



# **CAPTURING SCHOLARSHIP AT UBSS 2021**

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**January 2022**

## FOREWORD



*Scholarship* at UBSS is taken very seriously.

The attached commentary and profiles evidence that staff at UBSS are scholarship active and that the notion of scholarship within a teaching and learned focused organisation is clearly understood and encouraged.

Part A of this book provides an historical context for the development of this understanding and the contextualising of scholarly activity appropriate for the Sector and of course the Institution. The pioneering work of Boyer (1990) is used as the basis for development of a customised UBSS approach to scholarship harvesting. The tool is benchmarked against a range of other providers to ensure currency and appropriateness.

Part B provides the evidence of individual efforts to stay current, contribute to industry and ensure personal and professional development takes place. This publication needs to be read in the context of the Professional Development Policy which is also benchmarked and an appropriate approach to Professional Development and Scholarship.

I recommend this publication to you.

**Emeritus Professor Greg Whateley**

Deputy Vice Chancellor, GCA

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## A. CAPTURING SCHOLARSHIP AT UBSS

The 2021 Threshold Standards that are primarily concerned with scholarship are contained in **Part A** (Standards for Higher Education) these are -

- 3.1.2 (scholarship informs course design; the content and learning activities of a course of study engage with advanced knowledge and inquiry);
- 3.2.3 (teaching staff maintain knowledge of their field of teaching through continuing scholarship; teaching and assessment principles are contemporary and relevant to the discipline);
- 4.2.2 (scholarship characterises the environment of research training).

**Part B** (Criteria for Higher Education Providers):

Part B1 (scholarship that informs teaching is an essential characteristic of higher education providers, as is engagement with advanced knowledge and inquiry).

UBSS is involved in ongoing benchmarking with other higher education institutions in relation to their scholarship plans. This is important and very useful as a guideline. It would be reasonable to say, based on the data, that UBSS performs very well in this space.

The current UBSS stance with respect to scholarship is guided by the following principles -

- The Boyer Model of Scholarship which is a useful tool and guides UBSS on matters of scholarship. The model acknowledges teaching and learning organisations specifically;
- All UBSS staff are required to complete a scholarship profile. This has been in train since 2016.
- **Emeritus Professor Greg Whateley** (Deputy Vice Chancellor) has considerable experience in this area and has developed a unique UBSS scholarship profile form which embeds the Boyer model of scholarship;
- **Emeritus Professor Angus Hooke**, has been employed as a *Senior Scholarship Fellow* at UBSS and a co-director of the Centre for Scholarship and Research. Professor Hooke mentorship for all UBSS staff (including non-academic staff) to publish articles for the UBSS publication series.
- The Centre for Scholarship and Research (CSR) was established in 2021. The objectives of the CSR are to build a culture of scholarship at UBSS providing a focus for scholarly output.
- Academic Scholarship is viewed as a standing item for the UBSS Academic Senate. See below – *Agenda Items #20.1 and 20.2, UBSS Academic Senate, November 2021* -



**UBSS ACADEMIC SENATE**  
Board Room, Level 11 (*hybrid available*)  
233 Castlereagh Street, Sydney

Wednesday, November 10, 2021

10.00 AM

**AGENDA**

**A Housekeeping**

1. Welcome - Emeritus Professor Greg Whateley will Chair the meeting including a welcome to new member – Adjunct Professor Tom O'Connor (see Attachment #1)
2. Conflict of Interest
3. Apologies
4. Minutes of last meeting in September 2021 (see Attachment #4)
5. Business Arising from the Minutes (see Attachment #5)

**B Standing Reports**

6. Bachelor of Business Report (Associate Professor Felix Stravens – Attachment #6)
7. Bachelor of Accounting Report (Associate Professor Wayne Smithson – Attachment #7)
8. Master of Business Administration Report – (Associate Professor Felix Stravens – Attachment #8)
9. Academic Integrity Committee Report – (Associate Professor Wayne Smithson – Attachment #9)
10. Grade Review Committee Report – There is no report required for this meeting
11. Course Advisory Committee Report – There is no report required for this meeting

**C Updates**

12. UBSS Sydney CBD Campus Update - BUR (Professor Andrew West – Attachment #12)
13. UBSS Melbourne CBD Campus Update - BUR (Emeritus Professor Greg Whateley – Attachment #13)
14. UBSS Online Campus Update - BUR (Associate Professor Ashok Chanda – Attachment #14)
15. UBSS Executive Campus Update - BUR (Professor Andrew West – Attachment #15)
16. Policy Updates – (Emeritus Professor Greg Whateley – Attachments #16.1 and #16.2)
17. Centre for Entrepreneurship Update (Adjunct Professor Art Phillips – Attachment #17)
18. A Matter of Moving UBSS Forward 2021-2024 Update (Professor Andrew West – Attachment #18)
19. MBA IT Stream Proposal (Professor Andrew West – Attachments #19.1 and #19.2)
20. Centre for Scholarship and Research October Updates (Emeritus Professor Greg Whateley- Attachments #20.1 and #20.2)
21. Copyright and Intellectual Property Paper (Emeritus Professor Greg Whateley- Attachment #21)
22. Annual Health Check Report (Professor Andrew West – Attachment #22)

**D Other Matters**

23. **Other Business and Next Meeting Notice** – Wednesday, January 12, 2022 – Meeting Schedule is provided as Attachment #23) see also - <https://www.ubss.edu.au/media/2981/2022-meeting-dates2.pdf>

## BOYER MODEL OF SCHOLARSHIP

The approach suggested by Boyer (1990) to scholarship has become a benchmark for those institutions which plan to be *teaching-intensive higher education providers in which scholarly activity informs teaching*. Boyer [see table below] proposed an expanded definition of 'scholarship' within teaching based on four functions that underlie the quality teaching – Discovery, Integration, Application and Teaching.

| Type of Scholarship | Purpose  | Examples of Measures of Performance  |
|---------------------|--|--|
| Discovery           | Build new knowledge through traditional research.                | <ul style="list-style-type: none"> <li>• Publishing in peer-reviewed forums</li> <li>• Producing a creative work within established field</li> <li>• Performing a creative work to a public audience</li> <li>• Exhibiting at a Museum or Exposition</li> <li>• Creating infrastructure for future studies</li> </ul>  |
| Integration         | Interpret the use of knowledge across disciplines.               | <ul style="list-style-type: none"> <li>• Preparing a comprehensive literature review</li> <li>• Writing a textbook or study guide</li> <li>• Collaborating with colleagues to design and deliver a core course</li> </ul>  |
| Application         | Aid society and professions in addressing problems.              | <ul style="list-style-type: none"> <li>• Serving industry or government as an external consultant</li> <li>• Assuming leadership roles in professional organizations</li> <li>• Advising student leaders, thereby fostering their professional growth</li> <li>• Delivering a technical report, study, presentation, pamphlet, survey, building a prototype, developing a methodology or protocol, a significant speech</li> </ul>   |
| Teaching            | Study teaching models and practices to achieve optimal learning. | <ul style="list-style-type: none"> <li>• Advancing learning theory through classroom research</li> <li>• Developing and testing instructional materials or new teaching methods</li> <li>• Developing support materials, running a wiki or blog</li> <li>• Mentoring postgraduate students</li> <li>• Designing and implementing an assessment system</li> <li>• A funded teaching or training initiative</li> <li>• Contribution to accreditation or quality systems and documentation</li> </ul> |

With these distinctions (or thinking) in mind, one can see a model for the appraisal of **the scholarship of teaching** which can be negotiated by a higher education teacher with his/her line manager and monitored by his/her mentor in the context of the meaning in practice of the mission of the institution (such as UBSS) in line with matters such as the current *Strategic Plan* – <https://www.ubss.edu.au/media/1746/strategic-plan-v9.pdf> and the *Teaching and Learning Plan* - <https://www.ubss.edu.au/media/1953/teaching-and-learning-plan-2021-2023-ib.pdf>

## UBSS ALIGNMENT WITH BOYER MODEL

For UBSS this formed the basis of a pro-forma that teaching staff are asked to complete annually. The format includes –

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Positions Held                      | Application          |
| Memberships                         | Application          |
| Conferences and Symposia            | Discovery            |
| Articles and Papers                 | Discovery            |
| Self-Education                      | Integration          |
| Teaching at other like institutions | Teaching             |
| Formal Courses                      | Integration          |
| Other                               | Integration          |

The format selected (from 2016) utilised the headings and foci above. This has to date provided a useful template and a clear understanding the diversity of scholarship as it applies to teaching and learning.



TEQSA *states* that it recognises diversity and the need to support innovation in the higher education sector. Consequently, TEQSA acknowledges that scholarship is **practiced differently and is different in nature and form across different providers**. The importance of scholarship to effective teaching and learning is widely agreed and a range of strategies have been identified in the literature and in evidence presented to TEQSA to develop, support and sustain scholarship both at an institutional level and at the individual staff level – both vital.

Using a framework based on the TEQSA guidance note the following table provides an internal audit of coverage of the **key elements** of best practice relating to Scholarship and how in turn UBSS rates accordingly –

|    | Identifier  | Evidence  | Rating |
|----|---|---|--------|
| 1  | The Boyer model of scholarship offers a useful framework                              | UBSS utilises Boyer as the foundation   | ✓      |
| 2  | The importance of an institutional climate of scholarship                             | UBSS has had in place for a number of years a strong sense of scholarship and its importance  | ✓      |
| 3  | Teaching staff are engaged in scholarship that informs content and method of teaching | All teaching staff have completed a scholarship profile that directly relates to current teaching   | ✓      |
| 4  | Scholarship is directly relevant to the discipline                                    | Scholarship has a direct correlation with teaching focus  | ✓      |
| 5  | Evidence of a range of outputs constituting different forms of scholarship            | The UBSS Scholarship design is comprehensive  | ✓      |
| 6  | Staff are active in scholarship of some kind that informs their teaching.             | All scholarship is related to teaching  | ✓      |
| 7  | Allocation of resources to support scholarship  | UBSS supports all teaching staff in their endeavours  | ✓      |
| 8  | Advancing knowledge in a discipline/field of study being taught                       | All scholarship activity is related to the work being done at UBSS  | ✓      |
| 9  | Advancing approaches to teaching and learning   | Given the significant experience of UBSS teaching staff, scholarship is used to further enhance teaching as evidenced in SFUs and QILT outcomes | ✓      |
| 10 | Diversity of approaches should be encouraged not limited                              | The UBSS Scholarship design is comprehensive and provides for diverse input and activity  | ✓      |
| 11 | Scholarship needs to be current and relevant  | All activity is current and focused   | ✓      |

UBSS is Scholarship active and the approach is consistent with the current TEQSA Guidance Note.

## SCHOLARLY ACTIVITIES

There are various aspects to scholarship, but at its core is **the maintenance of knowledge of current developments in the discipline**, and **transmission of this knowledge through effective, contemporary approaches to teaching and learning**.

At an individual level, scholarly activities include –

**Professional practice** such as: membership of discipline journal editorial boards and/or professional societies/associations; consultancy work; involvement in academic societies, peer review processes and/or communities of practice; presentation of conference papers; chairing forums at relevant conferences.

| Activity                 | Alignment with Boyer |
|--------------------------|----------------------|
| Positions Held           | Application          |
| Memberships              | Application          |
| Conferences and Symposia | Discovery            |
| Articles and Papers      | Discovery            |

Conducting **original research** in the relevant discipline/s or in teaching and learning practice.

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Conferences and Symposia            | Discovery            |
| Articles and Papers                 | Discovery            |
| Self-Education                      | Integration          |
| Teaching at other like institutions | Teaching             |
| Formal Courses                      | Integration          |

Involvement in **curriculum development and review** processes

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Conferences and Symposia            | Discovery            |
| Articles and Papers                 | Discovery            |
| Self-Education                      | Integration          |
| Teaching at other like institutions | Teaching             |
| Formal Courses                      | Integration          |

Conducting/presenting **staff professional development workshops** to support the advancement of knowledge and disseminate new practice-based and theoretical knowledge to colleagues and others

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Self-Education                      | Integration          |
| Teaching at other like institutions | Teaching             |
| Formal Courses                      | Integration          |
| Other                               | Integration          |

Engaging with **external communities** such as through the provision of academic services.

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Positions Held                      | Application          |
| Memberships                         | Application          |
| Teaching at other like institutions | Teaching             |
| Other                               | Integration          |

Undertaking **secondments that facilitate scholarship** such as academic management/ leadership positions

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Self-Education                      | Integration          |
| Teaching at other like institutions | Teaching             |

Undertaking **higher level qualifications**.

| Activity       | Alignment with Boyer |
|----------------|----------------------|
| Formal Courses | Integration          |

Scholarship also manifests in **scholarly teaching**, which lies at the core of higher education, encompassing both aspects of scholarship - the maintenance of knowledge of current developments in the discipline, and transmission of this knowledge.

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Positions Held                      | Application          |
| Conferences and Symposia            | Discovery            |
| Articles and Papers                 | Discovery            |
| Self-Education                      | Integration          |
| Teaching at other like institutions | Teaching             |
| Formal Courses                      | Integration          |
| Other                               | Integration          |

At an individual level, demonstrating scholarly teaching includes -

Being familiar with **the latest ideas, debates and issues** relating to the subject being taught, for example by reading relevant journals and publications on a regular basis, using this knowledge to shape teaching practice being informed by current ideas for teaching the subject/discipline, such as improved pedagogies, learning processes, curricula, academic policies and learning materials

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Memberships                         | Application          |
| Conferences and Symposia            | Discovery            |
| Articles and Papers                 | Discovery            |
| Self-Education                      | Integration          |
| Teaching at other like institutions | Teaching             |
| Formal Courses                      | Integration          |
| Other                               | Integration          |

**Evaluating and reflecting on teaching practice and student learning** (for example through peer assessment of teaching; reflecting on student feedback and actively engaging with students about learning outcomes) in order to challenge assumptions and consider alternative and/or different perspectives on teaching practices

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Positions Held                      | Application          |
| Conferences and Symposia            | Discovery            |
| Articles and Papers                 | Discovery            |
| Teaching at other like institutions | Teaching             |
| Other                               | Integration          |

Stimulating students and **fostering their learning in a variety of ways, to engage with current ideas** in the discipline area

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Positions Held                      | Application          |
| Memberships                         | Application          |
| Conferences and Symposia            | Discovery            |
| Articles and Papers                 | Discovery            |
| Self-Education                      | Integration          |
| Teaching at other like institutions | Teaching             |
| Formal Courses                      | Integration          |
| Other                               | Integration          |

Exploring, testing, practising and communicating understanding of who the learners are, how they learn and what practices are most effective in the **context of the discipline** (pedagogical content knowledge).

| Activity                            | Alignment with Boyer |
|-------------------------------------|----------------------|
| Positions Held                      | Application          |
| Memberships                         | Application          |
| Conferences and Symposia            | Discovery            |
| Articles and Papers                 | Discovery            |
| Self-Education                      | Integration          |
| Teaching at other like institutions | Teaching             |
| Formal Courses                      | Integration          |
| Other                               | Integration          |

## BENCHMARKING

UBSS is involved in a wide range of benchmarking projects across the whole student experience and academic delivery. UBSS is an active benchmarking partner and utilises our data effectively. It shares data openly and honestly with all stakeholders by way of committees, boards and publications. It uses data collected to compare with other like organisations – and where deficiencies are noted – UBSS in turn acts quickly to remedy or remediate. Our experience in this domain over the last five years, in particular, provides a high level of comfort that we are doing things well.

