Focus on

Commerce

inspiring socially innovative commerce through research and education

University of Wollongong
Achievements 2008:

→ 78 Early Entry guaranteed offers were made to students.
→ 39 students participated in the ‘Career Ahead’ Alumni mentored interview program targeted at Commerce students.
→ New ‘meet and greet event’ for Dean’s Scholars and introduction of mentoring program for the students.
→ Increase in Indigenous student enrolment from nine to 15 students.
→ Introduction of an Indigenous cadetship program and the commencement of a Faculty Aboriginal Strategy.
→ Development of English language ‘conversation’ morning teas for international students to improve English language verbal skills.
→ Introduction of a pre-enrolment session for both international and domestic students and their parents with 80 students and 25 parents attending.
→ Revived orientation with an Orientation BBQ and interactive presentations.

Early Entry Program

A group of 78 high achieving students were offered guaranteed entry to study Commerce at the University of Wollongong through the Early Entry Program in 2008. This was the first time in many years that the Faculty offered students a place through the Early Entry program and over 400 applications were received. To celebrate this achievement over 170 students, parents and academics attended an event on campus on 19 November.
→ Student Awards Night: 12 Scholarships awarded, 19 Dean's Scholars and 40 prizes awarded in February 2008.

→ Targeted involvement in UOW recruitment events such as Discovery Days: 35 Discovery Day sessions hosted and delivered to 1772 students over five days.

→ 126 students were recognised for academic achievement on the Dean's Merit list.

Graph: Enrolments Onshore (EFTSU)

Dean’s Merit List
The Faculty held its annual Dean's Merit Awards ceremony on August 4. Dean’s Merit lists are compiled at the end of each year and include the top 5% of undergraduate students. At the Commerce ceremony, 126 students were recognised for their achievements.

James Bishop, who is studying a Bachelor of Commerce (Dean’s Scholar), was recognised as the highest achieving undergraduate student and was placed at the top of the Dean’s Merit List.
Future focus:

→ Development of Faculty recruitment strategy including the development of specific marketing collateral and revision of the Faculty website
→ Improvement and expansion of the Commerce Early Entry Program
→ Continued development and improvement of pre-enrolment, enrolment and orientation
→ Expansion of student prizes and scholarships
→ Expansion of Study Aboard Program and cultural student visits. Planned Malaysian study trip in 2009 for 15 students.
→ Rationalisation of program in Hong Kong
→ Develop and implement Faculty Aboriginal Strategy
→ Tighter links with alumni for research collaboration, sponsorship, consultancy, community, internship, mentoring and guest lecturing
→ Improve student engagement in Faculty governance processes.
Teaching and Learning

Achievements 2008:

→ The exceptional quality of learning and teaching in business and economics disciplines at UOW was recognised through the achievement of top tier rankings in the 2009 Learning and Teaching Performance fund for teaching excellence. UOW was only one of four universities in Australia to achieve this ranking

→ Completed review of the Bachelor of Commerce and the Bachelor of Business Administration degrees incorporating the Commerce graduate qualities

→ Enrolments for the Dean’s Scholars doubled as at January 2009

→ Pilot of the Faculty of Commerce Online Subject Outline template with Graduate Qualities embedded in teaching and assessment

→ Completed the Faculty Casual Academic Teaching Guidelines which have been showcased at UOW as a good practice model

→ 14 students participated in developing business and governance ethical solutions for businesses

→ Developed Student Misconduct Commerce Intranet site; training provided to all Commerce Primary Investigation Officers (PIO’s)

→ Trial of Faculty level co-ordination of mid session exam process to improve the quality of exam practices

→ Successful recruitment of Education Centre and Sessional Tutor Coordinator and identification of regional centre Academic Champion for Faculty.

→ Developed Faculty internship program. five students were involved in the pilot study. 31 students will receive placements for Autumn session 2009.

→ Developed the Business Innovation major/minor

→ Implemented and expanded the Commerce e-learning module on plagiarism prevention

Business Ethics and Governance presentations

Business ethics students presented 14 ethically and socially innovative ideas in October to persuade local and national organisations to implement positive social change.

