

Department of Management
Monash University

SEIRnet

Research and Teaching Concentration Funding

SEIRnet (Social and Economic Interface Research Network)

Annual Report
2007

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1. Brief on the Purpose of the Group

Social and Economic Interface Research Network (SEIRnet)

Members of the Social and Economic Interface Research Network (SEIRnet) are committed to creating and disseminating information that addresses the interface between organisational behaviour and significant societal concerns, with the intention of a positive effect on the development of individuals, leaders, the economy and society. Consistent with SEIRnet's focus on organisational and social thought leadership is the use of a systems or holistic approach to discover and solve important issues rather than the imposition of existing frameworks and solutions.

With its focus on developing innovative and evidence-based solutions, SEIRnet research concerns itself with identifying, understanding and creating awareness of the key challenges in fostering economic, social, environmental, organisational and individual wellbeing in addition to identifying the management models required for the future.

To this end, SEIRnet conducts high quality applied and basic research, offers workshops and seminars, and supports PhD study on the positive and negative impact of all aspects of organisational behaviour on social, psychological and physical well-being, in both developed and emerging economies. The research programme covers the full range of organisations, including small and large businesses, governmental organisations and NGOs.

In order to address the complex system of economic, social, cultural and political influences which function within and outside of organisations, SEIRnet represents a broad range of epistemological frameworks and disciplinary perspectives including those associated with organisational behaviour, organisational development and change, leadership and character, corporate governance, business ethics and values, psychology, international business, strategy, organisational theory, sociology, philosophy, positive psychology, positive scholarship, political science, marketing, non-profit and social enterprise management, public policy and management, international development, general management, and economics.

SEIRnet operates as an organic organisation where researchers from a broad range of disciplinary backgrounds from Monash and other leading national and international research groups come together around emerging and persisting challenges to create leading knowledge and practice which leads to positive change. Currently, SEIRnet members are involved in thought leadership and change innovation in one or more of the following self-managing research groups:

- Business Action Research Group (BARG)
- Positive Organisations and Wellbeing Researchers (POWR)
- Social Inclusion and Diversity Research Unit (SIDRU)
- Leadership Research Unit
- Monash Governance Research Unit (MGRU)
- Public Sector Management
- Wine and Food
- Agribusiness

2. National/International Multi-Institutional Collaborative Research

International multi-institutional collaborative research currently being undertaken by members of SEIRnet includes the following:

- Collaborative research is being undertaken by Associate Professor Margaret Lindorff with the Australian Institute of Management, the British Chartered Management Institute, and Professors Cary Cooper (Lancaster University) and Les Worrell (University of Wolverhampton)
- Collaborative research is being undertaken by Michelle Greenwood with Dr. Harry van Buren III from University of New Mexico, US and Professor Ken Kamoche from Nottingham Trent University, UK
- Michelle Greenwood is a collaborator with Canadian Business Ethics Research Network.
- Professor Julian Teicher, Dr Cristina Neesham and Dr Ken Coghill are collaborating on the international research project titled *'Planning and Implementing Public-Private Partnerships: A Comparative Study'*, with Universite de Paris (France), Universidad Complutense de Madrid (Spain), Academy of Economic Studies Bucharest (Romania) and Institute of Public Enterprise Hyderabad (India).
- Associate Professor Ken Coghill and Dr Cristina Neesham are working on an international research project titled 'International review of induction and professional development programmes for parliamentarians' involving the participation of the Inter-Parliamentary Union (Geneva).
- Dr Tui McKeown is working with Dr Wang from the Chinese Academy of Social Sciences looking at the problems of dealing with a rapidly ageing population across China, Japan and Australia (and this has an indirect link also to Kurume University in Japan).
- Dr Tui McKeown is in collaboration with Professor Pat Leighton from the University of Glamorgan, Wales to undertake research investigating the contractor workforce.
- Professor Chris Nyland, Professor Charmine Härtel and Dr Guy Standing are collaborating with Associate Professor Cherrie Zhu and colleagues in China and India to undertake research which compares enterprise labour flexibility, worker security and wellbeing in these two countries.
- Dr Sharif As-Saber is undertaking collaborative research on cross-cultural issues with colleagues at Monash Malaysia.
- Dr Sharif As-Saber is undertaking collaborative research on public governance issues including e-governance with Seoul National University.
- Dr Sharif As-Saber is undertaking collaborative research on e-governance with Burdwan University, India.

- Dr Sharif As-Saber is undertaking collaborative research on e-governance with the UNDP and the Chief Advisors' office, Government of Bangladesh.
- Professor On Kit Tam – Ministry of Finance, China. Joint research project: Improving corporate governance in China's largest central enterprise groups.
- Professor On Kit Tam – Sichuan University, China. Collaborative Research Centre in China: International Center for Corporate Governance and Development.
- Professor Chris Nyland and Professor Charmine Härtel are in collaboration with Beijing Normal University and the Academy of Labour Science to undertake research in early childhood education and development in Chinese cities.
- Professor Charmine Härtel, Shannon Lloyd, Dr Ramanie Samaratunge and Dr Sharif As-Saber are collaborating with Dr. Divya Singhal from the Goa Institute of Management in India to conduct a cross-cultural study examining the Interpersonal competencies required for effective business outcomes.
- Dr Ramanie Samaratunge is involved in a research collaboration with Dr H.M.A. Herath, the Head, of the Department of Public Administration, University of Sri Jayawardenapura, Sri Lanka.
- Dr Ramanie Samaratunge is involved in a research collaboration with the Ministry of Enterprise Development & Investment Promotion, Sri Lanka.
- Associate Professor Sonja Petrovic-Lazarevic, Max Coulthard and Professor Charmine Härtel are collaborating with the Romanian Academy of Science, University of Belgrade Serbia and University of Zagreb Croatia to undertake research investigating the impact of labour mobility in East European Countries.

National multi-institutional collaborative research currently being undertaken by members of SEIRnet includes the following:

- Associate Professor Sonja Petrovic-Lazarevic and Dr Ken Coghill are collaborating with The Cancer Council Victoria on the research project Maximizing the Effectiveness of Public Health Policies: The Case of Smoke-Free Policies Partner Organisation.
- Professor Charmine Härtel is collaborating with Dr Rebekah Russell-Bennett from Queensland University of Technology and Colmar Brunton Research to investigate consumer perspectives on emotional, attitudinal and behavioural loyalty.
- Professor Charmine Härtel is collaborating with Professor Neal Ashkanasy from the University of Queensland to conduct research examining the role of organisational events and emotions in strategic decision-making.
- Dr Dennis Appo and Professor Charmine Härtel are collaborating with Rio Tinto Iron Ore to investigate Indigenous business mentoring.

