



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

Principles Responsible Management Education

FACULTY OF BUSINESS, UNIVERSITY OF WOLLONGONG
SHARING IN PROGRESS REPORT 2017



A MESSAGE FROM THE EXECUTIVE DEAN, CHARLES ARENI



The mission of the Faculty of Business at the University of Wollongong is to advance business-related knowledge internationally through innovative research, quality teaching and the promotion of *responsible leadership* and *sustainable business practices*. In so doing, our aim is to contribute to a *better society* and stronger economy.

The themes of responsible leadership, sustainable business and societal focus are reflected and leveraged by our expertise in cross-cultural perspectives on business ethics, social marketing with a societal focus, efficient use of materials in logistics and supply chain operations, critical perspectives on accounting practice, the provision of healthcare services, and creating an inclusive society.

The Faculty also features the Asia-Pacific academic representative to the United Nations Principles for Responsible Management Education (PRME), and the Australian representative on the International Standards Organisation revising ISO 9004 for 2018, both of whom are involved in curriculum design and delivery.

The Faculty is comprised of leading international scholars in these and others areas related to PRME guidelines and initiatives, which are reflected in our strategic goals, our academic programs, our research initiatives, and our internal governance. We have set as a priority the goal of being the first business faculty in Australia to measure the integration of the United Nations Sustainable Development Goals throughout our undergraduate and postgraduate curriculum.

Achieving a sustainable and inclusive global economy requires creating an environment where we challenge our students to act individually and collectively, provide opportunities to evaluate contested and emerging issues and enable them to become effective citizens and active change agents.

Sincerely

A handwritten signature in black ink, appearing to read 'C. Areni'.

Executive Dean, Prof Charles Areni



Introduction from PRME Coordinator, Belinda Gibbons

What an extremely enriching and busy couple of years. After taking on the role of PRME Faculty Coordinator in 2014, I was nominated as the Australia & New Zealand PRME Chapter Coordinator in 2015. It has been a privilege working and getting to know other signatories and I take pride in sitting on the UN PRME Advisory Committee representing my colleagues from Australia and New Zealand. Working through the Six PRME Principles locally, nationally and internationally has enabled me to see the difference responsible management education is having with businesses, academics and students on a global scale.

LOCALLY

I am very proud of the achievements my colleagues have made in integrating the Six PRME Principles throughout our learning and teaching curriculum, research, and industry collaborations. Our new Executive Dean, Charles Areni, has openly endorsed and reaffirmed the Faculty's mission *"To advance business-related knowledge internationally through innovative research, quality teaching and the promotion of responsible leadership and sustainable business practices. In so doing, our aim is to contribute to a better society and stronger economy"*. Confirming this commitment, in 2015 I was asked to become a member of our Faculty Education Committee (FEC). This role enables me to ensure the principles of PRME are instilled in new and enhanced curriculum changes. This SIP report shows many of the PRME activities that the Faculty of Business engage. With a focus on responsible management education for undergraduate business education well and truly integrated, the focus in 2017 is on our postgraduate programs.

NATIONALLY

In November 2015, I was nominated Australia & New Zealand PRME Chapter Coordinator. AUSNZ is an emerging PRME Chapter and although our distances from each other is vast, all signatories have been welcoming and open to collaborating as we aim to realise and promote awareness of the UN Sustainable Development Goals.

Ensuring we open our communication channels was first and foremost on our agenda as a Chapter. We have implemented the following over the past 12 months:

- Bi-monthly conference calls using software that allows us to video conference rather than just use voice. This has allowed us to become more familiar with each other and has created a greater sense of openness in our communication.
- Email channels are now open with all signatories being able to know and communicate with the entire AUSNZ signatory base.
- Each month we focus on a particular SDG and share information, newsletters, databases, case studies, reports and other relevant information to help us build our knowledge base.



In September 2016, we held the 4th PRME AUSNZ Regional Meeting. The meeting was held in Melbourne aligning with the 15th International Conference on Corporate Social Responsibility. Hosted by Federation University, the regional meeting was well attended with many signatories taking the opportunity to stay longer and attend/present at the CSR conference. Prof Dr David Crowther, founder of the Social Responsibility Research Network, presented as guest speaker to the group. His insights into responsible education for the 21st century generated a lot of discussion.

I hope to increase the PRME AUSNZ signatory base throughout 2017, hold two regional meetings – one using virtual technology for the first time and celebrate the 10 year anniversary of PRME at the Global Forum in July 2017.

INTERNATIONALLY

As a member of the UNPRME Advisory Committee, I was able to be part of the UNPRME Strategic Review that took place in 2016. Collaborating with international members enabled me to represent the needs of Australian and New Zealand business higher education institutions in revising the vision and mission of PRME. I have worked with members to set strategic targets for PRME and look forward to tracking progress on these measures throughout 2017.

The introduction of the Sustainable Development Goals in September 2015 has reignited discussion around responsible management education and I am thankful for what we have achieved and look forward to the possibilities ahead.



PRINCIPLE 1: PURPOSE – DEVELOPING THE CAPABILITIES OF STUDENTS TO BE TOMORROW’S RESPONSIBLE LEADERS

Enactus @ UOW

The UOW Enactus team, which is a Faculty of Business society, reignited in 2016. UOW Enactus aims to connect with our community within UOW as well as the wider community in improving lives to shape a better and more sustainable world. The team currently comprises of student members from Business, Engineering and Medicine. During a recent open day, the team ran a Sustainable Development Goal (SDG) activity whereby members of the public got to put their hand print on which SDG they thought most important. The Enactus team look forward to working on projects that support the realisation of the SDGs to improve the world through entrepreneurial action.

