It is my great pleasure to recognize the contributions of colleagues in the School of Business at UNSW, Canberra to scholarship, research funding and research supervision over 2016 and 2017 that is documented in this research report. The School has expanded its research across our three key research areas of logistics and business systems modelling, public sector implementation and governance and strategic decision-making and appointed a number of new staff to maintain this improvement in research performance.

In particular, the Public Service Research Group, established in 2016, has gone from strength to strength. It is currently undertaking a range of innovative research projects into complex public service systems, implementation of public policies, diversity, equity and inclusion in public services, wellbeing and mental health and capability development within public service organisations.

To undertake these projects, the Public Service Research Group has recruited a number of senior academics and postdoctoral fellows. Associate Professor Helen Dickinson joined the School as Director of the Public Service Research Group in 2016 and Dr. Karen Gardiner joined as senior research fellow in 2017. Postdoctoral research fellows appointed to the Public Service Research Group in 2017 include Dr. Lisa Carson, Dr. Luke Craven, Dr. Linda Dewey, Dr. Meraiah Foley, Dr. Miriam Glennie, Dr. Anna Li, Dr. Juliana Li, Dr. Katie Moon and Dr. Sue Olney. In 2016, Mortezha Saberi joined the School as postdoctoral fellow in logistics and business systems modelling.

Additional academic appointments to the School of Business in recent years include Dr. Fiona Buick and Dr. Raymond Young in 2016 and Dr. Caroline Doyle, Dr. Adrian Bazbauers, Dr. Anthea McCarthy-Jones, Dr. Samantha Johnson and Dr. Sharron O’Neill in 2017. In 2018, the School welcomed Associate Professor James Rooney and Dr. Matt McCormack. These appointments have greatly enhanced the quality and impact of the research being undertaken in the School.

I would also like to take this opportunity to recognize the invaluable contributions to the School’s research performance of Professor Kerry Jacobs who died on 28 February 2018 following a lengthy period of illness. Kerry will be greatly missed by his colleagues in the School, and across UNSW Canberra, for his integrity, dedication to scholarship, sense of humour and for the tireless support he provided to his research students.

The appointment of new staff and the growth of the Public Service Research Group highlights the ability of staff in the School of Business to contribute positively to UNSW Canberra’s research performance over coming years and to UNSW’s 2025 strategy.

Professor Michael O’Donnell
Head of School – School of Business

Research in the School of Business has three focus areas concerning the business of organisations. These areas are interrelated, and cross-area collaborative research is expected to develop further in the future. Across these three areas, we co-operate with a range of external stakeholders and research partners.

One key field of research is the area of logistics and business systems modelling. The School has staff with expertise in humanitarian logistics, business analytics, modelling and big data at the intersection of business and advanced information technology. Research is carried out through partnerships with industry to develop innovative solutions in logistics networks, asset management and sustainment. Industry partners include WA Department of Transport, ADF Joint Logistics Command and Royal Australian Navy Logistics.

The School also has a research focus on public sector management. This domain comprises the ways in which public services are delivered, and the capabilities and knowledge required for the provision of those services. A particular research strength in this area is public sector human resource management, which includes performance management. External engagement in this research area involves the Australian Public Service Commission and the Defence People Group (Department of Defence).

The third major area of research in the School is governance and strategic decision making. Decision making, evaluation and accountability are crucial aspects of good governance in public and private organisations. The School has expertise in each of these aspects informed by the use of rigorous research methods and analyses. Relevant external stakeholders include the Institute of Chartered Accountants, the World Bank and the Asian Development Bank.
A passion for public service research

By: Chris Sheedy

When academic research makes a direct connection with real and current issues in society, its results can literally change the world.

Take a poll of groups of public policy scholars in Australia, or in any developed nation, and you’ll likely find a large percentage of them are focussing on issues related to the design of policy, says Associate Professor Helen Dickinson from the UNSW Canberra School of Business. Not a lot of them look at what happens after those policies become legislation and move out into the real world. Very few of them analyse the sometimes messy and often unintended outcomes of policy once it finally touches upon the people it was intended to assist. And almost none of them employ the people who are likely to be affected by the policy.

“I led a project recently where we were investigating the implementation of the National Disability Insurance Scheme, and we did it partly by recruiting eight people who have disabilities,” Dickinson says. “They’re not researchers and they don’t have research training or background, but they’re experts by experience. We trained them in research skills and they undertook the research and we analysed the results together and reported back to government. We were researching disability, but doing it in an inclusive and informed fashion.”

How did the employment of people with disabilities help in a practical sense? One of the new recruits, Dickinson says, had suffered a spinal cord injury that left her confined to an electric wheelchair. This researcher was invaluable in helping the team appreciate the full range of challenges faced by people in her situation - not just the type of medical help or other assistance they might require, but how they physically get to the specialists in the first place.

“What is it like to attempt to navigate the Melbourne CBD in an electric wheelchair? What happens if your wheelchair breaks down? How do people around you respond or react to your situation? I can’t possibly tell you the answers to these types of questions, but our researchers had full insight around these issues, and more,” she says.