- Professor James Sarros, Professor Charmine Härtel, Dr Andrew Pirola-Merlo and Dr Giles Hirst are undertaking collaborative research with Victoria Police investigating leadership.
- Dr Tui McKeown, Professor Charmine Härtel, Dr Andrea Kirk-Brown, Dr Andrea Howell, Dr Melanie Bryant and Dr Glennis Hanley are undertaking collaborative research with the State Services Authority investigating positive work environments.
- Professor Chris Nyland is collaborating with the Queensland Department of Premier and Cabinet to undertake an analysis of the international student safety literature.
- Dr Tui McKeown is collaborating BrandAide Communications and the ANZ Bank to investigate communication in on0line communities.
- Collaborative research is being undertaken by Dr Tim Haslett with the Red Cross to investigate organ donation.
- Dr Linda McGuire, Dr Andrea Howell and Dr Melanie Bryant are collaborating with BrandAide Communications and the City of Melbourne to conduct research investigating the establishment of on0line communities.
- Dr Andrea Kirk-Brown, Dr Andrea Howell and Dr Tui McKeown along with Dr Warwick Frost and Dr Pieter Van Dijk are undertaking collaborative research with Convivia Bass Shire Council to investigate retirement villages and their impact on existing communities.

3. Publication/s Research Output

Publication Category

Total A1 (Books): = 5

Total B1 (Book Chapters): = 20

Total C1 (Refereed Journal Articles): = 38

Total E1 (Refereed Conference Papers): = 37

A1 - Books

Härtel, C. E. J., Ashkanasy, N. M., & Zerbe, W. J. (2007). *Research on Emotion in Organizations, Volume 3: Functionality, Intentionality and Morality*. Oxford, UK: Elsevier/JAI Press.

Härtel, C.E.J., Fujimoto, Y., Strybosch, V.E., & Fitzpatrick, K. (2007). *Human Resource Management: Transforming Theory into Innovative Practice*. Pearson Education Australia.

Hill, C.W.L., Jones, G.I.R., Galvin, P. & Haidar, A. (2007), *Strategic management: An integrated approach*. 2nd Australasian Edition, Milton, Qld. Wiley.

Komazec, G. and Petrovic-Lazarevic, S. (2007) *Management of Company Development*, University of Applied Sciences, Belgrade, ISBN: 978-86-7747-252-8, iv+415 pages.

Tharenou, P., Donohue, R., & Cooper, B. (2007). *Management Research Methods*. Melbourne: Cambridge University Press.

B1 - Book Chapters

Alam, Q. (2007). Qantas Airline. In Di Waddell, Thomas Cummings & Chris Worley (Eds.). *Organisation Development and Change: Asia Pacific, Third Edition*, Thompson, Melbourne, Australia.

Haidar, A. (2007). Chapter 13: Strategic management in public organisation. In C.W.L. Hill, G.R. Jones, P. Galvin and A. Haidar, *Strategic management: An integrated approach*. (2nd Australasian Edition). Milton, Qld., Wiley.

Haidar, A. (2007). Chapter 15: Evaluating strategy performance. In C.W.L. Hill, G.R. Jones, P. Galvin and A. Haidar, *Strategic management: An integrated approach*. (2nd Australasian Edition). Milton, Qld., Wiley.

Härtel, C.E.J., Ashkanasy, N. M., & Zerbe, W. J. (2007). Overview: Functionality, intentionality and morality. (pp. xiii-xxi). In C.E.J Härtel, N.M. Ashkanasy & W.J Zerbe (Eds) *Research on Emotion in Organizations: Functionality, Intentionality and Morality*. Vol. 3. (pp. xii-xxi). Oxford, UK: Elsevier/JAI Press.

Härtel, C.E.J. & Panipucci. (2007). How 'bad apples' spoil the bunch: Faultlines, emotional levers and exclusion in the workplace. In C.E.J. Härtel, N.M. Ashkanasy & W.J Zerbe (Eds) *Research on Emotion in Organizations: Functionality, Intentionality and Morality*. Vol. 3. (pp.287-310). Oxford, UK: Elsevier/JAI Press.

- Hughes, O.E., (2007). Leadership in a Managerial Context. In Rainer Koch/John Dixon (Eds). Public Governance and Leadership. Political and Managerial Problems in Making Public Governance Changes the Driver for Re-Constituting Leadership. DUV. Gabler Edition Wissenschaft.
- Hughes, O.E. (2007) Performance: A New Public Management Perspective, Chapter 3. In Patria De Lancer Julnes, Frances Stokes Berry, Maria P. Aristigueta, Kaifeng Yang (Eds).International Handbook of Practice-Based Performance Management, Sage Publications. Los Angeles, London, New Delhi, Singapore.
- Kimberley, N. & Härtel, C.E J. (2007). Building a climate of trust during organizational change: The mediating role of justice perceptions and emotion. In C.E.J Härtel, N.M. Ashkanasy & W.J Zerbe (Eds) *Research on Emotion in Organizations: Functionality, Intentionality and Morality*. Vol 3. (pp.237-264). Oxford, UK: Elsevier/JAI Press.
- Lee, C. (2007). The theory v practice balance at universities. E-Book: Volume 46 of the At the Interface Series – The Value of Knowledge. I. Morley (Ed). Inter-Disciplinary Press. ISBN: 978-1-904710-45-5.
- Nielsen, I., Smyth, R. & Vicziany, M. (2007). Movement of the masses in a global economy. In Ingrid Nielsen, Russell Smyth and Marika Vicziany (Eds.), *Globalisation and labour mobility in China*, pp. 1-16. Melbourne: Monash University Press.
- Nielsen, I., Smyth, R. & Yue, G. (2007). A comparative study of the basic living conditions and leisure activities of off-farm migrants and urban locals residing in China's cities. In Ingrid Nielsen, Russell Smyth and Marika Vicziany (Eds.), *Globalisation and labour mobility in China*, pp.119-138. Melbourne: Monash University Press.
- Nielsen, I., Smyth R., & Vicziany, M. (Eds.) (2007). *Globalisation and labour mobility in China*, pp.119-138. Melbourne: Monash University Press.
- Nielsen, I. & Smyth, R. (2007). 'Better City – Better Life' for Whom? In Ingrid Nielsen, Russell Smyth and Marika Vicziany (Eds), *Globalisation and Labour Mobility in China*, pp. 101-118. Melbourne: Monash University Press.
- Purusthothoman, K., & Howell, A. (2007). The business of business is beyond just business: Is the soul of business in the hands of the leader? In S. Sing-Sengupta and D. Fields. (Eds.), *Integrating Spirituality and Organisational Leadership*.
- Standing, G. (2007). Labor recommodification in the global transformation. In A. Buğra and K. Ağartan (Eds.), *Reading Karl Polanyi for the Twenty-First Century: Market Economy as a Political Project* (New York, Palgrave Macmillan, 2007), pp.67-93.
- Standing, G. (2007). Employment and unemployment in Africa. In *New Encyclopedia of Africa* ,(New York, Gale, 2007).
- Standing, G. (2007). Offshoring and labor recommodification in the global transformation. In E. Paus (Ed.), *Global Capitalism Unbound: Winners and Losers from Offshore Outsourcing* (New York, Palgrave Macmillan).
- Teicher, J., Holland, P., Pyman, A., & Cooper, B. (2007). Australian Workers: Finding their Voice?, In. R. Freeman, P. Boxall & P. Haynes (Eds.). *What workers say*. New York: Cornell University Press.