Teaching and Learning Project into Responsible Business

An Educational Strategies Development Fund (2014, UOW) project into *Enhancing Student Engagement through Interdisciplinary Teaching and Learning* in a first year large subject, *COMM101: Principles of Responsible Business* was completed in 2015. Led by Associate Professor Mario Fernando, the objectives of the project were addressed by following a pre- and post-trial approach to the development and trialing of the Spelt et al.’s (2009) interdisciplinary curriculum model (ICD). This project used a case study-based reflective essay intervention to compare and assess the interrelationships between the student, learning environment, learning process and interdisciplinary thinking of the COMM101 Autumn 2014 and Autumn 2015 student cohorts. Ten teaching staff and 510 students participated in the project. Professor Steve Fox and Dr. Daniel Hartley from the Organizational Learning Research Group at Queen Mary University of London, UK formed the reference group for the study. The findings support Spelt et al.’s (2009) four-factor framework (the student, learning environment, learning process and interdisciplinary thinking). Overall, the results reveal a slight improvement in interdisciplinary thinking in the 2015 cohort and a significant improvement in communication skills and active learning. Both cohorts identified collaborative learning as an area for improvement.



Australian Indigenous Mentoring Experience (AIME)

AIME at UOW is an educational programme that supports indigenous students through high school and into University, employment and further education. Business school students can directly support the Year 12 students that we work with at AIME and share real life experiences of studying at university in the field of business. The Faculty of Business have a number of AIME Mentors who were



recognised in a 2016 series by Giselle Weybrecht, author of PRIMEtime, on Indigenous Business Examples from New Zealand and Australia. Stephen Mitchell who recently completed his Bachelor of Commerce is an Indigenous mentor with AIME. Stephen said that “the experiences of connecting with young people and inspiring them to be the best possible person they could be was and always will be the highlight of my university degree”. As an Indigenous man, Stephen felt that “it is my duty to inspire the next generation to be great! To be better than those before us because the platform has been set for greatness”.

The PRIMEtime blog article can be found at <https://primetime.unprme.org/2016/06/27/mentoring-a-new-generation-of-indigenous-leaders-australian-indigenous-mentoring-experience/>



Communication and Culture Studies

Responsible management necessitates an understanding of the economic, environmental, societal and cultural milieu in which groups, organisations and networks operate. This requires the development of practices and research that promote responsible management. One key to understanding these milieus is through the study of communication that constitutes organisations and their processes. A/Prof Rodney Clarke is the Foundation Discipline Leader (Operations) in the School of Management, Operations and Marketing (SMOM), the Faculty of Business. He is also the Director of the Collaboration Laboratory at the SMART Infrastructure Facility, School of Engineering and Information Sciences, and Head of the GeoSocial Intelligence (GSI) Group at SMART. Rod is a specialist in communication and cultural studies applied to technical, organisational and societal systems.

Five years ago Rod established a project-based research laboratory called the *Collaboration Laboratory (Co-Lab)* to assist SMART by complementing and extending its infrastructure engineering interests with business and social science methods. These projects have proven to be of broad interest and Rod was asked to also head up one of SMART's Research Groups- the *GeoSocial Intelligence (GSI) Research Group*. Several of its current projects illustrate how principles of responsible management have positively influenced their progress and outcomes:

- *PetaJakarta Program*: is a multidisciplinary research program that enables citizen mapping of flooding, inundation and pooling during annual monsoons using Twitter. One of the most populous megacities in south-east Asia is also one of the largest users of Twitter. Relevant tweets are harvested and together with other online media feeds, displayed on maps that citizens can use to minimise disruption to their lives. This system has become in effect the default social media information layer for Emergency Services in Jakarta. It required the establishment of a field office and considerable, deep engagement with the government, community and media to support the project with principles of responsible management that include values, partnership and dialogue.



- *MTR GSI Project*: is a large learning organisation contract research project with MTR Rail Corporation. This project has involved the application of learning organisation concepts to the Operations Division at MTR and has yielded a variety of prototypes that can be used to facilitate the elicitation of innovations from workers while discovering hidden expertise in the ranks of its workforce, unlocking existing video assets by promoting social sharing, tagging, and commentary on stretches of the video, as well as engaging customers to improve services. This project supports the principles of responsible management recognised by PRME.



Technology in the Classroom to Teach Sustainability

The Faculty of Business has been incorporating an interactive Dynamic Learning Environment (idLE) in its final year undergraduate capstone since 2011. The past two years have seen the technology being used to teach sustainability and responsibility in business throughout other programs. After incorporating idLE within the UOW In2Uni program, students from low SES backgrounds were able to learn about business ethics and apply that knowledge in an engaging simulation. Kylie Austin, the UOW Program Coordinator for Schools Outreach & Mentoring said that “*Using pre-post survey data, the module was shown to have a demonstrated impact on the students through an increased ability to articulate their pathway to higher education.*” Since

2013, idLE has continued to be used within the In2Uni Program increasing to seven local high schools in 2015 with over 200 students participating annually. Students from other local high schools are gaining valuable insight into the world of business through the use of idLE. A local school Engagement and Community Manager stated: “The trial was a great way to give students higher order thinking, collaborative teamwork and an added level of engagement”. The successful trial has led to idLE being engaged at local schools for the past 3 years.



