See next month's UniSA News for a preview of what's on at SAMSTAG in 2017.

At the Kerry Packer Civic Gallery, [SANAA: A Better World Through Creativity exhibition](#) is the brainchild of Victoria Lewis, an Adelaide-based documentary maker, and event promoter who is a graduate of UniSA's Bachelor of Arts.

It began when Lewis travelled to Africa to film a documentary, exploring the positive power of art throughout East African communities, and it was here that the idea of the exhibition and event platform began to grow.

"I wanted to learn more about the power of art in changing lives," Lewis says. "My primary goal was to seek out and portray the positivity of Africa – I wanted to show people another side that is so often overlooked, due to perceptions portrayed by Western media."



Adelaide-based documentary maker Victoria Lewis while filming a documentary in Africa.

Inspired by a passion for helping others, volunteering and a love of exploring foreign cultures, in this case African music and art, Lewis channelled her energy into meeting visual artists, painters, graffiti artists, musicians and fashion designers, producing a 20-minute documentary, and most recently, the SANAA exhibition.

“Unlike artists in developed countries, these artists have less opportunity for formal training; instead, it’s an innate artistic ability that they draw upon to create amazing works of art,” Lewis says.

“I asked many of the artists I met on my travels where their inspiration comes from, and they generally say ‘it comes from within or from what they experience daily.

“This may be a place of pain, a place of discomfort, and most certainly the disadvantage they see around them.

“The artists talk so passionately about their art, about change, or about the future. And it’s through their work that they are able to visually express this.”

Known for pushing boundaries, the artists involved in SANAA produce art that is not only visually inspiring, but also simultaneously powerful, conveying messages of peace, democracy and cultural diversity.

The artists are strong role models and leaders in their community, illustrating the power of art in changing lives. Their creations seek to empower audiences, create awareness, and champion advocacy for social change.

For Bankslove, one of the visiting Kenyan artists, his work has provided a voice and an outlet for expression to communities that are affected by the significant political, cultural and social unrest currently experienced in Kenya and Africa more broadly.



African Woman by Bankslove.

Wise Two explains “Art is very powerful as it’s a form of therapy. It doesn’t have to be done for political gain or monetary funds. It can be just about expression and that’s very therapeutic”, he said.

For these four street artists visiting South Australia, graffiti is their way of life. Their art is a visual display of their feelings and emotions that aim to challenge perceptions and confront the issues that are being faced by their community and society.

The work of visual artist Onyis Martin, recently awarded runner up in the Barclay’s L’atelier – South Africa’s most prestigious art prize, reflects current issues not only affecting Africa, but the world as a whole. Delving into global concerns such as human trafficking, migration, political and institutional corruption and repressive environment, he continues to gain international accolades.

The SANAA exhibition provides the opportunity for their art to reach a broader audience, and to celebrate the positive, expressive aspects of graffiti.

“Sanaa’ in Swahili means ‘work of beauty’ and the works that form our exhibition are truly that,” Lewis says.

"It will be the first time for two of the artists to leave the shores of Africa, and providing this opportunity to such artists, is incredibly exciting."

A keystone of the exhibition will be a new mural of the late Nelson Mandela, painted directly onto the gallery wall by Kenyan artist Swift9. Mandela, who was the International Patron of UniSA’s prestigious Bob Hawke Prime Ministerial Centre, epitomises much of the emotion, sentiment and strength that these four Kenyan artists are aiming to present through their work.

The Bob Hawke Prime Ministerial Centre Executive Director Jacinta Thompson, says the exhibition will be a pertinent fit with the Centre’s themes of Strengthening our Democracy – Valuing our Diversity – Building our future, offering a platform for these dynamic artists to showcase their message through art.

"The exhibition offers a terrific opportunity to celebrate and support our communities, not only here in South Australia but nationally," Thompson says.

In conjunction with the SANAA exhibition, the artists will also transform Eliza Street in the Adelaide CBD with spectacular mural art, to be launched with an African music, art, dance and cultural festival, involving South Australian migrant communities from Kenya, Sierra Leone, Tanzania, Sudan, Ethiopia, Nigeria and Ghana. The festival will be hosted on Saturday 25 February from 3pm – 11pm.

The exhibition runs from Monday 6 February – Wednesday 29 March at the Kerry Packer Civic Gallery, Hawke Building level 3, UniSA City West campus, 55 North Terrace, Adelaide. The gallery is open Monday to Friday 9am - 5pm (Thursdays until 7pm). On Wednesday 22 February there will be an opportunity to hear from the artists at an Artist Talk Session in the gallery from 4.30pm.

