



Independent MBA Business School

UBSS Academic Senate (AS) Membership

The current membership of the Academic Senate is 14 members (9 internal & 5 external) as at July 2024 –

Professor Jim Mienczakowski	Chair (External)
Professor Craig Ellis	Deputy Chair – Adjunct Professor
Assistant Professor Natasha Jacques	Secretary - Student and Academic Experience Coordinator
Associate Professor Jotsana Roopram	Deputy Dean – Academic
Associate Professor Tom O'Connor	Acting Executive Dean
Associate Professor Wayne Smithson	Program Director - Undergraduate
Associate Professor Cyril Jankoff	Associate Professor
Associate Professor Richard Xi	Deputy Program Director
Wajeeha Butt	Postgraduate Administration Coordinator
Adjunct Professor Art Phillips	External
Adjunct Professor Om Huvanandana	External
Professor Ray Hayek	External
Dr Barry Gordon	External

A profile on each member is provided -

Senate Members Profiles

CHAIR - EXTERNAL



Professor Jim Mienczakowski *Dip CSSD. Royal Central School of Speech & Drama (Uni Lond), Cert. Ed. (Lond), B.Ed (Uni Lond), MA (King's College Lond), PhD (Griff)*

Jim has lived and taught in a number of countries during a career in education which spans more than 40 years. Earlier working in commercial theatre and radio in London he eventually moved fulltime into education in 1979.

Jim is internationally recognised for his contribution to, and work in, founding an academic research methodology combining performance and research (critical ethnodrama) which is intended for use by graduate arts students and arts and health practitioners seeking to voice the concerns of marginalised communities. He has published extensively in this area.

From 2013 Professor Mienczakowski was CEO, President and Pro Vice Chancellor of Curtin Malaysia until he and his family returned to Australia in early 2020. Prior to joining Curtin, Jim lived in the UAE for several years where he was Executive Director of Higher Education in Abu Dhabi and then later Vice-Chancellor of the Abu Dhabi Education Council's Emirate's College.

Earlier in his career he also held senior leadership positions in a number of higher education institutions in Australia, including Deputy Vice-Chancellor roles at Victoria University and Central Queensland University.

Much of Jim's work in the last decade or two has entailed successfully taking institutions through accreditation processes and improving the quality of learning, research and service offered to students. Currently a Higher Education Consultant, Jim continues to serve on the Editorial Board of Sage's Qualitative Research and as a reviewer for a number of other journals. In 2019 he was made an Emeritus Professor of Curtin University for his contributions and services to higher education and the university.

DEPUTY CHAIR



Professor Craig Ellis *BCom Hons, PhD*

Dr Craig Ellis has over 25-years' higher education industry experience with the last 11-years in senior management and executive roles, including the positions of Dean at Asia Pacific International College, Associate Dean (Academic) and Acting Executive Dean at Western Sydney University, and Non-executive Director of Western Sydney University Enterprises (formerly UWS College). Prior to his appointment as Dean at Astra Institute of Higher Education, Craig was Dean - Director of Academic Studies at the Australian College of Applied Psychology. Craig currently also holds the position of Adjunct Professor at Western Sydney University.

Outside of his professed expertise in Finance, Craig is expert in teaching and learning, quality assurance and enhancement in higher education, with a specific emphasis on tracking and analysing student progression and performance in higher education, and developing strategies in response to identified issues. He also led the development of university strategy in the TAFE/VET arena, growing and maintaining mutually beneficial relationships through engagement with TAFE and VET partners. Craig has a passion for the transformative value of higher education to change lives and a vast experience in curriculum development and quality assurance processes.

Craig is an active researcher and has completed the supervision of several doctoral students. He has a rich history in research authoring more than 60 articles, as well as being an academic journal referee, textbook referee, and formerly an ERA Peer Reviewer.

Craig is an **Adjunct Professor** at UBSS and teaching subjects in the Undergraduate and Postgraduate Program.