Teicher, J., Pyman, A., Holland P., & Cooper B. (2007). Employee Voice in Australia: From Crisis to Crisis?. In P. Boxall (Ed.). *Voice & Voicelessness in the Anglo-American World: Continuity and Transformation in Employee Representation*, Cornell University Press.

Zhang, J.Y., Young, D., Coghill, K., Petrovic-Lazarevic, S., Borland, R., Yeh, C.-H., Bedingfield, S.(2007). A new theoretical framework for modelling and analysing complex tobacco control systems. In N. Delener, L. Fuxman, F.V. Lu, L.E. Rivera-Slois and C.-J. Su (Eds.). *Achieving Competitive Advantage Through Managing Global Resources*, Readings Book of the Global Business and Technology Association's Ninth Annual International Conference (GBATA 2007), Taipei, Taiwan, pp. 811-817

C1 - Refereed Journals

Alam, Q., Johnston, F., & Miller, S. (2007). Industry Partnerships in Regional Small and Medium Enterprises, *Monash Business Review*, Vol. 3, Issue July.

Alam, Q., Johnston, F., & Miller, S. (2007). Co-operative clusters Industry Partnership, *Monash Business Review*, July, 3(2).

Andersen, K. K., Cooper, B. K., & Zhu, C. C. (2007). The effect of SHRM practices on perceived firm financial performance: Some initial evidence from Australia. *Asia Pacific Journal of Human Resources*, 45, 168-179.

As-Saber, S. N. (2007). Come Together, *Monash Business Review*, 3 (3), 25-27.

As-Saber, S.N., Hossain, K. & Srivastava, A. (2007). Technology, Society and E-Government: In Search of an Eclectic Framework, *Electronic Government*, 4(2), 156-178.

Balasoorya, A., Alam, Q., & Coghill, K. (2007). Ownership, Competition and Regulation under Privatization Policy: The Sri Lankan Experience. *International Review of Administrative Sciences*, 73(4), 611-628.

Barton, J. & Haslett, T (2007) *Analysis, Synthesis, Systems Thinking and the Scientific Method: Rediscovering the Importance of Open Systems*. *Systems Research and Behavioral Science* 24; 143-155.

Bozer, G., & Pirola-Merlo, A. (2007). How effective is your coach? Executive coaching. *Monash Business Review*. July, 3(2).

Carney, T., Ramia, G. & Chapman, A. (2007). Comparativism, the Labour-Social Policy Nexus and Intra-national Analysis: A Case Study, *Policy and Politics*, 35(2), 233-250.

Coghill, K. & Nazmul Amin Majundar, (Accepted 2007). The Involvement of Small and Medium-size Business in Corporate Social Responsibility. *The Corporate Citizen*. 7(1), 11-15.

Cray, D., Inglis, L., & Freeman S. (2007). Managing the arts: leadership and decision-making under dual rationalities. *The Journal of Arts Management, Law and Society*, Winter, 36(4), 295-313.

Fujimoto, Y., Bahfen, N., Fermelis, J., & Härtel, C.E.J., (2007). The Global Village: Online Cross-Cultural Communication and HRM. *Cross Cultural Management: An International Journal*, 14(1), 7-22.

Haidar, A., Spooner, K. (2007). Trustees, neutrals or hired guns: A study of the employment relationship and managerial values of Australian senior council officers, *International Employment Relations Review*, 13(1) (Submitted on the invitation of the Editor of the journal).

- Lee, C. (2007). Just what the doctor ordered. *Monash Business Review*, 3(3), 10-12.
- Lindorff, M. (2007). The ethical impact of organizational research: The forgotten methodological issue? *Electronic Journal of Business Research Methods*, 5(1), 21-28, available online at <http://www.ejbrm.com>
- Maitra, P., Nielsen, I., Nyland, C., Smyth, R., & Zhu, C. (2007). Social security compliance within a weak regulatory environment: Empirical evidence from Shanghai. *Pacific Economic Review*, 12(5), 577-596.
- McDonald, J.M., Coulthard, M. & de Lange P. (2007). Lessons post M&A (Business tools – mergers and acquisitions). *Monash Business Review*, April, 3(1).
- Nielsen, I. & Cai, F. (2007). Demographic shift and projected labour shortage in China. *Economic Papers*, 26, 3, 231-236.
- Nielsen, I., Nyland, C., Smyth, R., Zhang, M. & Zhu, C. (2007). Migrants as Homo Economicus: Explaining the emerging phenomenon of a shortage of migrant labour in China's coastal provinces. *China Information*, 21(1), 7-42.
- Nielsen, I., Nyland, C., Smyth, R. & Zhang, M. (2007). Migration and the right to social security: Perceptions of off-farm migrants' rights to social insurance in China's Jiangsu Province. *China & World Economy*, 15(2), 29-43.
- Nyland, B., Nyland, C. & Maharaj, E.A. (2007). Early childhood education and care in urban China: the importance of parental choice. *Early Child Development and Care*. 1-14.
- Nyland, C., & O'Rourke, A. (2007). China, Trade and Workers' Rights. *Journal of Industrial Relations*, 49(5), 611-614.
- Nyland, C. & McLeod, A. (2007). The Scientific Management of Consumer Interests, *Business History*, 49(5), 717-737.
- Nyland, C., Maharaj, E.A. & O'Rourke, A. (2007). Australia/US/China Preferential Trade Negotiations: Building Alliances and Realising Workers' Right to a 'Voice at the Table'. *Journal of Industrial Relations*, 49(5), 647-672.
- Petrovic-Lazarevic, S. & Perry, M (2007): Australian Constriction Industry Occupational Health and Safety: A State and National Concern, *Management*, Vol.7, No. 45, 28-32.
- Petrovic-Lazarevic, S., Sohal, A., & Perry, M. (2007): Supply Chain Initiatives in Textiles, Footwear, Clothing and Leather Industry: A Field Study, *International Journal of Logistics Systems and Management*, Vol.3, No.1, 1-19.
- Ranjan, R., Worthy, R., Edwards, R., & Sarros, J. (2007). Origin and innovation. *Monash Business Review*, 3(2), 46-49.
- Samaratunge, R., & Nyland C. (2007). The Management of Social Protection in Sri Lanka,. *Journal of Contemporary Asia*, 37(3), 346-363.