PRINCIPLE 2: VALUES – INCORPORATING THE VALUES OF GLOBAL SOCIAL RESPONSIBILITY AND SUSTAINABILITY IN TO OUR CURRICULUM

Women in MBA Scholarships

Sydney Business School has committed to achieving gender equality in the MBA program by offering 50 Women in MBA Scholarships aimed to improve the participation of women in MBA programs. We are one of five Australian business schools that have joined forces in a landmark partnership agreement designed to tackle the gender imbalance in MBA study. The network of schools is committed to raising almost \$20 million (in university and industry funds) to attract 320 new women into MBA programs over the next three years. An MBA has a significant impact on career pathways and is particularly acute in driving middle-managers towards executive roles. As a result, we will partner with businesses to identify and support future female leaders through an MBA. The partnership supports future female leaders by providing:



- Financial support – Sydney Business School will match the contribution of the business partner dollar for dollar (up to 50 per cent). In order to qualify, the business partner must contribute a minimum of 15 per cent of the total program costs per nominated recipient.
- Business partner support – the business partner will provide practical support to enable the recipient to attend class, undertake additional study and group work and complete assignments.
- Guidance and advice – the business partner will pair recipients with in house mentor to provide them with guidance, support and advice throughout their MBA program, as well as, help the m to develop their post-MBA career pathway. Sydney Business School will oer a mentor outside the students’ organisation to provide guidance and support.
- Academic support - Sydney Business School will provide an Academic sta member as a personal contact to ensure students receive support to succeed in their course

Assignment Reality

Over the past 15 years, Diane Manns has witnessed how domestic violence harms the lives of women and their families. So when she began undertaking an Executive Masters of Business Administration at the University of Wollongong’s Sydney Business School, she decided to use her newfound business acumen to champion a cause that is close to her heart. Diane, the CEO of Sutherland Shire Family Services, graduated December 2016 and said her experience at UOW has been instrumental in helping to identify ways to emphasise the importance of addressing domestic violence to the community. “The EMBA has been amazing in bridging the divide between my work and my study. I’ve been able to contribute what I’ve learnt to my work, and every assignment I did applied to my workplace,” said Diane, who began working for Sutherland Shire Family Services almost 15 years ago as a caseworker before rising through the ranks to become CEO.



“I had an assignment that focussed on a new project, and I wanted to create a play about domes tic violence. But during a flight to Queensland, I happened to sit next to a film producer from Global Pictures and when I told him my idea, he said ‘why don’t you make it into a film?’” The *Pull Ya Head* campaign consists of a series of short films. The second film in the series is called What I See, and is a central part of the campaign, which Diane developed during her studies.

The film, which explores the affects of domestic violence on a family from the child’s perspective, has been wildly successful. It has the support of Sutherland Shire Council, corporate partners Charter Hall, PAYCE and Capital Bluestone, as well as the Cronulla Sharks rugby

league club - where it was shown during half time at a game earlier this year - and has been featured in national media. *Pull Ya Head In* aims to break down the stigma surrounding domestic violence and encourages men, in particular, to address domestic violence if they believe it is occurring among their family and friends. Diane said she is passionate about the issue as so much of her work centres on the ways in which domestic violence affects children and families. “Sutherland Shire is a relatively high-income area, so most



people don't think there is an issue with domestic violence here," Diane said. "But what we see overwhelmingly is financial and psychological abuse.

Most people think of physical abuse when they think of domestic violence, but we see a lot of isolation, and the psychological aspect of violence. "So much of our work looks at how that affects the child and on the family." Since undertaking the EMBA, Diane has used her studies to begin exploring new ways of raising the profile of the service – for example, short films – while also bridging the gap between the non-profit and corporate sectors. "Everything I learnt in my studies was applicable to my job. I've been looking at how we can create a sustainable business model, while still holding on to our core values."

Film based assessment to teach Responsible Leadership

Since 2012, the Faculty has been using a film-based assessment for its MGNT351: Responsible Leadership subject. Developed and taught by Associate Professor Mario Fernando, it is a core subject in the management major and examines different approaches to leadership including ethical leadership, and addresses current issues relating to leadership such as sustainability and human rights through leaders' influences on shareholders, employees, communities and society. The film-based assessment is designed to help students to develop an awareness of leadership behaviour, and the application of leadership theory using responsible leadership scenarios in a feature film. Students are required to select a role of a leader from one of two given films to write a critique on responsible leadership. The films used so far include Training Day (2001), The Imitation Game (2014), The Blind Side (2009), Invictus (2009) and It's a Wonderful Life (1946). Students are required to apply a selected responsible leadership theory to the film to critique the leader and followers' behaviours.

Textbook Allocation

To assist students identified as disadvantaged the sub-committee communicated with Faculty staff and textbook publishers to see if they would be willing to provide additional free copies of textbooks that could be given to those students identified. The Chair emailed staff and there was support for the initiative and textbooks were provided. These were distributed to students by the Student Support Advisors in the Faculty.

Indigenous Business Students Digital Stories

The Faculty produced a series of digital stories of current and indigenous business alumni that tell their story of how they came to study at UOW, their journey as a student and the support they receive whilst studying. The Woolyungah web page also provides a link to the Faculty site to promote the digital stories. The stories provided potential indigenous students with a reference from previous indigenous business students about the value of a business degree being able to assist the wider indigenous community. The digital stories were launched to the University community on 5 May 2015.

