UNSW
CANBERRA

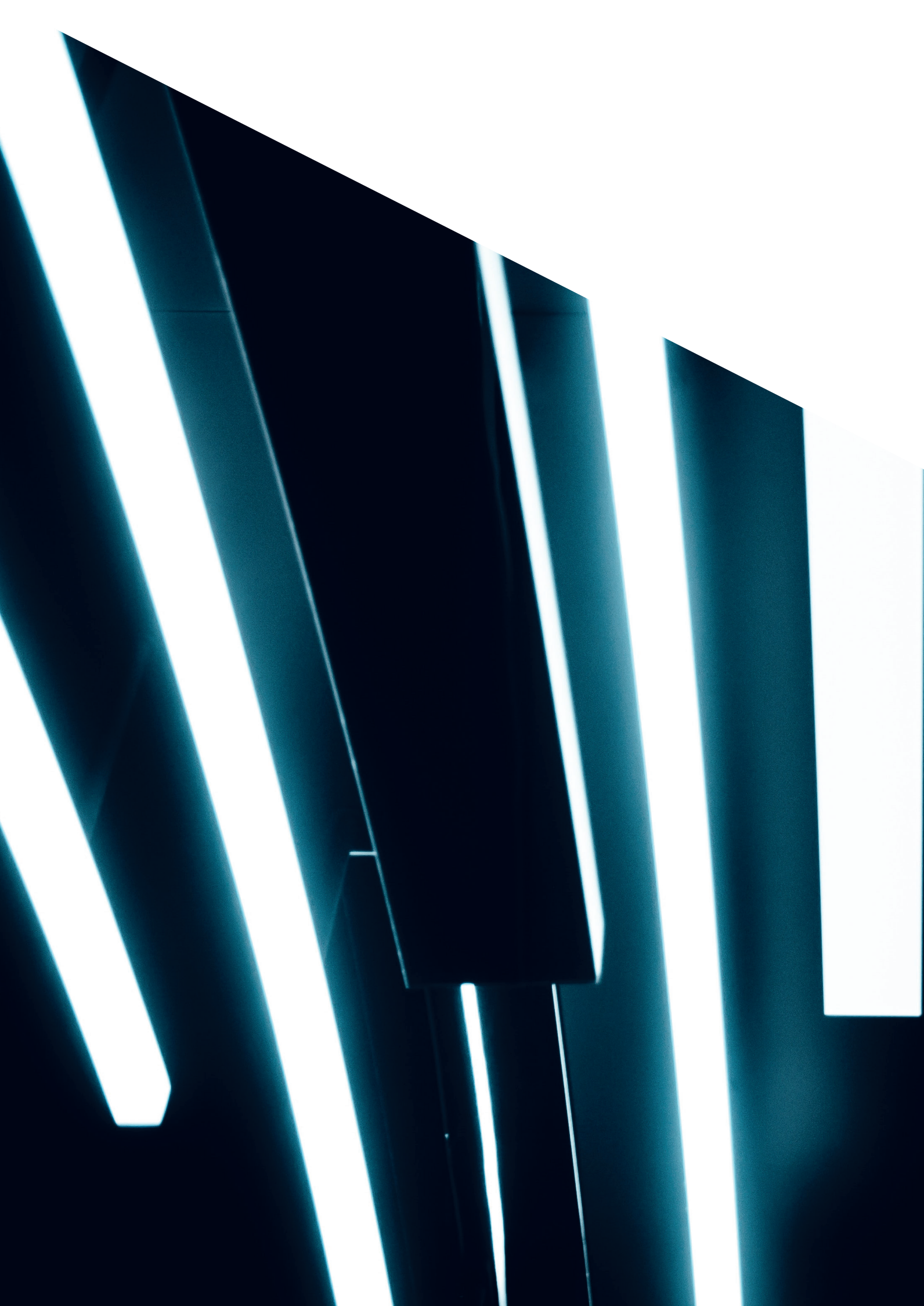
Sharing Research for Business Excellence

School of Business Research Showcase – Program

4:30pm – 6:00pm
27th October, 2022
National Museum of Australia

Lucky door prize sponsored by

CHARTERED ACCOUNTANTS
AUSTRALIA + NEW ZEALAND



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About Us

UNSW Canberra School of Business

The School of Business, UNSW Canberra, is an internationally accredited business school with a strong research focus in the areas of governance, strategic decision-making, policy implementation and management, logistics, diversity, and business systems modelling. Our interdisciplinary research approach is essential for the study of business issues in a changing and uncertain world. It draws together the diverse backgrounds of our academics, many of whom have achieved international recognition for their research in economics, logistics, leadership, public policy, public-sector management, biodiversity, accounting, finance, data analysis, human resources, work health and safety and project management.

