



# UWA Business School UN PRME Sharing Information on Progress Report 2019



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# Executive Summary

The University of Western Australia (UWA), located in Perth, Western Australia, was founded in 1911 and is a member of the prestigious ‘Group of Eight’ research intensive Australian Universities. UWA’s teaching and research priorities have been aligned with the needs of the State, supporting economic and social development for 100 years. In 2019, UWA has an equivalent full-time student load (EFTSL) of around 19,000. The University is characterised by a strong research and postgraduate emphasis linked to a high-quality undergraduate education, across the range of its disciplines; by selected areas of research concentration; and by an international focus for its activities and standards. It has a broad and balanced coverage of disciplines in the arts, sciences and major professions across four faculties: Faculty of Engineering and Mathematical Sciences; Faculty of Science; Faculty of Health and Medical Sciences; and Faculty of Arts Business, Law and Education (FABLE).

The UWA Business School (UWABS) sits within FABLE, is accredited by two major international accreditation bodies-- EQUIS and AACSB. The Business School accounts for 45% of the total FABLE EFTSL and 20% of the total UWA EFTSL.

Between 2018 and 2019, Dr Donella Caspersz coordinated UN PRME and UNGC WA activities on behalf of the UWA Business School.

The third PRME Sharing Information on Progress Report, illustrates the strategies and practices used by our academic faculty, professional staff, students and other internal and external stakeholders who continue to champion and engage with PRME related activities, and importantly, the sustainable development goals (SDGs).

Against the first principle of PURPOSE, the School has continued to provide our students with the opportunity to learn to be responsible leaders upon their graduation. Over 700 undergraduate and over 100 Business School postgraduate students volunteered their time over the period with organisations such as those assisting Indigenous young people with their education. Importantly, the student activities and clubs in the Business School collectively reach all the SDGs.

The principle of VALUES is now embedded not only in our curriculum offerings, but also extends into our dialogic engagement. We offer a range of learning opportunities to our students that extends across the discipline

areas of the School, and covers both our undergraduate and postgraduate programmes.

There is strong evidence (of which a snapshot is presented in this report) of the principle of METHOD across the many teaching and other activities and across the disciplines of the Business School. Our assurance of learning process that has as its learning goal that students will demonstrate an awareness of ethical, cultural, social and sustainability issues is highly critical in implementing this principle across the School.

The implementation of the principle of RESEARCH can be noted not only in the research conducted by our staff, but in the scholarships and other supports that we provide our students to engage in investigative activities that align with PRME and the SDGs.

PARTNERSHIP with the varied voices in our local and global community has developed well. In particular, the nexus that the School seeks in bringing together corporate, policy

and practice voices to engage about issues of social responsibility at the local and global level is a strength of the School.

The pursuit of PARTNERSHIPS closely aligns with our activity towards furthering the principle of DIALOGUE. As can be noted we achieve this through a number of ways that touches many sections of both our local and global community.

Finally, we report on the principle of ORGANISATIONAL PRACTICES. We are able to demonstrate how, along with the rest of the

University, we promote practices that take us forward into a sustainable future.

The Business School is proud of the achievements and the leadership that it is providing on PRME. We hope that this third report promotes and expands our dialogue with both internal and external stakeholders locally and globally on critical issues related to local and global social responsibility and sustainability.

# A Message From The Dean



At the UWA Business School our mission is to advance the welfare and the prosperity of our community through excellence in business education. We believe that a highly significant strategy in attaining this mission is to promote an ethical spirit amongst our School community, and thus be a strong, well-informed and inspirational influence amongst business, industry, government, professions and our alumni. To do this, we graduate students who have the skills and knowledge to tackle the challenges of our global and local community such as homelessness, modern slavery, and the myriad forms of disadvantage in a manner that is both socially responsible and sustainable. The University provides strong support for this mission and strategy, as evidenced by not only the University's support for UN PRME membership, but also through the impact of the University's membership with the UN Sustainable Development Solutions Network, and the UN Global Compact and Global Compact Network Australia.

Undoubtedly, the mission and values of the School closely align with those of UN PRME. As the premier University and Business School in our community, we take our position of influence seriously. Our School-based activities are complemented by many levels of external engagement that we have, thus enabling us to extend our reach of influence. These levels not only include our corporate partners through, for instance, our Business School Board

members; but also include leaders of key non-government and community organisations through the activities of the Centre for Social Impact and staff and students in our Business School community. We actively support our students to engage in volunteering and internship opportunities that are closely related to the PRME mission. The array of teaching and research related activities reported here provide students with the knowledge and skills to be able to undertake this activity at a high-quality level.

Further, our corporate partners highly value our UN PRME membership. In addition to providing strategic advice as members of the Business School Board, our corporate partners donate to support our students in activities such as enactus (see report); and scholarships such as the Julie Michael Memorial Prize for Leadership for Social Impact (MGMT5517), Perron Prize in Ethics and Sustainability Management, and the BHP Billiton Social Impact Scholarship. We also continue to host a series of UN PRME related events, such as the Social Impact Festival by the Centre for Social Impact, which in 2018 addressed the theme of 'Creating an Equitable, Healthy and Sustainable Way Forward'.