Santora, J.C. & Sarros, J.C. (2007). Do leaders learn from near death experiences? Ten years after . . . *Development and Learning in Organizations*, 21(5), 14-17.

Sarros, J. C., Cooper, B.K. & Santora, J.S. (2007). The character of leadership. *Ivey Business Journal, Leadership*, May/June, 1-9.

Sarros, A. M., & Sarros J.C. (2007). The first 100 days: Leadership challenges of a new CEO. *Educational Management, Administration and Leadership*, 35(3), 349-371.

Sawir, E., Marginson, S., Deumert, A., Nyland, C. & Ramia, G. (2007). Loneliness and international students: An Australian Study. *Journal of Studies in International Education*. Doi:10, 1177/102831530.

Schell, L & Haslett, T (2007). *Cycle Two of the Monash Action Research Cohort: Looking Back and Looking Forward* International Journal of Knowledge, Culture and Change Management (7), 131 – 142.

Sendjaya, S. (2007). Conceptualizing and measuring spiritual leadership in organizations. *International Journal of Business and Information*, 2(1), 104-126. ISSN: 1728-8673.

Standing, G. (Accepted 18 October, 2007). Economic insecurity and global casualisation: Threat or promise?”, *Social Indicators Research*.

Standing, G. (August, 2007). Social protection”, *Development in Practice*, 17(4-5), 511-522.

Tam, O.K & Tan, M.G-S. (March 2007) Ownership, Governance and Firm Performance in Malaysia, *Corporate Governance: An International Review*, 15(2), 208-222.

Van Dijk, P. & Kirk, A. (2007). Being somebody else: Emotional labour and emotional dissonance in the context of the service experience at a heritage tourism site. *Journal of Hospitality and Tourism Management*, 14(2), 157-169.

E 1 - Refereed Conference Papers

Alam, Q. & Yusuf, M.A. (2007). 'WTO TRIPS Agreement-Current state of Pharmaceutical Industry and Policy Options for Bangladesh, a refereed paper presented at the 21st ANZAM Conference, Sydney, December 2007 (ISBN: 1 86308 141 0).

Alam, Q., & Perry, M. (2007). Application of Knowledge Management Practices: a prerequisite for business competitiveness, a paper presented at the 8th International Research Conference on Quality, Innovation and Knowledge Management: Industry and Academia Collaborating to Meet the Challenges of the Global Economy, New Delhi, India, 11-14 February. (ISBN 978-0-7326-2297-8).

Alam Q., & Mian, M.E.U. (2007). Foreign Direct Investment Climate in Bangladesh: A Paradox of policy and practice a refereed paper presented at the 8th International Research Conference on Quality and Innovation and Knowledge (QIK) Management, held in New Delhi, India – 11-14 February (ISBN 978-0-7326-2297-8).

As-Saber, S.N., Hossain, K. & Srivastava, A. (2007). Information and Communication Technology and E-government: A proposed framework, 8th International Research Conference on Quality, Innovation and Knowledge Management, New Delhi, India 11-14 February.

Azmat, F., & Samaratunge, R. (2007). Responsible Entrepreneurism in Developing Countries presented at the AIB (UL & Ireland), Annual Conference at King's College London, 13 – 14 April.

Barton, J., Stephens, J., & Haslett, T (2007). *Action Research: An exploration of its logic and relationship to the scientific method* Systemic development: local solutions in a global environment. ANZSYS, Auckland New Zealand.

Bozer, G., Levin, L, & Härtel, C.E.J. (2007, November). *Executive Coaching in a Family Business Environment*, Paper to be presented at the American Society of Business and Behavioural Sciences conference, Las Vegas, USA.

Coghill, K., Neesham, C., Samaratunge, R., Azmat, F., Fernando, A. (2007). Integrated Governance: Collaboration, Synergy and Engagement between and among Government and non-government, including Business and Civil Society Sectors, paper to be presented at the National College of Public Administration and Governance (NCPAG) University of the Philippines (UP) and the Network of Asia-Pacific Schools and Institutes of Public Administration and Governance (NAPSIPAG), 6 December.

Ethugala, C. V., Samaratunge, R. & Coghill, K. (2007). The Tea Industry in Sri Lanka: Drivers, Governance and Changing Role, Inaugural Australia-China International Business Research Conference: International Business in the Asia Pacific Region: Challenges Opportunities and strategies for research and practice, University of International Business, Beijing, China, 8 – 11 September.

Ganegoda, D.B., & Kimberley, N., (August, 2007). Resistance to change: As an organizational justice issue. Paper presented at the Annual Academy of Management Conference, Philadelphia, PA. USA.

Ganegoda, D.B., & Kimberley, N., (May, 2007). Resistance to change: As a positive organizational energy. Paper presented at the European Academy of Management Conference, Paris.

Haidar, A. & Spooner, K. (2007). Trustees, neutrals or hired guns: A study of the employment relationship and managerial values of Australian senior council officers, presented at the 15th Annual International Employment Relations Conference, Canterbury Christ Church University, Canterbury, England, 9 – 13 July 2007. The paper received the *"Best Paper Award"* on a personnel topic.

Hanley, G. (2007). 'Is the best still to come?: The grey-collar Australian workforce. Irish Academy of Management, Belfast Sept 2007.

Hanley, G., McKeown, T. & R.Cochrane. (2007). 'Mission Impossible? Counting the numbers in the changing workforce of Australian Local Government. IHRM 2007 Conference, Estonia. ISBN 9789985934389.