The COMM351: Business Ethics and Governance students were asked to identify a business ethics or governance issue within an organisation and convince the organisation to implement a socially innovative initiative that would benefit stakeholders.

The presentations addressed issues from recycling construction materials, to water scarcity, to green management and students engaged with not-for-profits, government and private sector.

“The students were learning about the challenges of being ethically assertive and the consequences of being ethically mute,” said Dr Mario Fernando, the Subject Co-ordinator.

This work was part of their grades and the oral presentations were judged as if they are presenting the information to the top management team of a company or relevant audience.
The Human Resource Management Major has been accredited by AHRI, which included a review by an external advisory committee.

Management students completed the 6th biannual poster exhibition.

The subject Social and Environmental Accounting was offered for the first time by School of Accounting and Finance.

**Commerce Internship Programme Launch**

The Faculty launched its new Internship Program to Illawarra business leaders on 30 October, with presentations from two students who completed the highly successful pilot.

More than 100 people including senior representatives of many of the region's largest organisations attended the breakfast at the Innovation Campus.

Professor Leitch said the pilot had been a major success, providing students with "exceptionally valuable experience" in the workplace.

The internships, which are open to second and third year students, are paid positions within organisations and are worth six credit points towards the students' degrees.

Typically, students spend 12 days working on projects for their host organisations.

"This has been a great example of the Faculty of Commerce and business working together, and I have been motivated and driven by the support we've received from the business community," said Internship Program Director Dr Mike Clements.
International:

- Introduction of BCom Supply Chain Management in Singapore
- Introduction of BCom Marketing major in Singapore
- Ongoing support provided to UOWD through academic visits, quality assurance of subjects and ongoing communications in relation to product development and delivery

Awards:

- Dr Mike Clements and Dr Matthew Pepper received a Carrick citation. Dr Clements and Dr Pepper received their award for "fostering cumulative student engagement with core concepts in supply chain management through games, role-play scenarios and industry-focused curriculum design".
- Dr Anne Abraham was presented with the Pearson Education, Accounting and Finance Association of Australia and New Zealand (AFAANZ), Accounting/Finance Lecturer of the Year Award 2008
- Dr Venkata Yanamandram and UOW Learning Developers were Australian Regional finalists for the 2008 IMS Global Learning Consortium Learning Impact Award (picture). This is in recognition for the excellent work in the development of the Commerce e-learning Plagiarism Prevention Module (CeLM.)
- Dr Corinne Cortese received the Vice Chancellor’s Early Career Academic Award
- Dr Mario Fernando was awarded the UOW Faculty Teaching and Learning Scholars Awards, Faculty of Commerce: Designing assessments to link teaching and research: Social innovation through teaching and learning Commerce
- Dr Mike Clements and Dr Matthew Pepper received the Faculty Award for Programs that Enhance Learning
- Dr Anne Abraham received the Faculty of Commerce Outstanding Achievement to Teaching and Learning (OCTAL) Award
- Dr Anne Abraham received the Faculty of Commerce Provision of Key Services Award
Grants:

- Associate Professor Michael Zanko was successful in his joint ALTC grant application with VU (leader), RMIT and UTS for the project *Engaging industry: embedding professionally relevant learning in the business curriculum* for $220,000.
- Dr Martin O’Brien and Ms Reetu Verma won an ALTC/Carrick grant for $220,000 *Building leadership capacity for development and sharing of mathematics learning resources across disciplines and universities*.
- Associate Professor Michael Zanko won an ESDF Grant ($21,000) for the development of a *Teaching and Learning Knowledge Management System* for the Faculty.
- Teaching and Learning Grant for 2008
  - Nadia Verrucci and Sandra Humphrey (CEDIR) *ECON208 Gender Work and the Family: Subject redevelopment to develop an e-learning component to improve student engagement*
  - Andrew Tan, Kathy Rudkin and Dionigi Gerace (all Accounting & Finance), *Injecting practical and industry relevance into Accounting and Finance Programs: A proposed trial of the Bureau Van Dijk database in enriching students' learning experiences*
  - Dr Mike Clements, Bonnie Cord, Mr Graham Bowrey, Dr Chris Sykes and Dr Shirley Agostinho (Education) *A structured approach to assessing reflection: Enhancing commerce oriented e-learning*

