

Research Centres & Supervisors

# School of Business & Law





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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 Research

The School of Business and Law at ECU is proud of its research achievements and is committed to continuing its high quality and innovative applied research. We engage collaboratively with strategic partners who provide an in-depth understanding of particular issues, to enable research academics to contribute unique expertise and research methodology. This approach ensures research in areas of relevance and the application of research results for meaningful impact in 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. The centres are regularly reviewed by external, independent panels and adhere to excellence in research income and publications.

For our graduate research students, we offer PhD, PhD (Integrated), Masters by Research and Honours courses, which cover a wide range of research relating to innovation, work and performance, tourism, entrepreneurship, human resource management, management, accounting, finance and economics, project management, marketing, and business with Asia, to name a few.



The School, together with our research centres and our experienced and dedicated research supervisors, aims to create an enhanced learning experience for our graduate research students. We offer various research activities and strong support with the aim of developing their skills and competencies.

If you are an inspired graduate who wishes to reach your potential and obtain a PhD or other research degree from a quality University, I encourage you to explore our programs and discover opportunities available to you.

**Associate Professor Hadrian G. Djajadikerta**  
**Associate Dean Research**  
**School of Business & Law**

## Key Research Areas

For our graduate research students, we offer PhD, Masters by Research and Honours courses, which cover a wide range of Business and Law related disciplines with particular expertise in:

- Innovation
- Work and performance
- Tourism
- Entrepreneurship
- Human resource management
- Management
- Finance and economics
- Accounting
- Project management
- Marketing
- Business with Asia



## Centre for Innovative Practice (CIP)

The Centre for Innovative Practice is located in the School of Business and Law. The Centre's research focuses on developing innovative practices across a wide range of professions and organisations within the business and law sectors.

Although innovation in the past has often been associated with new product development the term innovation can include approaches to developing new and better services, better operational execution through improved processes and better understanding of customers and markets. It is this broader view of innovation within the professions and organisations that is the focus of the centre.

### Expertise

The Centre for Innovative Practice 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-activity/centre-for-innovative-practice](http://www.ecu.edu.au/schools/business-and-law/research-activity/centre-for-innovative-practice)



## Research Projects

### Social Media and Innovation

Social media platforms are changing the way people in organisations communicate and share knowledge yet organisations have to rely on experimentation and trial and error approaches to leverage its potential.

A relatively untapped avenue of research is how firms can use these collaborative tools to create new ideas, new products and services and generally do things more innovatively. Firms have tended to have fuzzy goals in relation to social media use, and often it is driven in a bottom-up manner. Although grass roots support for social media is important for it to deliver real organizational benefits there needs to be a top down strategy also.

### Authentic Innovation in the Animation Industry

The animation industry is dominated by a small number of major players including Warner Bros, Nickelodeon, Nippon, Pixar and Walt Disney. Given this situation it is difficult for smaller animation firms or even firm clusters to break into the market. Indeed, there are many signs that animation sectors in developing countries function as a form of cost effective labour for the major animation firms.

The international trends in cultural exports are also ominous since it is widely recognized that US and English language based cultural products are on an increasing long-term trend. This project focuses on the management of innovation in a developing economy in an industry dominated by a small number of players through an investigation of the animation industry in Malaysia.

### Job design and employee innovation in the resources sector

Innovative behaviour in individuals encompasses creativity – broadly considered the generation of ideas - and their ability to implement a new idea/product/service or applying an existing idea/product/service in a novel way (Hammond, Neff, Farr, & Schwall, 2011).

Cerinšek and Dolinšek (2009: 166) define innovative behaviour, termed 'innovation competency' as "the disposition of a person to act and react in an innovative manner in order to deal with different critical incidents, problems or tasks that demand innovative thinking and reactions, and which can occur in a certain context".

Enhancing our understanding of what fosters innovative behaviour in individual employees is highly relevant to management efforts to enhance organisational performance. This is particularly so for the fluid and rapidly evolving resources sector. An individual's propensity to innovate is impacted by a number of different factors. In addition to motivation, personality, and contextual influences, job design is considered a significant determinant of individual innovation (Hammond et al., 2011). Job design, according to Hackman and Oldham's (1980) job characteristics model, encompasses skill variety, task identity, task significance, feedback, and autonomy.

If you are interested in applying to ECU and want to discuss a specific project within CIP's areas of research, contact:

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## Markets and Services Research Centre (MASRC)

The Markets and Services Research Centre 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.

The Markets and Services Research Centre 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-activity/markets-and-services-research-centre](http://www.ecu.edu.au/schools/business-and-law/research-activity/markets-and-services-research-centre)



# Research Projects

## Markets and Services Research Centre - Food Research

- Food - leisure activity or necessity behaviour
- Food and family leisure
- Food and word of mouth
- Food consumption patterns and behaviours
- Food labelling, bounded rationality and consumption choice
- Food shopping – utilitarian or hedonistic
- Micro, small and medium food growers and wine producers

## Markets and Services Research Centre - Financial Markets Research

- Anybody can do it - financial modelling
- Improved credit rating methods
- Modelling and forecasting risk
- Modelling multivariate dependence
- Sectoral risk analysis in Indonesia

If you are interested in applying to ECU and want to discuss a specific project within MASRC's areas of research, contact:

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# Our Researchers

## Professor Maryam Omari

### Executive Dean

### PhD, MBus (HRM), BSc

Maryam is currently a board member of the International Association on Workplace Bullying and Harassment (IAWBH), and the Chair of the International Management Stream of The Australia and New Zealand Academy of Management (ANZAM) annual conference. 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 ANZAM; and a Judge for the annual Telstra Business and Business Woman of the Year Awards. 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.

### Recent Publications

#### Book Chapters

- Paull, M., Omari, M., (2016), Workplace abuse, incivility and bullying: the challenge of translational research. *Workplace Abuse, Incivility and Bullying: Methodological and cultural perspectives*, 208-214, Oxon, UK.
- Paull, M., Omari, M., (2016), Australia: the 'fair go' multicultural continent nation. *Workplace Abuse, Incivility and Bullying: Methodological and cultural perspectives*, 192-207, Oxon, UK.
- Omari, M., Sharma, M., (2016), In the eye of the beholder: Ethnic culture as a lens. *Workplace Abuse, Incivility and Bullying: Methodological and cultural perspectives*, 39-54, Oxon, UK.
- Barry, P., Pooley, JA., Omari, M., (2015), Vulnerability and resilience in the criminal justice system. *Working within the forensic paradigm: Cross discipline approaches for policy and practice*, 194-207, Oxon, UK.
- Paull, M., Omari, M., (2014), Organisational (Mis)behaviour of Volunteers: Profiles and Perspectives. *Volunteering in Australia*, 39-52, Australia.

#### Journal Articles

- D'cruz, P., Paull, M., Omari, M., Guneri-Cangarli, B., (2016), Target experiences of workplace bullying: Insights from Australia, India and Turkey. *Employee Relations: The International Journal*, 38(5), 805-823, DOI: 10.1108/ER-06-2015-0116.
- Paull, M., Scott, R., Maccallum, J., Walker, G., Omari, M., Young, S., Haski-Leventhal, D., Holmes, K., (2015), University Student Volunteering: What's in a name?. *Third Sector Review*, 21(2), 49-75, South Australia.
- Paull, M., Omari, M., (2015), Dignity and respect: important in volunteer settings too!. *Journal of Equity, Diversity and Inclusion an International Journal*, 34(3), 244-255, Bingley, UK, DOI: 10.1108/EDI-05-2014-0033.
- Omari, M., Paull, M., (2015), Public sector work intensification and negative behaviours. *Journal of Organizational Change Management*, 28(4), 603-613, Bingley, UK, DOI: 10.1108/JOCM-11-2013-0225.
- Standen, P., Paull, M., Omari, M., (2014), Workplace bullying: Propositions from Heider's balance theory. *Journal of Management & Organisation*, 20(6), 733-748, Cambridge, DOI: 10.1017/jmo.2014.57.



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### Research Interests:

- Workplace bullying and abuse
- Cross cultural management
- Quality of work-life issues
- Flexible work practices/ Teleworking/Telecommuting
- Careers, employability, volunteering



## Professor Sam Huang

### Professor of Tourism & Services Marketing

#### PhD

Professor Sam Huang is in the School of Business and Law. 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 recognised 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 such as *Tourism Management*, *Journal of Travel Research*, *Annals of Tourism Research*, *International Journal of Hospitality Management*, *Cornell Hospitality Quarterly*, and *Information and Management*.

#### Recent Publications

##### Books

- Huang, S. & Chen, G. (2015) *Tourism research in China: themes and issues*, Channel View Publications, UK.
- Huang, S. & Sun, X. (2014) *Economy hotels in China: a glocalised innovative hospitality sector*, Routledge, Oxon, United Kingdom.

