

2020 RESEARCH AREAS
AND SUPERVISORS —

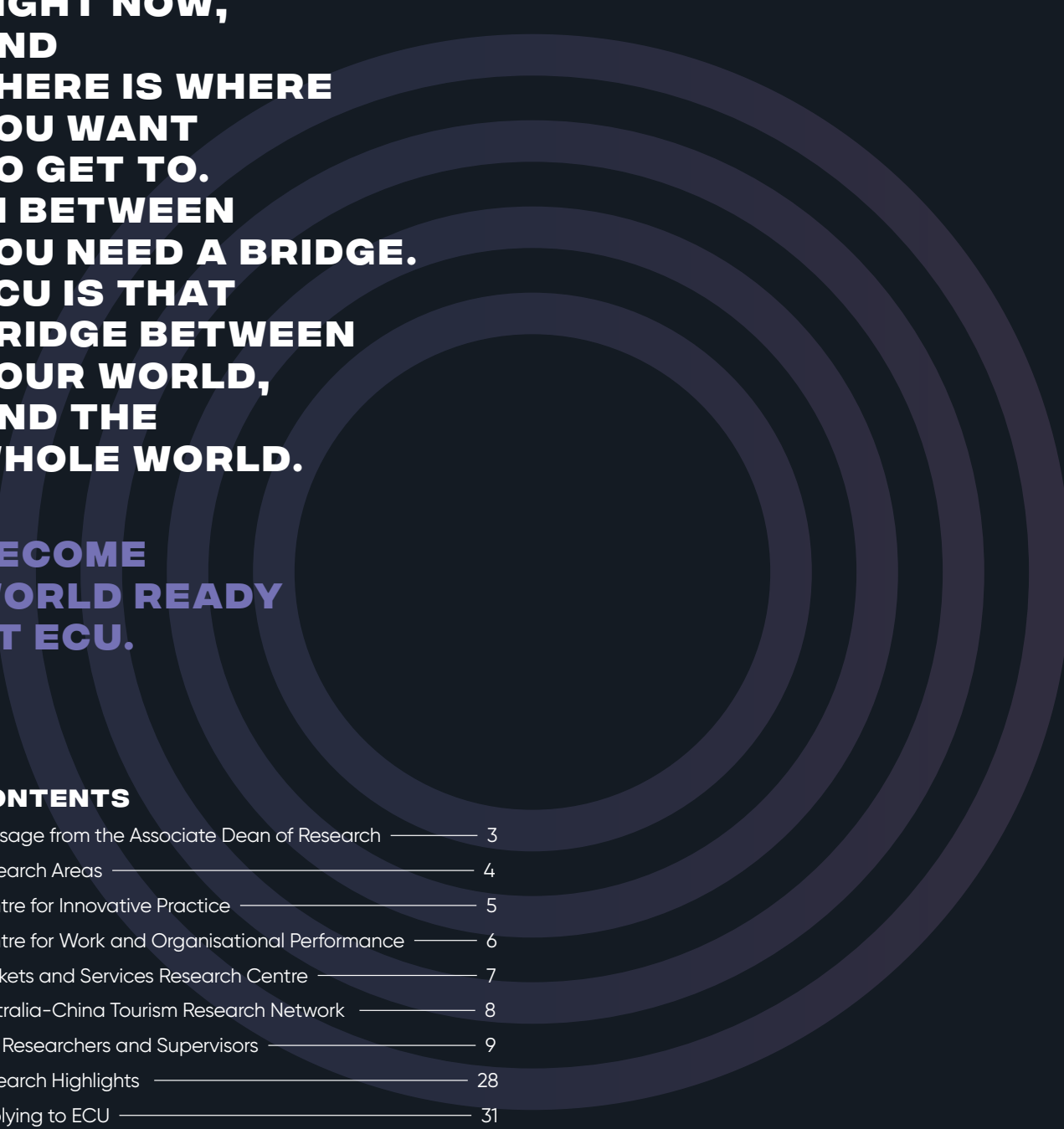


BUSINESS AND LAW



WORLD READY —

2020



**THERE IS
WHERE YOU ARE
RIGHT NOW,
AND
THERE IS WHERE
YOU WANT
TO GET TO.
IN BETWEEN
YOU NEED A BRIDGE.
ECU IS THAT
BRIDGE BETWEEN
YOUR WORLD,
AND THE
WHOLE WORLD.**

**BECOME
WORLD READY
AT ECU.**

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ECU is committed to reconciliation and recognises and respects the significance of Aboriginal and Torres Strait Islander peoples' communities, cultures and histories. ECU acknowledges and respects the Aboriginal and Torres Strait Islander peoples, as the traditional custodians of the land. ECU acknowledges and respects its continuing association with Nyoongar people, the traditional custodians of the land upon which its campuses stand.

MESSAGE FROM THE ASSOCIATE DEAN OF RESEARCH



The School of Business and Law (SBL) is proud of its research achievements and is committed to continuing its high quality and innovative applied research. We actively engage with strategic partners who provide an in-depth understanding of particular issues. This approach has enabled our research academics to contribute unique expertise and research methodology and generate research results that have a meaningful impact on the community.

Our School's research centres produce research outcomes, nurture our research students, and offer specialised research services to specific industries and the community covering a wide range of areas.

For our graduate research students, we offer quality PhD, PhD (Integrated), and Masters by Research courses, in a wide range of disciplines across Business and Law. Our research centres and experienced research supervisors are always supportive in creating an enhanced learning experience for our graduate research students.

I strongly encourage you to explore our programs and discover opportunities available to you.

**ASSOCIATE PROFESSOR HADRIAN G.
DJAJADIKERTA
ASSOCIATE DEAN RESEARCH
SCHOOL OF BUSINESS & LAW**

ECU RESEARCH THEMES & PRIORITY AREAS

Research at ECU is focused on 4 main research themes:

- Health: Prevention, detection and management of disease and injury
- Society and Culture: Impacting and supporting social change through ensuring diversity, creativity, cultural identity, education, personal and organisational success and social justice
- Natural and Built Environments: Understanding, harnessing, building and protecting environments for sustaining people, place and planet
- Securing Digital Futures: Enabling a safe, secure, productive and enterprising digital environment

ECU's research is characterised by its fundamental commitment to the pathway from basic research to translation to innovative implementation (including practice, service delivery, and industry adoption).

ECU's commitment to this research pathway is reflected in its cross-cutting approach to research across each of its research themes and priority areas. These cross-cutting approaches are:

- A strong research–practice interface, including research-led practice and practice-led research, that involves and engages the professions, service-delivery agencies and other end- users (patients, clients, consumers, industry).
- Strengthening the evidence base by responding to the needs of high-end practitioners, policy-makers, guideline developers, activists, companies and governments, thereby ensuring they have access to expert advice and robust data for decision-making.
- Assessment, evaluation, advocacy, policy-making throughout all stages of planning, measurement and monitoring as well as the early stages of innovation.
- Indigeneity and diversity to reach a fuller understanding of aboriginal knowledge, practice, and belief and the diversity of the cultures among which we live and research.

RESEARCH AREAS

Research in the School of Business and Law focuses on areas that could generate engaged and applied research outputs, which are beneficial to a broader community.

The current research within the School covers a broad range of key areas including innovation, work and performance, tourism, human resource management, management, finance, accounting, project management, supply chain management, logistics, entrepreneurship, marketing, business with Asia, and law.



SCHOOL OF BUSINESS AND LAW RESEARCH HUB

The School of Business and Law established the SBL Research Hub in 2016 to accommodate the engagement and the interdisciplinary activities of the School's research.

The Research Hub provides the School with a space devoted to nurturing interdisciplinary research at scale. It houses three research centres: Centre for Innovative Practice (CIP), Centre for Work and Organisational Performance (CWOP), and Markets and Services Research Centre (MASRC), and the research office quarter. It provides access to researchers and HDR students in all disciplines with the opportunity to escape from the silos and collaborate.





CENTRE FOR INNOVATIVE PRACTICE (CIP)

The Centre's research focuses on developing innovative practices across a wide range of professions and organisations within the business and law sectors.

Sectors and research areas include tourism, infrastructure and engineering asset management, transport, logistics, public sector and local government, smart cities and organisational governance, strategy, management and policy.

The theme of the Centre is "Innovative Practice". Professions and organisations need to continually innovate to avoid becoming obsolete. Innovation is typically about creating something new and original that has a significant impact on an organisation and the professions.

Innovation is also about developing new and better services, enhanced operations and management, improved processes and creating novel ways of understanding customers and markets. This broader view of innovation within the professions and organisations is a major focus of the Centre for Innovative Practice.

The Centre draws upon expertise from across the School of Business and Law. Areas of specific interest include but are not limited to networks and innovation, the use of information technology in innovation, personal innovation and its relationship with organisational innovation, innovation in tourism, innovative research processes and corporate social responsibility.

MISSION

- To integrate and develop existing research aligned to innovative practice under one unit.
- To support junior researchers through mentoring and collaborative projects.
- To develop an international network of researchers related to innovative practice.
- Collaborate on external funding opportunities.
- Develop links with organisations and professional bodies.
- Host visiting academics, conferences and research workshops and seminars.
- Involve research students via workshops and seminars.

For more information, visit:

www.ecu.edu.au/schools/business-and-law/research/research-hub-and-research-centres/centre-for-innovative-practice

CONTACT:

Director
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CENTRE FOR WORK AND ORGANISATIONAL PERFORMANCE (CWOP)

The Centre for Work and Organisational Performance (CWOP) brings together a collective of multi-disciplinary research active academics and early career academics in the School of Business and Law.

Membership of CWOP include researchers from the School of Arts and Humanities, the School of Nursing and Midwifery, and the School of Medical and Health Sciences who have an on-going research agenda in various aspects of work (including human resource management and employee relations) and organisational studies (including organisational behaviour, leadership, and industrial-organisational psychology).

CENTRE AIMS AND OBJECTIVES

The aims of CWOP are:

- To develop and enhance research capability in areas aligned with the centre's key strengths;
- To attract domestic and international HDRs in areas aligned with the centre's research strength;
- To build and develop HDR supervision capacity;
- To align research excellence with industry engagement that has impactful, industry-driven relevance;
- To attract external (and internal) competitive research funding schemes;
- To align research with teaching and learning in order to enhance student learning outcomes.

CWOP seeks to:

- Engage with government, industry partners and community groups in research collaboration;
- Co-create and co-develop industry-driven, impactful research projects;
- Attract external research funding and or generate research consultancy;
- Attract high quality domestic and international HDR students (including honours) to pursue projects align to the expertise of members of the cluster;
- Invite high profile scholars to visit ECU and collaborate with other researchers;
- Organise regular research seminars and or research symposium;
- Produce research publications for research scholarship and learning and teaching.

