

CV of Dr Sue Pillans

“Picture your ideas”

Profile

*I am a marine scientist, artist and children’s author/illustrator who specializes in strategic visual communications. For over 10 years I have combined my professional experiences in strategy, policy and program planning with my skills as a scientist and artist to run my own small business to **“Picture your ideas”**.*

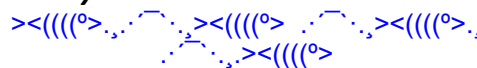
As a graphic recorder and visual facilitator, I have worked with over 70 organisations across Australia and the South East Asian region creating hand drawn visual stories to help illustrate information, ideas and discussions across a range of sectors including: business and industry, First Nations, environment, natural resource management, health and medical, Government, not for profit, education, science and research and community. As a visual communicator I draw upon my diverse professional experience combined with my artistic and active listening skills to create visual stories for everyone, everywhere about everything.

“When I picture your ideas I help to make the complex simple and the simple compelling”

I have over 20 years’ experience working across strategic planning and policy, program delivery and stakeholder engagement across a diverse range of sectors including: marine planning and management, natural resource management, environmental planning, business and industry development, regional development and transport planning. Through my roles in Government, universities and research organization’s I have extensive experience in the coordination and implementation of complex projects, multi-stakeholder coordination and strategic communication, with specialty skills in the science, management and communication of environmental issues.

I have always been drawn to the ocean and through my alter ego *Dr Suzie Starfish* I also visit schools, kindergartens and libraries using the art and science of storytelling. My creative and environmental education makes learning creative, visual and fun. As *Dr Suzie Starfish* I am also a children’s Author/Illustrator (Authorstrator) with a series of ocean-science stories, based on marine science with messages of hope and solutions. My stories bring the wonders of our underwater world into the hearts and minds of young readers everywhere.

“I hope my stories empower children that they CAN be the change they want to ‘sea’ in the world”



Contact details

Dr Sue Pillans, *“Picture your ideas”*
Queensland, Australia
Email: drsuepillans@gmail.com
Website: www.druepillans.com

Academic Qualifications

- 2006 **Doctor of Philosophy (PhD) in Marine Science**
“Effectiveness of no-take marine reserves in Moreton Bay, subtropical Australia”, University of Queensland (UQ), Brisbane
- 1999 **Bachelor of Science with First Class Honours**
Griffith University and CSIRO Marine, Brisbane
- 1997 **Bachelor of Science (in Australian Environmental Studies)**
Major in Ecology, Minor in Environmental Planning
Griffith University, Brisbane

Memberships

- 2023 – Current Graphic Recorders Australia (Professional member)

Career History

- 2015 - Current Founder of **“Picture your ideas” with Dr Sue Pillans** offers a range of strategic visual communication and facilitation services including:
- Graphic recording and sketchnoting
 - Infographics and illustrations
 - Science-ART in schools (and workshops)
 - Children’s picture books (as an *Authorstrator*)
 - Visual storytelling workshops
 - Science communication workshops
 - Original artworks

I have provided strategic visual facilitation for the following 70+ organisations, with examples of my visual storytelling work included below as a snapshot of my **Visual CV**:

- Queensland (Qld) Health
- Qld Department of Education
- Qld Department of Environment and Science
- Qld Department of Communities, Disability Services and Seniors
- Qld Department of Agriculture and Fisheries
- Qld Curriculum and Assessment Authority
- Qld Trade and Investment Queensland (Study Qld)
- Northern Territory Government
- Great Barrier Reef Marine Park Authority
- Murray Darling Basin Authority
- CSIRO (Commonwealth, Scientific and Industrial Research Organisation)
- ARC Centre of Excellence for Coral Reef Studies
- Australian Institute of Marine Studies
- Fisheries Research and Development Corporation
- Queensland Secondary Principals Association
- Queensland Tertiary Admissions Centre
- P&Cs Queensland
- Australian Council for Educational Leaders
- Scope TV, Children’s Science Education Program, for Channel 10

Visual storytelling for the following organisations continued:

- The Australia and New Zealand School of Government (ANZSOG)
- The University of Queensland
- UniQuest
- University of Tasmania
- Queensland University of Technology
- University of Southern Queensland
- Griffith University
- James Cook University
- Monash University
- University of Melbourne
- University of Technology Sydney
- Network of Environmental Social Sciences, The University of Queensland
- Educational organisations including: Exmouth District High School, Tully State School, Tully State High School, Cardwell School, Barker College, Byron Bay High School, Kadina High School, St Mary's Primary School, Barambah Environmental Education Centre, Rainbow Beach library, Wynnum library, Wynnum Kindy, National Girls Collaborative
- Terrain Natural Resource Management
- River Basin Management Society
- Noosa Biosphere Reserve Foundation
- Queensland Farmers Federation
- Queensland Canegrowers
- Sugar Research Australia
- TierraMar
- Queensland Police-Citizens Youth Club
- Queensland Returned and Services League
- International Foundation for Integrated Care
- CT:IQ
- Welcoming Cities
- CentacareCQ
- Parenting Research Centre
- Powerlink
- BHP
- Sprott Planning
- Gympie Regional Council
- Gympie STEM Hub
- Australian Society of Ophthalmologists
- Markwell & Associates
- Behaviour Innovation
- Nurse Manager
- North Queensland Bulk Ports
- Treasury Wine Estate
- Tech Girls Movement
- HealthHack Australia
- Hear and Say

Career History continued...