##### Book Chapters

- Huang, S., (2016), *Laws and Regulations Shaping Outbound Tourism: The Case of China*. *The World Meets Asian Tourists*, 7(19), 21-38, online Dec 2016, DOI: 10.1108/S2042-144320160000007003.
- Mao, I. & Huang, S. (2016) *Mainland Chinese outbound tourism to Australia: Recent progress*, in XR Li (ed.), *Chinese outbound tourism 2.0*, CRC Press, Canada, ch.8, pp. 133-150.

##### Journal Articles

- Huang, S., Gao, H. & Brown, G. P. (2017) *The influence of face on Chinese tourists' gift purchase behaviour: The moderating role of the gift giver-receiver relationship*, *Tourism Management: research, policies, practice*, vol.62, pp 97-106.
- Li, X., Huang, S. & Song, C. (2017) *China's outward foreign direct investment in tourism*, *Tourism Management: research, policies, practice*, vol. 59, pp. 1-6.
- Liu, B., Huang, S. & Fu, H. (2017) *An application of network analysis on tourist attractions: the case of Xinjiang, China*. *Tourism Management: research, policies, practice*, vol. 58, pp. 132-141.
- Yang, X., Li, G., Huang, S., (2017), *Perceived online community support, member relations, and commitment: Differences between posters and lurkers*. *Information and Management*, 54(2), 154-165, DOI: 10.1016/j.im.2016.05.003.
- Hsu, C., Huang, S., (2016), *Reconfiguring Chinese cultural values and their tourism implications*. *Tourism Management: research, policies, practice*, 54(June 01), 230-242, DOI: 10.1016/j.tourman.2015.11.011.



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#### Research Interests:

- Consumer behaviour in tourism
- Tourism and hospitality marketing
- Tour guides and guiding service
- China tourism and hospitality issues

## Professor Stephen Teo

**Professor of Work & Performance**

**PhD**

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.

### Recent Publications

#### Journal Articles

- Teo, S., Pick, D., Xerri, M., Newton, C., (2016), Person?organisation fit and public service motivation in the context of change. *Public Management Review*, 18(5), 740-762, DOI: 10.1080/14719037.2015.1045016.
- Bentley, T., Teo, S., McLeod, L., Tan, F., Bosua, R., Gloet, M., (2016), The role of organisational support in mediating teleworker job satisfaction and psychological strain. *Applied Ergonomics: human factors in technology and society*, 52(1 Jan. 2016), 207-215.
- Newman, A., Rose, P., Teo, S., (2016), The role of participative leadership and trust-based mechanisms in eliciting intern performance: Evidence from China. *Human Resource Management*, 55(1), 53-67, DOI: 10.1002/hrm.21660.
- Gardner, D., O'Driscoll, M., Cooper-Thomas, H., Roche, M., Bentley, T., Catley, B., Teo, S., Trenberth, L., (2016), Predictors of workplace bullying and cyber-bullying in New Zealand. *International Journal of Environmental Research and Public Health*, 13(5), article no.448, DOI: 10.3390/ijerph13050448.
- Benn, S., Teo, S., Martin, A., (2015), Employee participation and engagement in working for the environment. *Personnel Review*, 44(4), 492-510, DOI: 10.1108/PR-10-2013-0179.
- Jepsen, D., Varhegyi, M., Teo, S., (2015), The association between learning styles and perception of teaching quality. *Education + Training*, 57(5), 575-587, DOI: 10.1108/ET-02-2014-0005.
- Yeo, M., Anantranam, S., Teo, S., Pearson, C., (2015), Leader-member exchange and relational quality in a Singapore public sector organization. *Public Management Review*, 17(10), 1379- 1402, DOI: 10.1080/14719037.2013.806573.
- Brunetto, Y., Teo, S., Farr-Wharton, R., Lambries, D., Gillett, P., Tomes, W., (2015), A comparison of impact of management on local government employee outcomes in US and Australia. *Local Government Studies*, 41(4), 495-515, DOI: 10.1080/03003930.2014.968707.
- Ho, M., Nguyen, D., Lo, K., McLean, C., Teo, S., (2015), The state of human resource (HR) competency research: Charting the research development of HR competencies and examining the signals from industry in New Zealand. *New Zealand Journal of Employment Relations*, 40(2), 67-83.
- Brunetto, Y., Shacklock, K., Teo, S., Farr-Wharton, R., Nelson, S., (2015), Nurses? supervisors, learning options and organisational commitment: Australia, Brazil and England. *Journal of Nursing Management*, 23(8), 1029-1038, DOI: 10.1111/jonm.12249.



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#### Research Interests:

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



## Professor Kerry Brown

**Professor of Employment & Industry; Director, CIP  
PhD**

Professor Kerry Brown is Professor of Employment and Industry in the School of Business and Law. She was a Professor of HRM in the School of Management at Curtin University. She held the Mulpha Chair in Tourism Asset Management and was Director of the Research Centre for Tourism, Leisure and Work, and Professor in the School of Tourism and Hospitality Management, Southern Cross University, Southern Gold Coast, Australia from 2009-2013. She holds a PhD in industrial relations from Griffith University, Australia. She has researched and published extensively in the areas of general management, public management and policy and, employment relations.

### Recent Publications

#### Book Chapters

- Farr-Wharton, B., & Brown, K. (2015). Managing Complexities Through Flow in Industry Clusters: An Emergent Framework and Case-Study Evidence From Australia. In *Managerial Flow*, 133-147. USA: Taylor & Francis Group.
- Brown, K., Laue, M., Tafur, J., Mahmood, M. N., Scherrer, P., & Keast, R. (2014). An Integrated Approach to Strategic Asset Management. In *Infranomics: Sustainability, Engineering Design and Governance*, ed. Adrian V. Gheorghe, Marcelo Masera and Polinpapilinho F. Katina, 57-74. Heidelberg New York Dordrecht London: Springer.
- Laue, M., Brown, K., Scherrer, P., & Keast, R. (2014) Integrated Strategic Asset Management: Frameworks and Dimensions. In *Infranomics: Sustainability, Engineering Design and Governance*, ed. Adrian V. Gheorghe, Marcelo Masera and Polinpapilinho F. Katina, 75-87. Heidelberg New York Dordrecht London: Springer.

#### Journal Articles

- Wiewiora, A., Keast, R., Brown, K., (2016), Opportunities and Challenges in Engaging Citizens in the Co-Production of Infrastructure-Based Public Services in Australia. *Public Management Review*, 18(4), 483-507, DOI: 10.1080/14719037.2014.999820.
- Ayentimi, DT., Burgess, J., Brown, K., (2016), Developing effective local content regulations in sub-Saharan Africa: The need for more effective policy alignment. *Multinational Business Review*, 24(4), 354-374, DOI: 10.1108/MBR-08-2015-0040.
- Farr-Wharton, B., Brown, K., Keast, R., & Shymko, Y. (2015) Reducing creative labour precarity: beyond network connections. *Management Decision* 53 (4): 857-875.
- Colley, L., & Brown, K. (2015). The Politics of Regional Disadvantage: Regional Differences in Public Sector Employment. *Public Administration Quarterly* 39 (4): 664-697.
- Novak, J., Burnetto, Y., Farr-Wharton, B. & Brown, K (2015). Do effective workplace relationships with management and an effective maintenance culture affect organisational safety outcomes?. *Reliability Engineering and System Safety Journal*.
- Pemsel, S., Wiewiora, A., Müller, R., Aubry, M., & Brown, K. (2014). A Conceptualization of Knowledge Governance in Project-Based Organizations. *International Journal of Project Management* 32 (8): 1411-1422.



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#### Research Interests:

- Collaboration, networks and business clusters
- Capability, strategy, management and policy for infrastructure and asset management
- Change management and innovation
- Work-life balance
- Gender and careers in the public sector
- Public management and policy
- Government-business-community relations
- Negotiation and employment relations

## Professor Ross Dowling OAM

### Foundation Professor of Tourism

#### PhD

Professor Ross Dowling actively contributes to Tourism Research and Development in a number of capacities around the world, especially in the areas of Geotourism, Cruise Ship Tourism, Ecotourism and Tourism Planning & Development.

Ross is an international speaker and consultant on tourism, providing advice for the industry in a number of countries around the world. In recent years he has established a Tourism degree for Emirates Airlines, convened an International Tourism and Hospitality Conference in Malaysia, and lead an Australian team giving Tourism Industry Development Workshops for the Vietnam Government.

