



UNSW
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Sharing Research for Business Excellence

**School of Business
Research Showcase – Program**



5:00pm – 6:30pm
14th September, 2023
National Museum of Australia

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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

Professor 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)

A/Prof Sharron O'Neill is Deputy Head of School (Research), a member of the Public Service Research Group 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. Her funded research collaborations with Government, business, professional & industry associations and academia examine work health and safety (WHS) performance measurement and reporting. Her research findings are disseminated via leading academic journals in the accounting, safety and management disciplines; industry research reports; media; and invited keynote and conference presentations at academic and industry conferences in Australia and Internationally.

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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.



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Public Service
Research
Group

Supply Chain Sustainment Research Group (SCSRG)

An affiliated group within the UNSW Canberra's School of Business, the SCSRG's research, education and community engagement activities aim to help organisations, and Government agencies (including the Australian Defence Force, the Commonwealth, and state and territory governments) discover, define, refine, understand and unpack the major issues they face when managing their supply chain and demand chain-relevant strategic capabilities.



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Supply Chain Sustainment
Research Group

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.



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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.



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



Program

5.00pm	Doors open
5.15–5.20pm	Welcome and introduction speeches <ul style="list-style-type: none">– Professor Emma Sparks, Rector, UNSW Canberra– Associate Professor Sharron O’Neill, Deputy Head of School (Research), School of Business, UNSW Canberra
5.20–5.28pm	Research pitches (presenters in bold): <p>Dr Catherine Deen: <i>Gendered Victimisation and the Dark Side of Human Behaviour in Work Contexts</i></p> <p>Dr Adrian Bazbauers: <i>The Behaviour and Performance of International Organisations: Strategy, Policy, and Alignment</i></p> <p>Professor Helen Dickinson: <i>Does registration make disability services safer?</i></p> <p>Dr Jo Chaffer, Professor Deborah Blackman, Dr Fiona Buick, Professor Jean Hartley (The Open University, UK), Dr Nicky Miller (The Open University, UK): <i>Shifting System Boundaries: Reshaping academic-practitioner research partnerships for success</i></p> <p>Associate Professor Daniel Prior: <i>Political influences on complex government procurements</i></p>
5.28–5.50pm	Networking
5.50–5.55pm	Guest speaker address <ul style="list-style-type: none">– Dr Dennis Else, ESG Chair - Global and Executive Director Sustainability, Safety and Health, Multiplex Australasia
5.55–6.03pm	Research pitches (presenters in bold): <p>Dr Vanessa McDermott, A/Prof James Connor, A/Prof Christina Scott-Young (RMIT University), Dr Jessica Borg (Melbourne University), Dr Penelope Bergen: <i>Gender equality and social equity in project management</i></p> <p>Professor Massimiliano ‘Max’ Tani: <i>Empirics for Decision-Making and Evaluations</i></p> <p>Dr Penelope Bergen: <i>The effects of government policy on workplace cultures and community outcomes. Childcare policies during COVID, and the impact on the Family Day Care sector</i></p> <p>Mr Amir Hossein Ordibazar, Associate Professor Omar Hussain, Dr Ripon Chakraborty, Dr Elnaz Irannezhad, Dr Morteza Saberi: <i>Developing an Intelligent Supply Chain Risk Management Framework in Australian Maritime Ports</i></p> <p>Associate Professor Sue Williamson, Dr Helen Taylor, Dr Vindy Weeratunga: <i>Gender Equality and Flexible Working in the Public Sector</i></p> <p>Associate Professor James Connor, Professor Ben Wadham (Flinders University): <i>Reforming the ADF’s culture – how to achieve change despite resistance</i></p>
6.03–6.25pm	Networking
6.25–6.30pm	Lucky door prize draw and event wrap up

Biographies

Guest Speakers



Professor Emma Sparks

Rector, UNSW Canberra

Professor Emma Sparks is an experienced leader within education and Defence, having worked across the two sectors for over twenty years. Before joining UNSW Canberra, Emma was Professor of Systems Engineering Education at Cranfield University and Director, Programme and Portfolio Delivery. She is passionate about innovative educational practice underpinned by research, having led the development of Level 7 apprenticeships within Systems Engineering at Cranfield. Building on her Systems Engineering academic base, she has a track record in strategic planning, managing change, building teams, networking, and engagement internally and externally. Her experience includes time as a member of the Cranfield University council and externally as a governing board member for the International Council for Systems Engineering BKCASE project and a member of the core team that developed the 2035 Systems Engineering vision.