Their expertise informs our key research areas: Public Service Management, Sustainment & Network Collaboration, Diversity, Korean Studies, and Industrial Relations.

Professor Deborah Blackman

Head of School

Deborah Blackman is a member of the Public Service Research Group in the School of Business, and Head of School at UNSW, Canberra. Her research interests include Public Sector Policy Implementation, Systems Level Change, Employee Performance Management, Organisational Learning and Organisational Effectiveness. Deborah researches knowledge transfer in a range of applied, real world contexts. Her primary interest is using philosophical and systems explanations to understand why things do not work when theory implies that they should. Current research projects include: new ways of working; identifying and mapping hidden value in a system; the value of secondments; and understanding the impact of system complexity on effective long-term crisis recovery. She recently co-edited the *Handbook on Performance Management in the Public Sector*, published by Edward Elgar.

Associate Professor Sharron O'Neill

Deputy Head of School (Research);
Director, Public Service Research Group

A/Prof Sharron O'Neill is Deputy Head of School (Research), Director PSRG and Associate Professor of Accounting in the School of Business at UNSW, Canberra. Sharron's research examines the design, measurement and reporting of performance measures for operational decision-making, governance and accountability. She has particular expertise in non-financial indicators of work health and safety (WHS) and advises government, investors and industry (executives and Boards) on WHS performance measurement and reporting. Sharron leads collaborative research projects that bring the accounting and safety professions together with industry, government and academia and has been chief investigator on funded research projects totalling over $1,417,000. Her research findings are disseminated via leading academic journals such as *Safety Science and Accounting, Auditing & Accountability Journal*, industry research reports, media and invited keynote and conference presentations at academic and industry conferences in Australian and Internationally.

UNSW CANBERRA
School of Business

About our partners and collaborators

The Public Service Research Group (PSRG)

The PSRG partners with organisational clients to produce new insights into effective public service implementation and evaluation. The PSRG specialise in Public Service Management research, working alongside public service organisations to produce new insights in areas spanning Capability, Ethics, Inclusion and Complex Systems.

Public Service Research Group

Korea Research Initiatives (KRI)

The Korea Research Initiatives at the University of New South Wales began its operation as the Korea-Australasia Research Centre (KAReC) in June 2000. KRI conducts research projects in all areas of Korean Studies with specialisations within Political Studies, Economics, Sociology, Cultural Studies, Language and History. Within its disciplinary specialisations, KRI specifically identified four key inter-disciplinary research areas in Politics and Public Administration; Economic Development and International Business; Society, Culture and Cultural Industries; and Korean Language Education and Linguistics.

KRI
Korea Research Initiatives

Industrial Relations Research Group (IRRG)

The Industrial Relations Research Group (IRRG) is a grouping of scholars, associates and visiting researchers from inside and outside UNSW, who collaborate to generate, conduct and publicise research that promotes innovative and ethical practices in workplaces, and contributes to effective regulation of labour standards.

UNSW CANBERRA | Industrial Relations Research Group

Academy of Adaptive Leadership

Looking for effective new approaches to tackle unknown, rapidly changing, systemic or tough challenges and thrive? The Academy of Adaptive Leadership at UNSW is an exciting new initiative created through the powerful collaboration of UNSW Canberra and AGSM. The Academy features the best of international and local adaptive leadership scholars and practitioners to make progress on the challenges and opportunities of all sectors of contemporary society. The Academy partners with Harvard Kennedy School founders of adaptive leadership, Ron Heifetz, Marty Linsky and Farayi Chipungu and the Kansas Leadership Center, alongside Adaptive Leadership Australia and renowned Australian contributors to the Harvard faculty team and founders of the Australian Adaptive Leadership Institute, Maxime Fern and Dr Michael Johnstone. The Academy offers the competitive edge of unique wraparound research, education and application services that positively advance the impact of adaptive leadership across the Indo-Pacific region.

