

BEN FARR-WHARTON *PhD*

CURRICULUM VITAE

CONTACT INFORMATION

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SUMMARY OF ACHIEVEMENTS

- National research profile in employee wellbeing and performance within policing, healthcare and public works organizations
- Capability in advanced analytics and data visualization, including multilevel statistical analysis, structural equation modelling and multivariate analysis.
- Impressive publication record including highly-ranked journal articles and one co-edited book published by Routledge
- Significant experience in instigating high impact university-business engagement, having generated more than \$450,000 of industry and external, national competitive funding since 2014.
- Awarded the UTS Early Career Research in Business Award 2017.
- Achieved ERASMUS+ Teaching Mobility Scholarship (Vienna University of Economics and Business, Austria) in 2018

CURRENT POSITIONS

Associate Professor of Management at the School of Business and Law, Edith Cowan University

ACADEMIC RECORD

- 2015 PhD - Southern Cross University, Australia
 Thesis Title: *Reducing Labour Precarity in the Creative Industries: The role of Creative Workers' Organisational Business acumen and Social Network Structure*
 Supervisors: Professor Kerry Brown, Professor Robyn Keast, Dr. Yuliya Shymko
- 2011 PhD Qualifier program, Southern Cross University
- 2008 Certificate IV in Training and Assessment; Christian Brothers, Australia
- 2006 Bachelor of Education, Griffith University, Australia
- 2004 Bachelor of Music Studies (Arts), Griffith University, Australia

Employment History

- 2019 < Associate Professor of Management, Edith Cowan University
- 2016-19 Senior Lecturer – Human Resource Management, UTS Business School
 - PhD Coursework stream:
 - 21991 – Quantitative Methods and Analysis for Management
 - Postgraduate (MBA/Masters) stream:
 - 21760 – Performance and Talent Management
 - Undergraduate Business stream:
 - 21505 – Human Resource Management Capstone
 - 21555 – Introduction to Human Resource Management
- 2015-16 Methodologist and Research Associate – Southern Cross University
- 2015 Program Director – Master of Project Management – Southern Cross University
- 2015 Course Management and Casual Lecturer – Queensland University of Technology
- 2013-15 Course Manager and Lecturer, Southern Cross University
 - Postgraduate (MBA/Masters) stream:
 - MNG93003 – Industry Research Project
 - HRM10720 – Human Resource Management: Theory in Practice (2013-15)
 - HRM10716 – Organisational Stakeholder Management (2014-15)
- 2004-14 Research Assistant, Southern Cross Business School & Griffith University
- 2007-11 Vocational Trainer / High School Teacher (with TAFE) – Springwood State High School

Academic Service

- 2018 Associate Head (Education) of Management Discipline Group, UTS Business School
- 2018 Faculty Board Member, UTS Business School
- 2017-18 Deputy Head of Management (Acting), UTS Business School.
- 2016-17 Chair, Management Teaching and Learning Committee, UTS Business School.
- 2016-18 Faculty Teaching and Learning Committee – Management Representative
- 2016-19 Co-Chair, ANZAM Health Management and Organisation Special Interest Group

PhD Supervision Completions

- 2018 Alaslani, M. 'The blocked mobility hypothesis and Muslim immigrant entrepreneurship in Australia.'

Publications

Edited Books

Vecchi, V. **Farr-Wharton, B.** Brusoni, M. Farr-Wharton, R. (2015). *Managerial Flow*. *Routledge Advances in Management and Business Studies series*. Routledge: London.

Book Chapters

Farr-Wharton, B. Brunetto, Y., Shacklock, K. (forthcoming). The role of formal and informal social exchanges in the public sector. In Luoma-aho, V. & Canel, M-J., (eds). *Handbook of Public Sector Communication*. Wiley Blackwell: New York.

Farr-Wharton, B. Brown, K. (2015). *Managing Complexities through Flow in Industry Clusters*, in 'Managerial Flow to Implement Local Development Policies.' Vecchi, V et al. (ed). Routledge.

