

CURRICULUM VITAE

CYNTHIA COWLING

Senior Lecturer: Department of Medical Imaging and Radiation Science

Faculty of Medicine, Nursing and Health Sciences

Monash University

Building 13C, Room 121

Wellington Rd,

Clayton, Victoria 3800, Australia

Adjunct Associate Professor Central Queensland University

QUALIFICATIONS

- **Cambridge University School certificate** (O and A level)
- **Diploma of College of Radiographers** (Guy's Hospital, London, U.K. now Southbank University)
- **Advanced Certification**, Canadian Association of Medical Radiation Technologists. (CAMRT)
- **B.Sc.** University of Toronto.
- **M.Ed.** University of Toronto – Higher Education with specialist in international education at Ontario Institute Of studies in Education (**OISE**).
- **CCPM Certificate in Clinical Proficiency in Mammography**, Australian Institute of Radiography, (AIR)
- **PhD Candidate** CQUniversity School of Medical and Applied Sciences (completion 2018)
Research focus “A global ethnographic comparative analysis of the sociological practice of radiography”

OVERVIEW

My varied education, work opportunities and international experience have prepared me for positions that require flexibility, creativity as well as a sound understanding for effective and efficient structures and functions. My clinical education in the UK and Canada developed excellent communication skills, which have been enhanced through extensive negotiating opportunities at senior academic, governmental and NGO levels.

My teaching roles in the health sciences, and graduate work in comparative international education at the post-secondary technical level, provided experience in curriculum development, evaluation and educational delivery systems. As program director for new programs I developed mechanisms to link the teaching and the workplace, to ensure relevance and sustainability. As Vice President, Business Development, I had responsibility for all new domestic self-financed programs, continuing education department, and all international activities.

I was Industry Linkage Advisor, resident in India for 4 years, and assisted in the development of systems, curricula and structures for current relevant programming at the technical and undergraduate level in a developing country scenario. This included the establishment of continuing education centres , the use of consultative mechanisms between employer and educator and the establishment of a work integrated learning model.

As developmental leader at Central Queensland University I developed within one year, two four year degree programs in health sciences, designed and implemented a 2.8 million dollar laboratory and successfully achieved academic and external accreditation for both programs. Clinical placement development included the establishment of 31 new clinical sites.

My roles as adjunct associate professor and formally Advisor to The Vice Chancellor have included the coordination of international projects in India; development of a process for international student exchanges and the management of a 500,000 dollar Health Workforce Australia (HWA) grant, and the feasibility analyses for 2 satellite campuses for ultrasound in Sydney and Melbourne.

I have also maintained a consultancy role and assisted with development of programs and workshops in many countries.

My current role requires an in-depth knowledge of all aspects of the four year radiography curriculum and graduate sonography program at Monash combined with an extensive background in teaching and learning skills to assist with the transference of an educational program from one country and culture to another.

Detailed Key Attributes

Human Relations skills including teaching, communication and negotiating skills

Cross cultural skills

Comparative education with knowledge of developing and established country systems

Competency based curriculum development including theory/clinical integration

New programming design

Proposal development

Project Management

Health Sciences and technology expert

Accreditation and Quality Assurance expert

Gender Equality training

Qualified radiographer and mammographer

My responsibilities at the executive administrative level in Canada, Australia and India have also provided me with diverse experiences, including the following:

- Planning & development of TVET and Undergraduate programs including extensive curriculum design.
- Design and implementation of strategic planning
- Accreditation of nationally recognized programs
- Government and Health Authority policy making
- Establishment/Organization of advisory councils.
- Designing and implementation of retraining programs for foreign- trained technologists and governmental agencies.
- Formative and summative evaluation of faculty, office personnel and clinical teaching staff.