The benchmarking is further validated by external endorsement with higher education industry bodies of which UBSS is a member. These are IHEA and HEPP-QN. Furthermore, the professional bodies have certified UBSS' programs and have validated UBSS policies, procedure and delivery. These include Certified Practicing Accountants, Chartered Accountants, Institute of Public Accountants, Institute of Managers and Leaders and the Chartered Managers Institute. The Quality Indicators in Teaching and Learning annual survey provides UBSS the opportunity to benchmark against the whole sector on key student experience and graduate outcome factors.

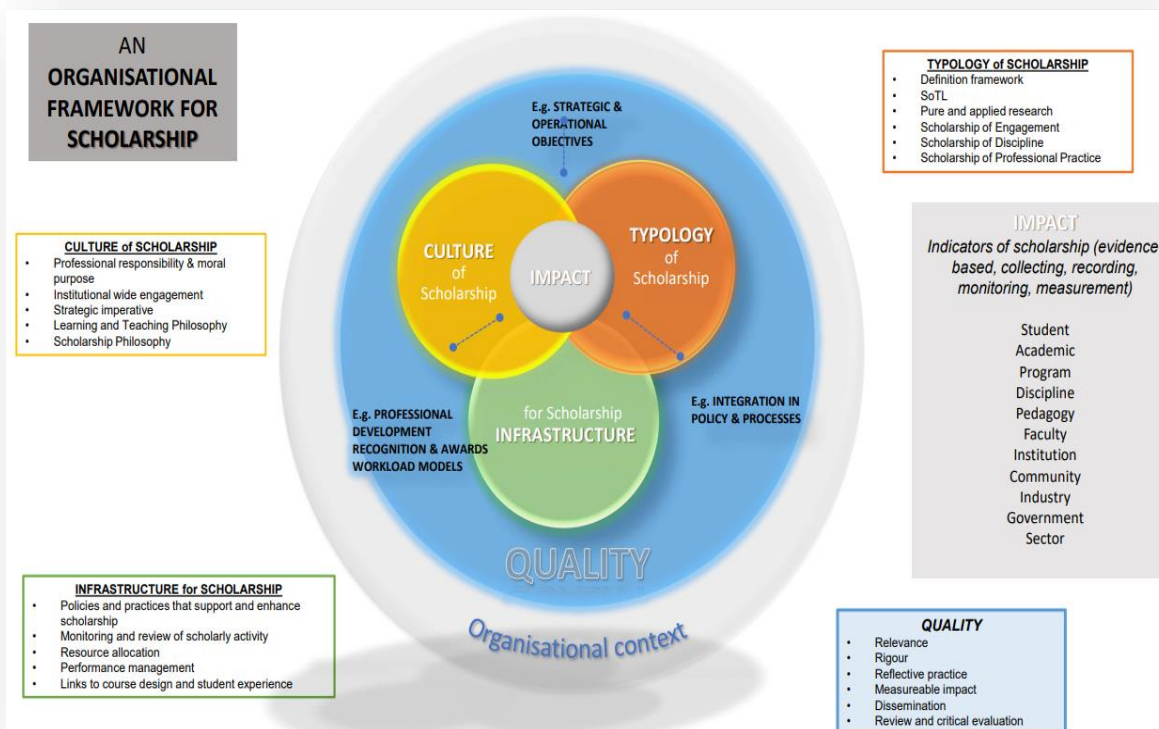
UBSS is involved extensively in internal and external benchmarking projects, ranging in breadth and depth of scope both cross sectional and longitudinal. UBSS is actively involved in benchmarking providing it with a solid 360-degree review and comparison with like organisations locally, nationally and internationally. This includes scholarship.

In developing the implementation of the Boyer Model to scholarship at UBSS, **Emeritus Professor Greg Whateley** benchmarked the harvesting of scholarship at various independent higher education providers. These include AIB, AIHE, AMPA, Kaplan and MIT. The full report on this benchmarking activity is on pages 25 – 34 of the 'Capturing Scholarship at UBSS 2020' report - <https://www.ubss.edu.au/media/1995/capturing-scholarship-at-ubss-2020.pdf>

A table of these findings are listed here.

| IHEP                       | AIB   | AIHE  | AMPA   | Kaplan  | MIT   |
|----------------------------|---|---|--|---|---|
| Key elements of harvesting | <ul style="list-style-type: none"> <li>-Academic Roles</li> <li>-Participation in Seminars, Workshops and Conferences</li> <li>-Study Towards a Related Qualification</li> <li>-Curriculum Review Activities</li> <li>- Doctoral Supervision or Marking</li> <li>- Papers in Academic Journals - Other</li> </ul> | <ul style="list-style-type: none"> <li>-Professional Memberships</li> <li>-Time spent on Professional Development</li> <li>-Description of Professional Development or Scholarly Activity</li> <li>-Category of Scholarly Activity</li> </ul> | <ul style="list-style-type: none"> <li>-Teaching Experience</li> <li>-Industry Experience</li> <li>-Public Performances</li> <li>-Recordings - Compositions</li> <li>-Professional Honorary Memberships</li> <li>-Directorships</li> <li>-Research</li> <li>-Publications</li> <li>-Other</li> </ul> | <ul style="list-style-type: none"> <li>-Research</li> <li>-Service to the profession</li> <li>-Service to the Institution</li> <li>-Scholarship Related to Teaching and Learning</li> </ul> | <ul style="list-style-type: none"> <li>-Approach to Scholarship</li> <li>-Evidence of Involvement in, Application of, Scholarship of Teaching</li> <li>-Collaborations</li> <li>-Research and Creative works</li> <li>-Publications and Presentations</li> <li>-Service and Engagement</li> <li>-Professional Development Activities</li> </ul> |

In 2020 and 2021, UBSS was involved in the Scholarship Benchmarking project conducted by the Higher Education Private Provider – Quality Network. A summary of the surveys, workshops and discussion forum is the following version 12 of the HEPP-QN Scholarship Framework.



From this HEPP-QN benchmarking process, UBSS was able to validate its scholarship measures introduced over the previous 5 years. Each of the identified measures of scholarship, outlined in this diagram of an Organisational Framework for Scholarship, are embedded in UBSS. The measures include:


- Culture of scholarship,
- Typology of scholarship
- Infrastructure for scholarship
- Impact of scholarship
- Quality of scholarship

In particular the culture of scholarship is fostered within UBSS, with the establishment of the Centre for Scholarship and Research. Guided by two renowned scholars, **Emeritus Professor Greg Whateley** and **Emeritus Professor Angus Hooke**, UBSS has cultivated a culture of scholarship.

The most recent CSR monthly report (December 2021) is available at - <https://www.ubss.edu.au/media/3337/csr-update-december-2021.pdf>



**UBSS** (as a consequence of the benchmarking project) has adopted a useful harvesting tool that is Boyer embracing (friendly) and fully comprehensive and visible at the same time. When compared to the TEQSA tool (the least attractive and comprehensive) and the additional scholarship data collection approaches, the UBSS approach is both appropriate and informative -


**UNIVERSAL  
BUSINESS  
SCHOOL  
SYDNEY**  
 Private MBA Business School

**SCHOLARSHIP PROFILE 2016/2017**

**Name**

|                                     |  |
|-------------------------------------|--|
| Positions Held                      |  |
| Memberships                         |  |
| Conferences and Symposia            |  |
| Articles and Papers                 |  |
| Self-Education                      |  |
| Teaching at other like institutions |  |
| Formal Courses                      |  |
| Other                               |  |

The design is colour-coded to provide a clear matching with the Boyer fundamentals. All staff at UBSS are scholarship active. Most NUHEPs appear to harvest annually. UBSS follows the practice of an annual collection of scholarship from its staff, through the distribution of the above template, with a sample completed. UBSS staff are encouraged and reminded to gather their scholarship summary on a regular basis and as complete throughout the year to ensure accuracy.

***The relevant Scholarship Profiles from UBSS (2021) are provided below.***

## B. SUMMARY OF SCHOLARLY ACTIVITY 2021

### Introduction

Set out below is the summary table of the scholarly activity of all academic staff in 2021. The academic staff definition uses the HESF 2021 Standard 3.2.3 of “staff with responsibilities for academic oversight and those with teaching and supervisory roles in courses or units of study.”

All UBSS staff are listed with the 8 categories of scholarly activity as recorded in each of the staff academic profiles 2021. These 8 categories are taken from the UBSS application of the Boyer Model. Also supported by TEQSA’s guidance note on Scholarship.

The table not only provides a summary of each academic staff member’s scholarly activity, but also a quantitative total of the activity conducted. This summary does not provide qualitative analysis of the scholarship undertaken. In summary the UBSS staff recorded 798 scholarly hits (activities) between January 1, 2021 and October 2021.

This summary table captures all scholarly activity by academic staff for the period of 2021 (January-October), both at UBSS and at other organisations. Academic staff bring their experience and learning from a range of inputs to influence their discipline knowledge, teaching and learning at UBSS.

Some of this is from the UBSS context, but also from other fields of their life experience. To ensure academic staff have the “knowledge of contemporary developments in the discipline or field, which is informed by continuing scholarship or research or advances in practice” (HESF 2021 3.2.3a) and “skills in contemporary teaching, learning and assessment principles relevant to the discipline, their role, modes of delivery and the needs of particular student cohorts” (HESF 2021 3.2.3a) *all scholarship is considered*.

### Analysis

The following analysis is used to summarise 2021 activity and inform the 2021 - 2023 Academic Scholarship Activity Plan –

There are 36 academic staff at UBSS.

This includes the following staff members who were employed at UBSS in leadership roles in 2021 - the bulk of whom are also teaching -

- Emeritus Professor Greg Whateley, *Deputy Vice Chancellor*
- Emeritus Professor Angus Hooke, *Centre for Scholarship and Research*
- Professor Andrew West, *Dean UBSS*
- Associate Professor Felix Stravens, *Deputy Dean (Academic)*
- Associate Professor Wayne Smithson, *Program Director*
- Associate Professor Cyril Jankoff, *Program Director*
- Associate Professor Ashok Chanda, *Provost – Virtual Campus*
- Adjunct Professor Art Phillips, *Director – Centre for Entrepreneurship*
- Assistant Professor Richard Xi, *Senior Postgraduate Co-ordinator*
- Assistant Professor Natasha Jacques

34 of the 36 academic staff have professional memberships;

88% of academic staff in that grouping hold memberships in more than one professional/community organisation;

77% of academics hold a position other than at UBSS. *This indicates a high level of commitment beyond UBSS and access to ongoing benchmarking;*  
15 out of 36 academic staff have completed or are completing a formal course of study; and

All of the UBSS academics have attended UBSS Professional Development Days - by way of background UBSS Professional Development Days are run over the course of 2 days/in some cases 3 days. Academics are encouraged (and paid) to attend of one of the days. Note that day 2 is a duplicate of the training provided on day 1. It provides flexibility for academics to pick a suitable time.

6 of UBSS academics are current PhD candidates -

- Danny Bigatton
- Amy Lee
- Leanne McCoy
- Mohammad Akbar
- John Edwards
- Wilson Ow

Collectively 139 papers/articles have been published between January 2021 and October 2021 by the collective.

All staff at UBSS are scholarship active.

## CONCLUSION

UBSS has a commitment to an *organisational culture of scholarship*. This is in the broad fields of business and management, then more specifically in the disciplines of accounting, entrepreneurship and marketing. Also, scholarship in teaching and learning.

To provide guidance for the level of UBSS scholarship, the **Scholarship Plan for 2021 – 2023** has been implemented at UBSS. These scholarship output guides are indicative and are based on several factors. Some staff would benefit from increasing scholarly activity in certain areas, so a scholarly activity target is provided accordingly. Where academic staff are currently involved in large research projects or finalising research doctoral theses then the number of scholarly activity items will be decreased to allow focus on the quality of the research to be produced.

The level of publication output is developing nicely. This is not the only measure of scholarship, but is an important aspect of scholarship as it provides the synthesis of ideas for staff, a form of communication to others within UBSS and externally, also as further evidence of scholarship activity in general.

To increase the level of publications at UBSS, the GCA Board has implemented the UBSS Publication Series and employed **Emeritus Professor Gus Hooke** to provide mentorship and guidance to UBSS staff to achieve higher publication activity. **Professor Hooke**, who joined GCA in November 2020 as *Senior Scholarship Fellow*, leads seminars in writing papers for publication and provide 1 to 1 tutorials to guide the process of the papers as requested/required. **Emeritus Professor Greg Whateley** supports this work.

The UBSS Publications Series is in train. There have been two publication series published in hard copy during 2021 -

Transitioning to Online Teaching during COVID-19 (Hooke and Whateley) ISBN 978 1 907453 30 4

Exploring a New Era: Hybrid, Blended and Online Learning (Whateley, West and Chanda) ISBN 978 1 907453 31 1

These publications in the series contain 34 published papers from academic and non-academic staff members. The publications are between 750-1200 words in a standardised format. The UBSS Publication Series is refereed; registered with an ISBN; published in hard copy; and available on the UBSS website. An example can be viewed at - <https://www.ubss.edu.au/articles/2021/may/transitioning-to-online-learning-more-lessons-for-information-technology/>

Further, as part of the commitment to support and develop scholarship at UBSS, for each edition a panel of external experts choose the best paper. The Outstanding Publication Prize, which comes with a certificate and a \$1,000 prize – is provided to the author/authors.

The following table indicates that ALL staff are scholarship active. The extent and diversity of this activity is summarised accordingly.

| Last Name  | First Name | Positions Held | Professional Memberships | Conference Symposia Attended | Articles Papers Written | Self-Education | Teach at other Institutions | Formal Courses | UBSS PD Attended | Other | TOTAL |
|------------|------------|----------------|--------------------------|------------------------------|-------------------------|----------------|-----------------------------|----------------|------------------|-------|-------|
| Akbar      | Mohammad   | 2              | 2                        | 2                            | 3                       | 2              | 2                           | 3              | 2                | 7     | 25    |
| Alafaci    | Frank      | 4              | 3                        | 5                            | 5                       |                |                             |                | 2                |       | 19    |
| Bigatton   | Danny      | 2              | 2                        | 11                           | 11                      | 9              | 1                           | 2              | 2                | 2     | 42    |
| Bosma      | Igor       | 6              | 3                        | 12                           | 2                       | 9              | 4                           | 5              | 2                | 4     | 45    |
| Cameron    | Sue        | 1              | 2                        | 1                            | 1                       | 6              |                             |                | 2                |       | 11    |
| Chanda     | Ashok      | 1              | 1                        | 1                            | 4                       |                |                             |                |                  |       | 7     |
| Chen       | Jessica    | 1              | 1                        |                              | 1                       |                | 1                           |                | 2                | 3     | 9     |
| Dookie     | Nisha      | 1              | 1                        |                              |                         | 2              |                             | 1              | 2                |       | 7     |
| Edwards    | John       | 4              | 2                        | 6                            | 1                       | 3              | 2                           | 2              | 2                | 1     | 23    |
| Ghavami    | Sara       | 1              |                          | 2                            |                         | 2              | 2                           |                | 1                | 1     | 9     |
| Glinoga    | Mavi       | 2              | 3                        |                              |                         |                | 3                           |                | 1                |       | 9     |
| Gunasekera | Ross       | 8              | 3                        | 2                            |                         | 2              |                             | 8              | 1                | 1     | 25    |
| Jacques    | Natasha    | 3              | 4                        | 4                            | 2                       |                |                             | 2              | 2                |       | 15    |
| Jankoff    | Cyril      | 8              | 8                        | 1                            | 6                       | 1              | 2                           | 2              | 2                | 5     | 35    |
| Jiao       | Lu         | 2              | 2                        |                              | 1                       |                | 1                           |                | 1                |       | 7     |
| Kumar      | Ajay       | 3              | 3                        | 5                            | 1                       |                |                             | 4              | 2                | 3     | 21    |
| Lanasier   | Evi        | 1              | 2                        | 4                            |                         | 5              | 3                           |                | 2                | 7     | 24    |
| Lee        | Amy        | 4              | 1                        | 1                            | 1                       | 1              | 6                           | 1              | 1                | 5     | 21    |
| Lim        | Jim        | 2              | 1                        | 3                            |                         | 1              | 1                           | 4              | 2                |       | 14    |
| Lodh       | Sudhir     | 4              | 2                        | 1                            | 1                       | 1              |                             | 1              | 2                | 7     | 19    |
| McCormick  | Mick       | 1              | 2                        |                              |                         | 10             |                             |                | 2                | 3     | 18    |
| McCoy      | Leanne     | 3              | 2                        | 1                            |                         | 2              | 2                           | 1              | 2                | 2     | 15    |
| Ow         | Wilson     | 3              |                          | 1                            |                         | 1              | 2                           | 1              | 2                |       | 10    |