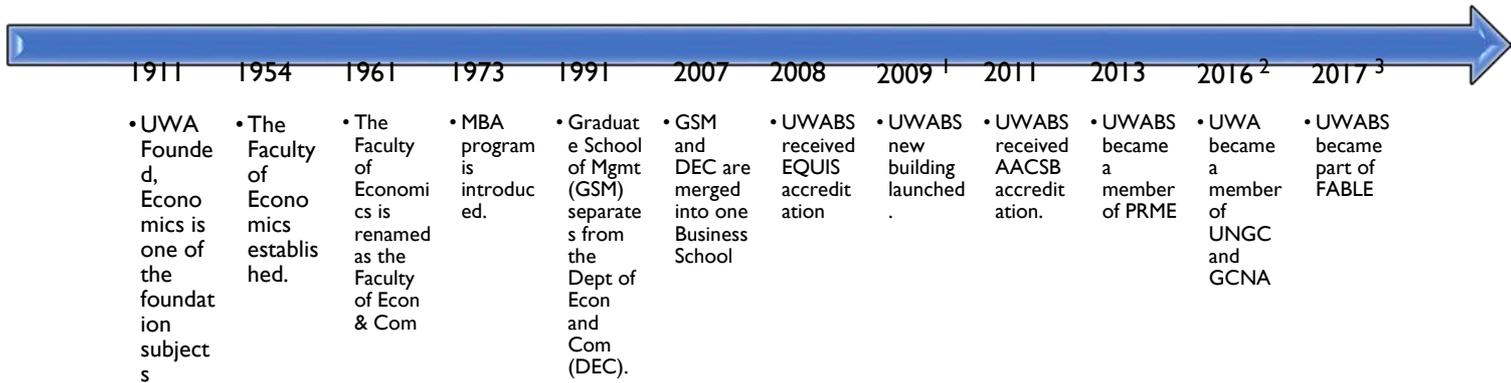
The School's membership of PRME and the initiatives that have developed with this, have had a marked impact on progress in enhancing curricula and developing research in areas related to the sustainable development goals. As this Report shows, we are continuing to make headway in this regard, and have laid the groundwork for further initiatives to develop. We are proud to continue with our commitment as a signatory to UN PRME and have great pleasure in presenting this summary report that documents our achievements and ongoing efforts.

A handwritten signature in blue ink, which appears to be 'Peter Robertson'.

Prof. Peter Robertson  
12 December 2019

# UWA Business School Overview

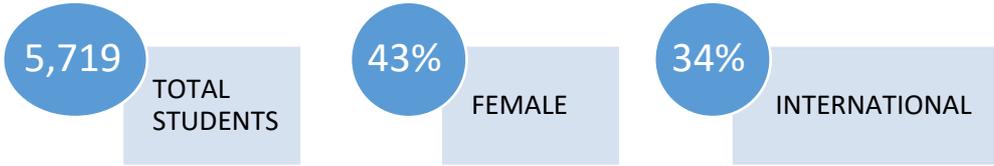
The University of Western Australia (UWA)	The UWA Business School (UWABS)
<p>Founded in 1911, UWA is a member of Australia’s leading universities—the Group of Eight. UWA is also a member of Matariki Group and Worldwide Universities Network.</p> <p>The UWA Campus is located alongside the beautiful Swan River in Perth, Western Australia, which is the fourteenth most liveable city in the world (Economist Intelligence Unit, 2018).</p> <p>UWA has more than 27,000 students enrolled across four large faculties. The Business School is part of the Faculty of Arts, Business, Law and Education.</p> <p>A model of broad undergraduate studies followed by postgraduate professional qualifications is designed to produce well-rounded graduates, as well as provide additional entry opportunities for a wider range of students.</p> <p>The University was ranked 86th in the QS Top Universities Ranking 2020.</p>	<p>The UWABS’ purpose is to advance the welfare and the prosperity of the people through excellence in business education and research. Our vision is to be one of the most influential business schools in Australia and Asia.</p> <p>The School seek to achieve the above by</p> <ul style="list-style-type: none"> <li>a) inspiring and propelling the most talented students from around the world to become the respected and innovative academic, community and business leaders of tomorrow;</li> <li>b) providing an energising culture of international excellence in research, teaching and learning;</li> <li>c) promoting an ethical and entrepreneurial spirit; and</li> <li>d) being a strong positive influence for alumni, business, industry, government and the professions.</li> </ul> <p>The School holds EQUIS and AACSB accreditation. UWABS has a strong research ethos and is known, internationally, for its particular strengths in areas such as leadership, economics (resource economics, macroeconomics and Asian economies), values-based marketing, and accounting standards.</p>



Note:

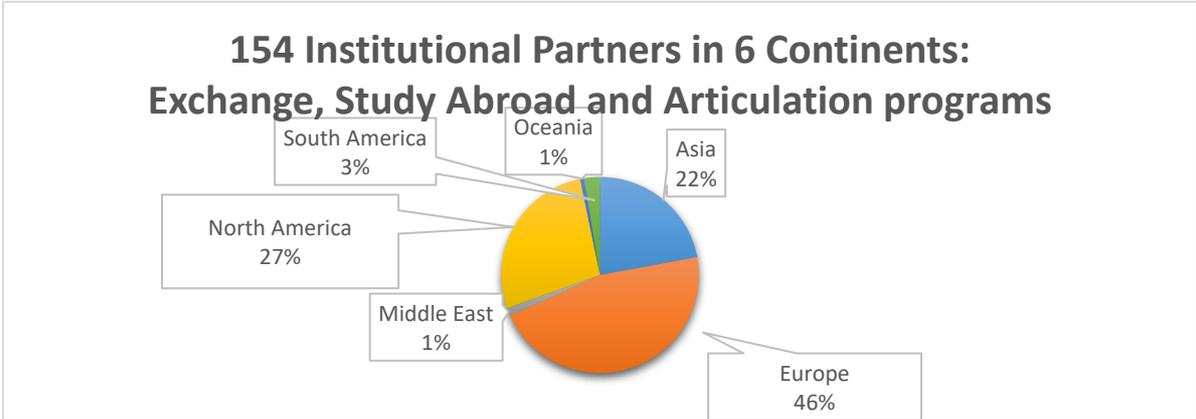
1. *The sustainable design creates an energised central hub of activities and was recognised by mbaprograms.org as one of the 50 most beautiful Business School campuses in the world. The building also received a Public Architecture Award from the Australian Institute of Architects (WA).*
2. *UNGC refers to the United Nations Global Compact, which is the world's largest corporate sustainability initiative. GCNA refers to The Global Compact Network Australia, which is the Australian, business-led network of the UN Global Compact.*
3. *In 2017, UWA adopted a new organisational structure, which has combined previous nine faculties into four super faculties. UWABS is part of the Faculty of Arts, Business, Law and Education (FABLE).*