2008-2020	Adjunct Research Fellow, The Centre for Biodiversity and Conservation Science, The University of Queensland (UQ), Brisbane
2015 - 2019	Science Communicator, CSIRO Oceans & Atmosphere, Brisbane and Exmouth
2014 – 2016	Program Manager Capturing Coral Reef and Related Ecosystem Services and Program Manager Oceans Program, UQ, Brisbane
2014	Program Manager, Australian Water and Environmental Management Alliance, UQ and Griffith University, Brisbane
2012-2013	Director, Skills, Extension & Supply Chains, Department of Agriculture, Fisheries & Forestry, Brisbane
2010-2012	Director, Program Coordination, Department of Employment and Economic Development (DEEDI), Brisbane
2011	Director, State Planning Program, Department of Transport & Main Roads, Brisbane
2010	Principal Industry Development Officer, Fisheries Queensland and DEEDI, Brisbane
2009-2010	Principal Policy Officer, Reef Plan Secretariat, Department of the Premier and Cabinet, Brisbane
2008-2009	Principal Industry Development Officer, Aquaculture & Seafood, Department of Tourism, Regional Development & Industry, Brisbane
2007-2008	Senior Planning Officer, Moreton Bay Marine Park Zoning Plan Review, Environmental Protection Agency, Brisbane
2005-2006	Conservation Officer, Marine Parks, Queensland Parks & Wildlife Service, Brisbane
2000-2006	PhD Student, Marine Science, UQ, Brisbane
2000-2002	University marine science tutor, UQ, Brisbane
1998-2000	Research Officer, CSIRO Marine Research, Brisbane

Visual publications

- **Pillans, S** (2026) Graphic recording published in Russell, K, Fryirs, K, Wilson, E, Woods, K, Lovette, S, Vietz, G et al (2026) Building capacity in an environmental management industry: investing in collective social capital to advance stream management, *Earth's Future*, 14 (3): 1-17
- **Dr Suzie Starfish*** (2024) Roger the wrasse and the itchy fishes. Little Pink Dog Books, Australia (*my Author/Illustrator name)
- **Dr Suzie Starfish** (2022) Cranky Frankie and the oceans of trash. Little Pink Dog Books, Australia
- Van Putten, I., McClean, N., Chin, A., **Pillans, S** & Sbrocchi, C (2022) What happens after a shark incident? Behavioural changes among Australian beachgoers. *Human-Wildlife Interactions* 16(1): 67-83
- McClean, N., van Putten, I., Sbrocchi, C, Chin, A., **Pillans, S** (2020) Reducing risk in human-shark interactions in NSW: Trialing a participatory approach to understanding beachgoer behaviour. Report to the NSW Shark Management Strategy, NSW Department of Primary Industries, University of Technology Sydney

Visual Publications continued...

- **Pillans artwork** (2020) Infographic published in 'Children and Innovation: A Wenner-Gren workshop', Nowell, A., Langley, MC & Riede, F, *Evolutionary Anthropology*, 2020 29(1): p 6-8
- **Pillans artwork** (2019) Infographic published in 'You know, I could trip and fall onto the track!': inspiring text production', Brosseuk, D., Exley, B & Neumann, M, *The Reading Teacher*, pp 1-8
- **Dr Suzie Starfish** (2018) *The Great Barrier Thief*, Little Steps Publishing, Australia
- **Pillans artwork** (2018) Graphic recording published in 'Evaluating an empirical harvest control rule for the Torres Strait *Panulirus ornatus* tropical rock lobster fishery', Plaganyi et al (2018) *Bulletin of Marine Science*, 94(3): 1095-1120
- **Pillans artwork** (2017) Infographic published in 'The Future of Modeling to Support Conservation Decisions in the Anthropocene Ocean', Chapter 20, Figure 20.3 in *Conservation for the Anthropocene Ocean: Interdisciplinary Science in Support of Nature and People*. Editors Levin, P.S & Poe, M.R, Elsevier Inc
- **Pillans artwork** (2017) Graphic recording published in 'Changes and Challenges for Future Generations', Section 3, Figure 15.2 (not credited to the artist) in *Science and Solutions for Australia*, CSIRO Publishing

Publications & Reports

- **Pillans** (2015) A roadmap for science into policy: the what, who, how and where of making a difference. *Decision Point #86* – March 2015
- The University of Queensland (2014) Public submission to the Queensland and Australian Governments Reef 2050 Long-term Sustainability Plan review (coordinated submission)
- The University of Queensland and Griffith University (2014) Public submission to the Australian Senate Inquiry into the Management of the Great Barrier Reef (coordinated)
- Ward, TJ et al (2011) On Expert Panel for the National marine condition assessment – decision model and workshops. Report prepared for the Australian Government (Department of Sustainability, Environment, Water), Canberra
- University of Queensland (2009) *Scientific Principles for Design of Marine Protected Areas in Australia: A Guidance Statement*. The Ecology Centre, University of Queensland
- **Pillans, S** (2009) Conservation and industry cooperation for better marine protected area planning and management. Discussion paper for the IUCN World Commission on Protected Areas in 2009
- **Pillans, S.**, Ortiz, J.C., Pillans, R.D & Possingham, H.P (2007) The impact of marine reserves on nekton diversity and community composition in subtropical eastern Australia. *Biological Conservation* 136:455-469
- **Pillans, S.**, Pillans, R.D., Johnstone, R & Possingham, H (2007) Effectiveness of subtropical no-take marine reserves: benefits to fisheries management and biodiversity. In Day, J.C., Senior, J., Monk, S & Neal, W (Eds) *First International Marine Protected Areas Congress, Conference Proceedings, 23-27 October 2005, Geelong, Australia*
- **Pillans, S & Lewis, W** (2006) Effectiveness of marine reserves in Moreton Bay. Policy Implication Summary submitted to the Qld Department of Premier and Cabinet, Brisbane
- **Pillans, S** (2006) Effectiveness of no-take marine reserves in Moreton Bay, subtropical Australia. PhD Thesis, University of Queensland, Brisbane

Publications & Reports continued...

- **Pillans, S.**, Pillans, R.D., Johnstone, R.W., Kraft, P.K., Haywood, M.D.E & Possingham, H.P (2005) Effects of marine reserve protection on the mud crab *Scylla serrata*: in a sex-biased fishery in subtropical Australia. Marine Ecology Progress Series 295:201-213
- **Pillans, S.**, Johnstone, R. J., Possingham, H. P., Pillans, R.D., Dews, G and McPhail, I (2004) Effectiveness of no-take marine reserves in subtropical Queensland, Australia. In Proceedings of the Fifth International Conference on Science and Management of Protected Areas (SAMPA), May 2003, Victoria, Canada, pp1-8
- Loneragan, N.R., Dews, G. & **Round, S**** (1999) Sustainable Development of tropical Australia: research and development for management of land, water and marine resources. Final Report. CSIRO Division of Marine Research, Brisbane
- Connolly, R.M., ***Round, S.**, Thomas, B., vanDorssen, J. & Milton, D (1998) Dispersal of double-ended pipefish (*Syngnathoides biaculeatus*): Measurement using otolith microchemistry. In Tibbetts, I. R., Hall, N.J & Dennison, W.C (Eds) Moreton Bay and Catchment. School of Marine Science, The University of Queensland, pp 475-476

**nee Round

See VISUAL CV below...