SECRETARY



Assistant Professor Natasha Jacques

Natasha holds a Bachelor of Arts in Communicative English from India and has nine years of corporate

experience at HSBC Bank India, where she worked as a Customer Service Representative, subject matter expert, and Supervisor. She later became a Training and Development Specialist, focusing on training needs analysis and delivering soft skills and leadership training.

After moving to Australia, Natasha enhanced her qualifications by completing an MBA in Accounting at UBSS in 2019. She has been actively involved at UBSS as a Student Volunteer, Student Assistant, Peer Assistant Student Support Representative (PASS), CPA Ambassador, and student representative on the Academic Senate and Academic Integrity committee. She also represented UBSS at the TEQSA conference in 2019.

Currently, Natasha is employed as the **Student and Academic Experience Coordinator** in the Office of the Dean at UBSS and lectures in Undergraduate programs. She is a member of the International Managers and Leaders association (MIML) and the Australian Computer Society. Natasha also serves as Secretary of the Academic Senate, Academic Integrity, and Threshold Standards Audit committees.



Associate Professor Jotsana Roopram - *Dip(Hospitality), DipEd., GradCertBusAdmin., GradCertHEd., M.Ed.* Jotsana holds multiple qualifications including diplomas in Hospitality, Education, and Business Administration, a Master's in Education, and is currently a PhD candidate at Federation University. She has extensive experience lecturing in Hospitality Management in South Africa, collaborating with industry, and mentoring junior staff. She has also served in academic administration as Head of Department, managing a diverse faculty.

Before joining UBSS in 2016, Jotsana was the College Operations Manager at Navitas in Sydney. Her expertise spans academic systems development, policy implementation, online examination management, and campus operations.

She has also completed postgraduate qualifications in Higher Education Academic Practice and Business Administration. Her research focuses on online learning and its impact on international students, with published articles on related topics. Her research interests include leadership in higher education, student engagement in online learning, governance and quality assurance in higher education. Jotsana has published articles in the areas of online learning, remote proctoring and the student experience. She is the recipient of the best author award for the best academic article in the first UBSS Publication Series, July 2021. Jotsana has lectured the subject Team Leadership and Change Management in the Bachelor of Business program at UBSS.

She chairs the Threshold Standards Audit committee, Academic Integrity committee and is Secretary of the GCA Board of Directors and the Audit and Risk committee.

Jotsana is the **Deputy Dean – Academic** at UBSS and is the **Campus Director** of the Sydney campus. She is a professional member of the Institute of Managers and Leaders (IML) and a member of Australian Computer Society (ACS).



Associate Professor Wayne Smithson

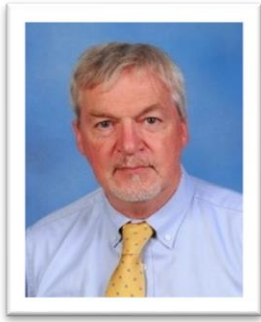
Wayne has held a number of senior finance positions including Finance Director for a number of national companies over a commercial career extending beyond 40 years. Most notable senior positions that include National Finance Director for Ernst & Young and Finance Director for the Bank of New Zealand in Australia. While his primary industry focus was in the financial services and insurance sectors, Wayne has experience across many industries including manufacturing, services and logistics.

Wayne has also had significant international experience in the Asia- Pacific region - where as Regional Finance Director for the region for a Swiss based professional services organisation - he was involved in a number of key business acquisitions. Most recently, he has owned and operated a successful Tax and Accounting practice.

As well as holding a Master of Business Administration and an undergraduate degree from Macquarie University in accounting, Wayne is a qualified CPA and is a graduate member of the Australian Institute of Company Directors and a Fellow of the Australian institute of Management.

In addition to 40 years of commercial experience, Wayne has had an extensive career in teaching at Higher Education level. Wayne began to focus on a teaching in 2008 accepting a sessional lecturer position at Sydney University in 2008. In 2010 Wayne turned his attention to Higher Education Teaching as his focus profession and has taught at a number of universities and Colleges including Western Sydney University, Charles Sturt University, Federation University and Charles Darwin University. Wayne has taught at both graduate and undergraduate levels across both Business and Accounting Disciplines, successfully combining a dynamic of theoretical and practical application drawing on his extensive years of commercial experience in particular at Board and Director Level.