Sydney Business School Masterclasses

Throughout 2015 MBA students at both Wollongong and Sydney took part in a series of masterclasses, which provided an elevated perspective on management practice, allowed participants to develop skills in a range of core business functions and encouraged participants to link their learning to action in their workplace.

The following is a list of masterclasses that were delivered:

- *Managing Human Capital to Drive Business Results* delivered by Kathryn MacMillan, Managing Director, Nine2Three Employment Solutions.
- *Company Secretary's role in overseeing the governance of companies* delivered by David Cantrick-Brooks, Company Secretary - Subsidiaries, Australia and New Zealand (ANZ) Banking Group Limited.
- *'Who's winning the war?' What customer strategies are working, and what are not?and which marketers are winners and losers?* delivered by Wayne Kingston.



PRINCIPLE 3: METHODS – CREATING EDUCATIONAL FRAMEWORKS, MATERIALS, PROCESSES, ENVIRONMENTS AND RESPONSIBLE MANAGEMENT LEARNING EXPERIENCES

International Learning Experience

STUDENT MOBILITY

Student mobility and providing students with the opportunity of an international learning experience has been a priority for the faculty in the past two years. The promotion of semester long student exchange, study abroad opportunities, international internships and the offering of faculty based travel scholarships has seen the number of students on these programs grow from 84 in 2013 to 142 in 2015. In addition, the faculty has had a tremendous success rate under the New Colombo Plan program (NCP). This enabled the faculty to support study tours to a number of countries including India, Laos, Singapore and Malaysia. Grants awarded include:

- Dr Martin O'Brien received a grant with the Australian Government New Colombo Plan (NCP) mobility funding for the Applied Economics and Finance in a Developing World Study Tour.
- Dr Graham Bowrey and Sean Lu were awarded a New Colombo grant for use on the undergraduate study tour to Singapore & Malaysia.
- Dr Alfredo Paloyo secured an UIC Internationalisation Grant from the DVC(I) – Partnership with the Ruhr University Bochum.
- Dr Lois Burgess won a New Colombo Plan Mobility grant with Ms Rochelle Jeffery, Mr Sean Lu, and Ms Victoria Robinson (Faculty International Unit); the project is titled "The India Immersion - Business Internship – 40K Globe".
- Dr Venkat Yanamandram was awarded an Endeavour Mobility Grant for the "Global Business Practices Post-Grad Study Tour" in India.

Students have also received grants including in 2014, Harrison Hall was named an NCP Fellow and was successful in receiving a \$60,000 grant to study and live in Indonesia in 2015. Continuing the success, Ahmad Khochaiche received a New Colombo Plan scholarship in 2015, which enabled him to study at Nanyang Technological University in Singapore in 2016.

STUDENT INITIATIVES

A key focus of the faculty is to improve the learning experience of international students. This includes supporting the following initiatives:

- The CABLE group and acknowledge the success they have had over a number of years in providing academic mentoring to Chinese students on campus.
- International Peer Mentoring Program. This is not an academic mentoring program but rather a program that allows new international students to team up with a mentor who can provide social support while they are adapting to the new surroundings. In addition, it facilitates a greater interaction and understanding between domestic and international students in the Faculty of Business. The program will grow in 2016, becoming an official university club – the Business International Peer Mentoring Network (BIPMN).

STUDY TOURS

Global Business Practice

In August 2015, students enrolled in TBS939 Global Business Practice undertook a focussed study tour to Singapore and Malaysia. This tour allowed students to gain first-hand exposure to the various economic, business and international management theories that have been studied in their course. Key events included:

- Learning on the business of production and distribution of chocolates
- E-commerce and managing talent at PayPal
- Key success factors in the running of a small-business (publishing industry)
- Listening to high profile speakers from the Australian High Commission and Australian Trade Commission at Singapore on their role in business development and the promotion of education in Australia
- Economic briefing from the CEO of Asia Trade Centre.

Singapore/Malaysia Business Study Tour

This was a 13-day study tour for the subject, MGMT393 Special Topic A, led by the Subject Coordinator, Dr. Graham Bowrey. This study tour involved travelling to Singapore and Kuala Lumpur, Malaysia. 16 students attended this study tour, most of whom were Bachelor of Commerce students, from a wide variety of disciplines. In Singapore, students visited the University's transnational partner, PSB Academy and were led by the Faculty of Business in-country Academic Campus Director – South East Asia, Stephanie Krishnan. Stephanie's extensive knowledge of the country, and network in Singapore allowed her to organise a wide range of guest lectures, company visits, and tours for the students.



Some of the activities the students undertook in Singapore included listening to a talk overviewing the trade relations between Singapore and Australia by the Australian High Commission, a macroeconomic perspective bus tour of Singapore, and a visit to the Bloomberg office.

In Malaysia, students were hosted by our transnational partner, INTI College Subang, with activities and tours coordinated and overseen by the Dean for UOW Programs, Dr. Jane Lim and Associate Dean, Ms. Ting Mun See. While in Malaysia, students undertook a roundtable discussion on the business operations environment in Malaysia, a tour of IBM Global Delivery Service in Cyberjaya, and an excursion to the historical city of Malacca.