Having worked within government and alongside the military for many years, she is used to navigating and negotiating the unique challenges of delivering education and research to Defence stakeholders and is exceptionally well placed to identify and push forward opportunities in this domain underpinned by data and analysis, including successful partnerships with overseas institutions. Emma is driven by the desire to build relationships at all levels of organisations, valuing people's input and helping to develop people to achieve personal goals and those of the organisation. She is a Senior Fellow of the Higher Education Academy and, in 2018, was awarded Top 50 Women in Engineering (Telegraph awards).



Dr Dennis Else

ESG Chair - Global and Executive Director Sustainability, Safety and Health, Multiplex Australasia

Dr Dennis Else is ESG Chair – Global and Executive Director Sustainability, Safety and Health at Multiplex Australasia, leading Multiplex's safety and sustainability strategies with the aim of building a sustainable and long-term business. He is a strong advocate for the synergies between sustainability, productivity and quality to create innovative and inspiring homes and workplaces.

Dennis was elected as an Industry Sector Director of the Low Carbon Living Cooperative Research Centre (CRC) in October 2012, and re-elected to the position at the November 2016 AGM. He is Chair of the Research Advisory Committee.

Prior to joining Brookfield Multiplex, Dennis was Chair of the Australian National Occupational Health and Safety Commission. He was Professor of Occupational Health and Safety, and formerly Dean of Engineering and Science, and Pro Vice-Chancellor responsible for organisational development and change at the University of Ballarat. In 2003, Dennis received the Australian Centenary Medal for National OHS Strategy Development, a Worksafe Victoria Award for Outstanding Leadership and Contribution to OHS, and the NSCA Ian Chisholm Award for Distinguished Service to OHS.

Biographies

Pitches



Dr Adrian Robert Bazbauers

Dr Adrian Robert Bazbauers is a Senior Lecturer in International Public Sector Management in the School of Business, UNSW Canberra. Adrian's research focuses on organisational and institutional analyses of international organisations. He is particularly interested in development finance organisations, such as the multilateral development banks (MDBs). Adrian has published on epistemic communities, knowledge building and sharing, policy transfer and policy mobilities, institutional isomorphism, political economy and neoliberal policy models, gender-based analyses of organisations, and climate change adaptation, mitigation, and resilience. Emerging from social constructivism and interpretivism, he has experience in mixed qualitative/quantitative research methods, with a particular interest in comparative historical document analysis.



Dr Penelope Bergen

Dr Penelope Bergen is a post-doctoral research fellow at the School of Business. Penelope's research focus is the relationship between human and organisational systems: Workplace cultures and their impact on policy outcomes and community development. How well will modern systems of human resource governance and leadership knowledge serve teamwork in far flung settings such as remote workers in Central Australia, the international development and aid sector, and the Arctic regions? If we have not solved the challenges around isolated living in small, dispersed settlements on earth, what can we expect to find when we send a small group to the Moon or to Mars? Penelope has worked in international development, media, the arts, health policy and the health consumer research space, with a particular focus on rural, regional and remote access.



Dr Jo Chaffer

Dr Jo Chaffer is a global consultant focused on helping organisations, systems and people shift to wherever they need to be. Jo has worked all over the world, in war zones of many different characters, latterly mostly with higher education systems. Jo's research at UNSW Canberra supports this through inquiry into the practices of leadership and their development, considering the 'emptiness' of leadership and systems approaches to how people and organisations work together to get stuff done. Jo is currently working on systems approaches to: disaster recovery and wellbeing as an emergent property; optimising collaborative partnerships through re-focusing on foundational processes; creating lead indicators that work; unpacking and problematising assumptions around big, mystical words like leadership, performance, and community.



Associate Professor James Connor

Associate Professor James Connor is Research Project Coordinator (CDF, Honours and PG) and an academic in the School of Business at UNSW, Canberra. James 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 expertise on militaries resulted in him being called as an expert witness to the Royal Commission into Defence and Veteran Suicide. Recent publications include "The Military Scandal: Its Definition, Dynamics, and Significance" (2019), "Military Loyalty as a Moral Emotion" (2019) and "Commanding men, governing masculinities: Military institutional abuse and organizational reform in the Australian armed forces" (2023). James also researches in the area of project management and undertakes evaluations of impact for the palliative care/ respite services sector.