Wayne is currently the **Program Director** for the Undergraduate programs at UBSS Sydney campus, an Associate Professor, a member of the Academic Senate and Chair of the Academic Integrity Committee at UBSS.



Associate Professor Tom O'Connor

Dr. Tom O'Connor has an extensive academic background, including a Bachelor of Arts, a Diploma of Education, multiple graduate diplomas, three master's degrees, and a Doctorate in Postmodern Theory. He began his career teaching English, Drama, and Media Studies in secondary schools across Australia, the UK, Ireland, and the US. In Australia, he served as English Coordinator at CRC St Albans and held leadership positions at CRC Sydenham and Caroline Chisholm Catholic College, where he played a key role in the school's amalgamation and development of the first VCE English curriculum.

Transitioning to higher education, Dr. O'Connor lectured at Griffith University and Central Queensland University, developed business curricula for the Saudi VET sector, and served as Head of Business at Ras Al Khaimah Women's College in the UAE. He also led the Victoria International School Sharjah project, bringing Australian pedagogy to the UAE.

Returning to Australia, he became Curriculum Director and Acting Principal at Thomas Carr College, initiating partnerships to deliver the VCE in China. At Firkbank Grammar School, he expanded offshore VCE programs to ten schools, making it the largest provider of VCE offshore.

Dr. O'Connor has a passion for musical theatre, writing and directing productions performed internationally, including in Melbourne, California, the Middle East, and Northern Ireland. He is currently a Fellow of the UBSS Centre for Scholarship and Research, a consulting Principal at Shanghai Normal University Tianhua High School, and holds roles as Associate Director of Postgraduate Studies and Director of Special Projects at UBSS Melbourne.



Associate Professor Cyril Jankoff *MBA, CPA, LLB, PhD, BBus, Grad Dip Tax, FIML*

Cyril is a regular speaker and trainer in Australia and overseas in relation to the buy-side and sell-side contracting, and associated areas including business acumen/awareness, business improvement, negotiations, meetings, contact and commercial law, risk and finance. Throughout his over thirty-year career he has worked in diverse industries and practiced as a public accountant, financial controller, solicitor, in-house counsel, country manager and a business consultant. He also mentors in the above

areas. Cyril has taught at all corporate levels and since 1986 he has continually taught a range of business subjects to vocational, undergraduate and graduate university students.

His advice has been sought in the creation, costing, pricing, execution, management, dispute resolution and litigation of many commercial contracts. Included in the above is over 20 years of experience as a forensic accountant and expert witness where he still investigates and acts as an expert witness in commercial contract dispute resolution. He assisted the Australian Corporate Lawyers Association (ACLA) in their July 2012 Reforming Australian Contract Law submission to the Australian Government and is an Advisory Council member for the International Association for Contract and Commercial Management (IACCM). In addition to his technical knowledge and skills Cyril has extensive experience in local and international training and education program design, implementation and presentation in contracting and wider management areas.

He has written two books. The first is his 450-page *Manage Your Contracts – A practical start to finish guide for contracting professionals* book is now in its 4th Edition. The second is his 250-page 2018 book *Tools to Improve Contract Outcomes – A practical guide to contracting professionals*. He is currently completing *Finance for Managers and Procurement Professionals*. The audience for all books (and corporate training programs) is non-legally and non-finance trained buy-side and sell-side contracting and general managerial staff.

When he is not training, he splits his week by working some days with a solicitor and the other as Finance Director for a professional services organisation.

He is Certified by the International Association for Contract and Commercial Management as an Expert Level Supplier Relationship Management Professional (“SRME”). Over the years Cyril has been on many CPA Australia committees and was a member of its Disciplinary Committee which disciplined CPA Australia members for non-compliance with its By-Laws.

Cyril is currently the Program Director at the UBSS Melbourne campus.