| Last Name    | First Name | Positions Held | Professional Memberships | Conference Symposia Attended | Articles Papers Written | Self-Education | Teach at other Institutions | Formal Courses | UBSS PD Attended | Other | TOTAL |
|--------------|------------|----------------|--------------------------|------------------------------|-------------------------|----------------|-----------------------------|----------------|------------------|-------|-------|
| Parker       | Stephen    | 6              | 2                        |                              | 2                       | 2              | 2                           | 2              | 2                | 8     | 26    |
| Paul         | Nilima     | 2              | 6                        |                              | 2                       |                | 1                           |                | 2                | 12    | 25    |
| Phillips     | Art        | 13             | 6                        | 4                            | 7                       | 1              |                             |                | 3                | 7     | 41    |
| Sadeghinejad | Zahra      | 3              | 1                        |                              | 4                       |                | 2                           | 1              | 3                | 4     | 16    |
| Selim        | Kaneez     | 1              | 2                        | 2                            | 2                       | 1              | 1                           | 4              | 2                | 3     | 18    |
| Smithson     | Wayne      | 6              | 6                        | 2                            | 5                       | 2              | 1                           |                | 3                | 2     | 27    |
| Stravens     | Felix      | 4              | 4                        |                              | 1                       | 12             |                             | 1              | 3                | 6     | 31    |
| Tahir        | Nadim      | 3              | 2                        | 2                            | 3                       | 3              | 4                           | 2              | 2                | 6     | 27    |
| Tse          | Harry      | 1              | 3                        | 2                            | 2                       |                |                             |                | 1                | 1     | 10    |
| Uddin        | Syed       | 2              | 2                        | 1                            | 2                       | 4              | 1                           |                | 3                | 1     | 16    |
| West         | Andrew     | 3              | 5                        | 3                            | 10                      |                | 3                           |                | 3                | 9     | 36    |
| Whateley     | Greg       | 3              | 15                       | 2                            | 56                      |                | 1                           |                |                  | 3     | 80    |
| Xi           | Richard    | 2              | 4                        | 2                            | 3                       | 1              |                             |                | 3                |       | 15    |

**Total Hits for January – October 2021 = 798**

## 2021 SCHOLARSHIP PROFILES

### Mohammad Akbar

|   |   |
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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor & Unit Coordinator, UBSS<br>Associate Dean (Learning & Teaching), PIA   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Associate Member,<br>CPA Australia (Membership No. 9816437)   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Sydney International Business Research Conference, 2020.<br>The Society of Project management, 2021   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | Akbar, M. (2021) <b>The effects of learning with cloud accounting on graduate employability skills</b> . UBSS, Sydney<br><a href="https://www.ubss.edu.au/articles/2021/november/the-effects-of-learning-with-cloud-accounting-on-graduate-employability-skills/">https://www.ubss.edu.au/articles/2021/november/the-effects-of-learning-with-cloud-accounting-on-graduate-employability-skills/</a><br>Sydney International Business Research Conference, 2020.<br>The University of Notre Dame, Sydney<br>Presented a research paper titled, <b>The Challenges and Preparations for Industrial Revolution 4.0: The Case of Australia</b><br>Mahadevan, V., Gregory, N. and Akbar, M. (2016) <b>Towards a Competency Assessment Planning Framework for IT Project Managers</b> . The Society of Project management, ProMAC 2016, Gold Coast. |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | PhD (Enrolled 2021), Centre for Graduate Studies, Universiti Malaysia Perlis<br>Graduate Certificate in Higher Education, (Enrolled 2019, Completed 50%), Higher Education Leadership Institute   |

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| <b>Teaching at other like institutions</b>  | Lecturer, Polytechnic Institute Australia.<br>Trainer & Assessor, ECA PY Program.   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Master of Business Administration - Professional Accounting, University of Technology, Sydney<br>Masters of Business Administration - Marketing, North South University, Dhaka, Bangladesh<br>Bachelor of Business Administration, Newport University (California, USA), South Asian Chapter, Bangalore, India  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | Reviewer, Peer Review Portal.<br>HEPP-QN, contributed pilot project on Smarter Learning Scoping Study from PIA as lead contributor.<br>Webinar with ITECA (Independent Tertiary Education Council Australia) "How to Differentiate Your Organisation in a Crowded Market"<br>Webinar with ITECA (Independent Tertiary Education Council Australia) "Designing Training and Assessment Strategies - The Five"<br>Webinar with ITECA (Independent Tertiary Education Council Australia) "How to Network on LinkedIn"<br>Webinar with ITECA (Independent Tertiary Education Council Australia) "SMM Analytics: How to Measure some of the key metrics"<br>Webinar with ITECA (Independent Tertiary Education Council Australia) "How to Develop a Personal Brand for your leadership role"<br>Webinar with ITECA (Independent Tertiary Education Council Australia) "How Quality Indicator (QI) Surveys can be used to inform RTO" |



## Frank Alafaci

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| <b>Positions Held</b><br><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor, UBSS.<br><br>President, Australian Business Summit Council Inc.<br><br>Editor in Chief, <i>EKONOMOS</i> (Business affairs magazine).<br><br>Editor, <i>The Rotator</i> (newsletter).  |
| <b>Professional Memberships</b><br><br>Relevant to Teaching and Learning or Field of Knowledge            | Hon. Secretary, Multicultural Communities Council of New South Wales.<br><br>Board Member, ACFEA (until June 2021).<br><br>Member, John F. Kennedy Presidential Library and Foundation New Frontier Network.<br><br>Life Member (Past President), Associazione Isole Eolie Confraternita' San Bartolomeo.  |
| <b>Present at Conferences and Symposia</b><br><br>Relevant to Teaching and Learning or Field of Knowledge | <p><b>Investment Opportunities in Balochistan. A webinar by the Balochistan Board of Investment and Trade</b> for Australian Investors and the Business Community, organised by the Consulate General of the Islamic Republic of Pakistan, Sydney, New South Wales (November 11, 2020).</p> <p><b>Trade and Investment Opportunities between Nepal and Australia webinar</b>, organised by the Embassy of Nepal, Canberra, Australia, in coordination with the Consulate General of Nepal, Sydney, New South Wales (December 8, 2020).</p> <p><b>Grand Launch of the CEO Indonesia Australia Inc.</b>, organised by the Consulate General of the Republic of Indonesia, Sydney, New South Wales (March 18, 2021).</p> <p><b>2021 JFK New Frontier Forum webinars</b>, organised by the John F. Kennedy Presidential Library and Foundation, Boston, Massachusetts, United States of America (May 25 to July 14 2021):</p> <ul style="list-style-type: none"> <li>a. May 25, 2021: City Upon a Hill, American Exceptionalism, and National Identity from JFK to Today;</li> <li>b. June 3, 2021: "Courage, Not Complacency" – Practices Toward Clarifying, Communicating, and Managing with Authentic Leadership;</li> <li>c. June 23, 2021: Leading Through Histories and Trailblazing for Institutional Excellence;</li> <li>d. July 14, 2021: The Fire Is Upon Us: Baldwin, Buckley, and "A Moral Crisis" in America;</li> </ul> |

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|   | Master of Ceremonies / VIP Speaker, <b>2021 ABSC Inc. Media Conference and Luncheon</b> to promote the forthcoming publication of <b>EKONOMOS</b> , Issue 3, November 2021.   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge   | <p>Alafaci F., "Foreign Direct Investment for Australian Business", <b>Korean Herald</b>, May 14, 2021, p. 36. (Korean trans.).</p> <p>Alafaci F., "The GDP and Public Debt", <b>Korean Herald</b>, May 21, 2021, p. 36. (Korean trans.).</p> <p>Alafaci, F., "Startups and Entrepreneurship", <b>Korean Herald</b>, June 4, 2021, p. 36. (Korean trans.).</p> <p>Alafaci F., "The Tax System and Reform", <b>Korean Herald</b>, June 18, 2021, p. 36. (Korean trans.).</p> <p>Alafaci F., "The Challenges of Fiscal Stimulus and Deficit Reduction", <b>EKONOMOS</b>, Issue 3, November 2021, pp. 11-17 (forthcoming).</p> |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | NIL   |
| <b>Teaching at other like institutions</b>  | NIL   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | NIL   |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | NIL   |



## Danny Bigatton

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | CBA – Executive Manager – Risk Management<br>UBSS – Associate Professor   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Chartered Accountants Australia and New Zealand<br>ISACA – CRISC & CGEIT  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | <p><b>Attended:</b> The science of climate change, 1 Mar 2021</p> <p><b>Attended:</b> Corporate Provider – Privacy Awareness: The Person behind the Bid Data Byte, 6 May 2021</p> <p><b>Attended:</b> Corporate Provider – Leadership Forum, 20 May 2021</p> <p><b>Attended:</b> Corporate Provider – Managing Difficult Conversations, 21 July 2021</p> <p><b>Attended:</b> Corporate Provider – Creating Trust and Psychological Safety, 23 July 2021</p> <p><b>Attended:</b> Corporate Provider - Healthy Team Dynamics and Ways of Working, 23 July 2021</p> <p><b>Attended:</b> Corporate Provider – Global Capital Markets, 16 August 2021</p> <p><b>Presented:</b> Corporate Provider – Operational Risk Trends and Practices, 16 September 2021</p> <p><b>Attended:</b> Corporate Provider – Global Markets Research and themes, 22 September 2021</p> <p><b>Attended:</b> Corporate Provider – Leadership Forum, 19 October 2021</p> <p><b>Attended:</b> Corporate Provider – Sustainable Finance and ESG, 20 October 2021</p> |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | Corporate Internal Reports:<br>10 X Operational Risk Profile Updates<br>1 X Operational Risk Insights   |
| <b>Self-Education</b>   | Corporate Provider: <ul style="list-style-type: none"> <li>Anti-bribery and Corruption for high-risk roles, 11 Jan 2021</li> </ul>  |

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| Relevant to Teaching and Learning or Field of Knowledge   | <ul style="list-style-type: none"> <li>Financial Crime awareness, 25 Jan 2021</li> <li>Cyber Security awareness, 28 Jan 2021</li> <li>Data Management awareness, 9 Feb 2021</li> <li>Economic Environment – The Role of the RBA, 3 Mar 2021</li> <li>Climate Disclosures and EVC, 7 Apr 2021</li> <li>Environmental, Social and Governance Risk Fundamentals, 3 Apr 2021</li> <li>Tableau Training, 10 May 2021</li> <li>Alternate Reference Rates, 24 June 2021</li> </ul> |
| <b>Teaching at other like institutions</b>  | Tutor, KOI – Audit and Assurance  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | University of Wollongong – PhD Candidate<br>University of NSW – Learning to Teach Online, completed 26 September 2021   |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | Update of subject design for the following subjects: <ul style="list-style-type: none"> <li>Audit and Assurance (considers latest developments in audit approach)</li> <li>Issues in Financial Reporting (incorporates latest developments in the Conceptual Framework)</li> </ul>  |

## Igor Bosma

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| <b>Positions Held</b><br><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor - UBSS<br><br>Lecturer and Tutor – Melbourne Institute of Technology (MIT)<br><br>Lecturer and Tutor – Federation University<br><br>Teacher – TAFE Digital<br><br>Teacher – TAFE Meadowbank<br><br>General Manager and Business Owner – <i>iBoss</i> Property Services   |
| <b>Professional Memberships</b><br><br>Relevant to Teaching and Learning or Field of Knowledge            | VELG Training<br><br>Community of Practice – TAFE Network<br><br>ASQA – Membership   |
| <b>Present at Conferences and Symposia</b><br><br>Relevant to Teaching and Learning or Field of Knowledge | Engage Industry Networking Conference – Ultimo TAFE – 3 & 4 Nov 2021<br><br>Industry Networking – Blacktown TAFE – Feb 2020<br><br>Professional Development and Innovation Conference – Online TAFE - Jun 2021<br><br>Small Business Expo – Jun 2019<br><br>TAFE Business and Finance<br><br>Industry Consultation – NSW Department of Industries – State Wide Small Business initiative – ongoing from April 2018<br><br>IAccelerate - Innovation and Entrepreneurial Expo – Innovation Hub Wollongong – Nov 2018<br><br>NSW Government Digital Marketplace Conference – Sep 2018<br><br>Fishburners – ‘The Pitch’ entrepreneurial startups - Occasional ongoing attendee throughout 2019 and 2020<br><br>Australian Property Expo Melbourne – Feb 2020<br><br>Property Investor and Management Workshop – Wellington NZ – October 2020 |
| <b>Articles and Papers</b><br><br>Relevant to Teaching and Learning or Field of Knowledge                 | Published Chapter (Some Effects of COVID-19 on the Higher Education Sector) in Transitioning to Online Learning During COVID-19 – ISBN:978-1-907-453-30-4<br><br>TAFE Share Point and Communities of Practice –<br><br>Numerous wide-ranging articles, blogs, posts, reflections and on a range on Leadership and Management,  |

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|   | Operations and Project Management, Marketing, Small Business Practice and Teaching Practice focusing (but not exclusively) on student engagement in an online environment.   |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | PD - MIT & Fed Uni – Student Engagement, Plagiarism, Assessment mapping - 25 Hours – Mar 2020<br>PD TAFE – Course Validation, Assessment Moderation and Judgement - 30 Hours – Mar 2020 and 2021<br>PD- UBSS – 8 hours – Jan 2020<br>PD – UBSS – 8 hours – Jan 2021 (Includes reflective practice)<br>PD – UBSS – 3 hours – Aug 2021<br>PD TAFE – Compliance Essentials – 8 hours - Aug 2021<br>PD TAFE – Mandatory Training – Child Protection, WHS, Compliance, WHS and Professional Code of Conduct – 15 Hours – Jan 2021<br>PD TAFE – Student Metal Heath First Aid – Apr 2018 |
| <b>Teaching at other like institutions</b>  | MIT - Marketing, Management and HR Subjects<br>FED Uni – Marketing and Management Subjects<br>TAFE Digital – Leadership and Management, Small Business, Marketing and Communications<br>TAFE Meadowbank – Marketing and Communications   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Completion of the Diploma of Business – Global Institute – Nov 2021<br>Advanced Leadership and Management (Ongoing) – Mentor Education 2021 (est completion end 2022)<br>Leadership and Management – TAFE Aug 2020<br>Innovation, Continuous Improvement & Risk Management – TAFE Oct 2020<br>Training and Assessment Upgrade – December 2019  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material | Business Owner plus two staff - National and International Property Portfolio Investment and Management – Ongoing. Further increased business capitalisation through acquisitions by 15.5% YE 2021. Through capital investments and resultant cost reductions, increase in net profit by 8.4% YE 2021<br>Project Management consultancy for a \$2.5m property development.   |

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| (state the subject and brief description) | <p>Consultancy work in Business and Marketing for a small professional services family business (Accounting and Taxation services) – approx 5 hours per week.</p> <p>Management and Marketing consultant for a franchisee – Anytime Fitness – approx 10 hours per month</p> |
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## Sue Cameron