#### Recent Publications

##### Book Chapters

- Ernawati, NM., Dowling, R., Sanders, D., (2015), Tourists' perceptions of community-based tourism products for sustainable tourism in Bali, Indonesia. *The Practice of Sustainable Tourism: Resolving the paradox*, 95-112, New York.
- Dowling, R., (2015), Geotourism's contribution to sustainable tourism. *The Practice of Sustainable Tourism: Resolving the paradox*, 207-227, New York.
- Dowling, R., (2014), Galapagos - An emerging tourism destination. *Volcanic Tourist Destinations*, 193 - 200, Heidelberg, Germany.
- Dowling, R., Margueritte, J., (2014), Reunion Island - A volcanic showcase. *Volcanic Tourist Destinations*, 325 - 336, Heidelberg, Germany, DOI: 10.1007/978-3-642-16191-9\_1.
- Pforr, C., Dowling, R., Newsome, D., (2014), Geotourism: A sustainable development alternative for remote locations in Western Australia. *Resource Curse or Cure? On the Sustainability of Development in Western Australia*, 153-162, Heidelberg, Germany, DOI: 10.1007/978-3-642-53873-5.

##### Journal Articles

- Sanders, D., Willson, G., Susomrith, P., Dowling, R., (2016), Fly in to work; fly out to Bali: An exploration of Australian fly-in-fly-out (FIFO) workers leisure travel. *Journal of Hospitality and Tourism Management*, 26(1), 36-44, Australia, DOI: 10.1016/j.jhtm.2015.11.002.
- Allan, M., Dowling, R., Sanders, D., (2015), The motivations for visiting geosites: the case of Crystal Cave, Western Australia. *GeoJournal of Tourism and Geosites*, 16(2), 141-152, Oradea, Jud Bihor, Romania.
- Norrish, L., Sanders, D., Dowling, R., (2014), Geotourism product development and stakeholder perceptions: a case study of a proposed geotrail in Perth, Western Australia. *Journal of Ecotourism*, 13(1), 52-63, UK, DOI: 10.1080/14724049.2014.938654.
- Escorihuela, J., Dowling, R., (2014), Analysis of the geotouristic activity in the geologic park of Aliaga, Spain: Progress, threats and challenges for the future. *Geoheritage*, 7(3), 299-306, Germany, DOI: 10.1007/s12371-014-0137-5.
- Olafsdottir, R., Dowling, R., (2014), Geotourism and Geoparks? A Tool for Geoconservation and Rural Development in Vulnerable Environments: A Case Study from Iceland. *Geoheritage*, 6(1), 71 - 87, Germany, DOI: 10.1007/s12371-013-0095-3.



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#### Research Interests:

- Geotourism development, sustainability, impacts and opportunities.
- Cruise Ship Tourism development, growth and industry impacts.
- Ecotourism planning and development.



## Professor Pi-Shen Seet

### Professor of Entrepreneurship & Innovation PhD

Pi-Shen Seet joined ECU in July 2016. He has previously held positions at Flinders University and the University of Adelaide. As Associate Professor at Flinders Business School, Flinders University, he was Program Director of the Bachelor of Business degree and also Research Higher Degrees and Honours coordinator. He was on the Venture Dorm advisory committee and the Flinders University-Chinese Academy of Social Sciences (CASS) committee. He began his academic career in Australia as a Lecturer and Senior Lecturer at University of Adelaide's Business School and taught MBA/MCommerce courses on Entrepreneurship, Organisation Behaviour and Leadership.

A PPE (Philosophy, Politics & Economics) graduate from Oxford University, he completed his PhD at Judge Business School, University of Cambridge where he taught on undergraduates and postgraduate courses. He is visiting scholar at the Nanyang Technopreneurship Centre, Nanyang Technological University (NTU), Singapore and is part of Adelaide University based Family Business Education and Research Group.

#### Recent Publications

##### Book Chapters

- Seet, P., Graves, C., Tan, W., (2016), Inter-generational Transitions of Family Businesses using Private Equity ? Lessons for China and Australia from Chinese Family-Owned Enterprises in Singapore. *China's Changing Economy: Trends, Impacts and the Future*, 110-135, Milton Park, UK.
- Xia, Z., Lindsay, N., Seet, P., Goodman, S., (2016), The Faster Things Change, the More They Stay the Same: The influence of cultural norms, customs and traditions on venture capital in China. *China's Changing Economy: Trends, Impacts and the Future*, 93-109, Milton Park, UK.
- Situ, H., Tilt, C., Seet, P., (2016), Changing Economies for a More Sustainable Future: The influence of stakeholders and environmental reporting developments in transforming Chinese corporate practices. *China's Changing Economy: Trends, Impacts and the Future*, 174-196, Milton Park, UK.
- De Zubielqui, GC., O'Connor, A., Seet, P., (2015), Intellectual Capital System Perspective: A Case Study of Government Intervention in Digital Media Industries. *Integrating Innovation: South Australian Entrepreneurship Systems and Strategies*, 277-302, Adelaide.

##### Journal Articles

- Ho, NT., Seet, P., Jones, J., (2016), Understanding re-expatriation intentions among overseas returnees ? an emerging economy perspective. *International Journal of Human Resource Management*, 27(17), 1938-1966, DOI: 10.1080/09585192.2015.1088884.
- Seet, P., Janice, J., Acker, T., Whittle, M., (2015), Shocks among managers of indigenous art centres in remote Australia. *Management Decision*, 53(4), 763-785, DOI: 10.1108/MD-06-2014-0386.
- De Zubielqui, GC., Jones, J., Seet, P., 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.
- Tharenou, P., Seet, P., (2014), China's Reverse Brain Drain: Regaining and Retaining Talent. *International Studies of Management & Organization*, 44(2), 55-74, DOI: 10.2753/IMO0020-8825440203.



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#### Research Interests:

- Credit Risk
- Innovation
- Entrepreneurship
- Culture
- International business and business in Asia
- Organisation behaviour and human resource management
- Managerial decision-making

## Professor Craig Standing

**Foundation Professor of Strategic Information Management  
PhD, MSc, BA (Hons)**

Professor Craig Standing is a Foundation Professor of Strategic Information Management in the School of Business and Law. Craig studied at Lancaster University, University of Manchester, and the University of Western Australia. He has published in the top ten Information Systems journals and has presented at many international conferences. He has obtained significant research funds including the prestigious Australian Research Council Awards.

Craig has authored several books on information systems that have been adopted by university courses in information systems. He has supervised numerous doctoral students, having won awards from the postgraduate association at his university for the quality of his supervision. As Editor of the *Journal of Systems and Information Technology*, Craig is at the forefront of knowledge on information systems research and research methods.

### Recent Publications

#### Journal Articles

- Moghavvemi, S., Mohd Salleh, NA., Standing, C., (2016), Entrepreneurs adoption of information system innovation: The impact of individual perception and exogenous factors on entrepreneurs behavior. *Internet Research*, 26(5), 1181-1208, Bradford UK, DOI: 10.1108/IntR-01-2014-0024.
- 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, DOI: 10.1504/IJIL.2016.073288.
- Standing, C., Holzweber, M., Mattsson, J., (2016), Exploring emotional expressions in e-word-of-mouth from online communities. *Information Processing and Management*, 52(5), 721-732, DOI: 10.1016/j.ipm.2016.01.001.
- Tang-Taye, J., Standing, C., (2016), Website translation and destination image marketing: a Case study of reunion island. *Journal of Hospitality & Tourism Research*, 40(5), 611-633, DOI: 10.1177/1096348013515917.
- Standing, C., Cripps, H., (2015), Critical Success Factors in the Implementation of Electronic Health Records: A Two-Case Comparison. *Systems Research and Behavioral Science*, 32(1), 75-85, West Sussex, UK, DOI: 10.1002/sres.2209.
- Standing, S., Standing, C., (2015), Service value exchange in B2B electronic marketplaces. *Journal of Business & Industrial Marketing*, 30(6), 723 - 732, Bingley, UK, DOI: 10.1108/JBIM-05-2014-0112.
- Ghobakhloo, M., Hong, TS., Standing, C., (2015), B2B E-Commerce Success among Small and Medium-Sized Enterprises: A Business Network Perspective. *Journal of Organizational and End User Computing*, 27(1), 1-32, Hershey, USA, DOI: 10.4018/joeuc.2015010101.
- Holzweber, M., Mattsson, J., Standing, C., (2015), Entrepreneurial business development through building tribes. *Journal of Strategic Marketing*, 23(7), 563-578, Oxon, UK, DOI: 10.1080/0965254X.2014.1001864.
- Standing, C., Tang-Taye, J., Boyer, M., (2014), The Impact of the Internet in Travel and Tourism: A Research Review 2001-2010. *Journal of Travel and Tourism Marketing*, 31(1), 82-113, United States, DOI: 10.1080/10548408.2014.861724.



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#### Research Interests:

- Social Media and Innovation
- Electronic markets
- Case study methodologies
- E-health
- Knowledge management



## Professor Zhaoyong Zhang

**Professor of Finance & Economics**

**PhD**

Zhaoyong began at Edith Cowan University as a visiting Professor in 2005. Prior to joining the university, he was a Professor of Economics & Finance at NUCB Graduate School of Commerce & Business in Nagoya, Japan, and Associate Professor at National University of Singapore (NUS).