Haslett T. (2007) *Reflections on SD Practice* (Plenary Paper) Systemic development: local solutions in a global environment. ANZSYS, Auckland New Zealand.

Haslett, T. (2007) *Hospital plans to computer simulation: A case study of the Alfred Centre*. The 25th International Conference of the System Dynamics Society, Boston.

Jack, R., As-Saber, S. & Edwards, R. (2007). Embedded services, inseparability and the choice of foreign entry mode: An appraisal, 8th International Research Conference on Quality, Innovation and Knowledge Management, New Delhi, India 11-14 February.

Lee, C. & Spisto, M. (2007). Medical tourism, the future of health services. 12th International Conference on ISO 9000 and TQM, Taichung, 9-11 April.

Lee, C. & Galloway, G. (2007). Addressing the negligible usage of parks by ethnic communities. 12th International Conference on ISO 9000 and TQM, Taichung, 9-11 April.

Nielsen, I., Li, J., Shen, J. & Smyth, R. (2007). Effects of intergroup contact on Chinese off-farm migrants' attitudes to urban locals. In George T Solomon (Ed.), Proceedings of the Sixty-Sixth Annual Academy of Management (CD), ISSN 1543-8643.

Minahan, S.M. & Inglis, L.M. (2007) Organisational Decline and Renewal in an Australian Voluntary Association in Proceedings of 21st ANZAM Conference, Sydney, 5 – 7 December 2007.

Nguyen, T.H., Alam Q., & Perry. M. (2007). State versus market: the paradox of Vietnam's experience with SMEs, refereed paper presented at *the 21st ANZAM Conference, Sydney, December, 2007* (ISBN: 1 86308 141 0).

Nguyen, T.H. & Alam Q. (2007). The Role of Government, Trade Policy, Regulatory Reform and Social Networks for SME Development in Vietnam: A three-legged approach, a refereed paper presented at the *Fifth International Conference on Supply Chain Management and Information Systems (SCMIS), Melbourne, December 2007* (ISBN 978-0-7326-2410-1).

Nguyen, T.H., & Alam, Q. (2007). Statement and Market Relationships: Public financial policy support for SMEs growth in Vietnam, a refereed paper presented at the *7th International Business Research (IBR) Conference 2007, Sydney, Australia, 3-6 December 2007* (ISBN: 978-0-9804557-0-0).

Pekerti, A., Sendjaya, S. & Ayoko, O.B. (2007). Leading others to go the extra mile: The mediating role of followers' affect between servant leadership and organisational citizenship behaviours. Proceeding of the 2007 Australian and New Zealand International Business Academy (ANZIBA) Conference, Newcastle, NSW, Nov 8-10.

Pekerti, A., Sendjaya, S. & Ayoko, O.B. (2007). Follow the servant leader: The mediating role of followers' affective experiences in the link between servant leadership and organisational citizenship behaviours. Proceeding of the 2007 International Society for Research on Emotions Conference, Coolum, QLD, July 11-15.

Petrovic-Lazarevic, S, Sohal, A., Baihaqi. I. (2007) Supply Chain Management Practices and Supply Chain Performance in the Australian Manufacturing Industry, In B.Rakita, S. Lovreta, M. Petkovic (Eds.) Management and Marketing under Globalization- Proceedings, International Conference: Contemporary Challenges of Theory and Practice in Economics, Belgrade, Serbia, pp.277-288.

Samaratunge, R. (2007). National Development of Sri Lanka: An Update, presented at the conference on South Asia Update: Poverty Dynamics & Interventions, 27 – 28 September, Canberra, sponsored by AusAID and the Asia Pacific Futures Research Network (APFRN). An invited paper.

Samaratunge, R. (2007). National Security and International Relations: The Case of Sri Lanka, presented at the conference on South Asia Update: Poverty Dynamics & Interventions, 27-28 September, Canberra sponsored by AusAID and the Asia Pacific Futures Research Network (APFRN). An invited paper.

Sendjaya, S. (2007). Development and Validation of A New Servant Leadership Measure. Accepted for presentation at the 2007 International Leadership Association Conference, Vancouver BC, Oct 30 - Nov 4.

Sendjaya, S. (2007). Convergent and Discriminant Validity of the Servant Leadership Behavior Scale. Accepted for presentation at the 2007 Australian and New Zealand Academy of Management (ANZAM) Conference, Sydney, NSW, Australia, Dec 4-7.

Stephens, J, Barton, J. & Haslett, T (2007) *Action Research: Its history and relationship to the scientific method* Systemic development: local solutions in a global environment. ANZSYS, Auckland New Zealand.

Tam, O.K. & Tan, M. (2007). Compliance and Performance in Chinese Companies, 5th International Conference on Corporate Governance, the Birmingham Business School, University of Birmingham, United Kingdom, 2 July.

Tam, O.K. & Li, G. (2007) QFII and Foreign Investment in China, 2007 Euro-Asia Management Studies Association Annual Conference, The Rise of the Asian Multinational Firm, University of Leeds, United Kingdom, 28-30 November.

Yusuf, M.A. & Alam, Q. (2007). Implications of WTO-TRIPS on transition Economics: A case study of Bangladesh Pharmaceutical Industry, a referred paper presented at the 8th *International Research Conference on Quality Innovation and Knowledge (IK) Management* held in New Delhi, India, 11-14 February (ISBN 978-0-7326-2297-8).

Zainuddin, N., Russell-Bennett, R., & Härtel, C.E.J. (2007, December). *Why are businesses brand loyal? A functional approach to three dimensions of B2B brand loyalty*, Paper to be presented at the Australia and New Zealand Academy of Management Conference, Dunedin, New Zealand.

Zhu, C.J., Cooper, B., De Cieri, H., Thomson, S.B., & Zhao, S. (2007). Devolvement of HR practices in Transitional Economies: Evidence from China. Paper presented at the 9th International Human Resource Management Conference 2007 - Changes in Society, Changes in Organizations, and the Changing Role of HR: Managing International Human Resources in a Complex World, Tallinn, Estonia, June 12 - 15, 2007.

