Principles for Responsible Management Education

Contributions

This report is filled with impact stories, examples, research, events, thoughts, and inspirational work from colleagues and students within the School of Business, Faculty of Business and Law at the University of Wollongong, Australia.

Colleagues and students shared ways in which they contribute to the PRME principles through our school's mission, and these narratives are presented in this report through the lens of the United Nations Sustainable Development Goals (SDG).

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Principle 1 | Purpose

Principle 2 | Values

Principle 3 | Method

Principle 4 | Research

Principle 5 | Partnership

Principle 6 | Dialogue

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Acknowledgement of Country

Acknowledgement

We Acknowledge that Country for Aboriginal peoples is an interconnected set of ancient and sophisticated relationships.

The University of Wollongong spreads across many interrelated Aboriginal Countries that are bound by this sacred landscape, and intimate relationship with that landscape since creation.

From Sydney to the Southern Highlands, to the South Coast.

From fresh water to bitter water to salt. From City to Urban to Rural.

The University of Wollongong Acknowledges the Custodianship of the Aboriginal peoples of this place and space that has kept alive the relationships between all living things.

The University Acknowledges the devastating impact of colonisation on our campuses' footprint and commit ourselves to truth-telling, healing and education.
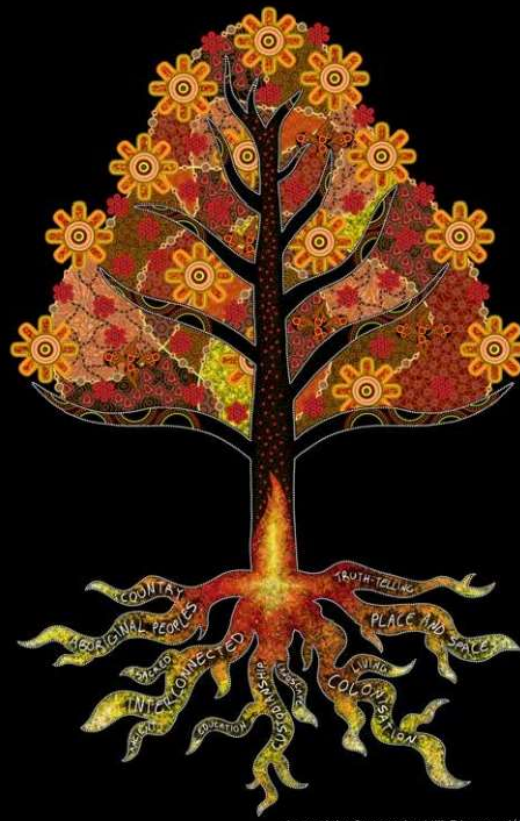
Disclaimer:
For the purposes of this document the term 'Indigenous' is also respectfully used interchangeably with the term Aboriginal and Torres Strait Islander peoples.

Artwork by Samantha Hill. Dharawal/ Wandandian woman

School of Business

OUR VISION

We will have a positive impact in our local and international communities as an Australian business school committed to responsible and sustainable business practices.

OUR MISSION

The School of Business inspires and develops globally-minded and socially responsible community members and leaders, through high-quality teaching, impactful research and meaningful engagement with community, government, industry and academic partners.

IMPACT

The narratives in this report impact our mission by inspiring and developing:
- socially responsible community members [SRCM]
- globally-minded community members [GMCM]
- socially responsible community leaders [SRCL]
- globally-minded community leaders [GMCL]
- high-quality teaching [HQT]
- impactful research [IR]
- meaningful engagement with community [MEC]
- meaningful engagement with government [MEG]
- meaningful engagement with industry [MEI]
- meaningful engagement with academic partners [MEAP]

Our Sharing in Progress report includes these codes, evidencing impact where applicable.

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Professor Colin Picker, Executive Dean, Faculty of Business and Law

Too often institutions make bold promises and statements of support for altruistic goals and yet do not follow their words with actions. Not so for our School of Business. As this Report clearly shows, colleagues from across the school and faculty have put scarce time and efforts towards furthering the UN Sustainable Development Goals and living the Principles of the PRME. The Report details the impactful and tangible results of those efforts.

I had such a strong sense of pride in our school and colleagues as I read this Report. As you too will as you read the Report. We should all be impressed with the many and varied initiatives that furthered the UN SDGs. Certainly, those efforts can stand as an example to us all. I look forward to this wonderful momentum continuing into the future.

Professor Grace McCarthy, Dean, School of Business

What a joy it is to see so many wonderful examples of how our School is addressing the challenges of the UN Sustainable Development Goals in so many different ways!

The SDGs give us a shared framework where everyone in the School can see how their research, teaching and collaborations contribute to our communities. This sense of meaning and purpose is motivating in itself. Being able to collaborate across disciplines, professions, industry sectors and cultures enhances our relationships and our ability to contribute more than any of us could do if limited to our own areas of expertise.

These collaborations have happened all the way through the pandemic, when staff were working from home, teaching online or in hybrid mode, and coping with the many stresses and challenges of the past 3 years. It is a tribute to their genuine commitment to the SDGs that so much amazing work has been done.

I hope you enjoy reading our report and if you see any areas where you and your institution might be interested in collaborating with us, please let us know.

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SDG 17 Partnerships for the Goals

STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

The Chocolate Collective [MEI, MEAP]

The Chocolate Collective is coordinated by Be Slavery Free, directed by Fuzz and Carolyn Kitto, in collaboration with universities, consultants and civil society groups engaging in transforming the chocolate industry. Stephanie Perkiss is on the core team working with several NGOs, including Unchained, Mighty Earth, CDP, and other higher education institutions, developing a global Chocolate Scorecard. The 2022 Chocolate Scorecard ranks and grades chocolate companies on key sustainability issues.

(www.chocolatescorecard.com)

The companies selected included all the largest cocoa traders and chocolate manufacturers in the industry, as well as some smaller, innovative companies. Taken together, these companies make up 80-90% of the world's cocoa.
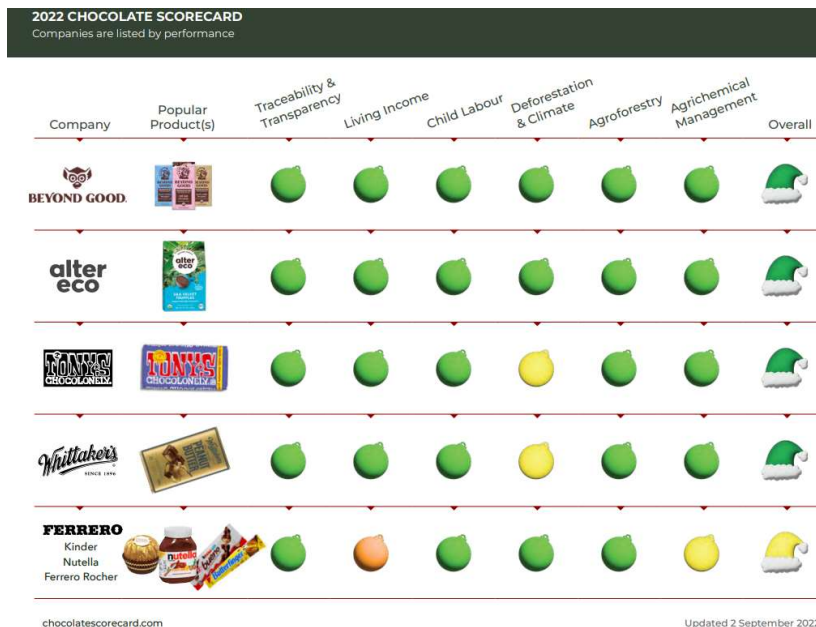
The companies can either can take a large toll or make a big positive impact for people and the planet. The Scorecard covers six categories: (1) traceability and transparency; (2) living income; (3) child labour; (4) deforestation and climate; (5) agroforestry; and (6) agrichemical management. These markers were chosen because they are some of the most pressing, vital sustainability issues facing the chocolate industry today.

The 2022 Scorecard was released in April 2022, in time for Easter and has since been edited for other large chocolate consuming dates – Halloween and Christmas. The Scorecard has had over 350 editorial mentions in the global media, with a potential audience reach of 258 million people. It is had nearly 1 million hits on Twitter, and thousands of Facebook shares. The participating companies in the project have indicated that they are now monitoring forests and climate impact, the living income paid to farmers, the number of children working on cocoa farms, and changing operations to reduce chemical use. Members of the public have also advised that the Scorecard has impacted their purchasing and consumption decisions.

There is a long way to go to ensuring sustainability in the production of chocolate, and while the problems are not easily solved and not at all close to being solved, the team have appreciated seeing companies on a road to somewhere, as opposed to being on a bridge to nowhere. Stephanie is working with the team on the 2023 Chocolate Scorecard, which includes even more traders and manufacturers along with a Scorecard for Chocolate Retailers.

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St Johns Ambulance [SRCM, MEC]

In collaboration with St Johns Ambulance, Sue Slowikowski from the School of Business ran an on-campus CPR course in memory of a student who passed away from a cardiac arrest. No one nearby knew how to do CPR. The Public Relations third year class worked with St Johns to develop the logistics of the course and included the use of a defibrillator. St Johns are a community-based organisation working with local communities and building skills. A strong partnership has formed from a tragedy, enabling St Johns and the School of Business to continue to achieve its mission helping society. The school invited the student's family on campus so they could see the legacy of their son, brother, nephew, and friend. He is not forgotten.

Industry Challenge Series St John Ambulance 1 - YouTube

Healthy Cities Illawarra (HCI) [MEG]

SDG MAPPING TOOL

The School of Business also has a strong partnership with Healthy Cities Illawarra in our shared mission alignment with sustainable development. HCI and the School of Business partnered to develop an SDG Mapping tool for Local Government. A pilot software system was developed in conjunction with UOW SMART and provided free of charge to everyone – in particular, local government organisations https://healthycities.org.au/sdg-localiser/

From 2019-22, Healthy Cities Illawarra, together with UOW colleagues Belinda Gibbons, Justin Placek, and Chris Weston from the NSW Department of Planning, Industry and Environment collaborated to develop a useful tool that could be used 'on the ground' to help local governments, and indeed other organisations, map their own progress against the SDGs and their respective targets.

The research project worked initially with Shoalhaven City Council to conduct a mapping exercise to align the global SDG Targets and Indicators with some of their key strategic and operational documents. After manually conducting thematic analysis to identify, analyse and interpret patterns of meaning within the local council data and the SDGs, the research team with the technological expertise and support from Dr Mehrdad Amirghasemi (SMART Infrastructure Facility), then designed and developed the online tool.

The SDG Localiser enables the manual process to occur in a more efficient way, shortening the timeframe with a digital trail that can show growth over time.

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Good360 [SRCL, MEI, HQT]

Every year, 3rd year Public Relations students work with a nonprofit to plan, implement and evaluate a strategic communications campaign. This year, Sue Slowikowski and her public relations class MARK321 worked with Good360 (Their CEO was awarded CEO of the year in the third sector in 2021 and received an Order of Australia on the Queen's birthday). Good360 is a matchmaker, connecting new goods donated by businesses to people and communities who need them most. Those who benefit include communities who have suffered after loss from natural disasters, such as the floods that have impacted much of the East Coast of Australia, and to charities who support those hit by hard times.

Midway through the session, a research report commissioned by Good360, and undertaken by Deloitte, was featured in multiple media. The findings revealed that more than $2.5 billion worth of brand-new products are considered excess and sent to landfill every year. These results show how Good360 achieves multiple sustainable outcomes including helping communities in need, reducing 'waste' in landfill and giving dignity to those who have lost so much by providing brand-new unused products – instead of handing over unwanted used goods as is sometimes the case with traditional charity donations.

MARK321 students were 'appointed' to contribute in a significant way to Good360's seventh birthday celebration which was also an open day for stakeholders who had been involved with Good360 along their journey. In addition, a digital campaign was created, using a student-planned calendar of posts across multiple social media platforms. The key message of our campaign was 'Making Good Happen'. Good 360 project final mp4 - YouTube

The strategy had four key components:

1.   A planned social media campaign across multiple social media platforms, incorporating a range of posts capturing audience attention. In this digital campaign, students focused on the research from the Deloitte report and the achievements of Good360 over the last seven years. Posts were published on Facebook, Instagram, Twitter and TikTok.

2.   An open-day event was held to celebrate Good360's seventh birthday at their warehouse in Smithfield on 27 April 2022. Approximately 170 guests, Good360 volunteers, and students attended. The sentiment from invited guests was extremely positive about the students' willingness to take on a practical challenge and learn important hands-on skills. Students embraced further responsibilities, including posting progress from the event on social media, directing traffic and setting up audio, promotional, and catering equipment – all key activities in event management. UOW was publicly acknowledged as a major contributor to the excitement generated on the day, which was a testament to the students' outstanding representation of the university in the wider community.

3.   Students were involved in a media writing exercise preparing evergreen media releases and blogs from interviews with stakeholders. Interviews by the coordinator of three key stakeholders were undertaken and the material from students can be used at any time by Good360. Real interviews made the entire process authentic for students while creating valuable feature publication material for the client.

4.   Every student planned and published a minimum of two social media posts across different platforms on their personal accounts [LinkedIn, Facebook, Instagram, Twitter and TikTok] to further heighten awareness of the work of Good360. At least 100 posts across multiple platforms were posted, in addition to the planned content calendar mentioned in Point 1.

Leadership Illawarra Program [SRCL, MEI]

The Leadership Illawarra program is a two-year experiential learning program for the region's emerging leaders. Sydney Business School have partnered with Regional Development Australia (RDA) Illawarra, the Illawarra Connection and Junior Chamber International (JCI) Illawarra to provide a program that will produce inspired and well-connected visionaries who will lead our region into the future.

The two-year program provides business leaders as mentors, includes one-day master classes, adaptive leadership coaching in leading teams, emotional intelligence, individual coaching, as well as site visits to organisations such as BlueScope and Parliament of Australia and NSW.

Participants can gain credit points towards a degree program at the Sydney Business School, simply by being a part of the program and completing an optional assessment task. This year, 2022, celebrates the 10th year of collaboration on the Leadership Illawarra Program.

Owners Corporation Network (OCN) [SRCL, MEI]

Owners Corporation Network is a not-for-profit organisation that exists to help strata owners navigate strata living, from social and organisational challenges to financial and legal issues. This has included making submissions, lobbying for essential regulatory measures, giving evidence at public hearings, speaking as experts in the media and issuing media releases.

The School of Business partnered with OCN which saw students prepare a marketing communications plan and the selected winning group campaign is currently being implemented by OCN. Students have also worked with OCN by assisting with the face-to-face event at Sydney Business School. Many governments officials such as the NSW Building Commissioner. David Chandler, pictured to the right, attended and spoke at the event.

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Global Hackathon [GMCL, MEAP, HQT]

This project facilitates an online "hackathon", putting international teams through an entrepreneurial experience including an ideation process, a business idea development, and a pitch particularly relevant to entrepreneurial ventures. The virtual experience involves teamwork with students and staff from Israel (Tel Aviv College), United States, Ohio (Ashland university),UOW Australia and UOW Dubai. Students were recruited in each university with 20 students enrolled from Israel, seven from US, 8 from Dubai and one from UOW Australia. The teams met several times to work out the roles and responsibilities. To work out when to meet, the team created a time zone spread sheet and found times that were doable for everyone.