Farr-Wharton, R. **Farr-Wharton, B.** Brunetto, Y. (2015). *Evaluating the Potential Impacts of Development Policies*, in 'Managerial Flow to Implement Local Development Policies.' Vecchi, V et al. (ed). Routledge.

Farr-Wharton, R. Brunetto, Y. **Farr-Wharton, B.** (2015). *Evaluating Economic Development Officers through the lens of Managerial Flow*, in 'Managerial Flow to Implement Local Development Policies.' Vecchi, V et al. (ed). Routledge.

Farr-Wharton, B. Brader, A. Dick, T. Dodge, G. (2011). *Resourcing Resilience Through Recreational Music Programs*, in 'Songs of Resilience.' Brader, A. (ed) CSP, New Castle Upon Tyne.

Journal Articles – Published and In Print

Farr-Wharton, B., Brunetto, Y., Xerri, M., Shriberg, A., Newman, S., Dienger, J. 2019. Work harassment in the UK and USA nursing context. *Journal of Management and Organization*. <https://doi.org/10/1017/jmo.2019.16>. (B in ABDC, Q1 in Scimago).

Farr-Wharton, B. Farr-Wharton, G., Brunetto, Y., Farr-Wharton, R., Xerri, M., Shriberg, A. 2019. Social Networks, Problem-Solving, Managers: Police Officers in Australia and the USA. *Policing: A Journal of Policy and Practice*: <https://doi.org/10.1093/polic/pay095>. (Q2 in Scimago).

Xerri, M., Brunetto, Y., **Farr-Wharton, B.** 2019. Support for aged care workers and quality care in Australia: A case of contract failure? *Australian Journal of Public Administration*. <https://doi.org/10.1111/1467-8500.12379>. (A in ABDC, Q2 in Scimago).

Brunetto, Y., **Farr-Wharton, B.**, Farr-Wharton, R., Shacklock, K., Azzopardi, J., Saccon, C. & Shriberg, A. 2018. *Comparing the impact of management support on police officers' perceptions of discretionary power and engagement: Australia, USA and Malta*. *International Journal of Human Resource Management*. DOI: [10.1080/09585192.2017.1375964](https://doi.org/10.1080/09585192.2017.1375964). (A in ABDC, Q1 in Scimago).

Brunetto, Y., **Farr-Wharton, B.**, Xerri, M. & Nelson, S. 2018. *The importance of informal professional networks in developing a proactive organizational culture: a public value perspective*. *Public Money and Management*, 38(3): 203-212. (A in ABDC, Q1 in Scimago).

Farr-Wharton, B., Charles, M., Keast, R., Woolcott, G., Chamberlain, D. (2018). *Why lecturers still matter: the impact of lecturer-student exchange on student engagement and intention to leave university prematurely*. *Higher Education*, 75(1), 167-185. (A in ABDC, Q1 in Scimago).

Trincheri, E., **Farr-Wharton, B.**, Borgonovi, E. (2018). *A social exchange perspective for achieving safety culture in healthcare organizations*. *International Journal of Public Sector Management*, 10.1108/IJPSM-06-2017-0168. (Q2 in Scimago).