4. Editorships/Memberships of Journal Editorial Boards

Editorship

Journal of Administration & Governance – Dr Sharif As-Saber (Editor in Chief)

Journal of Global Business and Technology – Associate Professor Sonja Petrovic-Lazarevic (Regional editor for Australia/ New Zealand)

Editorial Board Membership

Academy of management Learning and Education – Professor Charmine Härtel

Australian journal of Public Administration – De Deirdre O'Neill

Comparative Labor Law and Policy Journal – Dr Guy Standing

Development and Change – Dr Guy Standing

Electronic Government – Dr Sharif As-Saber

Employment Relations Record – Dr Ali Haidar

Equal Opportunities International – Professor Charmine Härtel

Global Social Policy – Dr Guy Standing & Dr Gaby Ramia

Human Relations – Professor Charmine Härtel

Indian Journal of Labour Economics – Dr Guy Standing

International Journal of Management – Associate Professor Sonja Petrovic-Lazarevic

International Journal of Organizational Behavior – Professor James Sarros

International Journal of Public Sector Management – Professor Owen Hughes

International Journal of Work Organization and Emotion – Professor Charmine Härtel

Journal of Administration & Governance – Professor Charmine Härtel

Journal of Business Ethics – Michelle Greenwood

Journal of Contemporary Asia – Professor Chris Nyland

Journal of Contemporary Issues in Business and Government - Associate Professor Sonja Petrovic-Lazarevic

Journal of European Industrial Relations – Dr Guy Standing

Journal of European Social Policy – Dr Guy Standing

Journal of Industrial Relations – Professor Julian Teicher

Journal of Management & Organization – Professor Charmine Härtel

Journal of Philosophical Economics – Dr Cristina Neesham

Journal of Workplace Behavioral Health – Andrea Kirk-Brown

Management and Organisational History– Professor Chris Nyland

Personnel Review – Professor Julian Teicher

Society & Change - Dr Sharif As-Saber

The China Journal - Professor On Kit Tam

Thunderbird International Business Review - Dr Sharif As-Saber

Work Employment and Society – Professor Chris Nyland

5. Membership

Refer to Appendix 1 for full details

Membership = 40 members

% full time equivalent

*16 academic staff full time = (100% participation)

*15 academic staff members have a 50% or above, involvement.

6. External Funding

Category 1 – Australian Competitive Grants

Name	Project Title	Source	Total Amount Granted	Amount granted for 2007
Alam, Q., Perry, M. & Sohal A. (2007-2008)	Sustainability of the Australian Cereal Product Industry Supply Chain in Severe Drought Conditions.	ARC Support Grant	\$5,000	\$5,000
Ashkanasy, N. M. & Härtel, C. E. J. (2007-2009)	The Role of Organisational Events and Emotions in Strategic Decision-Making.	ARC Discovery Grant	\$236,000.00	\$76,000
Coghill, K. & Petrovic-Lazarevic, S. (2006-2009)	Maximising the Effectiveness of Public Health Policies: The Case of Smoke-Free Policies	ARC Linkage Grant	\$175,164.00	\$29,194.00
Härtel, C. E. J., Bennett, R., Walkley, I., Cierpicki, S. & Worthington, S. (2005-2007)	An Investigation into Consumer Perspectives on Emotional, Attitudinal and Behavioural Loyalty	ARC Linkage Grant	\$220,000.00	\$75,000.00
Härtel, C. E. J. & As-Saber, S. (2005-2007)	The Role of Communication in Sino-Australian Business Negotiations: An Appraisal	ARC APAI	\$74,000.00	\$23,556.00
Nyland, C.T., Härtel, C.E.J., Standing, G., & Zhu, J.C. (2008 -2010)	Enterprise Labour Flexibility, Worker Security and Wellbeing: China and India compared.	ARC Discovery Grant	\$270,000	\$49,000
Nyland, C., Marginson, S., Ramia, G. & Gallagher, M. (2005-2007)	The Social and Economic Security of International Students in the Global Education Market	ARC Discovery Grant	\$ 210,000.00	\$70,000.00
Sarros, J. Pirola-Merlo, A. McMurray, Adela (2006-2009)	Proximal and organizational leadership and climate as predictors of key performance in non-profit organizations	ARC Linkage Grant	\$133,000.00	\$15,000.00
Smyth, R., Nyland, C., Zhu, C., Ramia, G. & Davies, G. (2005-2007)	The Social and Business Implications of Extending China's Social Security System	ARC Linkage Grant	\$ 40,000.00	\$40,000.00
Wilson-Evered, E., Härtel, C.E.J., Powell, L. W., Van Engen, M. L. & West, M. A. (2004-2006)	Diverse Teams and Health Care – Problem or Cure?	ARC Discovery Grant	\$224,000.00	\$55,000.00

Tam, O.K. Project leader (2007-2010)	Improving Corporate Governance in China's largest 166 State-owned Central Enterprise Groups	ARC Linkage Grant	\$148,893	
			Total for 2007	\$437,750.00

Category 2 – Other Public Sector Research Income

Name	Project Title	Source	Total Amount Granted	Amount granted for 2007
Appo, D. & Härtel, C.E.J.	Indigenous Business Mentoring	Rio Tinto Iron Ore	\$126,000	\$126,000
Frost, I., Kirk-Brown, A. Howell, A., Van Dijk, McKeown,	Retirement Villages and their impact on existing communities.	Convivia Bass Shire Council	\$28,500	\$28,500
Härtel, C.E.J., Hughes, O & O'Neill, D.	Succession management – factors affecting recruitment, retention and succession management in the APS for the Australia and New Zealand Government.	Australia and New Zealand School of Government	\$100,000	\$50,000
McKeown, J.T, Härtel, C.E.J., Bryant, M., Hanley, G., Kirk-Brown, A. & Howell, A.	Positive Work Environments	State Services Authority	\$78,000	\$78,000
Nyland, C.T.	The International Student Safety Literature – A Review and Analysis	Queensland Department of Premier and Cabinet.	\$25,000	\$25,000
			Total for 2007	\$307,500.00

Category 3 – Industry and Other Research Income

Name	Project Title	Source	Total Amount Granted	Amount granted for 2007
Härtel, C.E.J.	Investigating on-line Communities	BrandAide Communications Pty Ltd	\$5,000	\$5,000
Haslett, T., & Walker, B.	ARCBS Organ Donation Project	Red Cross	\$36,000	\$36,000
McKeown, T	Communications in on-line Communities	BrandAide Communications Pty Ltd	\$1,580	\$1,580
Nyland, C.T.	Research Development in China	Dean of Business and	\$50,000	\$50,000

		Economics and Deputy Vice Chancellor International's Initiative Funds.		
			Total for 2007	\$92,580.00