Dr Goldstein set up the challenge based on UN SDG 11 – sustainable cities and communities and Irit Irony from the School of Business worked with students to address the challenge, which was to address urban traffic problems in a way to would promote environmental sustainability through a financially viable business enterprise.

HACKATHON CHALLENGE

UN SDG 11 – sustainable cities: Address urban traffic problems; promote environmental sustainability and livability through a financially viable business enterprise.

The students learning experience included an international virtual co-learning activity, working in tight timeframes, working across time zones, entrepreneurship experience, cross-cultural / national communication and development of global graduate qualities. Staff gained new shared perspectives on international instruction planning, delivery and evaluation and moderation across cultures.

> "
> **MULTIMODAL TRANSPORTATION, AIR PRESSURE STORED AND CONVERTED INTO ELECTRICITY & POLICY OF ELECTRIC VEHICLES.**
> "

SDG 1 No Poverty

END POVERTY IN ALL ITS FORMS EVERYWHERE

International Labour Econometrics Workshop [MEAP]

Alfredo Paloyo organised and ran the 24th annual Labour Econometrics Workshop in August 2022. The Labour Econometrics Workshop (LEW) is an academic conference hosted by a different university each year, with a strong public policy focus. Along with Oceania-based economists, top academics and public servants from Europe and the US attend and present at the event. UOW was proud to host this event, which gathered some of the world's leading minds in economics to discuss gender and racial bias, the social safety net, and the use of large-scale administrative data, among other topics.

Keynote speakers included Professor Hilary Hoynes from the University of California Berkeley, Professor Daniel Millimet of Southern Methodist University, and Professor Andrea Weber from the Central European University. Hilary Hoynes is a Professor of Economics and Public Policy and holds the Haas Distinguished Chair in Economic Disparities at the University of California Berkeley where she also co-directs the Berkeley Opportunity Lab. Her research focuses on poverty, inequality, food and nutrition programs, and the impacts of government tax and transfer programs on low-income families. She currently serves on the National Academy of Sciences Committee on Building an Agenda to Reduce the Number of Children in Poverty by Half in 10 Years.

Daniel Millimet is the Robert H. and Nancy Dedman Trustee Professor in the Department of Economics at Southern Methodist University, a research fellow at IZA Institute of Labour Economics, a member of the Human Capital and Economic Opportunity Global Working Group, senior co-editor of Advances in Econometrics, and co-editor of Journal of the Association of Environmental and Resource Economists. His research focuses on microeconometric methods, with applications spanning primarily labour, environmental, and health economics.

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SDG 2 Zero Hunger

END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE

Food+ with care [MEC, MEI]

The consequences of the pandemic meant that students, particularly those from overseas, were extremely vulnerable to financial, academic, and wellbeing stressors. Thousands in casual employment lost their jobs, international students were not eligible for government support, and many students had no access to money with the financial institutions in their home countries closing during the peak of the crisis. In a short space of time, hundreds of students found themselves in an extremely dire situation. Food+ with Care is an exemplar of a collaborative working group, consisting of University of Wollongong Staff, UOW Pulse Staff, Shining Stars Foundation Street Outreach Service; Turbans 4 Australia; International Christian Church; Corrimal and West Wollongong Rotary, Shellharbour Community Church, the Indian Australian Cultural Association - Illawarra Incorporated and BUPA (Overseas Student Health Cover partner). With dedication and innovation, they worked together to support UOW students based across Wollongong and Sydney in the wake of COVID-19. From the School of Business, Erin Snape, Jonas Ostersen led the project with support from Michael Grainger and Sue Mathews. The entire faculty then donated goods and funds, so everyone played a part.

Formed with staff and students from across campuses, faculties and divisions, as well as eight community organisations, Food+ with Care has been a lifeline for many struggling students and community members. The group continues to provide a connection as well as free grocery packages and toiletry items to people acutely impacted by the global pandemic.

Originally set up as a weekly support service, the scope of support rapidly developed due to overwhelming demand. The group quickly increased capacity to ensure no one slipped through the cracks – delivering donations of food support and essential items. By the end of 2020, the Food+ with Care Team had worked tirelessly for over 35 weeks, raising more than $150,000 in community donations, supplying food assistance, essential items to more than 5,000 students.

The Food+ with Care group continues to provide unwavering support so that students can focus on their studies. Beneficiaries of the support speak to the warm welcome, care and kindness they receive from volunteers.

The program won the 2020 NSW International Student Community Engagement Award - Business and Community.

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SDG 3 Good Health & Well Being

ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

Mental Health [MEI, IR]

According to Carers Australia (2020), one third of the 861,000 Australian primary carers – those who provide the most informal support to their loved ones with mental illness – provide 40 hours or more of unpaid care per week and are predominantly women. Despite the significant role of carers in the support and recovery of people with mental health problems, their contribution is often not recognised by government programs (NSW Government, 2020). Since 2010 the NSW Ministry of Health has acknowledged the need to support mental health carers (NSW Carer (Recognition) Act, 2010), yet little has been done to achieve sustained and comprehensive support.

Freda Hui's project aimed to improve the wellbeing of mental health carers. Freda and team did this by firstly investigating the social needs of mental health carers, and then evaluating the social outcomes of current programs in the Illawarra region. Working in collaboration with one of five specialist community managed organisations, One Door Mental Health (One Door), we developed a framework to demonstrate the outcomes of current programs for mental health carers in the Illawarra region.

Our research demonstrated that the use of technology could improve a mental health carer's wellbeing. A smart-device application was developed in collaboration with UOW colleagues that provided essential real-time information for carers, crucial in times of crisis. The impact of this research on improving the lives of mental health carers is echoed by the One Door Regional Manager, who wrote: "The work that you delivered has been nothing but outstanding. You have created a resource that will go on to change carers lives."

Chinese Academic Business Learning & Education (CABLE) [GMCM]

The Chinese Academic Business Learning & Education (CABLE) program is a faculty-supported (by Kevin Huang), student-led program. Founded by a group of high-achieving Chinese international students in 2010, the program has developed into a large program that has enlisted more than 50 leaders, including domestic students, international students and alumni.

2022 is the 13th Year since the foundation of CABLE program. During this year, CABLE provided a variety of services to its members and the broader university community, including academic support, social networking and sport competitions. The club has successfully run the following events in the 2021/2022 reporting year and achieved very positive outcomes. In addition to UOW awards for contributions to teaching and learning, student development and club activities, this year the team supporting the club was given a national citation by the Australian Awards for University Teaching.

CABLE conducted 49 workshops (36 in English and 13 Bilingual) for all students studying in the Faculty of Business and Law, almost 350 students attended the workshops, many of whom provided positive feedback and achieved improved academic grades. Faculty data suggests that on average, the program's participants achieve four marks higher in average final grades compared to non-attendants, demonstrating the program's effectiveness in supporting student learning.

CABLE hosted four badminton competitions (twoTournaments and two team competitions), and one professional badminton coaching sessions. More than 200 students actively engaged in these sports events which aims to improve their health and wellbeing. They also organised and hosted/co-hosted two industrial events, in which students were able to meet financial service sector peak employers and

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UOW alumni to develop their career readiness and some obtained rare job opportunities. This year CABLE recruited and selected 24 outstanding students to become CABLE program's student leaders.

CABLE has upheld high ethical standards since becoming an affiliated club, including:
- Maintain its free-membership, and ensure student access to all activities and events
- Stick with the club constitutions and UOW policy/procedures
- All funding received are spent on appropriate categories as approved
- In addition to providing an annual report to UniPulse, CABLE also issues annual reports to the Faculty of Business and Law to enhance transparency and accountability
- Work closely with academic staffs to enhance academic integrity and act as student role models to prevent contract cheating, plagiarism and other forms of academic misconduct.
- Extending the scope of the club to become an internationalised group – now with leaders from many different countries and provide academic assistance to all students.
- Committed to promote positive student experience, including academic excellence, health and fitness, and diversity. Actively working as an advocacy to prevent misconduct such as racism.

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SDG 4 Quality Education

ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

SDG Curriculum Mapping [HQT]

As part all curriculum reviews, the School of Business is baselining their curriculum SDG mapping across all courses. All subjects across each discipline are being analysed for SDG content, assessment, and learning outcomes by Kelly McGrath, Sheetal Deo and Belinda Gibbons. The image below is the baseline for the undergraduate Bachelor of Business and Bachelor of Business Administration curriculums. The purpose of the mapping is to ensure that we have deep, meaningful and sustained engagement with the SDGs across all of our courses.

PRME Activity	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
First year subjects																	
Capstone subjects																	
Major study areas:																	
Accountancy																	
Business Analytics																	
Business Law																	
Economics																	
Finance																	
Financial Planning																	
Human Resource Management																	
International Business																	
Management																	
Marketing																	
Public Relations																	
Sport Marketing and Management																	
Supply Chain Management																	

Content included in either one or more of; subject description, learning outcomes, assessments, lecture program, readings and/ or in-class activities.

Heatmap Code
- Substantial content: Covered in 50% or more of subjects, typically within descriptions, learning outcomes and/ or assessment tasks.
- Moderate content: Covered in less than 50% of subjects, with some coverage in descriptions, learning outcomes and/ or assessments.
- Limited Content: Covered in one or two subjects, typically within lecture program, readings and/ or in-class activities.
- No Content

Undergraduate Capstone [HQT, SRCL, MEI]

The capstone is not only a way of integrating and synthesising the knowledge and learning gained throughout their degree program, but also as a way of engaging students in the process of reflection on key academic constructs to assist with the transition from study to employment and beyond (Durel, 1993; Hauhart & Grahe, 2014; Holdsworth et al., 2009; McNamara et al., 2011; Thomas et al., 2014). Laura Rook, Capstone Coordinator, achieves this through the introduction of modules on professional identity and employability. Local organisations which have dedicated their business strategies to achieving the SDGs were integrated as case study examples of best practice and lastly, an embedded WIL project was implemented for the major piece of assessment. This is where students interacted with a local industry or organisation and worked on a real problem to apply, produce, investigate, experiment and reflect on a work based activity. In every assessment students are prompted about the application of sustainability in business and the sustainable development goals. The first assessment (me in 3) requires students to succinctly communicate to prospective employers their knowledge, skills and capabilities. Students respond to questions including:

- What attributes or skills have you developed during your time at university?
- What knowledge and skills do you have that set you apart from the rest of graduates?
- What is your passion? What motivates you professionally?
- How will you use the knowledge you have gained throughout your degree (Eg. SDGs, Sustainability, Systems thinking) to make a difference in the workplace?
- What are your short term and long-term professional goals?
- How do you intend on achieving these goals?

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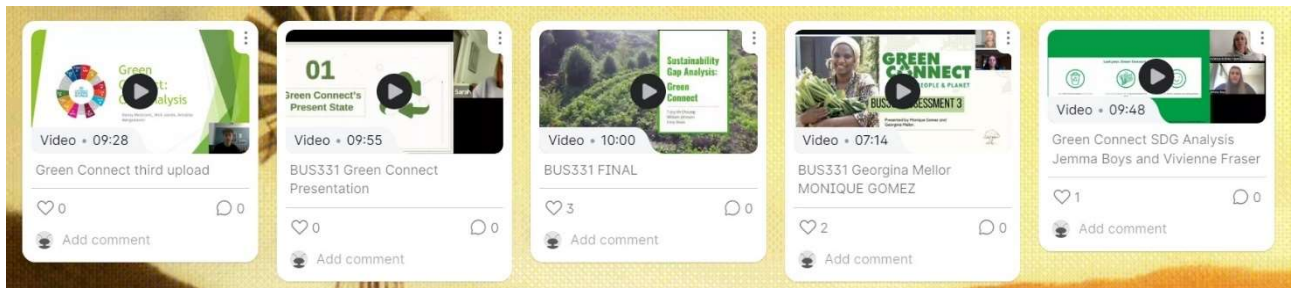
The second assessment looks at student's written communication and critical thinking skills through solving a given problem related to the sustainable development goals. In line with the new content introduced in the capstone, the essay in spring was about the complexity of the goals themselves in how an organisation will face challenges implementing strategies to achieve the SDGs due to the very 'wickedness' of the SDGs.

Finally, the major piece of assessment is where students interact with someone from industry on campus to work on a problem faced by that organisation. In both semesters this year the organisation we partnered with was Green Connect, a local social enterprise that employs young people and forever refugees, grows fair food, reduced waste, running a sustainable business and connecting individuals with the community. A representative from the organisation, usually the general manager, comes to the university to give a presentation about the organisation and the problem that the students will need to work on. This problem is always SDG related, either about helping the organisation to consider their programs or strategies and mapping them to the SDGs, or overcoming challenges and developing new ways to achieve the SDGs.

Students work on the feedback they were given in assessment 1 and as a group provide a presentation and report to the partner organisation.

Postgraduate Finance [HQT]

A new subject, Sustainable Finance, focuses on the emerging demand by investors and wider community for socially responsible investing. This subject will cover ethics in investing, good corporate governance, social impact and green bonds, environmental finance, the importance of finance and economics in relation to the UN Sustainable Development Goals, socially responsible investing, CFA ethics for financial advisors, and other developing areas of importance. Designed by Andrew Ainsworth and David Tan, on successful completion of this subject, students will be able to:

1. Critically evaluate and mitigate emerging financial risks posed by sustainability issues and assess how they align with the United Nations Sustainable Development Goals.
2. Explain how the principles of the UN SDGs impact the financial decision-making process.
3. Evaluate and select appropriate financial instruments to fund companies and projects that address the United Nations Sustainable Development Goals.
4. Apply professional judgement to propose solutions to problems in diverse contexts using economic, finance, regulatory and ethical perspectives.
5. Develop effective collaborative communication with others in order to achieve outputs relevant to socially responsible finance.

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Undergraduate Accounting [HQT, SRCL]

A redesign of first year accounting, led by Hajar Roudaki, to a more holistic view of the discipline has led to assessment tasks that ask students to critically analyse a company's financial (annual reports) and non-financial (Corporate Social Reporting, sustainability reporting).

Beside technical knowledge, students are required by the accounting profession to have professional competencies.

For example, critical thinking, ethical judgment and communication skills are highlighted by the profession as being essential accounting graduate attributes (CPA Australia 2016).

For this reason, the learning and teaching outcomes were aligned to mainly rely on students obtaining communicative, analytical, and cooperative skills, as important skill for students' employability and to succeed in future/current professional life.

Undergraduate Management

AUTOETHNOGRAPHIC REFLECTIONS OF AN AUSTRALIAN TEACHING TEAM MANAGING FIRST-YEAR UNDERGRADUATE STUDENTS [IR]

The shift away from traditional teaching approaches in higher education towards the new 'traditional model' of teaching using blended learning is driven by the need to accommodate student learning needs in a digital era. Through the lens of Transactional Distance Theory, this research aimed to understand 1) how to reduce the transactional distance within a blended learning environment to foster active learning and 2) how dialogue and collaboration between instructors impact the teaching practices, and achievement of learning outcomes enable greater learner autonomy. Using an autoethnographic account of the lived experiences of a multiple instructor team, this study focused on a subject delivered to first-year students transitioning to the university during pre-COVID and post-COVID (two teaching semesters in 2019 and two teaching semesters in 2020). Despite higher levels of assumed digital literacy, we found that first-year university students of the digital generation required more structure than autonomy. The first-year management teaching team (Hui-Ling Wang, Shamika Almeida, Betty Frino, Kanchana Wijayawardena, Afshan Rauf and Geraldine Hardie) argued that instructor collaboration ensures consistency of a team approach to teaching in a BL environment and improves student transition to autonomous learning. They suggest practices and policies for teaching large student cohorts involving multiple instructors and offer insight to explore further how TDT can be considered in this regard.