For more information, visit:

www.ecu.edu.au/schools/business-and-law/research/research-hub-and-research-centres/centre-for-work-and-organisational-performance

CONTACT:

Director
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MARKETS AND SERVICES RESEARCH CENTRE (MASRC)

The Markets and Services Research Centre (MASRC) is focused on research in areas of high economic impact with expertise in the services sector, encompassing marketing, tourism and financial markets and services. The Centre provides scope for cross-disciplinary research, both within the School of Business and Law and across or beyond the University, and strives to establish collaborative links with other research centres.

The Centre has three key objectives as outlined in the research operational plan:

- Focus the School's research and depth, and improve standing of research centres.
- Continue to expand our research outcomes by significantly increasing research income and quality publications.
- Attract and retain quality higher degrees by research students.

The Centre strives to foster a research culture by providing a publication review panel, appointing appropriate adjunct/external members, involving key industry leaders in research projects, workshops and hosting industry forums on selected topics, and developing existing industry and professional links.

MASRC is focused on research in the following three areas of high economic impact:

- Financial Markets and Services
- Tourism
- Marketing

For more information, visit:

www.ecu.edu.au/schools/business-and-law/research/research-hub-and-research-centres/markets-and-services-research-centre

CONTACT:

Director
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AUSTRALIA-CHINA TOURISM RESEARCH NETWORK (ACTReNET)

Australia-China Tourism Research Network (ACTReNET) is a virtual international research collaboration platform which brings together researchers in tourism, hospitality, events, leisure and recreation management across Australia and China to collaborate and produce high quality and impactful research outcomes.

ACTReNET is hosted by the School of Business and Law, Edith Cowan University, Australia, and coordinated by Professor Sam Huang (Edith Cowan University, Australia), Associate Professor Ganghua Chen (Sun Yat-sen University, China) and Associate Professor Maoying Wu (Zhejiang University, China). The majority of its members come from universities and research institutions in Australia and China. ACTReNET promotes various types of research collaboration between Australia and China-based researchers, including, but not limited to, joint publications, joint funding applications, joint research conferences, seminars and symposiums, and collaborative industry consultancy.

MISSION

ACTReNET promotes sustaining, ethical and quality research collaborations between Australian and Chinese researchers in the multidisciplinary areas of tourism, hospitality, events, leisure and recreation studies. ACTReNET especially supports mid- and early-career researchers (including PhD students) in Australia and China in their research career development.

For more information, visit:

www.ecu.edu.au/schools/business-and-law/research/research-hub-and-research-centres/australia-china-tourism-research-network-actrenet

CONTACT

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OUR RESEARCHERS AND SUPERVISORS

PROFESSOR MARYAM OMARI

PhD
Executive Dean
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Professor Maryam Omari is the Executive Dean of the School of Business and Law. She is currently a board member of the International Association on Workplace Bullying and Harassment (IAWBH). She has been a past member of the WA Australian Human Resources Institute (AHRI) State Council, the WA representative on the national AHRI Research Advisory Panel (RAP), a board member of the Australia and New Zealand Academy of Management (ANZAM), the Chair of the International Management Stream of (ANZAM) annual conference, and a Judge for the annual Telstra Business and Business Woman of the Year Awards.

Maryam also has 17 years of human resources experience, the last seven at an Executive level as an HR Manager and a member of the State Executive. She has worked in various HR capacities including: training and development, recruitment and selection, coordination of graduate programs, organisational development, program evaluation, project management; and strategic planning. In addition to this, Maryam has significant experience in the design, delivery and evaluation of Executive Education and Management Development programs.

Maryam has taught Human Resource Management, International Business, and Management. She has lived, studied and worked in the Middle East, U.K and U.S.A.

SELECTED PUBLICATIONS

Book Chapters

- Omari, M. & Sharma, M. (2016). In the eye of the beholder: Ethnic culture as a lens. In M. Omari & M. Paull (eds.), *Workplace abuse, incivility and bullying: Methodological and cultural perspectives*. Chapter 4. Routledge (Taylor & Francis Group): Oxon, UK.
- Paull, M. & Omari, M. (2016). Australia: The 'fair go' multicultural continent nation. In M. Omari & M. Paull (eds.), *Workplace abuse, incivility and bullying: Methodological and cultural perspectives*. Chapter 13. Routledge (Taylor & Francis Group): Oxon, UK.

Journal Articles

- Paull, M., Omari, M., D'Cruz, P. & Guneri-Cangarli, B. (2019). Bystanders in workplace bullying: Working university students' perspectives on action versus inaction. *Asia Pacific Journal of Human Resources*
- Omari, M. & Paull, M. (2017). 'Robust performance management' or workplace bullying? Not just the 'what' but the 'how'. *Public Money and Management*, 37(5), 315-316.
- Paull, M. Omari, M. MacCallum, J., Young, S., Walker, G., Holmes, K., Haski-Leventhal, D. & Scott, R. (2017). Matching expectations for successful university student volunteering. *Education and Training*, 59(2), 122-134

GRANTS

- Contractor's commitment towards project success: The role of bullying, The Higher Education Commission, Government of the Islamic Republic of Pakistan, HEC Scholarship, 2018 - 2022, \$76,000.
- Volunteering to Learn: Enhancing learning in the student volunteering experience in Australian Universities, Office for Learning and Teaching, OLT - Innovation and Development Grant, 2013 - 2015, \$26,000.
- Dignity and Respect at Work: An Exploration of Work Behaviours in a Professional Environment, Edith Cowan University, Grant - Faculty Industry Research Collaborative, 2009 - 2010, \$23,500



Research Interests

- Dignity and respect at work
- Workplace bullying
- Wellness at work
- Flexible work practices
- Cross cultural issues at work

PROFESSOR SAM HUANG

PhD

VC Professorial Research Fellow, Director Markets and Services Research Centre

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Professor Sam Huang is a research professor in tourism and services marketing in the School of Business and Law, Edith Cowan University (ECU). Prior to joining ECU, he worked in the School of Management at University of South Australia from 2007 to 2016. Sam obtained his PhD from the School of Hotel and Tourism Management, The Hong Kong Polytechnic University. Before pursuing an academic career, he was a central government official in Beijing working for China National Tourism Administration (CNTA) for 7 years.

Professor Huang is internationally recognized as a prolific tourism researcher and one of the world leading scholars researching China tourism. His publications frequently appear in top tourism, hospitality, and business management journals. Professor Huang is a founding fellow of the International Association for China Tourism Studies (IACTS). He is the founder of the Australia–China Tourism Forum. Professor Huang is a visiting professor to a number of Chinese universities including Sun Yat-sen University and Jinan University in Guangzhou, and Beijing International Studies University in Beijing. Influenced in Mandarin Chinese and with both industry and academic experiences in China, Hong Kong and Australia, Sam is ideally positioned to bridge the tourism academia and industries between China and Australia.

SELECTED PUBLICATIONS

Journal Articles

- Huang, S., & Crotts, J. (2019). Relationships between Hofstede's cultural dimensions and tourist satisfaction: A cross-country cross-sample examination. *Tourism Management*, 72, 232–241.
- Zuo B., Huang, S. (2019). A Structural Change and Productivity Perspective of Tourism's Contribution to Economic Growth: The Case of Zhangjiajie in China. *Journal of Travel Research*. DOI: 10.1177/0047287519841720
- Huang, S., & van der Veen, R. (2019). The moderation of gender and generation in the effects of perceived destination image on tourist attitude and visit intention: A study of potential Chinese visitors to Australia. *Journal of Vacation Marketing*, 25(3), 375–389. DOI: 10.1177/1356766718814077 (ABDC rank: A; SSCI).
- Lu, Y., Chen, G., Huang, S., & Bao, J. (2019). Understanding Chinese tourists' perceptions of Cantonese as a regional dialect. *Tourism Management*, 71, 127–136. (ABDC A*; SSCI).
- Huang S. & Wei X. (2019). Offline versus online travel experience sharing: The national profile of China. *International Journal of Culture, Tourism, and Hospitality Research*, 13(2), 183–189. (ABDC B.). DOI: 10.1108/IJCTHR-05-2018-0058.
- Wei, X., Huang, S., Yap, G., Wu, X. & Taiwan, A. (2018). The influence of national holiday structure on domestic tourism expenditure: Evidence from China. *Tourism Economics*. DOI: 10.1177/1354816618778644 (ABDC: A; SSCI)
- Huang, S. van der Veen, R. & Song Z. (2018). The impact of coping strategies on occupational stress and turnover intentions among hotel employees. *Journal of Hospitality Marketing & Management*. DOI: 10.1080/19368623.2018.1471434 (ABDC: A; SSCI)
- Chen, G. Huang, S., & Hu, X. (2018). Backpacker personal development, generalized self-efficacy and self esteem: Testing a structural model. *Journal of Travel Research*. DOI: 10.1177/004728751876845.

GRANTS

- Modern Chinese culture value structure: A precursor to cross cultural tourist behaviour, The Hong Kong Polytechnic University, 2013–2014.
- Australian residents perceptions of China as a tourist destination, China Tourism Office Sydney, 2010–2011
- Cultural differences in expectations of tour guiding interpretation, Sovereign Hill Museums Association, 2010–11



Research Interests

- Tourism and hospitality marketing
- Hotel management
- Tour guiding
- Chinese tourist behaviour
- China tourism and hospitality issues

PROFESSOR STEPHEN TEO

PhD

Professor of Work and Performance, Associate Dean Management

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Professor Stephen Teo is a Professor of work and performance and has been recently appointed as a professorial research fellow in the School of Business and Law. He was previously Professor of Human Resource Management, School of Management, and the Director, Developing Research Leadership Program, in the College of Business, RMIT University. His research focuses on Strategic HRM (including HR Roles Effectiveness); Change Management; Job Stress and Wellbeing; Negative Workplace Behaviors; and Public Management. He has a preference for quantitative research methods, utilising techniques such as multivariate analyses, structural equations modelling (AMOS, SmartPLS, Mplus), meta-analysis, and multi-level modelling.

SELECTED PUBLICATIONS

Book Chapters

- Nguyen, D., Teo, S., Grover, S., Nguyen, P., (2017), Laissez-faire Leadership Behaviours in the Public Sector in Vietnam. The Palgrave Handbook of Leadership in Transforming Asia, 397-415, UK, Palgrave Macmillan, DOI: 10.1057/978-1-137-57940-9_22.
- Bentley, T., Blackwood, K., Catley, B., O'Driscoll, M., Roche, M., Teo, S., Twiname, L., (2016), The role of human resource practices and other factors influencing the continuing work participation of older workers in New Zealand. The Aging Workforce Handbook: Individual, Organizational, and Societal Challenges, 213-239, London, Emerald Group Publishing, DOI: <http://www.emeraldinsight.com/doi/book/10.1108/9781786354471>.