# Student Statistics



## OFFER 22 PROGRAMS

<b>UNDERGRADUATE 1</b>	<p>Bachelor of Commerce with 8 majors to choose from</p> <ul style="list-style-type: none"> <li>▪ Accounting</li> <li>▪ Business Law</li> <li>▪ Economics</li> <li>▪ Finance</li> <li>▪ Human Resource Management</li> <li>▪ Management</li> <li>▪ Marketing</li> <li>▪ Professional Economics</li> </ul>
<b>POSTGRADUATE 19</b>	<p>Graduate Certificates (9) Masters Degrees (10)</p>
<b>HIGHER DEGREE RESEARCH 2</b>	<p>PhD Higher Degree by Research Preliminary</p>



## Student Achievements

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**2018**

MBA Schulich Case Competition - *3rd place globally*  
Gold Global Consulting Award - *national winner*  
Microsoft Protégé Challenge - *2nd place nationally*  
enactus National Competition - *3rd place nationally*  
EY Corporate Finance Woman of the Year - *Oceania Finalist*  
Global Microfinance Competition - *national finalists*  
UNAAWA Excellence in Gender Equity Promotion Award - *winner*  
CFA Research Challenge - *regional competitor*

**2019**

MBA Schulich Case Competition - *1st place globally*  
CFA Research Challenge - *3rd place, Asia Pacific region*  
Microsoft Protégé Challenge - *1st place nationally*  
Citi Global Markets Challenge - *1st place nationally*  
enactus National Competition - *3rd place nationally*  
Global Microfinance Competition - *national finalists*  
UBS Investment Banking Challenge - *national competitor*  
Mannkal domestic and international study tours and conferences - *22 students*

## Staff

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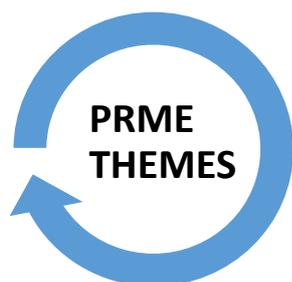
## Industry Partnerships

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## PRME Achievements

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- 139 Academic Publications
- 84 Media Reports
- 14 Public Events & Conferences
- 90 Student Research Projects
- 57 School Research Seminars

# Introduction to Report



This is the third Sharing Information on Progress (SIP) report that is submitted by the UWA Business School (UWABS). Throughout this report, we have sought to make explicit how the teaching and research initiatives connect with the sustainable development goals (SDGs). To do this, we have listed the SDGs against each initiative.

The School has – overall - made significant progress in ensuring that our teaching, research and other activities align with the SDGs, and thus reflect the UN PRME principles. The report provides the evidence of an enormous amount of work throughout the UWABS in responsible management. Since the last report, the School has deepened its commitment to promoting and implementing PRME. One example is the upgrading of the PRME position from that of an Associate Director to Director status. As a result, the now Director, PRME, engages more comprehensively and effectively with all stakeholders linked to the UWABS.

Undoubtedly, there is more to do as we move forward. A key initiative that we are pursuing is to establish a PRME Student Advisory Group

with representatives from the executives of the Clubs and Societies that the School supports to provide a dialogic forum between students and staff about initiatives that can be carried forward in relation to teaching, research and operations that relate to ethics and social responsibility, and the SDGs. We believe that this will provide us with an effective mechanism to both innovate and further embed our PRME strategy, as well as to ensure that our strategy is best targeted at our key stakeholder, namely students. The next cycle of PRME will be an exciting time at the UWABS, as we believe that the foundations have been well established for the School to further engage with and inspire our students to become responsible leaders, while assisting our staff to ensure they have the knowledge and skills to fulfil this crucial role.

In closing, it is important to acknowledge the many students and staff who have assisted in developing this report by providing advice and information. Most especially, a heartfelt ‘thank you’ is extended to Ms Lili Qiu, without whom, the production of this report would have been impossible.



Dr Donella Caspersz  
Director, UN PRME (UWA Business School)  
Donella.Caspersz@uwa.edu.au





## PRINCIPLE 1: PURPOSE

### Developing the capabilities of students to be tomorrow's responsible leaders

In pursuing its mission of advancing the welfare and prosperity of our community through excellence in business education, the School actively pursues teaching, research, and promotes student activities that will inspire and propel its students to become the respected and innovative academic, community and business leaders of tomorrow.

The UWABS actively supports the volunteering by students in their global and local communities. As the examples here show, many of the projects in which students are involved deal with problems that are socially complex and impactful. One example is *Teach, Learn, Grow*, which places Business School students in Indigenous communities to motivate children to attend school.

The small snapshot of the activity of some of the highly active business focussed student societies hosted by the School in this report, further illustrates that we strive to not only develop our students to be the future generators of sustainable value for business and community; indeed, through the support that the School offers, and our own teaching and research activities, we also equip our students by fostering experiential activities at many levels to be active citizens who strive for an inclusive and sustainable global world.