HL Wang, S Almeida, B Frino, K Wijayawardena, A Rauf, G Hardie, (2022). Dialogue matters a lot: Autoethnographic reflections of an Australian teaching team managing first-year undergraduate students, The International Journal of Management Education 20 (3), 100699

CAPACITY FOR ADAPTION TO CLIMATE CHANGE [HQT, SRCL]

Matthew Todres encourages students to think, not only about applying Strategic Management concepts and models to informing their analysis of company case studies, but also the health and environmental sustainability motives during company operational growth. An example of this is the case study of Beyond Meat, a producer and marketer of plant-based protein products intended as a substitute for animal-based meat products. Beyond Meat has evolved into one of the fastest growing food companies in the US. Matthew aligns the strategic management of Beyond Meat with discussions surrounding SDG 2.4 'By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality'.

The students tackle questions such as;

1. Referring to the PESTEL framework, which factor(s) have emerged as important transnational mega-trends that have presented Beyond Meat with opportunities to disrupt the traditional meat industry (animal-derived protein)?
2. Applying the five generic source of strategy framework to Beyond Meat in 2020, which of the five generic strategies best describes the company's position in 2020? According to this framework, and looking to the future (i.e., 2030) where should Beyond Meat be positioned, and why?
3. What strategic issues have confronted Beyond Meat in the years 2008-2020? What market circumstances should most concern CEO Ethan Brown and his company's senior leadership team? In tackling this question, identify 2-3 favourable and 2-3 unfavorable factors facing Beyond Meat in 2020.
4. What recommendations would you make to Beyond Meat CEO Ethan Brown, to address the strategic considerations and challenges facing the company in 2020?
5. Conduct a global scenario planning exercise for Beyond Meat up to 2030, making sure to identify a positive, negative, and mixed scenario for the company. What strategies would you recommend the company execute in each scenario?

Undergraduate Entrepreneurship [HQT, SRCL, MEI, MEAP]

In 2021 the Entrepreneurship major was added to the undergraduate business curriculum. A new subject, coordinated by Belinda Gibbons, 'Innovation for Global Goals' was developed that places students from across the University into interdisciplinary teams working with each other and industry professionals on innovative solutions to global challenges.

Local companies presented each team with a challenge they were currently experiencing (pictured below), and teams came up with innovate ways to solve this challenge. The challenges covered the areas of sustainable building, active transport, city migration, sustainable packaging and environmental brewing. Each challenge was aligned with the United Nations Sustainable Development Goals and the program culminated in each team pitching their final ideas to the company at iAccelerate, UOW's accelerator and incubator centre.

To build rapport in teams and work on creative ideas, the program brought the students together for workshops every fortnight. Every workshop had a guest speaker introducing the students to contemporary topics in our local region such as Berbel Franse from Fair Food Illawarra informed students about the food crisis in our region and we worked through how this topic integrates with each of their team challenges.

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Author visit, Professor John Teall [HQT, MEAP]
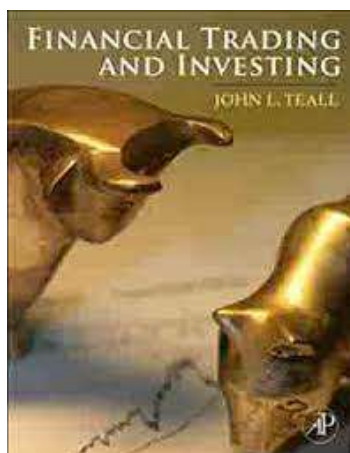
John L. Teall teaches part-time at Johns Hopkins University. He was Jackson Tai '72 Professor in Practice at Rensselaer Polytechnic Institute, and also served on the faculties of New York University, Cornell University, Pace University and others. He is a former member of the American Stock Exchange.

Dr Tina Prodomou uses his textbook in the classroom for Trading and Dealing in Capital Markets and from the student's feedback, Professor Teall's visit is a highlight of the subject. Students have the opportunity to ask Professor Teall questions about his extensive experience as well as any topic related to the content covered in the subject.

Contemporary Technology and Business Environment in China [GMCL, MEAP, HQT]

In 2021, a New Colombo Program Grant was awarded to Kevin Huang, Sanja Pupovac, and Xiaofei Pan for a collaboration with host institution, Shandong University of Finance and Economics (Top 10 Business & Finance Universities in China), based in Jinan, Shandong Province. The main host from Shandogn was Professor Jingmin Wang (王璟珉教授). Professor Jingmin Wang is the Dean of the newly established International School of Low-Carbon Studies (ISLS). She is a UOW alumna, having completed a Master of Information Systems in 2003. Since 2016 she has been collaborating with Dr Kevin Huang in international teaching and research activities.

The project was conducted in the form of a virtual study tour over two weeks. 10 online seminars were delivered by SDUFE academics and their guest expert presenters. The seminars were organised into two streams, one for Low Carbon Management and one for Intelligent Accounting and its Applications. Topics included: theoretical foundations of intelligent accounting, Big Data audit practices in China, enterprise digital transformation, business intelligence and financial analysis, data science in accounting and finance, low carbon marketing, green finance and green credits, carbon labelling systems, and climate change and sustainable development practices in China.

19 Domestic students were recruited to participate in this NCP projects, including 17 students studying ACCY231 – Information Systems in Accounting, and two students studying BUS 301 – International Virtual Experiences in Business Context. SDUFE also provided a fee-waiver scholarship for 10 UOW international students coming from China, Vietnam, UAE, Nepal, Philippines, India, and Malaysia to participate the study tour.

The virtual study tour successfully took place between 19th Sep to 30th Sep, 24 students successfully completed the learning objectives for the Low Carbon Management stream, 28 students successfully completed the learning objectives for the Intelligent Accounting stream. Certificates have been issued by SDUFE's relevant schools and entities and sent to students.

The table shows just how wide and varied the topics were for the students.

Date	Time (Sydney)	Course	Teacher	Tencent conference number
19/09/2022	18:30- 20:30	Green Finance in China: Current Status, Issues, and Solutions	Dr Chunzi Liu	Topics: Green Finance in China: Current Status, Issues, and Solutions Meeting id: 194-887-079
20/09/2022	18:00 - 20:00	Low Carbon Marketing in the process of globalisation of Chinese Enterprises	Prof Xia Liu	Topics: Low Carbon Marketing in the process of globalisation of Chinese Enterprises Meeting id: 595-389-639
21/09/2022	18:00 - 20:00	Climate Change & Sustainable Development: Focus of Deloitte in China	Mr Yong Wang	Topics: Climate Change & Sustainable Development: Focus of Deloitte in China Meeting id: 118-876-786
22/09/2022	18:00 - 20:00	Carbon Labelling System in China: Development & Practice	Mr Peng Li	Topics: Carbon Labelling System in China: Development & Practice Meeting id: 445-404-647
23/09/2022	18:00 - 20:00	Enterprise Low Carbon Management: Cases in China	Prof Qing Zhang	Topics: Enterprise Low Carbon Management: Cases in China Meeting id: 282-108-645
26/09/2022	18:00 - 20:00	Data Science for Accounting & Finance	Dr Jun Cheng	Data Science for Accounting & Finance Meeting id: 563-566-813
27/09/2022	18:00 - 20:00	Big Data Audit Practice in China	Ms Zhu Cui	Topics: Big Data Audit Practice in China Meeting id: 348-826-901
28/09/2022	18:00 - 20:00	Intelligent Accounting: Theory & Applications	Prof Aiguo Wang & Dr Ruixue Li	Intelligent Accounting: Theory & Applications Meeting id: 912-691-058
29/09/2022	18:00 - 20:00	Trends of Digital Transformation	Mr Yongqiang Zheng	Topics: Trends of Digital Transformation Meeting id: 695-535-440
30/09/2022	18:00 - 20:00	Business Intelligence & Financial Analysis	Prof Yanfang Niu	Topics: Business Intelligence & Financial Analysis Meeting id: 257-319-734

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Postgraduate MBA [MEC, HQT, SRCL]

Embedding an Aboriginal perspective in the MBA Curriculum during the COVID-19 lockdown period won the 'Curriculum Delivery Winner' Fast Track Curriculum Innovation MBA Roundtable.

One of the highlights of the MBA at the University of Wollongong is a day with an Aboriginal Leader to explore Aboriginal approaches to Leadership, Sustainability and Decision-making. In 2020 instead of leaving the classroom to spend time at significant Aboriginal sites, they had to very quickly work out how to create meaningful experiences for their students, coming together remotely though Zoom.

Jade Kennedy, a local Aboriginal Leader, recorded a series of short videos in which, surrounded by beautiful countryside, he explained key concepts relating to Aboriginal ways of being. He asked the students each to choose an artefact representing one of these concepts and to bring that artefact to the Zoom session. The Zoom sessions replicated the Aboriginal tradition of a 'yarning circle' where people listen and speak from the heart. As they progressed from one circle to the next, students shared their artefacts and explored how the concepts applied in their own culture and life. Many reflected that in these sessions, they developed deeper connections to each other and to their own culture than in any other class.

"*In 2020 we have all got used to virtual meetings and virtual classes. Sometimes virtual events lack that touch of humanity that comes with a face-to-face meeting. However Jade Kennedy managed to create an authentic online experience that inspired our students, both local and international, to respect and learn more about Aboriginal ways of life. It was a privilege to take part in the day with Jade and our students from around the world.*" – Professor Grace McCarthy, Dean School of Business.

Higher Degree Research [IR, HQT, SRCL]

The Faculty of Business and Law aims to be a global leader in the theory and practice of responsible communities. The advancement of business-related knowledge as well as creative, critical and policy developments through ground-breaking research and industry collaboration promotes responsible leadership and sustainable business and legal practices. This creates exciting opportunities for our research students who have access to world-class facilities and excellent support from our award-winning faculty. Our Higher Degree Research (HDR) students are expected to have a desire to contribute to a stronger economy and a more inclusive society, and a commitment to success.

While supervision is of the highest standard, we expect individuals to take responsibility for their own progress. Research scholars are encouraged to add value to their degrees, through additional programmes designed to develop the skills and knowledge appropriate for careers in industry, government, research, or academia. The School of Business HDR education program, led by Corinne Cortese, includes topics that ensure HDR students are aware of how their research aligns with sustainable development challenges of our time. Topics during 2022 have included:

- Incorporating the SDGs in your research
- Successful employment outcomes for people with disabilities: a proposed conceptual model
- Corporate Social Responsibility under Saudi Arabian Company Law: A Comparative Legal Study with Australia
- The perspective of disability employment services providers on hiring people with disability: A social marketing challenge.

A HDR student conference is held every year. In 2022, the students presented topics covering;

- SDG 14 - A critical appraisal of the present policy and legal framework to regulate the coastal and marine environment to achieve sustainable blue economy in Bangladesh, Farjana Hossain
- SDG 16 - Enhancing Bank Stability from Diversification and Digitalization Perspective, Diyan Lestari
- SDG 5 - Gender mainstreaming in international trade: Evolving contours of gender-based obligations in international trade agreements of India and Australia, Sreelakshmi Sreekala Kurup
- SDG 17 - Value co-creation and co-destruction in AI based banking services: a multi-stakeholder perspective, Samby Fready
- SDG 8 - Energy Security and Economic Growth in Non-OECD Asia, Muhammad Tayyab Ayaz
- SDG 16 - Impact of geopolitical risk in corporate political spending disclosure, Swadip Bhattacharjee
  - The international effects of China's policy uncertainty shocks, Musthafa Muhammadu Theseem
  - Alleviating firm's credit constraints by corruption during natural disasters: Evidence from Vietnam, Trang Vu
- SDG 10 - Accounting and Accountability for Vulnerability: the experience of Syrian refugees in Jordan, Jwana Jireis
  - Narcissistic Leadership and Workplace Flourishing: Evidence from Ghanaian employees, Theophilus Tagoe

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Academic Integrity [IR, MEAP]
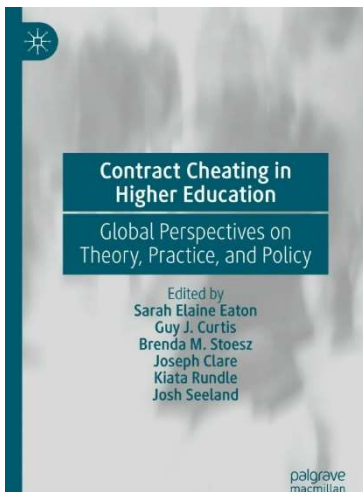
Ann Rogerson, Associate Dean Education, researches issues related to the detection and prevention of academic integrity issues such as student file sharing, assessment design and identifying contract cheating through textual patterns and is a subject matter expert on the educational use of Turnitin®. Ann was also on the editorial panel for the ICAI 30th Anniversary review resulting in the 'Celebrating 30 Years of research on Academic Integrity: A review of the most influential pieces'. She chairs the institutional Academic Advisory Group, is on the editorial board of International Journal for Educational Integrity (IJEI), the International Scientific Panel for the European Network for Academic Integrity (ENAI), and the Executive Advisory Board for the UAE Centre for Academic Integrity, and an author on file sharing behaviours in the Handbook of Academic Integrity.

A recent piece written by Ann explores the complex area of file sharing. Sharing has been socialised as a normal behaviour for student communities and encouraged by social media, yet the practice of openly sharing materials is leading to unintended outcomes in academic and professional contexts. We lack an awareness of how students are using internet-based functionality in ways that are not educationally or ethically sound (Bailey & Withers, Writing 8:176–190, 2018). Students appear to have difficulty in appreciating that what is acceptable about personal sharing in social situations is not necessarily ethical or professional in educational or organisational situations, when the materials belong to someone else. Our educational approaches to academic integrity need to expand to develop judgement skills around appropriate file sharing behaviours to counteract academic piracy and better prepare individuals for their working lives beyond university.

Rogerson, A. M. (2022). The Encouragement of File Sharing Behaviours Through Technology and Social Media: Impacts on Student Cheating Behaviours and Academic Piracy. In Contract Cheating in Higher Education (pp. 77-89). Springer Nature. doi:10.1007/978-3-031-12680-2_6

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SDG 5 Gender Equality

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

Gender in Microfinance [IR, MEAP, MEC]

Farzana Tanima is transforming accounting practices for microfinance initiatives for women in Bangladesh to account for the true impact of social development programs with particular emphasis on issues of women's empowerment and microfinance, accounting and race, accounting education, social and environmental accounting, and refugee crisis.

Her ongoing research project entitled "Microfinance and Women's Empowerment: Bringing Transformations through Dialogic Accounting", is focused on interrogating the microfinance industry's disputed claims of promoting women's empowerment in developing countries. It contributes to an emergent body of accounting literature drawing on critical dialogic to critique neoliberal ideas, values and practices and proposes alternative systems for transformative changes.