He also held several visiting positions at universities in China, Japan, Korea, Macau, and South Australia. Zhaoyong was (Deputy) Director for the Centre for the Study of Transitional Economics (CSTE) at NUS in 1992-2003, Director of Social Sciences Research Centre for Contemporary China (SSRCCC) at University of Macau in 2002, and Co-Director of FEMARC, School of Accounting, Finance & Economics, Edith Cowan University, 2007-2013.

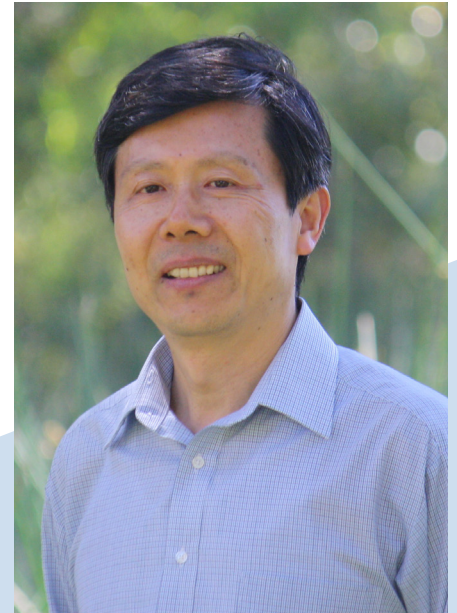
### Recent Publications

#### Book Chapters

- Qin, F., Xu, T., Zhang, Z., (2016), Economic Cooperation and Interdependence Between China and ASEAN: Two to Tango?. Chinese Global Production Networks in ASEAN, 255-288, London, DOI: 10.1007/978-3-319-24232-3.
- Ho, K., Shi, Y., Zhang, Z., (2015), High-Frequency News Flow and States of Asset Volatility. The Handbook of High Frequency Trading, 359-383, London, UK.
- Ho, K., Shi, Y., Zhang, Z., (2014), News Sentiment and High-Frequency Volatility Dynamics in the Japanese Stock Exchange. Handbook of Asian Finance REITs, Trading, and Fund Performance, 2(24), 285-308, USA.
- Ho, K., Shi, Y., Zhang, Z., (2014), A Regime-Switching Analysis of Asian Bank Stocks. Handbook of Asian Finance Financial Markets and Sovereign Wealth Funds, 1(20), 105-129, USA.
- Ho, K., Shi, Y., Zhang, Z., (2014), What drives the time-varying performance of Japanese mutual funds?. Handbook of Asian Finance REITs, Trading, and Fund Performance, 2(24), 393-421, USA.
- Ho, K., Zhang, Z., (2014), Sovereign wealth funds in East Asia: An update of their recent developments. Handbook of Asian Finance, Financial Markets and Sovereign Wealth Funds, 1(20), 355-371, USA.

#### Journal Articles

- De Grauwe, P., Zhang, Z., (2016), The rise of China and regional integration in East Asia. Scottish Journal of Political Economy, 63(1), 1-6, UK, DOI: 10.1111/sjpe.12107.
- Ho, K., Shi, Y., Zhang, Z., (2016), It takes two to tango: a regime-switching analysis of the correlation dynamics between the mainland Chinese and Hong Kong stock markets. Scottish Journal of Political Economy, 63(1), 41-65, UK, DOI: 10.1111/sjpe.12110.
- Saha, S., Zhang, Z., (2016), Exchange rate pass-through and inflation in Australia, China and India: A comparative study with disaggregated data. Journal of Economic Research, 21(1), 1-33, Seoul.
- Long, A., Zhang, Z., (2014), Listing Requirements Lose IPO-Screening Functions: Evidence from the Emerging Growth Enterprise Market of China. International Journal of Economics and Finance, 6(3), 29-36, Canada, DOI: 10.5539/ijef.v6n3p29.
- Long, A., Zhang, Z., (2014), High dividend rates can not contribute to long investment horizons: The Chinese evidence. Academy of Taiwan Business Management Review, 10(1), 66-73, Taiwan.



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#### Research Interests:

- Monetary and financial market integration in East Asia
- Real output co-movement
- Exchange rate policy in the Chinese economy
- International trade and finance
- Financial market integration in East Asia
- Foreign trade-FDI linkages associated with regional monetary integration

## Professor Fang Zhao

Associate Dean, Management

PhD

Professor Zhao is a passionate researcher with a successful track record of research mainly in the areas of e-government diffusion, entrepreneurship and innovation, and cross-cultural management and education. She has published a number of articles in internationally highly-ranked journals such as *Academy of Management Learning and Education*; *Information and Management*; *Information Technology & People*; *Behaviour and Information Technology*; *Assessment and Evaluation in Higher Education*, etc. In addition, she has 3 research books and many book chapters published by international reputable academic publishing houses. Professor Zhao has led and completed a large number of research and consulting projects funded by governments, industry/business and universities, including one of the most competitive national research grants - Australian Research Council (ARC) Linkage Grant. She has chaired and organized around 20 international academic conferences and has served on 8 Editorial Boards of international refereed academic journals.

### Recent Publications

#### Journal Articles

- Kemp, L., Zhao, F., (2016), Influences of cultural orientations on Emirati women's careers. *Personnel Review*, 45(5), 998-1009, U.K., DOI: 10.1108/PR-08-2014-0187.
- Zhao, F., Wallis, J., Singh, M., (2015), E-government development and the digital economy: a reciprocal relationship. *Internet Research*, 25(5), 734-766, Bingley, UK, DOI: 10.1108/IntR-02-2014-0055.
- Zhao, F., Collier, A., Deng, H., (2014), A multidimensional and integrative approach to study global digital divide and e-government development. *Information Technology and People*, 27(1), 38 - 62, Bingley, UK, DOI: 10.1108/ITP-01-2013-0022.
- Zhao, F., (2014), A holistic and integrated approach to theorizing strategic alliances of small and medium-sized enterprises. *Business Process Management Journal*, 20(6), 887 - 905, United Kingdom, DOI: 10.1108/BPMJ-01-2013-0004.
- Zhao, F., Shen, K., Collier, A., (2014), Effects of national culture on e-government diffusion - A global study of 55 countries. *Information and Management*, 51(8), 1005 - 1016, Amsterdam, Netherlands, DOI: 10.1108/ITP-01-2013-0022.
- Zhao, F., (2013), An empirical study of cultural dimensions and e-government development: implications of the findings and strategies. *Behaviour and Information Technology*, 32(3), 294 - 306, Oxfordshire, UK, DOI: 10.1080/0144929X.2011.644580.
- Zhao, F., Deng, L., Kemp, L., (2013), Interrelationships between cultural intelligence dimensions and the role of intrapersonal intelligence. *Journal of General Management*, 38(3), 3 - 24, United Kingdom.
- Taras, V., Caprar, D., Rottig, D., Sarala, R., Zakaria, N., Zhao, F., Jiminez, A., Wankel, C., Lei, W., Minor, M., Bryla, P., Ordenana, X., Bode, A., Schuster, A., Vaiginiene, E., Froese, F., Bathula, H., Yajnik, N., Baldegger, R., Huang, Vz., (2013), A global classroom evaluating the effectiveness of global virtual collaboration as a teaching tool in management education. *Academy of Management Learning and Education*, 12(3), 414 - 435, DOI: 10.5465/amle.2012.0195.



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#### Research Interests:

- E-Government Diffusion
- Cross-Cultural Management
- Entrepreneurship and Innovation
- Strategic Alliances
- Research Commercialisation
- Performance Measurement
- Total Quality Management
- Knowledge Management
- Research Methodologies and IT Tools/Technology in Research

## Associate Professor Hadrian Djajadikerta

**Associate Dean, Research**

**PhD, MBA, MSc, BComm (Acc)**

Hadrian has over two decades of research, teaching and leadership in academia, and has supervised many doctoral students to completion. He has had a widespread career, previously having held academic positions at University of New South Wales, Lincoln University, University of Technology Sydney, and Parahyangan Catholic University.

Hadrian has also held management and consulting positions outside university in the US and Indonesia in both the private and public sectors, including large listed and state-owned enterprises, small and medium-sized enterprises, and government ministries.

Hadrian is also a Chartered Accountant (CA), a Certified Management Accountant (CMA), and a Stanford Certified Project Manager (SCPM).

### Recent Publications

#### Book Chapters

- Djajadikerta, H., Trireksani, T., (2013), Executive Perceptions of CSR. Socially Responsible and Sustainable Business Around the Globe: The New Age of Corporate Responsibility, 70-79, Champaign, Illinois, USA.