Visual CV (extract) of Dr Sue Pillans

GRAPHIC RECORDING

Pillans artwork (2025) ANZSOG's National Conference



Pillans artwork (2025) Murray-Darling Water & Environment Research Program Symposium



Pillans artwork (2024-2025) CT:IQ National Webinars

SHARING CLINICAL RESEARCH RESULTS With Australian participants

BACKGROUND

Part of the larger **BEYOND THE FORM** project: different types of **COMMUNICATION** between researchers & participants

PARTICIPANTS want to **HEAR** what the **RESULTS** found

BUT this doesn't always happen

ONLY SPONSORS have **ACCESS** to the **DATA** to create the **RESULTS** & **ONLY** RESEARCH SITES have **ACCESS** to **PARTICIPANT** CONTACT INFORMATION

BOTH PARTIES are **ESSENTIAL** to participants receiving **RESULTS**

WHAT is the **IMPACT** of receiving or not receiving results from clinical research?

I have been involved in **MANY** clinical research projects & I have **NEVER** received any **RESULTS**

I always try to look for **PUBLICATIONS** on my research **BUT** they are **NOT** always available

RESULTS help to make **DECISIONS** about **MY** **HEALTHCARE** with **MY** team

ISSUES **BENEFITS**

PROVIDING RESULTS to **PARTICIPANTS** = **RESPECT**. **HOPE** for **CONTRIBUTION** to **research** the **FUTURE**

ENCOURAGE **future** **POSITIVE EXPERIENCE**

WHAT are the **RISKS & BENEFITS** for sharing results with participants?

Feelings of appreciation & **positive** **CONTRIBUTION** to scientific knowledge

Negative findings are a potential **RISK** for participants

IMPORTANT: There are **PLAIN & SIMPLE** **LANGUAGE** **WHERE TO FIND** **MORE DETAILED RESULTS**

SUMMARIES so **EVERYONE** can **UNDERSTAND** them

HOW could **Human Research Ethics Committees (HRECs)** work to **PROMOTE** return of results? **DIFFICULT** to **TRACK**

HOW does the **Medicines Australia Code of Conduct** **APPLY** to sharing results with clinical trial participants?

UNDERPINNED by the **Therapeutic Goods Act**

PROHIBITS **ADVERTISEMENTS** of prescription medicines to the public

SUPPORTS companies in making **ETHICAL DECISIONS** regarding **HOW** they **COMMUNICATE** & **ENGAGE** with stakeholders

The **CODE** **PERMITS** the provision of **"scientific exchange"** with relevant stakeholders

Research **PARTICIPANTS** **ARE** **RELEVANT** stakeholders

WITHOUT it being seen as **PROMOTION** to **CONSUMERS**

Sponsor companies **MUST** make a **RISK-BASED** **DECISION** about **HOW** to share **TRIAL RESULTS**

© www.druepillans.com

MINIMISING BURDEN, MAXIMISING BENEFIT

KEY FINDINGS from the CT:IQ MAPPING REPORT

DEFINITIONS:

Flexible Trial Delivery Models:

- DECENTRALISED CLINICAL TRIAL (DCT):** A trial where SOME or all trial-related activities occur at a location separate from the investigators location
- HYBRID TRIAL:** A subset of DCTs with BOTH decentralised trial elements & traditional site-based elements
- TELETRIAL:** A trial that uses TELEHEALTH to communicate between Primary Site & Satellite Site/s

DRIVERS:

- BROADENING DCT CAPACITY:** International sponsors may wish to develop DCTs with more **technology based approaches**
- EMPHASISING the "HOW TO" of TELETRIALS & DCTs:** **ETHICS & governance**
- ETHICAL ISSUES** in a DCT **DIFFER** from in a conventional trial
- ENSURING SYSTEMS ACCOMMODATE NEW WAYS OF WORKING:** Computerised systems accommodating DCT/Teletrial processes a managing MUCH MORE **COMPLEX** DATA FLOWS
- IMPROVING VISIBILITY:** **Site CVs** recommended

GOOD CLINICAL PRACTICE documents will provide further guidance on **HOW** GCP principles may be **applied** across trial designs

IMPLEMENTATION of Teletrials & DCTs requires **PRACTICAL** guidance & training for **ALL** stakeholders

Data flow to get **MORE COMPLEX**

Visibility of sites with developed **CAPACITY** & **USEFUL** for prospective sponsors

OPTIONS for flexible TRIAL DELIVERY

WHAT does **ACCESSIBILITY** "flexible trial delivery" mean to you?

EQUITY Anytime, ANYWHERE

COLLABORATE **educate**

WHAT do we need to do to **MOVE FORWARD** with this work in Australia?

Expert Panel

WHAT IS YOUR **BACKGROUND** in **FLEXIBLE TRIAL DELIVERY (FTDs)**?

Contrasting the **current** **globally** Australia vs **Hybrid** trials rather than full DCT

Moved from institutional model to decentralised model

TELETRIALS are a DCT with **SAFETY-NET** for **CARE** and **RECRUITMENT** methodology

ACCELERATED during COVID **POST-COVID** to **"BUSINESS AS USUAL"**

WHAT DO YOU SEE as the **KEY BENEFITS & CHALLENGES** in DELIVERING FTDs?

BENEFITS:

- ACCESS** to rural, regional & remote communities
- REDUCE** **IMPACT** on participants, carers & families
- OFFERING** **patient-centred** **CARE**

CHALLENGES:

- LACK OF TRUST!** Reluctance to **TRY** something **NEW**
- CLARITY** **OVERSIGHT** **SAFETY!**
- CHANGE** **MANAGEMENT** of sites & for sponsors

WHAT WILL WE NEED to **MOVE FORWARD** with **FTD** in AUSTRALIA?