Journal Articles

- Pick, D., Symons, C., Teo, S., (2017), Chronotopes and timespace contexts: academic identity work revealed in narrative fiction. *Studies in Higher Education*, 42(7), 1174-1193, Oxon, United Kingdom, Routledge, DOI: 10.1080/03075079.2015.1085008.
- Dai, F., Teo, S., Wang, K., (2017), Network Marketing Business and Chinese Ethnicity Immigrants in Australia. *Journal of Small Business Management*, 55(3), 444-459, Hoboken, USA, Wiley-Blackwell Publishing, DOI: 10.1111/jsbm.12244.
- Soo, C., Wei Tian, A., Teo, S., Cordery, J., (2017), Intellectual Capital- Enhancing HR, Absorptive Capacity, and Innovation. *Human Resource Management*, 56(3), 431-454, Hoboken, USA, John Wiley & Sons, DOI: 10.1002/hrm.21783.
- Brunetto, Y., Teo, S., Shacklock, K., Farr-Wharton, R., Shriberg, A., (2017), The impact of supervisor-subordinate relationships and a trainee characteristic upon police officer work outcomes. *Journal of Management and Organization*, 23(3), 423-436, Cambridge, United Kingdom, Cambridge University Press, DOI: 10.1017/jmo.2016.27.
- Nguyen, D., Teo, S., Grover, S., Phong Nguyen, N., (2017), Psychological safety climate and workplace bullying in Vietnam's public sector. *Public Management Review*, 19(10), 1415-1436, Routledge, DOI: 10.1080/14719037.2016.1272712.
- Gardner, D., Bentley, T., Catley, B., Cooper-Thomas, H., O'Driscoll, M., Roche, M., Teo, S., Trenberth, L., (2017), Organisational strategies to manage workplace bullying. *Journal of Health, Safety and Environment*, 33(1), 12pp., Sydney, NSW, CCH Australia.



Research Interests

- Strategic HRM (including HR Roles Effectiveness)
- Change Management
- Job Stress and Wellbeing
- Negative Workplace Behaviors
- Public Management

PROFESSOR KERRY BROWN

PhD, FISEAM

Director, Centre for Innovative Practice

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Kerry Brown is Professor of Employment and Industry in the School of Business and Law, and Director, Centre for Innovative Practice at Edith Cowan University. She is a Program Leader for the Governance and Organisational Planning Program of the Asset Institute (since 2013) and Adjunct Professor, Engineering Faculty, Curtin University. Prof Brown is member of the College of Experts for the Australian Research Council (2017-2019), President-Elect of the Australia and New Zealand Academy of Management and Founding Fellow and Board member of the International Society for Engineering Asset Management. She is a member of ISO Technical Committee TC251 Asset Management and Standards Australia Mirror Committee MB019 Asset Management (since 2010). She has published over 120 articles in scholarly journals and co-authored or co-edited 10 books and is an editorial board member of the International Journal of Small Business and Globalization and the Journal of Change Management. Active in industry-sponsored and industry-engaged applied research, she has been awarded nine Australian Research Council (ARC) grants and many commercial research grants particularly in policy and work organisation; engineering asset management, organisational development and strategy; public and social policy, management and evaluation.

SELECTED PUBLICATIONS

Journal Articles

- Pemsel, S., Wiewiora, A., Muller, R., Aubry, M., and Brown, K. 2014. A Conceptualization of Knowledge Governance in Project-Based Organizations, *International Journal of Project Management*, 32(8):1411-1422.
- Keast, R., Mandell, M., Brown, K. and Woolcock, G. 2004. Network Structures: Working Differently and Changing Expectations, *Public Administration Review*, 64(3): 353-361.
- Townsend, K., Lingard, H., Bradley, L. and Brown, K. 2012. Complicated Working Time Arrangements: Construction Industry Case Study, *Journal of Construction Engineering and Management*, 138(3):443-448.
- Novak, J., Farr-Wharton, B., Brunetto, Y., Shacklock, K. and Brown, K. 2017. Do Effective Workplace Relationships with Management and an Effective Maintenance Culture Affect Organisational Safety Outcomes, *Reliability Engineering & System Safety*, 160: 67-73
- Keast, R. and Brown, K. 2006. Adjusting to new ways of working: Experiments in service delivery in the public sector, *Australian Journal of Public Administration*, 65(4):41-53,
- McDonald, P., Bradley, L. and Brown, K. 2008. Visibility in the workplace: Still an ingredient for career success. *International Journal of Human Resource Management*, 19(2):2198-2215
- Farr-Wharton, B., Brown, K., Keast, R. and Shymko, Y. 2015 Reducing Creative Labour Precarity: Beyond Network Connections, *Management Decision* 53(4): 857-875.

GRANTS

- 2009-2012 \$328,000 ARC Linkage Grant LP0989151, Wilkinson, A., Brown, K., Burgess, J., and Townsend, K., *Managing Productive and Collaborative Relations in Australian Workplaces*, Department of Industrial Relations Qld.
- 2019 \$78,000 Industry Grant, Planning and Transport Research Centre, PATREC Adapting portfolio-wide strategic infrastructure investment planning and management tools, guidelines and frameworks to account for emerging risks: *Strategic Asset Management* K.Brown, H. Djajadikerta, F. Jie (ECU)
- 2017-18 \$220,000 (total) \$55,000 (ECU) Qld Department of Infrastructure, Local Government and Planning, *Strategic Asset Management Planning Framework*, Aurecon & Asset Institute K.Brown, and R.Keast (ECU), N. Mahmood (USQ), J. Mathew (Asset Institute) G. Cade (Aurecon).



Research Interests

- Infrastructure Asset Management, Strategy and Governance
- Human Resource Management
- Project Management
- Public Management
- Change Management

PROFESSOR PETER GALVIN

PhD

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Professor Galvin is the MBA Director at ECU and has previously held positions at other institutions in Australia, as well as the UK and USA. He has graduated over 20 doctoral students as principal supervisor, many of whom have gone on to attain academic positions (including at least three of whom have become full Professors). Professor Galvin is a past Editor-in-Chief of the *Journal of Management & Organization* and a Life Fellow of the Australian and New Zealand Academy of Management. He has experience in supervising student (and his own research) projects featuring both qualitative and quantitative data.

SELECTED PUBLICATIONS

Journal Articles

- Galvin, P. & Morkel, A. (2001). The effect of product modularity on industry structure: the case of the world bicycle industry, *Industry and Innovation*, 8(1): 31-47.
- Galbreath, J. & Galvin, P. (2008). Firm factors, industry structure and performance variation: New empirical evidence to a classical debate, *Journal of Business Research*, 61(2): 109-117.
- Galvin, P. & Tywoniak, S. (2019 – in press). How Organizational Boundary Choices Impact Capability Development, *Construction Management and Economics*. DOI: 10.1080/01446193.2019.1582789
- Rice, J., Liao T., Galvin, P. & Martin, N. (2015) A configuration-based approach to integrating dynamic capabilities and market transformation in small and medium-sized enterprises to achieve firm performance, *International Small Business Journal*, 33:231-253.
- Tywoniak, S., Galvin, P. & Davies, J. (2007). 'New Institutional Economics' contribution to strategic groups analysis, *Managerial and Decision Economics*, 28: 213-228.
- Rice, J. & Galvin, P. (2006). Alliance patterns during industry life cycle emergence, *Technovation*, 26: 384-395.
- Geneste, L.A. & Galvin, P. (2015) Trust and knowledge acquisition by small and medium-sized firms in weak client-firm exchange relationships, *International Small Business Journal*, 33:277-298.
- Fang, H., Rice, J., Galvin, P. & Martin, N. (2014). Openness and appropriation: empirical evidence from Australian businesses, *IEEE Transactions on Engineering Management*, 61:488-498.



Research Interests

- Organisation design
- Dynamic capabilities
- Industry architectures
- Competitive strategy
- Corporate strategy

PROFESSOR ROBERT POWELL

PhD, MComm, BComm, BBus (Hons)
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Robert Powell is Associate Professor of Finance and part of the Markets and Services Research Centre, which focuses on financial, tourism and marketing services. His own research focus is on the development of innovative models for the measurement and prediction of credit and market risk.

SELECTED PUBLICATIONS

Book Chapters

- Allen, D., Powell, R., Singh, AK., (2015), A Critique of Credit Risk Models with Evidence from Mid-Cap Firms. *Quantitative Financial Risk Management: Theory and Practice*, 296-311, Hoboken, John Wiley & Sons, DOI: 10.1002/9781119080305.
- Golab, A., Allen, D., Powell, R., Yap, G., (2014), Volatility and Spillover Effects of Central and Eastern Europe: Impact of EU Enlargement. *Emerging Markets and the Global Economy: A Handbook*, 449-482, Oxford, Kidlington, UK, Elsevier, DOI: 10.1016/B978-0-12-411549-1.00019-3.
- Golab, A., Allen, DE., Powell, R., (2014), Aspects of Volatility and Correlations in European Emerging Economies. *Emerging Markets and Sovereign Risk*, 59-80, London, Palgrave Macmillan, DOI: 10.1057/9781137450661_4.
- Allen, DE., Powell, R., Singh, AK., (2014), Risk Management and Regulation. *Investment Risk Management*, 324-345, New York, Oxford University Press.

Journal Articles

- Powell, R., Vo, DH., Pham, T., (2019), Cattle as a consistently resilient agricultural commodity. *Applied Economics*, in press(online), 1-11, DOI: 10.1080/00036846.2019.1631441.
- Powell, R., Vo, DH., Pham, TN., (2018), Economic Cycles and Downside Commodities Risk. *Applied Economics Letters*, 25(4), 258-263, Oxon, United Kingdom, Routledge, DOI: 10.1080/13504851.2017.1316818.
- Powell, R., Vo, D., Pham, T., (2018), Do Nonparametric Measures of Extreme Equity Risk Change the Parametric Ordinal Ranking? Evidence from Asia. *Risks*, 6(4), article no.121, DOI: 10.3390/risks6040121.
- Golab, A., Jie, F., Powell, R., Zamojska, A., (2018), Cointegration between the European Union and the selected global markets following Sovereign Debt Crisis. *Investment Management and Financial Innovations*, 15(1), 14, Sumy, Ukraine, LLC "CPC "Business Perspectives", DOI: 10.21511/imfi.15(1).2018.05.