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Assistant Professor   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Ethics Centre<br>AIM (rebranded as IML) Associate Fellow  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge                                   | EduTech Conference and workshops 2021   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge   | The impact of the digital workplace on Business Communication<br>(to be published December 2021)  |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Communication Skills in meetings- Webinar<br>UBSS Professional Development workshops x 3<br>NLP webinar with Udemy<br>IML Work- life Balance- Webinar<br>How to identify digital scams -Webinar<br>Building Connections that Matter for Leaners – Webinar |
| <b>Teaching at other like institutions</b>  | Nil   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil   |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material | Nil   |

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| (state the subject and brief description) |  |
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## Dr Ashok Chanda

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Provost – Online Campus UBSS   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge  | ASBM International Journal – Editorial Board June 2020   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge   | Gujarat Technological University and UBSS National Seminar 'Being Covid Antifragile' GTU eConference– 11 <sup>th</sup> and 12 <sup>th</sup> February 2021  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge   | Transitioning from Classroom to tech room – July 2021 – Chapter in Book<br>The efficacy of Online studies: Addressing the student dilemma – Oct 2021 – Chapter in a book<br>The art of digitalizing online content: making learning content effective – Oct 2021 – Chapter in a book<br>Exploring a new Era – hybrid, blended and online learning – Co-author of book ISBN 978-1-907453-31-1 |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil  |
| <b>Teaching at other like institutions</b>  | Nil  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | Nil  |



## Jessica Chen

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Assistant Professor, UBSS  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Member of Chartered Accountants Australia and New Zealand  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge   | Nil  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge   | Jiao, L., Harrison, G. & <b>Chen, J.</b> 2020. <i>Cultural Transition and Organizational Performance: The Non-profit Context</i> . <i>Public Money &amp; Management</i> .<br><a href="https://doi.org/10.1080/09540962.2020.1811510">https://doi.org/10.1080/09540962.2020.1811510</a> |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil  |
| <b>Teaching at other like institutions</b>  | Macquarie University   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | Reviewed articles for high-quality academic journals: <ul style="list-style-type: none"> <li>Accounting, Auditing &amp; Accountability Journal</li> <li>Accounting &amp; Finance</li> <li>Public Management Review</li> </ul>  |



## Nisha Dookie

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Lecturer, VET trainer   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Chartered Accountants (ANZ)   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge   | None  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge   | None  |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Research Proposal to MANCOSA for their DBA program: The impact of security and privacy on the adoption of cloud computing technologies – an investigation of adoption in South African enterprises.<br><br>Review of scholarly articles on “cloud computing and adoption in Australia.”<br><br>Staff Professional Development (UBSS) <ul style="list-style-type: none"> <li>Attendance on professional development activities each semester.</li> </ul> |
| <b>Teaching at other like institutions</b>  | None.   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Certification on Depression and Anxiety Energy Management as an Associate Specialist at the World Institute of Incurable Diseases (WIID).   |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br><br>This includes updating subject design with current material (state the subject and brief description) | None  |

## John Edwards

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| <b>Positions Held</b><br><br>Relevant to Teaching and Learning or Field of Knowledge               | <b>Assistant Professor:</b> UBSS. Since March 2021.<br><b>Sessional Lecturer:</b> Macquarie Business School. Since February 2004.<br><b>Sessional Academic:</b> TOP Education (IMC).<br><b>PhD Candidate:</b> Charles Sturt University (submitted Thesis on 15 October 2021).  |
| <b>Professional Memberships</b><br><br>Relevant to Teaching and Learning or Field of Knowledge     | <b>Fellow:</b> Australian Marketing Institute (AMI): (since 1997: Cert. No 200058).<br><b>Certified Practicing Marketer (CPM)</b> – AMI. Since 1987.   |
| Present at Conferences and Symposia<br><br>Relevant to Teaching and Learning or Field of Knowledge | <u>Publications</u><br><b>Edwards, J.C.P.</b> (2021). <i>Linking Sales Performance to Entrepreneurial Strategy-Making, Corporate Entrepreneurship Preparedness and Entrepreneurial Sales Actions.</i><br><b>Edwards, J.C.P.</b> (2021). <i>The relationships between entrepreneurial self-efficacy, entrepreneurial selling processes, and B2B salesperson performance.</i><br><b>Edwards, J.C.P.</b> (2021). <i>Linking Sales Performance to Entrepreneurial Strategy-Making, Corporate Entrepreneurship Preparedness and Entrepreneurial Sales Actions.</i><br><b>Edwards, J.C.P.</b> (2021). <i>The relationships between entrepreneurial self-efficacy, entrepreneurial selling</i><br><u>Presentations</u><br><b>Feb 2021:</b> Presented a paper at the Australian Centre for Entrepreneurship Research Exchange (ACERE) Conference in Adelaide, SA. Doctorial Consortium.<br><i>processes, and B2B salesperson performance.</i><br><b>May / June 2021:</b> Selected and participated in the Charles Sturt University (CSU) 3MT Thesis Competition – finals.<br><b>May 2021:</b> Presented a doctoral paper in the CSU DocFest21.<br><b>June 2021:</b> Attended the Babson College Entrepreneurship Research Conference. USA.<br><b>June 2021:</b> Presented a paper at the Academy of innovation, Entrepreneurship, and Knowledge (ACIEK) Conference in Paris, France. |



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|   | <b>Nov 2021:</b> Presenting at the CSU Research Conference.   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge   | <b>Edwards, J.C.P.</b> , Miles, M.P., D'Alessandro, S., Frost, M. (2021). <i>Linking B2B sales performance to entrepreneurial self-efficacy and entrepreneurial sales actions</i> . <i>Journal of Business Research</i> ('revise and resubmit'). Paper resubmitted in October 2021.   |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Partial Least Squares – Structural Equation Modelling ( <b>PLS – SEM</b> ) courses. Charles Sturt University. February - March 2021.<br><b>SPSS</b> courses– Charles Sturt University. April 2021.<br><b>PhD Thesis Writing</b> - Charles Sturt University. March - May 2021.   |
| <b>Teaching at other like institutions – in 2021.</b>   | <b>Sessional Lecturer:</b> Macquarie University. Macquarie Business School. Management and Marketing Courses. Postgraduate and Undergraduate.<br><b>TOP Education (IMC):</b> Sessional Academic. Unit Coordinator and Lecturer. Courses include: E-Business Management; Innovation and Entrepreneurship. Postgraduate and Undergraduate |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | PhD Candidate (Charles Sturt University). Submitted the PhD Thesis on 15 October 2021.<br>Research Topic:<br><i>Linking Sales Performance to Entrepreneurial Strategy-Making, Corporate Entrepreneurship Preparedness and Entrepreneurial Sales Actions.</i>  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | <b>Oct – Dec 2021:</b> TOP Education (IMC). Updating online courses – both creation and delivery of online content. Worked in partnership with Online Education Services (OES).   |



## Sara Ghavami

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Sessional Lecturer at La Trobe University and Central Queensland University.   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge   | <p><b>Ghavami, S</b>, Chen, T, Lyons, K, 2020, “<i>Value-In-Use Creation through Resource Integration: An Exploratory Study of International Doctoral Students</i>”, 2020 AMA Winter Academic Conference</p> <p><b>Ghavami, S</b>, Chen, T, Lyons, K, 2020, “<i>Understanding Constrained Customer Resource Integration: A Higher Education Context</i>”, SERV SIG 2020.</p> |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge   | Nil  |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | <p>Digital marketing, online course, on Udemy</p> <p>Market segmentation, online course: On edx.org, run by Queensland University, Uncertified.</p>  |
| <b>Teaching at other like institutions</b>  | <p>La Trobe University</p> <p>Central Queensland University</p>  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | <p>Research assistant: ethical issues related to AI, The University of Newcastle, December 2020.</p>   |



## Mavi Glinoga

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor in Marketing since September 2020<br>Unit: MKT001 – Brand Development  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Member: The Research Society<br>Accreditation: Qualified Practicing Researcher<br>Other role: Senior Market Research Manager for Ipsos-Healthcare<br>Reviewer for The Journal of Business Research   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Nil  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | Nil  |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil  |
| <b>Teaching at other like institutions</b>  | <b>Lecturer</b> University of Sydney Business School for Postgraduate Units – International Marketing, Critical Thinking<br>Associate Lecturer – School of Business and Economics Monash University – Services Marketing, International Marketing, Marketing Research<br>Associate Lecturer – University of Queensland Business School – Consumer Behaviour, Services Marketing, Introduction to Marketing |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil  |
| <b>Other</b>  | Nil  |

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| <p>Relevant to Teaching and Learning or Field of Knowledge.</p> <p>This includes updating subject design with current material (state the subject and brief description)</p> |  |
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## Ross Gunasekera

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| <b>Positions Held</b><br><br>Relevant to Teaching and Learning or Field of Knowledge                      | Lecturer- UBSS<br>Lecturer- Torrens University of Australia<br>Lecturer- Polytechnic Institute of Australia<br>Lecturer- Charles Stuart University<br><b>Unique Lawyers</b> <ul style="list-style-type: none"> <li>Principal Solicitor</li> <li>12/2020- Current</li> </ul> <b>ZK &amp; AS Lawyers</b> <ul style="list-style-type: none"> <li>Lawyer</li> <li>06/2016 – Present</li> </ul> <b>Path Legal</b> <ul style="list-style-type: none"> <li>Lawyer</li> <li>06/2015 – 06/ 2016</li> </ul> <b>A.E.I.P. SERVICES</b> <ul style="list-style-type: none"> <li>Registered Migration Agent/ Immigration Lawyer</li> <li>Registration number 0956336</li> <li>03/2009 – Present</li> </ul> |
| <b>Professional Memberships</b><br><br>Relevant to Teaching and Learning or Field of Knowledge            | Member of NSW Law Society<br>Unrestricted Solicitor of NSW<br>Admitted Solicitor to High Court of Australia   |
| <b>Present at Conferences and Symposia</b><br><br>Relevant to Teaching and Learning or Field of Knowledge | Attended various Symposia organised by Marbury Chambers.<br><b>Presented:</b> Grade Distribution Report of Law related subjects to PIA.   |
| <b>Articles and Papers</b><br><br>Relevant to Teaching and Learning or Field of Knowledge                 | N/A   |
| <b>Self-Education</b><br><br>Relevant to Teaching and Learning or Field of Knowledge                      | The College of Law-Legal Practice Management -7 days<br>Marbury Chambers Annual CPD -12 hours   |
| <b>Teaching at other like institutions</b>  | Nil   |

| <b>Formal Courses</b><br><br>Relevant to Teaching and Learning or Field of Knowledge  | Graduate Diploma in Legal Practice <ul style="list-style-type: none"> <li>• Australian National University</li> <li>• 17 July 2015</li> </ul> Bachelor of Laws <ul style="list-style-type: none"> <li>• Charles Darwin University</li> <li>• 01 April 2014</li> </ul> Master of Information Systems <ul style="list-style-type: none"> <li>• Central Queensland University</li> <li>• 05 August 2002</li> </ul> Graduate Diploma in Electronic Commerce <ul style="list-style-type: none"> <li>• Central Queensland University</li> <li>• 05 August 2002</li> </ul> Master of Commerce <ul style="list-style-type: none"> <li>• University of New South Wales</li> <li>• 17 April 2001</li> </ul> Bachelor of Business (Management) <ul style="list-style-type: none"> <li>• University of Western Sydney</li> <li>• 27 April 2000</li> </ul> Graduate Certificate in Teaching and Learning <ul style="list-style-type: none"> <li>• Torrens University of Australia</li> <li>• 2021</li> </ul> Graduate Diploma in Management (Learning) <ul style="list-style-type: none"> <li>• Darwin School of Management</li> <li>• 2021</li> </ul> |
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| <b>Other</b><br><br>Relevant to Teaching and Learning or Field of Knowledge.<br><br>This includes updating subject design with current material (state the subject and brief description) | Course developer in Polytechnic Institute of Australia and Torrens University of Australia for various law subjects.  |





## Natasha Jacques

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | <b>Assistant Professor – Undergraduate Programs (BBUS &amp; BACC):</b> Since January 2020<br><b>Administration Coordinator:</b> Since February 2021<br><b>Chair:</b> Academic & Student Experience Committee UBSS since January 2021<br><b>Committee Secretary:</b> UBSS Academic Senate & Threshold Standards since January 2021  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | <b>MIML</b> – Member of the Institute of Managers and Leaders<br><b>CPA</b> - Ambassador<br><b>Associate member:</b> Research Society of Australia since March 2021<br><b>Academic Senate UBSS</b> – Member and Secretary since January 2021<br><b>Academic Integrity Committee UBSS</b> – Member since February 2020  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | <b>IML Chartered Managers Breakfast</b> symposium (18 March 2021)<br>Staff orientation, refresher trainings and PD sessions and faculty meetings each trimester<br><b>Writing workshop</b> by Adam Zuchetti – 28 July 2021<br><b>Navigating Cross Cultural Communication Barriers</b> – Online event on 20 September 2021.<br><b>Work Health &amp; Safety</b> online workshop – 6 October 2021   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | <b>Journal publication</b> – Work in progress – Onboarding during COVID<br><b>UBSS Publication Series 1 - Transition to Online Learning during COVID-19</b><br><b>Title:</b> The Move to Online Learning Learning During COVID-19: Change, Acceptance, and a Stronger You<br><a href="https://www.ubss.edu.au/the-move-to-online-learning-during-covid-19-change-acceptance-and-a-stronger-you/">https://www.ubss.edu.au/the-move-to-online-learning-during-covid-19-change-acceptance-and-a-stronger-you/</a> |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | N/A  |

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| <b>Teaching at other like institutions</b>  | None  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | <b>Quantitative Methods workshop</b> – The Research Society of Australia (25 & 26 March 2021)<br><b>Managing Digital Transformation (MIT103)</b> – Trimester 3 2021 |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | N/A   |

## Dr Cyril Jankoff

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | <p><b>Adjunct Professor</b> - UBSS (from January 2021 until August 2021)</p> <p><b>Programs Director</b> - UBSS Melbourne Campus (From August 2021)</p> <p><b>Associate Professor</b> – UBSS (from August 2021)</p> <p><b>Member</b> - <i>Academic Senate</i>: UBSS</p> <p><b>Member</b> - <i>Course Advisory Committee</i>: UBSS</p> <p><b>Member</b> - <i>Academic Management Team</i> – UBSS (from October 2021)</p> <p><b>Member</b> – <i>Pax/Tr4inright Advisory Board</i> (from November 2021)</p> <p><b>Chair</b> - <i>Risk Management Committee</i>, The Compassionate Friends Vic Inc.</p> |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | <p><u>Ordinary Member</u></p> <p><b>Member</b> – <i>Association of Corporate Counsel</i></p> <p><b>Member</b> – <i>Chartered Institute of Purchasing and Supply</i></p> <p><b>Member</b> – <i>Law Institute of Victoria</i></p> <p><u>Fellow Member</u></p> <p><b>Fellow</b> - <i>Australian Institute of Management</i></p> <p><b>Fellow</b> - <i>CPA Australia</i></p> <p><b>Fellow</b> - <i>Institute of Managers and Leaders</i></p> <p><b>Fellow</b> – <i>UBSS Centre for Scholarship</i></p> <p><b>Fellow</b> - <i>World Commerce and Contracting</i></p>                                     |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | <p><b>Jankoff, C.</b> (2020). <b>Contract Management Master Class</b>. Adventedge Conferences. Australia (Melbourne, Perth, Sydney, Auckland and Wellington)</p>  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | <p><u>Books</u></p> <p><b>Jankoff, C.</b> and Bendel, D. (2021) <i>What Can We Learn from Everyday Successful Australian Entrepreneurs? 15 Entrepreneur Interviewees each asked the same 15 questions</i>. Group Colleges of Australia. To be published in December 2021. About 300 pages. Publishing the first edition.</p> <p><b>Jankoff, C.</b> and Bendel, D. (2021) <i>MBA in a Nutshell – Eight core MBA subjects simplified</i>. Group Colleges of</p>   |