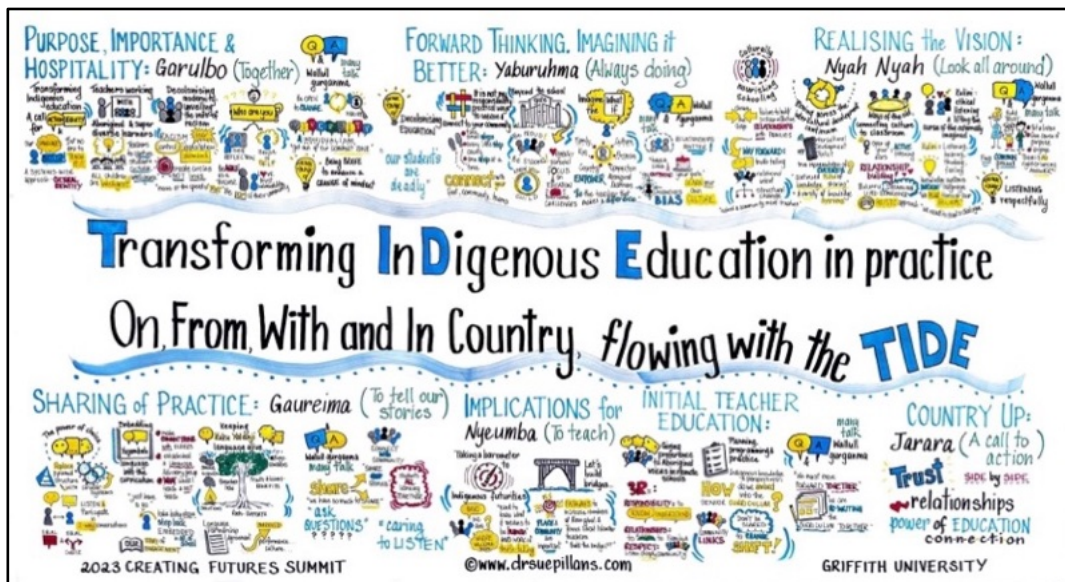
- LISTEN** to **educate** participants
- REDUCE** their **BURDEN** **WEALTH** of **INFORMATION** if we include **TECHNOLOGY**
- NEED:** trial sponsors to be **ON BOARD** a **standardised** guidance to address **SAFETY & RISKS** involved
- Trials from a **CONSUMER PERSPECTIVE** should **CONSIDER** **COMMUNITY** **NEEDS**

© www.druepillans.com

Pillans artwork (2023) Australian Council for Education Leaders (ACEL) National Conference



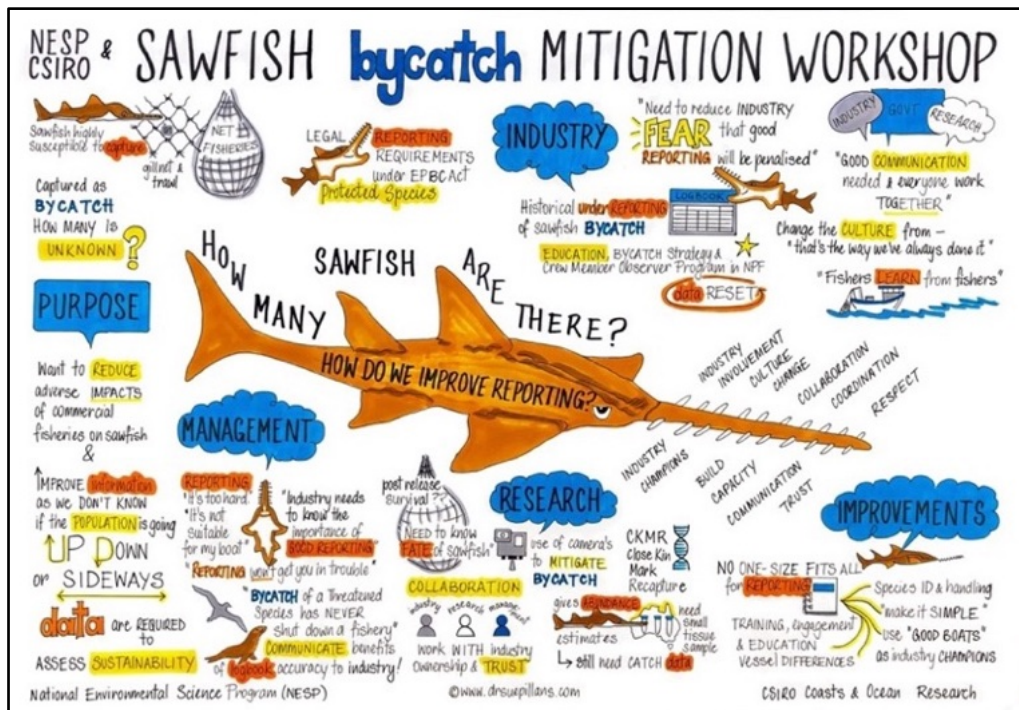
Pillans artwork (2023) Griffith University Creating Futures Summit



Pillans artwork (2022) Queensland Farmers Federation Queensland AgWorkforce Summit



Pillans artwork (2022) CSIRO and National Environmental Science Program (NESP) Workshop



