



Independent MBA Business School

UBSS Academic Senate (AS) Membership

The current membership of the Academic Senate is 14 members (11 internal & 3 external) as at August 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
Associate Professor Art Phillips	Internal (Lecturer Post Graduate Program)
Adjunct Professor Andrew West	Internal (Lecturer Post Graduate Program)
Edwin Ramos	Student Representative (MBA)
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 30-years' higher education industry experience with the last 14-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 current appointment as Dean at Astra Institute of Higher Education, Craig was Dean - Director of Academic Studies at the Australian College of Applied Psychology.

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 teaches subjects in the Undergraduate and Postgraduate Programs.

SECRETARY

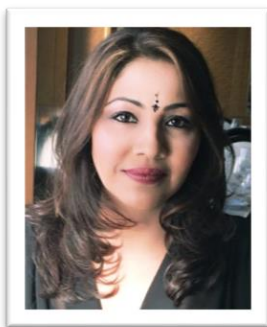


Assistant Professor Natasha Jacques

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 was 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 (ACS). 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 *EdD, MBA, Grad Dip Tax, LLB, BBus (Accy), Diploma of Contract Management, Cert IV TAE, Fellow CFS, Fellow CPA, Fellow AIMWA, Fellow IML, Fellow WorldCC and SRME.*

Throughout his over forty-year career, Cyril has worked in diverse industries and practised as a public accountant, financial controller, solicitor, in-house counsel, country manager and business consultant. He also mentors in the above areas. Cyril has taught at all levels, and since 1986, he has continually taught various business subjects to vocational, undergraduate and graduate university students.

Cyril is also a trainer in Australia and overseas on buy-side and sell-side contracting and associated areas, including business acumen/awareness, business improvement, negotiations, meetings, contract and commercial law, risk and finance. Annually, he helps train contracting staff at Reliance Industries Ltd in Mumbai, India.

His advice has been sought in creating, costing, pricing, execution, management, dispute resolution and litigation of many commercial contracts. The above includes over 30 years of experience as a forensic accountant and expert witness. He still investigates and is 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. He was an Advisory Council member of the International Association for Contract and Commercial Management (IACCM), now World Commerce and Contracting (WorldCC), and is a judge for several of their international programs. 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 several books, including *Managing Your Numbers*, *Managing Your Contracts* and *Managing Your Legal Issues*. He has also written with other authors, *Business War Stories from the Trenches*, *What We Can Learn from Everyday Successful Australian Entrepreneurs*, *Ethical Business Dilemmas*, *MBA in a Nutshell* and *Managing Your Negotiations*. He has also written chapters or sections in several other books. He writes a business/education blog every Monday for UBSS.

When he is not working at UBSS, he works professionally (as an accountant or solicitor) and runs training courses locally, interstate and overseas.

He is Certified by World Commerce and Contracting 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 a Fellow of CPA Australia.

Cyril was the Executive MBA Program Director and facilitated many subjects. He now is Associate Program Director – Under Graduate / Post Graduate – Melbourne Campus and Associate Dean – Scholarship.



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.

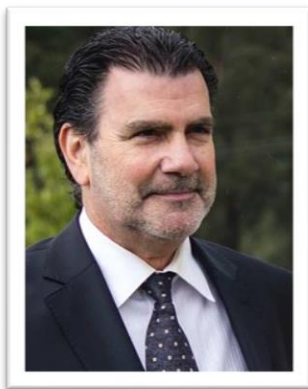


Wajeaha Butt - *BBA-HR Management, MBA, BMES-Masters in Business and ERP*

Wajeaha joins UBSS in the capacity of as Senior Postgraduate Administration Coordinator. Wajeaha is working for the Office of the Deputy Vice Chancellor. She Supports the Program Directors (PG) with a range of duties with particular focus on the MBA program, assist with the planning of each trimester involving close collaboration with the PDs and the teaching staff to make sure it meets the needs and standards of quality teaching and learning environment. She is also appointed as the secretary for Course Advisory Committee for UBSS.

Wajeaha completed a postgraduate degree - Master of Business Administration at UBSS. 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.

Wajeaha worked at the University of Central Punjab as a Lecturer and Business Development Lead for years, working as one of the leads for the Business School's strategic plan at the university. She also worked closely with the accreditation team of the Business School. Her area of teaching was Business Strategy and Planning as well as Entrepreneurship.



Associate Professor Art Phillips *MMusStud, FIML, FCFE, FCSR, FAIM, FAMPA*

Art Phillips is a two-time Emmy Award-winning music composer known for his work on television series,

feature films, advertising, and documentaries such as Santa Barbara, Neighbours, Missing Persons Unit, and Catalyst - to name a few. He has worked as a guitarist, arranger, orchestrator, musical director, and record producer, performing with notable artists like Barry Manilow, Minnie Riperton, Dory Previn, The Lettermen, the Carpenters, Sally Kellerman (hot-lips from Mash), Ricky May, John Rowles, and many more.