Farzana is working with a multidisciplinary team of academics. The team includes – at UOW, Professor Vera Mackie and Professor Jan Wright, and internationally Professor Judy Brown, Victoria University of Wellington, Professor Jesse Dillard, University of Central Florida, Professor Trevor Hopper, Sussex University, UK, and Dr. Philip Mader, Institute of Development Studies (IDS), Sussex university, who are pioneering and world leading experts in the areas of critical dialogic accounting, social and environmental accounting, accounting and development, and gender and development.

Gender Empowerment and Electrification [IR, MEAP]

Rabindra Nepal and collaborators believe that SDGs should be tackled based on a nexus approach than in silos since they are interrelated. One of his recent projects focusses on attaining women empowerment (SDG 5) from the lens of electrification (SDG 7). The authors use market and non-market based indicators at the individual and household level reflecting women's access to economic and social capital, agency to make and exercise their decision, and ability to achieve economic and social independence since empowerment is a multi-faceted concept. The testable hypothesis is derived using a Nash bargaining model. The study finds that the underlying cause of empowerment is the exhibition of strong preference for higher hours of electricity by the woman in the household, in the absence of which the household might not be willing to acquire better quality of electrification.

The study moves beyond the consensus of counting electrified households as a measure of progress in gender energy parity. Using the India Human Development Survey, Dr. Nepal as co-author examined the effect of reliability of electrification on empowerment of women in terms of economic autonomy, agency, mobility and decision-making abilities, underscoring the labor market and respite effects of service reliability. The research developed a comprehensive set of empowerment indices using principal component analysis and assess the causal effects of power outages on the indices with instrumental variable regressions while controlling for individual, household, district and caste characteristics. Results show that reliability of electricity has significant positive effects on all empowerment indices and improves women's labor market outcomes, however, the effects differ at the margin of deficiency, location, living standards and education. The study recommends policy focus on electrification from a gendered lens for cost-effective solutions.

Reference: Sedai, A.K., Nepal, R. and Jamasb, T. (2022). Electrification and Socio-Economic Empowerments of Women in India, The Energy Journal, Vol. 43, 2, pp. 216-238.

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Job Crafting Behavior and the Success of Senior Academic Women [IR, MEAP]

A recent study examined the job crafting strategies senior academic women use to progress in their careers was conducted by Shamika Almeida and others as listed below. The study was exploratory and inductive and used in-depth interviews to gather data from 43 senior academic women in Australia, the United Kingdom and Malaysia. The findings highlight that while some women chose to be more strategic, others focused on doing meaningful work and considered career progression a natural outcome rather than an end in itself. This study also highlights how contextual and cognitive factors impact women's academic career progression. Understanding similarities and differences across cultures and identifying how academic women can prosper can inform programs that effectively promote women's careers at tertiary institutions.

Almeida S, Randle M, Norzailan Z, Cropley M. (2022) Job crafting behavior and the success of senior academic women: An international study. Educational Management Administration & Leadership. September 2022. doi:10.1177/17411432221124747

The Future of Work for Women

From the School of Business, Grace McCarthy, Dean, alongside Bryony Binns, Advisory Board member, joined colleagues and industry trailblazing female leaders for an in-depth and insightful conversation about the lessons we've learnt in a post pandemic world and how they will shape the future of work for women. The conversation explored; what opportunities for women have been uncovered through the global pandemic? How can we harness the COVID proven power of flexible work to combat gender inequality? And how do we avoid the pitfalls of the pre-COVID landscape?

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SDG 6 Clean Water & Sanitation

ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

Blue Futures [IR, MEC, MEG, MEC]

The Blue Futures project positions the NSW South Coast as a national leader in the development of blue economies, drawing on ocean and coastal resources for economic development, in an ecologically and economically sustainable way. The two-year research program specifically focuses on Blue Economy opportunities on the NSW South Coast.

The anticipating and imagining stream traces the different kinds of relationships (social, cultural, artistic, and scientific) that exist within coastal and ocean environments. We aim to see if these existing relationships contain evidence for how people feel about a blue future, and devise ways for communities to engage actively with impending coastal environmental changes.

The governing and guiding stream explores practical and tangible ways in which academia, Government and industry can work together to achieve the UN Sustainable Development Goals. We will trial different approaches to integrated ocean and coastal management in a way that foregrounds community wellbeing and addresses or responds to coastal change, whilst also creating and supporting economic opportunity.

The developing and enabling stream explores how innovation and technology can create new economic opportunity from the oceans and address the threats to ocean health. We will also focus on strengthening linkages across local maritime industries and the UOW. Indigenous Blue Futures is a cross-cutting strategy. We will trial a community-based model of sustainable development which places Indigenous knowledge and aspirations at the heart of planning processes. The Illawarra Local Aboriginal Land Council (ILALC) will take a lead role in project design and overall project guidance of this strategy, which will also feed into all other aspects of the project.

Finally, the capacity development cross-cutting strategy will cultivate a Blue Futures capacity development and training program, including professional short courses and masters' subjects.

From the school of Business, researchers Stephanie Perkiss and Tillman Boehme play an active part in the project. Stephanie chaired the 'What's it worth? Exploring the value and values of mangroves using ocean accounts' seminar. This seminar examined the ways in which different forms of knowledge and data can help us understand the value of our marine environment from a range of perspectives. Using Lake Illawarra as a case study, we explore the 'worth' of the Lake, and in particular the mangroves of Lake Illawarra. The mangroves can be understood in monetary terms, as an environmental service, a community asset, a controversial or unwelcome intruder or as Kin. We ask the question: which values should be considered when we make decisions about the future of our marine and coastal environments? Tillman was a guest speaker on the 'A community based Blue Economy for a Blue Future' seminar. This seminar considered ways the Illawarra and South Coast might better engage with the marine environment to build environmental, social, cultural and economic benefits for our coast and our communities. The speakers looked at innovative approaches to improving the environmental sustainability of maritime businesses in our region and opportunities for Indigenous-led and community-based approaches to a Blue Economy.

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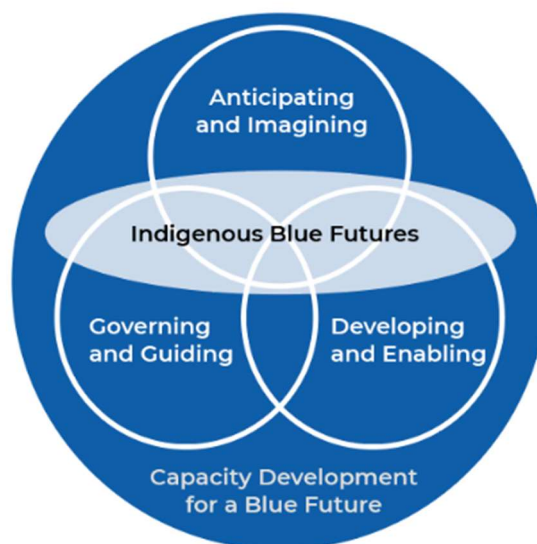
SDG 7 Clean & Affordable Energy

ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL

Australian Energy Regulator Office [IR, MEG]

David Johnstone was appointed "expert" by the Australian Energy Regulator's Review of the Rate of Return Guideline, which is essentially the regulator's theoretical framework by which to set the prices paid by industries and households in their power bills to electricity transmission providers.

Johnstone's submissions at the time and more recently dissents strongly from other consultants and most industry insiders. His view is that the AER's regulatory framework has been devised and cemented in place by political and commercial interests seeking to embed and excuse high tariffs and network profits, thus harming consumers and benefitting asset owners. Over the last 20 or more years there has been a concerted effort by the networks to push regulated prices higher. Johnstone argued in the AER Hearings that the networks have enhanced their own profits by distorting the relevant finance theory and by spending very large sums on consultants and lobbyists. Their lobbying was previously supported by State Governments wanting to privatise "poles and wires" and sell them to commercial interests at the highest possible prices. To maximize the sale proceeds, they supported regulatory determinations that added to profits and long term price increases, making the assets more saleable for high prices but leaving a permanent legacy of profiteering. That privatisation mindset in Government has now come under political pressure as industry and households see that they did not benefit from privatisations in the ways that were promised. Johnstone argued technically that the rate setting framework, which is ostensibly based in finance theory, rests on a convenient misinterpretation of the theory. His argument has not been well received by regulators who have themselves long accepted the positions put to them by consultants working for the regulated firms. He argued that there is an intrinsic mismatch in that the transmission companies are entirely motivated to increase transmission revenues, whereas the energy users have electricity as just one of their costs and cannot devote the same resources to lobbying the regulators. They are limited especially by the need to not to upset the State Treasuries that pinned their reputations to the current regulatory theory and have a strong remaining ideological commitment to privatisation and "light touch" regulation.

Electricity Supply [IR, SRCL, MEAP]

Current PhD candidate, David Havyatt, is researching new approaches to the economic regulation of electricity distribution networks. David's passion for change in the electricity supply industry sees him writing about the history of the electricity supply industry revealing a story of constant change and that the reforms of the 1990s contain more policy failure than policy success.

David reveals that through a better understanding of how previous reforms were developed and how they performed it is hoped that current reformers can achieve better outcomes. His work also extends to working with colleagues across universities and industry to analyse historical wholesale electricity spot price volatility in South Australia and their projections in 2030 and 2040 and under select ISP scenarios.

Introduction of the NEM in 1998 made little perceptible difference
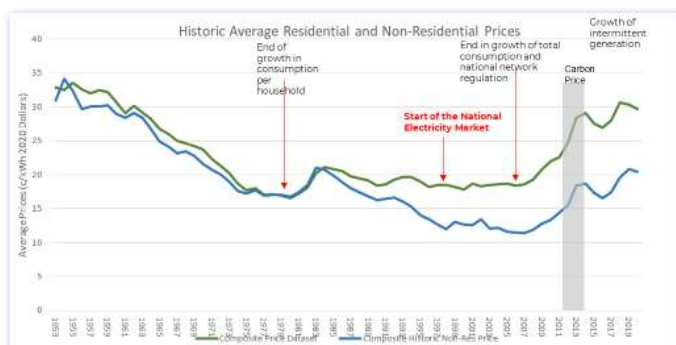
Havyatt, D 2022, 'A History of Electricity Reform in Australia'. Ed Guillaume Roger. Monash University Publishing.

Grozev, G., Havyatt, D., Nepal, R., Christopher, T., & Perez, P. 2022. Analysis of historical wholesale electricity spot price volatility in South Australia and their projections in 2030 and 2040. A report for the South Australian Productivity Commission available at https://www.sapc.sa.gov.au/inquiries/inquiries/south-australias-renewable-energy-competitiveness/commissioned-research-to-support-the-inquiry/Question-C-Projections-of-spot-price-volatility-UoW.pdf

Havyatt, D, Grozev, G, Nepal, R, Christopher, T & Perez, P 2022, Future wholesale and retail electricity prices in SA in 2030 and 2040 under select ISP scenarios, A report for the South Australian Productivity Commission available at https://www.sapc.sa.gov.au/inquiries/inquiries/south-australias-renewable-energy-competitiveness/commissioned-research-to-support-the-inquiry/Question-D-Wholesale-and-retail-price-projections-UoW.pdf
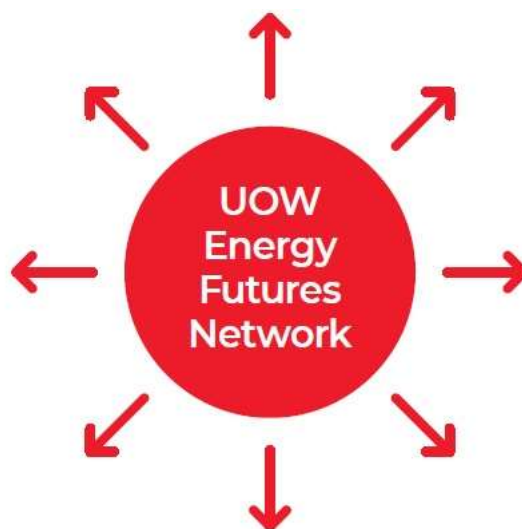
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UOW Energy Networks Future [SRCL, MEAP, MEG]

Australia's energy transformation is being shaped by multiple technologies and demands. This includes the need to optimally integrate a number of alternative energy sources and develop an energy market structure which is cleaner, fairer, and more reliable. Unlocking Australia's renewable energy potential will help underpin investment and jobs for the future, producing an enormously positive impact on regional communities. To ensure that all Australians benefit from these changes, evidence-based research is critical to inform industry and public policy. The University of Wollongong (UOW) provides distinctive capability through our holistic approach of energy-related research. Our evidence-based research will ensure well-informed policymaking that shifts toward efficient and sustainable energy transformation that is fair and just for all communities and regions.

From the School of Business, David Johnstone, Rabindra Nepeal and PhD Candidate David Havyatt are a part of the Energy Futures Network – a multidisciplinary team working to advance innovative technologies and policies while also monitoring and studying the behavioural and social effects of technologies, pricing, and energy policies. The business team members are particularly focused on the finance modelling foundations that are relied on by regulators to substantiate their approach to rewarding energy distributors (via our power bills).

The expertise of UOW's Faculty of Business and Law has been recognised and accessed by international organisations such as the World Bank, the European Commission, the International Centre for Integrated Mountain Development (ICIMOD), the Asian Development Bank Institute (ADBI) and the Economic Research Institute for ASEAN. Achievements include research and publication on energy sustainability and climate change, green technological development and its deployment, the pandemic effect and calibrating COVID-19 impacts, energy insecurity, renewable energy and economic growth, and electricity markets in transition.

Havyatt, David, Rabindra Nepal, and David Johnstone. 2022 "AER Consideration of Demand Side Issues in Making the Rate of Return Instrument." A report for Energy Consumers Australia available at https://www.aer.gov.au/system/files/CRG%20-%20Advice%20Draft%20RoRI%20Attach%203a%20UoW%20Demand%20Side%20Report%20Final%20-%20August%202022.pdf
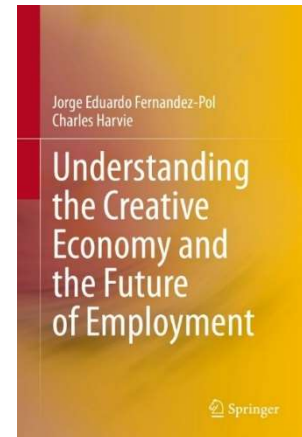
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SDG 8 Decent Work & Economic Growth

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

Books with a Difference [MEAP]

'Understanding the Creative Economy and the Future of Employment' written by Edwardo Fernandez-Pol and Charles Harvie is among the top used publications on SpringerLink that concern one or more of the United Nations Sustainable Development Goals (SDGs), mainly SDG 8.

No complete understanding of the modern economy is possible without a thorough grounding in the field of innovation as an economic activity. The book, as its title emphasises, aims at helping readers to gain a comprehension of two inextricably linked issues: challenging innovation and the future of human work. To this end, the book integrates a triad of topics: innovation as an economic activity, modus operandi of an innovation-driven economy, and the persistent progression toward automation of human jobs.

Jorge Eduardo Fernandez-Pol
Charles Harvie

Understanding the Creative Economy and the Future of Employment

Springer

Dark side of AI [IR, MEI, MEG]

Shahriar Akter, Associate Professor at the University of Wollongong, has been delving into the dark side of artificial intelligence (AI) with his research previously assisting in the $112 million class action against the federal government over its Centrelink Robodebt bungle. This recent newspaper article presents Shahriar's work.