INFOGRAPHICS

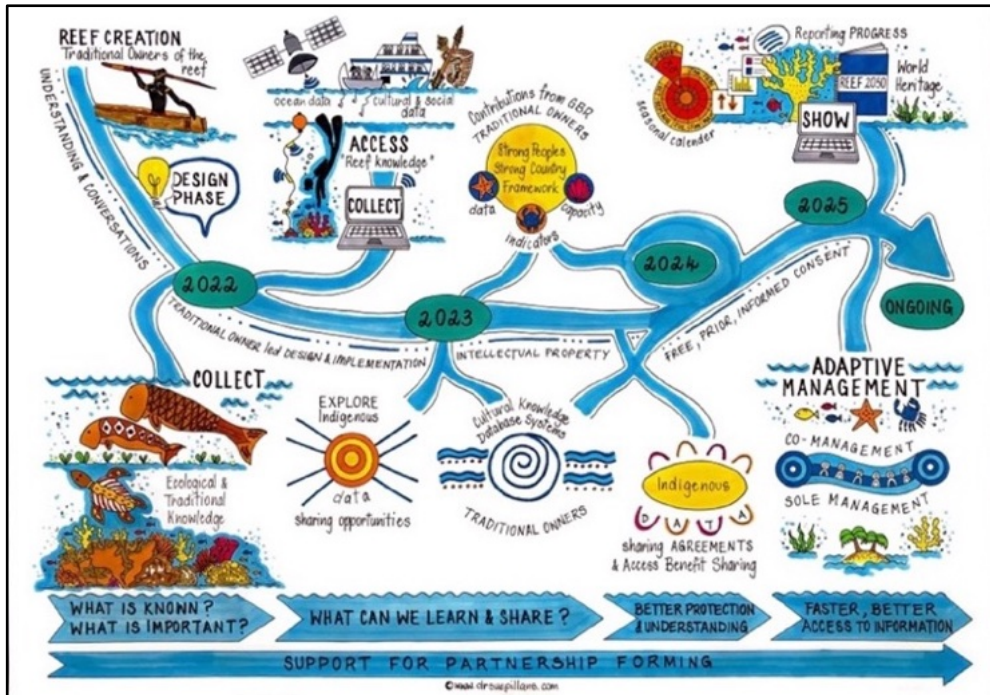
Pillans artwork (2025) Journey of the Rural Innovation Research Group



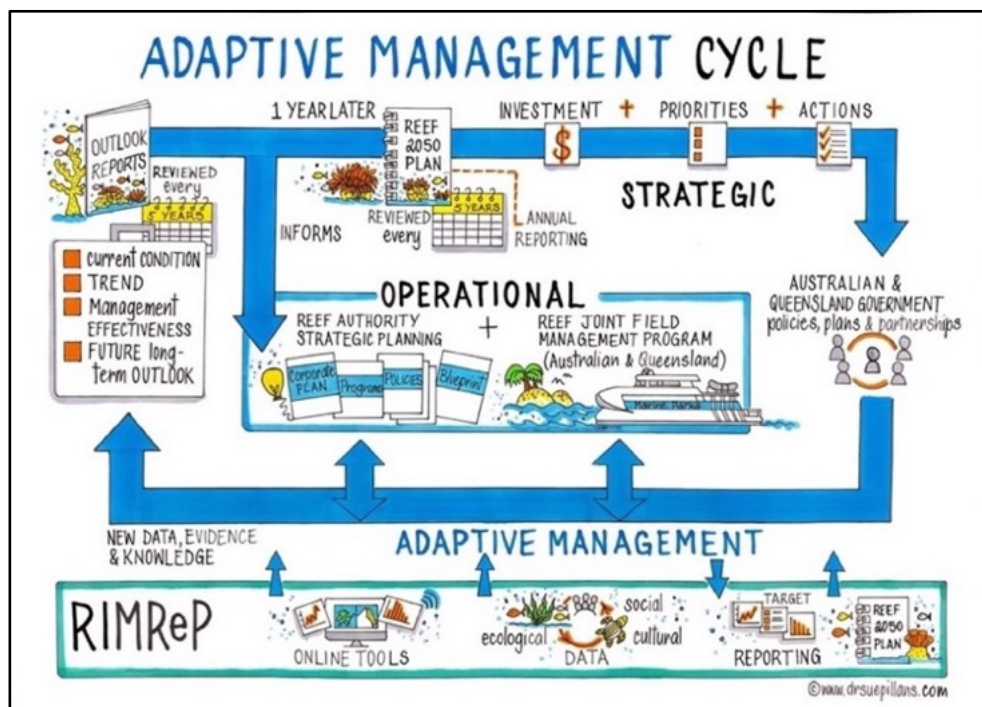
Pillans artwork (2025) University of Melbourne's Rural Innovation Research Group



Pillans artwork (2022) Great Barrier Reef Marine Park Authority and Reef Traditional Owners



Pillans artwork (2022) Great Barrier Reef Marine Park Authority



Pillans artwork (2022) CSIRO Oceans & Atmosphere



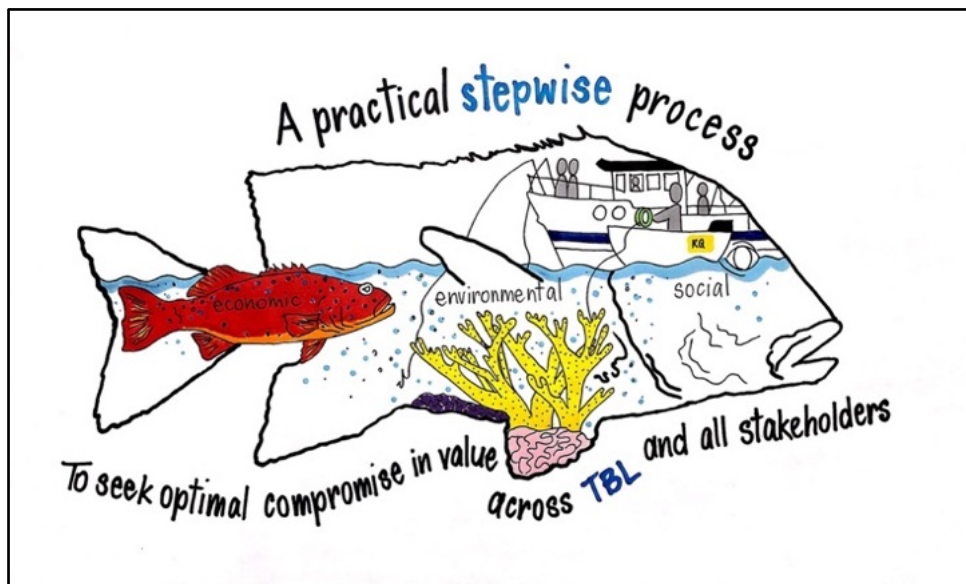
Pillans artwork (2022) Noosa Biosphere and Queensland Department of Fisheries