Biographies

Pitches



Dr Catherine Deen

Dr Catherine Deen is a Senior Lecturer in HR and Organisation Behaviour at the School of Business, University of New South Wales Canberra. As an organisational behaviour researcher, Catherine has a growing reputation for scholarship in the area of gendered victimisation at work including focus areas such as workrelated intimate partner aggression and sexual harassment. Catherine also studies dark leadership and the vocational experiences of vulnerable workers. Catherine's work has been published in top management journals including Journal of Management, Journal of Organizational Behavior, Journal of Vocational Behavior, The Leadership Quarterly, and Journal of Career Assessment.



Professor Helen Dickinson

Professor Helen Dickinson is Professor of Public Service Research and co-Director of the Public Service Research Group at the School of Business, UNSW Canberra. Helen's 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. 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.



Dr Vanessa McDermott

Dr Vanessa McDermott is a Senior Lecturer in the School of Business at UNSW, Canberra and convenor of the UNSW Canberra Human Research Ethics Advisory Panel. Vanessa takes a sociological view to investigate decisionmaking in governance and regulatory frameworks. Vanessa's research interests include corporate governance and organisational culture (private and public sector), how organisations communicate and manage behaviour change initiatives and the impact, positively or negatively, on perceptions of organisational legitimacy, accountability, and trust. Vanessa emphasises the importance of understanding how governance frameworks, and the decision-making that underpins them, can increase the risk / compliance burden for those subject to those rules, inadvertently contributing to inequality and poor outcomes for some groups. Vanessa has considered the impact of regulatory responses for worker safety in civil construction, and for athletes subject to anti-doping policies in elite sport, as well as community safety and urban development..



Mr Amir Hossein Ordibazar

Mr Amir Hossein Ordibazar is a PhD candidate at the School of Business, University of New South Wales, Canberra. Amir graduated as an Industrial engineer from the University of Tehran and has three years of working experience, which helped him to gain some industrial perspective. Currently, he is researching logistic management using Artificial Intelligence. His PhD thesis focuses on applying an intelligent framework to plan supply chain networks and employing a counterfactual explanation model to mitigate risks in maritime ports. He is implementing, testing, and validating the proposed framework on a real case study of an Australian maritime port. The future of his research aims to assist marine supply chain management to improve the efficiency and performance of international commerce, society's wellbeing, and industrial profitability of the supply chain networks in Australia and globally.

Biographies

Pitches



Associate Professor Daniel D Prior

Associate Professor Daniel Prior is Associate Professor of Buyer-Supplier Engagement and Director of the Supply Chain Sustainment Research Group in the School of Business at UNSW Canberra. Daniel is also a Visiting Professor at Cranfield University, UK, and has also been a Visiting Scholar at the University of Texas at Austin, USA. Between 2017 and 2019, Daniel was Professor of Strategic Sales Management, Co-Director of the Centre for Strategic Marketing and Sales, Director of the Executive MBA and Director of the Key Account Management and Strategic Sales Forum at Cranfield University. Prior to this, he was on the faculty in the School of Business at UNSW Canberra. Daniel has worked in industry for companies such as KPMG, Acer Computer Australia and Communications Design and Management. Daniel is active on a range of corporate and not-for-profit boards, and, as a marketing strategy consultant and mentor for industry, particularly in new product development, complex systems implementations and in strategy..



Professor Massimiliano 'Max' Tani

Professor Massimiliano Tani is an applied economist working on human capital, including themes related to education, workforce, and immigration, and he carries out program evaluations. His research is quantitative using large and complex data, whose methods of analysis and visualisation he also teaches at UNSW Canberra's professional development. He holds a PhD in Economics from the Australian National University (Canberra, Australia).



Associate Professor Sue Williamson

Associate Professor Sue Williamson specialises in public sector employment relations, focusing on workplace gender equality. For the past three years Sue has examined how managers and public sector employees work from home, and how hybrid teams operate. Other recent research includes analysing the 2023 collective bargaining round in the Australian public service; examining the barriers experienced by senior women public sector leaders; and 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 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

I have a passion for creatively serving the public interest as a practitioner-academic. My academic training is in economics and politics and public policy, and my 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.