Art is the owner and director of many successful businesses here in Australasia, from music production companies to a health insurance consultancy. He lectures in entrepreneurship at the Universal Business School and is the director of the Centre for Entrepreneurship. He also created and produces Forward Thinking TV, an educational internet channel, where Art interviews guests focusing on business skillsets.

He runs 101 Music Pty Ltd® and Art Phillips Music Design where he has composed over 100 production music albums for companies including Bruton Music, Chappell Music, Universal Production Music, Sonoton Music and FirstCom Music. His music has been featured in a multitude of television shows around the world including Celebrating Betty White: America's Golden Girl (NBC/USA), Survivor, Top Gear, Married At First Sight, I'm A Celebrity, Hollywood Medium, 60 Minutes (USA & Australia), Twisted Sister, Dateline, Cold Case Files, The USA Today Show, The Dog Whisperer, E-True Hollywood Story, America's Most Wanted, Current Affair, Celebrity Profile, NYPD Blue, Good Morning America, The Oprah Winfrey Show, Dancing With The Stars, The Ricki Lake Show, Amazing Medical Stories, Harry's Practice, The Great Outdoors, Extra-The Entertainment Magazine Show, and Dogs Behaving Very Badly.

Art is Chair of the Course Advisory Committee for Queen Anne School of Management and is a Fellow at the Australian Institute of Music (AIM), the Academy of Music & Performing Arts (AMPA), the Universal Business School (UBSS), and the Institute of Managers & Leaders (IML). He served as President of the Australian Guild of Screen Composers (AGSC) from 2001 to 2008 and was Vice-President for 9 years prior. He was previously the Deputy Chair of the Academic Board at the Australian Institute of Music, and has written numerous postgraduate courses for various universities such as Griffith University, Queensland Conservatorium of Music, Wesley Institute, and Excelsia College.

Art also served as President and Chairman of The Italian Family History Group for Co.As.It. from 2013 ~ 2016. He also hosted and interviewed many successful Italian business owners at the IFHG featured events on the Palace Cinema stages (Sydney), which were filmed for public broadcasting.

Art was appointed to the Board of Directors of AMPAL, the Australasian Music Publishers Association Limited earlier this year. He is also launching a new radio show on 'Entrepreneurship' in September 2024 that he will host for 2RRR / 88.5 FM Sydney.



Dr Andy West

Dr Andy West was the Dean of UBSS from 2020 to 2022, after previously holding the role of Director of the Centre For Entrepreneurship from 2016. He is currently an Adjunct Professor in the MBA Information Technology stream. He is now a full time Lecturer at the University of Technology Sydney in Marketing Analytics and Digital Marketing. He has extensive published research with twenty-six published works in seven peer reviewed journals including the A level journal Strategic Change, two books, five book chapters and thirteen conference papers. These are in the fields of strategic management, marketing and higher education management.

With twenty years of experience in higher education management, Andy's expertise has been called on to assist universities and independent higher education providers with their provider registration and course accreditation. He is currently on three academic boards and two course advisory boards of independent providers. Since its inception in 2015, Andy has been on the steering committee of the Higher Education Private Provider Quality Network (HEPP-QN). HEPP-QN is a quality forum for independent providers, with two conferences a year, providing benchmarking, guidance and a community of practice for independent providers.

He has made conference presentations in his fields of expertise across Australia and internationally in Barcelona, Gujarat, London, New York. He has been commissioned by industry bodies, state government and national not for profit organisations to provide strategic reports in the Australian finance, health and sporting industries to provide strategic reports, benchmarking and impact studies.



Edwin Ramos – Student Representative

Edwin is currently taking his postgraduate degree - Master of Business Administration Major in Accounting at UBSS and will be graduating by May 2025. He finished his bachelor's degree – Bachelor of Science in Accountancy at PHINMA Education Network - Araullo University in the Philippines as Cum Laude. In 2006, he was recognized by the Office of the Municipal Mayor Julius Cesar V. Vergara as one of the 2006 Ten Outstanding Student of Cabanatuan City, Philippines. In the same year, the Cabanatuan City College Scholarship Program, a scholarship program funded and managed by the local government conferred him a Plaque of Excellence Award for being an outstanding scholar and exemplary student in both academic and non-academic activities.

Edwin has a wide experience and technical knowledge in investment, real estate and construction business operations in the Philippines. He served as a Senior Financial Analyst and Accountant for a total of 17 years at PHINMA Property Holdings Corporations, a real estate and a construction business. His role includes financial planning and analysis, budgeting, forecasting, financial reporting and general accounting functions.

Edwin is currently working as a part-time Accounts Officer in Advantaged Care in NSW. He is an affiliate member of Institute of Managers and Leaders Australia/New Zealand and a supporter of Cancer Council NSW. He is looking forward to further enhance his skills and mastery in accounting through CPA Australia and enrol in the CPA course after finishing his MBA at UBSS.

External Senate Members



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, Commercial & Contract Management with Transport for NSW where he manages commercial, compliance and revenue management for the electronic ticketing systems, E-toll tolling systems and the Transport Management Centre. 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 MKS Health Solutions, ITS Australia, and the Infants home. He is a Chartered Professional 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 a Master of Commercial Law (Melbourne University).