Based in Sydney Australia, **AGSM UNSW Business School** has more than 40 years of leadership experience across Australia. AGSM offer Short Courses designed and facilitated by industry thought leaders and faculty to build individual and organisational capability. Combining the latest thinking and best practice within an outcome-focused problem-solving environment. AGSM students also have access to a rich global network of over 17,000 AGSM alumni who are recognised international business leaders in their industries.

UNSW Business School

AGSM

Capability Systems Centre

Capability Systems Centre aspires to be a world-leading academic centre and trusted partner for Government and Industry in the area of Capability development, including all aspects related to Capability lifecycle (design, acquisition, sustainment), and optimized towards critical and high-investment public policy areas (including Defence, national security, emerging technologies, and critical supply chains).

The Centre's values include:

- Excellence: striving for exceptional outcomes in all what we do
- Integrity: always doing the right thing
- Better together: connecting locally and globally with our partners, stakeholders, colleagues, and community to achieve better outcomes

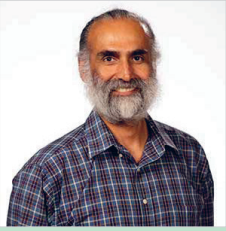
UNSW Capability Systems Centre

Program

4.30pm	**Venue open for guest arrival**
4.45–4.50pm	**Welcome and introduction speeches** – **Professor Harvinder Sidhu**, Deputy Rector – **Associate Professor Sharron O'Neill**, Deputy Head of School (Research)
4.50–5.05pm	**Research pitches (presenters in bold)** - Projects incorporating the process of **strategic decision-making and governance** in the context of public service, organisational challenges and global challenges, and addressing the issues of capability, leadership, measurement, inclusion and risk: **Dr Katie Moon**, Dr Dru Marsh, Dr Christopher Cvitanovic (ANU) - *Finding new solutions by examining social constructs* **Associate Professor James Connor and Dr Vanessa McDermott** - *Passionate projects: practitioner reflections on emotion management* **Mr Hamed Aboutorab**, Associate Professor Omar Hussain, Dr Morteza Saberi (UTS), Associate Professor Daniel Prior, and Professor Farookh Hussain (UTS) - *A reinforcement learning-based framework for disruption risk identification in supply chains* **Professor Catherine Althaus** - *Reimagining Weberian Bureaucracy: Integrating western impersonalism with Indigenous relationality* **Dr Fiona Buick, Dr Hasan Turan**, Associate Professor Sondoss El Sawah and Professor Deborah Blackman - *Leveraging Artificial Intelligence for workforce planning and management in the Australian Army: from recruitment to career progression* **Dr Shibaab Rahman**, Professor Catherine Althaus, Dr Samantha Johnson, Professor Deborah Blackman and Mr Maxwell Rixe - *Academy of Adaptive Leadership*
5.05–5.20pm	**Networking**
5.20–5.25pm	**Guest speaker address** – **Mr David Jukes**, General Manager, Public Sector Segment at Chartered Accountants ANZ
5.25–5.35pm	**Research pitches (presenters in bold)** - Projects addressing the process of **policy implementation and evaluation** in the context of public service, organisational challenges and global challenges, and addressing the issues of inclusion, systems, diversity and risk: **Associate Professor Sue Williamson** - *Hybrid Working and Gender Equality in 'COVID-normal' times* **Ms Hang Bui**, Associate Professor Omar Hussain, Associate Professor Daniel Prior, Professor Farookh Hussain (UTS) and Dr. Morteza Saberi (UTS) - *Proof of Earnestness (PoE) in Blockchain application in Supply chain risk management* **Associate Professor Twan Huybers**, Ms Bronwyn Greene and Dr Ted Rohr - *Academic research integrity: Exploring researchers' perceptions of responsibilities and enablers* **Professor Helen Dickinson** - *Vaccine hesitancy in disability support workers*
5.35–5.55pm	**Networking**
5.55–6.00pm	**Lucky door prize draw** and event wrap up – **Professor Deborah Blackman**, Head of School

Biographies

Guest Speakers



Professor Harvinder Sidhu

Deputy Rector, UNSW Canberra

Professor Harvinder Sidhu is the Deputy Rector and a Professor at UNSW Canberra at ADFA. Prof Sidhu has authored more than 190 research articles, predominantly in the field of Applied and Industrial Mathematics.