Rage against the machine

TECHNOLOGY

BY **DESIREE SAVAGE**

COMPUTERS are supposed to help humankind by easing the mental load, but they can also work against us with bias found in employment software, home loan applications and even pizza delivery.

Shahriar Akter, Associate Professor at the University of Wollongong, has been delving into the dark side of artificial intelligence (AI) with his research previously assisting in the $112 million class action against the federal government over its Centrelink Robodebt bungle.

The latest research he's worked on (published in the academic Journal of Business Research) uncovers algorithmic bias in mortgage applications by banks, recruitment biases by various human resource organisations and even search engine bias through Google.

"AI is going to affect every facet of our lives in this digital/algorithmic world," Professor Akter said.

"Algorithms enable us to make evidence-based decisions and they can transform

STACKING THE ODDS: Associate Professor Shahriar Akter has uncovered the dark side of using technology in areas such as recruitment and home loans. **Picture: UOW**

our lives in the future."

However, the professor said when data driven AI-algorithms were linked to people's livelihoods, "there has to be a clear management capability and real accountability".

Illawarra resident Umme Hani claimed she experienced bias from recruitment agencies when she moved to Mount Druitt in Sydney's west, with not a single call-back or acknowledgement from dozens of applications sent to recruiters over a three-year period.

Mrs Hani said within the first two months of moving to Wollongong she received several job interviews, having sent out the same resume.

"I was mainly applying for business administration jobs," the UOW PhD student said. "I read Shahriar's research article and it ... makes me think there must be a reason I never got call backs."

A northern Illawarra career and HR expert (who did not want to be named) said HR companies had been using algorithmic software for 20 years which he believed beneficial although "only a small part of the recruitment process". However, he did admit there was bias.

"I know employers exclude some people based on many factors as they are entitled to; but it is easy for people to complain or claim discrimination when they are just not suitable," he told the *Mercury*.

"Many Sydney-based companies exclude people from outer Sydney, suburban and regional areas as the travel into the city causes attendance and punctuality issues.

"Many Sydney, North Shore and Eastern Suburbs companies do not employ 'westies'."

The expert said "covert discrimination" happened every day but was hard to prove, and said the best way to beat the system was to ensure your resume included key words found in the job description criteria and ensure you will be able to fulfil the role's duties.

"A café role that required a person from 6am to 2pm had one applicant who had school-aged kids and expected to be able to bring the kids to work and then leave for 45 minutes to take them to school each day [during her shift]," he said.

"[Software] predominantly works by searching certain key words and phrases that match the programmed phrases.

"All industries have their own language, terms, acronyms etc and these are used as filters to identify who is suitable (many people have a simple non specific resume, with no cover letter and they are not successful)."

The research co-written by Professor Akter also uncovered flaws in an array of areas like tax assessments, insurance premiums, credit card subscriptions, surveillance, airport passenger screening, hotel booking and take-away delivery.

"Mortgage algorithms generally identify [single mothers, and Indigenous people] as less profitable customers in making mortgage decisions," Professor Akter said.

"A bank evaluates mortgage applications and determines the creditworthiness of applicants based on an algorithm using its historical mortgage approval data.

"The historical applications that were approved by previous employees indicated bias against certain social groups such as young people, blue collar workers, and single female applicants."

He said bias is generated when algorithms reflect historical or social biases due to poor data quality or inefficient algorithmic design.

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Employee Performance [MEAP, IR]

Managers and scholars now more than ever recognise the importance of emphasising and urging improved performance among employees. Extant literature and prior work highlight that perceived interpersonal competition in the workplace is influential in determining employees' career outcomes by shaping their job or career development experience (i.e., more or less engagement and burnout at work).

However, our current understanding of when and why competitive psychological climate contributes to more or less engagement and burnout at work is limited, particularly from a work-specific, behavioral regulation perspective. Drawing on conservation of resources (COR) theory, and using multisource data collected from 306 employees and 37 supervisors in the retail bank sector, Thomas Lee's results show that competitive psychological climate, when supported by contingent reward, facilitates exploratory learning, which in turn leads to more engagement and less burnout at work.

In contrast, when aligned with contingent punishment, competitive psychological climate promotes exploitative learning, which in turn contributes to more burnout at work. Our The work conducted by Thomas Lee and colleagues (A/Prof Phyra Sok from Monash University and Mr. Sonariddh Mao from Swinburne University of Technology) contributes to vocational theory and practice by specifying the work-specific conditions in which and behavioral processes through which employees respond positively and negatively to competitive psychological climate. The findings provide managers with novel insights into their influential roles in facilitating the specific type of work behaviors employees adopt in response to competitive psychological climate, and how they subsequently feel at work.

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SDG 9 Industry, Innovation and Infrastructure

BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION

University Dealing Simulation Challenge [SRCL, MEAP]

Tina Prodromou engaged students in the 2022 Refinitiv University Dealing Simulation Challenge held at the View Hotel, North Sydney from the 11 to 12 August 2022. After two days of intense trading and competition and while all teams had a great time participating and learning, only one team could win. Congratulations to our winners of the 2022 Refinitiv University Dealing Simulation Challenge – The University of Adelaide. The other teams competing in the 2022 challenge were; University of Technology, Sydney Macquarie University- (two teams), University of Wollongong and University of South Australia.

Industry Partnerships [MEI]

Abdullah Al Mamun is an executive member of CPA Illawarra branch under which we organise breakfast event every third Thursday of the month throughout the year. Abdullah brings our accounting and finance students to this event where they have the opportunity to meet and network with industry leaders from Illawarra region and join the workshop. A number of students receive job offer directly in the event.

Abdullah has been invited (a) by AltX, an investment company, to contribute to an event titled "Wollongong Investor Briefing: Business & Market Update"; (b) by CPA Australia to attend "Illawarra Business – Federal Budget Luncheon with Asst Treasurer and Minister of Finance"; (c) by CPA Australia to attend an event at the Australian Maritime Museum (2 December, 2022) to celebrate year of success for the contribution to NSW Divisional Council, Committees and Branches.

Annual Economic and Social Policy lecture [MEI, MEG]

The Centre for Human & Social Capital Research within the Faculty of Business and Law at the University of Wollongong (UOW) hosted the Annual Economic and Social Policy Lecture, Zooming Out: Australia's Changing Workforce, on Friday 30th September. This year, Alfredo Paloyo organized for Hon Stephen Jones MP – Member for Whitlam, Assistant Treasurer, and Minister for Financial Services to deliver the lecture, which focuses on Australia's everchanging workforce and its impact on productivity and innovation.

"As a result of the Covid-19 pandemic, the way people work has dramatically changed," Minister Jones said. "Workers are moving out of the cities and into the regions, many are enjoying more flexibility, and the online model of doing business is becoming indispensable."

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Cybersecurity [IR]

Cyber-attacks on corporations have stolen military secrets, erased over $100 billion in shareholder value, and led to the loss of personal information of 150 million people and the shutdown of critical infrastructure. Yet cyber-attacks remain a critically understudied threat to Australia and other leading countries with no evidence been provided on the financial cost of cyber threats. This research aims to fill these key gaps and provide the first full look at the financial effects of cyber-attacks across various affected stock markets, enabling policymakers in government and private sector to better understand and defend against cyber threats.

When hackers attacked the Colonial Pipeline in May 2021, they were seeking to make $4.4 million through extortion. But their actions took down nearly 50% of the US East Coast's gasoline supply. There was panic buying, hoarding, and the highest fuel prices since 2014.

The impact of technical errors affecting critical infrastructure also provides an indication of the potential risk from cyber-attacks. On June 17, 2021, a technical error at Akamai, a US content delivery network (CDN) led to outages at the Reserve Bank of Australia, several Australian commercial banks, the Hong Kong Stock Exchange, and four US airlines. An intentional cyber-attack could lead to much more damages. Many cyber-attacks are aimed at listed corporations, making cyber threats not only an important economic and geopolitical phenomenon, but also a significant concern for stock markets.

Moreover, as Australia and UK are increasingly service-oriented economies with large amounts of intellectual property, cybersecurity matters more than ever before as the loss of trust, business, and confidence devastates corporate values.

The results of Ivy Zhou's study, therefore, not only are important geopolitically, but also have large implications for corporate policy. Companies will be able to better understand the costs of cyber-attacks, and thus make optimal investment decisions in relation to cyber security. They will better understand spill-over risks, as well as learn what attributes may mitigate the negative effects of cyberattacks. Furthermore, this research will help financial market regulators in setting appropriate cyber-security regulations and encouraging companies to invest in cyber security. While no academic research can stop cyberattacks, this study will arm our companies and regulators with the knowledge they need to understand and fight against these threats.

Frontier Academic Research [IR, MEAP]

Thanh Le and team examined the real economic effect of frontier academic research. This effect has long been questioned by researchers and policymakers as the usual belief is that the primary objective of academic research is to achieve recognition and promotion in academic rather than to create commercial values. By contrast, we find robust evidence that frontier academic research help enhance a country's technological progress, alongside industrial R&D. More importantly, academic knowledge in developed countries is not only beneficial for those sourced countries but also for developing countries that sent students to study at academic institutions located in those sourced countries.

Le, T., Pham, H., Mai, S., & Vu, N. (2022). Frontier academic research, industrial R&D, and technological progress: the case of OECD countries. Technovation, Vol. 114, Article No. 102436.

Le, T. (2022). Out of sight but not out of mind: on the North-South academic knowledge spillovers and human capital nexus. Studies in Higher Education, Vol. 47(11), pp. 2224-2238.

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Enactus Australia National Championships [SRCL, MEI, MEAP]

On July 6 the UOW Society of Social Entrepreneurship and Innovation represented our university at the Enactus Australia National Championships hosted at USYD and was awarded Winner of New Teams League. The School of Business team presented their social entrepreneurship project, PLANTr, which addressed UN Sustainable Development Goals through entrepreneurship. This student society formed in 2022 and was supported by Jeri Childers, Director of Education at iAccelerate and UOW staff member Ian Butler and School of Business Faculty Partner Erin Snape. The Society president, Kartik Agarwal, led a team of eight students engaged as changemakers and social entrepreneurs and was supported by UOW alumni who served as mentors with keen interests in social justice, plastics pollution, environmental sustainability, community development, and entrepreneurial leadership.

iAccelerate offered students a series of entrepreneurial workshops in preparation of the competition that focused on lean methodologies, UN SDGs, and pitching persuasively. iAccelerate is a cornerstone of UOW's commitment to helping build and scale sustainable businesses that have a positive impact in our region, our nation, and the world.

Diffusion of IoT Technology Innovation with Blue Economy Industry on NSW South Coast [MEI, MEAP]

Tillmann Boehme working with colleagues Dr Michelle Voyer, Dr Hugh Forehead and Dr John Barthelemy from across UOW collaborated with several businesses across the South Coast of NSW spending 1 day on-site with each business to familiarise with their operation, document key value adding processes and overarching business model. IoT sensor technology purchased from Binary Tech (commercially available) including access codes were left behind with the participating companies. The companies had to identify opportunities for employment of IoT sensor technology within their operation to unlock value add potential along the Blue Economy supply chain. A group meeting was held at Bateman's Bay where innovative approaches were discussed and next steps identified.

Outcomes include McAsh Osyters trialled the sensors on their flip-farm cages. The sensors can track temperature and tilt; so the oyster farmer has now accurate data on when the oyster cages were last turned. The trials have been successful up to this point. Binary Tech is now servicing Oyster Farmers in Australia and New Zealand with his sensor technology where the technology is also in trial stages. McAsh Oysters also owns and operates an IT business termed Oyster Life Management. OysterLife is a farm management company that provides an IT solution for farm operations. The IoT technology is currently being embedded in the operations IT platform to streamline processes and increase quality and consistency in the harvest.

The IoT technology embedded in the operational software removes uncertainty from the Oyster management process, which results in higher levels of quality control/consistency and higher yield for more stable and improved financial returns on the investment. It takes 'some' of the art out of oyster farming and enhances a more scientific approach (the conversion of art into science).

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SDG 10 Reduced Inequalities

REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES

Indigenous Strategy [MEC, MEAP]

The University of Wollongong offers a host of Aboriginal and Torres Strait Islander cultural awareness and cultural immersion training programs scattered through its University offerings, along with many subjects that include Indigenous knowledges, perspectives and content. Indigenous Elder Uncle Rick (Rick O'Brien) and Professor Picker took a small group of BAL staff into the Royal National Park to see carvings and drawings. The purpose of the hike was to educate us on the Aboriginal historical sites and show how the sites are taken care of and respected in an authentic manner.

Led by Ms Tammy Small and Shamika Almeida, 55 staff from BAL signed up to complete the Core Cultural Learning: Aboriginal and Torres Strait Islander Australia Foundation Course. 11 staff have already completed all 10 modules while 30 have completed at least 1. Drop-in sessions with Tammy Small were scheduled for reflection whilst undertaking these modules.

To build relationships and cultivate a sense of trust between Aboriginal and Torres Strait Islander students and the Business and Law academics in the faculty, nine academics (including AD- EDU, Dean of Law, first year coordinators and Discipline leaders) met BAL Indigenous students for lunch at WIC in March 2022.

Supporting ECA and MCA career progression [MEAP]

The School of Business ran a mid-career academic mentoring program. Approximately 15 academics (8 women and 7 men) submitted an EOI to participate in the program. Two panel discussions were held:

- Mentoring panel session: on the 23rd of February with Prof Theo Farrell, Professor Colin Picker, Senior Prof Melanie Randle and Prof Lorna Loxham. The session focused on the panel members sharing their experiences of being mentees and mentors. The panel discussion took the format of a reflective question and answer session on setting expectations and cultivating mentoring relationships throughout our careers.

- Panel Discussion on Career Progression and Lessons Learnt: was held on 17 August 2022. The panellists included Professor Sean Brawley, Professor Julia Coyle, Professor Colin Picker, Ms Jaymee Beveridge, Dr Paul Di Petro and Dr Germanas Peleckis. The session was delivered to the ECA and MCA mentees and their mentors in BAL. Many attendees provided positive feedback and noted how valuable it was for all who attended.

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Gender, Sex and Sexuality Diversity [MEAP, SRCM]

The University of Wollongong (UOW) shared its proof-of-concept initiative of adding pronouns and pronunciation to the Business and Law Faculty staff listing web pages. Shamika Almeida, Associate Dean, Equity, Diversity and Inclusion, has encouraged the use of pronouns for all School of Business and Law academics. This has been widely taken up across the School of Business.

Wear it Purple [SRCM, MEAP]

Wear it Purple Day is an annual LGBTIQA+ awareness day especially for young people, based in Australia. Supporters wear purple to celebrate diversity and young people from the LGBTIQA+ community. The School of Business celebrated 'Wear it Purple Day' with the Faculty Executive ensuring the day was recognised.