- Research into health care needs by manpower surveys, statistical analysis and program evaluation.
- Contributing planner of integrated degree program with University of Toronto.
- Supervision of Continuing Education department with over 6000 part time students
- Design, budget and implementation of suite of laboratories
- Supervision of marketing; alumni affairs and student exchange programmes
- Assistance with the application for a Dual Sector TVET-University proposal for Central Queensland University

EMPLOYMENT EXPERIENCE

2017-Present	Senior Lecturer and Project Manager,(Medical Sonography Masters, Chulabhorn Royal Academy, Bangkok, Thailand) Faculty of Medicine, Nursing and Health Sciences Monash University, Melbourne, Australia
2012-2017	Senior Lecturer and Educational Coordinator (Fatima College), Faculty of Medicine, Nursing and Health Sciences Monash University, Melbourne, Australia
2011-Present	Adjunct Associate Professor, Faculty of Sciences Engineering and Health CQUniversity Rockhampton Queensland
2011-2012	Chief Advisor to the Vice Chancellor and President, Professor Scott Bowman, CQUniversity Rockhampton Australia
2009- 2011	Developmental leader, Senior Lecturer, Radiation Sciences and Sonography, Central Queensland University, Rockhampton, Queensland
2007-2013	Mammographer, part time, Breast Screen Queensland
2005-present	Educational Consultant Development of degree programs in Abu Dhabi, Trinidad and Tobago and Guyana
2005 -2005	Vice Principal Cambrian College, Dhaka Campus, Bangladesh
2002- 2005	Industry Linkage Advisor, Canada India Institute Industry Linkage Project (CIILP), India (a Bilateral CIDA funded 5 year project) based in Pune, India
2000- 2002	Vice President, Business Development Michener Institute for Applied Health Sciences (TMI) Toronto, Canada
1995-2000	Executive Director, Program Development (TMI)
1987-1995	Program Director, Radiography, Ultrasound and Anatomy – (TMI)

- 1985-1986** **Acting Program Chairman**, (Appointed) Radiography for one year – The Michener Institute. (TMI)
- 1977-1985** **Senior Instructor**, teaching Anatomy, Radiographic Technique, Radiation Biology, Toronto Institute for Medical Technology (TIMT)
- 1978-1987** **Casual radiographer** (A&E), Toronto East General Hospital Toronto Canada
- 1969-1977** **Senior Radiographer**, Radiology Specials Dept., Toronto East General Hospital
- 1967-1969** **Radiographer**, Kingstown General Hospital, St. Vincent, West Indies
- 1965-1967** **Radiographer**, Edgeware General Hospital, London U.K

INTERNATIONAL PROJECTS/ACTIVITIES

Project Manager, Monash-Chulabhorn Royal Academy, Bangkok Thailand (2017-present)

Coordinator and Instructor: Six day Workshop on Clinical Education, Bangkok, Thailand (Oct 2017)

Chair: World Radiography Education Trust Foundation (2016- present)

Image Interpretation Workshop Kigali Rwanda (June 2015)

International Competition Day for RTs , Taichung, Taiwan. Principal Judge and keynote speaker. (October 2014)

Medical Imaging Monash University Coordinator for Fatima College Abu Dhabi UAE (2013-2017).

Revision of Basic Safety Standards Documents: committee member, International Atomic Energy Agency (IAEA) Vienna Austria, (May 2013)

Review of Radiographic Basics ISRRT 5 day Workshop in Haiti (April 2013)

Image Interpretation ISRRT 5 day Workshop in Kampala Uganda (Nov. 2011)

Director of Education, International Society of Radiographers and Radiological Technologists (ISRRT) 2006-2014

Organized and ran QA workshops in Guatemala, Guyana, Chandigarh India, Tanzania, Trinidad and Tobago, Haiti, Uganda, Rwanda and Fiji. Oversaw all aspects of education within ISRRT

Educational Consultant 2005-present

Developed diploma and degree level programming in health sciences for Abu Dhabi and Trinidad and Tobago, and Guyana

Acted as consultant for Pan American Health Association (PAHO) on radiography education in Guyana

Vice Principal, Cambrian College Dhaka Campus, Bangladesh. April- June 2005

Assisted Principal in the establishment of a Canadian standard college in Dhaka. Main programs were Business and Hotel and Restaurant Management

Industry Linkage Advisor, Canada India Institute Industry Linkage Project Canadian /India Govt. initiative), Pune India 2002-2005

Under direction of Project Manager, responsible for the development and implementation of strategic alliances, systems and structures at State and institutional level to facilitate institute industry relationships. Programming based on demand driven education needs of employers and economy of five states in India. The thrust area of Gender Equality was also included.