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|  | <p>Australia. To be published in December 2021 / January 2022. About 130 pages. Publishing the first edition.</p> <p><b>Jankoff, C.</b> (2021) <i>Managing Your Contracts - A practical start to finish <b>contract management</b> guide for contracting professionals</i> (November 2021). About 300 pages. Publishing the 5th edition.</p> <p><b>Jankoff, C.</b> (2021) <i>Managing Your Contracts - A practical start to finish <b>legal</b> guide for contracting professionals</i> (November 2021). About 200 pages. Publishing the first edition.</p> <p><u>Chapters In a Book</u></p> <p><b>Jankoff, C.</b> <i>Blended learning: a practical perspective.</i> In Whateley, G., West, A. and Chanda, A. <b>Exploring a new era – hybrid, blended and online learning</b> Chapter 11, pp 69-74, SmartQuestions, ISBN 978-1-907453-31-1</p> <p><u>Articles</u></p> <p><b>Jankoff, C.</b> and Alden, S (2021) <i>Amendments to the Unfair Contracts Legislation.</i> To be published in November 2021.</p> |
| <b>Self-Education</b><br><br>Relevant to Teaching and Learning or Field of Knowledge | Varied – daily law and commercial updates.  |
| <b>Teaching at other like institutions</b>   | <p><u>Award Courses</u></p> <p>Various award subjects in the Swinburne University VET Diploma of Business:</p> <ul style="list-style-type: none"> <li>• Managing Budgets and Forecasts</li> <li>• Contract Management Essentials</li> <li>• Negotiation Skills</li> </ul> <p><u>Non-Award Courses</u></p> <p>Facilitating for Swinburne University the following non-award subjects for executives of the Victorian Government Victorian School Building Authority construction staff:</p> <ul style="list-style-type: none"> <li>• Finance stream: <ul style="list-style-type: none"> <li>○ Introduction to Financer</li> <li>○ Intermediate Finance</li> </ul> </li> <li>• Business acumen stream <ul style="list-style-type: none"> <li>○ Commercial Context</li> <li>○ Procurement</li> <li>○ Negotiations</li> <li>○ Dealing with Suppliers</li> </ul> </li> </ul>   |
| <b>Formal Courses</b><br><br>Relevant to Teaching and Learning or Field of Knowledge | <u>CPD</u>  |

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|  | <p>Attended 22 formal CPD courses totalling 29 hours. They were run by the Law Institute of Victoria, World CC etc.</p> <p><u>Formal Study</u></p> <p>Three week “Contract Management” course. Run by future learn. October - November 2021</p>   |
| <p><b>Other</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge.</p> <p>This includes updating subject design with current material (state the subject and brief description)</p> | <p><u>Mentoring</u></p> <p>Have nine mentees. Regularly mentored four.</p> <p><u>Public Courses</u></p> <p><i>Webinars given – One hour for Australian Audience</i></p> <ul style="list-style-type: none"> <li>• <i>Procurement Fundamentals – Engineering Education Australia (March 2021)</i></li> <li>• <i>10 Key Pitfalls in Contracting Engineering Education Australia (April 2021)</i></li> <li>• <i>Diving into water sector contracts and procurement Engineering Education Australia (October 2021)</i></li> <li>• <i>Small Business Unfair Contract Terms legislation update:</i> <ul style="list-style-type: none"> <li>○ For World Commerce and Contracting</li> <li>○ For Law Institute Commercial Law Discussion Group (November 2021)</li> </ul> </li> </ul> <p><i>Webinars given – four hours for Indian sub-continent audience:</i></p> <p>10 Key Pitfalls in Contracting (October 2021)</p> <p><u>In Company Seminars Given</u></p> <p>Contract and Risk-type training of executives during the year for the following organisations:</p> <ul style="list-style-type: none"> <li>• Aggreko</li> <li>• Monash University</li> <li>• Run Energy</li> <li>• Sandvik</li> <li>• The Compassionate Friends</li> <li>• Unity Water</li> </ul> <p><u>International Competition</u></p> <p>International mentor for 2021 <i>Innovators of the Future</i> competition. Run by World Commerce and Contracting, October 2021.</p> <p><u>Professional Practice</u></p> <p><i>Legal</i></p> <p>Practiced as a solicitor in 2021. Have a practicing certificate.</p> <p><i>Accounting</i></p> <p>Practiced as a CPA accountant in 2021. Have a practicing certificate.</p> |

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|  | <p><i>Business consultant</i></p> <p>Practised as a business consultant and risk management adviser – and did so as a director and CEO of Business Education Consulting, trading as The Risk Doctor, and also trading as Centre for Business Education.</p> |
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## Lu Jiao

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor UBSS<br>Member of Academic Senate UBSS  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Member of CAANZ<br>Fellow of IML  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Nil   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | <b>Jiao, L.</b> , Harrison, G. & Chen, J 2020 <i>Cultural transition and organizational performance: the non-profit context</i> In: Public Money and Management |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil   |
| <b>Teaching at other like institutions</b>  | Macquarie University  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil   |
| <b>Other</b>  | Nil   |

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| <p>Relevant to Teaching and Learning or Field of Knowledge.</p> <p>This includes updating subject design with current material (state the subject and brief description)</p> |  |
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**Ajay Kumar**

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor & Course Coordinator: Universal Business School (UBSS) since 2019.<br>Lecturer & Tutor: La Trobe University  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Fellow: Australian Marketing Institute (AMI).<br>Certified Marketing Practitioner: Australian Marketing Institute<br>Member: Institute of Management and Leadership  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Attended: Tertiary Education Management Online Conference (TEMC) 11 – 13 October 2021.<br>Attended: Unveiling The 2021 Readback Report – A Digital First World Webinar 22 September, (AMI).<br>Attended: Career Development Real Life Stories from Real Life Marketers Webinar 13 July, (AMI).<br>Attended: Self-Assessment & Marketing Conversation Webinar 14 June 2021, Australian Marketing Institute (AMI).<br>Future: Attending 2021 AMI Marketing Excellence Gala 25 November, (AMI). |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | Kumar, A. (2021) <i>"Delivering engaging collaborative learning using marketing perspective"</i> . 29.10.21, UBSS Issue 2/Article 15.  |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil  |
| <b>Teaching at other like institutions</b>  | Nil  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor, Universal Business School Sydney (UBSS). Designed & delivered lectures & tutorials in Strategic Management, Marketing Management, Project Management and Organization Behavior subjects.<br>Lecturer & Tutor, La Trobe University Sydney Campus. Delivered lectures & Tutorials in Marketing,   |

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|  | <p>Organization Behavior and Marketing Research subjects</p> <p>Lecturer &amp; Tutor, CQUniversity Sydney Campus. Delivered lectures &amp; Tutorials in Marketing, Innovation and Human Resource subjects</p> <p>Course Coordinator, Lecturer &amp; Tutor, Kings Own Institute (KOI). Designed &amp; delivered lectures &amp; Tutorials in Strategic Management, Business Communication, Project Management and Innovation and Technology subjects.</p> |
| <p><b>Other</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge.</p> <p>This includes updating subject design with current material (state the subject and brief description)</p> | <p>UBSS, attended various Professional Development (PD) Teaching Workshop, 10 Jan, 3 May &amp; 7 Aug 2021.</p> <p>UBSS, attended workshops on online delivery 9 Aug 2021.</p> <p>Latrobe University attended (PD) &amp; online teaching workshops 17 June &amp; 20 July 2021.</p> <p>KOI, attended online teaching learning workshops, 27 May 2021.</p>   |

## Evi Vileta Lanasier

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | <u>Lecturer</u><br>Universal Business School Sydney  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | <u>Member:</u><br>Australian Indonesian Business Council (AIBC)<br>AIBC is non-profit organization to support business relationships between Australian and Indonesian SMEs  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | <u>Presenter:</u><br><b>Australia &amp; Indonesia Trade Conferences</b><br>Conference hosted by House of Indonesia in cooperation with The Ministry of Trade Republic of Indonesia – July 2020<br><b>Getting to know Australian Market</b><br>Conference hosted by CEO Group Australia – October 2020<br><b>Youth Digital Consumers: Banking Products</b><br>Conference hosted by MarkPlus Consulting – August 2021<br><b>The future of Business Studies</b><br>Symposium hosted by Trisakti University Jakarta – May 2021 |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | N/A in 2020-2021   |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | <b>Transforming Teaching</b> - (a series of PD sessions conducted over 8 weeks period) – hosted by Central Queensland University. July – September 2020<br><b>A series of research methodology training</b> – conducted by University of New England. 2020.<br><b>Mind-Tap resource training</b> – conducted by Cengage Learning – May 2021<br><b>Online teaching tools training (H5P, Miro)</b> – conducted by Teaching and Learning Unit Victoria University – July 2021   |

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|   | <b>6x6 Teaching Model</b> – conducted by Professional Learning Southern Cross University – October 2021   |
| <b>Teaching at other like institutions</b>  | <p><u>Lecturer:</u></p> <p><b>Victoria University Sydney</b></p> <p>Lecturer, responsible for carrying out teaching duties for undergraduate and Postgraduate Level for the subject of Introduction to Marketing, Marketing Research, Integrated Marketing Communication and <i>Business Research Project</i>.</p> <p><b>Southern Cross University Sydney</b></p> <p>Lecturer, responsible for carrying out teaching duties for post-graduate levels for the subjects of <i>Industry Research Project</i> (a capstone research project in which students are required to produce mini thesis).</p> <p><b>Central Queensland University</b></p> <p>Responsible for delivering lectures to Post-graduate students for the subjects of <i>Professional Research Project</i> and <i>Business Research Project</i></p> <ul style="list-style-type: none"> <li>• Lead Lecturer at CQU Sydney for Professional Project (a Capstone research subject for Master of Management for Engineers)</li> <li>• Lead Lecturer at CQU Sydney for Business Research Method (Post-graduate course)</li> <li>• Online Marker – Master of Business Administration</li> </ul> |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | N/A in 2020 - 2021  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | <p><b>PhD Co-Supervisor (Marketing)</b> - University of New England</p> <p><b>Master Thesis Examiner (Business)</b> - Excelcia College</p> <p><b>Consultant in Higher Education</b> for the purpose of registration, accreditation and re-registration (TEQSA compliance), with Private providers' clients in NSW and Queensland.</p> <p><b>Advisor/Consultant</b> - Consultancy in the establishment of House of Indonesia, Indonesian Trading Hub sponsored by the Ministry of Trade Republic of Indonesia (2019 – present)</p> <p><b>Reviewer</b> - Journal of Services Marketing and Hospitality Management - International Journal publish by Trisakti University, Jakarta Indonesia</p>   |

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|  | <p><b>Reviewer</b> - International Conference on Accounting, Management and Business – Online Conference hosted by Trisakti University Jakarta, Indonesia</p> <p><b>Editorial Member</b> - Journal of Business Management</p> <p>Indonesian peer-reviewed national journal published by Department of Management University of Padjadjaran Indonesia. ISSN 1442 3681</p> |
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## Amy Lee

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| <p><b>Positions Held</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge</p>                      | <p><b>Lecturer:</b> Since 23<sup>rd</sup> August 2021</p> <p><b>Immediate Past President</b> – Hong Kong Australia Business Association</p> <p><b>Founder and Director</b> – Profit Bookkeeping Pty Ltd</p> <p><b>Director</b> – Bridgewell Capital Pty Ltd</p>           |
| <p><b>Professional Memberships</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge</p>            | <p><b>CPA Australia:</b> Fellow membership</p>  |
| <p><b>Present at Conferences and Symposia</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge</p> | <p><b>Attended:</b> InvestHK Lunch Symposium, Hong Kong: Your Greater Bay Area Partner in Expanding your Global Business.</p>   |
| <p><b>Articles and Papers</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge</p>                 | <p>Preparation of relevant documents and papers for the accreditations of Master of Professional Accounting and Bachelor of Accounting with TEQSA, CPA Australia and Chartered Accountants Australia (Excelsia College).</p>  |
| <p><b>Self-Education</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge</p>                      | <p><b>Geneva Business School (Online):</b> Doctorate of Business Administration in International Management</p>   |
| <p><b>Teaching at other like institutions</b></p>  | <p>Unit Coordinator and Course Designer – VU Online</p> <p>Lecturer – La Trobe University Sydney Campus</p> <p>Lecturer – Excelsia College</p> <p>Lecturer – Australian Catholic University</p> <p>Trainer – Navitas Professional</p> <p>Tutor – University of Sydney</p> |

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| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | CertIV TAE40116 – Training and Assessment   |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | Excelsia College: <ul style="list-style-type: none"> <li>Financial Accounting – Course Design</li> <li>Accounting for Managers – Course Design</li> <li>Accounting Principles – Course Design</li> <li>Australian Catholic University</li> <li>Innovation and Entrepreneurship – Course Design</li> </ul> VU Online: <ul style="list-style-type: none"> <li>Financial Analysis – Course Design</li> </ul> |

## Jim Lim

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | <b>Rabobank:</b> Head of Vendor Management (since July 2014)<br><b>Kings Own Institute:</b> Sessional Tutor/Lecturer (Since Nov 2012)                             |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | <b>Member:</b> CPA Australia  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Rabobank Privacy training (March 2021)<br>Rabobank Risk Management Framework training (Sep 2021)<br>Rabobank Consequence Management Framework training (Oct 2021) |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | Nil   |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | CPA Journals  |
| <b>Teaching at other like institutions</b>  | <b>Kings Own Institute,</b> Sessional Academic  |

| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | <b>BEC:</b> University of Sydney<br><b>MLLR:</b> University of Sydney<br><b>CPA:</b> CPA Australia<br><b>Certificate IV:</b> Australian Business Retail Academy |
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| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | Nil   |

## Dr Sudhir Lodh

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Coordinator and HEd Lecturer at UBSS to current<br>Coordinator and HEd lecturer at TISS to current<br>Coordinator and HEd lecturer at Kent Institute Australia<br>AAG Research group leader at Kent Institute Australia  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge  | CPA Australia at the level of FCPA<br>Course Advisory Committee member at Monaro Education (ME)  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge                                   | Attended CPA Congress 2021 for three days from 20 to 23 October on <i>Leader Shift</i>   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge   | N/A for the current year.<br>WIP: As the leader of a research group at Kent Institute Australia, I have embarked on a research project entitled: value measurement and creation in Australian Local Government.  |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Continuously integrating in relevant areas of teaching and learning, develop courses and subjects at UBSS, TISS and Kent Institute during 2021   |
| <b>Teaching at other like institutions</b>  | Nil  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | CPA program on Advance Taxation  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material | Attended the following for professional development during 2021:<br>Professional development workshop at TISS<br>Professional development workshop at UBSS<br>Workshop: Virtual MemX: Navigating Cross-cultural Business (20/09/2021 - from 11:30 am to 2:30 pm) |



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| (state the subject and brief description) | <p>Workshop: ESOS Act Training (29/09/2021 at Kent Institute Australia)</p> <p>Workshop: Work Health and Safety training (16/09/2021 at Kent Institute Australia)</p> <p>Workshop: Communication skills (18/8/2021 at Kent Institute Australia)</p> <p>Workshop: Digital tools to enhance students engagement online (20/9/2021 at Kent Institute Australia)</p> <p>Workshop: Detection of stress from commuting using wearables (3/09/2021) CPA Congress from 20/10/2021 to 23/10/2021</p> |
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## Michael McCormick