GRANTS

- Bank diversification and country-level systemic risk, Vietnam International Education Development of the Ministry of Education and Training, VIED - Scholarship, 2018 - 2021, \$60,000.
- Prediction Models of Corporate Financial Distress in Southeast Asia, Vietnam International Education Development of the Ministry of Education and Training, VIED - Scholarship, 2016 - 2019, \$60,000.
- Understanding the social and economic contributions made by Western Australian leisure centres. , Edith Cowan University, ECU Industry Collaboration Grant - 2017 Open Round, 2018 - 2019, \$101,899.



Research Interests

- Credit Risk
- Market Risk
- Value at Risk
- Conditional Value at Risk
- Banking
- The Global Financial Crisis

PROFESSOR PI-SHEN SEET

PhD

Professor of Entrepreneurship and Innovation

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Pi-Shen is the Professor of Entrepreneurship and Innovation. He is currently conducting research and supervising in the areas of entrepreneurship, innovation, international business and human resource management.

He is currently Deputy Director of the Centre for Work and Organisational Performance (CWOP) and was SBL Director of Accreditation and a member of the school executive from 2017-2018. He has been also a member of the ECU Innovation Steering Committee. He has published widely in aspects of entrepreneurship, innovation and management in the Asia-Pacific. He has led and secured Australian Category 1, 2, 3 and 4 research grants as well as international research funding.

He has previously held positions at Flinders University and the University of Adelaide. A PPE (Philosophy, Politics & Economics) graduate from Oxford University, he completed his PhD at Judge Business School, University of Cambridge. He is visiting scholar at the Nanyang Technopreneurship Centre, Nanyang Technological University (NTU), Singapore.

SELECTED PUBLICATIONS

Books

- Seet, P-S, Jones, J., Spoehr, J., Hordacre, A-L. 2018. *The Fourth Industrial Revolution – Implications of Technological Disruption for Australian VET*. NCVER, Adelaide, SA. (ISBN: 978-1-925717-20-4) [GS cites: 2]

Journal Articles

- Jones, J.*, Seet P-S.*, Acker, T., Whittle, M., 2019 (OnlineFirst). Barriers to Grassroots Innovation: The Phenomenon of Social-Commercial-Cultural Trilemmas in Remote Indigenous Art Centres. *Technological Forecasting and Social Change*. 1-14. DOI: 10.1016/j.techfore.2019.02.003
- Seet P-S.*, Jones, J*, Acker, T., Jogulu, U. 2018 (OnlineFirst). Meaningful Careers in Social Enterprises in Remote Australia: Employment Decisions among Australian Indigenous Art Centre Workers. *International Journal of Human Resource Management*. DOI: /10.1080/09585192.2018.1528556
- Situ H., Tilt C., Seet P-S., 2018 (OnlineFirst). The Influence of the Government on Corporate Environmental Reporting in China: An Authoritarian Capitalism Perspective. *Business and Society*. DOI:10.1177/0007650318789694.
- Ho, N., Seet, P-S., & Jones, J. 2016. Understanding Re-Expatriation Intentions among Overseas Returnee Professionals – An Emerging Economy Perspective. *International Journal of Human Resource Management*. 27(17): 1938–1966. DOI: 10.1080/09585192.2015.1088884.
- Corral de Zubielqui, G., Jones, J., Seet, P.-S., & Lindsay, N. 2015. Knowledge Transfer between Actors in the Innovation System: A Study of Higher Education Institutions (HEIs) and SMEs. *Journal of Business and Industrial Marketing*. 30(3/4): 436-458. DOI: 10.1108/JBIM-07-2013-0152

GRANTS

- 2016-18, NCVER National VET Research Program (AUD 70,195) [Category 1] Project Title: "The Fourth Industrial Revolution – technological disruption implications for Australian VET" CI: Pi-Shen Seet, John Spoehr, Jane Jones
- 2015-16, Australian Cooperative Research Centre (CRC) for Remote Economic Participation (Ninti One) (AUD35,040 and AUD14,580 of in-kind funding) [category 4] Project Title: "Aboriginal and Torres Strait Islander Art Economies – Human Resources in Remote Australian Art Centres" CIs: Mr Tim Acker (Curtin University); Partner Investigators (PIs): Pi-Shen Seet, Dr Jane Jones
- 2012-14 Malaysian Ministry of Education Exploratory Research Grant Scheme (MYR 50,000 or AUD 16,000) Project Title: "Toward an Integrated Model of Silver Entrepreneurship Success: Exploring the Entrepreneurial Factors and the Ecosystem for Productive Aging"



Research Interests

- Entrepreneurship and Innovation
- SMEs and Family Business
- Business in the Asia Pacific and Emerging Economies
- Decision making among managers and professionals
- Disruptive Innovation and the Fourth Industrial Revolution

PROFESSOR ZHAOYONG ZHANG

PhD

Stream Leader, Asian & International Market, Markets and Services Centre

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Professor Zhaoyong Zhang is a Professor of Finance & Economics and Stream Leader of AIM/MASRC in the School of Business & Law. Previously, he was a Professor of Economics & Finance at NUCB in Japan and an Associate Professor at National University of Singapore (NUS). Zhaoyong obtained a PhD in economics at KU Leuven in Belgium. His main research interest focuses on international finance and the Asia-Pacific financial market and integration, and he has published extensively in a wide range of international journals. He served as Guest Editor and edited (co-edited) 7 special issues with journals including North American Journal of Economics & Finance, Papers in Regional Science, Scottish Journal of Political Economy, The World Economy and so on. Zhaoyong held several visiting professors at universities in Australia, China, Japan, Korea, Macau and so on. He received several international competitive research grants and awards, and also held several consulting positions with international institutions.

SELECTED PUBLICATIONS

Book Chapters

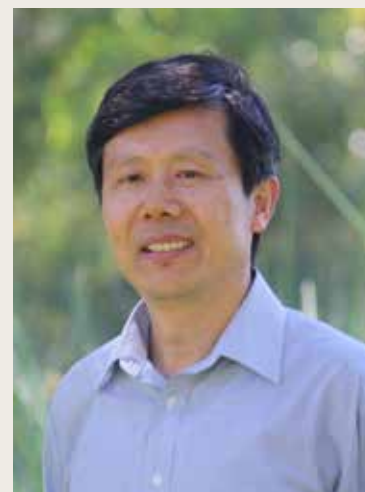
- K.Y. Ho, J.Y. An and Z.Y. Zhang (2019). Size matters after all: evidence from the Chinese stock market. In F. Abraham and Z.Y. Zhang (eds.), *China's Rise and Internationalization: Global and Regional Challenges*. World Scientific Publishing.
- F.M. Qin, T. Xu and Z.Y. Zhang (2016). Economic Cooperation and Interdependence between China and ASEAN: Two to Tango? In Young-Chan Kim (ed.), *Chinese Global Production Networks in ASEAN*. Springer International Publishing, 255-288.
- K.Y. Ho, Y.L. Shi and Z.Y. Zhang (2015). High-Frequency News Flow and States of Asset Volatility. In Greg N. Gregoriou (ed.), *The Handbook of High Frequency Trading*. Elsevier North-Holland, pp. 359-383.

Journal Articles

- L. Barratt-Pugh, F. Zhao, Z.Y. Zhang and S.S. Wang (2019), "Exploring Current Chinese Higher Education Pedagogic Tensions Through an Activity Theory Lens", *Higher Education: The International Journal of Higher Education Research* (Impact Factor: 1.937) (Springer) 77:831-852.
- K.Y. Ho, Y.L. Shi and Z.Y. Zhang (2018), "News and Return Volatility of Chinese Bank Stocks", *International Review of Economics & Finance* (Elsevier), <https://doi.org/10.1016/j.iref.2018.12.003>.
- A.K. Tsui, C.Y. Xu and Z.Y. Zhang (2018), "Macroeconomic forecasting with mixed data sampling frequencies: Evidence from a small open economy", *Journal of Forecasting* (Wiley), 37 (6), 666-675.
- K.Y. Ho, Y.L. Shi and Z.Y. Zhang (2018), "Public Information Arrival, Price Discovery and Dynamic Correlations in the Chinese Renminbi Markets", *The North American Journal of Economics and Finance* (Elsevier), 46, 168-186.
- K.Y. Ho, Y.L. Shi and Z.Y. Zhang (2017), "Does news matter in China's foreign exchange market? Chinese RMB volatility and public information arrivals", *International Review of Economics & Finance* (Elsevier), vol. 52, 302-321.

GRANTS

- The Masayoshi Ohira Memorial Foundation Pacific Basin Academic Grant
- The Japan Society for the Promotion of Science (JSPS) research grant
- The Sumitomo Foundation Research Grant



Research Interests

- Modelling Financial Markets and Integration
- International Finance
- East Asia Monetary Integration
- Internationalization of RMB
- Foreign Exchange Market and Risk

ASSOCIATE PROFESSOR HADRIAN GERI DJAJADIKERTA

PhD, MSc, MBA, CA, CMA, SCPM
Associate Dean Research
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Associate Professor Djajadikerta is the Associate Dean for Research and Associate Professor of Strategic Management Accounting in the School of Business and Law at Edith Cowan University. A chartered and management accountant, and industrial engineer, by training, he has over two decades of research, teaching and leadership in academia, and has previously held academic positions at the University of New South Wales, Lincoln University, and the University of Technology Sydney.

He actively publishes in refereed journals including those ranked A* and Q1. He has supervised numerous PhD students to completion and has received many accolades, including the Vice-Chancellor's Excellence in Research Supervision Award and the Vice-Chancellor's Award for Excellence in Teaching.

He has been a project manager, and a corporate consultant and trainer, for enterprises and governmental departments, in the US and Indonesia. He is the Founding Board Member and Vice President of the ASEAN Chamber of Commerce Inc. and the Vice President of the Indonesia Institute Inc. in Perth. His credentials and extensive international life and work experience have equipped him with high-level expertise in sustainability analysis and reporting, strategic management accounting, management control, performance evaluation, value-chain and cost-benefit analysis, change management, public sector, and balanced scorecard.