Total External Income 2007 = \$837,830

7. 2007 Higher Degree by Research (HDR) Students

Supervisor in Research Unit	Percentage of Supervision	Name of Student	Type of Programme
ALAM, Quamrul	50%	Thanh Hai Nguyen	DBA
ALAM Quamrul	50%	Humayun Kabir	PhD
ALAM Quamrul	50%	Md. Nazmul Amin Majumdar	PhD
ALAM Quamrul	50%	Sharmin Mahmud	PhD
ALAM Quamrul	50%	Md. Abu Yusuf	PhD
ALAM Quamrul	60%	Diana Sari	PhD
AS-SABER, Sharif	25%	Shannon Lloyd	PhD – Submitted
AS-SABER, Sharif	25%	Dau Youngsamat	PhD
AS-SABER, Sharif	50%	Ruby Ma	PhD
AS-SABER, Sharif	25%	Nahid Rashid (Ms)	PhD
BEAUMONT, Nicholas	100%	Susan Henderson	DBA
BEAUMONT, Nicholas	80%	Imam Baihaqi	PhD
BEAUMONT, Nicholas	80%	Sarut Jaidee	PhD
CHAUDHRI, Vivek	Main	Kazmi Pervez	DBA
CHAUDHRI, Vivek	100%	Annette W. Broadfoot	DBA
COGHILL, Ken	75%	Nahid Rashid	PhD
COGHILL, Ken	25%	Chandika Ethugala	MPhil
COGHILL, Ken	100%	John Maxwell Gay	PhD
COGHILL, Ken	Intermission	Victoria Heathcote	PhD
COGHILL, Ken	50%	Stephen MacLeod	PhD
COGHILL, Ken	50%	David William Walker	PhD
COGHILL, Ken	Joint-co	Yolande McNicoll	MPhil
COGHILL, Ken	Main	Julie Elizabeth Zilko	DBA
COGHILL, Ken	Main	Barhas Losolsuren	MPhil
HÄRTEL, Charmine	50%	Alice Hsu	PhD
HÄRTEL, Charmine	50%	Jacintha Tan	PhD
HÄRTEL, Charmine	100%	Ruby Ma	PhD
HÄRTEL, Charmine	100%	Nell Kimberley	PhD
HÄRTEL, Charmine	75%	Nasreen Sultana	PhD
HÄRTEL, Charmine	75%	Daungdawn Youngsamart	PhD
HÄRTEL, Charmine	75%	Shannon Lloyd	PhD – Submitted
HÄRTEL, Charmine	50%	Lindy Williams	PhD
HÄRTEL, Charmine	25%	Lakmal Abeysekera	PhD
HÄRTEL, Charmine	100%	Joel Haire	PhD
HÄRTEL, Charmine	75%	Debra Ceresa	DBA

HÄRTEL, Charmine	100%	Raymond Trau	PhD
HÄRTEL, Charmine	Main	Stephen Hagan	PhD
HASLETT, Tim	75%	Jane Olsen	PhD
HASLETT, Tim	75%	Rod Sarah	PhD
HASLETT, Tim	50%	David Walker	PhD
HASLETT, Tim	75%	Lisa Schell	PhD
HASLETT, Tim	75%	Cheryl Reed	DBA
HASLETT, Tim	75%	Steven Toncinich	DBA
HASLETT, Tim	100%	Lawrence Cupido	DBA
HASLETT, Tim	75%	Philip Alan Gibbs	PhD
HOWELL, Andrea	50%	Karthyeni Purushothaman	PhD
KIRK-BROWN, Andrea	90%	Marie Mikic-Little	PhD
KIRK-BROWN, Andrea	50%	Vedrana Savic	PhD
KIRK-BROWN, Andrea	100%	Anne Hammond	DBA
KIRK-BROWN, Andrea	25%	Helena Xenidis	DBA
KIRK-BROWN, Andrea	50%	Chris McDonald	PhD
KNOWLES, Mike	60%	Stanley Bruce Thomson	PhD
KNOWLES, Mike	100%	Scott Edwards	DBA
KNOWLES, Mike	50%	Helena Xenidis	DBA
LINDORFF, Margaret	100%	Quingguo Zhai	PhD
LINDORFF, Margaret	75%	Aries Sutanoputra	PhD
McGUIRE, Linda	25%	Barhas Lososluren	MPhil F/T
McGUIRE, Linda	50%	Peggy Tan	DBA F/T
McGUIRE, Linda	100%	Catherine Reid	PostGradDip Commerce P/T
NIELSEN, Ingrid	50%	Marcus Pitt	PhD
NYLAND, Chris	70%	Jagjit Kaur Plahe	PhD
NYLAND, Chris	50%	Mingquiong Zhang	PhD
NYLAND, Chris	75%	Helen M. Forbes-Mewett	PhD
NYLAND, Chris	50%	Thin Do	PhD
PETROVIC-LAZAREVIC, Sonja	100%	Gregory Zoeff (Deferred from July 2006-July 2007)	DBA
PRIOR-JONSON Elizabeth		Michelle Greenwood	PhD – Completed
PIROLA-MERLO, Andrew	75%	Gil Bozer	PhD
RAMIA, Gaby	100%	Kathleen Mendan	PhD
RAMIA, Gaby	100%	Emelia Pires	PhD

SAMARATUNGE, Ramanie	75%	Chandika Ethugala	MPhil
SAMARATUNGE, Ramanie	20%	Nazmul Amin Majumdar	PhD
SARROS, James	50%	Max Coulthard	PhD
SARROS, James	25%	Kelly Fisher	DBA
SARROS, James	75%	Doug Witschi	DBA
SARROS, James	75%	Rohan Braddy	DBA
SARROS, James	75%	Edith Mendelle	DBA
SARROS, James	100%	Julie Zilko	DBA
TAM, On Kit	100%	Kadzrina Abdul Kadir	PhD
TAM, On Kit	100%	Joanna Chen	PhD
TAM, On Kit	50%	Vedrana Savic	PhD
TAM, On Kit	Main	Victoria Heathcote	PhD
TEICHER, Julian	Main	Chandana R. Hewege	PhD
TEICHER, Julian	Main	Radhika Iyer	PhD
TEICHER, Julian	Main	David Paul Bennett	PhD P/T

HDR Completions in 2007

Supervisor in Research Unit	Percentage of Supervision	Name of Student & Title of Project	Type of Programme
ALAM Quamral & COGHILL, Ken	60% and 40% respectively	Asoka FERNANDO State vs Market: Telecommunications Industry Reforms and Regulatory Arrangements in Sri Lanka	PhD
COGHILL, Ken & HUGHES, Owen	50% each	Eko HARIADI Environmental management and decentralization: the case of Indonesia	PhD
COGHILL, Ken and (Associate supervisor Ann MAHARAJ)	50% each	Thi Thu Huong HA Governance to address consumer protection in e-retailing	PhD
HASLETT, Tim	100%	John STEPHENS An action-research study of theory based management methods and emergent action learning frameworks	PhD
HASLETT, Tim	100%	John BARTON Systems thinking: philosophy, methodology and applications to knowledge management	PhD
NYLAND, Chris	33% each	Sinjun SHAO	PhD