Vice President Business Development, Michener Institute for Applied Health Sciences 2000-2002

Responsible for all new domestic and international self-sustaining programming. Included strategic alliance development; needs analyses; start-up programming; industry interactions; business plan development; domestic and international negotiations and proposal writing. In charge of Continuing Education, Alumni, Marketing, Development and all self-sustaining programs which included biotechnology, advanced paramedic, acupuncture, asthma education.

Student exchange Program between Canada and Europe in Radiography 2002

Designed and wrote and managed proposal which was accepted by HRDC. This was the first programme of its kind between Canada and EU (UK, Netherlands and Belgium) Principle focus on integration of clinical education into curriculum. Extensive use of online distance programming using web based platform.

Project in Lebanon. CAPP project through ACCC Partnership between Michener Institute and Palestinian Red Crescent Society 2000

Designed and managed program for improved education in medical lab technology and ultrasound within Palestinian Refugee camp in Southern Lebanon.

Assisted Reproductive Technology, University of Denver, Colorado 2000

Negotiated a joint programming venture in Assisted Reproductive Technology. First joint program of its kind in North America. Canadian administrator for negotiations which involved complex US-American agreement requirements and cross border ethical agreements.

External Examiner and Accreditor COSTATT, Trinidad and Tobago 1998-2005-2014 Annual visit to the College of Science and Technology and Arts, Trinidad and Tobago to assess students and provide external accreditation for the associate degree and later baccalaureate programme in Radiation Sciences.

Start up self financing programs in South Asia: Chennai, India and Bangladesh 1998-2002

Initiated and negotiated programmes in Ultrasound, cardio vascular perfusion and respiratory therapy through key contacts, but with no external funding. The ultrasound program was mainly distance based.

Interhealth Management of Sheikh Khalifa Hospital, Abu Dhabi 1999

Wrote the Education Component of Proposal on behalf of The Michener Institute which was accepted by government of Abu Dhabi

Programming in Asia- China, Thailand, Singapore 1996-2002

Negotiated two Chinese clinical sites for Acupuncture program; organized faculty exchange program between Michener Institute and Kluaynamthai Hospital, Bangkok; negotiated relationship with Singapore Polytechnic resulting in annual external examinations being carried out by Michener Institute

Partnership with Charles Sturt University, NSW Australia 1995

Initiated, designed and effectively managed the partnership between Michener Institute and Charles Sturt University to offer degree completion and joint Masters programmes in various health technologies

Short term Sonography program in South Africa 1996

Designed, implemented and managed short project to train maternity nurses to perform Ultrasound in NW Province of South Africa

PUBLICATIONS

Textbook

- 2016** Cowling, C. and Lawson, C **Dipping qualitative toes into a quantitative worldview, methodological manoeuvres in a multicultural context**, in B. Harreveld, C Lawson, M Danaher and B Knight (eds) Constructing Methodology for Qualitative Research: Researching Education and Social Practices, Palgrave Macmillan, Australia
- 1998** Cowling C (ed) **Delmar's Radiographic Positioning & Procedures**, Vol. II, Advanced Imaging Procedures, , Delmar Publishers 1998

Journals

- 2016** Coop, P. Cowling, C. Lawson, C. **Tomosynthesis as a screening tool for breast cancer: A systematic review**, Radiography 30 (2016) pages 1-6 <http://dx.doi.org/10.1016/j.radi.2016.03.002>
Elsevier UK