“There’s something incredibly powerful about having people who are truly affected by the policies standing up and presenting findings to government. It’s less easy to dismiss than if it comes from an academic.”
Dickinson, Director of the Public Service Research Group (PSRG) within UNSW Canberra, was attracted to the university specifically because of its real world, interdisciplinary and practice-focused application of research. The PSRG conducts research in three main streams - the change and reform of large systems, healthcare and the commissioning of healthcare, and equity/diversity/inclusion.

One of the PSRG’s most fascinating health-related projects right now involves working with a not-for-profit called One Disease, a philanthropically funded group that concentrates on one disease at a time in an attempt to eradicate it, before moving on to the next. The PSRG's current research project focuses on the work One Disease is doing in the Northern Territory around crusted scabies.

“Basically it’s a little mite which will become endemic in an area where a lot of people live close together and where there might be issues around hygiene and cleanliness,” Dickinson explains. “There’s been a resurgence of it in Europe, particularly in the refugee camps that have been set up as people flee from Syria and various other places. In Australia we’ve seen it mostly, although not exclusively, in indigenous communities where there are shortages of housing supply and where a lot of people share accommodation.”

As the One Disease researchers concentrate on their own project, attempting to eradicate crusted scabies in the Northern Territory, the PSRG is evaluating the model they’re utilising. If that model is successful, the PSRG will be able to help One Disease roll out the same model, or even an improved version, into other regions of central and southern Australia. Using the information provided by both bodies, other countries could also run with a similar solution.

“It’s a fascinating real-world project offering real results that are of benefit to real people,” Dickinson says. “It also brings together many different partners. We’ve got partners in the not-for-profit sector, organisations we’re working with connected to the public health services and clinical services within indigenous communities. There are also academic partners. This project is not necessarily about health services, it’s about the broader social determinants of health. It relates to housing and education and various other issues.”

“Outcomes of our research will have potential positive impacts on clinical services, local government, indigenous communities and the elders who influence the behaviour and education of community members. It also speaks to the academic constituents and it has international applicability on top of being of great importance on the national level.”

This is exactly the type of work that attracted Dickinson to UNSW Canberra. Originally from the UK, her undergraduate degree was mainly concerned with geography - economic geography and urban development - and her Master’s, also in the field of geography, looked at health policy and disease prevention. “I became quite interested in health, and ideas around and how health issues are understood and how that translates into policy,” she says.

After studying and working at the University of Birmingham and the University of Melbourne, Dickinson was attracted to UNSW Canberra as a place where she could bring her greatest research passions to life.

“There are a lot of reasons that I wanted to come to UNSW Canberra, and specifically to the School of Business,” she says. “Researchers here have been doing some truly great work around public services over the last couple of years and as a result this university has successfully boosted its reputation. Our research strength, engagement and impact is truly impressive and we have a lot of very powerful links.”

“Economists look at the issues one way, psychologists look at them another way and political scientists see things yet another way. In the Public Service Research Group we bring them all together to focus on linking with practice. We’re not just doing research and academic work for the sake of it, but because it actually has value and influences what happens out there in the real world.”
Managing the managers

By: Chris Sheedy

Boost the capabilities of the middle managers and you can lift the performance of an entire public service. Dr Samantha Johnson is looking to do just that.

When she travelled around Australia interviewing 150 middle managers from the public service, Dr Samantha Johnson from the UNSW Canberra’s School of Business heard the same story over and over again. She was speaking with the managers about their experiences in becoming a middle manager and, unsurprisingly, most said they were promoted as a result of their technical skills.

They were accountants and lawyers, HR practitioners and scientists and more, and yet suddenly they were promoted. That’s when they realised the reality of being responsible for teams of people, human beings with problems and demands, issues and expectations. And it didn’t always end well.

“As they were mostly promoted on technical skills, not on management skills, their management development hadn’t come early enough,” Johnson, a researcher within the university’s Public Service Research Group, says. “They do a quick management course and it’s supposed to fix all ailments, but one or two courses is not enough to give them the skills their roles require. It’s very hard for middle managers because it’s not really their fault. There are huge expectations placed on them, often with little support and inadequate training.”

Those in the corporate world face the very same problem of being promoted into a management position thanks to their impressive technical skills, but the disciplines of management and leadership are completely unique in government departments, Johnson says.

“The expectations on leaders are different to the private sector, and it’s mostly because the public sector is controlled by law,” she explains.

“Professionals in the public sector have to work within a legal framework and they are highly visible. They have to be transparent because they’re working with public money. The expectations of a public sector leader are of higher ethics and morality. They have to operate in a highly reactive environment and now there’s more pressure than ever because there’s 24/7 media interest, and the media really wants to know what the government is doing.”

Her primary current project continues this theme by looking at structural changes in the public service (otherwise known as machinery of government changes) and the factors that have enabled or impeded the effective implementation of those changes.

The over-arching theme that runs through most of Buick’s past work - on topics such as organisational culture, joined-up working, how performance management can enable high performance and middle management capability development - has been ‘change’. Her work focuses on how organisations can better manage their employees during change processes in order to enhance change implementation effectiveness.

Her primary focus so far, but there have been some very interesting international studies that have proven the power of comparative research.”

Who will gain from Buick’s findings? The knowledge will likely be utilised on several levels and by numerous professions. “I’m always thinking about practical application of findings, particularly for public servants,” she says. “In particular I’m looking at the senior managers, middle managers, and HR professionals within the public service, trying to derive findings that they can actually do something with. Also, obviously, we’ve got our own academic peers as an audience, and they are the ones for whom we write journal articles.”