He has received numerous competitive grants and several awards for his excellence in research and teaching. These include the J.H. Michell Medal from the Australian and New Zealand Industrial and Applied Mathematics division of the Australian Mathematical Society, as well as the UNSW Canberra Rector's Award for Teaching Excellence.

When fulfilling the Deputy Rector role, Prof Sidhu was also Research Leader of the Applied and Industrial Mathematics (AIM) Group in the School of Science.

His previous leadership roles at UNSW Canberra at ADFA include Associate Dean (Education) and Deputy Head (Education) of the School of Science.

Mr David Jukes

General Manager, Public Sector Segment at Chartered Accountants ANZ

David is the Australian and New Zealand General Manager for the Public Sector for Chartered Accountants Australia and New Zealand. David has held Senior Account Management roles within the Finance sector for the past ten years, specifically focusing on servicing and supporting the Public Sector.

David is passionate about driving senior stakeholder relationships within public sector to assist their teams is delivering quality professional and personal development, ensuring their strategic goals are met.

Biographies

Pitches

Mr Hamed Aboutorab

Hamed is a PhD candidate at the School of Business, UNSW Canberra. His PhD research focuses on the design and development of intelligent supply chain risk management models by employing advanced Artificial Intelligence techniques. He has a Bachelor of Industrial Engineering (Honours) and a Master of Business Administration. Prior to starting his PhD, Hamed had worked as a research assistant at a couple of universities overseas and recently has started collaborating with the University of Bonn and the University of Technology Sydney on a research grant funded by the Australia-Germany Joint Research Cooperation Scheme (Universities Australia and DAAD Germany).

Professor Catherine Althaus

Catherine Althaus is ANZSOG Deputy Dean (Teaching and Learning) and the ANZSOG Chair of Public Service Leadership and Reform at the University of New South Wales in Canberra. She has a passion for creatively serving the public interest as a practitioner-academic. Her academic training is in economics and politics and public policy, and research activities include: Indigenous public administration and leadership; Adaptive leadership; the policy process including particular dimensions of policymaking including analysis, design, implementation and evaluation; Cultural competency and confidence; Public sector capability assessment; Public sector and community leadership; Place-based policymaking; Public sector risk analysis and management; Representative bureaucracy.

Ms Hang Bui

Hang Thanh Bui is a third-year PhD student in the School of Business, UNSW Canberra. She has 5 years of experience in project development focused on market research, business modelling, supply chain management and innovation. She was featured in the newsletter for Italy's Ministry of Foreign Affairs as one of the top two excellent scholars with a successful business model in collaboration with Botta Packaging in Milan, Italy. In 2020, she was selected as one of the Top 30 Rising Stars in European packaging innovation for the 30 Under 30 Awards. In 2022, she received three awards for 3-minute-thesis pitching. She has received ResTech Cloud grant $12000 to deploy her research in Amazon Web Services. During her PhD candidature, since 2020, she has published two papers and two papers under submission.

Dr Fiona Buick

Dr Fiona Buick is a Senior Lecturer in the School of Business at UNSW Canberra. Fiona's research focus is on the role of organisational culture, strategic human resource management and human resource management in enabling group and organizational effectiveness within the public sector. She also focuses on the dynamics involved in structural change and intra- and inter-organisational joining-up, highlighting tensions between informal and formal institutional practices. Fiona holds a Doctor of Philosophy (PhD) in Management, Masters of Human Resource Management, Graduate Diploma in Employment Relations and a Bachelor of Applied Psychology, all from the University of Canberra. Prior to commencing her PhD, Fiona worked as a human resource practitioner in the Australian Public Service and Commonwealth Scientific and Industrial Research Organisation.

Associate Professor James Connor

Associate Professor James Connor Research Project Coordinator (CDF, Honours and PG) and Academic in the School of Business at UNSW Canberra. A/Prof Connor is a sociologist who specialises in understanding the intersection of culture, social action and change. His military and sport research centres on understanding cultural influences on negative behaviours, and consequently, how these might be changed. His work on the military includes the ARC DP "Institutional Abuse and Organisational Reform in the ADF" (with A/Prof Wadham, $127k). Recent publications in Armed Forces and Society – "The Military Scandal: Its Definition, Dynamics, and Significance" (2019) and "Military Loyalty as a Moral Emotion" (2019).