- Trincherò, E., **Farr-Wharton, B.**, Brunetto, Y. (2017). *Workplace Relationships, Psychological Capital, Accreditation and Safety Culture: a new framework of analysis within Healthcare Organization*. Public Organization Review, DOI: [10.1007/s11115-017-0390-6](https://doi.org/10.1007/s11115-017-0390-6). (Q2 in Scimago).
- Woolcott, G., Keast, R., Chamberlain, D., **Farr-Wharton, B.** (2017). *Modelling success networks to improve the quality of undergraduate education*. Quality in Higher Education, 23(2): 120-137. (Q2 in Scimago).
- Farr-Wharton, B.** Shacklock, K., Brunetto, Y., Teo, S., Farr-Wharton, R. (2017). *Workplace bullying, workplace relationships and job outcomes for police officers in Australia*. Public Money and Management, 37(5): 235-232. (A in ABDC, Q1 in Scimago).
- Novak, J. **Farr-Wharton, B.**, Brunetto, Y., Shacklock, K., Brown, K. (2017). *Safety outcomes for engineering asset management organizations: Old problems with new solutions?* Reliability Engineering and System Safety, 160: 67-73. (A in ABDC, Q1 in Scimago).
- Charles, M., **Farr-Wharton, B.**, Von der Heide, T., Sheldon, N. (2017). *Evaluating Perry's structured approach for Professional Doctorate Theses*. Education + Training, 59(2): 215-230. (A* ERA2013, Q1 in Scimago).
- Brunetto, Y., Xerri, M., **Farr-Wharton, B.**, Shacklock, K., Farr-Wharton, R. & Trincherò, E. (2016). *Nurse safety outcomes: Old problem, new solution - the differentiating roles of nurses' psychological capital and managerial support*. Journal of Advanced Nursing, 50(3): 341-359. (A* ERA2013, Q1 in Scimago).
- Brunetto, Y., Xerri, M., Shacklock, K., **Farr-Wharton, B.**, Farr-Wharton, R. (2016). *Management, bullying and the work outcomes of Australian para-military*. Australian New Zealand Journal of Criminology DOI: [10.1177/0004865816647429](https://doi.org/10.1177/0004865816647429). (A in ABDC, Q2 in Scimago).
- Farr-Wharton, B.** Azzopardi, J. Brunetto, Y. Farr-Wharton, R. (2016). *Comparing Malta & USA Police Officer's Individual and Organizational Support on Outcomes*. Public Money and Management, 36(5): 333-340. (A in ABDC, Q1 in Scimago).
- Brunetto, Y. Xerri, M. Nelson, S. **Farr-Wharton, B.** (2016). *The role of informal and formal networks: how professionals can be innovative in a constrained fiscal environment*. the International Journal of Innovation Management, 20(3): 500-511. (B in ABDC, Q2 in Scimago).
- Farr-Wharton, B.** Brown, K. Keast, R. Shymko, Y. (2015). *Reducing Labour Precarity in the Creative Industries: beyond network connections*. Management Decision, 53(4): 857-875. (B in ABDC, Q1 in Scimago).
- Farr-Wharton, B.** Keast, R. (2015). *Scaling-Up Networks for Starving Artists*. Policy & Politics. 43(3): 425-441. (A in ABDC, Q1 in Scimago).
- Trincherò, E. Borganovi, B. **Farr-Wharton, B.** (2014). *Leader-member exchange, affective commitment, engagement, well-being, and intention to leave: public versus private sector Italian nurses*. Public Money and Management, 34(6): 381-388. (A in ABDC, Q1 in Scimago).
- Farr-Wharton, R. **Farr-Wharton, B.** Brunetto, Y. and Bresolin, F. (2014). *The Role of Generational Cohorts: Comparing Approaches to Innovation using Internal Networks*. International Journal of Innovation Management. 18(4). (B in ABDC, Q2 in Scimago).
- Farr-Wharton, R. **Farr-Wharton, B.** and Brunetto, Y. (2014). *Regional Development: The Importance of a Relationship with Government*. Journal of Social and Economic Policy. 16(3).
- Farr-Wharton, B.** (2012). *Southern Gold Coast Music Hub: Resolving policy gaps through cluster management*. Singapore Management Review. 34(1):56-64.

Professional Publications and Reports

- Farr-Wharton, B.** Simpson, A.V., Hernandez-Grande, A., Prichard, R., Reddy, P. Brunetto, Y. (2019). *The Compassion Project: Report on Compassion Analytics to North Sydney Local Health District*. **UTS Business School.**
- Farr-Wharton, B.** Simpson, A.V., Hernandez-Grande, A., Prichard, R., Reddy, P. (2018). *Predicting Wellbeing: Sydney Water Dashboard Project*. **UTS Business School.**