## Guild Volunteering

The UWA Student [Guild Volunteering](#) team provides students with structured opportunities to volunteer both on campus within the university community, and off campus in not for profit and charitable organisations. Students are encouraged to participate in these opportunities, and can have their volunteering noted on a 'volunteering statement', which is a supplement to their formal academic transcript. Their activities are then recognised as part of the UWA Employability Award. Our students contribute hundreds of hours annually.

**Table 1 - Number of business students who volunteered through Guild Volunteering**

No. of Students	2018	2019
Undergrad	414	307
Postgrad	101	89

Organisations include (but are not limited to):

- Aspire UWA
- Ignite Mentoring
- Teach Learn Grow
- Guide Dogs WA
- University Hall Peer Mentoring and Community Program



## McCusker Centre for Citizenship Community Internships



Since 2015, the [McCusker Centre for Citizenship](#) Internship Program has placed more than 800 undergraduate and postgraduate UWA students with more than 250 not-for-profit, business and government agencies to deliver more than 90 thousand hours of service.

The internships are highly structured, quality placements developed in agreement between the Centre and partner organisations. The internships aim to inspire active citizenship among students and promote the contribution they can make to the community.

Some of the host organisations that business school students have interned at recently include (but are not limited to) *Homeless Healthcare, Legacy WA, Conservation Volunteers Australia, Youth Futures Department of Education, Wungening Aboriginal Corporation, WA Aids Council, CEO's for Gender Equity and Valuing Children Initiative.*

**Table 2 - Number of business students who have completed internship in 2018 and 2019**

	2018	2019
UWABS Undergrad	52	68
UWABS Postgrad	10	15
<b>UWA Totals</b>	210 (29% business)	293 (28% business)

The McCusker Centre for Citizenship also offers opportunities for students to make an impact overseas through the global opportunities listed below:

### ➤ Global Exchange Program



Linh Nguyen, a Masters of Marketing student at UWA, was based at the University of Otago's Student Volunteer Centre in early 2019 – working with Manager Sze-En Watts and her team on a range of projects including a marketing and communications strategy for UniCrew.

Linh said she signed up to the exchange to explore ways in which young people can interact with global citizenship, be active citizens and get involved in community engagement.

*'I was originally enticed by New Zealand because, as the smaller country across the ditch, it seemed much more progressive, particularly in their relationship with Indigenous peoples. I wanted to explore more of that and find out about the makeup of community engagement and relationship and explore other perspectives of active citizenship.'*

## ➤ Global Citizen Internship



[Global Citizen](#) is a non-profit, international policy and advocacy organisation working towards ending extreme poverty by 2030 in line with the UN sustainable development goals.

Interns spend three months living and working in New York City with the Global Policy and Advocacy team to coordinate and execute key campaigns, culminating in a big Global Citizen Festival each year.

Emma Oxenburgh who recently graduated from the Bachelor of Commerce at UWA said that this was the best experience of her life and plans to pursue a career and further studies in International Development. Emma remains actively involved in a number of her local community campaigns and causes.

## ➤ Global Pollinate Fellowship

During the one-month internship with [Pollinate Energy](#), Meisha, who is studying a Bachelor of Commerce at UWA worked on projects that positively impact the lives of local families and communities by developing sustainable business models and environmental solutions to real-world problems.

Meisha said she almost cried when the McCusker Centre for Citizenship called to tell

her she had been chosen to attend the global internship.

*'I applied because I want to use the business skills and knowledge I have learned studying accounting at UWABS, and apply it in real life to make a positive impact on social issues,' the 20-year-old said.*

*'I'm especially passionate about empowering women and the things that women can do in the community if given the resources and education, and how they can spread that knowledge and have a greater impact.*

*'That's exactly what Pollinate is focused on right now, which is why I'm so excited to be part of it. I can't wait to see how I can bring my experiences and what I learn in India back to Australia.'*

Additionally, Meisha also completed an internship with the UWA Sustainability Office and was instrumental in the successful launch of the [Green Impact Project](#), guiding staff and students to reduce wastage.



## Sites4Good



**Joanne**  
Marketing Director

Hi, my name is Joanne and I'm from China.  
I'm currently in my 3rd year of study,  
majoring in marketing and management.

[Sites4Good](#) is a cooperation between the University of Western Australia, Wix and Unleash Design. The Sites 4 Good program allows students to gain practical work experience, supervised by industry professionals. They learn how to run a small business and have the intrinsic reward of contributing to meaningful projects that support Australian charities. In 2019, three students from Accounting, Business Law, Marketing and Management in the Business School were on the executive team of Sites 4 Good.

## ACYA



The [Australia-China Youth Association](#) (ACYA) is an international non-governmental organisation that aims to strengthen ties between young people in Australia and China.

The UWA ACYA group ran a Sustainability Hackathon in 2019, which was a full day event, delivered in conjunction with *Skills of the Modern Age*. Students worked in multi-disciplinary teams of 5-6 to generate business

policy/engineering solutions around sustainability issues in China. The teams delivered 3-minute pitches to a staff/industry panel (including two members from *UWA Careers Centre*, one mentor from *Visagio* and one industry specialist from *SoMA*). The hackathon event included workshop activities to assist students with developing solutions and crafting impactful and influential pitch ideas that they can use throughout their careers.

## enactus

[enactus](#) has a strong history within the Business School. The dedicated teams continue to create innovative and sustainable projects that address an identified social need.

Projects included

- *Finance for Life*
- *ReShoe*
- *UnEarthed*
- *Sensed*, the newest project, which is a social enterprise that engages schools and health groups to upcycle textile wastage through sensory blankets for people living with dementia.