Professor Helen Dickinson

Helen Dickinson is Professor of Public Service Research in the Public Service Research Group at the School of Business, University of New South Wales, Canberra. Her expertise is in public services, particularly in relation to topics such as governance, policy implementation and stewardship of 4th industrial revolution technologies. Helen has published nineteen books and over one hundred peer-reviewed journal articles on these topics and is also a frequent commentator within the mainstream media. She is co-editor of the Journal of Health, Organization and Management. Helen is also a board member of the Consumer Policy Research Centre. In 2015 Helen was made a Victorian Fellow of the Institute of Public Administration Australia and in 2019 awarded a Fellow of the Academy of Social Sciences. In 2021 Helen was named one of Apolitical's 100 most influential academics in government. She has worked with a range of different levels of government, community organisations and private organisations in Australia, UK, New Zealand and Europe on research and consultancy programmes.

Associate Professor Twan Huybers

Twan Huybers (PhD) is Associate Professor in the School of Business at UNSW Canberra. He is an economist, and his research interest is broadly in the area of decision-making analysis including the study of individuals' choices and preferences. His work has focused mainly on the application of choice experiments and choice modelling approaches in a broad range of decision contexts. This includes the application of choice experimental methods to tourist destination choices, household discretionary expenditure decisions, athletes' decisions on the use of performance enhancing drugs, student evaluations of university teaching, and issues regarding academic (research) integrity. His wide-ranging research has been published in (international) journals including *Journal of Travel Research, Environmental and Resource Economics, Journal of Sport Management, Assessment and Evaluation in Higher Education, Accountability in Research, and Higher Education Research and Development*.

Dr Vanessa McDermott

Dr Vanessa McDermott is a Senior Lecturer in the School of Business at UNSW, Canberra. Dr McDermott is a sociologist who critically assesses governance and regulation and the diversion of risk, or 'risk shifting,' and the impact of this for worker, public and community safety. Her research reveals that there are public safety implications when risk-oriented regulatory frameworks, with different and sometimes competing objectives conceptualise risk in different ways. Vanessa takes an innovative approach to show that risk-driven regulatory responses affect worker safety in a range of contexts, and has explored this issue in civil construction and anti- doping policies in elite sport.

Biographies

Pitches

Dr Katie Moon

Dr Katie Moon is HDR Coordinator and Senior Lecturer in the School of Business at UNSW, Canberra. Katie researches human thinking, behaviour and decision-making with a goal to improve the health and (e)quality of socioecological systems. She focuses on combining methods in novel ways to provide new insights into the human dimensions of ecosystem conservation. She seeks to mainstream onto-epistemology within conservation policy and practice to improve inclusivity. She focuses on areas of environmental stewardship, property rights and biodiversity conservation.

Dr Shibaab Rahman

Shibaab is a lecturer at the University of New South Wales (UNSW) Canberra. His research interests lie at the intersection of public administration and organisation theory. He is interested in understanding the impact of social embeddedness on human behaviour and how it pertains to organisational stability, change, administrative decision making, leadership, policy implementation and general organisation of public management systems. He is also interested in exploring the micro-foundations or micro-level practices that underlie the aforementioned areas of concern, for example, the social embeddedness of individuals and their involvement in administrative work, the shaping of individual identity, and more recently, the role of emotions in shaping human behaviour. Much of Shibaab's work is guided by institutionalist approaches, in particular the institutional logic framework where he seeks to build and elaborate on theory.

Dr Hasan Turan

Hasan H. Turan is a Lecturer and the Research Lead at Capability Systems Centre, UNSW Canberra. Dr Turan's research interests revolve around the development and application of data-driven optimization algorithms and simulation models arising in different domains including service and maintenance logistics, defense applications (fleet management, workforce, and resource planning), energy capacity expansion, and telecommunications networks. He is currently focused on the integration of machine learning (e.g., reinforcement learning), artificial intelligence, and computational intelligence techniques (e.g., genetic algorithms) with simulation models (discrete event and system dynamics) to solve complex decision-making problems.

Associate Professor Sue Williamson

Associate Professor Sue Williamson specialises in public sector employment relations, focusing on workplace gender equality. For the past two years she been examining how managers and public sector employees worked from home. Other recent research includes analysing the future of flexible working. These projects build on Sue's extensive research on workplace gender equality, which includes focusing on the role of managers, identifying barriers to gender equality, and offering solutions on ways forward. Sue publishes extensively on these issues, in both academic and non-academic media. Sue also shares her research findings widely with practitioners. Sue's research has been recognised internationally, and she is the recipient of an international award for research excellence on women and public sector administration. Sue was also a finalist for the Telstra Business Woman's Award, demonstrating the relevance of Sue's research to the community. Sue is also a past President of the Australian Association of Industrial Relations Academics in Australia and New Zealand.