Other activities:

- Faculty of Commerce Learning and Teaching seminar series was introduced
- Revision of sessional tutor arrangements including recruitment, employment, induction, training and support and facility allocation processes
- Academic Staff attended training with the Association to Advance Collegiate Schools of Business (AACSB) training pertaining to:
  - Assessment Practices Seminar
  - Business Ethics Seminar
  - AACSB Accreditation
  - AACSB Dean's conference

Future focus:

- Implementation of the Faculty of Commerce Online Subject Outline template and development of a knowledge management system for teaching and learning that will enable evaluation and monitoring of the Faculty of Commerce graduate qualities.
- Expansion of student programs that support socially innovative commerce.
- Revision of assessment practices across the Faculty.
- Ongoing development of teaching staff with appropriate levels of professional and academic qualifications.
- Implementation of revised Faculty of Commerce workload and associated performance management across Faculty.
- Revision of Faculty Learning and Teaching grant scheme and reward program.
- Increase use of innovative technology in learning and teaching including expansion of e-learning and introduction of e-portfolios.
- Review of student course outcomes on annual basis at Faculty Executive.
- Expansion of academic integrity strategies through ongoing refinement of online e-learning plagiarism prevention module and development of assessment practices that prevent plagiarism.
- Identify and develop actions that encourage domestic/international student interaction.
Research Innovation

Achievements 2008:
- Development of Key Performance Indicators covering all areas of research for monitoring and targeting of improvement measures
- Introduction of new compulsory proposal presentation workshop for commencing HDR students (COMM980)
- Introduction of the professional editorial assistance form for thesis editing
- Development and introduction of a HDR computer usage system to ensure equitable allocation of work places
- Establishment of a working area for Research Assistants in the Faculty of Commerce
- Completion of a Review of Research Assistants
- Introduction of criteria for eligibility of primary supervisors
- Review and modification of the Conference Funding Scheme, to account for Australian Business Deans Council Journal Ranking List
- Review and modification of the Publication Reward Scheme, to account for Australian Business Deans Council Journal Ranking List

Research Areas:
- Social Innovation Network (SInet)
- People and Organisation Research Centre
- Marketing and Research Innovation Centre

Grants:
- Ted Watts and Vicky Baard (Australian Catholic University) were awarded a nationally competitive 2008/2009 AFAANZ Research Grant for their project *Increasing Productive Limits in the Airline Industry: Integrating a Logistics Capacity Model and a Customer-value Capacity Model to Make Visible the Structural Limits of Capacity* ($7500)

URC Research Partnerships Grant:
- Dr Byron Keating, Greg Kerr, Professor Sara Dolnicar, Informatics/Commerce Business Central Coast *Investigating the structural factors affecting tourism from rapidly emerging markets* ($19,225)

URC small grants:
- Dr Melanie Randle *Retrospective Insights from Ex-Foster Children: An Alternative Perspective in Predicting Foster Parent Retention* ($12,000)
- Dr Karin Garrety, Dr Andrew Dalley, Professor Mary Barrett, Dr Ping Yu, *Local Initiatives in Electronic Health Records: A Retrospective Sociotechnical Analysis* ($10,000)
- Dr Rafi Chowdhury *Super-learning the predictive nature of product attributes* ($5,000)

Faculty grants:
- Dr Jane Andrew and Dr Corrine Cortese *Carbon Accounting and Sustainability: Corporate Accountability through Voluntary Disclosure Regimes* ($10,000)
- Dr Melanie Randle *The Validity of Case Worker Evaluations in predicting Foster parent Retention* ($9,000)
New Researcher Grant: Dr Guibin Zhang *Transitional Economic Innovation: A Case Study of Informal Stock Markets in China*

Mentoring Grant Scheme: Dr Rafi Chowdhury and Professor John Rossiter *Should Advertisers use a Positive Picture, a Negative Picture or Sequential Pictures in Print Advertisements for Problem-Solution Products?*