#### Journal Articles

- Trireksani, T., Djajadikerta, H., (2016), Corporate Governance and Environmental Disclosure in the Indonesian Mining Industry. *Australasian Accounting Business and Finance Journal*, 10(1), 18-28.
- Ong, T., Trireksani, T., Djajadikerta, H., (2016), Hard and soft sustainability disclosures: Australia's resources industry. *Accounting Research Journal*, 29(2), 198-217, Bingley, UK, DOI: 10.1108/ARJ-03-2015-0030.
- Sari, R. C., Rika Fatimah, P. L., Djajadikerta, H. G. (2016). Development of tunnelling detection model: A new corporate improvement. *UKM Journal of Management*, 48, 33-46.
- Djajadikerta, H., 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 and Management*, 52(8), 1012-1024, Amsterdam, Netherlands, DOI: 10.1016/j.im.2015.07.008.
- Djajadikerta, H., Trireksani, T., (2012), Corporate social and environmental disclosure by Indonesian listed companies on their corporate web sites. *Journal of Applied Accounting Research*, 13(1), 21-36, DOI: 10.1108/09675421211231899.

#### Published Conference Proceedings

- Ong, T., Djajadikerta, H., (2017), Impact of corporate governance on sustainability reporting: Empirical study in the Australian resources industry. 8th Conference on Financial Markets and Corporate Governance (FMCG), Wellington, NZ.
- Mat Roni, MS., Ahmad, MA., Djajadikerta, H., (2015), How system complexity and organizational culture affect AIS misuse. *Procedia Economics and Finance*, 28, 254-259, DOI: 10.1016/S2212-5671(15)01108-9.



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#### Research Interests:

- Strategic management accounting
- Behavioural accounting
- Sustainability reporting
- Corporate governance
- Corporate social responsibility
- Strategic alliances and inter-firm relationships
- Asia and Indonesia



## Associate Professor Madeleine Ogilvie

**Associate Dean, Teaching & Learning**

**PhD, MBA**

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.

### Recent Publications

#### Journal Articles

- 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

#### Published Conference Proceedings

- 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.
- Ryan, M. M., & Ogilvie, M. (2010). Overseas students in Australia: An experiential view. *Proceedings of Teaching & Learning Forum 2010*. (pp. n/a). Perth, Western Australia. Edith Cowan University.



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#### Research Interests:

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

## Associate Professor Denise Gengatharen

**Associate Dean, Commerce**

**PhD**

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*.

### Recent Publications

#### Journal Articles

- 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, DOI: 10.1504/IJIL.2016.073288.
- 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.
- 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, DOI: 10.1007/s10660-013-9133-0.

#### Published Conference Proceedings

- 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.
- 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., online only.
- 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.
- Dobson, P., Gengatharen, D., Fulford, R., Barratt-Pugh, L., Bahn, S., Larsen, A., (2012), Eureka moments in research: Exploring abductive processes using four case examples. *ACIS 2012 : Location, location, location : Proceedings of the 23rd Australasian Conference on Information Systems 2012*, 11p., Geelong, Victoria.
- Dobson, P. J., Jackson, P. D., & Gengatharen, D. E. (2011). Examining Rural Adoption of Broadband - Critical Realist Perspectives. Paper presented at the Pacific Asia Conference on Information Systems. Brisbane.
- Jackson, P. D., Dobson, P. J., & Gengatharen, D. E. (2011). Using the morphogenetic model to examine broadband adoption: a critical realist argument. Paper presented at the European Academy of Management (EURAM) Conference. Tallin, Estonia.



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#### Research Interests:

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

## Associate Professor Maria Ryan

**Associate Dean, Business Services**

**PhD, M, BComm**

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).

### Recent Publications

#### Journal Articles

- Pearce, J., Ryan, M., Moore, SA., Beckley, LE., (2014), 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, 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.
- 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, DOI: 10.1080/00049182.2013.789591.
- Pearce, J., Valesini, FJ., 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, DOI: 10.1080/10645578.2013.768070.

#### Published Conference Proceedings

- 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.
- Parry, S. , Ryan, M. M., & Cripps, H. D. (2014). Exploring Attitudes toward Product Placement in Film: A Study of Western Australian Students. *Proceedings of Australian and New Zealand Marketing Academy Conference*. (pp. 53-59). Brisbane, QLD. ANZMAC.
- Cripps, H. D., Pearce, J. , & Ryan, M. M. (2014). Photo Elicitation: Understanding Factors Contributing to a Successful Public Marina in Western Australia?. *Proceedings of Australian and New Zealand Marketing Academy Conference*. (pp. 794 - 800). Brisbane, QLD . ANZMAC.
- Huhne, L. , Cripps, H. D., & Ryan, M. M. (2014). Planning a Wedding: Consumption behaviour of Bridal Magazines and Website Usage. *Proceedings of Australian and New Zealand Marketing Academy Conference*. (pp. 398-404). Brisbane, QLD. ANZMAC.



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#### 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 Dale Sanders

Acting Associate Dean, Business Services

PhD

Associate Professor Dale Sanders is the Acting Associate Dean, Business Services in the School of Business and Law at Edith Cowan University. Dale has 15 years' experience in academia and previously, held the position of course coordinator for the applied disciplines at ECU. She is the Secretary of the Council of Australasian Tourism and Hospitality Educators (CAUTHE) for 2016 - 2017.

### Recent Publications

#### Book Chapters

- Ernowati, NM., Dowling, R., Sanders, D., (2015), Tourists' perceptions of community-based tourism products for sustainable tourism in Bali, Indonesia. *The Practice of Sustainable Tourism: Resolving the paradox*, 95-112, New York.

#### Journal Articles

- Sanders, D., Willson, G., Susomrith, P., Dowling, R., (2016), Fly in to work; fly out to Bali: An exploration of Australian fly-in-fly-out (FIFO) workers leisure travel. *Journal of Hospitality and Tourism Management*, 26(1), 36-44, Australia, DOI: 10.1016/j.jhtm.2015.11.002.
- Vermeersch, L., Sanders, D., Willson, G., (2016), Generation Y: Indigenous tourism interests and environmental values. *Journal of Ecotourism*, 15(2), 184-198, Australia, DOI: 10.1080/14724049.2016.1165233.
- Udunuwara, M., Sanders, D., Wilkins, H., (2016), Customer Relationship Management (CRM) Practices in the hotel sector from the perspective of leisure travelers. *Colombo Business Journal*, 7(2), 35-49, Colombo Sri Lanka.
- Allan, M., Dowling, R., Sanders, D., (2015), The motivations for visiting geosites: the case of Crystal Cave, Western Australia. *GeoJournal of Tourism and Geosites*, 16(2), 141-152, Oradea, Jud Bihor, Romania.
- Willson, G., Sanders, D., Scott, O., (2015), In the news: an investigation into Australian print media reports on Bali. *Journal of Tourism Challenges and Trends*, 8(2), 105-122, Romania.
- Sanders, D., Laing, J., Frost, W., (2015), Exploring the role and importance of post-disaster events in rural communities. *Journal of Rural Studies*, 41(2015), 82-94, Oxford, United Kingdom, DOI: 10.1016/j.jrurstud.2015.08.001.
- Norrish, L., Sanders, D., Dowling, R., (2014), Geotourism product development and stakeholder perceptions: a case study of a proposed geotrail in Perth, Western Australia. *Journal of Ecotourism*, 13(1), 52-63, UK, DOI: 10.1080/14724049.2014.938654.
- Rinaldi, G., Sanders, D., Sibson, R., (2013), The motivations and experiences of Australian Football League interstate sport tourists. *Annals of Leisure Research*, 16(1), 39-54, Abingdon, United Kingdom, DOI: 10.1080/11745398.2013.770361.
- Hurtado, H., Dowling, R., Sanders, D., (2013), An Exploratory Study to Develop a Geotourism Typology Model. *International Journal of Tourism Research*, Article in press(Article in press), 6p, United Kingdom, DOI: 10.1002/jtr.1954.



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#### Research Interests:

- Crisis and disaster recovery
- Community based tourism
- Sport tourism
- Event management
- Coastal planning and development
- FIFO workers and tourism

## Associate Professor Llandis Barratt-Pugh

PhD, MComm, BTech

Llandis Barratt-Pugh is Associate Professor of Management. He has published more than 50 refereed papers and supervised 30 research students. He is also an Assessor for the ARC. His research interests include frontline management development, managing development, organisational culture change, vocational training management and workplace learning.

