



Independent MBA Business School

## UBSS Wellness Committee Membership

The current membership of the Wellness Committee is 16 members as at November 2024 –

<b>Rita D’Arcy</b>	<b>Chair – Head of People and Culture</b>
<b>Madilina Tresca</b>	<b>Secretary – Manager, Academic Administration</b>
<b>Ruth Ferraro</b>	<b>Chair Governance Board (Interim) &amp; President (Interim)</b>
<b>Carlos Munoz</b>	<b>Chief Operating Officer</b>
<b>Paul Hauenschild</b>	<b>Chief Financial Officer</b>
<b>Jason Whitfield</b>	<b>Chief Technology Officer</b>
<b>Associate Professor Jotsana Roopram</b>	<b>Deputy Dean (Academic) – Campus Director (Sydney)</b>
<b>Associate Professor Sean O’Hanlon</b>	<b>Director (Staff Experience) – Campus Director (Melbourne)</b>
<b>Aqeel Asad</b>	<b>Manager, Academic Administration – Campus Director (Adelaide)</b>
<b>Pedram Layegh</b>	<b>Duty Manager</b>
<b>Wilhelmina Woortman</b>	<b>Learning Support Coordinator (Sydney)</b>
<b>Marcella O’Connor</b>	<b>Learning Support Coordinator (Melbourne)</b>
<b>Gabrielle Whateley</b>	<b>Learning Support Coordinator (Melbourne)</b>
<b>Elizabeth Bartley</b>	<b>Learning Support Coordinator (Adelaide)</b>
<b>Olena Yershova</b>	<b>Learning Support Coordinator (Melbourne)</b>
<b>Rosetta Privitelli</b>	<b>Learning Support Coordinator (Melbourne)</b>

A profile on each member is provided -

## CHAIR



**Rita D'Arcy** (FCPHR, FCIPD), M.ODSHRM, M.LEAD (Change Mgt), B.Comm, Grad Dip. CDP, Cert IV TAE40110

Rita joined Group Colleges Australia as the Head of People and Culture in July 2024. Rita's career is marked by senior HR leadership roles across various sectors, including private, listed, government, and not-for-profit organisations, along her private consulting firm, Particularly People.

Known for her visionary approach and setting the benchmark high for HR professionalism and integrity, Rita excels in aligning contemporary HR strategies with overarching business goals, leading highly engaged and service centric HR teams, overseeing expansions, mergers, and acquisitions, spearheading transformational cultural change, developing leadership capability and confidence, embedding robust HR governance standards and legislative requirements, and creating operational excellence and efficiency. Rita's ability to balance the head and heart in critical decision making, along with her engaging communication style, empathetic nature and ability to forge effective, influential and long-term partnerships has seen her collaborate closely with CEOs, executive leadership teams, clients, external stakeholders and Boards in both local and global settings.

Rita is a Certified Fellow Practitioner with the Australian HR Institute (AHRI), where she has served as the Vice President of Membership and State Councillor for AHRI NSW since 2015. Additionally, she is a Chartered Fellow of the UK equivalent, CIPD, and a Graduate Member of Australian Institute of Company Directors (AICD). Rita actively contributes to the development of HR standards as a committee member of MB009 - Human Resources Management for Standards Australia and TC260 - Human Resources Management for the International Standards Organisation (ISO), where she has represented the World Federation of People Management Associations (WFPMA) in ground-breaking international standards discussions.

With a personal passion for lifelong learning and developing others, Rita has been called upon to develop HR course curriculum content for various educational institutes and member organisations and is an academic lecturer for undergrad and postgrad units in HR, Business and Employment Law at the Australian Catholic University. Alongside her academic contributions, Rita writes articles and blogs on HR excellence, speaks at various events and forums, and mentors upcoming HR professionals. Her most important role is as a wife and mother to the two most important people in her life.

## **SECRETARY**



### **Madilina Tresca** *CMgr AFIML, MA, GradCert CSM*

Madilina has extensive experience teaching Italian in Adult Education where she has consistently delivered high-quality programs across Beginner, Intermediate, and Advanced levels. She successfully mentored undergraduate/postgraduate students many of whom embarked on a career in secondary education.