For more information on the SANAA exhibition, see the [website](#) and to explore other upcoming exhibitions during the year, visit the [Kerry Packer Civic Gallery website](#).



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Caffeine: a different line of defence

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by Katrina Phelps



SCIENCE AND TECHNOLOGY

Australian Army soldiers from 5th Battalion, Royal Australian Regiment, onboard a Royal Australian Air Force C-130J Hercules aircraft en route to Exercise Northern Shield 2016. © Commonwealth of Australia, Department of Defence.

Most people have turned to coffee to get them through a long day at work; but what role could caffeine play in the performance and safety of military personnel who must stay awake for extended periods during military operations?

UniSA researchers Dr Siobhan Banks and Dr Chris Della Vedova from the School of Pharmacy and Medical Sciences, have been investigating the impact of night-time caffeine consumption during 50 hour periods of being awake.

"It's not uncommon for military personnel to be involved in operations that extend past 24 hours," Dr Banks says.

"Long shifts mean sleep deprivation and working through the night at an adverse circadian phase, both of which are associated with various performance impairments, such as decreased reaction time, decreased vigilance and increased sleepiness.

"Sleep loss associated with extended shifts has been found to lead to increased risk of fatigue-related incidents within the military.

"Caffeine is obviously a popular fatigue countermeasure so we want to find out more about its effects."

Their study looks at the best times to give caffeine to battle tiredness.

While caffeine reduced subjective sleepiness and performance on the first sleep-deprived night, caffeine administration on the second night did not improve how tired subjects actually felt.

"These results demonstrate that while caffeine may be protective against performance impairment, it is less protective in regards to feelings of sleepiness and fatigue," Dr Banks says.

And while the most obvious source of caffeine is coffee, researchers used caffeinated gum, a faster acting source which takes only 10 minutes to be absorbed by the brain and lasts for 90 minutes.

In another study Dr Banks looked at how caffeine can affect sleep after a long awake period. The study found that while caffeine consumption may impact on the quality of sleep for a short period of the recovery sleep, it does not severely impact sleep initiation, consolidation or sleep structure after being awake for 50 hours.

“This means caffeine can be used as a fatigue countermeasure in situations where work hours last 50 hours, without concern that it will adversely impact daytime recovery sleep,” Dr Banks says.

The caffeine studies are just some of the many collaborative projects UniSA researchers are working on with defence agencies, which examine a whole range of significant human factors to ultimately protect and improve conditions for the men and women who serve the nation. To read more about these projects, go to the latest edition of *enterprise* magazine [online](#).

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The lure of cycling: tips from a middle-aged man in Lycra

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by Tim Olds, Professor of Health Sciences, UniSA



HEALTH

I confess, I'm a MAMIL (Middle-Aged Male in Lycra). In fact, at my stage of life, I'm a SMILEY (Senior Male in Lycra/Elastane, Yo).

Like most forms of physical activity, cycling is good for you. Just two hours of easy cycling each week – or one hour flat out – will reduce your odds of dying by 10 per cent.

These stats may not be as good as some other sports such as tennis, but let's face it, tennis clothes are really dorky. Lycra is cool, but more on that later.

Alert readers will object that road cycling must be dangerous. And they would be a little bit right. In the US, there are 21 cycling deaths per 100,000,000 trips. So you're likely to be killed once in every five million rides you take. That's two times higher than if you were driving a car, and 50 times higher than taking a bus. On the other hand, you're 25 times more likely to be killed riding a motor bike.

Cycling has some other drawbacks. One study looking at IVF donors found men who cycled more than five hours a week had almost twice the odds of having a low sperm count.

While two famous Tour De France cyclists – Lance Armstrong and Ivan Basso – have both been diagnosed with testicular cancer, there is little evidence cycling itself causes it. After all, Armstrong and Basso shared something else – they were both banned for doping. An association between increased risk of prostate cancer and cycling warrants further research.

Women who cycle may experience lower genital sensation than runners, and the pressure of the perineum on the saddle can cause sustained loss of feeling.

But what's the risk of ill health compared to the joy and glory of cycling? Nothing!

I want to get fit and ride up a mountain

Community cycling events pop up in our calendars during the Australian summer and autumn, and can be a great motivator to start a training program. So how should you prepare?

A quick piece of advice first up: don't start by riding up Mont Ventoux – it's been the end of cyclists way fitter than you.

Try this pre-exercise screening tool to determine if you need to see a doctor before starting training.