Pillans artwork (2022) Queensland University of Technology, Lendlease, Food Agility CRC

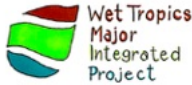


Pillans artwork (2020) CSIRO, Fisheries Research Development Corporation, Great Barrier Reef Marine Park Authority and Queensland Government



Pillans artwork (2019) Terrain NRM and the Wet Tropics Major Integrated Project

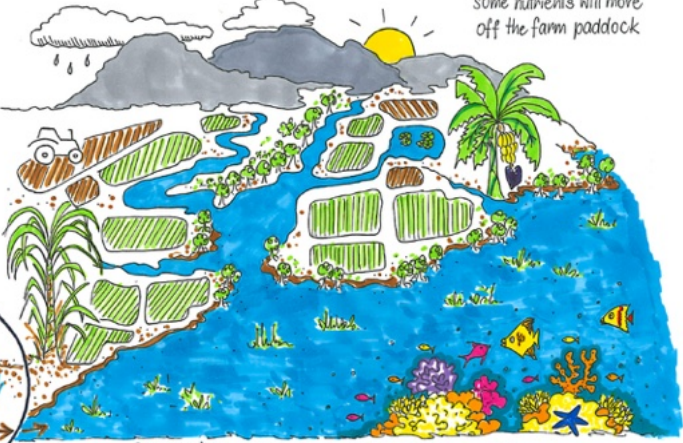

DENITRIFICATION BIOREACTORS



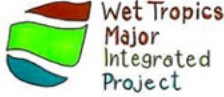
WHY?

Even with the best management practices some soils are 'leaky' which means some nutrients will move off the farm paddock

Soils that freely drain, like sandy soils



Bioreactors can help to improve water quality by reducing the amount of nitrates lost in shallow groundwater


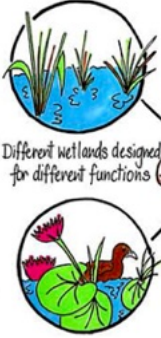


CONSTRUCTED WETLANDS

WHY?

Even with the best management practices some nutrients, sediments and pesticides will move off the farm paddock


Different wetlands designed for different functions




Constructed wetlands are artificial systems designed to replicate certain conditions of natural wetlands. Like natural wetlands they can trap sediments and remove nutrients, pesticides, metals and pathogens in water

www.druepillans.com

Pillans artwork (2018) Indigenous leaders and the Great Barrier Reef Marine Park Authority



Safeguarding Indigenous heritage and knowledge in the Great Barrier Reef



The Australian Government's Great Barrier Reef Marine Park Authority (the Authority) is working to improve the management of Indigenous heritage values within the Great Barrier Reef Marine Park.

To support this, the Authority is strengthening partnerships with Traditional Owners, which will be formalised through *Safeguarding Indigenous Heritage and Knowledge agreements*.

The Authority recognises the long and ongoing connection Traditional Owners have with the Reef and their deep and varied knowledge. This includes valuable advice from Traditional Owners on how best to manage this information.

Safeguarding Indigenous Heritage and Knowledge agreements


The purposes of *Safeguarding Indigenous Heritage and Knowledge agreements* are to:

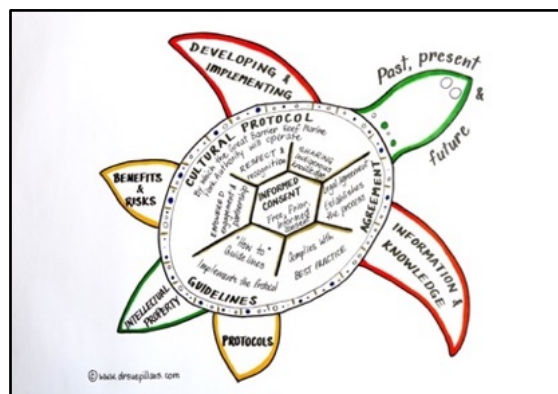
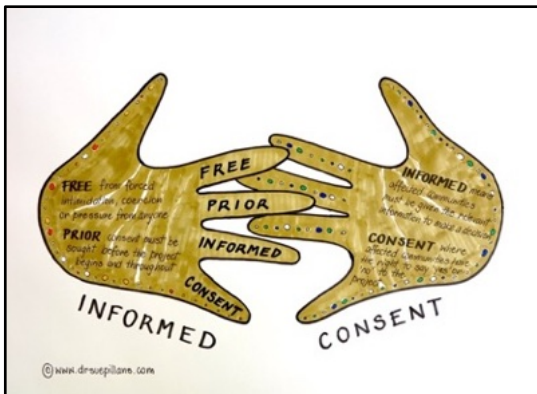
1. Better position Traditional Owners to participate in the management of Indigenous heritage values in partnership with the Authority.
2. Provide the Authority with the best available information about Indigenous heritage values to inform management of the Reef.
3. Inform the Reef 2050 Integrated Monitoring and Reporting Program under the Reef 2050 Long-Term Sustainability Plan on how data can be handled, stored and used in decision-making processes.

What are Safeguarding Indigenous Heritage and Knowledge agreements?

They are legal agreements between Traditional Owners and the Authority whereby Traditional Owners agree to share selected Indigenous knowledge with the Authority through a mutually-beneficial partnership.

Each agreement sets out the negotiated benefits and the terms and conditions about how information will be shared and stored.