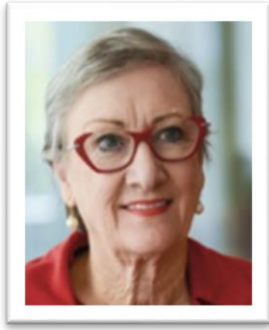
Madilina has conducted a field research, spanning several months; collecting qualitative and quantitative data for her Masters in Arts (Sociolinguistics) project: Dialect maintenance from the Abruzzo region of Italy, across two generations of families living in Sydney.

Madilina transitioned from Adult Education to a career in Information Technology (IT), where she worked in technical support, focusing on systems used in the Legal and Medical professions. She effectively resolved technical issues, managed a team of technicians and engineers, and oversaw the allocation of support requests based on expertise. Madilina played a key role in inducting and training new staff, developing team culture initiatives, and implementing performance management processes.

Madilina holds a Graduate Certificate in Customer Success Management from RMIT. Her successful application for the Chartered Manager designation led to her receiving the Chartered Associate Fellow award. She is an Associate Fellow of the Institute of Managers and Leaders (IML) and a professional member of the Australian Computer Society (ACS).

Madilina is the **Academic Administration Manager** at UBSS.

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**Dr. Ruth Ferraro** - *PhD, GAICD, FGIA*

Ruth Ferraro serves as the **Interim President** at Group Colleges Australia and the Interim Chair of the GCA Board of Directors. She is the Academic Lead for Strategy at the Governance Institute of Australia (GIA) and an Adjunct to GIA's Governance Academy.

Ruth earned her PhD from Middlesex University (UK) with research focusing on emerging professions. With over 25 years of executive experience in education, particularly within membership bodies for various professions, Ruth brings deep insight into the life-cycle and maturity of professions.

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**Carlos Munoz** *JP, MBA, BlntBus, FIML*

Carlos serves as the **Chief Operating Officer** at Group Colleges Australia (GCA), bringing over 14 years of expertise in the Australian education industry. His expertise includes international marketing, student recruitment, admissions, team development, and general marketing and management.

Carlos began his career in 2009 at MyQual International, an education agency in Sydney, where he contributed to achieving numerous accolades from Australian universities for outstanding performance and student recruitment. He rose to lead the team, making the agency the largest source of enrolments for GCA.

In 2014, Carlos became the Business Development & Admissions Director at GCA, where he established the GCA Admissions Centre, overseeing business development, agent management, marketing, and admissions operations. He is a member of the GCA Executive Management Team, the Audit and Risk Committee, and the Work, Health and Safety Committee.

Carlos holds an Associate of Arts in Business from Schiller University (Switzerland), a Bachelor's degree in International Business from EAFIT (Colombia) with majors in Marketing and International Relations,

and a Master of Business Administration from UBSS (Australia). He is also a NSW Justice of the Peace and a Fellow of the Institute of Managers and Leaders.

Carlos is a member of the Executive Management Team (EMT) and the Audit and Risk Committee (ARC) at Group Colleges Australia.

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### **Paul Hauenschield**

Paul joined Group Colleges Australia in February 2020, having previously served as Chief Financial Officer of listed real estate agency, McGrath Estate Agents. Paul has over 20 years' experience in senior finance roles spanning a range of industry sectors in European and Australian markets including six years with global transport provider NYK Logistics.

Paul leads GCA's finance team, driving financial outcomes, actively managing the group's financial performance and optimising the business's balance sheet. He has extensive experience in corporate finance, strategic planning and analysis, operations management, business model optimisation and governance.

Paul is a qualified CPA and holds a Bachelor of Business Administration (Accounting and Finance) and a Graduate Diploma of Applied Corporate Governance. Paul is the **Chief Financial Officer** at Group Colleges Australia.

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**Jason Whitfield** - *BTech(ICS) MACS*

Jason joined Group Colleges Australia, (GCA) in April 2003 and has helped to lead the enormous growth in technology use within GCA during that time.

Jason leads the GCA IT Department, implementing new technology for both teaching and administration, whilst ensuring that all technology in use at GCA is highly reliable, secure, and cost-effective.

In 2005, Jason managed the deployment of Interactive Whiteboard technology for all GCA classrooms, enabling GCA to deliver a superior student experience through a more engaging classroom environment. In the same year, Jason managed the implementation of the Moodle Learning Management System, which is now used by thousands of other education institutions.

In 2015, Jason managed the transition of the entire GCA IT infrastructure to the Amazon Web Services (AWS) cloud platform, enabling the IT Infrastructure to become more scalable and flexible as the technology needs of GCA continued to grow.