Biographies

School of Business Academics

Professor Catherine Althaus

Policy processes, adaptive leadership, Indigenous and comparative public administration and public sector leadership.

My research embraces diversity, inclusion and adaptation as critical to societal and organisational growth. It helps practitioners meet the challenges and opportunities of our contemporary VUCA world and values Indigenous worldviews and leadership as critical to our histories, current practices and futures.

Scan the QR code or go to
research.unsw.edu.au/people/professor-catherine-althaus

Dr Adrian Bazbauers

My area of research focus is International Public Sector Management, under which I research the performance and operations of international and regional development finance organisations.

My research adds value for business in two primary ways: (i) by analysing public and private international capital flows directed to development assistance and (ii) by evaluating the complex relationships between organisations at the international and regional levels.

Scan the QR code or go to
research.unsw.edu.au/people/dr-adrian-bazbauers

Professor Deborah Blackman

Using a systems lens to firstly make sense of problems and then to create novel solutions.

It is widely agreed that using a systems lens can offer alternative perspectives, but it is less well understood how to apply systems thinking effectively. We undertake research within and across organisations to develop real world suggestions that help reframe the way often intransigent issues are perceived.

Scan the QR code or go to
research.unsw.edu.au/people/professor-deborah-blackman

Dr Jeremiah Brown

In my research I apply a systems approach to various social policy and public policy issues related to financial wellbeing and administrative burden.

My research enables improvement to the accessibility of services and support for disadvantaged members of the community. In my most recent work, this was through looking at types of administrative burden that can limit the completion of application forms, and I looked at the example of access challenges for the National Disability Insurance Scheme.

Scan the QR code or go to
research.unsw.edu.au/people/dr-jeremiah-thomas-brown

Biographies

School of Business Academics

Dr Fiona Buick

Building capacity to improve outcomes in the public sector, primarily through human resource management.

It provides suggestions for improving practices and processes to build capacity, with insights into more complex areas that business grapples with (I.e., organisational culture)

Scan the QR code or go to
research.unsw.edu.au/people/dr-fiona-buick

Professor Satish Chand

Research looks at use of economics for decision making. I advise governments on education policy, fiscal decentralization, and land reform.

Scan the QR code or go to
research.unsw.edu.au/people/professor-satish-chand

Associate Professor James Connor

I'm expert on understanding the cultural aspects of behaviour, especially in the context of high performing teams.

By understanding why people do what they do - I can help you innovate, develop and change the way your organisation works so that you can realise the best value.

Scan the QR code or go to
research.unsw.edu.au/people/associate-professor-james-mcnair-connor

Dr Natalie Cujes

Natalie specialises in federal courts litigation, business law, legal risk management, contract law and trade practices.

Her legal expertise also promotes an understanding of how businesses and organisations can better identify and manage legal risks, ranging from contracts to the use of information.

Scan the QR code or go to
research.unsw.edu.au/people/dr-natalie-cujes

Professor Helen Dickinson

Implementation of complex policies.

My focus is on how we can more effectively implement complex policies. The aim is that this should produce more effective and efficient government activities and also provide insights into how to drive and change and sustain change across organisations.

Scan the QR code or go to
research.unsw.edu.au/people/professor-helen-dickinson

Dr Caroline Doyle

My research focuses on the development and implementation of policies that have an impact on marginalised communities, such as people involved in the criminal justice system.

My research adds value to business as I study how policies are developed and implemented within organisations. I focus on inclusive research design methods that draw on the lived expertise of service users.

Scan the QR code or go to
research.unsw.edu.au/people/dr-caroline-doyle

Dr Megan Evans

Environmental policy, governance and finance

My research aims to understand how governments, businesses and other actors can more effectively protect and manage our natural environment. I am currently examining the growth of private sector investment in biodiversity and natural capital.