Faculty of Business and Law Executive committee celebrating 'Wear it Purple Day'- 2021

Supporting the Development of an Equitable and Sustainable Blue Economy [MEC, MEAP]

JOONGA SEA COUNTRY PLANNING (2021 -2024)

Tillmann Boehme, who is a member of the Blue Futures Translational Research Initiative team, working collaboratively with Joonga, an Aboriginal non-for-profit organisation based in Narooma (Walbunja Country). This project is funded by the Australian Research Council, the University of Washington Ocean Nexus program and the NSW Department of Primary Industries.   The Blue Futures Team (Dr Michelle Voyer, Tillmann Boehme, Makrita Solitei, Freya Croft) supports the organisation with sea country planning and beyond business development. Currently the team is assists Joonga with their business model and business planning activities so Joonga can reach its potential on the NSW South Coast and create jobs and career opportunities for community on country. Together, they are exploring how Indigenous models of doing business might provide both a stable platform for sustainable coastal and marine operation and a source of competitive advantage, achieving this via translation of best practices and the establishing of collaborative networks.

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Picture: Joonga Board with the Blue Futures TRI Team.

As part of this collaboration the team is assisting in the development of sustainable business plans for Aboriginal businesses in servicing of maritime infrastructure, seafood processing and tourism. The project goes beyond traditional research practices, actively contributing to growth and job creation on country. BF-TRI developed the business plan with Joonga. In a first instance, a business plan was developed. The business plan was a pre-requisite to obtain a major grant that enabled Joonga to secure their first vessel for corporation. The vessel makes the corporation compliant with their government contract and financially viable. Joonga currently employs 6 members from the Aboriginal community on country. Current activities include the development of an Aboriginal Fishing Coop on the NSW South Coast.

The collaborative, impact driven approach taken by BF-TRI mirrors and builds on earlier work by members of the team. Tillmann Boehme from BF-Tri and Joshua Fan from the School of Business assisted a local start-up company termed BuiltQuik to commercialise their patent protected structural steel housing frame after the NSW Bushfires. The housing solution allows for co-design and co-build construction at a tenant level. Three local Aboriginal families from Mogo (also Walbunja country), NSW Land Council co-designed their houses with a local sustainability focused architect and co-build worked with BuiltQuik on the construction of four community houses that they are now occupying.

Foto capture: Co-designed and co-build houses in Veitch Street, Mogo, NSW below.

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Global Web Cultures [MEAP]

A well designed and structured website is important for effective communication with target customers and contributes to the effectiveness of e-Business organisations. It has been found that communication between the e-businesses and customers is made more difficult or problematic when a specific website has been developed in a culture different to the one in which it will be utilised. Cross-cultural differences can be identified in websites, and it is necessary to investigate these as they can have a deleterious effect on business revenue and respect. So-called web localisation practices have evolved over the years in an attempt to mitigate the effects of a mismatch between the cultures in which the websites are produced and consumed. Unfortunately, these practices are either atheoretic, in the sense that they cannot provide an understanding of these semantic phenomena, or they utilise theory does not actually provide a comprehensive set of concepts sufficient for addressing these problems.

The researchers aimed to investigate the cultural differences prevailing in international e-Business websites. e-Business websites make extensive use of text, images and text-image relations to influence product and service awareness for customers employing a comprehensive semiotic analysis of a large number of e-Business websites across English and Arabic language websites. Semiotic analysis can also determine the underlying cultural contexts suggested by the website's constituent media. This approach runs counter to the dominate theory applied to identifying 'culture' in business, Hofstede's theory, that construes culture using a fixed set of cultural dimensions used to differentiate various cultural systems, norms and values.

The Chief Investigators of this project are Rodney J. Clarke, Business Research Laboratory at the Faculty of Business and Law, University of Wollongong and Dr. Omar Hujram, Department of Analytics in the Digital Era at the United Arab Emirates University, UAE.

Head of Students [MEAP, SRCM]

Our Head of Students' Unit provides students with advice and information on many aspects of the University Rules and Regulations as well as information relating to their degree. The School of Business have four Head of Students who work closely with our students and academic colleagues. A reflection from Dr Beo Thai; "What brings the most satisfaction to me in this role is the fact that I can provide timely supports to students when they face challenges outside of their control, because of Covid-related reasons or other extenuating circumstances. As my role allows me to meet with many international students studying in Australia and knowing how hard it is for international students to study, live and work in Australia, I believe that my work contribute to the Goal 10. Reduced inequalities of the SDGs" (2022).

The Whiteboard: Decoupling of Diversity Reporting and Practice in Corporate Australia [MEAP, IR]

Diversity of company leadership is one of the most important governance issues currently faced by corporations around the globe, and yet the uneven treatment of diversity priorities remains a major challenge. Using a mixed-methods approach, Dr Claire Wright, Corinne Cortese, Abdullah Al-Mamun and Searat Ali explore the extent and change over time of both gender and ethnic diversity in leadership, and diversity disclosure in company annual reports, for Australia's largest firms (ASX100) between 2005 and 2020. The team interpreted theme findings with institutional theory, comparing the institutional ismorphisms driving change in each organisational form, and examining the extent to which there is rhetorical decoupling between them. Our findings suggest a disconnect between public commitment to diversity and Indigenous engagement, and the practice of appointing non-white corporate leaders. A lack of regulation surrounding diversity reports has contributed to this uneven disclosure and practice, with different outcomes for gender and ethnic diversity the result of different institutional isomorphisms. These finding can inform policymakers and corporations, highlighting the importance of a range of institutional pressures for encouraging both disclosure and practice regarding ethnic diversity in corporate leadership.

Wright, C., Cortese, C., Al-Mamun, A. and Ali, S. (2022), "The Whiteboard: Decoupling of Diversity Reporting and Practice in Corporate Australia", Academy of Management Conference – Winner of Best Paper 2022, Vol. 2022 No. 1, pp. 13492

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SDG 11 Sustainable Cities & Communities

MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE

Marketing Research [MEAP, IR]

Prior research has established that consumers with higher levels of biospheric values are more likely to engage in sustainable behaviors. Such findings assume that tourism practitioners should solely focus their marketing efforts on consumers with high levels of biospheric values. The present research by Beo Thai and team reexamines such typical expectations by investigating how lay beliefs about the world elicited by advertising can encourage consumers with low levels of biospheric values to engage in sustainable behaviors. Results of two experimental studies show that, among consumers with low levels of biospheric values, those with a malleable (vs. fixed) lay belief about the world exhibit stronger preferences for sustainable hotels offerings because they are more hopeful that the sustainable efforts from the hotels can create a positive change. These findings contribute to the literature by demonstrating the role of lay beliefs on consumers' sustainable behaviors and establishing the underlying mechanism. In addition, this research provides a novel insight about how tourism practitioners can appeal to unsustainable consumers, highlighting how the tourism industry can create positive behavior change toward consumers' sustainable behaviors.

Septianto, F., Thai, N. T., & Kemper, J. A. (2022). Lay Beliefs About the World Affect Preferences for Sustainable Hotel Offerings. Australasian Marketing Journal, 30(3), 246-257. doi:10.1177/1839334921999476

Pro-Environmental Behaviours [IR]

Research by Kumar Biswas aims to provide an understanding of the determinants contributing to adopting pro-environmental behaviour by 'would-be managers' represented by MBA students studying in two highly carbon-emitting yet contrasting countries – India and Australia. The paper particularly examines the effects of personal values, moral obligation, attitudes, and subjective norms on pro-environmental behavior of such would-be managers. Design/methodology/approach: In predicting the pro-environmental behavior of would-be managers, a conceptual model was developed by combining Schwartz's (1992) value theory and Homer and Kahle's cognitive hierarchy model of value-attitude-behaviour (VAB).

Data was collected from 476 respondents consisting of 342 MBA students from India and 134 MBA students from Australia. Partial least square based structural equation modeling (PLS-SEM) was used in analysing the data. The findings reveal that the inclination of pro-environmental behaviour of would-be managers can be predicted by their personal values, moral obligation, attitudes and subjective norms, thereby providing both theoretical and empirical supports to our model in understanding the determinants of pro-environmental behaviour.

Practical implications: The findings are critical in developing strategies for building capacity and willingness of would-be managers to adopt pro-environmental behaviour. In so doing, business schools may use these findings in designing effective CSR/sustainable development contents in their curriculum which will not only help educators to nurture classroom discussion but also sensitize students' critical thinking in addressing issues of climate change as well as improving environmental well-being. Conceptually, this paper proposes a comprehensive framework to understand the determinants of pro-environmental behavior. Empirically, it applies a novel and appropriate method for predicting such behavior in two contrasting yet highly carbon-emitting countries – an important issue that receives little attention in current CSR/sustainable development literature.

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Towards a framework for an environmentally sustainable residential rental property sector in Australia [MEAP, MEI]

Climate change is one of the greatest challenges we face as a species (Wrigley and Crawford, 2015). As one of the worst per-capita emitters of greenhouse gases (Board, 2015), Australia needs to develop multidimensional, multisector solutions to this problem. The residential housing sector generates a significant proportion of Australia's greenhouse gas emissions (12.5%) (COAG, 2016). With 31.4% of the sector as rented accommodation (ABS, 2015), understanding the behaviour of the key stakeholders to embrace environmentally sustainable retrofit solutions becomes critical. This project by Troy Heffernan, Dr Emma Heffernan, Nina Reynolds, Thomas Lee and Prof Paul Cooper explores the enablers and barriers for the adoption of environmentally sustainable retrofit solutions within residential rental properties and present a framework that highlights a way forward in both marketing and policy terms.

Troy W. Heffernan, Emma E. Heffernan, Nina Reynolds, Wai Jin (Thomas) Lee & Paul Cooper (2021) Towards an environmentally sustainable rental housing sector, Housing Studies, 36:3, 397-420, DOI: 10.1080/02673037.2019.1709626

Strata Approval and Solar Power Projects [SRCL, MEAP, MEI]

PhD Student Ben Charters along with his supervisors Troy Heffernan and Matt Daly are exploring solar power adoption by strata properties. There paper titled "When individual action requires collective approval: a roadmap for solar power adoption by strata property owners" published in the Journal of Social Marketing, addresses issues likely to impair the market growth of an important, viable and so far popular green behaviour - solar PV adoption. It is original in that it offers a conceptual model for doing so, in a field where theory development is rare, while also demonstrating how MOA-based models can be utilised to deal with similar barriers to green behaviours elsewhere.

Another piece of research surrounding strata and solar is with the Energy Consumers Association (ECA) who have commissioned a UOW research team consisting of Ben Charters, Troy Heffernan, Matt Daly, Elias Kyriazis, Kate Wingrove to explore the attitudes of strata property owners about solar PV adoption. This research entitled 'SPREADING THE POWER: identifying pathways to solar photovoltaic (PV) adoption for Australia's apartment owners'. This project was inspired by a long-standing discrepancy between Australian house owners, among whom solar power adoption is common, and Australian apartment owners, among whom solar power adoption is almost non-existent. Spreading the Power aimed to address the barriers preventing solar PV adoption by Australian apartment owners, identifying potential solutions that could inspire energy consumer advocacy, and facilitate regulatory reform.

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SDG 12 Responsible Consumption & Production

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

Colloquium on Fashion Business and Technology for Social Change [IR, MEAP, MEI]

Fashion industry is vibrant and ever-growing. Paris, New York, Milan, and recently, Dubai are cities across the globe that are ever thriving and vibrant with designers, models, and fashion-conscious, all eager to stay ahead of the 'fashion'.

But the industry is also plagued with its own set of ethical dilemmas. From low wages to hazardous workplaces to poor safety records, environmental pollutions to manipulative marketing, the industry has seen its share of irresponsible practices. Moreover, with the increase in technology immersion, fashion industry has had its own copycat problems

ReBitVlogs (Responsible Business and IT Video logs) was initiated to engage students in conversations about responsibility and ethical practices in business and technology. The 2021 colloquium is the second iteration of the ReBitVlogs initiative co-conceptualized and founded by Zeenath Reza Khan (UOWD) and Mario Fernando (UOW). ReBitVlogs is a platform initiated to engage students with industry in discussions on pressing responsible business and technology-use issues to facilitate a dialogue towards a more sustainable and responsible future.

The focus question - can entrepreneurial innovations and responsible leadership in fashion have social implications for protecting and encouraging local and indigenous design through technological advances such as blockchain, 3D printing and digital ink printing to name a few?

Funded by the Council for Australian-Arab Relations (CAAR), the colloquium is a collaboration between University of Wollongong Dubai (UOWD) and University of Wollongong Australia (UOW). Featured fashion businesses include: Organic Crew, Always Trendin, Inqube, Son of a Tailor and Five P Venture.

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Sports Marketing [HQT, MEI, SRCL]

Embedding 'Societal and Environment change through Sport' into our Sport Marketing Subject MARK380 with Ben Hartman of No2ndplace was a key driver for Troy Heffernan.

No2ndplace work with brands, sports bodies, not-for-profits and athletes to deliver a shared vision of a better world - all through the power of sport.

Consumer Behaviour [HQT, SRCL]

As universities increasingly rely on final online assessments to replace the traditional in-person final exams, Beo Thai redesigned the final assessment to ensure that it reflects both real-world applications and solid disciplinary knowledge while limiting academic plagiarisms. Specifically, students are asked to analyse the Top 10 Global Consumer Trends 2022 report by Euromonitor International and apply what they learned about consumer behaviour theories to explain why these trends emerge. Importantly, in their answers, they must reflect on their personal activities related to this trend. As seen in the report, coming out of Covid-19 pandemic, consumers redefine what's important to them and thus trends such as 'climate changers', 'the great life refresh', 'rural urbanites' or 'self-love seekers' are popular.

Landfill and Waste: How could old stock be better [IR, MEAP]

Spring Zhou's research provides a different perspective of the potential impact of dated supplies – it does not have to go landfill and be wasted, if there is a coordinated and transparent mechanism for them to be donated. Most developed countries hold significant quantities of medical supplies in reserve to respond in an emergency. For example, Australia has its National Medical Stockpile, which stocks personal protective equipment, such as masks and gloves, among other items. New Zealand has its national reserve supplies. If these supplies are not used in an emergency, such as a pandemic, they typically stay in the stockpile until their use-by date, then are sent to landfill. Spring and Professor Tava Olsen who is currently in the University of Melbourne studied donating surplus stock to developing countries. looked at the likely impact of donating excess stock of dated items to developing countries – dated items close to or past their labelled use-by date. We found dated donations close to or recently past their use-by date was the best option, even better than donating fresh items in some cases.. This benefited the recipient country the most, as it was least likely to push local suppliers out of business.

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SDG 13 Climate Action

TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

Sustainable Futures Committee
[MEAP, MEI, MEG, MEAP, SRCM]

The Sustainable Futures Committee (SFC) oversees UOW's pursuit and delivery of its sustainability objectives under the UOW's Strategic Plan and University Strategies including Strategic Goal 3.5 Sustaining our Environments. This includes the integration of the UNSDGs and UOW's sustainability initiatives and targets across all aspects of University activities, as appropriate. There are five working groups within the SFC and from the School of Business, Belinda Gibbons and Troy Heffernan sit on the SFC Teaching and Learning Working Group. Their work on this group includes;
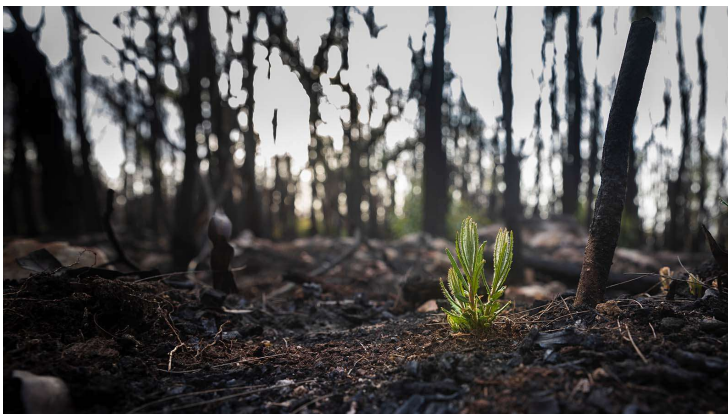
- Leading the organisation team for Global Climate Change Week across the University for 2021 (Climate, Energy and Health) and 2022 (Planet-Positive Partnerships). In collaboration with local and international partners we hosted online seminars and discussions focused on the impact of our changing climate with potential solutions and mitigation strategies. So far we are happy to be partnering with the following amazing organisations in our communities and welcome more opportunities. Thank you to UOW Pulse, Healthy Cities Illawarra (HCI), Wollongong City Council, and Green Connect. The School of Business held interdisciplinary conversations including a BAL Climate Hour and MBA Masterclass in Climate Neutrality.