Executive MBA Study Tour

In January each year, our Executive MBA students undertake an overseas mission as an integral subject and pivotal point of their program. The overseas mission cements long term business and personal relationships and triggers the start of our students own entrepreneurial and innovation journey as they commence the second half of their Executive MBA program. The essence of the overseas subject is to provide a platform for our Executive MBA students to assimilate a diverse set of industries and locations, benchmark the businesses in the context of the students own business environment and reflect on opportunities or threats facing the students business based on the experiences gained during the mission.

In 2015 a cohort of 25 from the Executive MBA program visited Hong Kong, Shanghai and South China. Students were able to visit and experience first-hand organisations operating in technology, service, heavy industry, contract research, commodities, retail, leisure and financial services. The host companies ranged from large organisations to SME's, all having a global operating footprint. Open and frank discussions took place throughout the mission. Importantly, the delegates were also hosted by senior government officials in all locations, demonstrating the importance placed on this part of the Executive MBA program by our overseas hosts in terms of developing meaningful business networks.

Thailand/Laos Economics and Finance Study Tour

Students undertaking this study tour were completing the subject, COMM330 Economics and Finance Applied Research Project, a capstone for students enrolled in the Bachelor of Economics and Finance degree. The study tour was also open to Bachelor of Commerce students, with a preference for students who had a major in Economics and/or Finance. This 15 day study tour was led by Dr Martin O'Brien, who took a group of 13 students to Khon Kaen University, Thailand and Vientiane, Laos. In-kind support was provided by Khon Kaen University (Nhong Kai campus), who allowed use of their classroom space and minibus as well as provided guest lectures. Guest lectures were also provided by the National University of Laos. The logistics of the study, including the arrangement of accommodation, sight-seeing, and flights were organised by a third-party provider, CIS Australia. During this study tour, students also visited government agencies in Thailand and Laos including the Ministry of Planning and Investment and Nong Khai Comptroller Provincial Office.



PRINCIPLE 4: RESEARCH - WE WILL ENGAGE IN CONCEPTUAL AND EMPIRICAL RESEARCH THAT ADVANCES UNDERSTANDINGS OF THE ROLE AND IMPACT OF ORGANISATIONS IN THE CREATION OF SUSTAINABLE SOCIAL, ENVIRONMENTAL AND ECONOMIC VALUE

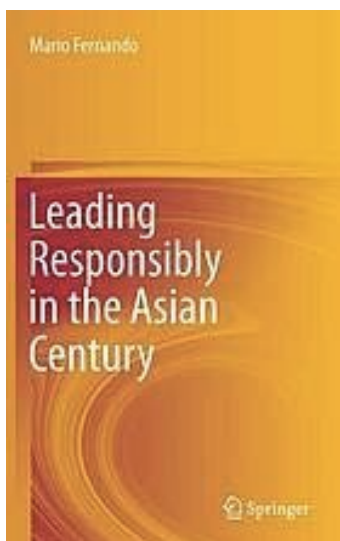
The Faculty of Business is pleased to showcase the outstanding achievements of the faculty's researchers. The faculty's reputation in producing innovative, rigorous and original business-related research is growing strongly. Our researchers and Disciplines are gaining recognition throughout Australia and internationally.

27th Annual Conference of Chinese Economics Society Australia

The 27th Annual Conference of Chinese Economics Society Australia (CESA) was successfully held by the School of Accounting, Economics and Finance on 12 – 14 July 2015, with support and assistance from China Update (ANU), Australian Centre on China in the World (ANU), Accounting and Finance Association of Australia and New Zealand (AFAANZ) and our faculty of Business. About 60 delegates from US, UK, Australia, New Zealand, Singapore, Hong Kong and China attended the conference and presented their research papers. A special issue of the selected papers (blind reviewed), edited by the conference convenors Shiguang Ma, Brian Andrew and Gary Tian, will be published in the Journal of Asia Pacific Economy with the theme "Sustainable Development and Capital Markets: China's Role in the World Economy".



New Book on Responsible Leadership (by Associate Professor Mario Fernando, Springer, 2015)



The book adopts a unique context driven social innovation based responsible leadership approach to explain how context can impact and shape the theory and practice of responsible leadership. This unique work will strongly appeal to a broad spectrum of researchers and scholars across disciplines with a particular interest in the interplay between leadership, responsibility and ethics.

In her forward, leading leadership ethics scholar, Professor Joanne Ciulla (Jepson School of Leadership Studies, University of Richmond) states: 'The topic of this book is one that has been waiting to be explored. Mario Fernando offers us what is perhaps the first comprehensive study of what responsible leadership would look like in an Asian context. Well researched and eloquent, Fernando draws on philosophic literature, interviews with Asian leaders, and engaging practical cases and examples. He weaves together his analysis of Asian culture, the ethics of leadership, and social responsibility into a call for innovation that will improve the wellbeing of people.'

Grant Success

Our researchers also have a strong track record in achieving significant grant success. Over 2015 this track record has been maintained. The Faculty of Business has had significant success through UOWs Global Challenges Program. 47% (21 of 44 of projects) of Global Challenges projects have a Faculty of Business researcher in their team.