There is a view that academic research is predominantly intended for the use of other academics. At the Public Service Research Group, Buick says, there is always a split focus between informing the academic world of findings and also telling practitioners what they need to know in order to help them manage their people more effectively. This is aided by working with practitioners to undertake the research.

“One example is on a project I worked on that looked at how performance management could enable high performance,” she says. “That was actually a co-production partnership. Three universities worked with the Australian Public Service Commission to design and undertake a project that was focused on a topic of interest to the public service. The Ahead of the Game Blueprint for Reform had identified the need for performance management to help build a high-performance culture across the public service. So that was effectively our mandate. Then we worked together (with the APSC) to design the project, collect and analyse the data and then publish practitioner reports and academic journal articles from the project.”

“Because we were working alongside practitioners, they continually kept us in check to make sure that what we were writing wasn’t too academic. They needed to ensure that it would resonate and have relevance. That’s the kind of project that I love working on.”

“When you publish a paper for other academics to read it is a very good result, however all you can do at that stage is hope that a practitioner might read that journal and pick up on your ideas,” she says. “But hope is not a very effective strategy.”
Johnson's research has revealed that while there is some very general truth behind these numbers, the implementation of learning built around this framework is lacking and can be greatly improved.

“This framework has the potential to help us develop middle managers. It has great potential,” she says. “But because there’s been such a lack of empirical evidence supporting it, and the theory behind it is not well understood, public servants have had no choice but to work it out for themselves and make it up as they go. They know intuitively that it’s good, but there’s nothing to support it or to teach them how to use the framework.”

Johnson and her colleagues are about to publish a paper on this very topic. Once the paper is released, Learning & Development professionals and HR practitioners in the public service will benefit as it will present a well-researched framework to improve middle management capabilities.

“With all of our research, what we’re trying to do is help the HRD people to develop programmes that will build middle management talent more effectively,” she says. “This will ultimately help everybody.”

There is a noticeable hunger for performance management knowledge in government departments, Johnson says. The public servants she regularly speaks with absolutely want to know that they’re doing the best job possible. Many government employees in HRD and Learning & Development have told her they’re very keen for the paper’s release because they want to use the framework in the most effective way possible to get the best results.

“We’ve written a couple of smaller things to give them some information along the way before the paper is released,” she says. “Just as importantly, early in 2018 I’m going to run, here at UNSW Canberra, a couple of professional education courses on the 70:20:10 framework. I’m going to get Learning & Development and HRD people from the public sector into a room and say to them, ‘Okay, let me show you how to use this framework better and how to design capability programmes and training programmes so that we can do the right thing by our middle managers and help them do their jobs.’
Dr Adrian Bazbauers  
Lecturer  
- Global governance  
- Transnational policy movement  
- Development  
Professor Deborah Blackman  
Deputy Head of School – Teaching & Education  
Professor of Public Sector Management  
Strategy  
- Performance management in the public sector  
- Public sector reform  
- Disaster risk management  
Dr Fiona Buick  
Lecturer  
- Organisational culture  
- Human resource management  
- Strategic human resource management  
- Joined-up working  
- Structural change  
- Performance management  
- Public sector management  
Dr Gemma Carey  
Senior Lecturer  
- Policy Implementation  
- Public Health  
- National Disability Insurance Scheme  
- Cross-sectoral Relationships  
Professor Satish Chand  
Deputy Head of School – Research  
Professor of Finance  
- Peace and economic prosperity  
- Property rights and economic development  
- Land tenure, productivity and economic development  
Professor Elizabeth Chang  
Professor of Logistics  
- Defence Logistics  
- Ambient Security, Trust and Risks  
- Cyber-Physical Systems and Internet of Things for Intelligent Transportation  
- Data Quality, Data Cleansing and Co-joint Data Mining  
Dr James Connor  
Senior Lecturer  
- Loyalty and social interaction  
- Social interaction and sport  
- Social interaction and project management  
Dr Natalie Cujes  
Lecturer  
- The Business of Australian Federal Courts (including their operation, access to justice issues, practice and procedure and judicial decision-making)  
- Contract Law  
- Trade Practices Law (competition and consumer law)  
- Business Law  
Dr Saskia de Klerk  
Senior Lecturer, HDR Coordinator  
- Entrepreneurship (nascent, immigrant and female)  
- Business Management (innovation)  
- Creative industries (bricolage, social capital and entrepreneurship)  
- Business networking, social capital and bricolage  
- Business climate and social integration
Dr Sharron O’Neill
Senior Lecturer
- Accounting
- Work Health and Safety

Dr Daniel Prior
PGR, Distance Delivery Coordinator
- The role of inter-personal interactions in value creation
- The nature of value destruction and value co-destruction
- Using superior value propositions to support business performance

Dr Keiran Sharpe
Lecturer
- Decision making under ambiguity, risk and uncertainty
- Analysis of strategic political interactions using game theory
- Organisational economics – especially the structure and design of organisations

Professor Massimiliano Tani
Professor of Finance
- The economics of migration
- The economics of higher education
- Economic growth and knowledge spillovers

Dr Keiran Sharpe
Lecturer
- Decision making under ambiguity, risk and uncertainty
- Analysis of strategic political interactions using game theory
- Organisational economics – especially the structure and design of organisations

Dr Paul Jepson
Senior Lecturer
- International employment relations
- Performance management in the Public Sector
- Enterprise bargaining in the Public Sector

Dr Robert Wylie
Lecturer
- Public policy analysis
- Public policy development
- Defence procurement and policy

Dr Marina Zhang
Lecturer
- Technological catch-up
- Institutional entrepreneurship
- Disruptive and business model innovation
- Emerging markets
Dr Lisa Carson  
Public Sector Research Group  
Lisa's research focuses on the Complexities of translating policy into practice as local, national and international levels.