Next, give it plenty of time. Start training at least a couple of months before the big event. Start with a fairly gentle 20 kilometre ride, and gradually build up the distance to 50km. If you can ride 50km, you can ride 100km. If you can ride 100km, you can ride anything. Mix up the longer rides with shorter, faster rides and lots of hill work.

Cycling clubs have training rides suitable for all levels, and you can pick up a lot of good tips. And some bad ones, of course.

What should you eat? The short answer is: a hell of a lot. A Tour de France rider consumes about 25,000 to 30,000 kilojoules a day – three times as much as the average person. Frequent, high-carbohydrate meals and electrolyte drinks are recommended.

But as with your training, don't overdo it. Norwegian reporter Nicolay Ramm attempted to eat the amount a Tour de France rider might get through in a day – in one sitting. The results were not pleasant.

But if you're wracked with calorie guilt from Christmas festivities and a year of poor eating overall, cycling could be a good option for you.

Frame, wheels, bars: the gear

What will give you the most bang for your buck when you buy equipment?

A useful simulation by Jim Martin – one of the world's leading aerodynamicists – allows us to make some quick estimates. These numbers are based on a recreational cyclist riding 40 kilometres in 76 minutes at baseline over a flat course.

Hours spent perched on a bike will improve your fitness, but may create a few saddle-related problems

Adopting an aerodynamic position will slice more than six minutes off that time. Aero bars cost A\$100, so that's just A\$0.28 per second saved. If you then use aero wheels (about A\$600 each on eBay), you will save another 2 minutes (at a cost of A\$10 per second). Add an aero frame (A\$1000) and you will cut more than a minute (A\$15 per second saved).

If you choose a lightweight carbon-fibre frame (an extra A\$1000), you gain a little less than a minute (A\$18 per second). But beware: there's a famous rule in cycling that says that all bikes weigh 15 kilograms: if you have a 5kg bike you need a 10kg chain; if you have a 10kg bike you need a 5kg chain; and if you have a 15kg bike, you don't need a chain at all.

Finally, if you add aero clothing (A\$250), you can arrive another 40 seconds earlier (A\$7 per second).

All up, you could reduce your 76 minute ride to less than 64 minutes – at a cost of around A\$3,000. Incredibly good value from my perspective!

Alternatively, you could get out and ride slightly more and get the same gains for free.

Doing some cycling in my active wear

Let's talk Lycra.

Lycra has been touted as a miracle fabric capable of converting the average middle-aged weekend warrior into Brad Wiggins with a Therapeutic Use Exemption or Lance Armstrong on a cocktail of every known ergogenic aid.

Lycra compression garments are claimed to increase blood flow by stopping blood pooling in the veins – more blood means more oxygen, more oxygen means faster cycling. Lycra apparently can stop muscle wobbling, making your legs work more efficiently. Then there's the one about Lycra being a wicking fabric, drawing sweat to the surface and facilitating cooling of the body. Of course Lycra may also enhance warm-ups by increasing skin temperature.

But the evidence for these claims is mixed – which in scientific jargon means the jury is still out. Lycra compression garments may improve repetitive jumping power, and enhance recovery after strenuous exercise,

but there is little evidence they will improve your physiological performance in other ways.

Nevertheless, Lycra can look very cool. Of course, beauty is in the eye of the beholder. I may see you out there in your Lycra. But only if I'm looking back.

This article was originally published on [The Conversation](#).

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Global connection generates commotion: Lloyd Cole brings unique sound installation to UniSA

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by Will Venn



COMMUNITY

It's an overcast lunchtime and in one corner of UniSA's Hawke EU Centre a musician is tinkering quietly with a box that resembles an Atari console with a pile of colourful spaghetti heaped on it.

But this is no ordinary box, it's a wired-up sound installation, and the musician behind the tinkering is no less than luminary English singer and songwriter Lloyd Cole, who, a few hours prior to performing at a packed out gig in Adelaide, is sharing the secrets behind a special exhibition that he is staging at UniSA.

The sound installation is the centrepiece of the ***Identity vs Noise: 1Dn*** exhibition which is set to run at the Nexus Arts Gallery in Adelaide from January 25 to February 3, and which will incorporate real time participation from visitors at three other galleries in capital cities around the world.

Imagine being able to co-create a live musical composition being broadcast from Australia, while you are in another country, just by flicking a switch.

That's the concept which is set to become reality when the sound installation is turned on, as it will harness audience interactivity from the other galleries, using new technologies to create new sounds.

