Research Centres & Supervisors 2018

Business & Law
Research in the School of Business and Law (SBL) is engaged and applied. It is driven by a desire to solve issues with research outcomes that have innovative and practical application in the real world. The Research Hub at SBL accommodates the activities of the School’s research, and provides the School with a space devoted to nurturing interdisciplinary research at scale. It homes three research centres: Centre for Innovative Practice (CIP), Centre for Work and Organisational Performance (CWOP), and Markets and Services Research Centre (MASRC). The School also hosts the Australia-China Tourism Research Network (ACTReNet).

SBL also provides the cutting edge SMART Lab (Securities & Markets Analytics, Research and Teaching Lab) that gives ECU students access to real-time, global financial markets data with Bloomberg Professional software, and the Digital Hub, a state-of-the-art facility that includes virtual reality equipment, and a range of software applications widely used in local and international environments.

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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
- Law
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.

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.

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.


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

Dr Uma Jogulu
Higher Degrees by Research (HDR) Coordinator
Telephone: (61 8) 6304 2601
Email: u.jogulu@ecu.edu.au
Research Projects

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.

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.

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.
Centre for Work and Organisational Performance (CWOP)

The Centre for Work and Organisational Performance (CWOP) brings together a collective of multi-disciplinary research active academics and early career academics in the School of Business and Law (SBL), alongside researchers from other schools who have an on-going research agenda in various aspects of work and organisational studies.

The CWOP seeks to be the clearing house and hub for the creation and dissemination of research in the areas of work and organisation. Members of the research centre are active researchers who are known for their research in scientific and applied research in their fields of research and their capacity to achieve a nexus between research, teaching and engagement.

CWOP seeks to:

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

The aims of CWOP are:

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


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

Dr Uma Jogulu
Higher Degrees by Research (HDR) Coordinator
Telephone: (61 8) 6304 2601
Email: u.jogulu@ecu.edu.au
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

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

Dr Uma Jogulu
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Australia-China Tourism Research Network (ACTReNet)

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

Mission

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

For more information, visit: www.ecu.edu.au/schools/business-and-law/research-activity/australia-china-tourism-research-network-actrenet

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

Dr Uma Jogulu
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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.

Selected 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.

Journal Articles

Contact:
Email: m.omari@ecu.edu.au
Telephone: (61 8) 6304 5350

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.

Selected Publications
Books

Book Chapters

Journal Articles
- 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, Elsevier, DOI: 10.1016/j.im.2016.05.003.

Contact:
Email: s.huang@ecu.edu.au
Telephone: (61 8) 6304 2742

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.

Selected Publications

Book Chapters

Journal Articles
Selected Publications

Book Chapters

Journal Articles
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.

Selected Publications

Book Chapters

Journal Articles

Contact:
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Telephone: (61 8) 6304 5891

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

Selected Publications

Book Chapters

Journal Articles

Contact:
Email: r.powell@ecu.edu.au
Telephone: (61 8) 6304 2439

Research Interests:
- Credit Risk
- Market Risk
- Value at Risk
- Conditional Value at Risk
- Banking
- The Global Financial Crisis
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.

Selected Publications

Book Chapters


Journal Articles


Contact:  
Email: p.seet@ecu.edu.au  
Telephone: (61 8) 6304 2486  
Research Interests:
- Credit Risk
- Innovation
- Entrepreneurship
- Culture
- International business and business in Asia
- Organisation behaviour and human resource management
- Managerial decision-making
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.

Selected Publications

Book Chapters


Journal Articles


Contact:
Email: zhaoyong.zhang@ecu.edu.au
Telephone: (61 8) 6304 5266

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.

Selected Publications

Journal Articles


Contact:
Email: f.zhao@ecu.edu.au
Telephone: (61 8) 6304 5282

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).

Selected Publications

Book Chapters

Journal Articles
- 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.

Published Conference Proceedings

Contact:
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Telephone: (61 8) 6304 5353

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 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.

Selected Publications

Journal Articles

Published Conference Proceedings

Contact:
Email: d.gengatharen@ecu.edu.au
Telephone: (61 8) 6304 5255

Research Interests:
- Knowledge Management
- Broadband and Regional/Rural areas
- Innovation
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.

Selected Publications
Journal Articles

Published Conference Proceedings

Contact:
Email: m.ogilvie@ecu.edu.au
Telephone: (61 8) 6304 2308

Research Interests:
- International education and qualitative research methodologies.
- Marketing: with a focus on semiotics, consumer research, new product development and international education.
Associate Professor Maria Ryan
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).

Selected Publications
Journal Articles


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.

Contact:
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Telephone: (61 8) 6304 5784
Associate Professor Sangkyun (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. His research interests stem from five main themes at the boundaries of social psychology, cultural studies, media studies, geography, and tourism management and marketing. The first focuses on the close relationships between tourism and popular culture, with particular attention to tourism and (popular) media, media representation, celebrity cultures, and fan pilgrimage. Specifically, he is an internationally recognised scholar in the field of film tourism. A second theme is centred on the relationship between intangible heritage (e.g. food), identity and tourism. A third area concerns tourist behaviours including experiences, motivations, and emotions. A fourth area relates to research methods in tourism including qualitative, quantitative, mixed, and visual research methods. A fifth theme focuses on tourism and community perspective (e.g. perceptions, attitudes, empowerment, social capital, quality of life). His recent research interests relate to multicultural festival and special event associated with ethnic minorities as well as Cittaslow, community empowerment and quality of life.

Selected Publications
Book Chapters

Journal Articles
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.

Selected Publications

Journal Articles


Contact:
Email: f.jie@ecu.edu.au
Telephone: (61 8) 6304 2595

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 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.

Denise has facilitated in Human Resource Management, Organisational Behaviour and Management in the tertiary sector in both the UK and Australia for a number of years. Prior to this, she worked in Human Resources in the UK financial and manufacturing sectors before running her own business in the tourism industry in Southern Africa.

She liaises with local employers in her coordination of work-integrated learning programs in the School and has a keen understanding of the contemporary world-of-work and industry expectations of new graduates. Her research interests lie in enhancing graduate employability through WIL opportunities, professional identity development and career management learning. She is also interested in the relationship between graduate employability and employment outcomes and best practice in graduate recruitment and selection to alleviate documented skill gaps.

Selected Publications
Journal Articles

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 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.

Selected Publications
Journal Articles

Contact:
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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
Applying for a Research Degree

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

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

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

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

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

Apply directly to ECU or through an agent
Visit the Online Application Portal: apply.ecu.edu.au to apply for your course, including uploading your documents. You can also track the progress of your application here.

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

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

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

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

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

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

If you have questions about your application, contact Admissions: HDR.enquiries@ecu.edu.au
Our changing world needs a university to change with it.

A university where courses composed with industry deliver the most relevant knowledge and skills.

So be the graduate the changing world needs.

And get ready at ECU.