- Running the Carbon Literacy Project across the University. Members of the SFC completed the UK Carbon Literacy Project training through the University of Queensland. Throughout 2022, Belinda Gibbons, Troy Heffernan, Kanchana Wijayawardena and Dr Emma Heffernan designed and developed a UOW carbon literacy module, ready for pilot implementation in 2023.

Climate Working Group [MEAP]

Within BAL, we have initiated a Climate Working Group in 2021. This group's first priority was carbon literacy and three members of the group have already completed the UQ Carbon Literacy Program and Train the Trainer certification. This work has been presented to the SFC and a University wide CLT training model is being worked on by Belinda and Troy to be implemented in 2023.

Climate Research [IR, MEAP]

MARKETING

Using reactions to leading media/news publications/articles related to climate and energy policy in Australia, this research aims to understand underlying community cognitive biases and their reasonings. Social listening was used to gather community commentary about climate and energy policy in Australia. This allowed the coding of natural language data to determine underlying cognitive biases inherent in the community. In all, 2,700 Facebook comments were collected from 27 news articles dated between January 2018 and March 2020 using exportcomments.com. Team coding was used to ensure consistency in interpretation. Nine key cognitive bias were noted, including, pessimism, just-world, confirmation, optimum, curse of knowledge, Dunning–Kruger, self-serving, concision and converge biases. Additionally, the authors report on the interactive nature of these biases. Right-leaning audiences are perceived to be willfully uninformed and motivated by self-interest; centric audiences want solutions based on common-sense for the common good; and left-leaning supporters of progressive climate change policy are typically pessimistic about the future of climate and energy policy in Australia. Impacts of powerful media organization shaping biases are also explored. Through a greater understanding of the types of cognitive biases, policy-makers are able to better design and execute influential upstream social marketing campaigns. The study demonstrates that observing cognitive biases through social listening can assist upstream social marketing understand community biases and underlying reasonings towards climate and energy policy.

Mehmet, M., Heffernan, T., Algie, J. and Forouhandeh, B., 2021. Harnessing social listening to explore consumer cognitive bias: implications for upstream social marketing. Journal of Social Marketing, Vol.11, No. 4, pp. 575-596. https://doi.org/10.1108/JSOCM-03-2021-0067

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ECONOMICS

Amir Arjomandi researched the relationship between green property finance and the building industry's CO2 emissions across 98 high-income and developing economies. His work highlights that: "According to the UN Environment Programme (UNEP, 2020), out of those countries that have submitted their Nationally Determined Contributions (NDCs) under the Paris Agreement, 136 have listed environmental and financial costs related to building emissions and energy efficiency among their top priorities as well as challenges on the path to meeting their agreed goals. Such urgency is evident not only at the country level but also at the state and city levels (for example, New York's Climate Mobilization Act and Los Angeles's New Green Deal) where the building industry is at the center of decarbonization objectives (Bachir & Hackett, 2020). This is due to the fact that the building sector contributes to 38% of the total global carbon dioxide (CO2) emissions." Although green property finance expansions are found to be significantly and negatively related to the industry's CO2 emissions in the entire sample, this result is more pronounced in developing countries. This is an important result for these countries because many of them are experiencing rapid but unchecked population growth as well as high oil consumption.
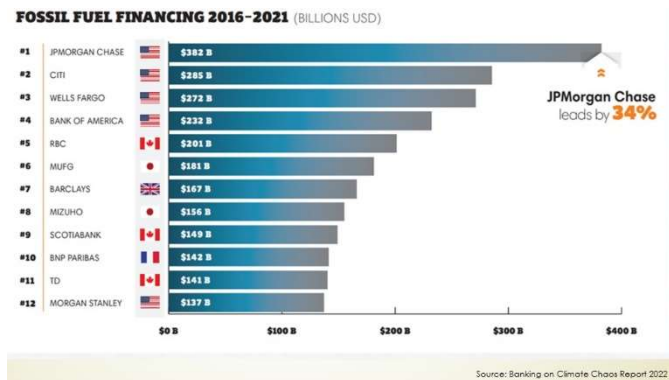
Gholipour, H.F., Arjomandi, A., Yam, S. (2022), "Green Property Finance and CO2 Emissions in the Building Industry", Global Finance Journal, Vol. 55, 100696. https://doi.org/10.1016/j.gfj.2021.100696

Another research article of Amir Arjomandi explored the link between environmental policy stringency and spending and the growth of green productivity in OECD countries. This work also emphasises that: "In recent decades the OECD has taken a leading role in promoting green budgets to ensure sustainable growth and meet its commitment to the objectives of the Paris Agreement on Climate Change and the United Nation's Sustainable Development Goals (SDGs) (OECD 2015, 2016). However, similar to increasing strict environmental protection measures, trade-offs exist here as well. For instance, although spending on green R&D can promote technological pathways and innovation which bring about greater efficiencies and novel 'clean' technologies, it may result in trade-offs between environmental SDGs and economic opportunities (Agrawala, Dussaux, and Monti 2020)." Although these policies and their outcomes vary considerably from country to country, the findings of this study indicate that government spending on environmental protection can be significant short-term stimulant of national output. Results over the long term however indicate that both stricter environmental policies and environmental expenditures can slow 'green' GDP and productivity growth over time, with policy restrictions having a weaker effect.

Arjomandi, A., Gholipour, H.F., Tajaddini, R. and Harvie, C. (2022), "The Effects of Environmental Expenditure and Policy Stringency on Green GDP and Productivity Growth", Applied Economics, DOI: 10.1080/00036846.2022.2094883]

Finance Seminar

Fariba Admadi-Pirshahid presented to colleagues and PhD students in the finance discipline, bringing to their attention, the role bank financing of the fossil fuel industry plays in the struggle to reduce carbon emissions, and the crucial importance of conversion to sustainable financing.

FOSSIL FUEL FINANCING 2016-2021 (BILLIONS USD)

#1	JPMORGAN CHASE	$382 B
#2	CITI	$285 B
#3	WELLS FARGO	$272 B
#4	BANK OF AMERICA	$232 B
#5	RBC	$201 B
#6	MUFG	$181 B
#7	BARCLAYS	$167 B
#8	MIZUHO	$156 B
#9	SCOTIABANK	$149 B
#10	BNP PARIBAS	$142 B
#11	TD	$141 B
#12	MORGAN STANLEY	$137 B

JPMorgan Chase leads by **34%**

Source: Banking on Climate Chaos Report 2022
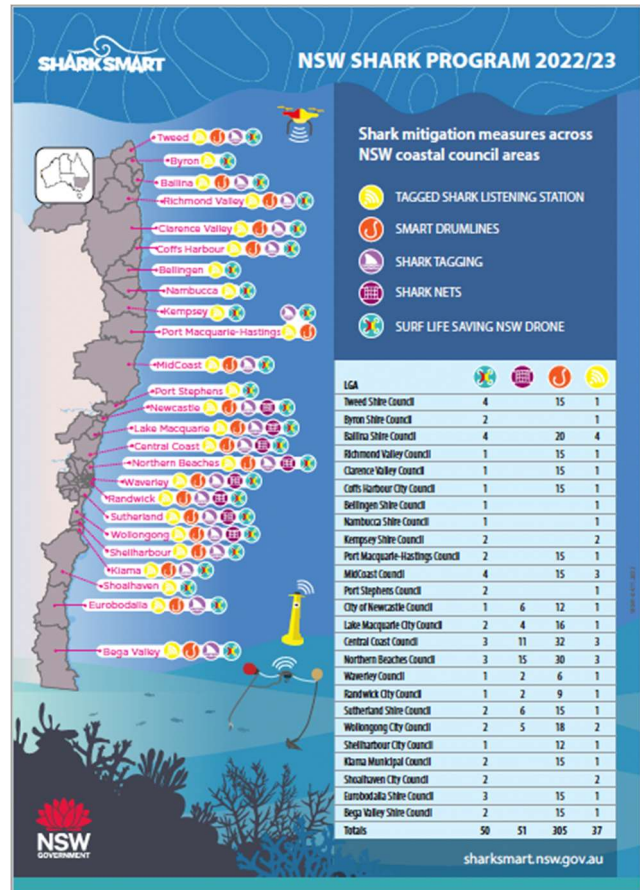
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SDG 14 Life Below Water

CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS AND MARINE RESOURCES FOR SUSTAINABLE DEVELOPMENT

Shark Management Strategy [MEAP, MEG]

Shark management is contested and community support often influences policy. Decision makers are unlikely to be comfortable explaining policy solely based on expert advice, scientific data, or any information, if they feel out of touch with important stakeholder thinking. The study by Michael Mehmet explored community attitudes to shark management and also reasons for preferences. It used Appraisal to analyse comments related to the NSW Shark Management Strategy in Twitter and public Facebook sites over one year and focus groups with beach and ocean end-users. Most harm mitigation and research strategies were supported, with drones and Clever Buoys the preferred concepts. Mesh nets were widely criticised. The most common reasons given for strategy preferences emphasised the likelihood of harm to sharks and other marine species, cost efficiency, and likelihood that a strategy would generate fear or reassurance. Findings emphasised hope that detection, deterrent and surveillance technologies will improve efficacy of shark harm mitigation in the future. Importantly for policy makers, the findings elaborate simple preference information, revealing multidimensionality in attitudes concerning shark harm mitigation strategies, and explaining associations and thinking. The research by Michael Mehmet highlights the importance of listening to communities and carefully planning and adapting policy communication.

The impact is evidenced in a letter from Marcel Green, the Program Leader of Shark Programs DPI Fisheries. He noted that the research has contributed to NSW DPI becoming a global leader in the use of social research to inform and tailor shark mitigation policy to the needs of different beach and ocean users and stakeholders. The ocean is integral to coastal lifestyles and economies, especially in NSW and across Australia, and managing the numerous coastal activities is critical for community and economic wellbeing. To be effective, shark mitigation policy and operations must be evidence-based and informed by understanding the many stakeholder perspectives, which was provided by the research of UOW-CSU. This collaborative research has impacted NSW shark mitigation policy development in many ways. It has contributed to shaping our understanding of the dimensions of community and stakeholder thinking about managing the complex issue of shark mitigation. It has provided detailed evidence of the understanding and attitudes towards an increasing number of mitigation strategies available (drones, SMART drumlines, shark nets, etc), and their strengths and weaknesses in different contexts and scenarios. The most recent study of 25 Coastal Council preferences helped us to understand and differentiate community needs and expectations along the NSW coast. That study underpinned the development of our multipronged $21.4 million 2021/22 Shark Management Program for NSW, the most comprehensive shark mitigation strategy in the world that meets all triple-bottom line objectives of minimising environmental impact, maximising bather safety and maximising economic benefits.

SHARK SMART — NSW SHARK PROGRAM 2022/23

Shark mitigation measures across NSW coastal council areas

- TAGGED SHARK LISTENING STATION
- SMART DRUMLINES
- SHARK TAGGING
- SHARK NETS
- SURF LIFE SAVING NSW DRONE

LGA	Shark Nets	Shark Tagging	SMART Drumlines	Tagged Shark Listening Station
Tweed Shire Council	4		15	1
Byron Shire Council	2			1
Ballina Shire Council	4		20	4
Richmond Valley Council	1		15	1
Clarence Valley Council	1		15	1
Coffs Harbour City Council	1		15	1
Bellingen Shire Council	1			1
Nambucca Shire Council	1			1
Kempsey Shire Council	2			2
Port Macquarie-Hastings Council	2		15	1
MidCoast Council	4		15	3
Port Stephens Council	2			1
City of Newcastle	1	6	12	1
Lake Macquarie City Council	2	4	16	1
Central Coast Council	3	11	32	3
Northern Beaches Council	3	15	30	3
Waverley Council	1	2	6	1
Randwick City Council	1	2	9	1
Sutherland Shire Council	2	6	15	1
Wollongong City Council	2	5	18	2
Shellharbour City Council	1		12	1
Kiama Municipal Council	2		15	1
Shoalhaven City Council	2			2
Eurobodalla Shire Council	3		15	1
Bega Valley Shire Council	2		15	1
Totals	50	51	305	37

sharksmart.nsw.gov.au

NSW GOVERNMENT

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Sustainable Anchoring [MEAP, MEG]

The majority of Australia's trade is borne by sea. Anchoring practices near Australian ports, although regulated, have until recently had a significant and unmitigated environmental impact. In conjunction with the 'Anchors Away' UOW-funded Global Challenge project's fellow members (Emeritus Professor Andy Davis, Professor Warwick Gullett and Professor Clive Schofield).

James Reveley's research has culminated in the Ports Authority of NSW designating eleven anchorages off the Wollongong coast. These designated anchorages have had the effect of dramatically reducing the anchoring footprint in the Port Kembla shipping roadstead. This outcome stems from the Global Challenge team's work, beginning in 2014, to raise industry awareness of anchor scouring of reefs and to develop environmental best practice relating to anchoring activities in order to ensure sound environmental stewardship. The anchorages are now enshrined in legislation. Impact is demonstrated by the adjacent Admiralty chart. One of the research team's research collaborators has overlaid recent anchoring activity (green dots) onto the anchorages, with reefs shown in brown. This anchoring pattern shows the success of the team's efforts to protect the reefs from being scoured by vessels' anchors.

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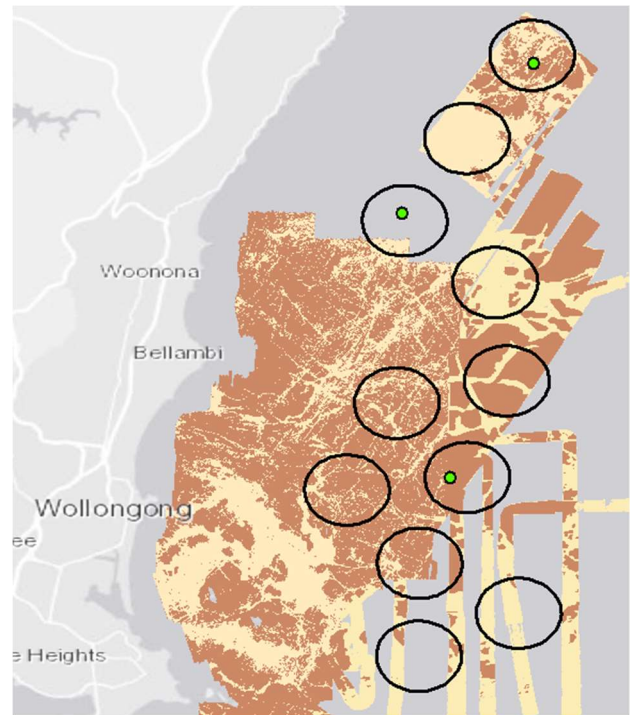
SDG 15 Life on Land

PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS

Jindaola [MEC, MEAP, SRCM]

Jindaola at the University of Wollongong is an educational development grants program facilitated by a local traditional Knowledge Holder and established in consultation with local Aboriginal community. The program engages participants in an Aboriginal way towards achieving Curriculum Reconciliation. Curriculum Reconciliation in a professional learning context describes a process of taking participants on a journey with Country to decolonise thinking and engage participants in the negotiation of authentic knowledge-based relationships between Aboriginal Knowledges and their relevant disciplinary knowledges.