- 2015 Lawson C., **Cowling C.**, **Social media: The next frontier for professional development in radiography**, Radiography
<http://dx.doi.org/10.1016/j.radi.2014.11.006>
- 2014 Bowman A., **Cowling C.**, et al .**The masked educator-innovative simulation in an Australian undergraduate medical Sonography and medical Imaging Program**
 Journal of Medical Radiation Sciences Vol.61, Issue 4 December 2014
- 2013 **Cowling C.**, **Global Review of Radiography**, Radiography 19 (2013), pp. 90-91
 DOI information: 10.1016/j.radi.2013.01.001
 Elsevier UK
- 2011 Spuur K., **Cowling C** et al **Demographics of New Undergraduate Medical Imaging & Medical Sonography Degree Students at CQUniversity, Australia**
 Radiography Volume 18, Issue 2, May 2012, Pages 117–122
<http://dx.doi.org/10.1016/j.radi.2011.10.004> Elsevier UK
- 2008 **Cowling C.**, **A global view of the changing Roles of the Radiographer:** Journal of Radiography DOI 10.1016/j.radi 2008.06.001.
 Elsevier, UK
- 2003-2005 **Cowling C.** Co-Author/ Editor **Demand Driven Education.** A series of workbook manuals for CIILP. Indian Project, Association of Canadian Community Colleges,(ACCC) Ottawa, Canada
 - **Introduction to Demand Driven Education**
 - **Strategic Planning Manual**
 - **The Institute Industry Linkage**
 - **DACUM process Manual**
 - **Creating a Curriculum and Learning Package**
 - **Workplace Education**
 - **Quality Assurance in Education**
- 2002 Krakauer R, **Cowling C**, Parker K, **Health Human Resources:** Consider the Health Technology Professions, Health Care Papers Vol. 3. No. 2, 2002.
- 2002 **Cowling C.**, Wilson B., Firikh M., Yaacoub E **Partnerships Promote Unexpected Health Benefits:** ACCC International,. Vol.7 1,2002
- 1997 **Cowling C.**, **Radiography Education in Canada – ISRRT Conference**, Taipei, Taiwan, March 1997, Conference Handbook, She-Yu Information and Publishing Co., Ltd. Taichung Taiwan

1995 **Cowling C., To Boldly Go... The Vision Continues.-** The Future of Radiography Education, CAMRT Journal, Vol. 26. No. 4, Page 19-1555, October 1995.

PRESENTATIONS

- 2017 **The Power of Story Telling in Mammography Education-** Evidence Based Health Education 8 th International Conference, Sicily Italy
- 2016 **Radiography as A Global Profession-** ISRRT World Congress Seoul South Korea, October 2016
- 2016 **iSAP : Integrating Science and practice-** Education Forum ISRRT World Congress South Korea October 2016
- 2016 **A comparative ethnographic analysis of the sociological practice of radiography in seven countries, related to advanced practice.** Leading the Way, The Advanced Practice Conference, Sheffield- Hallam University, UK September 2016
- 2014 **The Move Towards full international recognition of Radiography as a Profession.** Combined Scientific Meeting. Imaging and Radiation in Personalized Medicine, Melbourne Australia
- 2014 **Education and ISRRT**, Education Forum, ISRRT World Congress Helsinki Finland June 2014
- 2013 **Professionalism**, Key note speaker, Inaugural Conference June 2013, HKRRTC, Hong Kong
- 2012 **Innovations and Research in Radiography Education** 27th International Congress of Radiology Sao Paulo Brazil May 2012
- 2012 **Simulation in the Curriculum** 27th International Congress of Radiology Sao Paulo Brazil May 2012
- 2011 **Education in Ultrasound, A global perspective, Taipei**, Taiwan Nov 2011
- 2010 **Radiation Risk Communication in Pediatric Imaging** WHO Workshop Geneva Sept 2010
- 2010 **Imaging Through a cross cultural lens, A global perspective on ethics, standards and human resource issues** Associated Sciences Refresher Program, Radiological Society of North America (RSNA) Chicago Nov 2010 (co presented with Lori Boyd)
- 2010 **The Move from Analogue to Digital Mammography**, International Congress of Radiology, Shanghai PRC April 2010
- 2009 **Towards a Safer Use of Radiation in Pediatric health care** WHO meeting, Chiba Japan Dec 2009
- 2008 **Radiography presentation to WHO regional committee**, WHO Manila Philippines
- 2008 **Breast Screening in Queensland**, International Congress of Radiology, Marrakesh, Morocco