### Sustainable Development Goals (SDGs)

- 1 No Poverty
- 3 Good Health & Well Being
- 4 Good Quality Education
- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure

## 180DC



[180 Degrees Consulting](#) is the world's largest non-profit student-driven consultancy. Their mission is to strengthen the ability of socially conscious organisations to achieve high impact social outcomes through the development of innovative, practical and sustainable solutions. Teams of university students completing studies in relevant fields

work throughout the year with community organisations to identify and overcome specific challenges they are facing. This process is mutually beneficial. Organisations are assisted in the development of innovative, sustainable and practical solutions. At the same time, students are able to contribute to their communities, apply their university studies in a practical environment, and develop valuable life skills.

Current clients include *Cahoots*, *The Valuing Children Initiative*, *MatchWorks*, *Barking Gecko Theatre* and *The Difference*.

The group also run workshops and events for students such as the *Consulting for Social Impact Speaker Panel*.

Table 3 shows how the 180 DC Activities over the last two years meet the SDGs.

**Table 3: 180 DC Activities 2018-2019**

Sustainable Development Goals	180 Activities		
SDG3: Good Health & Well Being	2018 - S1	2018 - S2	2019 - S1
SDG4: Good Quality Education		2018 - S2	
SDG6: Clean Water & Sanitation			2019 - S1
SDG8: Decent Work & Economic Growth		2018 - S2	2019 - S1
SDG9: Industry, Innovation & Infrastructure		2018 - S2	2019 - S1
SDG10: Reduced Inequalities	2018 - S1	2018 - S2	
SDG11: Sustainable Cities & Communities			2019 - S1
SDG13: Climate Action			2019 - S1
SDG14: Life below Water			2019 - S1
SDG16: Peace, Justice & Strong Institutions		2018 - S2	2019 - S1
SDG17: Partnerships for Goals			2019 - S1

## Bloom Launchpad



Bloom believes that young people are deserving of the support and encouragement needed to fully develop their entrepreneurial skills for the benefit of the wider community. They want to empower students with the right capability and mindset to make a difference in the world.

Students learn skills such as decision-making, risk-taking, and storytelling, understanding opportunities, strategy and how to make change happen. Business students can undertake this innovative program for credit towards their degree. Three business students (out of 20) were selected to participate in BLOOM in 2019.



### Sustainable Development Goals (SDGs)

- 4 Good Quality Education
- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure

## AIESEC

[AIESEC](#) is the world's largest youth-run organisation. It is an international non-governmental and not-for-profit organisation that provides young people with leadership development, cross-cultural any internships, and volunteer exchange globalist experiences.

Each year a number of students participate in their 'Global Volunteer' program, in places such as Mexico, Kenya, Seoul and Ottawa. The Global Volunteer projects around the world exist because AIESEC choose to shape what they do around what the world needs. They have made a commitment to create a youth movement to achieve the 17 Sustainable Development Goals by the year 2030.

**Table 4 – UWA Vs UWABS participants of the AIESEC Global Volunteer program**

Year	Total UWA students	Business students
2018	23	11
2019	40	18



### ALL Sustainable Development Goals (SDGs)

## UWA Accounting Association

The University of Western Australia Accounting Association (Accounting UWA) aims to Inspire and enable students interested in pursuing a career in Accounting by developing business acumen and industry knowledge in close partnership with professionals.

Table 5 below is a snapshot of the Accounting UWA activities over the last two years and how these activities meet the SDGs.

Table 5

AccountingUWA Activities	SDG 3	SDG 4	SDG 5	SDG 8	SDG 9	SDG 10	SDG 11	SDG 17
<p><b>EY Insight Panel</b> An informative and interactive panel presentation from EY senior consultants. The presenters spoke about their day-to-day work and their experiences in the Assurance, Risk and TAS service lines.</p>		✓	✓	✓	✓			✓
<p><b>CA comes to UWA</b> UWA students had an opportunity to find out more about CA Program and eligibility for the program, Achiever Program and Employment Evening. Students were also able to network with CA representatives.</p>	✓	✓	✓	✓	✓			✓
<p><b>KPMG Insight Panel</b> Senior consultants and recent graduates from KPMG were offering an insight into the different service lines available at KPMG and what each line does at work on a daily basis.</p>		✓	✓	✓	✓			✓
<p><b>Career Evening – Audit</b> Supporting our partner CPA night about informing on audit employment landscape in Perth, what you need to do grow your career in audit and audit salary trends.</p>	✓	✓	✓	✓	✓			✓
<p><b>Career Evening – Business and Tax Advisory</b> Supporting our partner CPA info night about business and tax advisory employment landscape in Perth and things you need to do grow your career in business services.</p>	✓	✓	✓	✓	✓			✓
<p><b>Foundations for Success Perth</b> Supporting our partner CA panel talk night on day-to-day life of business professionals, career in business, accounting, tips, and advice on networking skills, business etiquette and acumen.</p>	✓	✓	✓	✓	✓			✓
<p><b>Career Evening</b> Supporting CPA's professional branding night aimed at helping international students learn to present</p>	✓	✓	✓					

AccountingUWA Activities	SDG 3	SDG 4	SDG 5	SDG 8	SDG 9	SDG 10	SDG 11	SDG 17
their experience and skills and tackle career gaps.								

**Planned Placement Program**

Part of our mission is to contribute to making work experience more accessible to students who are interested in a professional career in Accounting. Students will have an opportunity to apply for a work placement with boutique firms and big NFPs and gain some work experience.