Professor Catherine Althaus is Director of the Academy of Adaptive Leadership at UNSW, ANZSOG Deputy Dean (Teaching and Learning) and the ANZSOG Chair of Public Service Leadership and Reform at UNSW Canberra.

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



Dr Penelope Bergen

I am an expert in researching the challenges of isolated cultures and workplaces, and how workplace cultures impact on policy outcomes and community development. My research helps business and government understand how well modern systems of human resource governance and leadership knowledge serve teamwork in unique workplaces. My research in remote communities has shown that recognition of unique workplace cultures creates the opportunity for the development of contextually appropriate policy design. This influences the adaptability and sustainability of community outcomes.

Scan the QR code or go to

research.unsw.edu.au/people/dr-penelope-bergen



Professor Deborah Blackman

I employ 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. I 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

Biographies

School of Business Academics



Dr Fiona Buick

I focus on building capacity to improve outcomes in the public sector, primarily through human resource management. My research 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



Dr Jo Chaffer

I draw on leadership & development expertise to contribute to improving practice and performance in organisational systems. My work promotes new insights and new perspectives to enable better and different choices for decision-makers around behaviours, relationships and actions. We track the impacts of these with proactive, dynamic indicators that help systems keep moving towards performance.

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



Professor Satish Chand

My research looks at the use of economics for decision making. I advise governments on education policy, fiscal decentralisation, and land reform.

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



Associate Professor James Connor

I'm an expert in explaining why people do what they do, especially when it comes to the dark side of human behaviour. My expertise on culture can help you understand what is going on in your organisation and why. I can then help you reform your organisation to minimise risks from poor conduct.

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

Biographies

School of Business Academics



Dr Natalie Cujes

I specialise in federal courts litigation, business law, legal risk management, contract law and trade practices. My main research area is the business of federal courts and how to resolve civil disputes brought before them as cost-effectively, expeditiously and efficiently as possible. My book, *Litigation in the Federal Court* (LexisNexis 2016) studies the 'overarching purpose' of civil litigation in the Federal Court of Australia. As a legal practitioner and academic, my legal expertise promotes an understanding of how businesses and organisations can better identify and manage legal risks in various areas, ranging from procurement contracts to the use of information.

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



Dr Chris Cvitanovic

My research is focused on supporting the translation of knowledge into policy and practice to support environmental governance. Significant investments are made by Government, Industry and other funders to generate the knowledge needed to support equitable and sustainable futures. My research aims to maximise return on that investment by ensuring that the knowledge and outputs generated through scientific research is translated into tangible outcomes and impacts across different scales.

Scan the QR code or go to unsw.edu.au/staff/christopher-cvitanovic



Dr Catherine Deen

My research focuses on gendered victimisation and the dark side of human behaviour in work contexts. Specifically, I investigate how control experiences shape people's careers. I actively study the ramifications of work-related intimate partner aggression and sexual harassment on an individual's work and well-being outcomes. I also investigate applied topics in leadership such as micromanagement and crisis leadership as well as the plight of vulnerable workers.

Scan the QR code or go to research.unsw.edu.au/people/dr-catherine-midel-deen



Professor Helen Dickinson

My research focuses on the implementation of policy, particularly in relation to populations who use services delivered by an number of different government agencies, such as people with disability. My research adds value by supporting the ways that agencies can collectively implement policies to populations who support individuals who experience significant structural inequities. I often do this through inclusive design processes, seeking to draw on the lived experiences of these populations.

Professor Helen Dickinson is also co-Director of the Public Service Research Group.

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

Biographies

School of Business Academics



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

My research aims to understand how governments, businesses and other actors can more effectively protect and manage our natural environment. Much of my work examines the role of credits and offsets in meeting nature positive and net zero goals.

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



Associate Professor Omar Hussain

My work focuses on Supply Chain Management and Risk Management. My research assists supply chain companies to make an informed decision by capturing and managing the uncertainty in the environment they operate in.

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



Associate Professor Twan Huybers

My research interest is decision-making analysis using choice experiments and choice modelling approaches. My research expertise can help business in understanding the relative importance of the factors that drive people's decisions, with the potential for applications in a broad range of decision contexts.

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

Biographies

School of Business Academics



Dr Nelia Hyndman-Rizk

I research cross cultural management, migration studies, entrepreneurship and future of work, especially digital and remote workers. My research and teaching can add value for businesses in three areas:

1. I am able to deliver cross cultural competency training for organisations.
2. I can provide training on how to manage global, dispersed teams.
3. I specialise in entrepreneurship and innovation design and can deliver training to help businesses improve their innovation and performance.