In 2020, Jason managed the transition of GCA from face-to-face to fully online learning, by deploying ultra-modern classroom AV equipment and the Blackboard Collaborate online learning platform.

Jason has a Bachelor of Technology (Information and Communication Systems) from Macquarie University, and is a member of the Australian Computer Society (ACS).

Jason also has over 20 years' experience in Windows PC, Server and Network Administration, as well as extensive experience in Cyber Security, Cloud Computing, and Online Learning.

Jason is the **Chief Technology Officer** at Group Colleges Australia.

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**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 Seán O'Hanlon**

Seán is the **Campus Director - Melbourne CBD Campus** and **Manager, Graduation Services**.

Seán is passionate about International Education, having been an international student himself, studying in England, France and Spain. After graduating Seán relocated to Spain where he started his career as an *English Teacher* and then moved into student support joining *the Spanish American Institute*, the study abroad arm of the *University of Wisconsin*.

Seán relocated to Sydney at the end of 2004 and joined an international vocational college in June 2005 as Student Services Coordinator. In 2010 he joined *Western Sydney University - The College* as Student Advisor, being the first point of contact for all issues that were non-academic. During Seán's time at *WSU -The College*, he was granted Innovation Funding to launch the Cultural and Language Exchange Program, to bring local and international students together and was selected as staff representative for the Broadening Horizons program, joining students on an academic and cultural trip to China. During this time, he also provided focus on the staff experience – complimentary to the HR programs available.

From 2016, Seán was employed by a private tertiary provider as Manager, Student Experience, Community Safety and Staff Support and has focused on developing support programs for students including orientation, internship, study and life skills, graduation programs and for staff through the launch of the President's Excellence Award.



### **Aqeel Asad**

Aqeel pursued his dream of achieving a Bachelor's degree in Business after completing a Diploma in Commerce and schooling in the UAE. He graduated from Flinders University and soon found himself in the corporate world as a Marketing and Event Management staffer for a Management Consultancy firm.

Starting with a student support role at Flinders University, Aqeel later joined Optus and Apple Inc.

During his tenure at Apple's world-renowned stores as a Client Services Executive, Aqeel honed his skills in delivering exceptional customer service in a business environment. Driven by a desire for personal and professional growth, he decided to pursue an Executive MBA with UBSS, which he is currently completing.

Aqeel joined the UBSS Adelaide Team in Trimester 2, 2023, as Student and Learning Support, collaborating closely with the Sydney and Melbourne campuses. His dedication and leadership saw him transition from Student Services to the role of Associate Dean of Learning Support, during which he also served as Acting Campus Director.

Recently, Aqeel was promoted to Academic Administration Manager for the Adelaide campus while concurrently holding the role of Campus Director. His journey reflects a consistent commitment to excellence, leadership, and the empowerment of others in higher education.

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### **Assistant Professor Wilhelmina Woortman**

Wilhelmina is from the Netherlands and has lived in Australia since 2006. She has a Bachelor of Education, and a postgraduate Diploma in HRM, is a professional Life and Business coach and is a writer and author. Wilhelmina has over 30 years of experience in education.



She has worked as a school counsellor; and a student coach; and was responsible for the whole process of the intake of new students at the Democratic School of Amsterdam. In the last few years, her focus has been on professional coaching and mentoring upcoming primary school teachers in Amsterdam due to the serious shortage of teachers.

Wilhelmina also has a professional background in Human Resource Management and has worked for several years in the corporate world as an HR-Interim Manager. Wilhelmina has worked with international students in Australia.

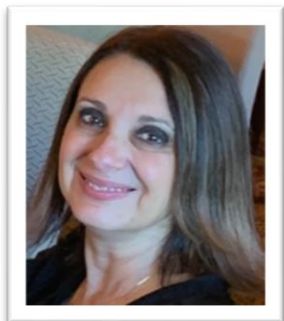
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**Assistant Professor Marcella O'Connor**

Marcella has over 40 years of experience in primary, secondary and tertiary and adult education. She has completed a Bachelor of Education, Master of Arts Administration, the Cambridge CELTA course and a Master of Applied Linguistics. Marcella has worked as an English as an Additional Language (EAL) teacher in Australia, the United Kingdom, China and the United Arab Emirates. She has expertise in resource and course development and assessment practices and has delivered professional learning to EAL teachers both domestically and internationally. She has worked as a EAL mentor to teachers delivering the Victorian Certificate of Education (VCE) in China and has responsibility for the overall delivery of VCE EAL program in China program including, induction of teachers into the VCE curriculum, advising teachers on best teaching practice, supervising assessment and ensuring course completion. She has a special interest in all matters related to supporting EAL learners, catering for their language and literacy development.