### Recent Publications

#### Journal Articles

- Bahn, S., Barratt-Pugh, L., (2015), Safety Training Evaluation: The case of construction induction training and the impact on work related injuries in the Western Australian construction sector. *International Journal of Training Research*, 12(2), 148-157, DOI: 10.1080/14480220.2014.11082037.
- Bahn, S., Barratt-Pugh, L., (2015), HR strategy during culture change: Building change agency. *Journal of Management and Organization*, 21(6), 741-754, Cambridge, United Kingdom, DOI: 10.1017/jmo.2014.95.
- Bahn, S., Barratt-Pugh, L., (2014), Health and safety legislation in Australia: Complexity for training remains. *International Journal of Training Research*, 12(1), 57-70, Maleny, QLD, DOI: 10.5172/ijtr.2014.12.1.57.
- Barratt-Pugh, L., Bahn, S., Gakere, EN., (2013), Managers as change agents: implications for human resource managers engaging with culture change. *Journal of Organizational Change Management*, 26(4), 748-764, DOI: 10.1108/JOCM-Feb-2011-0014.
- Barratt-Pugh, L., Kennett, P., Bahn, S., (2013), Managing knowledge: the critical role of culture as a mediator of systems. *International Journal of Knowledge Management*, 9(2), 20-37, DOI: 10.4018/jkm.2013040102.
- Bahn, S., Barratt-Pugh, L., (2012), Evaluation of the mandatory Construction Induction Training program in Western Australia: Unanticipated consequences. *Evaluation and Program Planning*, 35(2), 337-343, Jonathan A Morell, DOI: 10.1016/j.evalprogplan.2011.11.006.
- Bahn, S., Barratt-Pugh, L., (2012), Hard or soft? The relationship between power and organisational incident rates. *Journal of Health, Safety and Environment*, 28(1), 33-43.
- Bahn, S., Barratt-Pugh, L., Yap, G., (2012), The employment of skilled migrants on temporary 457 visas in Australia: Emerging issues. *Labour & Industry*, 22(4), 379-398, Brisbane, Australia.
- Bahn, S., Barratt-Pugh, L., (2012), Emerging issues of Health and Safety training delivery in Australia: Quality and transferability. *Procedia: Social and Behavioral Sciences*, 62(-), 213-222, DOI: <http://dx.doi.org/10.1016/j.sbspro.2012.09.035>.
- Bahn, S., Barratt-Pugh, L., (2012), Is the Construction Induction Training scheme in the housing and civil construction Industries of Western Australia effective in improving safety culture?. *Journal of Health, Safety and Environment*, 28(3), 11, Australia.
- Bahn, S., Barratt-Pugh, L., (2012), The impact of management styles upon organisational change and safety cultures. *Journal of Health, Safety and Environment*, 28(2), 135-146.
- Barratt-Pugh, L., (2012), Mentoring the next researcher generation: Reflections on three years of building VET research capacity and infrastructure. *The International Journal of Training Research*, 10(1), 6-22, DOI: 10.5172/ijtr.2012.10.1.6.



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#### Research Interests:

- Managing Workplace learning and Vocational Education and Training
- Managing Organisational Learning and Organisational Change - HRM/D perspectives
- Leadership and Management Development: decision-making and staff motivation
- Abduction in PhDs
- Supervisory and researcher tools and training
- The orchestration and management of workplace learning with specific emphasis upon manager learning, and the extension of managing identity as a continual reflexive production
- Vocational and Educational Training research methodologies

## Associate Professor Denise Jackson

### PhD, PGDip, BA (Hons)

Associate Professor Denise Jackson is a National Board Member and WA State Chair for Australian Collaborative Education Network (ACEN), the national association for Work Integrated Learning. She is an Editorial Board Member for a number of higher education journals.

### Recent Publications

#### Journal Articles

- Jackson, D., (2016), Developing pre-professional identity in undergraduates through work-integrated learning. *Higher Education*, Online(November 2016), 21p., DOI: 10.1007/s10734-016-0080-2.
- Jackson, D., Wilton, N., (2016), 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, DOI: 10.1080/07294360.2016.1229270.
- Jackson, D., Rowbottom, D., Ferns, S., McLaren, D., (2016), Employer understanding of Work-Integrated Learning and the challenges of engaging in work placement opportunities. *Studies in Continuing Education*, 39(1), 35-51, DOI: 10.1080/0158037X.2016.1228624.
- Jackson, D., Michelson, G., (2016), PhD-educated employees and skill development: Evidence from PhD graduates. *Australian Bulletin of Labour*, 42(1), 110-138.
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- Jackson, D., (2016), Re-conceptualising graduate employability: the importance of pre-professional identity. *Higher Education Research and Development*, 35(5), 925-939, DOI: 10.1080/07294360.2016.1139551.
- 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, DOI: 10.1504/IJIL.2016.073288.
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- Jackson, D., (2014), Skill mastery and the formation of graduate identity in Bachelor graduates: evidence from Australia. *Studies in Higher Education*, 41(7), 1313-1332, United Kingdom, DOI: 10.1080/03075079.2014.981515.
- Jackson, D., (2014), Employability skill development in work-integrated learning: Barriers and best practice. *Studies in Higher Education*, 40(2), 350-367, Oxon, United Kingdom, DOI: 10.1080/03075079.2013.842221.
- Jackson, D., Michelson, G., (2014), Factors influencing the employment of Australian PhD graduates. *Studies in Higher Education*, 40(9), 1660-1678, Oxom, United Kingdom, DOI: 10.1080/03075079.2014.899344.



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#### Research Interests:

- Graduate employment and underemployment
- Work-integrated learning in higher education
- Improving business curricula to enhance graduate employability
- Graduate recruitment and selection practices and their impact on documented skill gaps
- Improving productivity and performance in graduates in the workplace



## Associate Professor Ferry Jie

### PhD

Ferry has graduated his doctorate study from The University of Sydney in 2008. His PhD thesis is Supply Chain Analysis in the Australian Beef Industry. Currently Dr Jie is an Associate Professor at School of Business and Law, Edith Cowan University. Previously, he was a Senior Lecturer and taking a program coordinator role in Logistics and Supply Chain Management (LSCM) at RMIT University. He was managing and coordinating the undergraduate program in LSCM at RMIT from 2015 to 2016.

### Recent Publications

#### Journal Articles

- Matanda, M., Ndubisi, N., Jie, F. (2016). Effects of relational capabilities and power asymmetry on innovativeness and flexibility of Sub-Sahara Africa small exporting firms. *Journal of Small Business Management*, 54, 118 - 138
- Jie, F., Parton, K., Mustafidc. (2016). (In Press) Supply chain performance flexibility in the Australian beef industry. *International Journal of Logistics: Research and Applications*.
- Ivanov, D., Sokolov, B., Solovyeva, I., Dolgui, A., Jie, F. (2016). Dynamic recovery policies for time-critical supply chains under conditions of ripple effect. *International Journal of production research (IJPR)*, 1 - 14
- Susanty, A., Hidayatika, S., Jie, F. (2016). Using GreenSCOR to measure performance of the supply chain of furniture industry. *International Journal of Agile Systems and Management*, 9, 89 - 113
- Wang, M., Jie, F., Abareshi, A. (2015). Business logistics performance measurement in the third-party logistics: an empirical analysis of the Australian courier firms. *International Journal of Business and Information (IJBI)*, 10, 323 - 336
- Jie, F., Parton, K., Chan, C. (2015). Australian beef supply chain integration: case studies of the two largest Australian supermarkets. *International Journal of Supply Chain and Operations Resilience*, 1, 121 - 138

#### Published Conference Proceedings

- Ivanov, D., Sokolov, B., Solovyeva, I., Dolgui, A., Jie, F. (2015). Ripple effect in the time-critical food supply chains and recovery policies. *Proceedings of the 15th IFAC Symposium on Information Control in Manufacturing (INCOM 2015)*, 48, 1682 - 1687
- Wang, M., Jie, F., Abareshi, A. (2015). The role of innovation capability and operation capability in logistics performance of transport firms: a conceptual framework. *Proceedings of the 9th Asia Academy of Management (AAOM) and 8th Taiwan Academy of Mangement (TAOM) Joint Conference*, Hong Kong, 22-24 June 2015
- Wan Omar, W., Rahman, S., Jie, F. (2015). Halal food chain management: a systematic review of literature and future research directions. *Proceedings of the 13th ANZAM Operations, Supply Chain and Services Management Symposium (ANZAM 2015)*, Melbourne, Australia, 31 May -2 June 2015
- Sangka, K., Rahman, S., Jie, F. (2015). Competencies of operations managers in Indonesian third party logistics and freight forwarding firms. *Proceedings of the 29th Annual Conference of the Australian and New Zealand Academy of Management (ANZAM 2015)*, Queenstown, New Zealand, 2-4 December 2015



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#### Research Interests:

- Supply chain management
- Logistics
- Operations/production management
- Quantitative management/operations research/management science
- Decision making
- Quality management
- Lean six sigma
- Strategic management
- Project management

## Associate Professor Sean Kim

### PhD

Dr Sean Kim is Associate Professor of Tourism at the School of Business and Law (SBL), Edith Cowan University (ECU). 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. Associate Professor Kim's 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 phenomenon and its broader impacts and implications.