SELECTED PUBLICATIONS

Journal Articles

- Djajadikerta, H. G., Mat Roni, S., & Trireksani, T. (2015). Dysfunctional information system behaviors are not all created the same: Challenges to the generalizability of security-based research. *Information & Management*, 52(8), 1012–1024. DOI: 10.1016/j.im.2015.07.008.
- Ong, T., Trireksani, T., & Djajadikerta, H. G. (2016). Hard and soft sustainability disclosures: Australia's resources industry. *Accounting Research Journal*, 29(2), 198–217. DOI: 10.1108/ARJ-03-2015-0030.
- Ong, T., & Djajadikerta, H. G. (2018). Corporate governance and sustainability reporting in the Australian resources industry: An empirical analysis. *Social Responsibility Journal*, Ahead-of-print. DOI: 10.1108/SRJ-06-2018-0135.
- Zhang, J., Djajadikerta, H. G., & Trireksani, T. (2019). Corporate sustainability disclosure's importance in China: Financial analysts' perception. *Social Responsibility Journal*, Ahead-of-print. DOI: 10.1108/SRJ-10-2018-0272
- Trireksani, T., & Djajadikerta, H. G. (2016). Corporate Governance and Environmental Disclosure in the Indonesian Mining Industry. *Australasian Accounting Business and Finance Journal*, 10(1), 18–28. DOI: 10.14453/aabfj.v10i1.3.
- Li, Y., Nie, W., Xiang, D., & Djajadikerta, H. G. (2018). Can banks identify firms' real earnings management? Evidence from China. *Finance Research Letters*, 25(June 2018), 23–29. DOI: 10.1016/j.frl.2017.10.005.
- Zhang, J., Djajadikerta, H. G., & Zhang, Z. (2018). Does sustainability engagement affect stock return volatility? Evidence from the Chinese financial market. *Sustainability*, 10(10), 3361–81. DOI: 10.3390/su10103361.

GRANTS

- Impacts of new leases accounting standard: A comparative study between the airline and retail industries, Accounting and Finance Association of Australia and New Zealand (AFAANZ), 2019 – 2020.
- Preparation and delivery of research reports on social licence for freight rail and diesel locomotive energy optimisation and CO2 reduction, Australasian Centre for Rail Innovation (ACRI), 2019.
- Measuring and forecasting impact of new leases accounting standard on the airline industry, Accounting and Finance Association of Australia and New Zealand (AFAANZ), 2017 – 2018.



Research Interests

- Strategic management accounting
- Sustainability analysis and reporting
- Corporate governance
- Strategic alliances
- Asia and Indonesia

ASSOCIATE PROFESSOR MADELEINE OGILVIE

PhD, MBA

Associate Dean, Teaching & Learning

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Associate Professor Madeline Ogilvie is the Associate Dean (Teaching and Learning) in the School of Business and Law. Madeleine was originally trained as a nurse in Melbourne, going on to work extensively in the pharmaceutical industry in sales, marketing and management roles. Madeleine has also worked as a management consultant specialising in areas of customer service and communication, where she has consulted for both private and government organisations.

SELECTED PUBLICATIONS

Journal Articles

- Ogilvie, M., Ng, D., Xiang, D., Ryan, M., Yong, J., (2017), Using traditional rituals in hospitality to gain value: A study on the impact of Feng Shui. *International Journal of Hospitality Management*, 72(June), 1-9, Oxford UK, Elsevier.
- Ogilvie, M., & Ryan, M. M. (2016). Visual Images as a Data Capture Instrument: Understanding the True Meaning. *World*, 6(1).
- Ogilvie, M. , & Mizerski, K. (2011). Using semiotics in consumer research to understand everyday phenomena. *International Journal of Market Research*, 53(5), 651-668.
- Ryan, M. M., & Ogilvie, M. (2011). Uncovering hidden meanings, values and insights through photos. *e-Journal of Business Research Methods*, 9(1), 25-34.
- Ogilvie, M. , & Ryan, M. M. (2011). Lipstick: More than a Fashion Trend. *Research Journal of Social Science and Management* , 1(6), 117-128.

Conference Publications

- Ogilvie, M., Ng, D., Xiang, D., Ryan, M., Djajadikerta, H., Yong, J., (2017), Feng Shui: Traditional Rituals Impacting Business. Australian and New Zealand Marketing Academy Conference (ANZMAC) Marketing for Impact, 1005-1008, Melbourne, RMIT.
- Meek, S., Ryan, M., Ogilvie, M., Lambert, C., (2016), Online Brand Communities: The Key to making them Succeed. Marketing in a Post- Disciplinary Era, 952-958, Christchurch, New Zealand, University of Canterbury.
- Ryan, M. & Ogilvie, M. (2016). Visual Representations: The truth, the whole truth and nothing but the truth?. In Proceedings of 4th European Business Research Conference. Melbourne, Australia World Business Institute Australia.
- Fanning, S. M., Ogilvie, M. , Ryan, M. M., Mizerski, K. , Maccarthy, M. J., & Cripps, H. D. Photos as mirrors in sport. Paper presented at the ECRM 2011: 10th European Conference on Research Methodology for Business and Management Studies. Caen, France
- Maccarthy, M. J., France, K. E., Fanning, S. M., Ogilvie, M. , & Ryan, M. M. (2011). Appreciating Guns: A Marketers Perspective. Paper presented at the Australian & New Zealand Marketing Academy Conference (ANZMAC). Perth Convention Centre.
- Ryan, M. M., & Ogilvie, M. (2010). Uncovering Hidden Meanings, Values and Insights Through Photos. Proceedings of European Conference on Research Methodology for Business and Management Studies ECRM 2010. (pp. 487-495). Madrid, Spain.



Research Interests

- International education and qualitative research methodologies
- Marketing: with a focus on semiotics, consumer research, new product development and international education

ASSOCIATE PROFESSOR MARIA RYAN

PhD, MBus, BComm
Associate Dean, Business Services
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Maria Ryan is Associate Dean (Business Services), Associate Professor of Marketing, and research member of the Markets and Services Research Centre. Her research and publications are in the areas of consumer behaviour, specialist tourism and environmental impact. Maria has a keen interest in methodological applications and solutions. She has a background in industry working as a Researcher and as a buyer of research for both international (American Express) and national government agencies (ABS).

SELECTED PUBLICATIONS

Journal Articles

- Powell, R., Ryan, M., Lamb, S., (2017), The impact of the mining boom on the dining industry in Western Australia. *Australasian Journal of Regional Studies*, 23(2), 243-260, Darling Heights, Queensland, Regional Science Association.
- Ogilvie, M., Ng, D., Xiang, D., Ryan, M., Yong, J., (2017), Using traditional rituals in hospitality to gain value: A study on the impact of Feng Shui. *International Journal of Hospitality Management*, 72(June), 1-9, Oxford UK, Elsevier.
- Sibson, R., Scherrer, P., Ryan, M., (2017), 'I think it adds value, but I don't use it?': use, perceptions and attitudes of outdoor exercise equipment in an urban public park. *Annals of leisure research*, 21(1), 58-73, Taylor and Francis, DOI: 10.1080/11745398.2017.1290535.
- Darley, T., Lambert, C., Ryan, M., (2017), Grey Nomads? caravanning use of social networking sites. *Journal of Information Technology and Tourism*, 17(4), 379-398, DOI: 10.1007/s40558-017-0091-6.
- Coetzer, A., Ryan, M., Susomrith, P., Suseno, Y., (2017), Challenges in addressing professional competence expectations in human resource management courses. *Asia Pacific Journal of Human Resources*, 55(4), 454-475, John Wiley and Sons Inc., DOI: 10.1111/1744-7941.12123.
- Ogilvie, M., Ryan, M., (2016), Visual Images as a data capture instrument: Understanding the true meaning. *World Journal of Social Sciences*, 6(1), 121-131, Australia, Zant World Press.
- Pearce, J., Ryan, M., Moore, SA., Beckley, LE., (2015), The Effect of Place Attachment on Pro-environment Behavioral Intentions of Visitors to Coastal Natural Area Tourist Destinations. *Journal of Travel Research*, 54(6), 730-743, SAGE Publications, DOI: 10.1177/0047287514533010.
- Marchioro, G., Ryan, M., Perkins, T., (2014), Implementing an interdisciplinary student centric approach to work-integrated learning. *Asia-Pacific Journal of Cooperative Education*, 15(4), 359 - 368, New Zealand Association for Cooperatives Education.
- Pearce, J., Valesini, F.J., Moore, SA., Beckley, LE., Ryan, M., (2013), The Relation Between Place Attachment and Management Preferences of Visitors at Remote Coastal Campsites in Western Australia. *Visitor Studies*, 16(1), 39-58, United States, Routledge, DOI: 10.1080/10645578.2013.768070.
- Pearce, J., Moore, SA., Ryan, M., Beckley, LE., (2013), A Photo-elicitation Approach to Exploring the Place Meanings Ascribed by Campers to the Ningaloo Coastline, North-western Australia. *Australian Geographer*, 44(2), 143-160, Australia, Routledge, DOI: 10.1080/00049182.2013.789591.



Research Interests

- Impact of attachment on consumption behaviour
- Community branding of local produce
- Consumer behaviour
- Place, people and object attachment
- Multivariate analysis, teaching and learning research
- Small business development in rural centres

ASSOCIATE PROFESSOR DENISE GENGATHAREN

PhD

Associate Dean, Commerce

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Associate Professor Denise Gengatharen is the Associate Dean (Commerce) and a Senior Lecturer in the School of Business and Law. Denise is a member of the School of Business and Law Ethics Sub Committee.

Denise has been teaching at ECU since 2000, she has previously worked in the banking industry for a number of years in various management positions. Denise has published in international journals and presented papers at international and national conferences. She is currently on the editorial board of *Electronic Markets - The International Journal on Networked Business*.

SELECTED PUBLICATIONS

Journal Articles

- Standing, S., Standing, C., Love, P., Gengatharen, D., (2017), The multiplicity of organizing visions. *Industrial Marketing Management*, 66(March 2017), 196-204, New York, USA, Elsevier Ltd, DOI: 10.1016/j.indmarman.2017.08.006.
- Standing, C., Standing, S., Gururajan, R., Fulford, R., Gengatharen, D., (2017), Coming to Terms with Knowledge Management in Telehealth. *Systems Research and Behavioral Science*, Article in press(Article in press), p.12, West Sussex, United Kingdom, John Wiley & Sons Ltd., DOI: 10.1002/sres.2443.
- Standing, C., Jackson, D., Larsen, A., Suseno, Y., Fulford, R., Gengatharen, D., (2016), Enhancing individual innovation in organisations: a review of the literature. *International Journal of Innovation and Learning*, 19(1), 44-62, Inderscience Enterprises Ltd., DOI: 10.1504/IJIL.2016.073288.
- Standing, S., Standing, C., Love, P., Gengatharen, D., (2013), How organizing visions influence the adoption and use of reverse auctions. *Electronic Commerce Research*, 13(4), 493-511, New York, Springer, DOI: 10.1007/s10660-013-9133-0.
- Dobson, P., Jackson, P., Gengatharen, D., (2013), Explaining Broadband Adoption In Rural Australia: Modes Of Reflexivity And The Morphogenetic Approach. *MIS Quarterly*, 37(3), 965-992, United States, M I S Research Center.