- 2006** **An International Look at Radiography Education**, ICR, Cape Town, Sept 2006
- 2005** **East meets West, Cultural Diversity in Radiography**, Panel Chair, ISRRT World Congress, Hong Kong, Feb. 2005
- 2003** **CIILP Linking Technical Education with the Economy**, XXX111 Indian Society of Technical Education Convention, Coimbatore, Tamil Nadu, India December 2003
- 2003** **Changing Landscape of Technical Education in India**, ACCC Annual Congress, Vancouver May 2003.
- 2002** **The Scope of Practice Issue**, 22nd International Congress of Radiology, Cancun, Mexico.
- 2001** **The Challenges in Education**, Ontario Hospital Association, Imaging Section, October 2001
- 2001** **Extended Role in Radiography**, International Conference of ISRRT, Barbados, WI April 2001
- 2000** **Ultrasound by Distance Education**, International Conference of the ISRRT, Sydney , Australia, February 2000.
- 1999** **Emerging Trends in International Health Care**, 1st World Congress. ACCC. Quebec City, Canada. May 1999
- 1999** **Competency Based Accreditation (Workshop)** Allied Health Care, NIHERST, Trinidad.
- 1998** **Imaging Health Technology**, Mahidol University, Bangkok
- 1996** **The Interrelationship Between Didactic and Clinical Education – ACCC Conference**, Toronto May 1996.
- 1996** **The Integration of Eastern and Western Medicine in Radiology**, ISRRT World Congress, Makuhari, Japan. Conference, November 1995.
- 1996** **Quality Assurance in the Workplace – Australian Association of Educators in Medical Radiations – Adelaide, Australia, July 1996.**
- 1997** **Role of The Michener Institute in Acupuncture**, Beijing University of Traditional Chinese Medicine, Beijing, China, April 1997.
- 1996** **PBL at University of South Australia School of Medical Radiations – Deans of Allied Health**, Toronto, May 1996.
- 1995** **Presenter: Continuing Education In Medical Radiation**, AIR Conference, Canberra, Australia, April 1995.
- 1992** **Panel Member – Degree Education in Medical Imaging**, OHA Toronto
- 1992** **Panel Member**, CAMRT Conference, Future of Radiography Education, June 1992

PROFESSIONAL AWARDS

- 2014** **Honorary lifetime member** Finnish Society of Radiography
- 2003** **International Who's Who of Professional and Business Women.** Listed member
- 1997** **Dr. Marshall Mallet Award – Presented annually to a member of Association for outstanding service to CAMRT**
- 1997** **Mary F. Cameron Lecturer.** The Art and Magic of Radiography (OAMRT). Hamilton May 1999.
- 1995** **Welch Memorial Lecturer**, CAMRT Conference, Montreal, June 1995.

CURRENT VOLUNTARY PROFESSIONAL EXPERIENCE

Chair, World Radiography Education Trust Foundation (WRETF)

Contributing Member and representative for Diagnostic Radiography, revision of BSS Document 2013, IAEA (International Atomic Energy Agency), Vienna Austria

Member of the Working Group for the WHO Global Imaging Referral Guidelines, Chair Micheal Kawooya, Kampala, Uganda

Director of Education, (International Society for Radiographers and Radiological Technologists) ISRRT 2006-2014 .Responsible for all educational activities globally

Chair, Scientific Committee ISRRT World Congress 2014 Helsinki Finland

Breast Cancer Network, Australia, Member

PAST EXPERIENCE

Chair, Scientific Committee, ISRRT World Congress 2014 Helsinki Finland

Chair, Scientific Committee, ISRRT World Congress 2012 Toronto, Canada

Chair, Scientific Committee, ISRRT World Congress 2010 Gold Coast, Australia

Education Chair Asia/Australasia region ISRRT2002-2005

Voice of Asia and Australasia in Education committee of ISRRT. Scientific Chair World Congress held in Hong Kong in 2005

Vice President

1998-2002 Responsible for all activities throughout The Americas

Accreditation Chair, Canadian Medical Association (CMA) 1990-2000

Voluntary Service Overseas (VSO)

From 1967-1969 Administrator and Practitioner of Radiology Department, Kingstown, St Vincent, West Indies

MEMBERSHIPS

CAMRT- Canadian Association of Medical Radiation Technologists (non practicing)

ASMIRT –Australian Society of Medical imaging and Radiation Therapy (retired 2017)

ISRRT- International Society of Radiographers and Radiological Technologists

WRETF World Radiography Education Trust Foundation (Trustee)

AHPRA Non practicing Registered Practitioner (Radiography)