- Associate Professor Melanie Randle was awarded a \$326,000 Australian Research Council Linkage Grant for a four-year project with Dr. Leonie Miller from the School of Psychology along with partner organisations UQ, CareSouth and CatholicCare. The project title is "Consumer value and disability services: The impact of increased autonomy".
- Associate Professor Melanie Randle, along with colleagues from other institutions, was also awarded \$165,400 for "The commercial determinants of gambling 'normalisation': Causes, consequences and public health advocacy responses" from the Victorian Responsible Gambling Foundation Grants Program.
- Associate Professor Rodney Clarke is a member of the project team awarded a \$640,000 research project with MTR (Mass Transit Railway) in Hong Kong. The Faculty of Business has a strong presence on this major contract research project through Co-Lab and the GeoSocial Intelligence Research Group at SMART led by Associate Professor Clarke.



- Professor Leona Tam received research income of \$65,450 from QLD Health for a research project on cancer screening.
- Associate Professor Mary Kaidonis, KerryLee Rogers, Jennifer Atchison, Olivia Dun, Robin Warner and Colin Woodroff, obtained UOW Global Challenges Project Funding for 2015/2016 for “Blue Carbon Futures: Improving Carbon Sequestration in Mangroves across Vietnam” which builds on their previous UOW Global Challenges Seed Funding. (\$28,376)
- Associate Professor Lee Moerman (with Professor Sandra van der Laan) received \$25,678 from the Global Research Perspectives Program of the Chartered Practising Accountants for the project “It’s your funeral: an investigation of pricing and costing in the Australian death-care industry”.
- Dr Kankesu Jayanthakumaran and Dr Devanto Shasta Pratomo (Brawijaya University, Malang) secured a grant from Arndt-Corden Department of Economics, at ANU for the research proposal titled “Do international labour migration and its remittances help migrant households move out from poverty?” (\$15,000).
- Dr Amir Arjomandi secured a faculty Visiting Research Grant to host Dr Herve Dakpo, Faculty of Business, University of Wollongong. (\$3,500).
- Dr Alfredo Paloyo secured an ARC Centre of Excellence for Children and Families over the Life Course Capacity Building Fund grant for a Workshop on the Social Science of Obesity (\$10,500).
- Dr Shiguang Ma, Professor Brian Andrew and Professor Gary Tian secured conference funding from the Accounting and Finance Association of Australia and New Zealand (AFAANZ) to host the 27th Annual Conference of Chinese Economics Society Australia (CESA) -. (\$1,000).
- Dr Graham Bowrey (joint with Dr Greg Jones from USQ) secured an AFAANZ 2015 mid-career researcher grant for the project titled “Public Sector Financial Accountability: Reforms for Improved Accountability”. (\$3,500).
- Dr Michael Jones was successful in obtaining a CEGS Grant for \$10,000 titled ‘Ask Illawarra Shoalhaven: collecting community knowledge’.

RESEARCH CENTRES

The Faculty of Business has three research centres, two of which were established in 2016. Each centre conducts research into areas that align with the SDGs.

Centre for Responsible Organisations and Practice - CROP

The Centre for Responsible Organisations and Practice (CROP) is a new multidisciplinary research centre within the Faculty of Business. CROP advances the understanding of responsible organisations and practices through interdisciplinary research in business, management and allied disciplines. Our research has international reach through our world-class scholars. CROP encourages the expansion of knowledge of responsible organisations and practices. CROP objectives are:

- To provide appropriate targeted resources from HDR to established researchers, to enable individuals to progress as researchers and to build relevant CROP research teams/clusters
- To support high quality research activities including those with real world impact that promote university and centre goals of;
 - PRME principles
 - Individual, organisational and societal well-being
 - Organisational and environmental sustainability
 - Accountable business/management practices
- To develop and sustain an open collaborative, multidisciplinary research culture.

Centre for Contemporary Australasian Business and Economic Studies – CCABES

CCABES fosters the development and promotion of collaborative research in contemporary Australasian business and economics. CCABES mission is for international research profile and standing through innovative and high quality research which has broad academic, business and policy impact. CCABES is conducting research into:

- Asian capital markets, finance and disclosure
- Competition policy and regulation
- Social change/responsibility and accountability
- Entrepreneurship, SMEs, innovation and growth
- Cross border trade, production and regional integration
- Economic development issues – inequality, poverty and inclusion