Associate Professor Richard Xi - *Cert Bus (UNSW), Cert Ec and Bus (Fudan). Dip Acc (SIT), Dip Interp (NSIT), B. Htl Mgt (SIT), Grad Cert Tourism Management (SIT), Grad Cert China Stud (USyd), Grad Cert Bus Admin (UBSS), MA Asian Studies (UNSW)*

Richard Xi is the **Deputy Program Director** Postgraduate Program at UBSS.

Before Richard relocated to Australia, his professional career commenced at the Shanghai Municipal Bureau of Tourism where he gained several years of experience in hotel management, project management as well as staff development and training.

In 1998 he returned to China and was appointed a Senior Business Development Adviser by a Sino-Holland joint venture in Shanghai to provide advice to the JV's business development strategy. Before he joined UBSS, Richard worked at Western Sydney University (WSU) and in charge of student activities and events at WSU the College Westmead Campus. He was the chief presenter in the Colombo Plan seminar 'China's past, present and future' organized by WSU Law School and a chief presenter in WSU the College's 'Cultural and Language Exchange Program (CLEP)'. Prior to WSU, he worked at UNSW Global (University of New South Wales) as a business development coordinator, marketing officer, China project manager in coordinating UNSW Global/UNSW's international business plan and project with China.

He was a cultural adviser and editor to Alan Manly's book 'The Unlikely Entrepreneur' (Chinese version), and a cultural adviser to the book 'Doing Business in China' (published by UNSW press). Richard is Secretary of the Grade Review committee and the Course Advisory committee.



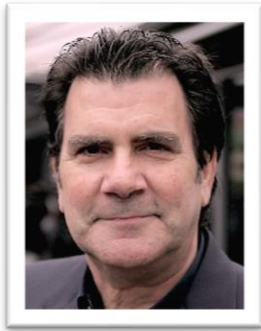
Wajeeha Butt - *MBA, MBus (ERP)*

Wajeeha completed a postgraduate degree - Master of Business Administration at UBSS in 2017. She was awarded the Gus Guthrie Award for the graduating class of 2018 – this is given to an outstanding candidate as acknowledgement of excellence. She went on and achieved a second PG award – a Master in Business and Enterprise Resource Planning - from Victoria University in 2019.

Wajeeha has had a long-term association with academia –She started as a primary level teacher and has worked for the University of Central Punjab as a Lecturer and Business Development Lead from 2020 to 2023. Her area of teaching was Business Strategy and Planning as well as Entrepreneurship.

She returns to UBSS in the capacity of as **Postgraduate Administration Coordinator**. Wajeeha is working with the Office of the Deputy Vice Chancellor and is contributing to supporting the growing Post Graduate program.

External Senate Members



Adjunct Professor Art Phillips

Owner | director | composer | producer, 101 MUSIC PTY LTD and ART PHILLIPS MUSIC DESIGN

Art Phillips is a two-time Emmy Award-winning composer known for his work on feature films, television, advertising, and documentaries such as Santa Barbara, Neighbours, and Catalyst. He has worked as a guitarist, arranger, orchestrator, musical director, and record producer, performing with notable artists like Barry Manilow, Minnie Riperton, and The Carpenters.

Art has composed over 100 production music albums for companies including Universal Production Music and FirstCom Music. His music has been featured in numerous global TV shows, including Cold Case Files, NYPD Blue, The Oprah Winfrey Show, and 60 Minutes. He received the 'Global Music Award' and was nominated for the 'Mark Awards' for his album Italian Holiday.

He served as President of the Australian Guild of Screen Composers (AGSC) from 2001 to 2008 and holds a Master of Music Studies from the Queensland Conservatorium of Music/Griffith University. Art has also been Deputy Chair of the Academic Board at the Australian Institute of Music and a councillor for Music Australia. He is also 'International Relations Liaison' for the 'Australian Guild of Screen Composers', and acts for the AGSC with observer status on the 'Music Creators of North America' (MCNA).

Art is currently the **Director of the Centre for Entrepreneurship** and a lecturer in the postgraduate program at UBSS.