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.

### Recent Publications

#### Journal Articles

- Park, E., Kim, S., (2016), The potential of Cittaslow for sustainable tourism development: enhancing local community's empowerment. *Tourism Planning and Development*, 13(3), 351-369, DOI: 10.1080/21568316.2015.1114015.
- Kim, S.K. and Nam, C. (2016). Hallyu revisited: challenges and opportunities for the South Korean tourism. *Asia Pacific Journal of Tourism Research*, 21(5) pp. 524-540.
- Kim, S.K., Seongseop, K. and Oh, M. (2016). Film tourism town and its local community. *International Journal of Hospitality & Tourism Administration*,
- Kim, S.K. and Iwashita, C. (2015). Cooking identity and food tourism: the case of Japanese udon noodles. *Tourism Recreation Research*, 41(1) pp. 89-100.
- Kim, S.K. and Ellis, A. (2015). Noodle production and consumption: From agriculture to food tourism in Japan. *Tourism Geographies: an international journal of tourism place, space and environment*, 17(1) pp. 151-167.
- Yoon, Y., Kim, S.K. and Kim, S. (2015). Successful and unsuccessful film tourism destinations: from the perspective of Korean local residents' perceptions of film tourism impacts. *Tourism Analysis*, 20(3) pp. 297-311.
- Kim, S.K. and Park, E. (2015). First-time and repeat visitor destination image: the case of domestic visitors to Weh Island, Indonesia. *Anatolia*, 26(3) pp. 421-433.
- Fu, Y., Kim, S.K. and Zhou, T. (2015). Staging the 'authenticity' of intangible heritage from the production perspective: the case of the craftsmanship museum cluster in Hangzhou, China. *Journal of Tourism and Cultural Change*, 13(4) pp. 285-300.



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### 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 Elisabeth Lambert Abdelgawad

### PhD

Elisabeth Lambert Abdelgawad joined the School of Business and Law in January 2017 as an Associate Professor. Her main fields of research are human rights law, access to justice, remedies to victims and compliance with international norms from a comparative and social justice approach.

Elisabeth worked as a Research Professor at the CNRS in France from 2001 to 2016 (Universities of Paris 1 Pantheon-Sorbonne, UMR of Comparative Law and then at the University of Strasbourg, Research Laboratory SAGE). She was the co-director of Strasbourg Euroculture Master Erasmus Mundus and has worked as an Expert for the Council of Europe for several years.

### Recent Publications

#### Book Chapters

- Lambert Abdelgawad, E. (2017) The Enforcement of ECtHR Judgments in Europe, in *The Enforcement of EU law and values, Ensuring Member States' Compliance*, ed. A. Jakab & D. Kochenov, Oxford University Press, 326-340.
- Lambert Abdelgawad, E. (2017) European Court of Human Rights, in *The Council of Europe: its Law and Policies*, Dr S. Schmahl & Dr M. Breuer (eds), Oxford University Press, 227-268
- Lambert Abdelgawad, E. (2015) A collective complaint mechanism before the European Court of Human Rights? Moving from mass actions to group actions, in Henry Carey (ed.) *Human Rights, Civil Society and European Institutions: Thematic Debates*. Lanham, MD: Lexington Books/Rowman and Littlefield
- Lambert Abdelgawad, E. (2014). Is there a need to advance the jurisprudence of the European Court of human rights with regard the award of Damages, in *Judgments of the European Court of Human Rights – Effects and Implementation*, dir. A. Seibert-Fohr & M. Villiger, Ashgate, 115-136

#### Journal Articles

- Lambert Abdelgawad, E. (2016) Dialogue and the implementation of the ECtHR's judgments. *Netherlands Quarterly of Human Rights*, 34(4), 340-363
- Lambert Abdelgawad, E. (2016), The Economic Crisis and the Evolution of the System Based on the ECHR: Is There Any Correlation?. *European Law Journal*, 22(1), 74-91, DOI: 10.1111/eulj.121.
- Cliquennois, G., Lambert Abdelgawad, E., (2016), The development of the European system of Human and Fundamental Rights in the Current Economic and Political Context. *European Law Journal*, 22(1), 2-8, United Kingdom, DOI: 10.1111/eulj.1217.
- Lambert Abdelgawad, E., Becue, E., Lecerre, L. & Tavernier, J. (2010). French Law on the Detention and Return of irregular migrants and the European Directive. *European Human Rights Law Review*, 4, 384-395.
- Lambert Abdelgawad, E. (2009). The execution of the Judgments of the European Court of Human Rights : Towards a Non-coercive and Participatory Model of accountability. *ZaöRV* 69, 397-432.



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#### Research Interests:

- International, European and comparative Human Rights Law
- Implementation of Human Rights obligations in national legal orders
- Remedies to victims
- Access to justice
- Right to health and to a good environment
- Protection of cultural goods
- Socio-political studies of Actors in the legal Field
- New Public Management policies applied to Courts
- The cost of Human Rights Justice
- Regulation of hazardous activities



## Associate Professor Robert Powell

**Director, MASRC**

**PhD, MComm, BComm, BBus (Hons)**

Robert Powell is Associate Professor of Finance and Director of 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.

### Recent Publications

#### Book Chapters

- Allen, D., Powell, R., Singh, A., (2015), A Critique of Credit Risk Models with Evidence from Mid-Cap Firms. *Quantitative Financial Risk Management: Theory and Practice*, 296-311, Hoboken, DOI: 10.1002/9781119080305.
- Golab, A., Allen, DE., Powell, R., (2014), Aspects of Volatility and Correlations in European Emerging Economies. *Emerging Markets and Sovereign Risk*, 59-80, London.
- Allen, DE., Powell, R., Singh, A., (2014), Risk Management and Regulation. *Investment Risk Management*, 324-345, New York.
- 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, DOI: 10.1016/B978-0-12-411549-1.00019-3.
- Allen, D., Pearce, R., Powell, R., (2013), Due Diligence: Lessons from the Global Financial Crisis for Funds of Hedge Funds with Particular Emphasis on the Asia Pacific Region. *Reconsidering Funds of Hedge Funds: The Financial Crisis and Best Practice in UCITS, Tail Risk, Performance and Due Diligence*, 41-52, Oxford, UK.

#### Journal Articles

- Allen, DE., Powell, R., Singh, A., (2016), Take it to the limit: Innovative CVaR applications to extreme credit risk measurement. *European Journal of Operational Research*, 249(2), 465-475, DOI: 10.1016/j.ejor.2014.12.017.
- Allen, D., McAleer, M., Powell, R., Singh, A., (2016), Down-Side Risk Metrics as Portfolio Diversification Strategies across the Global Financial Crisis. *Journal of Risk and Financial Management*, 9(2), 18p., DOI: 10.3390/jrfm9020006.
- Powell, R., (2015), Australian Mining Industry: Credit and Market Tail Risk During a Crisis Period. *International Journal of Management and Applied Science*, 1(8), 159-163, Bhubaneswar, Odisha, India.
- Allen, DE., McAleer, M., Powell, R., Singh, A., (2015), A capital adequacy buffer model. *Applied Economics Letters*, 23(3), 175-179, Abingdon, Oxon, United Kingdom, DOI: 10.1080/13504851.2015.1061639.
- Powell, R., (2015), Malaysian Equities: A Sector Analysis Of Risk And Normality. *International Journal of Management and Applied Science*, 1(8), 86-91, Bhubaneswar, Odisha, India.
- Singh, A., Allen, D., Powell, R., (2013), Extreme market risk and extreme value theory. *Mathematics and Computers in Simulation*, 94(2013), 310-328, Netherlands, DOI: 10.1016/j.matcom.2012.05.010.
- Allen, D., Ashraf, MA., McAleer, M., Powell, R., Singh, A., (2013), Financial dependence analysis: applications of vine copulas. *Statistica Neerlandica*, 67(4), 403-435, DOI: 10.1111/stan.12015.



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#### Research Interests:

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

## Associate Professor Janice Redmond

### PhD, MAppSc, BAppSc

Dr Janice Redmond is an Associate Professor and Academic Discipline Coordinator Management in the School of Business and Law. Janice is currently Course Co-ordinator for Management and Leadership.

Janice is a Senior Lecturer in the School of Business and has a significant background in the government and education sectors including working in the area of Human Resource Management (including responsibility for recruitment and retention and case management).

Janice is currently involved in a number of collaborative projects locally, nationally and internationally including environmental management education and skill development of SMEs in Western Australia, mapping environmental management system design and use by small and medium enterprises in Australia and the UK, sustainability in university education and job embeddedness in WA business.

Janice is a professional member of the Australian Human Resource Institute (AHRI) and was previously a member of the National Industry Working Party addressing National Resource Management issues for High Population Centres including SMEs and the Deputy Chair of Perth Region Natural Resource Management Light Industry Reference Group.