The starting presentation is a generative electronic composition of indefinite length, created through a unique modular synthesizer, which has been diligently assembled by Cole specifically for the installation. The resulting contemporaneous broadcast will continually evolve however, depending on how people engage with it through interactive interfaces in Helsinki, Dublin and Tokyo.



As the highly regarded lead singer of Lloyd Cole and the Commotions, Cole's cerebral brand of post new wave pop charted throughout the 1980s, and these hits, along with his solo compositions, Cole is performing in Australia this month through his Retrospective tour.

By contrast the sound installation marks the latest chapter in a career in which Cole's experimentation in electronic and generative music has already born fascinating fruit, best evidenced in 1D Electronics 2012-2014.

Cole describes the ***Identity vs Noise: 1Dn*** composition as being built around an "innate volatility".

"This volatility is also impacted by the audience. At each of the satellite galleries, and in Adelaide there will be a single switch, pressing this switch will flip flop between "yes" and "no"," Cole says.

"Various combinations of these choices will impact the piece in different ways, sometimes subtle, sometimes not subtle.

"The essence of the piece, its beauty is fighting its environment – the noise of everyday life. The audience are part of that equation. They are part of the noise.

"Noise doesn't know what it's doing other than making things noisy, so the audience don't have any control over the impact of their actions other than they choose to act or not.

"The ability of the other, the noise, to impact and corrupt the consonance, is in the hands of the audience.

"Someone flipping a switch in Dublin could interact with the composition running live in Adelaide, whilst someone in Helsinki could also become part of the equation. Dissonances may be slight, subtle, or brutal. Changes may be instantaneous, or so gradual as to be indiscernible.

"The type of music that I do with modular synthesisers is, in my opinion, more appropriate as an installation than it is as a performance.

"I create systems which can become like identities in themselves, they exist once I create them and they make their own decisions based on fairly complex matrices that I assemble, matrices of probability, matrices that involve noise.

"When noise is in charge anything could happen, when I'm in charge I tend to weigh things musically so that the things that can be potentially atonal are going to happen far less often than the things that are harmonious.

"Anthony asked me if I could make this piece to be about identity and I said I could do identity when identity is besieged by the outside world and the outside world is effectively noise."

Professor Anthony Elliott, Executive Director of the Hawke EU Centre, welcomed Cole's return to UniSA, where Lloyd was a Visiting Fellow in 2014, and described the ***Identity vs Noise: 1Dn*** exhibition as resonating with key global issues of our times.

Identity vs Noise: 1Dn is a sound installation exploring global transformations in the interplay of identity and difference – in personal and artistic life, in cultural life, and in politics more generally," he says.

"Cole is a musician who has brought a European sensibility to his artistic work and engaged with audiences across Europe, Asia, North America and Australasia. This puts him in a unique position to reflect on today's global cultural turbulence, and there are many ways in which the theme of "volatility" in ***Identity vs Noise: 1Dn*** might be contextualized in terms of wider global changes.

"That contemporary electronic music would eventually turn back to consider the contradictions of mutation in everyday life was predictable; but nothing could have prepared us for Cole's astonishing confrontation with the complex relations between identity, dissonance and noise in both public and private life. His work continues to break new ground, and we are exceptionally pleased to have him return to UniSA and the Hawke EU Centre."

The Sound Installation will be presented by the Hawke EU Centre for Mobilities, Migrations and Cultural Transformations in partnership with [TAV Gallery](#) (Japan), [Trinity Long Room Hub](#) (Ireland) and the [Museum of Finnish Architecture](#) (Finland).

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Highlights from the Media Centre

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From the International Space University's return to the Southern Hemisphere to new friends at the December graduation ceremonies, here are some of the top stories from our [Media Centre](#):

[McGee educates a new generation of cycling talent in Team UniSA-Australia](#)

Building a successful professional cycling career doesn't happen overnight, and according to, the new coach of Team UniSA-Australia, Brad McGee OAM, it often takes several years to learn all that is required to carve out an enduring international career in the sport.

And McGee should know – an ambitious 10 year-old when he first began competing, he became an Olympic and Commonwealth Games gold medallist, and raced in all the international road classics, the Vuelta a Espana, the Giro d'Italia and the Tour de France.

After 15 years of competition, earning his reputation as one of Australia's most successful cyclists, McGee moved into coaching and is sharing his knowledge with some of the youngest riders in the field at this year's Santos Tour Down Under.



Team UniSA-Australia riders with coach Brad McGee.