- Farr-Wharton, B.** Shearman, P. (2017). *Caring for the carers: Aged Care Industry Benchmark Report*. **UTS Business School.**
- Farr-Wharton, B.** Hogan, O. (2015). *School of Business and Tourism Industry: Generating Impact for AACSB Accreditation - Discussion Paper*: **Southern Cross University.**
- Farr-Wharton, B.** Trincherio, E. (2015). *SDA Bocconi - Report on Hospital Safety Culture*: **Humanitas Research Hospital.**
- Farr-Wharton, B.** Brunetto, Y. Xerri, M. (2015). *Improving the Psychological Resilience, effective supervision, and work performance of Australian Army Personnel*: **Australian Army.**
- Brunetto, Y. **Farr-Wharton, B.** Xerri, M. Shacklock, K. (2015). *Embedding an Effective Safety Culture: A Report to Ramsay Healthcare Pty Ltd.*
- Farr-Wharton, B.** Dick, T. (2013). *Songlines & Nomads Palace: Network Report*. Report commissioned to Tourism Australia as part of the **Songlines - Indigenous Tourism Development program.**
- Farr-Wharton, B.** Herold, D. Wilde, S. (2013). *Digi-Advantage Business Program Evaluation*. Report commissioned by **Northern Rivers Shire Council, Department of Economic Development.**
- Farr-Wharton, B.** Brown, K. (2011). *Music Hub: Guide to Regional Creative Development*. Report commissioned by economic development agency: **Connecting Southern Gold Coast.**
- Farr-Wharton, B.** Brown, K. Dick, T. (2011). *Southern Gold Coast Music Hub, Legacy Report*. Report commissioned by economic development agency: **Connecting Southern Gold Coast.**

Grants and Industry Funded Projects

- Farr-Wharton, B.** Reddy, P., Simpson, A. (2018). *Developing a Wellbeing Dashboard for Sydney Water*. Industry funded. Amount: **\$30,000AUD.**
- Simpson, A., **Farr-Wharton, B.** (2018). *Addressing workplace bullying through organisational compassion*. Industry and University Internal Grant-funded. Amount: **\$50,000AUD.**
- Simpson, A. **Farr-Wharton, B.** (2018). *WellCom: Developing a research agenda for Compassion and Wellbeing*. Internally funded through the Centre for Business and Social Innovation, UTS. Amount: **\$8,000AUD.**
- Farr-Wharton, B.** (2016). *Caring for the Carers: the role of management support for the wellbeing of residential aged care workers*. Internally funded through Early Career Research Grant awarded from University of Technology Sydney. Amount: **\$20,000AUD.**
- Farr-Wharton, B.** Harrison, B., & Hermens, A. (2016). *HR in SMEs*. Internally funded by UTS Business School. Amount: **\$10,000AUD.**
- Farr-Wharton, B.** Brunetto, Y. Xerri, M. (2014-15). *The Impact of Supervisors Psychological Capital on the stress and performance of Australian Army Personnel*. External grant-funded competitive grant awarded by the Armed Forces of Australia Research Fund (Category II). Amount: **\$57,000AUD.**
- Farr-Wharton, B.** Keast, R. Brown, K. (2013-14). *Boards for Billions: community surf enterprise development*. External grant-funded by the Australia-India Council as part of the Department of Foreign Affairs and Trade, Australia (category II). Amount: **\$20,000.**
- Dick, T. Cook, S. McClosky, P. Brown, K. **Farr-Wharton, B.** (2012-13). *Songlines: Indigenous Musical Journeys and Nomads Palace*. External grant-funded Indigenous Product Development Project under 'Sustainable Tourism Innovation Grants Program (category II). Amount: **\$156,000AUD.**
- Dick, T. Brown, K. **Farr-Wharton, B.** (2011-12). *Ethno Australia Festival Design and Presentation Grant*. External grant-funded through Arts Queensland (category III). Amount: **\$22,000.**
- Dick, T. Brown, K. **Farr-Wharton, B.** (2011-12). *Ethno Australia – Thai Cultural Engagement*. External grant-funded by the Australia-Thai Foundation as part of the Department of Foreign Affairs and Trade, Australia (Category II). Amount: **\$10,000.**