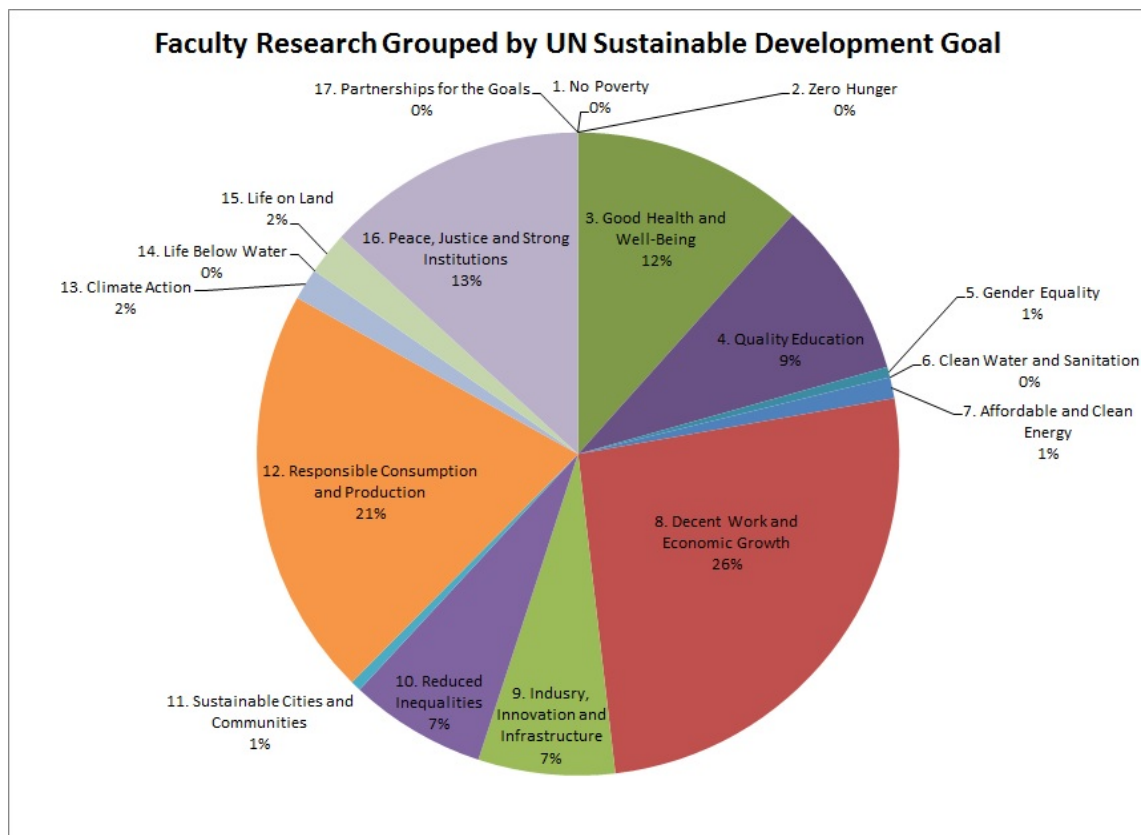
GRADUATIONS

The HDR program within the Faculty of Business continues to produce world class graduates with a high percentage of research linking to social responsibility and sustainable business practices. Completed research includes;

- Ann Rogerson, Accommodating demographic differences in managerial face-to-face conversations in Australian workplaces
- Ian Smith, The Australian Corporate Closet, why it's still so full
- Belinda Gibbons, Design, Development, Implementation and Evaluation of a Web-Based Systems Approach to Teaching and Learning Responsible Decision Making in Undergraduate Business Education
- Jose Gomes Sakakibara, Re-Conceptualizing the Donation Behaviour Of Australians: A Generational Perspective
- Trang Hoang, Board Diversity, Earnings Quality and Corporate Social Disclosure: Evidence From Vietnamese Listed Firms
- Mahawattage Dona Jayaratne, Identifying the Influencing Factors in Sustainable Tea Supply in the Sri Lankan Tea Industry
- Wisutton Jitree, Corporate Social Responsibility Disclosure and Financial Performance: Evidence from Thailand
- Zhengfeng Li, Chinese Consumers' Responses to Corporate Social Responsibility Issues in Advertising (An experimental design to investigate holistic thinkers in advertisement processing)
- Liangbo Ma, Implications of family control for corporate governance: Evidence from Chinese listed firms
- Stephanie Perkiss, Intelligible accounting for the future: A critical study of worth and (dis)placement
- Rachel Riedel, What is the relationship between Meaning in Life, Purpose in Life and secondary student wellbeing?
- Juergen Seufert, Qantas And Its Marginal Abatement Cost Curve In The Context Of Late Capitalism And Climate Change
- Geyi Xu, Constructing Greenhouse and Energy Auditing: An Analysis of its Translation Process

RESEARCH PAPERS

Empirical research advances understandings of the role and impact of organisations in the creation of sustainable social, environmental and economic value is strong within the Faculty of Business. The following chart represents the Faculty research grouped by the Sustainable Development Goals.



PRINCIPLE 5: PARTNERSHIPS – INTERACTING WITH MANAGERS OF BUSINESSES AND ORGANISATIONS TO JOINTLY MEET AND SUPPORT OUR WIDER SOCIAL AND ENVIRONMENTAL RESPONSIBILITIES

Working with Local Schools

MATHEMATICS BRIDGING COURSE

To assist commencing undergraduate students to gain an understanding of the mathematics they will encounter in undertaking some of the core business subjects the Faculty offered a free mathematics bridging course held over one week with 10 hours of lectures and 10 hours of tutorials. Students identified as LSES, attending a LSES school, In2Uni school or identified as indigenous commencing in Autumn and Spring sessions were invited to attend the course. The course was delivered by current Faculty staff. For the Autumn course 65 students attended and in the Spring course 20 students attended. The tutorial classes for Autumn were separated into groups based on the students level of mathematics. One group was students who had undertaken year 11 and 12 mathematics and the other groups was made up of students who had not undertaken mathematics in year 11 or 12. All students were provided with a certificate of participation.

PROVISION OF MOBILE TECHNOLOGY

The distribution of the mobile technology (Microsoft surface tablets) to undergraduate students who were identified under the Federal Governments Social Inclusion Agenda continued in 2015. The tablets are administered by staff in Business Central. The distribution also provides undergraduate students at other onshore sites with the tablet and has strengthened the Faculty connection with those sites.

INDIGENOUS SUMMER CAMP

2015 saw another successful year with the increase in the number of activities and support provided to Low SES and Indigenous students by the faculty. A number of activities were undertaken by the faculty to support our prospective and current indigenous students. These included the finalisation of student resources, close working connection with Woolyungah Indigenous Centre and Outreach and Pathways, Student Diversity units, staff/student get together lunch and celebration of the spirit of National Reconciliation Week.