On Kit TAM, & ZHU, Cherrie		ILO tripartism: a viable approach to reforming China's industrial relations in its transition toward a socialist market economy?	
SARROS, James	100%	Loretta INGLIS Boards lead, managers manage: An examination of leadership in non-profit organisations	PhD
SARROS, James	100%	Timothy HARDIE The business of education: implications for Western tertiary institutions in China.	DBA
PETROVIC-LAZAREVIC, Sonja	100%	Joseph Siu Lui CHENG Doing More with Less in Public University: an Exploratory Study of Transformational Leadership and Resistance to Change.	
PRIOR-JONSON, Libby & DE CIERI, Helen	50% each	Michelle GREENWOOD The relationship between social auditing and moral treatment of stakeholders: a case study of social auditing at The Body Shop Australia from 1998-2005 focussing on employees qua stakeholders.	PhD

Honours Students

Supervisor in Research Unit	Percentage of Supervision	Name of Student
HANLEY, Glennis	100%	MEHRA, Neha
LINDORFF, Margaret	100%	LIDDELL, Anna
HÄRTEL, Charmine	100%	SCHIRMER, Brad Mitchell
RAMIA, Gaby	100%	EDWARDS, Taegen

8. Major Events in 2007

Conference

SEIRnet hosted the annual meeting of the Society of Organisational Behaviour Research in Australia on 23 and 24 February 2007. The meeting was attended by leading Australian scholars in the field organisational behaviour. A number of PhD students under the supervision of members of SEIRnet were also invited to attend the meeting. Key note presentations were made by:

- Professor Cynthia Fisher (Bond University) "The Thrill of Victory, The Agony of Defeat: Emotions and Job Performance"
- Professor Robert Wood (University of New South Wales) "Knowledge Based Leadership"

Research Seminars

Name	Title	Date
Professor Ron Borland & Dr David Young	How do we regulate the availability of something we don't want people to use? The case of cigarettes	July 3 2007
Professor Belle Rose Ragins	Understanding Invisible Stigmas in the Workplace	July 5 2007
Professor Wen Li	The emergence of neo-nationalism and its influence on Chinese foreign policy	October 19 2007

Cancelled Seminars

Professor Pat Leighton presentation 'Out of the shadows: Managing self-employed, agency & outsourced workers'. Scheduled for November 27 2007 was cancelled due to the presenter having to return to the U.K. early due to an illness in the family.

NB: All SEIRnet only and development-oriented events are listed in section 9 of this report.

9. SEIRnet Activities to Facilitate Scholarly and Professional Development

Round Table Discussion Sessions

How to attract an industry partner for ARC Linkage Grants – November 14 2007

Panel members with success in securing ARC grants that presented in the session: Professor Chris Nyland, Professor Charmine Härtel, Associate Professor Cherrie Zhu, Dr Tim Haslett

Externally Funded Research Projects

Secured external projects and mentored members of SEIRnet in taking on the lead CI roles to develop research profile and project management skills.

One-on-One Meetings with Leading International Scholars

Dr Belle Rose Ragins is Professor of Human Resource Management at University of Wisconsin-Milwaukee and the Senior Research Fellow, at the UWM Institute for Diversity. She is an internationally recognized scholar who teaches, consults, and conducts research on mentoring, diversity, and gender issues in organisations. Her research has been published in leading academic journals, including the *Academy of Management Journal*, *Academy of Management Review*, *Academy of Management Executive*, *Journal of Applied Psychology*, and *Psychological Bulletin*. Dr. Ragins has received nine national awards for her research, including the Sage Life-Time Achievement Award for Scholarly Contributions to Management, the Academy of Management Mentoring Legacy Award, the American Society for Training and Development Research Award, the American Psychological Association Placek Award, and five Best Paper Awards from the National Academy of Management. As a Professor of Management at the University of Wisconsin-Milwaukee, she has received numerous research and teaching awards and was honored with the university-wide Alumni Association Award for Teaching Excellence. She has or is currently serving on the editorial review boards of the *Academy of Management Journal*, the *Journal of Applied Psychology*, *Personnel Psychology*, *Group & Organization Management*, and the *Journal of Vocational Behavior*.

Individual meetings were arranged for a number of SEIRnet staff and students to discuss their work with Professor Ragins and receive feedback on taking this further.

All SEIRnet Forum

An all SEIRnet forum was held in January 2007. The purpose of this meeting was twofold: 1) for members of the group to discuss areas of research and interest and subsequently identify areas in which group members could collaborate on research projects and, 2) to identify the types of activities that group members believe to be of benefit to them.

10. SEIRnet Group Membership

Name	Affiliation %
Alam, Quamrul	40
Appo, Dennis	100
As-Saber, Sharif	50
Beaumont, Nick	10
Bryant, Melanie	100
Chaudhri, Vivek	60
Coghill, Ken	100
Cooper, Brian	60
Coulthard, Max	50
Greenwood, Michelle	30
Haidar, Ali	100
Hanley, Glennis	70
Hartel, Charmine (Director)	100
Haslett, Tim	100
Howell, Andrea	90
Hughes, Owen	100
Inglis, Loretta	50
Kimberley, Nell	100
Kirk-Brown, Andrea	100
Lindorff, Margaret	80
McGuire, Linda	100
McKeown, Tui	70
McNeill, Deirdre	100
McLean, Jeff	40
Lee, Christine	5
Neesham, Cristina	100
Nielsen, Ingrid	100
Nyland, Chris	33.3
O'Loughlin, Andrew	50
O'Neill, Deirdre	100
Petrovic-Lazarevic, Sonja (Assoc. Director)	100
Pirola-Merlo, Andrew	90
Prior-Jonson, Elizabeth	20
Samaratunge, Ramanie (Assoc. Director)	80
Ramia, Gaby	40
Sendjaya, Sen	80
Sarros, Sarros	100
Standing, Guy	50
Tam, On Kit	50
Teicher, Julian	33.3

Membership = 40 members

% full time equivalent

*16 academic staff full time = (100% participation)

*15 academic staff members have a 50% or above, involvement.