Dubai Research Exchange Scheme: Greg Kerr and Dr Melodena Balakrishnan *An Investigation into Place Brand Architecture* ($12,500)

New Researcher Grant: Arusha Cooray *The Role of Education in Economic Growth* ($2425)

ARC Application Preparation Support: Lois Burgess, *Job-related Psychological Wellbeing and Performance* ($5,000)

ARC Application Preparation Support: Julie Francis and Judy Motion, *Towards an Australian model of functional food acceptance resistance* ($4,965)


Awards:

- Professor Sara Dolnicar’s article *Assessing Analytical Robustness in Cross-cultural Comparisons*, published in International Journal of Culture, Tourism and Hospitality Research, was chosen as a Highly Commended Award Winner at the Literati Network Awards for Excellence 2008. (Picture previous page)


- Dr Peter Massingham was awarded a Linkage Project in partnership with the Royal Australian Navy (RAN): Measuring and Managing the Impact of Lost Organisational Knowledge’. (Picture above)
Dr Rodney Clarke, Mr Robert Grant and Dr Elias Kyriazis won the 2008 Academy of Marketing Best Paper Award, track e-marketing.

A journal article by Lars Bergkvist and Professor John Rossiter, entitled *The Predictive Validity of Multiple-Item Versus Single-Item Measures of the Same Constructs*, was published as the lead article in the May issue of one of the premier journals in marketing, the Journal of Marketing Research. Their article has been nominated as one of three finalists for the Paul E. Green Award, presented to the 2007 JMR.

Dr Joseph Meloche and Associate Professor Helen Hasan received the UBICOMM 2008: Best Paper Award, for their paper, *ICT Devices as Ubiquitous Tools for Information Seeking Activity*. The paper was presented by Joseph at the Second International Conference on Mobile Ubiquitous Computing, Systems, Services and Technologies, UBICOMM 2008, Valencia, Spain.

Commerce Faculty Dean, Professor Shirley Leitch and Professor Judy Motion were invited to make an oral and subsequently written submission to the ARC’s review of National ICT Australia (NICTA) based on their expertise in the area of science-society engagement.

**Faculty of Commerce Research awards:**

- Faculty Lifetime Achievement Award: Professor John Rossiter (picture)
- Researcher of the Year Award; Professor Sara Dolnicar
- Professional Service Award: Professor Simon Ville
- Publication Excellence Award: Professor John Rossiter
- New Researcher Achievement Award: Dr Rafi Chowdhury
- Research Online Award for most Downloaded papers: Professor Sara Dolnicar (1st place); Dr Jane Andrew (2nd Place); Dr Ann Abraham (3rd place)

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**Higher Degree Research Student Achievements**

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<tr>
<th></th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
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<tr>
<td>Commencing HDR (total)</td>
<td>13.13</td>
<td>13.63</td>
<td>19.38</td>
</tr>
<tr>
<td>Re-enrolling HDR (total)</td>
<td>64.63</td>
<td>59.25</td>
<td>63.88</td>
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<tr>
<td>Completions</td>
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<td>7</td>
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- Higher Degree Research Faculty award for Excellence: Ms Reetu Verma (1st place); Katie Lazarevksi, Dr Melanie Randle and Surachi Chancharat (tied 2nd place)
- Successful recruitment of an Admissions Officer position who will support quality HDR students and assist in the facilitation of decisions regarding transfers and advanced standing arrangements
- Completed review of HDR student management and implementation of recommendations
Research Outcomes:

- The School of Accounting and Finance celebrated its 20th Annual Doctoral Consortium. The day’s theme was Paradigm, Paradox and Paralysis (picture).
- Growth rate of 36% across the Faculty in DEST Journal publications, 36% increase in refereed journal articles.
- The School of Economics hosted a joint PhD workshop involving students from UOW and the acclaimed, highly internationally ranked, Seoul National University (SNU). SNU is ranked number one university in Korea from the 150-200 band of universities appearing in the Shanghai Jiao Tong Rankings List and 62nd in the world university rankings which appear in The Times Higher Education Supplement List. The joint workshop was directly supported by the Ministry of Education and Human Resources of the Republic of Korea as part of the ‘Brain Korea 21 Project’ to promote economic research and education for training world-class economic researchers and professionals.
- On 21 November 2008, UOW hosted a visit by a delegation from the Beijing Information Science and Technology University (BISTU), China. The purpose of the visit was to formalise an understanding of cooperation between UOW and BISTU which provides for collaboration on staff exchange, joint research and development, publications, seminars, workshops etc. The delegation included Prof Du Lin, Prof Ge Xingquan, Prof Ge Xinsheng, Prof Li Chen, Prof (Ms) He Shensi and Prof Fan Yutao. The Faculty of Commerce was also represented by Assoc Prof Abbas Valadkhani from Economics and Karin Wells from the International Unit. Prof Simon Ville, Head of the School of Economics also met with the delegation to discuss areas of possible collaboration.

20th Annual Doctoral Consortium

The School of Accounting and Finance marked a milestone in celebrating its 20th Annual Doctoral Consortium on July 18. The theme of Paradigm, Paradox and Paralysis? explored the role of accounting and finance in the wide social and political milieu.

Keynote speakers Emeritus Professor Michael Gaffikin from the University of Wollongong, Professor Joni Young from the University of New Mexico, and Professor Paul Williams from North Carolina State University each presented their latest work. Emeritus Professor Gaffikin established the doctoral consortium 20 years ago.

Organisers said that the event was welcomed by research students and Accounting and Finance academics -- both from the University of Wollongong and other Australian universities.
The Faculty hosted 17 international visitors

- Professor Dr Christian Laessar, Visiting Professorial Fellow
- Professor Thomas Reutterer, Vienna University of Economics and Business Administration
- Professor Bernard Lane, Red Kite Environment Limited, UK
- Dr Niklas Johansson, Karlstad University
- Professor Fang Lee Cooke, Manchester Business School
- Dr Oyvind Ihlem, University of Oslo Gloucester, UK
- Professor Ian McLoughlin, Newcastle University
- Visiting Professor Amrik Sohal Associate Dean (India Development), Monash University
- Professor Lester Johnson, University of Melbourne
- Dr Roslyn Petelin Faculty of Arts, University of Queensland
- Dr Anna Hurlimann, University of Melbourne
- Dr Anton Kriz, University of Newcastle
- Bettina Grun, Vienna University of Economics and Business Administration, Austria
- Sebastian Kaiser, University of Munich, Germany
- Dr. Stewart Clegg, University of Technology Sydney
- Teresa Moller, University of Munich, Germany
- Clem Tisdell, University of Queensland

September S1net launch (picture)

- George Mickhail, was invited to join a group of government and industry experts in November to discuss Egypt’s response to the current Global Financial Crisis. In addition, he was interviewed by CNBC Satellite TV about the economic impacts of the Piracy in the Gulf of Aden on Egypt’s income from the Suez Canal and Al Iragiya Satellite TV about the impact of the financial crisis on Egypt and the middle East

- George Michkail was also invited for two months, as “Professeur des Universites Invite” by the Faculté Droit Economie et Gestion at the Université d’Orléans in France to engage in a research project concerning a European response to the global financial crisis

- Professor Simon Ville participated in a National Academies Forum workshop in Canberra, which provided a response on behalf of the Academies to the Cutler Review of the National Innovation System

Future Focus:

- Support of ERA processes and development of strategies for maximising ERA performance
- Development of a PhD by Publication standard
Community Engagement

Achievements 2008:

→ Dr Ken Henry, Secretary to the Australian Treasury, addressed the Faculty and other key UOW staff about the “Wellbeing Framework” he has introduced to the Treasury since being appointed Secretary in 2001
→ Associate Professor Gary Noble worked with Dr Chris Poulos providing advice to the South Eastern Sydney Area Health service in relation to health service delivery at Wollongong Hospital
→ Dr Anne Abraham, appointed President of CPA Australia Illawarra Chapter
→ The Illawarra Mercury reported on UOW public relations students, who teamed up with volunteer lifesavers to create an artwork and fundraising event as part of their public relations course. The money raised went towards Surf Lifesaving Illawarra (Picture)
→ Four University of Wollongong commerce students assisted Year 10 high school students at their annual ‘Job Interview Day’
→ Commerce students participated in a competition based on a real life case study brought to them by Proctor & Gamble
→ University of Wollongong management cadet Jessica Saad impressed an audience of 250 of the region’s business leaders with her presentation to an Illawarra Connection forum on the city’s future
→ Over 200 “bras” were donated and sent to Vanuatu via the Red Cross
→ Jeans for Genes day held in August resulted in $340 raised for this charity. Jeans for Genes is a major fundraiser of the Children’s Medical Research Institute
→ In addition to the above achievements, much of the Faculty’s research involves community engagement. Projects include:
  • Critical Assessment of Implementing Desalination Technology
  • Community Valuations of Environmental Quality in Coastal Lakes
  • Investigating the non-reporting of crime in the Wollondilly Shire

Contemporary Art, Surf Life Saving and Public Relations

Offered for the first time by the Faculty in 2008, the new Public Relations course allowed 104 students to apply their knowledge of media relations, event management and public relations campaigns.

Using the artwork, Blue Wall Drawing #1, 2007, by contemporary Australian artist Kerrie Poliness, the students planned the installation of the artwork inside the Commerce building, organised the officially opening event, generated media interest, hosted the artist and created a buzz about Surf Life Saving Illawarra.

“It’s a subject that makes the theory come alive,” said Nick Bennett, who is studying a Bachelor of Commerce (Dean’s Scholar). “We’re accountable for managing and organising a major event, and we’re learning practical skills that we could apply in real life situations.”
The role, responsibility and influence of parents on the driving behaviour of young people
Social advertising and communicating with culturally and linguistically diverse communities
Socio-economic interactions between the marine industry, local government infrastructure and related stakeholders
Public and/or Private Health Services: Quality, Cost and Affordability
The privatisation of prisons
Evaluation of Environmental Improvement – Lake Illawarra Case Study
Cost effectiveness Analysis of Community Service Delivery
An Examination of the Driving Forces behind ICT Adoption in Australian Rural and Regional Medical Practices
Business Processes and Practices in General/Medical Practices in Regional Australia
The social capital stocks of international students and its impact on academic performance
Social accountability of NGOs
Personal and Social Determinants of Epidemics (overweight, substance abuse, HIV-AIDS)
Accountability mechanisms of the Kyoto Protocol
IMF/World Bank HIPC Debt Initiative
Extractive Industry Transparency Initiative
Water for Australia’s future - reducing fears and increasing acceptance of alternative water sources through public information
Harnessing Eco-Friendly Markets to Protect our Natural Resources
Socio-technical determinants of agile, network-centric, organisations
Identifying, attracting and retaining successful foster parents
The role of community connectedness in retaining skilled migrant women in Australia Measuring and Managing the Impact of Lost Organisational Knowledge
Attracting Bushcare volunteers - managing heterogeneity of volunteering motivations in a multicultural region by integrated market structure analysis
Socio-culturally sustainable biotechnology
Building ‘our’ productivity: Understanding sustainable collective productivity in New Zealand firms
The School of Accounting & Finance (authors: Andrew Tan, Mary Kaidonis and Lee Moerman) made a submission to the Government’s Department of Climate Change on the proposed Carbon Pollution Reduction Scheme.

Future focus:
→ Continuation of Economics Public lecture series and continued development of Faculty seminar series
→ SInet seminar series and conference
→ Development of Commerce Aboriginal strategy
→ Continued staff support and participation with professional bodies
Achievements 2008:

There was an increased focus on professional staff performance and development with systems established to facilitate performance planning, career progression and review and professional training and development. Professional staff across the Faculty participated for the first time in a forum which identified several areas of achievement and ongoing improvement. The Faculty aligned the staff culture to the Faculty Purpose of inspiring socially innovative commerce and initiated several strategies to achieve this including:

- June and November walking challenge months
- Commerce Staff Awards night
- Faculty celebrations recognising key achievements
- Introduction of staff induction program for professional staff and casual academic teaching staff

A number of academic and professional staff have received awards for recognition of service and achievements. Ms Cathy Nicastrì received the Vice Chancellor’s award for Outstanding Service for General Staff for her work while in the Faculty of Commerce.