PUBLISHED INFOGRAPHICS

Pillans artwork (2026) Graphic recording published in Russell, K, Fryirs, K, Wilson, E, Woods, K, Lovette, S, Vietz, G et al (2026) Building capacity in an environmental management industry: investing in collective social capital to advance stream management, *Earth's Future*, 14 (3): 1-17

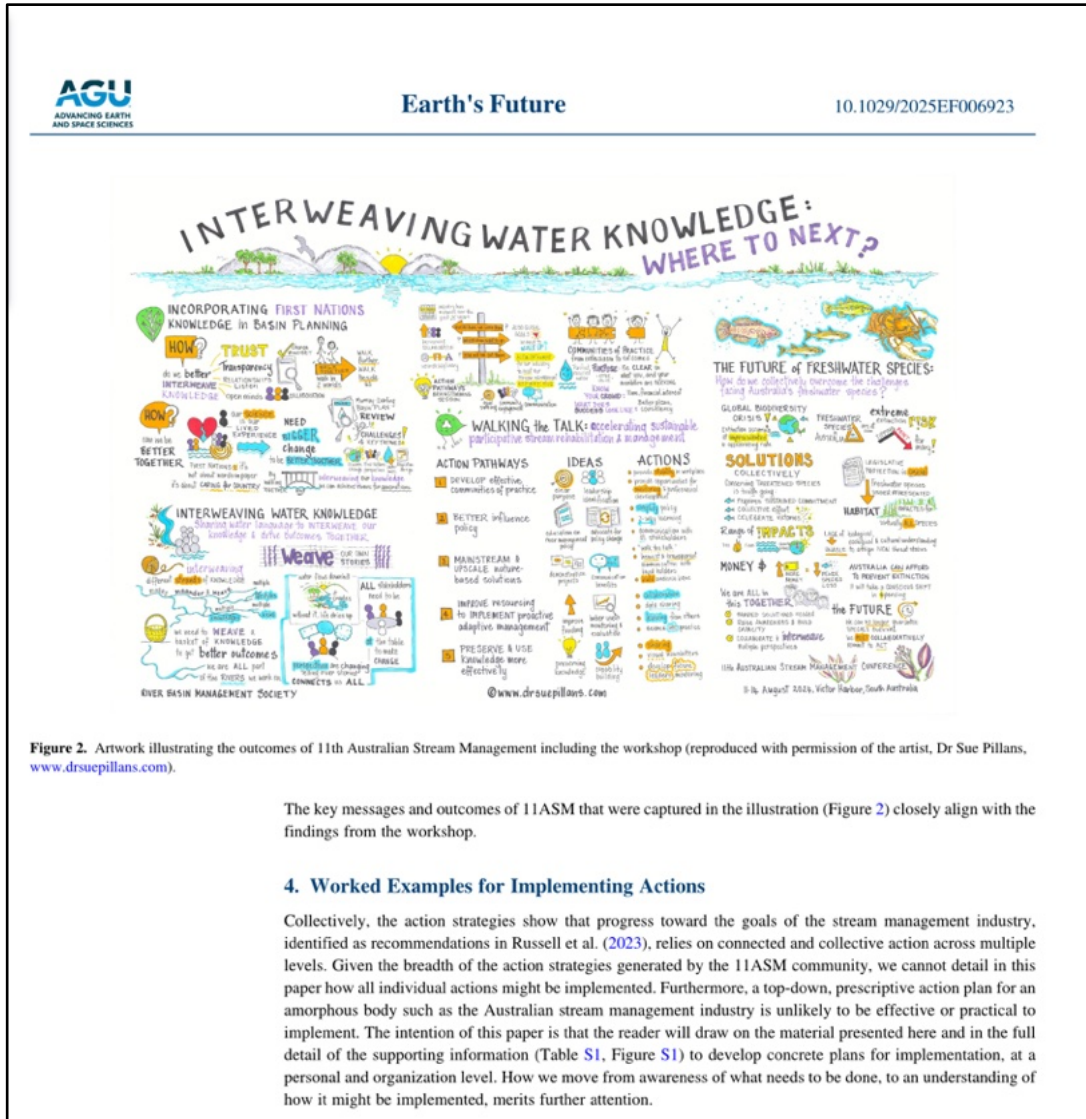


Figure 2. Artwork illustrating the outcomes of 11th Australian Stream Management including the workshop (reproduced with permission of the artist, Dr Sue Pillans, www.druepillans.com).

The key messages and outcomes of 11ASM that were captured in the illustration (Figure 2) closely align with the findings from the workshop.

4. Worked Examples for Implementing Actions

Collectively, the action strategies show that progress toward the goals of the stream management industry, identified as recommendations in Russell et al. (2023), relies on connected and collective action across multiple levels. Given the breadth of the action strategies generated by the 11ASM community, we cannot detail in this paper how all individual actions might be implemented. Furthermore, a top-down, prescriptive action plan for an amorphous body such as the Australian stream management industry is unlikely to be effective or practical to implement. The intention of this paper is that the reader will draw on the material presented here and in the full detail of the supporting information (Table S1, Figure S1) to develop concrete plans for implementation, at a personal and organization level. How we move from awareness of what needs to be done, to an understanding of how it might be implemented, merits further attention.

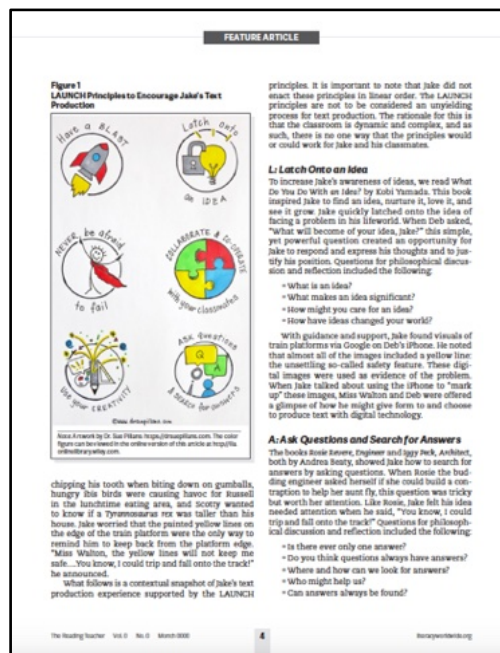
McClellan, N., vanPutten, I., Sbrocchi, C, Chin, A., Pillans, S (2020) Reducing risk in human-shark interactions in NSW: Trialing a participatory approach to understanding beachgoer behaviour. Report to the NSW Shark Management Strategy, NSW Department of Primary Industries, University of Technology, Sydney