Dr Luke Craven  
Public Sector Research Group  
Luke's current research examines how different public sector organisations adapt and apply systems frameworks to support the implementation of large scale reform.

Dr Linda Dewey  
Public Sector Research Group  
Linda's research focus is the role of individual behaviour and the facilitation of organisational change and design of organisational culture.

Dr Caroline Doyle  
School of Business  
Caroline's research interests include policy in developing nations, urban violence, organised crime and Latin American gangs.

Dr Meraiah Foley  
School of Business  
Meraiah specialises in three main research areas – gender equality in the workplace, organisational and management theory, and entrepreneurship.

Dr Miriam Glennie  
Public Sector Research Group  
Miriam's research interests include employment inequality, working conditions and migrant workers.

Dr Anna Li  
Public Sector Research Group  
Anna currently examines inter-organizational relationships and collaboration in the Australian public sector. She also engages in collaboration with scholars on several projects related to social policy and welfare in Hong Kong and mainland China.

Dr Qiang Li  
Public Sector Research Group  
Qiang's research interests include urban economics, housing market, labour migration, and land economics.

Dr Katie Moon  
Public Sector Research Group  
Katie has worked in the environmental policy arena for 17 years within Australia and Europe, in government, the private sector and academia. Her current research focuses on areas of policy implementation and stewardship.

Dr Sue Olney  
Public Sector Research Group  
Sue's research and her work experience revolves around access and equity in employment, education, training and disability services in Australia with particular focus on the impact of system reform on citizens with complex needs.

Dr Morteza Saberi  
School of Business – Logistics group  
Morteza’s research interests include Data Analytics, Business Logistics Intelligence, Applied Machine Learning and Performance measuring.
ABOLBASHARI, Mohammad
‘Economic order and production quantities in integrated vendor-buyer supply chains. Using actual scenario based SC planning problems in Australian firms, this research aims to develop an analytical supply chain’
Supervisor: Professor Elizabeth Chang

ASADABADI, Mehdi
‘The ANP-QFD based smarter buyer methodology’
Supervisor: Professor Elizabeth Chang

ATAPATTU, Menike
‘Investigating appropriate leadership behaviours required for energizing and encouraging knowledge workers towards key knowledge processes’
Supervisor: Dr Twan Huybers

BELL, Ray
‘Leadership Gen Y & Z in the military environment’
Supervisor: Dr Michael O’Donnell

CHEN, Wenxin
‘Project Governance’
Supervisor: Dr Raymond Young

CHOHAN, Usman
‘The Role of Independent Legislative Fiscal Institutions’
Supervisor: Professor Kerry Jacobs

CHOTEWATTANAKUL, Pasit
‘Which factors can predict the probability of having heavy debt service burden and a simulation which will estimate the effect of income shock’
Supervisor: Professor Satish Chand

COTTON, Anthony
‘Research into issues related to employee engagement in the APS’
Supervisor: Professor Deborah Blackman

DHILLON, Jiwan
‘It is proposed to examine the roles of the management accounting controls in the dynamic and static structures of the inter-organisational networks. It will adopt a synthesised approach by recognising both the dynamic and static approaches.’
Supervisor: Professor Kerry Jacobs

DO, Trang
‘Recognising the change in the philosophy of science and technology management in Vietnam’
Supervisor: Dr Marina Zhang

DOYLE, Caroline
‘What factors explain the reduction of urban violence? Case study Medellin. The thesis will analyse the decline of urban violence in Medellin, Colombia.’
Supervisor: Professor Michael O’Donnell

FINAU, Glenn
‘Accounting, Customary Land and Indigenous Peoples in Post-Colonial States’
Supervisor: Professor Kerry Jacobs

GHILDYAL, Amit
‘Procurement and Supply Chain Delivery Innovation in Defence Material Organisation, Department of Defence’
Supervisor: Professor Elizabeth Chang
GOTTWALT, Florian
‘Securing Cyber-Physical System in the context of Defence Logistics’
Supervisor: Professor Elizabeth Chang

GRAVES, Peter
‘Implementing reform to the Australian Public Service’
Supervisor: Professor Deborah Blackman

GUNAWARDENA, Sanduni
‘An Exploration of the Tensions between Job Demands and Job Resources among Judicial Officers in Sri Lanka’
Supervisor: Professor Michael O’Donnell

HAMMOND, Tanya
‘How human resource practitioners in the Australian Public Sector effectively develop their HR competencies’
Supervisor: Professor Michael O’Donnell

HINGST, Raymond
‘The influence of the military posting cycle on group formation and team development in the Australian Defence Force’
Supervisor: Dr James Connor