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Associate Professor   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Cricketers Club of NSW since 2002<br>Veterans Cricket NSW Over 50's since 2015 (Secretary)  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Nil   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | Nil   |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | <p>JADE recent legal case data base and notifications of important legal developments</p> <ul style="list-style-type: none"> <li>• Class actions in Australia 2019/20</li> <li>• Covid protocols and risk with sporting events under Civil Liability Act (2002)</li> <li>• Lawmatics article</li> </ul> <p>Articles</p> <ul style="list-style-type: none"> <li>• climate change class actions</li> <li>• Globalization and Covid by Jeffrey Sachs</li> <li>• Article on Slack group defamation case</li> <li>• Article; Liability regarding self-driving cars</li> </ul> <p>Financial Review</p> <ul style="list-style-type: none"> <li>• Governance Institute updates on Corporate Governance</li> </ul> |
| <b>Teaching at other like institutions</b>  | Nil   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil   |

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| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | Company Secretary NSW Cricket Over 50's Board.<br>Coordinator of Over 50's State tournament at Central Coast NSW (28 Teams, Feb 2021)<br>NSW Cricketers Club committee member<br>Covid Committee CCNSW |
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## Leanne McCoy

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge           | Assistant Professor, UBSS<br>Lecturer, La Trobe University, Sydney<br>Lecturer, MUIC  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge | Australian and New Zealand Academy of Management (ANZAM)<br>International Education Association of Australia (IEAA)   |
| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge           | Attended AIEC International Education Conference (October 2021)   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge | Nil   |
| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge           | Commenced Certificate for Learning to Teach Online via Couresa (UNSW)<br>UoW HDR Research Workshop: Mindfulness (August 2021)   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge | <b>La Trobe Sydney:</b><br>MGT3LWM Leadership<br>MGT3SMG Strategic Management<br>BUS3DIG Digital Business (online subject)<br><b>Macquarie University International College:</b><br>WMGM 10002 Principles of Management |
| <b>Positions Held</b>  | PhD Candidate (from 2017)   |

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| Relevant to Teaching and Learning or Field of Knowledge                                    | Faculty of Business and Law<br>University of Wollongong  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge | Director – McCoy Education Consulting<br>Member, Course Advisory Committee, The Institute of Institutional Studies (TIIS)<br><br>Developed subject outlines and one complete set of subject materials for marketing stream in MBA program for TIIS ( accredited 7 years no conditions) |

## Wilson Ow

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Assistant Professor at Universal Business School<br>Economics Teacher at Open Learning Limited TPO programme<br>Coordinator at Federation University, Bachelor of Commerce            |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge   | Presented Conference Paper “Sustained engagement and immediacy of feedback – effective online teaching through game-based learning.”<br>UTS Teaching and Learning Conference Nov 2021 |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge   | Nil   |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Moderation and Examination Rubric Training Refresher Course, Open Learning Limited.   |
| <b>Teaching at other like institutions</b>  | Transitional Pathway Programme at Open Learning Limited<br>Diploma in Business UTS College  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | PhD in Management and Economics. Impact on Economic Growth and Migration, Putra Business School, Malaysia   |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | N/A   |



## Stephen JK Parker

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor, UBSS<br>Innovation Fellow, UBSS<br>Founder, 1visionOT Pty<br>Advisory Board Member, Niska Robotics<br>Founder, SmarterVineyards<br>Founder, Smart Questions   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Australian Institute of Company Directors (GAICD)<br>Australian Computer Society (MACS Sr CP)  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Nil  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | Article “Digital Transformation from the Director’s Perspective”, in Australian Business Summit Council annual EKONOMOS Business Affairs magazine (2021)<br>Article “Are they There?”, in “Exploring a new era – hybrid, blended and online learning”, UBSS (2021) |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Multiple industry conferences focused on technology and innovation e.g. Microsoft Inspire, Dell ANZ Forum, IDC Futurescape.<br>Research and maintaining blog on Digital Transformation and Social Entrepreneurship   |
| <b>Teaching at other like institutions</b>  | Member of CompTIA Training Faculty<br>SP Jain School of Global Management  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | UBSS Professional Development Day<br>“How to write like a Pro” (UBSS, Aug 2021)  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.                              | <u>Creation of new course</u> <ul style="list-style-type: none"> <li>MIT103 – Managing Digital Transformation</li> </ul> <u>Maintenance of courses:</u>  |

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| <p>This includes updating subject design with current material (state the subject and brief description)</p> | <ul style="list-style-type: none"> <li>• BBM310 - Innovation and Entrepreneurship</li> <li>• BBM311 - Corporate Entrepreneurship, Leadership and Sustainability</li> <li>• MCR010 - Entrepreneurship: Innovation &amp; Commercialisation</li> </ul> <p><u>Publishing and sub-editing</u></p> <ul style="list-style-type: none"> <li>• “Business War Stories from the Trenches: Battles Relating to Starting, Operating and Ending a Business”, (UBSS 2020, ISBN 978-1-907453-29-8)</li> <li>• “Transitioning to Online Learning During COVID-19: Reflections by Practitioners (UBSS 2021, ISBN 978-1-907453-30-4)</li> <li>• “Exploring a new era – hybrid, blended and online learning”, (UBSS 2021, ISBN 978-1-907453-31-1)</li> <li>• “What can we learn from everyday successful Australian entrepreneurs?”, (UBSS 2021, ISBN 978-1-907453-32-8)</li> </ul> |
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## Dr Nilima Paul

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor & Unit Coordinator, UBSS<br>-Lecturer VU, CDU and Fed U   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | National Tax & Accountants Association<br>Australian Institute of Training and Development<br>Subscribe Members Newsletter - Institute of Certified Bookkeepers<br>Subscribe Members Newsletters - Associations of Accounting Technicians   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Nil   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | 2021 (December): UBSS Publications Series: Issue 2. Updating and Enhancing Unit Content, Delivery, and Assessment: Article 10: Effective Implementation of Computerized Accounting Practice that Rewards Students' Learning by Nilima Paul<br><a href="https://www.ubss.edu.au/effective-implementation-of-computerised-accounting-practice-that-rewards-students-learning/">https://www.ubss.edu.au/effective-implementation-of-computerised-accounting-practice-that-rewards-students-learning/</a><br>2021 (15/04): Article published: UBSS Publications Series: Issue 1. Transitioning to Online Learning During COVID-19: Article 12. New Virtual Reality in Knowledge Transfer by Nilima Paul |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil   |
| <b>Teaching at other like institutions</b>  | Lecturer, VU, CDU and FD  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil   |

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| <p><b>Other</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge.</p> <p>This includes updating subject design with current material (state the subject and brief description)</p> | <p>2021 (21/10), 2pm – 3pm: Library Network Webinar, IHEA</p> <p>2021 (20/09), 9am-11.30am: Responding to Disclosures training. VU</p> <p>2021 (20/09), 11.30am-12.30pm: 'Navigating Cross-Cultural Business'. The Institute of Managers &amp; Leaders (IML)</p> <p>2021 (18/08): Academic Integrity and Academic Misconduct. Fed Uni</p> <p>2021 (16/09), 12pm to 1pm: Designing Engaging Learning Experiences for Undergraduates. HBP</p> <p>2021 (11/08), 10am–12pm: Professional Development Workshop, UBSS</p> <p>2021 (28/04), 10am-12pm: Professional Development Workshop, UBSS</p> <p>2021 (31/03), 11am-12pm: Getting—and Then Keeping—Students Engaged. HBP</p> <p>2021 (17/03), 2pm to 5.30pm: Staff academic induction. MIT</p> <p>2021 (12/03), 11am - 12pm: Making Project based Learning work in an online Curriculum. HBP</p> <p>2021 (12/03), 9.30am -1pm: VU Sydney Learning and Teaching Day for Term 1, 2021: PD Session 1: Best Practice in Block, PD Session 2: Unit Health Dashboard</p> |
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## Art Phillips

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| <b>Positions Held</b><br><br>Relevant to Teaching and Learning or Field of Knowledge           | Adjunct Professor UBSS<br><br><u>Directorships</u><br>Director, Centre For Entrepreneurship, UBSS (Australia)<br>Head Of Production, film/video production UBSS website, and UBSS TV<br><br><u>Business Directorships:</u><br>101 Music Pty Ltd, ACN: 618 540 891, owner, director, secretary<br>Susan Phillips Health Insurance Consultancy Pty Ltd, ACN 100 088 382, director and secretary<br>Art Phillips Music Design, ABN 38 473 522 961, owner, director, secretary<br>Bijou Unit Trust, trustee<br>Art Phillips Music Publishing (USA), Bus reg # 0044013330, owner, director, secretary<br><br><u>Chair, Boards &amp; Presidencies</u><br>Chair, Queen Anne School of Management, Course Advisory Committee, 2019 ~ current<br>Deputy Chair, Australian Institute of Music, Academic Board, Sydney Australia, 2016 ~ current<br>Academic Senate member – Universal Business School Sydney (UBSS) / 2016 ~ current<br>Course Advisory Committee member - Universal Business School Sydney (UBSS) / 2016 ~ current<br>Counsellor, sector: Music in Film & Television, Music Australia, formerly Music Council of Australia / 2005 ~ current |
| <b>Professional Memberships</b><br><br>Relevant to Teaching and Learning or Field of Knowledge | IML, Institute of managers & Leaders (Australia) – FIML<br>Australian Guild of Screen Composers<br>Society of Composers & Lyrists (USA)<br>Production Music Association (USA) Music Creators of North America Music Australia<br>APRA/AMCOS<br>Broadcast Music Inc, USA<br>ASCAP, USA  |
| Present at Conferences and Symposia  | IML production 'Navigating Cross-Cultural Business': <a href="http://www.kaltura.com/tiny/t2ixw">http://www.kaltura.com/tiny/t2ixw</a> details on the panel presentation, go to the UBSS website:  |

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| Relevant to Teaching and Learning or Field of Knowledge                               | <p><a href="https://www.ubss.edu.au/2021/september/navigating-cross-cultural-business-online-and-recorded/">https://www.ubss.edu.au/2021/september/navigating-cross-cultural-business-online-and-recorded/</a></p> <p>Interview with Sudhir Warriar (live and recorded) - <a href="https://www.ubss.edu.au/2021/october/mcr005-interview-with-sudhir-warrior-live-and-recorded/">https://www.ubss.edu.au/2021/october/mcr005-interview-with-sudhir-warrior-live-and-recorded/</a></p> <p>Interview with Rahul Daga (live and recorded) - <a href="https://www.ubss.edu.au/2021/october/mhr002a-interview-with-rahul-daga-live-and-recorded/">https://www.ubss.edu.au/2021/october/mhr002a-interview-with-rahul-daga-live-and-recorded/</a></p> <p>Global seminar, 1 hour, the state of the music industry in Australia &amp; New Zealand, with the focus on production Music and the current pandemic downturn of television productions.</p>  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge | <p><i>'20/20 Vision': New Considerations for Charting an Effective Business Plan in the 2020s</i>, UBSS publications, author: Art Phillips, 2021<br/> <a href="https://www.ubss.edu.au/articles/2021/september/charting-an-effective-business-plan-in-the-2020s/">https://www.ubss.edu.au/articles/2021/september/charting-an-effective-business-plan-in-the-2020s/</a></p> <p>Interview <i>Style Guest Presentations that Enhance Learning</i>, UBSS Publications, Art Phillips, 2021<br/> <a href="https://www.ubss.edu.au/media/2785/interview-style-guest-presentations-that-enhance-learning.pdf">https://www.ubss.edu.au/media/2785/interview-style-guest-presentations-that-enhance-learning.pdf</a></p> <p>Transitioning To Online Learning during COVID-19 - Never Lose The Moment <a href="https://www.ubss.edu.au/never-lose-the-moment/">https://www.ubss.edu.au/never-lose-the-moment/</a> UBSS Publications, Art Phillips, 2021</p> <p>The 4Ms (Music, Metadata, Marketing and Money) and Cross Cultural Business Agreements – UBSS Publications, Art Phillips 2021<br/> <a href="https://www.ubss.edu.au/media/2842/the-4ms-music-metadata-marketing-and-money-and-cross-cultural-business-agreements-w-qas.pdf">https://www.ubss.edu.au/media/2842/the-4ms-music-metadata-marketing-and-money-and-cross-cultural-business-agreements-w-qas.pdf</a>,</p> <p>'The Production Music Business' - Music Source For Screen and Radio Producers, Art Phillips/2021 EKONOMOS, Issue 3, November 2021, ABSC Inc.</p> <p>The Business of Production Music, Loudmouth Magazine – E-Zine, Music Trust Australia, reprinted 2021<br/> <a href="https://artphillips.com/2019/04/20/educational-article-published-the-business-of-production-music-by-art-phillips/">https://artphillips.com/2019/04/20/educational-article-published-the-business-of-production-music-by-art-phillips/</a></p> |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge      | Reading various journals and textbooks, industry articles and the like relating to business, entrepreneurship and the music industry.  |
| <b>Teaching at other like institutions</b>  | Nil  |

| <b>Formal Courses</b><br><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil  |
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| <b>Other</b><br><br>Relevant to Teaching and Learning or Field of Knowledge.<br><br>This includes updating subject design with current material (state the subject and brief description) | <p>Executive Dean Award, For Outstanding Commitment to Teaching and Learning, Post Graduate level – trimester 1/2021</p> <p>Executive Dean Awards, For Outstanding Commitment to Teaching and Learning, Post Graduate level – trimesters 2/2020</p> <p>Executive Dean Awards, For Outstanding Commitment to Teaching and Learning, Post Graduate level – trimesters 3/2020</p> <p>Global Music Award – composer, song: We Know You By Heart, artist: Art Phillips, from his production music catalogue 101 Music Pty Ltd / 2020, album: Heart Songs</p> <p>Professional Development sessions, UBSS, 2021 (three in total)</p> <p>Fellowship Award, AIM, Australian Institute of Music - In recognition of his outstanding achievements and services to Australian Performing Arts/2021</p> <p>Bio: <a href="https://101.audio/bio-art-phillips/">https://101.audio/bio-art-phillips/</a></p> |

## Dr Zahra Sadeghinejad

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Postgraduate and undergraduate lecturer at: <ul style="list-style-type: none"> <li>• UBSS</li> <li>• International College of Management Sydney</li> <li>• Central Queensland University</li> </ul>   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Professional member of the Australian and New Zealand Academy of Management   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Nil   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | <p>Najmaei, A. and <b>Sadeghinejad, Z.</b> (2021), <i>Teaching quantitative methods: A look into the future</i>, In Whateley, G., and Hooke, G., (Eds), UBSS Publications Series: Issue 2. Updating and enhancing unit content and delivery, GCA Publications, Sydney, Australia.</p> <p><b>Sadeghinejad, Z.</b> and Najmaei, A. (2021), <i>Whither marketing? Three emerging topics</i>, In Whateley, G., and Hooke, G., (Eds), UBSS Publications Series: Issue 2. Updating and enhancing unit content and delivery, GCA Publications, Sydney, Australia.</p> <p>Najmaei, A. and <b>Sadeghinejad, Z.</b> (2021), '<i>Reducing Students' Technostress in Online Classes: Three Technical Methods</i>'. In Whateley, G., and Hooke, G., (Eds), UBSS Publications Series: Issue 1. Transitioning to Online Learning During COVID-19, GCA Publications, Sydney, Australia.</p> |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil   |
| <b>Teaching at other like institutions</b>  | International College of Management Sydney<br>Central Queensland University   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Currently undertaking a postgraduate course on Data Analytics at UNSW (2021- 2022)  |