Conference Publications

- Jackson, P., Dobson, P., Gengatharen, D., (2016), Focusing on non- adopters of broadband: A critical realist perspective. *Proceedings of the 27th Australasian Conference on Information Systems*, 10p., University of Wollongong, University of Wollongong.
- Fahrudi, A., Gengatharen, D., Suseno, Y., (2016), Administrative Innovation in an Australian Public University. *Proceedings of the ECU Business Doctoral and Emerging Scholars Colloquium*, 12-20, Perth, Australia, School of Business & Law, Edith Cowan University.
- Fahrudi, A., Gengatharen, D., Suseno, Y., Standing, C., (2013), Contextual support for innovation in an Australian financial services firm. *The Proceedings of the 6th ISPIM Innovation Symposium*, 15, Finland, LUT Scientific and Expertise Publications.



Research Interests

- Knowledge Management
- Broadband and Regional/ Rural areas
- Innovation

ASSOCIATE PROFESSOR JOSHUA ASTON

PhD

Associate Dean, Law

Email: j.aston@ecu.edu.au

Joshua joined ECU in 2018. In his previous roles he served as the Dean (Students' Welfare), Assistant Professor of Law and Officer on Special Duty to the Vice Chancellor of Gujarat National Law University, India. He has also served as Deputy Director and Assistant Professor of Law at Symbiosis Law School, India.

Joshua holds a PhD in Law from Symbiosis International University, India. He obtained his Master's degree in International Criminal Law from the University of Sussex, Brighton, UK. Joshua is the recipient of Asian Law Institute (ASLI) Fellowship from the National University of Singapore, Singapore, DAAD Scholarship from the University of Cologne, Germany, Israeli Government Scholarship, Chancellors International Scholarship, University of Sussex, Brighton to name a few.

He is a Trustee and Member of the Governing Council of the BPHE Society's Ahmednagar College, Center for Studies in Rural Development, Institute of Social Work and Research and Institute of Management Studies, Maharashtra, India. He is also a member of the Evaluation, Assistance, and Certification (EAC) Committee of the International Association of Law Schools based at Washington DC, USA. He is a member of the Bar Council of Maharashtra and Goa (India).

SELECTED PUBLICATIONS

Books

- Aston, J. (2018) *Acing Internships*. New Delhi, Eastern Book Company.
- Aston, J. (2017). *Contract Law for Managers*. New Delhi, Eastern Book Company.
- Aston, J. (2016). *Trafficking of Women and Children: Article 7 of the Rome Statute*. 1st edn., Oxford University Press
- Aston, J. (ed.) (2016). *Identifying and Comparing the Trends in International Contract Laws and Probing the Critical Issues for Multinational Contracting Parties*. New Delhi. Eastern Book Company.
- Aston, J. (ed.) (2015) *International Contracts, Jurisdictional Issues, and the Global Commercial and Investment Governance*. New Delhi. Eastern Book Company.

Book Chapters

- Aston, J. (2016). *Violence against Women and Gender Justice: A Human Rights Perspective*. *Women Violence and Law: An Intimate Interrogation Open Distance Paradigm*. Calcutta, Netaji Subhash Open University.
- Aston, J. (2016). *Policing in India, Politicization of the Indian Police System and Safeguarding the Human Rights. Terrorism, Its Legal Framework and Beyond*. New Delhi, Manakin Press

Journal Articles

- Yu, C., Wen, J., Goh, E., Aston, J., (2019), "Please help me die": applying self-determination theory to understand suicide travel. *Anotolia*, n/a(n/a), 1-5, DOI: 10.1080/13032917.2019.1642923



Research Interests

- International Human Rights Law
- International Criminal Law
- International Humanitarian Law
- Cyber Law
- Law of Contract

ASSOCIATE PROFESSOR DENISE JACKSON

PhD, PGCE

Director of Work-Integrated Learning

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Associate Professor Denise Jackson is the Director of Work Integrated Learning (WIL) in the School of Business and Law at Edith Cowan University, Western Australia. Denise has received a number of research and teaching and learning awards, most recently a national Citation for Outstanding Contribution to Student Learning. She sits on the National Board and is the State Chair (Western Australia) for the Australian Collaborative Education Network, the professional association for WIL in Australia. She has researched and published extensively in the areas of employability, WIL, graduate employment and underemployment, transition from university to the workplace, career development learning, and professional identity development. Denise has facilitated in Human Resource Management, WIL and in dedicated employability programs in the tertiary sector for a number of years, both in Australia and the UK. Denise is currently supervising a number of external PhD candidates in her research areas.

SELECTED PUBLICATIONS

Journal Articles

- Jackson, D., & Wilton, N. (2016). The development of career management competencies among undergraduates and the role of Work-Integrated Learning. *Teaching in Higher Education*, 21(3), 266-287.
- Jackson, D. (2016). Skill mastery and the formation of graduate identity in Bachelor graduates: Evidence from Australia. *Studies in Higher Education* 41(7), 1313-1332.
- Jackson, D., & Wilton, N. (2017). Perceived employability among undergraduates and the importance of career self-management, work experience and individual characteristics. *Higher Education Research and Development* 36(4), 747-762.
- Jackson, D. (2017). Developing pre-professional identity in undergraduates through work-integrated learning. *Higher Education*, 74(5), 833-853.
- Jackson, D & Collings, D. (2018). The influence of Work-Integrated Learning and paid work during studies on employment and underemployment outcomes among graduates. Empirical evidence from Australia. *Higher Education*, 76(3), 403-425.
- Jackson, D & Bridgstock, R. (2018). Evidencing student success and graduate employability in the contemporary world-of-work: renewing our thinking. *Higher Education Research and Development* 37(5), 984-998.
- Jackson, D. (2018). Evaluating the capabilities associated with professional identity: Comparing the perspectives of work-integrated learning students and their workplace supervisors. *Vocations and Learning*, 12(2), 245-266.
- Jackson, D., & Bridgstock, R. (2019). Evidencing student success and career outcomes among Business and Creative Industries graduates. *Journal of Higher Education Policy and Management*. <https://doi.org/10.1080/1360080X.2019.1646377>.

GRANTS

- ECU Industry Engagement Scheme (2019), Enabling the development of enterprise skills through WIL in co-working spaces, 2019, \$121,453
- Australian Chamber Commerce and Industry (ACCI) grant (2015): Lead researcher in collaboration with UWA, Murdoch University, Curtin University and CCIWA: "Working together to achieve better Work Integrated Learning outcomes: Improving productivity through better employer involvement" - \$75,000
- Graduate Careers Australia (2017), partner with Queensland University of Technology, "Developing Social Network Capabilities for Graduate Employability", \$10860



Research Interests

- Employability
- Graduate employment and underemployment
- Career management and career development learning
- Work-Integrated Learning
- Professional identity

ASSOCIATE PROFESSOR BEN FARR-WHARTON

PhD, BEd, BMusst, Cert IV TA

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Dr Ben Farr-Wharton is the Associate Professor of Management at Edith Cowan University's School of Business and Law. Ben's research centres on the mechanisms by which organizations and managers can improve employee performance through wellbeing and stress reduction. Ben has worked with a number of healthcare (hospital and aged care providers) and public management organizations (police and army), within Australia and abroad.

SELECTED PUBLICATIONS

Journal Articles

- Farr-Wharton, B., Brunetto, Y., Xerri, M., Shriberg, A., Newman, S., Dienger, J. 2019. Work harassment in the UK and USA nursing context. *Journal of Management and Organization*. <https://doi.org/10.1017/jmo.2019.16>.
- Farr-Wharton, B. Farr-Wharton, G., Brunetto, Y., Farr-Wharton, R., Xerri, M., Shriberg, A. 2019. Social Networks, Problem-Solving, Managers: Police Officers in Australia and the USA. *Policing: A Journal of Policy and Practice*: <https://doi.org/10.1093/polic/pay095>. (Q2 in Scimago).
- Xerri, M., Brunetto, Y., Farr-Wharton, B. 2019. Support for aged care workers and quality care in Australia: A case of contract failure? *Australian Journal of Public Administration*. <https://doi.org/10.1111/1467-8500.12379>. (A in ABDC, Q2 in Scimago).
- Farr-Wharton, B., Charles, M., Keast, R., Woolcott, G., Chamberlain, D. (2018). Why lecturers still matter: the impact of lecturer-student exchange on student engagement and intention to leave university prematurely. *Higher Education*, 75(1), 167-185. (A in ABDC, Q1 in Scimago).
- Brunetto, Y., Xerri, M., Farr-Wharton, B., Shacklock, K., Farr-Wharton, R. & Trincherio, E. (2016). Nurse safety outcomes: Old problem, new solution – the differentiating roles of nurses' psychological capital and managerial support. *Journal of Advanced Nursing*, 50(3): 341-359. (A* ERA2013, Q1 in Scimago).
- Farr-Wharton, B. Azzopardi, J. Brunetto, Y. Farr-Wharton, R. (2016). Comparing Malta & USA Police Officer's Individual and Organizational Support on Outcomes. *Public Money and Management*, 36(5): 333-340. (A in ABDC, Q1 in Scimago).
- Farr-Wharton, B. Keast, R. (2015). Scaling-Up Networks for Starving Artists. *Policy & Politics*. 43(3): 425-441. (A in ABDC, Q1 in Scimago).

GRANTS

- Farr-Wharton, B. Brunetto, Y. Xerri, M. (2014-15). The Impact of Supervisors Psychological Capital on the stress and performance of Australian Army Personal. External grant-funded competitive grant awarded by the Armed Forces of Australia Research Fund (Category II). Amount: \$57,000AUD.
- Farr-Wharton, B. Keast, R. Brown, K. (2013-14). Boards for Billions: community surf enterprise development. External grant-funded by the Australia-India Council as part of the Department of Foreign Affairs and Trade, Australia (category II). Amount: \$20,000.
- Dick, T. Cook, S. McClosky, P. Brown, K. Farr-Wharton, B. (2012-13). Songlines: Indigenous Musical Journeys and Nomads Palace. External grant-funded Indigenous Product Development Project under 'Sustainable Tourism Innovation Grants Program (category II). Amount: \$156,000AUD.



Research Interests

- Human Resource Management
- Employee Wellbeing
- Workplace Compassion
- Nursing Management
- Positive Organizational Scholarship

ASSOCIATE PROFESSOR FERRY JIE

PhD, CMILT

Deputy Director, Centre of Innovative Practice

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Ferry Jie graduated with a doctorate from The University of Sydney. His PhD thesis is Supply Chain Analysis in the Australian Beef Industry. He has maintained a high quality of research throughout his academic career including international scholarly leadership in the areas of supply chain management and logistics, including being invited to be keynote speaker and to give public lectures at symposiums and international conferences in Indonesia, Malaysia, Vietnam, China, UK and Australia. From 2013 to 2018, Dr Jie has published 42 refereed journal articles (including ten articles in A/A* Ranked Journal - ABDC Journal Lists) and 24 refereed conference papers. Furthermore, Dr Jie has received research grants/awards to the amount of \$1,304,604.07 between 2010 and 2018. Dr Jie has professional and community engagement activities to contribute significantly to improve the university's reputation through contribution to the wider community.