HOSSAIN, Sayem
‘An exploratory study on the contextual elements of social entrepreneurial opportunity identification - an emerging economy’s perspective.’
Supervisor: Dr Saskia de Klerk

HU, Yixin
‘The role of exploration in the SECI model of knowledge creation.’
Supervisor: Dr James Hanson

HUANG, Jenny Shih-Suan
Supervisor: Professor Elizabeth Chang

JALALVAND, Fatemeh
‘Developing an integrated and holistic sustainable supply chain management (SSCM) framework to achieve sustainable supply chain networks’
Supervisor: Dr Massimiliano Tari

KARUNASENA, Vidana Gamithri
‘How do actors in the supply chain transmit customer centric behaviour during interactions along the supply chain?’
Supervisor: Dr James Hanson

KARUNARATHNE, Lakshi
‘Analysis of purchase intention in housing market. Housing market models are based upon rational choice and optimising behaviour which have failed to account for observed behaviour. Accordingly, this failure, motivates to study the alternative.’
Supervisor: Dr Omar Hussain

KHANJANEIJAD, Leila
‘Insight into Australian female experience of doping and considering PED’s management and policies grounded on the gender differences’
Supervisor: Dr Nelia Hyndman-Rizk

KROPP, Elisha Brooke
‘Loyalty and generational theory’
Supervisor: Dr James Connor

LIM, Wai Kwen
‘Intercultural Doctoral Supervision: An examination of the role of culture in finding voice in the thesis writing process for international doctoral students and their supervisors.’
Supervisor: Dr Nelia Hyndman-Rizk

LINDFIELD, Natasha
‘Political leadership in developing nations, specifically through a case study of selected leaders from Venezuela’
Supervisor: Professor Michael O’Donnell

LITHGOW, Shirley
‘How can community engagement in planning matters be improved in the ACT?’
Supervisor: Professor Deborah Blackman

LIU, Xinghua
‘Housing prices and household saving rates in urban China’
Supervisor: Professor Satish Chand

MAPITIYA, Gayan
‘OwnerShip structure and business stability in public listed companies in Sri Lanka’
Supervisor: Dr Sharron O’Neill

MCCORMACK, Matthew
‘Physical Asset Management Spares Requirements Determination - A Human Factor’s Perspective’
Supervisor: Professor Michael O’Donnell

MENG, Fei
‘Land tenure arrangements in China: working location, decisions and income’
Supervisor: Professor Satish Chand

MIRTLAIE, Monireh
‘The intent of this study is to suggest a novel method of sales prediction based on data harvested from social media. The proposed model differs with existing ones in taking into account the non-linearity nature of relationships in the real world’
Supervisor: Dr Omar Hussain

MUHURGAN, Senthamizh Kumaran
‘Integrated Enterprise Portfolio Management for Managing Complex Environment’
Supervisor: Dr James Connor

NAIK, Parisa
‘Female Pioneers in Male Dominated Careers in Iran’
Supervisor: Dr Nelia Hyndman-Rizk

NAWAZ, Falak
‘Gathering, processing and interpreting big data poses serious challenges for traditional systems’
Supervisor: Professor Elizabeth Chang

OM, Kinley
‘SMEs in Bhutan: Constraints and potential contribution to the Bhutanese Economy. Study the constraints faced by the SMEs in Bhutan and its likely implications to the Bhutanese economy’
Supervisor: Dr Saskia de Klerk

RANASINGHE, Roshini
‘The Influence of social networks in youth entrepreneurial venture creation.’
Supervisor: Dr Saskia de Klerk

RIZKI, Ahmad
‘Exploring the practice of auditor independence: The case of Indonesian public sector audit institution’
Supervisor: Professor Kerry Jacobs

SABERI, Zahra
‘Assortment Planning for Online Retailers by Tackling Uncertainty’
Supervisor: Professor Elizabeth Chang

SALAMA, Abdullah Ali
‘The impact of marketing practices on supply chain success in Saudi Based SMEs’
Supervisor: Professor Elizabeth Chang

SPENCER, Peter
‘A theoretical framework of “success” in Defence capability projects.’
Supervisor: Dr Michael O’Donnell

SUN, Shuyun
‘The Emergence and Development of the “Wang Hong” Phenomenon in China: A Business Ecosystem Perspective’
Supervisor: Dr Marina Zhang
SUN, Tianyu,
‘House Price Dynamics: Effect of ageing population – the case of China’
Supervisor: Professor Satish Chand

TINT, Lay Lay
‘Effective development cooperation: the Myanmar Experience’
Supervisor: Professor Michael O’Donnell

VALENTINE, Andrew
‘Signalling and screening under asymmetric information in labour markets. A series of studies considering the impact of screening and signalling in reducing asymmetric information adverse selection problems in labour markets’
Supervisor: Professor Massimiliano Tani

WANGMO, Phuntso
‘Can Bhutan Avoid the Resource Curse? An Evaluation of the Hydro power Industry’
Supervisor: Dr Anthea McCarthy-Jones

WANNINAYAKE, Dananja
‘How is presentational labour practised in the Sri Lankan service sector.’
Supervisor: Dr Sue Williamson

WARREN, Alastair
‘How Organizational Citizenship Behaviours are shaped by the culture of the organization and the extent to which these behaviours are linked to employee wellbeing.’
Supervisor: Professor Deborah Blackman