Scan the QR code or go to
research.unsw.edu.au/people/dr-megan-evans

Dr Karen Gardner

I specialise in applying system thinking and qualitative research approaches in mixed method multi-site evaluations, and conduct research into the implementation and governance of continuous quality improvement and other primary care performance programs and reforms

My research is conducted in partnership with health and social service providers and policy makers and assists with program implementation and planning in real world settings. Our current and recent research partnerships with Aboriginal and Torres Strait Islander health services is contributing evidence for planning and decision making for program improvement and implementation.

Scan the QR code or go to
research.unsw.edu.au/people/dr-karen-gardner

Biographies

School of Business Academics

Dr Miriam Glennie

Miriam's expertise is in policy and program implementation, co- design and evaluation, with a focus on public health including workplace health and wellbeing.

Miriam works to facilitate two-way knowledge exchange between universities and government to support effective and community-centred policy design and implementation.

Scan the QR code or go to
research.unsw.edu.au/people/dr-miriam-glennie

Associate Professor Omar Khadeer Hussain

My research is about risk and its proactive management for achieving business outcomes.

The recent cyber hacking incidents have highlighted that businesses face a lot of uncertainties, both from an internal and external environment. My research focuses on how risk management can be tailored to the changing landscape for its benefits to be reaped in the digital world.

Scan the QR code or go to
research.unsw.edu.au/people/associate-professor-omar-khadeer-hussain

Associate Professor Twan Huybers

Decision-making analysis using choice experiments and choice modelling approaches.

Choice modelling techniques help in understanding the relative importance of the factors that "drive" people's decisions. In a choice experiment, this is done by eliciting choices in a multiple-scenario context.

Scan the QR code or go to
research.unsw.edu.au/people/associate-professor-twan-huybers

Dr Nelia Hyndman-Rizk

Migration studies, women in the Middle East, the Lebanese Diaspora, Cross cultural management.

Research looks at migration and labour market issues, migrant entrepreneurship and women's entrepreneurship, cross cultural competency.

Scan the QR code or go to
research.unsw.edu.au/people/dr-nelia-nacima-hyndman-rizk

Dr Samantha Jane Johnson

The development of leadership capability in the public sector.

Organisational effectiveness is enhanced through improved capability, and this includes improving leadership capability throughout the organisation.

Scan the QR code or go to
research.unsw.edu.au/people/dr-samantha-j-johnson

Dr Anthea McCarthy-Jones

My research concentrates on the impact of illicit business activities in developed and developing economies.

Illicit business is big business. However, the impact of illicit business at a local, national and international level is still not well understood. My research seeks to address this gap by developing novel approaches that enhance the public's awareness of the impact of illicit business and allow legal businesses to better utilise critical intelligence to develop strategies to overcome the challenges presented by illicit business.

Scan the QR code or go to
research.unsw.edu.au/people/dr-anthea-mccarthy-jones

Dr Vanessa McDermott

Vanessa takes a sociological view to investigate decision-making in governance and regulatory frameworks, in public and corporate environments, with a focus on remuneration schemes, organisational safety, and the associated impact for individuals and groups.

Governance frameworks, and the ethics and values that underpin these, must align with community expectations if organisations, both public and private, are to maintain public trust. Vanessa makes a significant contribution to a growing body of work in this area by investigating corporate governance and executive decision-making, with a focus on senior executive remuneration schemes, corporate social responsibility, and organisational safety.

Scan the QR code or go to
research.unsw.edu.au/people/dr-vanessa-mcdermott

Dr Katie Moon

I seek improved outcomes for social-ecological systems by applying novel cross-disciplinary methods to understand systems in new and diverse ways.

My research approach can reveal the implicit assumptions that underpin policy design and implementation, providing opportunities to examine and revise these assumptions for more effective and efficient outcomes.

Scan the QR code or go to
research.unsw.edu.au/people/dr-katie-moon

Biographies

School of Business Academics

Professor Michael O'Donnell

Public Sector management and employment relations.

My research focuses on assisting organisations to develop a strategic approach to human resource management practices, particularly those relating to employee performance management.

Scan the QR code or go to
research.unsw.edu.au/people/professor-michael-edward-odonnell

Associate Professor Sharron O'Neill

My primary research expertise is in accounting and the use of non-financial performance indicators for to help inform better governance and managerial decisions.

My research helps business identify high quality measures and indicators to evaluate performance. Applications include designing reporting systems to help understand inputs, outputs and outcomes of work health and safety systems, and work-related mental health.