✓    ✓    ✓    ✓    ✓    ✓    ✓    ✓

**Note:**

- SDG3: Good Health & Well Being
- SDG4: Good Quality Education
- SDG5: Gender Equality
- SDG8: Decent Work & Economic Growth
- SDG9: Industry, Innovation & Infrastructure
- SDG10: Reduced Inequalities
- SDG11: Sustainable Cities & Communities
- SDG17: Partnerships for Goal

# UWA Business School Centre for Social Impact

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Prof. Paul Flatau  
Director UWA CSI and Chair in  
Social Investment and Impact

The UWA Centre for Social Impact (CSI UWA) is located in the UWA Business School and is a catalyst for change in our world, creating and delivering education that transforms, research that informs best practice, and public engagement that inspires and mobilises change makers.

CSI UWA is part of a national collaboration with the University of New South Wales and Swinburne University of Technology. Together, the three universities form the Centre for Social Impact, which takes a systems approach to developing innovative solutions to the biggest social challenges today, with a vision for a better Australia tomorrow.

Since its launch in 2009, and consistent with the PRME Principles of Purpose, Values, Method, Research, Partnership and Dialogue, CSI UWA has educated and inspired hundreds of postgraduate and undergraduate students, published research with high impact, and hosted or co-hosted a diverse range of events and community impact activities. Through this work, CSI UWA nurtures a growing community of social impact leaders in

Western Australia, and drives positive social change for the people of Western Australia.

## Our Values

The values that underpin our work:

- **Humanity** – Treating everyone with kindness and respect and working with others for a greater purpose.
- **Discovery** – Asking ourselves the important questions and working towards innovative solutions through education, research, and public engagement.
- **Impact** – Mobilising internal and external energy to take action that creates successful outcomes for people and drives social progress.

## What We Do

- We **educate**, empower and inspire the social impact leaders of today and tomorrow through postgraduate programs and the undergraduate unit ‘Changing the World: Social Innovation, Finance and Enterprise’.
- We **research** to discover and generate evidence and knowledge that matters and connect our knowledge to people who deliver change. We evaluate the impact of social programs and initiatives using robust quantitative and qualitative tools of analysis.
- We **engage** with people across all sectors to build a community of social impact practice and connect change makers locally and globally. Our events, partnerships and collaborative initiatives facilitate dialogue, debate and community impact.

Throughout this 3<sup>rd</sup> PRME SIP report we present many examples of the education, research and engagement achievements that fall under the umbrella of UWA CSI.



## PRINCIPLE 2: VALUES

Incorporating the values of global social responsibility and sustainability in to our curriculum

### UWA Educational Principles

The UWA Educational Principles are committed to developing disciplinary and inter-disciplinary knowledge and skills through study, and research-based enquiry at internationally recognised levels of excellence; further develop the skills required to learn, and to continue through life to learn, from a variety of sources and experiences; develop personal, social and ethical awareness in an international context; and to communicate clearly, effectively and appropriately in a range of contexts.

As part of a comprehensive University, the School offers a full range of programmes across the business disciplines, the Business School's education strategy continually evolves. One example is the incorporation of digital modes that enable all students to be exposed to curriculum that incorporates the values of global social responsibility and sustainability.

Importantly, the learning goal that 'students will demonstrate an awareness of ethical, cultural, social and sustainability issues' is now embedded across the School's curriculum, as the Assurance of Learning exercise continues to map how learning programmes teach, practise and assess this

goal. Evidence to ensure that students are meeting the standard for this goal is collected.

As can be noted below, many units at both undergraduate and postgraduate level include consideration of issues related to responsible management.

In addition, the School continues to promote specific units that focus on responsible management.

## Examples of Units Covering PRME themes

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### Undergraduate Units

- ABUS2290 Cultural Foundations of Asian Business
- ACCT1101 Financial Accounting
- ACCT2242 Accounting Information Systems
- ACCT3321 Financial Accounting: Theory and Practice
- ACCT4462 Accounting, Organisations and Society
- BUSN1102 Changing the World: Social Innovation, Finance and Enterprise
- BUSN4403 Business Research Methodology
- ECON1101 Microeconomics: Prices and Markets
- ECON1102 Macroeconomics: Money and Finance
- ECON2105 Rise of the Global Economy
- ECON2233 Microeconomics: Policy and Applications
- ECON3205 Health Economics
- ECON3220 Development Economics
- ECON3302 Applied Microeconomics
- ECON3310 History of Economic Ideas
- ECON3395 Economic Policy
- ECON4402 Microeconomic Theory
- ECON4405 Public Economics
- ECON4450 Advanced International Trade
- EMPL3241 International Employment Relations

- EMPL3270 Negotiation: Theory and Practice
- FINA2209 Financial Planning
- INMT3231 Decision Making
- INMT3234 Information Systems Management
- MGMT1135 Organisational Behaviour
- MGMT1136 Management and Organisations
- MGMT2311 Organisational Learning and Innovation
- MGMT2341 International Management
- MGMT3302 Leadership and Performance
- MGMT3304 Applied International Business Strategy
- MGMT3346 Managing Organisational Change
- MGMT3347 Strategic Management
- MKTG1107 Consumers Around the World
- MKTG1203 Introduction to Marketing
- MKTG2305 Marketing Research
- MGMT5516 Social Impact: Entrepreneurs and Social Innovation
- MGMT5517 Leadership for Social Impact
- MGMT5518 Social Investment and Philanthropy
- MGMT5523 Becoming a Leader: Perspectives on Leadership Development
- MGMT5524 Strategic Management of Resource Companies
- MGMT5526 Principles for Responsible Management
- MGMT5570 Organisational Change and Transformation
- MGMT5606 Intercultural Professional Business Communications
- MGMT5700 Strategic Management
- MGMT6791 Business Research: Principles and Processes
- MKTG5408 Marketing Analysis and Planning
- MKTG5501 Integrated Marketing Communications
- MKTG5503 Enterprise and Innovation
- MKTG5504 Big Data in Marketing
- MKTG5505 Marketing and Society