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| <p><b>Other</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge.</p> <p>This includes updating subject design with current material (state the subject and brief description)</p> | <p>Attended the 2021 Virtual Scholarship of Tertiary Teaching Conference, Hosted by Central Queensland University (12th &amp; 13th October)</p> <p>Supervising and examining master's research thesis at the International College of Management Sydney (May 2016- present)</p> <p>Supervising and examining undergraduate research projects at the International College of Management Sydney (Feb 2020- present)</p> <p>Associate editor of the International Journal of Sustainable Entrepreneurship and Corporate Social Responsibility (IJSECSR) (<a href="http://www.igi-global.com/journal/international-journal-sustainable-entrepreneurship-corporate/126547">http://www.igi-global.com/journal/international-journal-sustainable-entrepreneurship-corporate/126547</a>).</p> |

## Kaneez Selim

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor, Accounting   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Associate Member, CPA Australia<br>Membership of ICB  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Accounting Business Expo ~ ICC Sydney Exhibition Centre<br>Webinars of ATO, ASQA etc.   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | Teaching Adult Learners ~ Open Universities Australia<br>In the Black ~ CPA Australia<br>As an associate member of CPA, since more than 5 years I have regular subscription of "In the Black", which provides Accounting Industry currency. Also have membership with ICB as well, which assists with regular industrial/ workplace guidelines. |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | In house Webinar PD on Moodle & Adobe Connect ~ TAFE, Western Institute   |
| <b>Teaching at other like institutions</b>  | Federation University   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Learning to Teach Online ~ Coursera by UNSW Sydney<br>TAE40116 Certificate IV in Training and Assessment ~ Inspire Education<br>TAELN411 Address adult language, literacy, and numeracy skills ~ UOW College<br>DIPTAA: Diploma of Training and Assessment – TAFE NSW, Western Sydney Institute   |
| <b>Other</b>  | Payroll Webinars ~ Revenue Office AU<br>Tax Webinars ~ ATO  |



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| <p>Relevant to Teaching and Learning or Field of Knowledge.</p> <p>This includes updating subject design with current material (state the subject and brief description)</p> | <p>Financial Planning Webinars → Open Universities Australia</p> |
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## Wayne Smithson

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge           | Program Director Bachelor of Accounting Member of Academic Senate UBSS<br>Chair of Academic Integrity Committee UBSS<br>Member of the Grade Review Committee UBSS<br>Member Corporate Advisory committee UBSS<br>Director/Treasurer – Ensemble Offspring Ltd<br>Ensemble Offspring Ltd - Chair Finance and Audit Committee<br>Polytechnic Institute of Australia – member of Learning and Teaching Committee  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge | <b>Certified Practicing Accountant</b> - member<br><b>Institute of Managers and Leaders(IML):</b> Fellow<br><b>Chartered Manager Institute:</b> Chartered Manager CMGr.<br><b>Australia Institute of Company Directors:</b> Graduate Member<br><b>Project Management Institute:</b> Associate Member<br><b>Global Intrapreneur Institute:</b> Member  |
| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge           | International E conference Being Covid Antifragile<br>Review of presentation of Papers for awards   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge | Author and Preparation of case studies – <ul style="list-style-type: none"> <li>- Financial Management</li> <li>- Leading Innovation and change</li> </ul> Preparation of Bachelor of Accounting Annual report and future Academic delivery strategies for the Accounting Faculty for dissemination to Accounting Lecture staff<br><b>Academic Integrity:</b> Distribution of relevant advices to staff regarding Academic Integrity as chair of Academic Integrity Committee<br><u>Short papers</u><br><i>“Academic Integrity in an Online world: a Covid-19 perspective”</i><br><i>“Work integrated Learning in Australian Higher Education: An (R)Evolutionary Paradigm shift”</i><br>Published in |

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|  | Hooke A., Whateley G., <i>“Transitioning to Online Learning During Covid -19”</i> , 2021, 1visionOT Pty Ltd, Vic, Australia                                |
| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge           | CPA virtual symposium 20 October to 22 October<br>CPA : Digital Finance Data interpretation and Digitalisation   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge | Polytechnic Institute Australia – Lecturer for Capstone  |
| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge           | N/A  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge | Mentor IML 1 mentees during the year<br><u>Peer Review Process and Benchmarking</u><br>IHEA External Assessment Benchmarking project as external reviewer. |

**Dr Felix Stravens**

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Deputy Dean (Academic)<br>Program Director – MBA<br>Program Director – Bachelor of Business<br>Chair, Academic Board – Queen Anne College (start-up)  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Fellow, Chartered Institute of Marketing (FCIM)<br>Fellow, Australian Marketing Institute (FAMI)<br>Fellow, Institute of Managers and Leaders (FIML)<br>Member, Marketing Institute of Singapore (MMIS)   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Nil   |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | The impact of the pandemic on Marketing Practices   |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assessment and Calibration October 2020<br>Webinar: How the Pandemic made me a better educator – February 2021 (Harvard Business)<br>Webinar: Making Project-Based Learning work in an online curriculum – February 2021 (Harvard Business)<br>Webinar: What lies beyond – March 2021 (Harvard Business)<br>Webinar: Getting and then keeping students engaged – March 2021 (Harvard Business)<br>Webinar: Reducing Cognitive Load: Focusing on what matters in Online and Hybrid Teaching – April 2021 (Harvard Business)<br>Webinar: Designing better courses – July 2021 (Harvard Business)<br>Webinar: How to engage students to promote individual and collective learning – September 2021 (Harvard Business)<br>Webinar: Designing engaging learning experiences for undergraduates – September 2021 (Harvard Business)<br>Workshop: Reviewers for Sector Review – May 2021 (Peer Review Portal) |

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|   | <p>Workshop for Independent Reviewers – June 2021 (Peer Review Portal)</p> <p>Workshop: Unit design and Evaluation – July 2021 (Peer Review Portal)</p>  |
| <b>Teaching at other like institutions</b>  | Nil  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Managing Digital Transformation (UBSS)   |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | <p>Staff Professional Development Day workshop – January 2021</p> <p>Staff Professional Development Day Workshop – April 2021</p> <p>Staff Professional Development Day Workshop – August 2021</p> <p>Course Review – Bachelor of Business (Queen Anne College)</p> <p>Curriculum Development and Review – International Business Management (UBSS) to include more updated topics and social media</p> <p>Curriculum Development and Review – Marketing New Products (MBA) to include the use of electronic media and social media.</p> |

## Nadeem Tahir

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | <b>Senior Lecturer-</b> Torrens University (since July 2017)<br><b>Senior Lecturer-</b> Holmes Institute (since Mar 2017)<br><b>Financial accountant</b> – Universal business Accountant (Since Oct 2019)   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Full member-- <b>CPA Australia</b><br>Associate member - <b>Association of Certified Fraud examiner (ACFE)</b>  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | <b>Attended:</b> University of Technology Sydney Accounting Research Seminar 18 <sup>th</sup> Jan 2021<br><b>Presented:</b> Stage 1 Corporate tax avoidance: Effective tax rates  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | <b>Submitted accounting research work requirement (UTS Mar 2021):</b> Replication of the research: The provision of non-audit services and the pricing of audit fees.<br>Firth, M. (1997), The Provision of Non-audit Services and the Pricing of Audit Fees. Journal of Business Finance & Accounting, 24: 511-525.<br><b>Submitted Corporate governance research work requirement (UTS Jun 2021): Critical analysis</b><br>Managing Lender Expectations through Mandatory Management Forecasts: Evidence from Project Financing by Zahn Bozanic, Florida State University: Andrew Ferguson, University of Technology, Sydney: Gabriel Pündrich, University of Florida |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | <b>Continuous professional development</b> CPA-CPA Updates, member professional update courses, In the Black (CPA Journal)<br>Currently enrolled in <b>PhD in Accounting</b> , University of Technology Sydney (Since Jan 2020)<br>Stage 1 literature review: Effective tax rates   |
| <b>Teaching at other like institutions</b>  | <b>Senior Lecturer-</b> Torrens University Sydney Campus  |

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|  | <p>Course coordinator Auditing and assurance; Designed and delivering the subjects to all students as one online National Class</p> <p><b>Senior Lecturer- Holmes Institute Sydney Campus</b></p> <p>Designed, developed and delivered Taxation law for both undergraduate and post graduate students</p> <p><b>Subject developer: International College of Management (ICMS)</b></p> <p>Currently designing and developing subject outlines, assessments, in class teaching resources and MOODLE activities for Management accounting and Auditing and assurance</p> |
| <p><b>Formal Courses</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge</p>  | <p>Short Course offered by Torrens University: <b>Building Confidence in digital classroom</b></p> <p>Short Course by Torrens University: <b>Transformative teaching in the digital world.</b></p>  |
| <p><b>Other</b></p> <p>Relevant to Teaching and Learning or Field of Knowledge.</p> <p>This includes updating subject design with current material (state the subject and brief description)</p> | <p><b>Consent matters</b> (University of Technology, Sydney) July 2021</p> <p><b>Training on Academic integrity</b> (Torrens University) Aug 2021</p> <p>Finished Module on <b>Learning with technology</b> (Torrens University) Aug 2021</p> <p>Finished short course : <b>How to communicate effectively to engage students</b> (Torrens University Sep 2021)</p> <p>Finished modules on <b>IT security training</b> ( Torrens university and ICAMS)</p> <p>Attended Seminar arranged by CAAZ: <b>The world of Audit-Inspiring Future Auditors</b> ( Oct 2021)</p>  |

## Harry Tse

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Lecturer UBSS   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | <b>Senior Teaching Fellow:</b> Advance Higher Education Academy (UK), SFHEA<br><b>Honorary Fellow:</b> University of Technology, Sydney<br><b>Member:</b> Economic Society of Australia   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | <b>Attended:</b> Higher Education Private Provider – Quality Network 2 day online symposium, 24 <sup>th</sup> -25 <sup>th</sup> November, 2020<br><b>Tse H., (2021)</b> <i>“Reflections on changes in the Australian higher education and the sudden scrambling to On-line environment through the lens of Garrison’s Community of Inquiry”</i> , Learning & Teaching Symposium for Higher Education, Sydney, Australia, 4-5 November 2021  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | <b>Tse, H., (2021)</b> <i>“Plugged in But Disconnected: Challenges in the 2020 Online Transition”</i> ; Transitioning to Online Learning During Covid-19 Reflections by Practitioners, UBSS Publication Series,. Vol. 1, Issue (1), Article (17), 2021 pp71-74, Publisher: Group Colleges Australia Pty Ltd, 95-99. Sydney, Australia. ISBN 978-1-907453-30-4<br><b>Tse, H., (2021)</b> , <i>“Using Vodcasts to Enhance Learning in a Postgraduate Economics Subject”</i> , UBSS Publication Series, Issue (2), 2021. |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil   |
| <b>Teaching at other like institutions</b>  | Nil   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Nil   |



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| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | Designing and developing all teaching and learning material for Economics (MCR001) for UBSS |
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## Dr Syed Uddin

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Assistant Professor UBSS<br>Lecturer (Senior) Federation University   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Member: Community Education and Services Centre<br>Associate Member: IML  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Seminar on "Setting a Clear & Concise Brief to Increase Team Performance" by Michelle Carlyle on 17 March 2021- participated online.  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | 'Covid-Driven Transition to Online Teaching- a Reflection', an article published in the <i>Occasional paper</i> series at UBSS, July 2021.<br>'Enhancing Students' Engagement? Let's Get Real.', an article published online, UBSS publications, September 2021   |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | 'Teaching, virtually, a critical reflection' by Powell, L, & McGuigan, N. (2020). <i>Accounting Research Journal</i> , Emerald insight. Accessed on 2 January 2021<br>Digital learning REMOTE a framework for teaching online, by Israeli, A. (2020). <i>Harvard Business Publishing</i><br>'Promoting Academic Integrity'- participated in the interactive webinar/webcast by Honor Lock in the USA, August 2021.<br>'Leading Teams with Emotional Intelligence During Times of Change'-participated in the webinar by Honor Lock, USA, November 2021. |

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| <b>Teaching at other like institutions</b>  | Federation University Sydney Campus  |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | Nil  |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | MHR001 Managing Workplace Relations and MCR002 Organisational Behaviour. Incorporated materials and assessment activities in the subjects mentioned above to reflect changes precipitated by Covid-19. |

## Dr Andrew West

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | <b>Dean UBSS:</b><br><b>Academic Board:</b> Queen Anne School of Management<br><b>Chair:</b> UTS Norths Athletics Foundation   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | <b>Fellow:</b> Institute of Management and Leadership<br><b>Member:</b> Australian Institute of Company Directors<br><b>Academic Senate:</b> UBSS<br><b>Fellow – UBSS Centre for Scholarship and Research</b><br><b>Steering Committee:</b> HEPP – QN  |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | GTU Conference 11-12 Feb, THEME 2 : Track 2 : Presentation ENVIRONMENTAL SUSTAINABILITY Track chair<br>Australian Academic Integrity Network (AAIN) Forum 2021 – Conference Presentation – 19 <sup>th</sup> October, 2021. Student Lens Stream, Building cultures of integrity through the student voice<br>HEPP-QN Conference Network November 19-21, Assessment Quality Workshop Co-ordinator  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | <b>West, A</b> (2021) COVID19 – The accelerator that evenly distributed the future, <a href="https://www.ubss.edu.au/media/3336/covid19-the-accelerator-that-evenly-distributed-the-future.pdf">https://www.ubss.edu.au/media/3336/covid19-the-accelerator-that-evenly-distributed-the-future.pdf</a><br>Whateley, G. (2021) What is meant by ‘hybrid’ delivery and how does it work in higher education? In Whateley, G., <b>West, A.</b> and Chanda, A. <i>Exploring a new era – hybrid, blended and online learning</i> Chapter 1, pp 3-6, SmartQuestions, ISBN 978-1-907453-31-1<br>Hooke, G., Whateley, G. and <b>West, A.</b> <i>Implications of changes in the global farm products market for teaching resource economics</i> . In Hooke, A. and Whateley, G. <i>Updating and enhancing unit content, delivery and assessment</i> – publication pending<br><b>West, A.</b> and Whateley, G. (2021) ‘ <i>The fourth industrial age is here for higher education to embrace</i> ’. Campus Review, Top Stories, April 10<br><b>West, A.</b> and Whateley, G. (2021) ‘ <i>Accelerated learning</i> ’ Campus Review, Volume 32, Issue 05, May 2021 p 18 (Feature Article) |