WEERATUNGA, Vindhya
‘The influence of Gen Y on employee engagement: Does Gen Y moderate the relationship between employee engagement drivers and outcomes?’
Supervisor: Professor Deborah Blackman

ZAKERI, Atefeh
‘The impacts of environmental regulatory schemes on supply chain management practices. Green supply chain management (GSCM) is a concept and practice in response to the challenges of global warming and climate change.’
Supervisor: Dr Omar Hussain

ZENG, Xiao
‘Economic Analysis of the Aged Care in Rapidly Ageing China’
Supervisor: Professor Satish Chand

ZHANG, Yu
‘Semantic based Intrusion Detection Ontology Development and Evaluation System’
Supervisor: Professor Elizabeth Chang

SUN, Tianyu,
‘House Price Dynamics: Effect of ageing population – the case of China’
Supervisor: Professor Satish Chand

TINT, Lay Lay
‘Effective development cooperation: the Myanmar Experience’
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Supervisor: Professor Satish Chand

ZHANG, Yu
‘Semantic based Intrusion Detection Ontology Development and Evaluation System’
Supervisor: Professor Elizabeth Chang

M PH I L S T U D E N T S

BATUL, Syeda
‘Perception of students towards intercultural interaction. A study between international and domestic students’
Supervisor: Dr Nelia Hyndman-Rizk

DE SOUZA, Ricardo
‘This thesis will be focusing on the cultural changes and social behaviours influenced by the influx of migrants into Australian communities, how it plays out in the Nation’s cultural identity and how it impacts in the workplace.’
Supervisor: Dr James Connor

DHAWAN, Puja
‘Our study is an empirical investigation of brand identity and impact on such stakeholder group made up of prospective employees, distributors and suppliers, media, competitors and government.’
Supervisor: Dr Daniel Prior

GOODFELLOW, Elizabeth
‘What is so difficult? Listening to managers implementing change’
Supervisor: Professor Deborah Blackman

HINTON, James
‘Using predictive analytics and multiple sources of information to optimize the defence logistics supply chain’
Supervisor: Professor Elizabeth Chang

KILPATRICK, Bradley
‘Redesigning a military training program with adolescent learning strategies.’
Supervisor: Dr James Hanson

PRAKASH, Surya
‘The power of self-belief in shaping workplace behaviours: Examining the relationships among spirituality, core self-evaluations and job satisfaction’
Supervisor: Dr James Hanson

SWANWICK, Lisa
‘What the Air Force can do to mitigate supply chain risk during the acquisition and sustainment processes and how these measures can be implemented in an enterprise-wide strategy.’
Supervisor: Professor Deborah Blackman

WHITNEY, Kim
‘Fifth Generation Performance: Building the skilled and balanced workforce of the future demands on agile performance support system.’
Supervisor: Professor Deborah Blackman
GRADUATING IN 2017

AHMED, Rumana
‘This study aims to work with the variables both from the angle of employee and employer that circumscribe potential women’s access to suitable workplace thus hindering their economical empowerment.’
(MPhil; Supervisor: Dr Nelia Hyndman-Rizk)

DOYLE, Caroline,
‘What factors explain the reduction of urban violence? Case study Medellin. The thesis will analyse the decline of urban violence in Medellin, Colombia.’
(PhD; Supervisor: Professor Michael O’Donnell)

HARRIS, Michael
‘The limits to transparent government: Official Information Communication During The Search For Malaysia Airlines Flight MH370’
(MPhil; Supervisor: Professor Kerry Jacobs)

KILPATRICK, Bradley
‘Redesigning a military training program with adolescent learning strategies’
(MPhil; Supervisor: Dr James Hanson)

MCCORMACK, Matthew
‘Physical Asset Management Spares Requirements Determination – A Human Factors Perspective.’
(PhD; Supervisor: Professor Michael O’Donnell)

GRADUATING IN 2016

FORAU, Luke
‘Economic Contribution of Peacekeeping: Evidence from the Solomon Islands’
(PhD; Supervisor: Professor Satish Chand)

MADUMAGE, Kapila Chaminda Sena
‘Entrepreneurship for peace and prosperity – the case of post-conflict Sri Lanka’
(PhD; Supervisor: Professor Satish Chand)

MULHOLLAND, Lorraine
‘Effective and sustainable public sector interagency organisations: Structure versus people’
(MPhil; Supervisor: Dr David Meacheam)

RANA, Tarek Ahmed
‘Accountability practice in Australian Public Sector: a case study.’
(PhD; Supervisor: Professor Kerry Jacobs)

REES, Leanne
‘A data credibility framework and its impact in Complex and Dynamic Operational Environments’
(PhD; Supervisor: Associate Professor Twan Huybers)

SABERI, Morteza
‘Framework for Developing an Intelligent Customer Relationship Management Framework through Multi-Hetero Information Sources’
(PhD; Supervisor: Professor Elizabeth Chang)

WU, Baocheng
‘Entrepreneurship in China in transition’
(PhD; Supervisor: Dr Saskia de Klerk)
RESEARCH PUBLICATIONS

2017

BOOK

BOOK CHAPTERS


JOURNAL ARTICLES


Baker P; Gill T; Friell S; Carey G; Kay A (2017) ‘Generating political priority for regulatory intervention in targeting obesity prevention: an Australian case study’, Social Science & Medicine, vol. 177, pp. 141–149