## Postgraduate Units

- BUSN5000 Leading Self and Others: Leadership Challenge
- BUSN5001 Blockchain and Distributed Ledger Technologies in Business
- ECON5509 Advanced Microeconomic Theory
- ECON5515 Economic Growth and Institutions
- ECON5516 The Economics of Public Policy
- ECON5519 Public Economics
- EMPL5514 Negotiation and Dispute Resolution
- HRMT5501 Diversity and Inclusion
- MGMT5502 Strategic Analysis and Consulting Project
- MGMT5503 Management Strategy
- MGMT5505 International Management
- MGMT5506 Ethics and Sustainability Management
- MGMT5507 Management and Organisations
- MGMT5514 Demonstrating Social Impact
- MGMT5515 Managing Organisational Knowledge and Innovation

# Teaching Responsible Management and connecting to the UN Sustainable Development Goals

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The following unit descriptions provide an overview of the breadth of content coverage given in a selection of our units of study towards the sustainable development goals.



Dr Lyndie Bayne  
Accounting & Finance

## ACCT3321 / ACCT5531 Financial Accounting: Theory and Practice

Both units have topics on sustainability reporting and ethics.

### Sustainable Development Goals (SDGs)

- 12 Responsible Consumption and Production

### Other Teaching Collaboration

Dr Bayne is teaching sustainability reporting on an Australia Institute of Management (AIM) programme for Chinese mining executives.



Prof. Alison Preston  
Economics

## ECON5516 Economics of Public Policy

Students enrolled in this unit are required to use economic theory and frameworks to debate and critique public issues and public policy. As part of the learning students are introduced to the UN Sustainable Development Goals (SDGs) and in class discuss how Amartya Sen's capabilities approach provides insight into the SDGs. The unit employs a case study method of teaching to critically analyse, discuss and recommend on policy across a range of issues and economies. Topics covered include international economics, inequality and poverty and the institutional structures required for sustainable economic growth. Students, for example, engage with the Bali Process and study the economics of modern slavery. Other topics include a focus on education, gender equality, energy policy and climate policy.

### Sustainable Development Goals (SDGs)

- 1 No Poverty
- 4 Quality Education
- 5 Gender Equality
- 7 Affordable and Clean Energy
- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure
- 10 Reduced Inequalities
- 13 Climate Action



Dr Chris Parsons  
Economics

### ECON3220 Development Economics

This unit introduces students to the study of the process of modern economic development. The analysis considers key principles and concepts associated with economic development, and alternative theories of the development process and their relevance to the recent experience of developing countries. It also examines specific issues and policy problems that are currently faced by developing nations. These include issues such as economic growth, inequality, poverty, population growth, foreign aid and international trade.

Sustainable Development Goals (SDGs)	
1	No Poverty
8	Decent Work and Economic Growth
10	Reduced Inequalities
16	Peace and Justice Strong Institutions



Dr Andrew Williams  
Economics

### ECON2105 Rise of the Global Economy

This unit covers issues pertaining to poverty income inequality within and between countries and strong institutions.

Sustainable Development Goals (SDGs)	
1	No Poverty
2	Zero Hunger
10	Reduced Inequalities
16	Peace and Justice Strong Institutions



Dr Rajiv Amarnani  
Management & Organisations

### HRMT3344 Staffing Organisations

This unit focuses on recruitment, selection, and retention of staff in organisations.

The unit has a strong diversity orientation, specifically addressing how to mitigate ‘adverse impact’ by ensuring that recruitment, selection, and retention processes are fair to job candidates and employees regardless of their gender, race, age, sexual orientation, and disability status.

Sustainable Development Goals (SDGs)	
8	Decent Work and Economic Growth
10	Reduced Inequalities



Dr Renata Casado  
Management & Organisations

### EMPL3208 Managing Diversity

This unit is a third-year undergraduate core unit focusing on workplace diversity and inclusion. In this unit, while discussing prejudice and discrimination in the workplace, students have the chance to reflect on their own unconscious bias and stereotypes. They are then exposed to some of the main difficulties faced by minority groups in terms of gender, age and ability, for example as well as the business case that supports the idea of an inclusive workplace. This unit also offers students some tools to promote changes in their workplaces. Students in this unit are expected to conduct a qualitative research project focused on a diversity issue in a real Australian workplace, and then present recommendations and an influencing poster.

 Sustainable Development Goals (SDGs)	
3	Good Health and Well-being
5	Gender Equality
8	Decent Work and Economic Growth
10	Reduced Inequalities



Assoc. Prof. Michael Gillan  
Management & Organisations

### EMPL3301 Globalisation and Work

This unit considers the impact of globalisation on work with special reference to global labour organisations and networks, non-government organisations, and global regulatory and corporate social responsibility initiatives. Topics covered in the unit include: Fair trade and ethical consumption; regulation of global production networks (supply chains); international labour standards; global labour conflict and worker representation; work and labour migration under globalisation; gender equity at work in a globalised world. Students complete an individual essay on one of these topics and in small groups develop an occupation/industry specific case study of the impact of globalisation on work.

### EMPL5511 International Employment Relations

This unit considers international employment relations by examining how global integration has reshaped the role of the state, employers, labour organisations, the status of citizens (or workers) and the character of work. These general themes are further explored with reference to particular country/regional 'cases'. Aside from an examination of employment relations institutions and practices in these contexts, the unit also explores key themes such as precarious work, economic inequality and international labour standards and regulation of production networks (supply chains).