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|  | <p><a href="https://viewer.joomag.com/campus-review-vol-32-issue-05-may-2021/0735470001620967163">https://viewer.joomag.com/campus-review-vol-32-issue-05-may-2021/0735470001620967163</a></p> <p><b>West, A.</b> and Whateley, G. (2021) <i>Cyber security is becoming a big deal in higher education</i>, UBSS, October 19 - <a href="https://www.ubss.edu.au/article/cyber-security-is-becoming-a-big-deal-in-higher-education/">https://www.ubss.edu.au/article/cyber-security-is-becoming-a-big-deal-in-higher-education/</a></p> <p><b>Books</b></p> <p>Whateley, G., <b>West, A.</b> and Chanda, C. (2021) <i>Exploring a new era – hybrid, blended and online learning</i>. Smart Questions, ISBN 978-1-907453-31-1</p> <p><b>West A</b> (2021) <i>What is meant by Blended Learning</i>, Chapter 2 in <i>Exploring a new era – hybrid, blended and online learning</i>. Smart Questions, ISBN 978-1-907453-31-1 <a href="https://www.ubss.edu.au/media/2716/what-is-meant-by-blended-learning.pdf">https://www.ubss.edu.au/media/2716/what-is-meant-by-blended-learning.pdf</a></p> <p><b>West, A</b> (2021) <i>OPM is not just another TLA</i>, Chapter 14, in <i>Updating and enhancing unit content, delivery, and assessment</i> (Hooke and Whateley)– <a href="https://www.ubss.edu.au/articles/2021/october/opm-is-not-just-another-tla/">https://www.ubss.edu.au/articles/2021/october/opm-is-not-just-another-tla/</a></p> <p><b>ePublications</b></p> <p>Whateley, G., Manly, A., Kanwar, A. and <b>West, A.</b> (2021) <i>Corporate Governance</i>. GCA, Sydney <a href="https://www.ubss.edu.au/media/2007/corporate-governance-at-gca-19-feb.pdf">https://www.ubss.edu.au/media/2007/corporate-governance-at-gca-19-feb.pdf</a></p> <p>Whateley, G., <b>West, A.</b> and Kanwar, A. (2021) <i>Returning Students to Campus – Slow and Steady Wins the Race</i>, April. <a href="https://www.ubss.edu.au/media/2161/returning-students-to-campus.pdf">https://www.ubss.edu.au/media/2161/returning-students-to-campus.pdf</a></p> <p><b>West, A.</b> and Whateley, G. (2021) <i>A matter of moving forward</i>. September. <a href="https://www.ubss.edu.au/media/3002/a-matter-of-moving-ubss-forward-2021-2024.pdf">https://www.ubss.edu.au/media/3002/a-matter-of-moving-ubss-forward-2021-2024.pdf</a></p> |
| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge           | N/A  |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge | <p><b>Lecturer</b>, New York University – Stern Business School, Sydney Campus, Marketing and Internship Seminar. Designed and delivered lectures at the Sydney Campus.</p> <p><b>Director, Institute for Sport Management</b>, CAPA International, Sydney office. Designed, developed and delivered the Centre for Sport Management for CAPA</p>  |

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|  | <p>International, a US based internship provider, with a global office in Sydney.</p> <p><b>Adjunct Lecturer:</b> University of Technology Sydney, Business Statistics, Marketing Research, Marketing Data Analysis.</p> |
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| <b>Positions Held</b><br><br>Relevant to Teaching and Learning or Field of Knowledge           | N/A   |
| <b>Professional Memberships</b><br><br>Relevant to Teaching and Learning or Field of Knowledge | <p><u>Academic Communication</u></p> <p>12 x Monthly Message From The Dean to all UBSS Stakeholders</p> <p>48 Weekly Bulletin to all UBSS Staff.</p> <p><u>Academic Management</u></p> <p><b>UBSS, Provider Information Report for TEQSA:</b> Staff information and staffing analysis August 2021.</p> <p><b>UBSS, creation of IT Stream in MBA,</b> project manager, curriculum development and reporting to academic governance bodies.</p> <p><u>Consultancy Work</u></p> <p><b>Athletics NSW</b> Marketing Advisory Board</p> <p>Provide concept papers to Athletics NSW and Athletics Australia on Track and Field facilities development</p> <p><b>GWS Giants AFL club:</b> Develop, deliver and monitor internship programs for events and membership departments at GWS Giants.</p> <p><b>UTS Norths Athletics, Chair of Foundation:</b> Strategic Plan 2021-2023, <b>Elite Athlete Refugee Project</b> to Tokyo 2021, grants project development and implementation.</p> <p><b>Athletics Talent Identification Program,</b> project development and implementation.</p> <p><b>Peer Review Process and Benchmarking</b></p> <p>IHEA External Assessment Benchmarking project coordinator for UBSS and external reviewer.</p> <p><u>Benchmarking Projects</u></p> <p>IHEA External Academic Integrity Benchmark project coordinator for UBSS and external reviewer.</p> <p>IHEA International Student benchmarking, with 18 other institutions. UBSS coordinator and lead contributor.</p> <p>HEPP-QN Benchmarking, UBSS coordinator and lead contributor for 2020</p> <ol style="list-style-type: none"> <li>1. Grade distribution</li> <li>2. Academic Integrity</li> <li>3. Retention/Completion</li> </ol> |

## Dr Greg Whateley

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Emeritus Professor – UBSS<br>Deputy Vice Chancellor – GCA<br>Co-Director, Centre for Scholarship and Research   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | <b>Executive Director</b> – <i>Group Colleges Australia, Sydney/Melbourne</i><br><b>President and Chair</b> - <i>Musicum20 International Music Symposium</i><br><b>Chair</b> – <i>Board of Directors, Academy of Music and Performing Arts (AMPA), Sydney</i><br><b>Chair</b> – <i>UBSS Academic Senate, Sydney</i><br><b>Chair</b> – <i>GCA Risk and Audit Committee</i><br><b>Chair</b> – <i>GCA WHS Committee</i><br><b>Chair</b> – <i>Academic Board, Stanfort Academy, Singapore</i><br><b>Chair</b> – <i>Academic Board, Australian Guild of Music Education, Melbourne</i><br><b>Chair</b> – <i>Advisory Board, PAX and Tr4inright</i><br><b>Member</b> – <i>Council, Elite Education Institute, Sydney/Melbourne</i><br><b>Member</b> - <i>Editorial Board – International Journal of Innovation, Creativity and Change</i><br><b>Member</b> - <i>Review Panel – British Educational Research Journal</i><br><b>Fellow</b> - <i>Institute of Managers and Leaders</i><br><b>Fellow</b> - <i>Australian College of Research</i><br><b>Fellow</b> – <i>UBSS Centre for Scholarship and Research</i> |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | Chanda, A., <b>Whateley, G.</b> and Roopram, J (2021) <b>Transitioning from Class-room to Tech-room: Exploring an approach to Technology Enhanced Learning (TEL) in Australian HE sector.</b> GTU Conference, India<br><b>Whateley, G.</b> (2021) To be or not to be – a hybrid return to campus. <b>Gujarat Technology University international e-conference on Being COVID Antifragile</b> , February 12, 2021  |
| <b>Articles and Papers</b>  | <u>Refereed Journal Articles</u>  |

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| Relevant to Teaching and Learning or Field of Knowledge | <p>Kanwar, A. and <b>Whateley, G.</b> (2021) <b>English Language Testing for International Students in Australia</b>. The American Academy of Business Journal (AABJ) Vol 26 (2), March 2021. ISBN 1540-7780 – <a href="http://www.journalbrc.com/AABJ26-2March2021Kanwar.html">http://www.journalbrc.com/AABJ26-2March2021Kanwar.html</a> (winner of best author award)</p> <p><u>Refereed Book Chapters</u></p> <p>Kanwar, A. and <b>Whateley, G.</b> (2021) <b>English Language Testing for International Students in Australia</b>. The American Academy of Business Journal (AABJ) Vol 26 (2), March 2021. ISBN 1540-7780 – <a href="http://www.journalbrc.com/AABJ26-2March2021Kanwar.html">http://www.journalbrc.com/AABJ26-2March2021Kanwar.html</a> (winner of best author award)</p> <p>Whateley, G. and Manly, A. (2021) The Transition to Online Teaching and Learning: Like Ducks to Water in Hooke, A (Ed) <b>Technological Breakthroughs and Future Business Opportunities in Education, Health and Outer Space</b> (Pp 188-196) . ICI Global, ISBN 978 179 986 7722</p> <p>Roopram, J., Chanda, A. and <b>Whateley, G.</b> (2021) Transitioning from the Classroom to the Techroom. In A. Hooke and G. Whateley, <b>Transitioning to Online Learning During COVID-19 – Reflections by Practitioners</b> Chapter 4, pp 17-24, SmartQuestions, ISBN 978 1 907453 30 4</p> <p><b>Whateley, G.</b> (2021) The Digital Convicts of COVID-19. In Hooke, A. and Whateley, G. <b>Transitioning to Online Learning During COVID-19 – Reflections by Practitioners</b> Chapter 1, pp 3-6, SmartQuestions, ISBN 9781 907453 30 4</p> <p><b>Whateley, G.</b> (2021) Case Study 8 – Greg Whateley. In Jankoff, C. and Bendel, D, <b>What Can We Learn from Everyday Successful Australian Entrepreneurs?</b> <a href="https://www.ubss.edu.au/articles/2021/august/interview-8-greg-whateley/">https://www.ubss.edu.au/articles/2021/august/interview-8-greg-whateley/</a></p> <p><b>Whateley, G.</b> (2021) Alternative Delivery Options. In Hooke, A. and Whateley, G. <b>Updating and enhancing unit content, delivery and assessment</b> – publication pending - <a href="https://www.ubss.edu.au/articles/2021/september/alternative-delivery-options/">https://www.ubss.edu.au/articles/2021/september/alternative-delivery-options/</a></p> <p>Hooke, A., <b>Whateley, G.</b> and Kanwar, A. (2021) Student evaluations of teaching (SETs) in face-to-face and online teaching environments. In Hooke, A. and Whateley, G. <b>Updating and enhancing unit content, delivery and assessment</b> – publication pending.</p> <p>Whateley, G. (2021) What is meant by ‘hybrid’ delivery and how does it work in higher education? In Whateley, G., West, A. and Chanda, A. <b>Exploring a new era – hybrid, blended and online learning</b></p> |
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Chapter 1, pp 3-6, SmartQuestions, ISBN 978-1-907453-31-1

Whateley, G. (2021) Alternative delivery modes for international students. In Whateley, G., West, A. and Chanda, A. ***Exploring a new era – hybrid, blended and online learning*** Chapter 6, pp 35-40, SmartQuestions, ISBN 978-1-907453-31-1

Hooke, G., Whateley, G. and West, A. Implications of changes in the global farm products market for teaching resource economics. In Hooke, A. and Whateley, G. ***Updating and enhancing unit content, delivery and assessment*** – publication pending

#### Periodicals

**Whateley, G.** (2021) 'To be on not to be: a hybrid return to campus' **Campus Review** on line (January 13, 2021) -

[https://www.campusreview.com.au/2020/12/to-be-or-not-to-be-a-hybrid-return-to-campus/?utm\\_medium=email&utm\\_campaign=CR+BN+Email+-+13+Jan+2021&utm\\_content=To+be+or+not+to+be%3A+a+hybrid+return+to+campus%2A1%2AOC%2AOP&utm\\_source=apneducationalmedia.writemsg.com](https://www.campusreview.com.au/2020/12/to-be-or-not-to-be-a-hybrid-return-to-campus/?utm_medium=email&utm_campaign=CR+BN+Email+-+13+Jan+2021&utm_content=To+be+or+not+to+be%3A+a+hybrid+return+to+campus%2A1%2AOC%2AOP&utm_source=apneducationalmedia.writemsg.com)

**Whateley, G.** (2021) 'Double bubble, toil and trouble – Examining the international student cauldron' **Campus Review** Vol 31, Issue 01, January p8 -

<https://view.joomag.com/campus-review-vol-31-issue-01-january-2021/0817897001611279210?short&>

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**Books**

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**Whateley, G.**, West, A. and Chanda, C. (2021) *Exploring a new era – hybrid, blended and online learning*. Smart Questions, ISBN 978-1-907453-31-1

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|   | <p>Hooke, A. and <b>Whateley, G.</b> (2021) <i>Updating and enhancing unit content, delivery and assessment</i>. Smart Questions ISBN pending</p> <p><b>Whateley, G.</b>, Jankoff, C. and Graham, C. (2021) <i>Management in the Arts</i>. Centre for Business Education, Melbourne. ISBN 1 86493 037 3</p> <p><u>ePublications</u></p> <p><b>Whateley, G.</b>, Manly, A., Kanwar, A. and West, A. (2021) <i>Corporate Governance</i>. GCA, Sydney<br/> <a href="https://www.ubss.edu.au/media/2007/corporate-governance-at-gca-19-feb.pdf">https://www.ubss.edu.au/media/2007/corporate-governance-at-gca-19-feb.pdf</a></p> <p><b>Whateley, G.</b>, West, A. and Kanwar, A. (2021) <i>Returning Students to Campus – Slow and Steady Wins the Race</i>, April.<br/> <a href="https://www.ubss.edu.au/media/2161/returning-students-to-campus.pdf">https://www.ubss.edu.au/media/2161/returning-students-to-campus.pdf</a></p> <p><b>Whateley, G.</b> (2021) <i>What is meant by 'hybrid' delivery and how does it work in higher education?</i> July 15.<br/> <a href="https://www.ubss.edu.au/media/2670/understanding-hybrid-delivery.pdf">https://www.ubss.edu.au/media/2670/understanding-hybrid-delivery.pdf</a></p> <p>West, A. and <b>Whateley, G.</b> (2021) <i>A matter of moving forward</i>. September.<br/> <a href="https://www.ubss.edu.au/media/3002/a-matter-of-moving-ubss-forward-2021-2024.pdf">https://www.ubss.edu.au/media/3002/a-matter-of-moving-ubss-forward-2021-2024.pdf</a></p> |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge  | N/A   |
| <b>Teaching at other like institutions</b>  | Australian Academy of Music and performing Arts – Arts Management   |
| <b>Formal Courses</b><br>Relevant to Teaching and Learning or Field of Knowledge  | N/A   |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | <p>External Examiner – AAMPA</p> <p>External Examiner – RMIT University</p> <p>External Examiner – University of Melbourne</p>  |





## Richard Xi

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| <b>Positions Held</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Senior Postgraduate Coordinator<br>Lecturer – Dimensions of the Knowledge Society (undergraduate program).   |
| <b>Professional Memberships</b><br>Relevant to Teaching and Learning or Field of Knowledge            | Member: Association for Asian Studies<br>Member: IML<br>Member: Academic Senate, UBSS<br>Member: Course Advisory Committee, UBSS   |
| <b>Present at Conferences and Symposia</b><br>Relevant to Teaching and Learning or Field of Knowledge | <b>Attended:</b> Navigating Cross-Cultural Business (IML) 20 <sup>th</sup> September 2021.<br><b>Attended:</b> Today's Answers to Key Cultural Challenges (IML) 9 <sup>th</sup> September 2021.  |
| <b>Articles and Papers</b><br>Relevant to Teaching and Learning or Field of Knowledge                 | Xi, R. 2021, <b>Intellectual Capital, Knowledge, and Knowledge Management: Exploring the Value Creation Link</b> . UBSS, Sydney.<br><a href="https://www.ubss.edu.au/articles/2021/october/intellectual-capital-knowledge-and-knowledge-management-exploring-the-value-creation-link/">https://www.ubss.edu.au/articles/2021/october/intellectual-capital-knowledge-and-knowledge-management-exploring-the-value-creation-link/</a><br>Xi, R. 2021, <b>Blended Learning: A New Dimension for International Students</b> . UBSS, Sydney.<br><a href="https://www.ubss.edu.au/media/2871/blended-learning-a-new-dimension-for-international-students.pdf">https://www.ubss.edu.au/media/2871/blended-learning-a-new-dimension-for-international-students.pdf</a><br>Xi, R. 2021, 'Support for Online Teaching and Learning during COVID-19: An Administrator's Reflections' in Hooke, A. & Whateley, G. (eds.) <i>Transitioning to Online Learning During COVID-19: Reflections by Practitioners</i> . Smart Questions, Ormond, pp. 13-18. |
| <b>Self-Education</b><br>Relevant to Teaching and Learning or Field of Knowledge                      | Cyber security and knowledge management  |
| <b>Teaching at other like institutions</b>  | Nil  |
| <b>Formal Courses</b>   | Nil  |



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| Relevant to Teaching and Learning or Field of Knowledge   |     |
| <b>Other</b><br>Relevant to Teaching and Learning or Field of Knowledge.<br>This includes updating subject design with current material (state the subject and brief description) | Nil |