- Farr-Wharton, B.** (2011-12). *Arts Queensland Career Development Grant*. External grant-funded through Arts Queensland (category III). Amount: **\$4,000**.
- Brunetto, Y. Hughes, M. **Farr-Wharton, B.** (2015). *The Impact of Personal Carers/Assistants in Nursing on the wellbeing of residents*. Industry Funded - Wesley Mission Australia. Amount: **\$30,000AUD**.
- Kellman, K. Graham, P. Mazumdar, S. Agam, Y. Edmondson, J. **Farr-Wharton, B.** (2015). *Indi100 on Tour: QUT & Emerging Music Markets*. Internally funded (QUT). Amount: **\$30,000AUD**.
- Trincherio, E. **Farr-Wharton, B.** (2015). *Report on Hospital Safety Culture*. Through S.D.A Bocconi (Italy), Industry Funded - Humanitas Research Hospital. Amount: **\$10,000**.
- Trincherio, E. **Farr-Wharton, B.** (2015). *Investigating the role of certification on hospital safety culture*. Through S.D.A Bocconi (Italy). Industry funded - FISM Italian federation of medical scientific societies. Amount: **\$10,000**.
- Brown, K. **Farr-Wharton, B.** Dick, T. (2011). *Emerge Kirra: Regional Creative Showcase*. Industry Funded - Connecting Southern Gold Coast and Gold Coast City Council. Amount: **\$10,000**.
- Brown, K. **Farr-Wharton, B.** (2011). *Southern Cross University Collaborative Research Grant – Music Hubs Regional Development Project*. Industry and Internally funded - Southern Cross University Internal Grant with industry partner Connecting Southern Gold Coast. Amount: **\$15,000**.

Journal Reviewer

- 2016-18 Human Resource Management Journal
- 2016-18 Personnel Review
- 2016-18 International Journal of Human Resource Management
- 2014-18 Journal of Management and Organization
- 2015-18 Public Money & Management
- 2015 Journal of Public Administration Research & Theory
- 2014 Journal of Organizational Change Management

Industry & Academic Workshops

Year	Title	Role	Partner	Sponsor
2019	Organizational Compassion presentation to North Sydney Local Health District, Workforce Directorate	Presenter	North Sydney Local Health District	North Sydney Local Health District
2019	HR Analytics Hackathon and Workshop series	Lead facilitator	Mercer	Mercer
2018	Researching for Engagement and Impact: Health Management and Organisation @ANZAM workshop	Coordinator and Precentor	ANZAM	ANZAM
2018	Health Management and Organisation mid-year Workshop	Coordinator and Facilitator	ANZAM	UTS
2017	GenerationYou: Youth Employment Conference	Panelist	GenerationYou	UTS & ICC
2017	Health Management and Organisation mid-year Industry Workshop	Coordinator	ANZAM	Western Sydney University
2016	Safety in Action Industry Conference	Invited chair/speaker facilitation	Safety in Action	Industry Funded
2016	Health Care Management and Organisations Mid-year Seminar: <i>The role of positivity in health care</i>	Presenter	ANZAM	UTS
2016	ANZAM mid-year doctoral workshop: Quantitative Methods	Presenter and organisation	ANZAM	UTS
2015	Workplace Negative Acts and Public Sector Work: Antecedents, Consequences and Strategies	Presenter	Academy of Management (Vancouver)	Public Non Profit and Social Issues in Management Divisions
2015	An Ecology of Support Services: Improving Identification and Access to Social Services in NSW	Presenter, Contributor	NSW dept. of Education and Communities	Southern Cross University
2014	Engineering, Technology and Management – Brazil and Australia Engagement	Co-host, Presenter	Coopercon Brazil	Asset Institute, Queensland University of Technology, Southern Cross University
2014	Boards for Billions: Surfing Entrepreneurship in India	Educator, Project Manager	Surf Federation India, Covelong Point Surfing School, EarthSync	DFAT (Australia), EarthSync, Southern Cross University
2014	Reviewing Hospital Safety Culture	Contributor	Humanitas Hospital, Ramsay Health Pty. Ltd., Karolinska Hospital	Professional Development Workshop, Academy of Management (Philadelphia)
2014	Impact Investing: addressing societal challenges through new business models	Presenter, Contributor	Global Impact Investing Network & Bocconi University	Professional Development Workshop, Academy of Management (Philadelphia)
2014	Arts Management for Sustainability & Sustainable Arts Management	Host, presenter	Vlerick Business School, Universidad de los Andes, Universita' Catolica de Brasilia, Alberta University	Professional Development Workshop, Academy of Management (Philadelphia)
2014	Managerial Flow and the execution of economic development	Presenter	Bocconi University, Bucknell University & Southern Cross University	Professional Development Workshop, Academy of Management (Orlando)
2014	Entrepreneurial development: the role of Business School & Local Authorities	Co-host, presenter	Bocconi University, Global Business Schools Network, Thunderbird Business School	Professional Development Workshop, Academy of Management (Orlando)