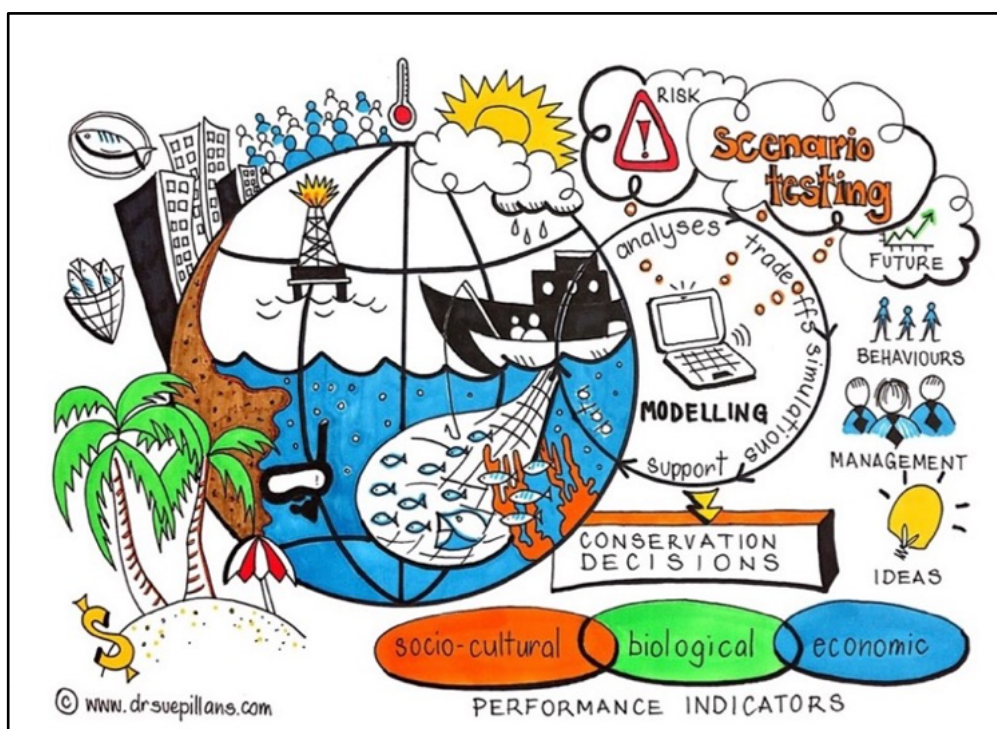
Pillans artwork (2020) Infographic published in 'Children and Innovation: A Wenner-Gren workshop', Nowell, A., Langley, MC & Riede, F, Evolutionary Anthropology, 2020 29(1): p 6-8



Pillans artwork (2019) Infographic published in 'You know, I could trip and fall onto the track!': inspiring text production', Brosseuk, D., Exley, B & Neumann, M, The Reading Teacher, pp 1-8 (for PhD Thesis)

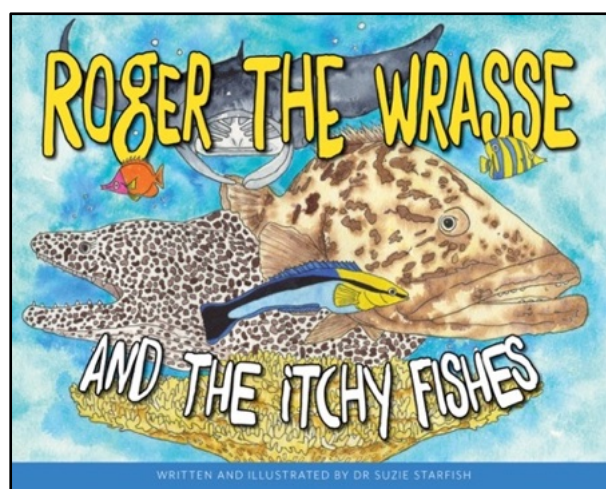
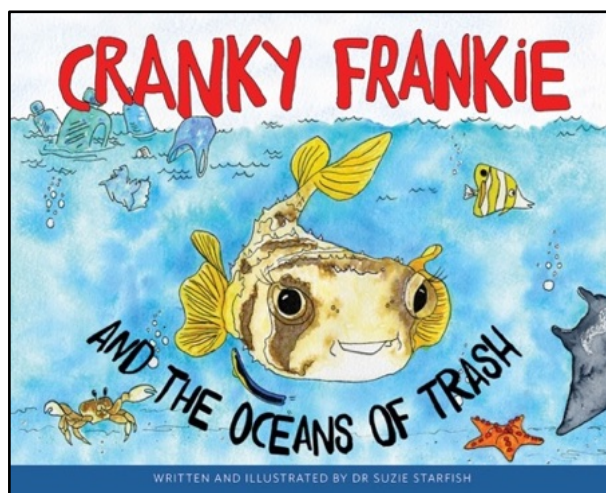
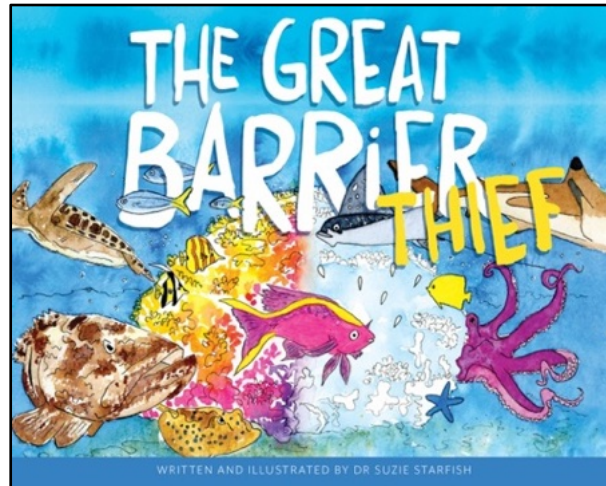


Pillans artwork (2017) Infographic published in 'The Future of Modeling to Support Conservation Decisions in the Anthropocene Ocean', Chapter 20, Figure 20.3 in Conservation for the Anthropocene Ocean: Interdisciplinary Science in Support of Nature and People. Editors Levin, P.S & Poe, M.R, Elsevier Inc



CHILDREN'S PICTURE BOOKS
Written & Illustrated by Dr Suzie Starfish

Dr Suzie Starfish (2018-2024) Ocean picture book series, Published by Little Pink Dog Books



****All images Copyright © Dr Sue Pillans 2026**