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



Dr Samantha Jane Johnson

I focus on the development of leadership capability in the public sector. My research provides insights on how 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

I investigate decision-making in governance and regulatory frameworks in public and corporate environments, how behaviour change initiatives are communicated and managed, and the impact on perceptions of organisational legitimacy, accountability and trust. I emphasise the importance of understanding how governance frameworks, and the decision-making that underpins them, can increase the risk / compliance burden for those subject to those rules, inadvertently contributing to inequality and poor outcomes for some groups. I conduct co-designed evaluations of programs and initiatives in the public and corporate sectors, translating findings into actionable recommendations that aim to influence policy and achieve positive outcomes for communities and individuals. Evaluations of initiatives on well-being and/or safety at work or in the community and that seek to inform behaviour change are key themes in my work.

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

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Dr Katie Moon

I research human thinking, behaviour and decision-making to improve the health of social-ecological systems. I focus on combining methods in novel ways to provide new insights into the human dimensions of environmental conservation. I seek to improve inclusivity by uncovering assumptions made about the natural and social worlds within environmental policy and practice.

Scan the QR code or go to

research.unsw.edu.au/people/dr-katie-moon



Professor Michael O'Donnell

My expertise is 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 research focus relates to non-financial indicators for measuring and reporting organisational performance, particularly relating to work health and Safety (WHS). My research helps business identify robust measures for: understanding the inputs, outputs and outcomes of organisational (WHS) systems, evaluating organisational performance, and reporting to better inform governance and managerial decisions.

Scan the QR code or go to

research.unsw.edu.au/people/associate-professor-sharron-oneill



Associate Professor Daniel D Prior

I focus on buyer-supplier relationships in supply chain contexts across a variety of industry settings. My research unpacks the factors, dimensions and characteristics of buyer-supplier relationships. By engaging with my research, organisations will be better able to manage supplier and customer relationships.

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research.unsw.edu.au/people/dr-daniel-douglas-prior

Biographies

School of Business Academics



Dr Shibaab Rahman

My research concentrates on Public Leadership and Organisation Theory. My research focuses on understanding social change within organisations. I can help organisations and its leaders to focus on deploying social and cultural resources to overcome resistance and bring out substantive change. For example, my 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

My work explores the relationship between accounting information and public service delivery. My 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 organisational performance, risk management and governance decision-making systems relevant to global supply chain and social responsibility strategies. My research and prior organisational leadership experience can help business and government organisations to evaluate and enhance supply chain systems and processes with particular focus on organisational governance and risk management. By understanding the interdependencies between individual, organisational and network decision-making processes, I can help organisations navigate the changing dynamics between organisations, governments and society.

Associate Professor Jim Rooney is also co-Director of the Public Service Research Group.

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



Dr Pankaj Sharma

My research focuses on supply chain optimisation, sustainability and asset maintenance. My work in supply chain optimisation helps businesses to improve the productivity and efficiency of warehousing and transportation. Firms can optimise resource usage while improving the throughput in their facilities.

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

Biographies

School of Business Academics



Dr Keiran Sharpe

My 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. My research increases our understanding how decisions are or ought to be made under such circumstances, and 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

My expertise is in 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-bertuol



Dr Helen Taylor

I am a Research Associate with the School of Business at UNSW Canberra. My recent research has focused on work from home and hybrid working in the public sector, with specific interest in workplace gender equality, including the experiences of diverse groups of women employees. I was awarded my PhD in 2022, completing a research project examining the role of gender, race and class in the management of not-for-profit organisations. Recently, I have contributed to UNSW's submission for the SAGE Athena SWAN accreditation process, informing further research focused on co-design as an evaluative methodology.

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



Dr Lhawang Ugyel

My research focuses on 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

Biographies

School of Business Academics



Dr Vindhya 'Vindy' Weeratunga

My research focuses on employee well-being, employee engagement and the future of work. Combining my academic knowledge, research insights and practical experience in human resource management, in my latest work my colleagues and I demonstrate how using a multi-level analysis of job demands and job resources could inform the development and sustainment of well-being strategies in organisations.

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. I provide evidence-based recommendations to policy makers, and human resource practitioners on how to progress gender equality. My 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 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..

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