Adjunct Professor Om Huvanandana

Dr Om has been teaching Economics and Management subjects for a few MBA programs in Thailand and

abroad, including, Thammasat University, Chulalongkorn University, National Institute of Development and Administration, Burapha University, Rajaphat Rumbhaipunnee, DePaul University, USA, East China University of Science and Technology, South Shanghai, China, and Bedfordshire University, Yangon Campus, Myanmar.

Om has served as a Board member of Webster University Thailand and an Academic committee member of Rajaphat Rumbhaipunnee. In addition, he has served for a number of years working in a joint venture company between Thailand and Belgium in zinc smelting business and spent many years as an administrator of MBA and DBA program in a number of public and private universities in Thailand.

Om earned his Bachelor's Degree in Commerce (Economics) at University of Newcastle, Australia, his Master degree of Arts in Economics at Thammasat University, Thailand and his Doctor of Business Administration at Indiana University, USA.

Dr OM is an **Adjunct Professor** at UBSS.



Professor Ray Hayek - *BSc(Hons:1), MChiro., PhD., FICC., FACC., Cert., HEd., Mgt.*

Professor Hayek graduated with a Bachelor of Anatomy with Honors division 1 in Anatomy from University of New South Wales, Masters of Chiropractic and PhD in neuroscience from Macquarie University. He also holds a Certificate in Higher Education Management from Macquarie University and is a Fellow of the International College of Chiropractic and a Founding Fellow of the Australian College of Chiropractic.

Professor Hayek has been involved in higher education in various capacities over the last 26 years. He has held many teaching and leadership roles including, lecturing in health and medical sciences like, Anatomy, Research Methodology, Clinical Epidemiology, Differential Diagnosis and Clinical Neurology. He was the Director of Research, Assistant Head of the Department of Health and Chiropractic and Director of the Centre for Chiropractic at Macquarie University.

Professor Hayek served for many years on a range of professional and University academic boards including: Executive Member of the Council on Chiropractic Education Australasia and Member of their Accreditation Committee, Governor on the Board of the Australian Spinal Research Foundation, Macquarie University's Academic Senate, Foundation Chair of the Consortium of Chiropractic Institutions Australasia, Vice President and Chair of the Research Committee of the Australian Spinal Research Foundation.

Professor Hayek is actively involved in clinical and basic research initiatives, which include: Spinal cord injury and rehabilitation, spinal pain relay mechanisms and the neurological and physiological impact of

musculoskeletal management protocols. He has published over 180 scientific and professional papers and is a frequent speaker at local and international scientific and professional conferences. He was the recipient of the 2007 University Invention Disclosure Prize for developing a Spinal Cord Injury Electrical Stimulation Model and the 2005 recipient of the Innovation and Commercialization Award for Telemedicine at Macquarie University.

Professor Hayek is currently spearheading Higher Education in Health and Wellness training at the Australasian College of Health and Wellness.



Dr Barry Gordon

Barry has had an extensive career in large infrastructure, construction and manufacturing projects. He brings a wealth of knowledge to the areas of project management, strategy development, risk, governance and probity management.

Barry's current role is Director, Contracts and Compliance with Transport for NSW where he manages commercial, compliance and revenue management for the electronic ticketing systems. Previously he has held a number of procurement, commercial and supply chain positions for a number of private enterprises such as Hatch, Downer and MMEM.

Barry currently has board positions with the Institute of Managers & Leaders and the Infants home. He is a Chartered Manager through the UK's Chartered Management Institute and regularly mentors through the Institute of Managers & Leaders and the Chartered Institute of Procurement and Supply.

Barry is a Fellow of the Institute of Management and Leaders, a Chartered Member of the Chartered Institute of Procurement & Supply Australia, a Certified Practitioner, Australian Human Resources Institute and a Graduate Member, Australian Institute of Company Directors

Barry holds a Graduate Certificate in Business and Technology (University of NSW), a Master of Business Administration (Newcastle University), Master of Science in Procurement, Logistics and Supply Chain (University of Salford), and a Doctorate of Business Administration (Newcastle University) and is currently completing a Master of Commercial Law (Melbourne University).