Significant Media Coverage

- 2019 Human-centric models of management are the key to ongoing success
available at: <https://www.smh.com.au/business/workplace/human-centric-models-of-management-are-the-key-to-ongoing-success-20190520-p51p82.html>
- 2018 Do lecturers influence student attrition?
Available at: <https://www.uts.edu.au/about/uts-business-school/management/news/do-lecturers-influence-student-attrition>
- 2014 All The Action from Covelong Point Surf Classic – Redbull.com
Available at: <http://www.redbull.com/in/en/surfing/stories/1331679332016/all-the-action-from-covelong-point-surf-classic>
- 2014 Boards for Billions goes to India – ABC News 24
Available at: <http://www.abc.net.au/news/2014-07-22/boards-for-billions-salvador-cantellano-and-ben-farr-wharton/5615922>
- 2012 TUNING IN TO MUSIC CREATIVITY – Gold Coast Business News
Available at: http://www.goldcoastbusinessnews.com.au/process/myviews/gcbsn_article.html?articleId=4673

Research Accolades and Scholarships

- 2017 – **Excellence in Early Career Research Award**, UTS Business School
- 2016 – **Early Career Academic Research Grant**, UTS Business School
- 2014 – **Peiter Van Hooff Best PhD Research Presentation Award**, Southern Cross University
- 2013 – **Collaborative Research Network Scholarship**, Southern Cross University
- 2012 – **Australian Post Graduate Award**, Southern Cross University
- 2011 – **Industry Scholarship Award** – Connecting Southern Gold Coast
- 2011 – **Career Arts Development Grant**, Arts Queensland
- 2004 – **Academic Excellence Award**, Griffith University
- 2002 – **Academic Excellence Award**, Griffith University

Professional Memberships

- Australian and New Zealand Academy of Management (ANZAM)
- Academy of Management (AoM)
- Australian and New Zealand Quality and Accreditation Network (ANZQAN)

Corporate-Community Service

2013-15 – **Boards For Billions – Project Manager** (India/Australia)

2011-13 – **BEMAC** (Brisbane Multicultural Arts Centre) **Executive Board Member**

- Governance Committee

- International Relations

2012-13 – **The Planet Spins – Steering Committee Member**

2012 – **InterNational Indigenous Peoples Village – Volunteer**

2011-13 – **Southern Gold Coast Music Hubs – Project Manager**

2011-12 – **Jeunesses Musicales International – Australian Representative**

2010-11 – **Vanuatu ‘Women in Music’ Youth Media Training – Project Manager**

Referees

Referee

Name: Professor Rona Bettie
Position: Professor of Human Resources Management
Phone: +44 141 331 3872
Email: r.beattie2@gcu.ac.uk
Location: Glasgow, Scotland

Referee

Name: Professor Anneke Fitzgerald
Position: Professor of Health Management, Griffith University
Phone: +61 410 609 832
Email: Anneke.fitzgerald@griffith.edu.au
Location: Gold Coast, Australia

Additional Project-based referees available on request