The Financial Times has listed UOW business school in best practice report for incorporating Aboriginal knowledge into curriculum. UOW received a mention for its Jindaola program, which incorporates Aboriginal knowledge and perspectives into the Master of Business Administration curriculum and for its Women in MBA program, which offers 50 scholarships to women. The UOW Sydney Business School worked with Jade Kennedy, a lecturer in Indigenous Knowledges and Jindaola program leader, who helped to embed Aboriginal knowledge into the curriculum. The course introduces "yarning", or dialogue, circles, used for centuries by Indigenous peoples to build respectful relationships and preserve cultural knowledge. In the subject, "Responsible leadership effectiveness", students explore Aboriginal leadership, stakeholder consultation and decision-making.

The image below, by Jade Kennedy, is a symbolic diagram of the Business School Jindaola Way. The Big Bora in the centre represents the School of Business, where important decisions are negotiated and outcomes affecting staff and students. The open spirals represent camp fires around which the Business Jindaola team gather. All of the Business Jindaola stories travelled through each of the camp fires with knowledge being carried along the Jindaola tracks connecting with Faculty and wider UOW staff and students.

During EXPLORE, the Business Jindaola team came together through fortnightly informal gatherings. During yarning at this camp fire knowledge was created, ideas developed and future strategies and protocols began to emerge. We developed our space and understanding of respect, responsibility and reciprocity while ensuring routine, regularity and relevance.

During ENTREPRENUERSHIP, the Business Jindaola team designed, developed and piloted ideas that would become our Jindaola stories. During this camp fire, many questions were asked about what was currently happening in our Faculty, what happened in the past – successes and failures, what do we want to happen moving forward and how do we ensure sustainable long lasting change.

During ENGAGE, the Business Jindaola team built relationships with Aboriginal knowledge holders and other Faculty members also on the Jindaola journey. This included formal gatherings over an 18 month period that allowed us to share our landscape, ways, walk and stories.

During EMBED, our ideas turned into actions and in turn have become our stories. These stories are embedding Aboriginal knowledge in the Business curriculum and are to be celebrated and engaged by others.

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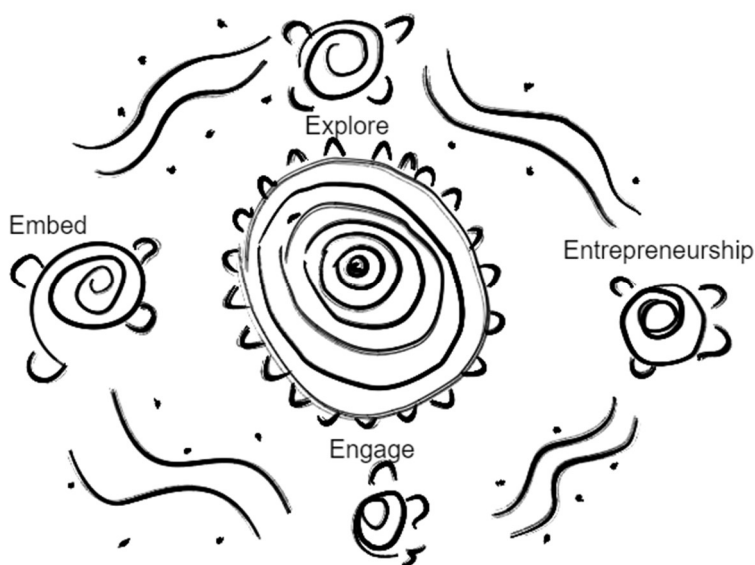
SDG 16 Peace, Justice & Strong Institutions

PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS

Presentation to European Parliament on Regulatory Capture and the Revolving Door
[IR, MEG, MEAP]

Paul Mazzola was invited by Signora Pignedoli, (Member of the European Parliament) and her staff to address members of the European Parliament in Brussels on the issues relating to regulatory capture and the 'revolving door'. This is a global problem requiring political will as we have learned in Australia following The Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry. Paul is looking forward to returning to Brussels later this year to progress the hard work going on to create an independent body to improve the ethical standards of all European governmental agencies.

Paul also recently announced that the Australian Parliament finally passed the Financial Regulator Assessment Authority Bill 2021 on 23 June 2021. The Bill establishes the Financial Regulatory Assessment Authority to assess and report on the effectiveness and capability of APRA and ASIC.

This was personally satisfying as the Bill incorporates important recommendations contained in a paper co-authored by my colleague Dr Andy Schmulow and myself which has been accepted for publication by the Federal Law Review. Our paper argues the necessity for the Authority to avoid 'regulatory capture', so as to avert some of the deficiencies found within APRA and ASIC during the Haynes Royal Commission. Importantly our adopted recommendation to remove from the draft Bill, the power to appoint treasury department appointees to the Authority, is intended to contribute to its independence and enable it to escape direct political interference.

Paul hopes the new Authority can carry out its remit of providing for the independent assessment of APRA's and ASIC's effectiveness and capability, with the credibility of a truly independent institution.

Australasian Accounting Business and Finance Journal's (AABFJ) [IR, MEAP]

AABFJ is a double-blind peer reviewed academic journal with Dr Ciorstan Smark from UOW School of Business Editor-in-Chief. The AABFJ publishes interdisciplinary research which informs a range of business-related fields. These include accounting, finance and financial planning research. AABFJ holds a B ranking on the Australian Business Deans Council (ABDC) journal list. We are open access (we are also on Directory of Open Access Journals) so we are open to all and fee free. This is particularly important to our large readership from Indonesia, Malaysia and India where (of course) some of our readers and authors have access to expensive (often institutional) journal subscriptions, but some do not. I feel that AABFJ really lives out the UOW open access policy. proudest of is our emerging markets, ESG and early career researcher work. In terms of challenges, getting into SCOPUS was a major achievement, plus achieving a Q2 journal rating under SCIMAGO (B under Business Deans' list). AABFJ ranks very well in our category from the pacific region. we do a lot of Indian and Indonesian work, a lot of environmental, social and emerging markets work. Special Issue: Sustainable Accountability, Circular Economy and Corporate Financial Performance, Environmental Social & Governance for Sustainability Conference 2021 and Sustainable Development Goals and Businesses.

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Ciorstan is most proud of the emerging markets, ESG and early career researcher work. She is proud that AABFJ are open access (we are also on Directory of Open Access Journals) so open to all and fee free. This is particularly important to our large readership from Indonesia, Malaysia and India where some of our readers and authors have access to expensive (often institutional) journal subscriptions, but some do not.

Frontier academic research and industrial R&D contribution [IR, MEAP]

Since frontier academic research is often thought to be driven by recognition and promotion rather than commercial values, its real contribution to a country's technological progress is sometimes doubted. Against this scepticism, Thanh Le's paper argues that frontier academic research resembles a public good and creates important scientific foundations for industrial innovation. When diffused to industry, it significantly contributes to the country's technological improvement. Using panel OLS and dynamic panel OLS estimation methods to analyze a dataset of 18 OECD countries during 2003–2017, this paper finds substantial support to this theory. Obtained results indicate that both frontier academic research and industrial R&D are beneficial to a country's technological progress, but a large proportion of the effect of frontier academic research on a country's technological development is transferred through industrial R&D. In countries with relatively abundant industrial R&D, frontier academic knowledge becomes relatively less attractive in production. These results are robust across different estimation methods, regression specifications, and different proxies of frontier academic research and technological progress. They convey important implications for policymakers in designing national strategies towards promoting a nation's long-term technological development.

Le, T., Pham, H., Mai, S., & Vu, N. (2022). Frontier academic research, industrial R&D, and technological progress: the case of OECD countries. Technovation, Vol. 114, Article No. 102436

Financial Crime and Corruption [MEI]

Abdullah Al-Mamun was invited to create a presentation for all National Australia Bank (NAB) employees on 'how to combat financial crime and corruption'. A video interview was made available to 1150 employees working in National Australia Bank under Fraud and Money Laundering department and included in the mandatory watch list for NAB employees.

Extracting transparency: the process of regulating disclosures for the resources industry [IR, MEAP, MEG]

Multinational resource companies (MRCs) are under pressure to become responsible corporate citizens. In particular, stakeholders are demanding more information about the deals these companies negotiate with the host governments of resource-rich nations, and there is general agreement about the need for industry commitment to transparency and the benefits that a mandatory disclosure regime would bring. This paper examines the production of one attempt to regulate disclosures related to payments between MRCs and the governments of nations with resource wealth: Section 1504 of the Dodd–Frank Act. Corinne Cortese and Dr Jane Andrew show how justifications were mobilised by various constituents in an effort to shape the definition of transparency and the regulatory architecture that governs disclosure practices. In this case, the collective recognition of desirability of transparency enabled the SEC to suture together the views of constituents to create a shared understanding of the role of the common good as it relates to transparency.

Cortese, C. and Andrew, J. (2020), "Extracting transparency: the process of regulating disclosures for the resources industry", Accounting, Auditing & Accountability Journal, Vol. 33 No. 2, pp. 472-495

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Online Scams [IR, MEAP]

Aussies lose millions in dodgy online scams

CONSUMER WARNING

BY DESIREE SAVAGE

AUSTRALIANS have been warned that if a sponsored post or a special event infiltrates your Facebook feed and looks too good to be true, it probably is, with a dramatic rise in the number of people losing to online scammers.

A questionable sponsored social media post now targeting Illawarra residents is from the geocache game company Clued Upp, which is luring people to its website to download an app and purchase tickets for an *Alice In Wonderland* experience in Wollongong on August 27.

According to the website, the event has other dates scheduled for different locations around NSW and the world and promises an "immersive outdoor escape-room style experience".

"Your secret starting location will be revealed two weeks prior to your event," it says.

"Scramble across town on foot solving clues and completing challenges against the clock."

Clued Upp boasts being in partnership with large multinational companies like "20th Century Fox" and publisher Penguin Random House - a spokeswoman for the latter confirming to the *Mercury* the Australian and New Zealand arm had no such association.

Meantime, the film company no longer goes by that title since merging with Disney in 2019 and changing its name to 20th Century Studios.

Of the app reviews on both Apple and Google Play store, comments like "poor execution", "dull and time consuming" and "confusing" are common themes - but because the app works to some degree they are unlikely to get any money back.

"It's a bait and switch type of scam," said Shahriar Akter, Associate Professor from the University of Wollongong's Faculty of Business and Law.

"People are getting something, but it's not as promised due to deceptive or misrepresentative advertising."

Professor Akter said there had been a rise in "bait and switch" scams - such as with online shopping - in recent years as companies like PayPal still recognise it as a legitimate purchase and won't refund.

"If a buyer sees something damn cheap, it's being sold at heavily discounted on Facebook, be cautious," Professor Akter said.

In 2021, the Australian Competition and Consumer Commission (ACCC) reported an 84 per cent increase in money lost to online scams, with Australians being rorted out of $323 million compared to $175 million in 2020.

The top three ways people were being duped were by crypto currency and bitcoin, dating and romance scams, and online shopping (including fake Facebook advertisements taking users to a false URL designed to steal information and dollars).

"Online shopping is also losing people heaps of money," Professor Akter said.

"If you order a Christmas tree you will receive a toy Christmas tree instead ... one person ordered a quad bike and they received a toy quad bike in the mail."

If a scam company is based overseas (which many of them are), there's not much retribution, the professor said.

"It's buyer beware."

UOW Vice-Chancellor Award for Global Strategy [MEAP, GRCL]

In 2022, the Business School MBA team received the Vice-Chancellor award for Global Strategy. This award emphasises the strategic importance of our international activities and the significant positive impact these have on our reputation and profile. The award is given to staff who have achieved outstanding success, given exceptional service and/or have demonstrated extraordinary leadership or innovation in their work with a specific emphasis on driving UOW's global strategy and profile will be recognised for their contribution to the university, as part of the VC's awards. The award is an international award recognising our efforts in working closely with colleagues in UOW Dubai.

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Green Gown Awards [MEI, MEC, MEG, MEAP]

In 2022, Belinda Gibbons won the Individual Staff Champion award.

The Green Gown Awards Australasia is the first and only award scheme dedicated to recognising excellence in sustainability within the tertiary education sector in Australasia.

Celebrating their 13th year in 2022, the Awards are considered the most prestigious recognition of sustainability best practice within the tertiary education sector. The Awards provide the sector with benchmarks for excellence and are respected by Government, senior management, academics and students. They continue to recognise institutions, large and small, and reward their sustainability actions and initiatives.

The Australasian awards are administered by Australasian Campuses Towards Sustainability (ACTS) and are a founding partner of the International Green Gown Awards, administered by the EAUC in the United Kingdom.

Australia and New Zealand Quality and Accreditation Network

Australia and New Zealand Quality and Accreditation Network (ANZQAN) is a community of practice network that includes both academic and administrative personnel from both accredited and non-accredited Australian and New Zealand business schools. As a network, members regularly engage with each other via a private 'Google' group email list where they communicate, discuss and debate business school accreditation and quality issues, providing each other with support, feedback and guidance.

In 2022, the School of Business hosted ANZQAN's 15th Annual Meeting that was attended in-person by Deans, Associate Deans, Accreditations Managers, Course Portfolio Officers, and School Managers from over 20 business schools, and virtually by representatives from international accrediting bodies, AACSB and EQUIS. Venkat Yanamandram organized the meeting with topics covereing all things accreditation as well as GRLI/PRME, helping to foster quality improvement in our collective Business Schools.

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FINAL MESSAGE

Associate Professor Belinda Gibbons, PRME Coordinator, School of Business

It has been a privilege to pull together the narratives presented in the UOW PRME Sharing in Progress Report covering the period 2020 – 2022. I have the joy of working and learning from passionate colleagues and game-changing students who are tackling the challenges our world faces through their research and in their teaching and learning experiences.

Collecting data for the Sharing in Progress report took place with colleagues presenting work that reveals what PRME means to them. It has been wonderful to work on this report as a whole School and I look forward to it being shared and instigating future conversations and collaborations.

I stepped down as the Australia and New Zealand PRME Chapter Chair this year after six years leading higher education institutions in our mission to transform management education and develop the responsible decision-makers of tomorrow to advance sustainable development. I continue to sit on the UN PRME Board and enjoy representing our beautiful part of the world. The Asia-Pacific region experience first-hand the effects of weather-related events and we lead many conversations in innovating for a resilient future.

The School of Business at the University of Wollongong would love to collaborate with other colleagues across the globe. Please reach out.

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