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**Assistant Professor Gabrielle Whateley**

Gabrielle has a Bachelor of Arts (Melb U), a Graduate Diploma in Education (ACU), A Corso di Aggiornamento in Italian Language (Rome), a Master of Arts (Griffith U) and a Graduate Certificate in

Teaching for Understanding (Harvard).

Gabrielle's most recent study in Education and Learning focuses on fostering understanding and encouraging active participation in the learning process. Her teaching approach aims to encourage students to think, analyse, problem solve and make meaning of what they have learned.

An experienced teacher of some 40 years, she has held a number of positions of responsibility. She is fluent in several languages.

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**Assistant Professor Elizabeth Bartley**

Elizabeth Bartley has over 35 years of experience in tertiary, secondary, primary and adult education. She has successfully worked in teaching, tutoring, facilitation and invigilation. Her special interest is in communication and continuous learning as she further develops of her knowledge and skills in these areas through her current studies of Speech Pathology at the University of South Australia. Elizabeth has completed her Masters' project on the relationship between teaching and learning.

Elizabeth was a recipient of a New Columbo Plan Scholarship as a law student where she developed her knowledge in international criminal law in Jakarta at the Universitas Indonesia.

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**Pedram Layegh**

Pedram completed a degree in Bachelor of Industrial Engineering (with a major in Manufacturing Systems), an Advance Diploma of Management, and a Bachelor's degree in Music (with a major in classical performance). He began his engineering career in 2008 as an Expert in Industrial Affairs at the Deputy Office of the Ministry of Industries and Mines in Tehran, Iran. In the same year, he began his music teaching career in private music schools in Tehran.

In 2011, he migrated to Australia to pursue his musical career professionally. He graduated from the

Australian Institute of Music (aim) in 2015. From 2013 to 2018, he worked as a music teacher at Madakto Music School while completing his Bachelor's Degree. He continued his teaching privately up to the present.

In 2016, Pedram co-founded the Eishan Ensemble and began performing classical guitar. He and his group released three world music albums, combining jazz, classical, and traditional Persian music. He performed as a classical guitarist with the Eishan Ensemble in both local (music festivals and venues throughout Australia, such as Vivid in Sydney, Womad Festival in Adelaide, and etc.) and international music festivals (Yilan Festival in Taiwan, the 5th International Rondalla and String Festival in the Philippines, and jazz festivals in Spain and Portugal).

Pedram was employed as a Concierge at the UBSS Sydney campus from 2017 to 2023. He is currently a **Duty Manager** at the UBSS Sydney campus, managing a team of Duty Officers. He is a member of the Work, Health, and Safety Committee (WHS) at Group Colleges Australia.

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### **Assistant Professor Olena Yershova**

Dr. Olena Yershova has over 35 years of experience in tertiary, secondary and adult education. Olena has worked as an English as an Additional Language (EAL) teacher in Australia, China and Ukraine. She has expertise in Teaching English to Speakers of Other Languages (EAL VCE, ESL, Business English, English, ESP), Education, Philology (Language Theory and Linguistics), Culture Studies, Teaching, Higher Education, University Administration, both domestically and internationally. She has taught English as an EAL teacher delivering the Victorian Certificate of Education (VCE) in China under the VCE in China program, including performing her responsibilities as the Headteacher. Olena also conducted international research in the fields of Higher Education and Linguistics under different exchange Programs.

Olena joins the Melbourne CBD Campus Group as a student Learning Support coordinator.

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### **Assistant Professor Rosetta Privitelli**

Rosetta has a Bachelor of Arts (Melb U), a Graduate Diploma in Education (La Trobe U), and A Corso di Aggiornamento in Italian Language (Rome). An experienced teacher of some 40 years, Rosetta has taught at the Primary, Secondary and Tertiary levels and in a variety of roles, including English Language and Literature, Italian, EAL and Deaf Education.

Rosetta believes that education is more than just the transfer of knowledge. It's about nurturing a lifelong love of learning, fostering critical thinking, and empowering students to reach their full potential. Rosetta also emphasises the importance of creating a supportive and inclusive classroom environment where students feel safe to explore their ideas and take risks.

Rosetta joins the Melbourne CBD Campus Group as a student Learning Support coordinator.