[UniSA's new friends celebrate academic success](#)

When the more than 500 UniSA students marked their success at the latest graduations ceremony, there were a couple of new friends in attendance to help them celebrate.

The two new characters are set to be a fixture at UniSA graduations but make their first appearance – this year as part of the University's 25th anniversary celebrations. Parchie, the graduation parchment, and the yet to be named Koala had one thing on their minds and that is to ensure graduation day is special, not only for the graduates themselves but for the families who have supported the graduates' success.

See a selection of photos from the graduation ceremonies [here](#).



UniSA's new mascots Parchie the graduation parchment, and Koala.

[Space students to focus on the potential of the satellite revolution](#)

With more than 3000 satellites operating in Earth's orbit today and an increasing capacity to build smaller and cheaper satellites to carry sophisticated payloads, one of the great prospects for the space industry globally, is the development of more accessible and affordable satellite-mediated technologies.

For the 43 participants from 12 nations in the [International Space University's \(ISU\) 2017 Southern Hemisphere Space Studies Program \(SH-SSP\)](#) at UniSA, the implications of the satellite revolution – for technology, business, industry, law, and indeed for space itself – will be the central focus of their capstone team project this year.



View of the the Earth and the Moon from space.

Read more media releases from UniSA at unisa.edu.au/Media-Centre.

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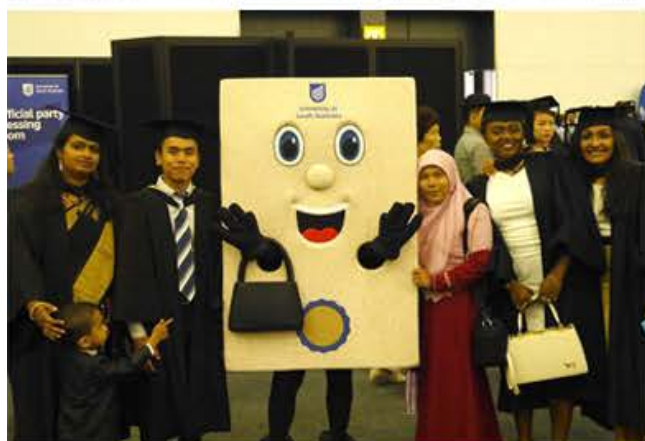
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> from the University of South Australia

New friends celebrate academic success

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More than 500 UniSA graduates celebrated their academic success at last month's graduation ceremonies. Joining new graduates at the December graduations were Parchie, the graduation parchment, and the yet to be named Koala. Congratulations to all the graduates who now join the UniSA Alumni community.





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University of South Australia

New Books

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Back of the net! The impact of sports talk on linguistics

From the inspirational to the directional to the entertaining – a listen to the linguistic practices that mark out the contemporary sporting landscape can be both fascinating and, at times, a little hard to decipher.

Interpreting those practices is the focus of a new book [The Discourse of Sport: Analyses from Social Linguistics](#), which, co-edited by UniSA linguistics expert Dr David Caldwell, examines language in a range of sporting contexts, from the action-orientated on-field practices of players, referees and coaches to the reflective post-match interview and commentary style of sports journalists and armchair pundits.

The collection brings together innovative research from socially-oriented applied linguists working in sports.

With chapters that delve into a range of topics, including the media fall-out from the racial incident involving Adam Goodes in 2015, and the integration strategies adopted by international football teams in which players and coaches with different languages and cultural backgrounds communicate with each other, *The Discourse of Sport*, highlights the growing significance and impact of sport as an area for linguistics study.

Dr Caldwell says the language of sport comes in many different forms and that its “repertoire” has expanded considerably over the past few decades, especially with the advent of blogs, tweets, pre-game interviews and on-pitch language tracking.

“Whether positive or negative, sport provides significant landmarks in our individual and collective memories and public discourses,” Dr Caldwell says.

“Given how pervasive, influential and embedded sport is across multiple levels of society and culture, sport should be appreciated as a powerful cultural site of interest and significance for social linguistics.

“The language of sport comes in many forms: from casual conversations at the pub, to professional commentaries and highly formal editorials.”

In terms of how the vocabulary of sport has entered everyday language, Dr Caldwell says there are so many examples.

“What is interesting is that these classic ‘sport/language’ examples are often clustered into two main groups – the “inspiration sports speak”, and the “inarticulate sports speak” (the funny language mistakes made by players, commentators),” he says.

With contributions from an international group of scholars, this is an essential reference for scholars and researchers in applied linguistics, discourse analysis, sport communication, sport management, journalism and media studies. The book is available [here](#).

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