SELECTED PUBLICATIONS

Journal Articles

- Jie, F., Gengatharen, D., (2019), Australian Food Retail Supply Chain Analysis. *Business Process Management Journal*, 25(2), 271-287, Emerald Publishing Limited, DOI: 10.1108/BPMJ-03-2017-0065.
- Fard, FA., He, J., Ivanov, D., Jie, F., (2019), A Utility Adjusted Newsvendor Model with Stochastic Demand. *International Journal of Production Economics*, 211(May 2019), 154-165, Elsevier B.V, DOI: <https://doi.org/10.1016/j.ijpe.2019.01.018>.
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- Wang, M., Jie, F., (2019), Managing Supply Chain Uncertainty and Risk in the Pharmaceutical Industry. *Health Services Management Research*, 32(3), 22, DOI: <https://doi.org/10.1177/0951484819845305>.
- Mutiara, D., Goh, E., Jie, F., (2019), Moving out of the silo: How service quality innovations can develop customer loyalty in Indonesia's hotels. *Journal of Vacation Marketing*, online(Jan), 1-18, Sage Publishing, DOI: 10.1177/1356766718819658.
- Goh, E., Jie, F., (2019), To waste or not to waste: Exploring motivational factors of Generation Z hospitality employees towards food wastage in the hospitality industry. *International Journal of Hospitality Management*, 80(2019), 126-135, Elsevier B.V, DOI: <https://doi.org/10.1016/j.ijhm.2019.02.005>.
- Thai, V., Jie, F., (2018), The Impact of Total Quality Management and Supply Chain Integration on Firm Performance of Container Shipping Companies in Singapore. *Asia Pacific Journal of Marketing and Logistics*, 30(3), 605-626, United Kingdom, Emerald Publishing Limited, DOI: 10.1108/APJML-09-2017-0202.
- Ewedairo, K., Chettri, P., Jie, F., (2018), Estimating Transportation Network Last-mile Delivery Impedance: A case study of Maribyrnong City in Melbourne. *The International Journal of Logistics Management*, 29(1), 110-130, DOI: 10.1108/IJLM-10-2016-0247.

GRANTS

- RailSmart Wanneroo Planning Support System, Department of Industry, Innovation and Science, Smart Cities and Suburbs Program, 2018 - 2019, \$777,000.
- Planning intermodal and general logistics infrastructure for the future needs of Perth, iMOVE Australia Limited, iMOVE CRC, 2018 - 2019, \$321,200.
- Optimising regional SME resilience and employment workflow by customer-led (DIY) re-engineering of financial planning and advisory services supply chains. , Edith Cowan University, ECU Industry Engagement Grant, 2019 - 2020, \$141,452.



Research Interests

- Supply Chain Management
- Logistics/Transportation Management
- Quality Management; Asset Management
- Operations Management/ Quantitative Management
- Project Management

ASSOCIATE PROFESSOR SANGKYUNG (SEAN) KIM

PhD

Email: s.kim@ecu.edu.au

Dr Sean Kim is Associate Professor of Tourism at the School of Business and Law (SBL), Edith Cowan University (ECU). He is one of the world leading scholars in film tourism studies, and currently working as co-leader for the South Korean Case of European Research Council (ERC) Consolidator Grant Project (2016–2012) on “World of Imagination: A Comparative Study of Film Tourism in India, Brazil, Jamaica, South Korea and the U.K (€1.9 million)”. Prior to joining ECU in 2017, he worked at Sheffield Hallam University (2005–6) and Leeds Metropolitan University (2007–8) in UK, and Flinders University (2009–16) in Australia.

His work is international and interdisciplinary. His research interests stem from five main themes at the boundaries of social psychology, cultural studies, media studies, geography, and tourism management and marketing. The first focuses on the close relationships between tourism and popular culture, with particular attention to tourism and (popular) media, media representation, celebrity cultures, and fan pilgrimage. Specifically, he is an internationally recognised scholar in the field of film tourism. A second theme is centred on the relationship between intangible heritage (e.g. food), identity and tourism. A third area concerns tourist behaviours including experiences, motivations, and emotions. A fourth area relates to research methods in tourism including qualitative, quantitative, mixed, and visual research methods. A fifth theme focuses on tourism and community perspective (e.g. perceptions, attitudes, empowerment, social capital, quality of life). His recent research interests relate to multicultural festival and special event associated with ethnic minorities as well as Cittaslow, community empowerment and quality of life.

SELECTED PUBLICATIONS

Books

- Park, E., Kim, S., & Yeoman, I. (Ed.) (2019). *Food tourism in Asia*. Singapore: Springer.
- Kim, S., & Reijnders, S. (Ed.) (2018). *Film tourism in Asia: Evolution, transformation and trajectory*. Singapore: Springer.

Journal Articles

- Xu, M., Reijnders, S., & Kim, S. (2019). ‘Mingren are the respectable ones’: an analysis of everyday engagements with contemporary celebrity culture in China. *Celebrity Studies*, Article in Press.
- Kim, S.S., Kim, S., & Petrick, J. (2019). Efficacy of film-formulated nostalgia on film tourism. *Journal of Travel Research*, 58(2), 283–297.
- Park, E., & Kim, S. (2018). Are we doing enough for visual research in tourism? The past, present and future of tourism studies using photographic images. *International Journal of Tourism Research*, 20(4), 433–441.
- Ellis, A., Park, E., Kim, S., & Yeoman, I. (2018). What is food tourism? *Tourism Management*. 68(October), 250–263.
- Kim, S. S., & Kim, S. (2018). Perceived values of TV drama, audience involvement and behavioural intention in film tourism. *Journal of Travel & Tourism Marketing*, 35(3), 259–272.
- Fu, Y., Kim, S., & Mao, R. (2017). Crafting collaboration: conflict resolution and community engagement at the Hangzhou Arts and Crafts Museum Cluster. *International Journal of Intangible Heritage*, 12, 60–75.
- Kim, S., & Nam, C. (2016). Hallyu revisited: Challenges and opportunities for the South Korean tourism. *Asia Pacific Journal of Tourism Research*, 21(5), 524–540
- Kim, S., & Ellis, A. (2015). Noodle production and consumption: From agriculture to food tourism in Japan. *Tourism Geographies*, 17(1), 151–167



Research Interests

- Film tourism; tourism and (popular) media
- Visual culture and tourism
- Tourism and creative industries
- Food and tourism; food tourism; gastronomy tourism
- Cultural (tangible and intangible) heritage, representation and identity
- Consumer behaviour and psychology (e.g. social psychology, emotion)
- (Diaspora) community, festivals and tourism
- Special interest tourism
- Cittaslow movement, community engagement and sustainability
- Tourism in Asia
- Research methods (e.g., visual ethnography, mixed methods, qualitative & quantitative methods)

ASSOCIATE PROFESSOR JANICE REDMOND

PhD

Email: j.redmond@ecu.edu.au

Janice is an Associate Professor in the School of Business and Law and has a significant background in the government and education sectors including working in the area of Human Resource Management with responsibility for recruitment and retention, and case management. Janice is a professional member of the Australian Human Resource Institute (AHRI).

Janice is currently involved in a number of collaborative projects related to Small and Medium Enterprises (SMEs) focussed on topics such as preparation for retirement (including superannuation savings); business sustainability; discretionary work effort; and informal training and learning.

Janice is currently co-supervising 5 PhD students on the following topics: Informal learning in SMEs; Governance effectiveness of Boards in the not-for-profit sector; Entrepreneurial exit; Intentions of business visitors; and Improving the ecocentric performance of organisations.

SELECTED PUBLICATIONS

Journal Articles

- Sharafzad, J., & Redmond, J. (2019). Discretionary effort of higher education sector employees: motivators and inhibitors. *Studies in Higher Education Journal*. DOI: 10.1080/03075079.2019.1628200.
- Coetzer, A., Standing, C., Inma, J., Poisat, P., & Redmond, J. (2018). Job embeddedness and employee enactment of innovation-related work behaviours. *International Journal of Manpower*, 39 (2), pp.222-239. [HTTPS://DOI.ORG/10.1108/ijm-04-2016-0095](https://doi.org/10.1108/ijm-04-2016-0095).
- Redmond, J., Walker, E.A., & Hutchinson, J. (2017). Self-employment for women: A good long-term financial strategy? *Equality, Diversity and Inclusion: An International journal*, 36 (4), pp.362-375.
- Millsteed, J., Walker, B., & Redmond, J. Learning Management by self-employed occupational therapists in private practice. *Australian Occupational Therapy Journal* (Accepted 10.8.16).
- Redmond, J. & Walker, B. (2016). The value of energy audits for SMEs: An Australian example. *Energy Efficiency*. 9 (5), 1053-1063.
- Wooltorton, S., Wilkinson, A., Horwitz, P., Bahn, S., Redmond, J., & Dooley, J. (2015). Sustainability and action research in universities: towards knowledge for organisational transformation. *International Journal of Sustainability in Higher Education*, 16(4), 424-439.
- Redmond, J., Walker, B., Parker, C., & Simpson, M. (2014). Australian SMEs Waste to Landfill. *Australasian Journal of Environmental Management*, 21(3), 297-310.
- Parker, C.M., Redmond, J., & Simpson M. (2009). A review of interventions to encourage SMEs to make environmental improvement. *Environment and Planning C: Government and Policy*, 27(2), 279-301.

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- Walker, E.A., Redmond, J.L. & Wooltorton, S. (2011) Sustainable environmental management in Australian small firms. ARC linkage project LP110201001. City of Joondalup and West Coast Institute of Training. Total budget \$210,000.
- Walker, E.A. & Redmond, J.L. 2010 Small business online education. AusIndustry Grant. Total budget \$457,000.
- Redmond, J., Walker, B., Hutchinson, J., Webster, B., Sheridan, A., & Dahle, M. (2016) Retirement intentions and strategies of self-employed small business owner-managers. School of Business & Law Strategic Research Fund Round 2 2016 Grant \$30, 363 (Industry Partners Small Business Development Corporation).