Buick F; Carey G; Pescud M (2017) ‘Structural changes to the public sector and cultural incompatibility: the consequences of political decisions and inadequate change management’, Australian Journal of Public Administration, vol. 77


Carey G; Dickinson H; Malbon E; Reenders D (2017) ‘The Vexed Question of Market Stewardship in the Public Sector: Examining Equity and “Sticky Layers”: What Happens in Cases of Transformative Policy Change?’, Administration & Society


Carey G; Malbon E; Reenders D; Kavanagh A; Liewellyn G (2017) ‘Redressing or entrenching social and health inequities through policy implementation? Examining personalised budgets through the Australian National Disability Insurance Scheme.’ International Journal for Equity in Health, vol. 16, pp. 152


Piva M; Tani M; Vivarelli M (2017) ‘Business visits, knowledge diffusion and productivity’, School of Business


McCaully D; McAuley K; Bailie R; Mathews V; Jacoby V; Sibthorpe B; Southwell L; Edmond N (2017) ‘Sustained participation in annual continuous quality improvement activities improves quality of care for Aboriginal and Torres Strait Islander children’, Journal of Paediatrics and Child Health, Vol. 54, pp. 132–140


Piva M; Tani M; Vivarelli M (2017) ‘Business visits, knowledge diffusion and productivity’, School of Business


Piva M; Tani M; Vivarelli M (2017) ‘Business visits, knowledge diffusion and productivity’, School of Business
2016

BOOK CHAPTERS
Blackman D; Buick F; O’Donnell M; O’Flynn J; West D (2016) ‘Performance Management as a Strategic Tool for Change’, Human Capital Management Research, (pp. 149–162), IAP Information Age Publishing, USA
Heaslip G; Haavisto I; Kovacs G (2016) ‘Cash as a Form of Relief’, Advances in Managing Humanitarian Operations, (pp. 59–78), Springer
Nicolini D; Mengis J; Meacham D; Waring J; Swan J (2016) ‘Recovering the performative role of innovations in the global travel of healthcare practices: Is there a ghost in the machine?’, Mobilizing Knowledge in Health Care, Challenges for Management and Organization, Oxford University Press, Oxford, UK

JOURNAL ARTICLES
Azadeh A; Foroozan H; Ashjari B; Matevali Haghhighi S; Yazdanparast R; Saberi M; Torki Nejad M (2016) ‘Performance assessment and optimisation of a large information system by combined customer relationship management and resilience engineering: a mathematical programming approach’, Enterprise Information Systems, pp. 1–15
Blackman D; Nakanishi H; Benson AM (2016), ‘Disaster resilience as a complex problem: Why linearity is not applicable for long-term recovery’, Technological Forecasting and Social Change, vol. 121, pp. 89–98,
Chohan UW (2016) ‘The idea of legislative
## EXternally Funded Active Grants in 2017

<table>
<thead>
<tr>
<th>GRANTOR</th>
<th>SCHOOL OF BUSINESS INVESTIGATORS</th>
<th>PROJECT TITLE</th>
<th>FUNDING AWARD DATES</th>
<th>TOTAL AMOUNT OF FUNDS AWARDED</th>
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</thead>
<tbody>
<tr>
<td>Department of Defence</td>
<td>Chang, Elizabeth</td>
<td>Development of faceplate demonstrator</td>
<td>2015–2017</td>
<td>$1,079,090</td>
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<tr>
<td>Australian Research Council / Linkage Project</td>
<td>Chang, Elizabeth; Hussain, Omar; Prior, Daniel</td>
<td>Intelligent CRM through Conjoint Data Mining of Heterogeneous Sources</td>
<td>2016–2018</td>
<td>$273,925</td>
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<tr>
<td>Fastrack Dealer Net Pty Ltd / ARC Linkage Project Industry</td>
<td>Chang, Elizabeth; Hussain, Omar; Prior, Daniel</td>
<td>Intelligent CRM through Conjoint Data Mining of Heterogeneous Sources</td>
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<td>IBM Centre for The Business of Government</td>
<td>Scott, Rodney</td>
<td>Research on New Zealand’s Better Public Services Initiative</td>
<td>2016–2017</td>
<td>USD $20,000</td>
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<tr>
<td>ANZSOG</td>
<td>Carey, Gemma</td>
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<td>$27,150</td>
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<td>ACT Community Services Directorate</td>
<td>Neville, Ann; Carey, Gemma</td>
<td>Building capacity and performance through risk responsive regulation</td>
<td>2016–2019</td>
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<td>CatholicCare Canberra and Goulburn</td>
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<td>Creating Intelligent Situational Awareness: Towards Human-Centred Data Mining and a Recommender System in Army Logistical Environment</td>
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<td>Pursuing health equity through the implementation of public policy: Making the National Disability Scheme Equitable</td>
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<td>Big Data Management in the Cloud: Evolution or Crossroad?</td>
<td>Prof Abdelkader Hameurlain - Paul Sabatier University, Toulouse, France</td>
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<td>30 March</td>
<td>Collaborative Research for Excellence and Competitive Grant Applications</td>
<td>Associate Professor Robert Niven – SEIT UNSW Canberra</td>
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<td>6 April</td>
<td>A Parliamentary Budget Office in Fiji: Scope and Possibility</td>
<td>Usman Chohan – PhD Candidate School of Business</td>
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<td>13 April</td>
<td>Achieving Gender Equality in the APS: First findings of a longitudinal study</td>
<td>Dr Sue Williamson – School of Business</td>
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<td>20 April</td>
<td>The Interplay of Exploratory Innovation and Exploitative Innovation and Firm Growth Performance: Moderating Effects of Firm Size and Market Competition</td>
<td>Dr Marina Zhang - School of Business</td>
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<td>27 April</td>
<td>Researching in Volatile Environments and the Importance of Adaptive Methods for Junior Researchers</td>
<td>Dr Anthea McCarthy-Jones, Dr Caroline Doyle - School of Business</td>
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<td>4 May</td>
<td>Public policy and Information</td>
<td>Professor Jenny Stewart - School of Business</td>
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<td>15 June</td>
<td>Realising Value from IT Governance, Issues and Solutions</td>
<td>Mr Amit Ghildyal - PhD Candidate School of Business</td>
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<td>21 June</td>
<td>Methods for improving the efficiency and sustainability of urban distribution systems</td>
<td>Associate Professor Russell Thompson - University of Melbourne</td>
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<td>22 June</td>
<td>Transferring Development: The World Bank, Technical</td>
<td>Dr Adrian Bazbauers - School of Business</td>
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<td>24 July</td>
<td>Innovative methodologies to increase engagement in CSCL</td>
<td>Dr Santi Caballe - Open University of Catalonia, Barcelona, Spain</td>
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<td>3 August</td>
<td>The United Nations and Global Economic Challenges – Seven Decades on</td>
<td>Adjunct Professor Anis Chowdhury - School of Business</td>
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<td>21 September</td>
<td>The potential for ‘Boundary-Spanning Organisations’ in addressing the research–practice gap in sustainability accounting</td>
<td>Dr Katherine Christ – UniSA Business School</td>
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Thursday 28 September
From procurement performance measurement to management: A Bayesian MCDM approach
Mr Mohammad Abolbashari – PhD Candidate School of Business