- Excellence In Client Service Award: Rosemary Cooper (Finance Manager)
- Innovation Award: Karin Wells (International Unit)
- Team Achievement Award: Economics Professional Staff Team: Carol Borgatti, Lesley Simes, Michelle Rankin. Supervisor: Simon Ville
- Team Achievement Award (Commendation): The IT Team: Laszlo Abel, Louie Athanasiadis, Dean Trifunovich, Zoran Stojakovic. Supervisor: Cathy Nicastrì

The Faculty provided increased support for academics currently completing PhDs in order to improve retention and development of staff. Staff enrolled in PhDs that have completed:

- Melanie Randle (Picture)
- Matt Pepper
- Zeenie Haniff
- Michael Jones
- Peter Siminski
- Freda Hui

Commerce IT Unit showcased “trade booth” presenters demonstrating the Assignment Submission System at the e-learning Futures Forum, in October alongside new technologies from other universities.
**Staff Promotions**

- Economics: Reetu Verma and Martin O’Brien
- School of Management and Marketing: Jennifer Algie, Michael Jones, Matthew Pepper, James Reveley, Andrew Sense, Elias Kyriazis
- Accounting and Finance: Kathie Cooper

**Our Buildings**

In 2008 the following building upgrades were completed:

- Finalised new carpeting throughout building 40
- Upgraded Hope Theatre public toilets
- Refurbished all faculty kitchenettes
- Repainted public areas in building 40

**Future focus:**

- Faculty wide implementation of Faculty workload linked to performance framework
- Develop processes to ensure academic staff attain and retain professional and academic qualifications
- Development of leadership and management induction program with PODS
- Implementation of Indigenous Employment Strategy at Faculty level
- Development of Business Continuity Plan
- Develop a staff culture aligned with the Purpose:
  - Healthy Living: Looking after ourselves in the workplace and beyond
  - Eco-sustainability: Increasing our positive and lessening our negative impact on the natural environment
  - Growing together: Supporting and celebrating staff and students
  - Cross Faculty/Unit collaboration

Pictured left to right (promotions):
Matthew Pepper, Kathie Cooper, Jennifer Algie, Martin O’Brien
School of Accounting and Finance

Book


Book Chapter

Journal Article


Journal Publication (Edited)


Conference Publication


Report


School of Economics
Book (Edited)


Book Chapter


Conference Publication


Siminski, P. M. 2008, ‘What would the Average Public Sector Employee Earn in the Private Sector?’, presented at the Modelling Selection Workshop, University of South Australia, University of South Australia, South Australia,
Siminski, P. M. 2008, ‘What would the Average Public Sector Employee Earn in the Private Sector?’, *seminar presented at University of Wollongong School of Economics*, University of Wollongong School of Economics, Wollongong.


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**Conference Publication Published in Journal**


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**Report**


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**School of Marketing and Management**

**Book**


**Book (Edited)**

Book Chapter


Journal Article


Conference Publication


Beritelli, P., Engeler, I., & Laesser, C. 2008, ‘Health travel motivations and activities - the Swiss case’, TTRA Annual Conference


Reutterer, T. K. 2008, 'Dynamik von Kundenbeziehungen im Handel (Dynamics of customer relationships in commerce)', Handelsforschung (Trade Research 2008), Institute for Trade and Marketing, Vienna

Reutterer, T. K., Boztug, Y. & Berugelmans, E. 2008, 'Which categories should direct marketers feature for which customers when using targeted promotions?', 37th EMAC Conference. Marketing Landscapes: A Pause for Thought, European Marketing Academy, UK


Wittmer, A. & Laesser, C. 2008, ‘The perception of time in air transport - what level of delays is accepted by air travelers?’, ATRs 12th World Conference, Air Transport Research Society.


Conference Proceedings (Edited)


Report


Presentation


Laesser, C. 2008, Where there is a growing hotel market in Switzerland?, IIR Annual Congress real estate Switzerland (Zurich), 24-11-2008.