Scan the QR code or go to
research.unsw.edu.au/people/associate-professor-sharron-oneill

Associate Professor Daniel Prior

Buyer-supplier relationships in supply chains.

By unpacking the ingredients that make for successful, long-term relationships with external partners. Key to this are interpersonal relationships, culture and inter-group dynamics as well as resources, systems and processes.

Scan the QR code or go to
research.unsw.edu.au/people/dr-daniel-douglas-prior

Dr Shibaab Rahman

Public Leadership and Organisation Theory.

Shibaab's research focuses understanding social change within organisations. He helps organisations and its leaders to focus on deploying social and cultural resources to overcome resistance and bring out substantive change. For example, his current research explores how enterprising leaders can leverage existing organisational culture, norms, practices and values to drive significant and sustainable change within organisations.

Scan the QR code or go to
research.unsw.edu.au/people/dr-shibaab-rahman

Dr Joe Ren

Joe's work explores the relationship between accounting information and public service delivery.

Joe has particular interest in the influence accounting has on the changing shape of public sector, such as corporatisation, privatisation and performance evaluation. Much of Joe's work considers the impact accounting information has on our ability to meet contemporary public, social and environmental challenges.

Scan the QR code or go to
research.unsw.edu.au/people/dr-joe-ren

Associate Professor Jim Rooney

My research concentrates on management and expert decision-making associated with organisational risk, governance and social responsibility.

I am able to provide insights on decision-making with particular focus on governance oversight and management of organisational risk given the changing dynamics between organisations, governments and society.

Scan the QR code or go to
research.unsw.edu.au/people/associate-professor-james-fredrick-rooney

Dr Keiran Sharpe

Research is focused on the economic theory of decision making under conditions of risk and uncertainty.

Business environments are typically characterised by risk and uncertainty. Understanding how decisions are or ought to be made under such circumstances is helpful for businesses and organisations wishing to make optimal choices.

Scan the QR code or go to
research.unsw.edu.au/people/dr-keiran-anthony-sharpe

Professor Max Tani

Applied economics - human capital.

A business does not exist without people. My research focuses on people, their incentives, behaviours, and performance

Scan the QR code or go to
research.unsw.edu.au/people/professor-massimiliano-tani-bertuo

Biographies

School of Business Academics

Dr Lhawang Ugyel

Public Administration/Management and Public Policy (particularly focusing on developing countries in South Asia and South Pacific).

Presently, I am working on the implementation of the Gross National Happiness policy screening tool in Bhutan using the Economic Development Policy approved in 2016 as a case study. Firstly, the research should help in analysing the policy process related to the business/industrial sector. Secondly, it will also examine the process of allocation of budget for government activities (in close alignment with the Gross National Happiness policy screening tool, which is similar to the well-being budgeting process implemented in New Zealand and now in Australia).

Scan the QR code or go to
research.unsw.edu.au/people/dr-lhawang-ugyel

Dr Vindhya (Vindy) Weeratunga

Research interests include employee engagement, well-being, and the future of work, involving different demographic groups in both public and private sectors.

My research provides insights into key issues faced by business in relation to employee engagement, well-being, and associated factors, and provides guidance for policy development and implementation.

Scan the QR code or go to
research.unsw.edu.au/people/dr-vindhya-weeratunga

Associate Professor Sue Williamson

I focus on gender equality in the public sector, as well as new forms of working in a Covid-normal era.

Sue provides evidence-based recommendations to policy makers, and human resource practitioners on how to progress gender equality. Her research on working from home and the future of work has also been widely consulted by the public sector.

Scan the QR code or go to
research.unsw.edu.au/people/associate-professor-sue-williamson

Dr Sophie Yates

Improving the design and implementation of public services for marginalised groups.

My research helps governments and service providers from all sectors understand the needs and experiences of marginalised groups so that services can be better targeted and delivered and achieve better outcomes.

Scan the QR code or go to
research.unsw.edu.au/people/dr-sophie-rae-yates

Dr Yu (Michael) Zhang

My research focuses on data mining, information and knowledge management, as well as their applications in artificial intelligence, bibliometric analysis, economic analysis, and healthcare analytics.

I develop innovative algorithms and models to evaluate existing business status, investigate patterns for business success and fault, predict confidence for business activities, and provide recommendations to promote achievement.

Scan the QR code or go to
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