### Recent Publications

#### Journal Articles

- Murphy, F., Nile, R., (2016), The Naked Anzac: Exposure and Concealment iWalker, B., Redmond, J., (2015), Changing the environmental behaviour of small business owners: The business case. *Australian Journal of Environmental Education*, 30(2), 254-268, DOI: 10.1017/ae.2015.6.
- 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, United Kingdom, DOI: 10.1108/IJSHE-09-2013-0111.
- Redmond, J., Walker, B., Parker, C., Simpson, M., (2014), Australian SMEs waste to landfill. *Australasian Journal of Environmental Management*, 21(3), 297-310, online, DOI: 10.1080/14486563.2014.903210.
- Coetzer, A., Redmond, J., Bastien, V., (2014), Strength-based coaching: making the case for its adoption in small business. *Development and Learning in Organisations: An International Journal*, 28(3), 6-9, Journal, DOI: 10.1108/DLO-11-2013-0085.
- Coetzer, A., Redmond, J., Sharafizad, J., (2012), Decision making regarding access to training and development in medium-sized enterprises: an exploratory study using the critical incident technique. *European Journal of Training and Development*, 36(4), 426-447.
- Coetzer, A., Redmond, J., Sharafizad, J., (2012), Using the critical incident technique to research decision making regarding access to training and development in medium-sized enterprises. *The International Journal of Training Research*, 10(3), 164-178.



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#### Research Interests:

- Small and medium business (SME)
- Small business response to climate change and environmental management
- Environmental education and training
- Small and medium enterprise training
- Human resource management

## Associate Professor Peter Standen

### PhD, BA (Hons)

Peter has a diverse background in applied and theoretical research in psychology and management. Since completing a PhD in Psychology in 1990, he has taught Management, Research Methods, Organisational Behaviour, and Leadership in the School of Business.

He has also participated in research grants worth over \$A4m. His research interests include leadership development, psychological well-being in the workplace, and e-working practices.

### Recent Publications

#### Journal Articles

- Standen, P., Paull, M., Omari, M., (2014), Workplace bullying: Propositions from Heider's balance theory. *Journal of Management & Organisation*, 20(6), 733-748, Cambridge, DOI: 10.1017/jmo.2014.57.
- Paull, M., Omari, M., Standen, P., (2012), When is a bystander not a bystander? A typology of the roles of bystanders in workplace bullying. *Asia Pacific Journal of Human Resources*, 50(3), 351-366, Singapore, DOI: 10.1111/j.1744-7941.2012.00027.x.

#### Published Conference Proceedings

- He, L., Standen, P. P., & Coetzer, A. J. (2014). An exploratory study of entrepreneurial leadership: The perceived characteristics of entrepreneurial leaders. *Proceedings of Australian and New Zealand Academy of Management Conference*. (pp. 1-25). Sydney. ANZAM.
- Dawson-Howard, H., Standen, P. P., & Omari, M. (2013). Telework: The role of social support. In *27th Australian and New Zealand Academy of Management Conference 2013 : managing on the edge*, 4-6 December 2013, Hobart, Tasmania. Hobart, Australia: Australian and New Zealand Academy of Management.
- Standen, P. P., Omari, M., & Paull, M. J. (2009). Organisations and bullying: the role of attributions. *Proceedings of 9th EURAM Conference. Renaissance and Renewal in Management Studies*, 2009.
- Paull, M. J., Standen, P. P., & Omari, M. (2009). Making sense of 'bullying' behaviour: individual perspectives on critical incidents. *Proceedings of 23rd British Academy of Management Conference, BAM 2009*. (pp. 1-12).
- Standen, P. P., & Omari, M. (2008). Bullying in the public sector: an empirical investigation. *Proceedings of European Academy of Management Conference. Ljubljana & Bled Slovenia. Faculty of Economics, University of Ljubljana*.
- Standen, P. P., & Omari, M. (2008). Psychological warfare at work: the destructive cycle of reciprocal bullying. *Proceedings of ANZAM Conference. Auckland, New Zealand. Promaco Conventions Pty Ltd*.



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#### Research Interests:

- Authentic leadership: a humanistic perspective
- Workplace bullying
- Leadership development as personal transformation
- Leadership and leadership development
- Psychological well-being at work including work-life balance
- Humanistic psychology
- eWork, Telework and virtual work
- Electronic outsourcing of business services
- Time and time pressure in workplaces
- Sustainability, climate change and management



# Research Highlights

## Managing Knowledge in Telehealth

**Investigators: Prof. Craig Standing, Prof Raj Gururajan**

Telehealth makes use of information and communication technology to facilitate exchanges in the health sector between central hospitals and remote sites for patient diagnosis and care and professional training. A great deal of knowledge is created and communicated within telehealth projects yet thinking and systems to support knowledge management are lagging behind.

This Australian Council Research Linkage grant explores the knowledge management challenges in telehealth to suggest improvements and solutions in the area. According to Craig Standing, the Chief Investigator on the project managing the expertise and knowledge in the telehealth arena is the key to radically improving the outcomes for all parties involved. Most focus on the adoption of technology but fail to view telehealth projects more holistically by considering the motivations of those involved, team cohesion and especially the value of knowledge.



## Exploring the Relationship between Training/Consultancy and Small and Medium Enterprises (SME) Innovation

**Investigators: Dr Denise Gengatharen, Dr Alan Coetzer, Dr Janice Redmond, Dr Yuliani Suseno, Prof. Craig Standing**

Innovation is the implementation of a new or significantly improved product (good or service) or method related to either an organisation's production or management/administration activities. Research has shown that knowledge intensive business services like consultancies are able to help Small and Medium Enterprises (SMEs) innovate and in the process, they become more innovative themselves.

The cities of Joondalup and Wanneroo are currently looking at ways to promote innovation such that the North West metro region can become a knowledge region. As knowledge intensive business services

typically have more graduates as staff, the growth of such services in the region could also be a source of employment for graduates, contributing to the growth of the knowledge region.

The research aims to determine if the kind of training and consultancy currently offered to SME in the region results in co-production of innovation. The research is also anticipated to result in determining the kind of training and consultancy that SMEs in the region require to help them innovate so that the region can be one where innovation and knowledge-intensive business services can thrive.

# Student Research Projects

## Doctor of Philosophy

Thesis Title	Supervisor
An exploration of the influence of culture on the perceptions and relevance of workplace bullying	Prof Maryam Omari
Resident marketing: The application of social media in tourist destination marketing	Prof Sam Huang
How do women advance their careers? Female career progression in universities in WA	Prof Kerry Brown
Understanding pro-environmental behaviour of Western Australian National Park visitors	Prof Ross Dowling
Leadership styles as antecedents of employee turnover intentions and innovative work behaviour in the Australian banking sector	Prof Pi-Shen Seet
Tracking the pathway to innovative performance in free zones firms in Ghana's harbour cities	Prof Craig Standing
The role of social media in project team performance	Prof Craig Standing
The impact of microfinance on poverty alleviation and women's empowerment: A global study	Prof Zhaoyong Zhang
Non-financial performance disclosure by Australian listed companies	A/Prof Hadrian Djajadikerta
Quality of Integrated Reporting in South Africa and its influencing factors	A/Prof Hadrian Djajadikerta
Gaming of income and expenditures in Australian not-for-profit reporting entities: Does it occur?	A/Prof Hadrian Djajadikerta
Exploring the relationship between explorative learning and exploitative learning as a strategy for innovation	A/Prof Denise Gengatharen
Understanding the life of Oro And Mountain Kolali people living along the iconic Kokoda Trail	A/Prof Maria Ryan
An identification of consumer-based brand equity dimensions and antecedents for the luxury and upscale hotel sector	A/Prof Maria Ryan
Supply-side stakeholders' engagement with destination brand: A case study of Western Australia	A/Prof Dale Sanders
Inter-organizational transfer of knowledge in tourism	A/Prof Llandis Barratt-Pugh
Job embeddedness and turnover intentions: The moderating role of affectivity traits, career stages and perceptions of organisational politics	A/Prof Llandis Barratt-Pugh
Prediction models of corporate financial distress in the Southeast Asian countries	A/Prof Robert Powell
The motivations of digital entrepreneurs: A mixed methods study	A/Prof Peter Standen
Improve the practices of turnaround management	A/Prof Peter Standen

## Master by Research

Thesis Title	Supervisor
Toward a dignified departure: The life experience of medical retirement from policing	Prof Kerry Brown
Residents' perceptions of geotourism in Qeshm Island, Iran	Prof Ross Dowling
Exploring the Adelaide entrepreneurial ecosystem: A stakeholder perspective	Prof Pi-Shen Seet
Forty is the new sixty: The inclusion of younger Board directors in the ASX200	A/Prof Janice Redmond

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