Thursday 5 October
Jenny in Java: from Jakarta to Surabaya
Professor Jenny Stewart - School of Business

Thursday 10 October
City Branding
Dr Caroline Doyle - School of Business

Thursday 13 October
The Domains of Intellectual Capital: An Integrative Discourse across Perspectives
Professor Peter Murray – University of Southern Queensland

Thursday 2 November
The labour market for PhD in Australia
Professor Massimiliano Tani - School of Business

Thursday 16 November
Motivations for Joining the Australian Defence Force Academy
OFFCDT Samuel English – ADFA student School of Business

Thursday 5 May
An introduction to k-means clustering and its application in Data Mining
Morteza Saberi – PhD Candidate School of Business

Thursday 12 May
Knowledge enabled Cognitive Decision Support System
Dr Tasneem Memon - School of Business

Thursday 19 May
Occupational licensing requirements and the over-education of foreign-trained migrants
Professor Massimiliano Tani - School of Business

Thursday 26 May
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Thursday 2 June
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Dr Wendy Jarvie, Professor Jenny Stewart - School of Business

Thursday 9 June
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Dr Sue Williamson - School of Business

Thursday 16 June
50 years of Business Intelligence and it’s empowerment in Defence Logistics
Professor Elizabeth Chang and Dr Daniel Prior - School of Business

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Dr Jason Mazanov - School of Business

Thursday 2 August
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Associate Professor Twan Huybers – School of Business

Thursday 9 August
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Mehdi Rajabi Asadabadi – PhD Candidate School of Business

Tuesday 16 August
Institutions, professional logics and practice variation: Peeking inside hybrid (safety) management control systems
Dr Sharron O'Neill - School of Business

Thursday 23 August
Being the best in your field: ideas for women in research
Professor Jenny Stewart - School of Business

Thursday 30 August
Obtaining ARC grant and Industry Partner Relationship Development
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Thursday 13 September
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Prof Stefan Markowski, Prof Satish Chand, Dr Robert Wylie - School of Business

Thursday 20 September
Amplifying the Who – What works for whom in social interventions?
Professor Steven Henderson – Southampton Solent University

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Windows of Opportunity, Technological Innovation, and Globalization: Huawei’s Dual Strategy for Global Catch-up
Dr Marina Zhang - School of Business

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Modelling and Processing Information in Systems of Engagement
Dr Mukesh Mohania - IBM

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Dr Stuart Phillpot, Mr David Carroll - School of Business

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Gender and Doping
Leila Khanjaniejad - School of Business

Thursday 13 October
Implementing policy through programmes
Dr Raymond Young - School of Business

Thursday 27 October
Beyond the scope? What independent assurance of voluntary social disclosures reveals about auditing, professions and risk
Dr Sharron O’Neill - School of Business

Thursday 3 November
Researching in Volatile Environments and the Importance of Adaptive Methods for Junior Researchers
Caroline Doyle – School of Business

Thursday 28 November
CBOME: Cloud-Based Big Data Mining Engine
Professor Zongzhi Shi – Chinese Academy of Sciences

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Fax: +61 2 626 88450

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Fax: +61 2 626 88450