The Faculty was approached to organise a session on “Why Undertake a Business Degree” which was provided to sixty indigenous Year 7 & 8 students who attended a Summer Camp 7-10 December whilst residing in the University student residencies. The camp provides the students with a University experience. The session was very successful with a current indigenous business Alumni talking about how her business degree has assisted here in her employment and subsequently her community. There was also a sole trader who showed how she uses the various business disciplines in her business and a current indigenous staff member who addressed the students. The session was well received and the feedback positive. The session showcased the flexibility of a business degree and how it can lead to a variety of different employment options.

Research Partnerships

The Faculty of Business has a number of strong partnerships which engage and influence government, industry and communities at all levels. Some examples of this are:

- Faculty staff involved in the Economic Strategy development in developing nations, including Laos.
- Economic impact reports which have received local and national attention – example modelling the impact of the closure of the Steel Industry in the Illawarra.
- Research collaborations have been formed with Silicone Valley in the US as a result of a research project with MTR (Mass Transit Railway System) in Hong Kong.



PRINCIPLE 6: DIALOGUE – UOW FACULTY OF BUSINESS FACILITATES AND SUPPORTS DIALOGUE WITH INTERNAL AND EXTERNAL STAKEHOLDERS ON CRITICAL ISSUES RELATED TO GLOBAL SOCIAL RESPONSIBILITY AND SUSTAINABILITY

Entrepreneur of the Year – John Borghetti

Virgin Australia CEO John Borghetti shared his tips on leadership with corporate partners, alumni and students at the Sydney Business School in April and September, in his capacity as the Sydney Business School’s inaugural entrepreneur of the year.



Economics Social and Public Policy Lecture

The Economics Social and Public Policy Lecture was held on 20 May 2015 presented by Labour Member for Fraser in the ACT, the Hon. Dr Andrew Leigh, MP, who was formerly the Professor of Economics at the Australian National University. He presented the public lecture entitled, ‘Why Should We Care About Inequality?’



Guest Speakers

A number of external guests presented in 2015 across various platforms, including seminar series and lectures. These included:

- Professor Robert Faff (University of Queensland)
- Dr Emily Beam (National University of Singapore)
- Prof Robert Breunig (Australian National University)
- Associate Professor Buly Cardak (La Trobe University)
- Associate Professor Richard Denniss (The Australia Institute)
- Dr Hayley Fisher (University of Sydney)
- Prof Colin Green (Lancaster University)
- Associate Professor David Kim (University of Sydney)
- Dr Yu-Chien Kong (La Trobe University)
- Associate Professor Jacek Krawczyk (Victoria University of Wellington)
- Dr Radhika Lahiri (Queensland University of Technology)
- Professor Gary Magee (Monash University)
- Professor David Ribar (University of Melbourne)
- Dr Antonio Rosato (University of Technology Sydney)
- Dr Jayanta Sarkar (Queensland University of Technology)
- Dr Massimo Scotti (University of Technology Sydney)
- Dr Robert Sparrow (Australian National University)
- Dr Xueli Tang (Deakin University)
- Dr Marco Tolotti (University of Venice)
- Dr Myra Yazbeck (University of Queensland)
- Professor Nobuyuki Takaoka (Wakayama University, Japan)
- Professor Hiroshi Ozawa (Nagoya University, Japan)
- Professor Shihua Hua (China)
- Professor Nic Beech (Chair, British Academy of Management, University of Dundee)
- Amira Khamil (University of Wollongong, Dubai campus)
- Arthur Rorris (Secretary, South Coast Labour Council)
- Associate Professor Kevin Desouza (School of Public Affairs, Arizona State University, USA)
- Ben Cox (Head of Channel Partnerships, Foxtel)
- Bill Fields (CEO, Big Fat Smile)
- Darren Smith (Manager Workplace Health and Safety Unit, University of Wollongong)
- Dr Mark Harcourt (Waikato Management School, University of Waikato, New Zealand)
- Greg Fisher (National Sales Manager, IRT)
- Ian Lancaster (Work Health and Safety Inspection, WorkCover NSW)
- Kathryn MacMillian (Managing Director, Nine to Three)
- Kristy Adam (Work Health and Safety Advisor, University of Wollongong)
- Lisa Burling (Principal, LBPR Wollongong)
- Mandy Varley (Manager, Mission Australia)
- Roger Bowman (South32)



- Marit Andersen (Regulatory Affairs Manager, Australian Association of National Advertisers (AANA))
- Michael McLean (Managing Director, McLean Management Consultants Pty Ltd)
- Renee Whiteside (Senior Human Resources Advisor, Manufacturing – BlueScope ANZ)
- Rory Mulcahy (QUT Business School, Queensland University of Technology)
- Simone Brandon (Director of Policy and Regulatory (AANA))
- Professor Bo Neilsen (University of Sydney)
- Dr Peter Reynolds (Executive Director UK's 8 new elite technology Innovation Centre and research affiliate at MIT Sloan School of Management)
- Professor Paul Tallon (Executive Director, David D. Lattanze Center for Information Value Information Systems and Operations Management (ISOM), Sellinger School of Business and Management, Loyola University Maryland)
- Professor Colin Green (Lancaster University, UK)
- Professor Robert Faff (Professor in Finance and Director of Research at the University of Queensland Business School)