Research Interests

- Small and Medium Enterprises (SMEs)
- Adult Education and Training
- Discretionary work
- Sustainable business

ASSOCIATE PROFESSOR SIMONE SCAGNELLI

PhD

Email: s.scagnelli@ecu.edu.au

Dr. Simone Scagnelli is Associate Professor of Accounting, School of Business and Law. Prior to joining ECU, he was Adjunct Professor of Accounting at ESCP Europe, one of the Top Business Schools in the World, as well as Associate Professor of Business Administration at the University of Torino in Italy. His current research interests include but are not limited to International Financial Reporting, CSR, Sustainability and Transparency disclosure, Innovation Management (Fintech and AI), Sharing Economy and Gig Economy. He has presented at leading international conferences and published in scholarly international journals. His international research partnerships span the countries of Italy, UK, Germany, Russia, Australia and Japan. Dr Scagnelli has supervised several research students to completion at Master and PhD levels. He is a member of the Italian Chamber of Commerce & Industry in Australia – Perth and has developed an extensive experience in the industry and profession. Prior to joining Academia, he was Associate Partner of a leading Italian Law and Accounting firm, providing advisory services for multinational companies in the Automotive, Aerospace and ICT industries.

SELECTED PUBLICATIONS

Books

- Scagnelli S.D., (2017) Information Communication Technology (ICT) and the business enterprise: analysis, valuation and stakeholders' orientation, p. 1-240 , Turin: Giappichelli

Book Chapters

- Ranjbari M., Shams Esfandabadi Z., Scagnelli S.D., (2019) Sharing Economy Risks: Opportunities or Threats for Insurance Companies? A Case Study on the Iranian Insurance Industry, in De Vincentiis P., Culasso F., Cerrato S. A. (Eds), The Future of Risk Management, Volume II – Perspectives on Financial and Corporate Strategies. pp. 343-360, Cham: Palgrave MacMillan.

Journal Articles

- Scagnelli, S.D., Vasile, L., Apostolov, M., (2019), Survival Drivers of Post-Incubated Start-Ups: The Effect of Academic Governance. *International Journal of Innovation Management*, 1-20.
- L. Corazza, M. Cisi, S.D. Scagnelli (2018) – Creation of Shared Value in Action: The Case of a Living Lab Using Transformative Learning, *Journal of Business Ethics Education*, 15, p. 235-258.
- Corazza L., Scagnelli S.D., Mio C. (2017), 'Simulacra and sustainability disclosure: Analysis of the interpretative models of Creating Shared Value', *Corporate Social Responsibility and Environmental Management*, vol. 24, Issue 5, p.414-434.
- Palea V., & Scagnelli S.D. (2016) 'Do earnings reported under IFRS improve the prediction of future Cash Flows? Evidence from European Banks', *Australian Accounting Review*, Vol. 27, Issue 2, p. 129-145.
- Tsunogaya N., Hellmann A. & Scagnelli S.D. (2015) 'Adoption of IFRS in Japan: Challenges and Consequences', *Pacific Accounting Review*, Vol. 27, Issue 1, p. 3-27.
- Armano B. & Scagnelli S.D. (2012) 'Academic entrepreneurs' role in science-based companies', *European Journal of Innovation management*, Vol. 15, Issue 2, p. 192-211.

GRANTS

- \$43 000 (2017) Assessment of innovative Travel Management Systems, Industry research funding AVNI Holding Srl
- \$ 9 200 (2016) "University Social responsibility a cross-cultural analysis of students perception in France, Italy and Russia" University of Torino, International Research Funding Scheme WWS2.
- \$ 11 300 (2015) "The Evolution of internal and external accountability during financial crises" University of Torino Research Funding Scheme.



Research Interests

- Financial and Non-financial reporting
- Accountability issues in Sharing and Gig Economies
- Impact Assessment of Non-Profit and NGOs
- Fintech and Artificial Intelligence
- Transparency reporting (Banking and Extractive industries)

RESEARCH HIGHLIGHTS —



ECU BUSINESS FLASHLIGHT

The ECU Business Flashlight is a regular forum arranged by the School of Business and Law Research Office since 2016 for researchers and practitioners to engage in collaborative dialogue with industry and government on relevant issues in business and management. This forum features keynote and guest presentations from practitioners, the industry and the government, and researchers from the School of Business and Law. The forum also emphasises the dialogue and the networking opportunities for the participants.

Since its launch in 2016, ECU Business Flashlight has invited and hosted presentations from many prominent keynote and guest speakers, such as the Hon. Peter Tinley AM, MLA (Minister for Housing; Veterans Issues; Youth; Asian Engagement), the Hon. Paul Papalia CSC, MLA (Minister for Tourism; Racing and Gaming; Small Business; Defence Issues; Citizenship and Multicultural Interests), the Hon. Bill Johnston MLA (Minister for Mines and Petroleum; Energy; Industrial Relations), Dr Charles Hampden-Turner (a British management philosopher, and Senior Research Associate at the Judge Business School at the University of Cambridge), and Kohen Grogan (Founder of Yappy Group), to name a few.



SCHOOL OF BUSINESS AND LAW PROFESSORIAL RESEARCH TALK

The SBL Professorial Research Talk is an event arranged by School of Business and Law Research Office since 2017 for our Professors and Associate Professors to share their research insights with staff and research students at the School and the University. It also provides an ideal platform to promote our School's research capacity, and to introduce our Professoriates to their fellow academics and the wider community. In each one-hour talk, there will be a presentation by one member of our Professoriates, followed by interactive discussion, and informal chat during refreshments.

Topics at the Professorial Research Talks have included the impact of organisational boundaries upon (re-) building capabilities, dysfunctional information system behaviours, banking, effective supervision, graduate employability, SMEs, supply chain management, human trafficking, mentorship, and film tourism.



EMERGING SCHOLARS IN BUSINESS CONFERENCE

The School of Business and Law Research Office organised this annual conference since 2016. This annual conference provides an opportunity for participating early and mid-career researchers (ECRs) and doctoral students to discuss and share their research ideas and approaches with other researchers and leading academics within the broad field of business.

Parallel tracks based on the topical and/or methodological viewpoint of participants' work are arranged. The Conference provided attendees with the opportunity to discuss their work with the other participants and obtain feedback from advisory experts with diverse perspectives.

CWOP PROJECT: RESPECT, BULLYING, AND PUBLIC SECTOR WORK OUTCOMES IN VIETNAM

Researchers: Professor Stephen Teo and Dr Diep Nguyen

This study examines empirical links between a subordinate's felt recognition respect from his/her supervisor, the subordinate's appraisal respect for that supervisor, and bullying, work engagement, and organisational citizenship behaviour in Vietnam's public sector. Data from 274 employees in six branches of a public sector agency were used to test the hypothesised model. Within Vietnam's public sector, the followers who receive recognition respect from the leaders have greater appraisal respect for their leaders, experience less bullying, and reveal higher work engagement and organisational citizenship behaviour. This study theoretically and empirically contributes to the respect literature developed in the Western context. A paper from this study has been published in *Public Management Review*.

MASRC PROJECT: CHINESE CULTURAL VALUES IN THE TOURISM CONTEXT

Researchers: Professor Sam Huang and Dr Jun Wen

The purpose of this study is to develop a scale measuring Chinese cultural values from the perspective of Chinese tourists. The development of the Chinese cultural values measure in this research project is intended to facilitate investigation of how tourists recognise the importance of relevant Chinese cultural values in the tourism context based on their personal understanding and experiences. The target respondents of the current study are tourists from Mainland China who have travelled either domestically or internationally in the past two years. Findings of this research are expected to generate both theoretical and practical implications for destination industry practitioners and tourism policy makers to better develop their tourism provisions to garner the benefits from the Chinese outbound tourist market.

CIP PROJECT: UNCERTAINTIES OF AUTONOMOUS VEHICLES AS DISRUPTIVE TECHNOLOGY IN TRANSPORT INFRASTRUCTURE PLANNING AND POLICY

Researchers: Professor Kerry Brown, Associate Professor Ferry Jie and Associate Professor Hadrian Djajadikerta

Governments are responsible for ensuring public funds are invested wisely for the benefit of society amid volatile conditions. Considering the impacts and uncertainties of changing technologies on the decision-making process is crucial in public investment planning. For transport planners and government transport agencies, emerging technologies such as autonomous vehicles (AVs) challenge the conventional transportation planning decision-making, both for long-term and short-term planning. This study aims to investigate the potential impacts and implications of the uncertainties of disruptive technologies in transport infrastructure, planning and policy. This study provides a conceptual framework for resolving these uncertainties allied with AVs as disruptive technology in transport infrastructure planning and policy.



APPLYING TO ECU

Getting ready to apply for a research degree can seem quite daunting so we've laid out the following process to assist you. We recommend that you complete your application four to six weeks prior to any deadline. An incomplete application will result in delays, which means you could potentially miss deadlines, so make sure that your application is complete before submitting it.

CHECK YOUR DATES

Masters by Research courses and the Integrated PhD have a specific start date and application deadlines. However, applications for the standard PhD are open all year round. Keep in mind that ECU's Research Scholarships also have opening and closing dates. If you are interested in applying for a scholarship, visit the Scholarships website: ecu.edu.au/scholarships

KNOW YOUR TOPIC

You will need to prepare a 300-word abstract and a two-page proposal on your topic. Your initial abstract and proposal will tell us about you, including how much you know about ECU, research in your area of study, how passionate you are about your subject, and how familiar you are with the prospective supervisors within the schools.

PREPARE YOUR DOCUMENTS

In addition to your abstract and proposal, you will need to submit the following:

- Academic certificate transcripts (secondary and/or tertiary studies) in both the original language and official certified English translation (if applicable)
- English proficiency test scores
- Copy of passport photo page (if applicable)
- Résumé/Curriculum vitae (if applicable)
- Work reference (if applicable)
- Marriage or name change certificate (if applicable)
- Copies of your Honours or Masters Thesis, as well as any publications you have produced

APPLY DIRECTLY TO ECU OR THROUGH AN AGENT

Visit the Application Portal: apply.ecu.edu.au to apply for your course, including uploading your documents. You can also track the progress of your application here.

Please note that ECU requires certain nationalities to apply via an authorised agent. Visit ecu.edu.au/future-students/applying/find-an-authorised-agent to find an agent near you.

RECEIVE OUR INITIAL ASSESSMENT

The initial assessment will take into account your qualifications, topic, abstract and proposal to ensure it is closely aligned with our areas of research focus, and that we have supervisors in your research area. This can take four to six weeks, depending on academic availability. Please note that during December and January this process may take longer.

We will communicate with you via email, so it is important for you to check your email regularly to ensure there are no delays with your application.

PROGRESS YOUR APPLICATION

If your application satisfies all our criteria, it will be progressed for further assessment. At this stage your qualifications will be verified and a research supervisor will be assigned to you. Processing time for the assessment of your application will vary based on academic availability.

OUTCOME OF YOUR APPLICATION

You will be advised of the outcome of your application via email. If you are successful, you will receive an offer to commence your studies at ECU.

ACCEPT YOUR OFFER

Your offer letter will contain specific instructions as to how to accept your offer via our online system.

If you have questions about your application, contact Admissions: HDR.enquiries@ecu.edu.au

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