## Sustainable Development Goals (SDGs)

- 5 Gender Equality
- 10 Reduced Inequalities
- 12 Responsible Consumption and Production
- 17 Partnerships for the Goals



Dr Caleb Goods  
Management & Organisations

### MGMT5507/ MGMT1136 Introduction to Management and Organisations

In MGMT 5507 for postgraduate students, the student major report assessment requires students to analyse the concept of corporate social responsibility (CSR) through an examination of company transparency. Specifically, student must select one organisation from the ethical fashion guide to critically examine that organisations commitment to CSR transparency. Within this report they must:

- 1) Provide an introduction to the concept of corporate social responsibility.
- 2) Outline what country/ies the organisations suppliers come from?
- 3) Explore what the wages and conditions are in one of those countries and how these conditions are enforced?
- 4) Based on this analysis of the organisation they must highlight three major issues in the current supply chain and outline three

recommendations for how it could improve its current CSR practices.

5) Finally, the students will write a short reflection on what they have learnt completing the assessment and what they think about the current business model of the global garment industry.

In MGMT1136 for undergraduate students, the first few weeks explore what management and organisations are and how they interconnect with the world around them in terms of ethics and corporate social responsibility. These are then built into the major assessment. The major assessment requires students to consider and take a position on the following statement: Corporate Social Responsibility (CSR), a sham or making the world a better place? In developing their position, students must choose one organisation as an example/case to validate the position they have taken, to ensuring their position stacks-up in the real world.



## Sustainable Development Goals (SDGs)

- 1 No Poverty
- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure
- 10 Reduced Inequalities
- 12 Responsible Consumption and Production
- 13 Climate Action



Dr Christine Soo  
Management & Organisations

### MGMT3347 Strategic Management

This unit uses case study as an assessment wherein students are encouraged to reflect on the social and environmental impact of their recommended strategies at both an individual and group level.

<input checked="" type="checkbox"/> Sustainable Development Goals (SDGs)	
9	Industry, Innovation, and Infrastructure



Mr. Galen Townson  
Management & Organisations

### MGMT5665 MBA Project Management

This unit includes sustainable project management and strategy execution for social impact and value, covering Green Project Management, UNOPS and SDGs experience; values and frames for stakeholder

engagement; and positive psychology and positive leadership for team and community wellbeing.

<input checked="" type="checkbox"/> Sustainable Development Goals (SDGs)	
1	No Poverty
2	Zero Hunger
3	Good Health and Well-being
4	Quality Education
5	Gender Equality
6	Clean Water and Sanitation
7	Affordable and Clean Energy
8	Decent Work and Economic Growth
9	Industry, Innovation, and Infrastructure
10	Reduced Inequalities
11	Sustainable Cities and Communities
12	Responsible Consumption and Production
13	Climate Action
14	Life Below Water
15	Life on Land
16	Peace and Justice Strong Institutions
17	Partnerships for the Goals



Dr Greg Brush  
Marketing

### MKTG 2305 Marketing Research

In this unit, we dedicate time to understand ethical behaviour in marketing research. This involves providing the students with a number of commonly encountered research situations and asking students to use the Australian Market and Social Research Society (AMSRS) code of professional behaviour to decide whether the actions indicated are ethical. Ethical issues are also examined despite in a minor way.

 Sustainable Development Goals (SDGs)	
4	Quality Education
9	Industry, Innovation, and Infrastructure
12	Responsible Consumption and Production



Dr Daniel Schepis  
Marketing

### MKTG5462 Global Marketing Strategy

This unit considers a wide array of topics related to marketing in international contexts and as a result of the impacts of globalisation. The unit has been structured in a way whereby direct and indirect ethical issues are included in each weekly topic, typically accompanied by real world examples to offer context. This encourages students to consider social and environmental sustainability matters in all their strategic decision-making and develop the ability to take a holistic perspective of international business. In addition, the penultimate workshop focuses solely on CSR and marketing ethics, offering students the chance to explore emerging issues in depth and consider strategic approaches taken in industry.

 Sustainable Development Goals (SDGs)	
1	No Poverty
2	Zero Hunger
3	Good Health and Well-being
5	Gender Equality
8	Decent Work and Economic Growth
9	Industry, Innovation, and Infrastructure
10	Reduced Inequalities
11	Sustainable Cities and Communities
12	Responsible Consumption and Production
13	Climate Action
15	Life on Land
16	Peace and Justice Strong Institutions



Assoc. Prof. Dave Webb  
Marketing

### **MGMT5526 Principles for Responsible Management**

This unit covers social responsibility, ethics and sustainability as it relates to triple bottom line management for developing responsible businesses. The unit design is consistent with the UN guiding principles and emphasises the relationship between an organisation's activities and the SDG's.

The main project (group and individual presentation) asks students to prepare an SDG report of a small-to-medium organisation of their choice and to highlight current, future and potential improvement activities associated with identified relevant SDG's. Areas of negative impact are also sought along with improvement recommendations.

### **MKTG5505 Marketing and Society**

This unit explores both the positive and negative relationship between marketing and society and in particular emphasises a broader framework that highlights how marketing as a process, system and culture impact on society and the environment. Areas of coverage are consistent with those covered in macro marketing. As a key focus, the global goal of well-being for all is emphasised throughout. Adopting an ecosystems focus, this extends to include the planetary impacts of marketing and consumption. The SDG's are covered throughout, both as they relate to what are referred to as base of the pyramid consumers as well as consumers more widely.



### **Sustainable Development Goals (SDGs)**

- 1 No Poverty
- 2 Zero Hunger
- 3 Good Health and Well-being
- 4 Quality Education
- 5 Gender Equality
- 6 Clean Water and Sanitation
- 7 Affordable and Clean Energy
- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure
- 10 Reduced Inequalities
- 11 Sustainable Cities and Communities
- 12 Responsible Consumption and Production
- 13 Climate Action
- 15 Life on Land
- 16 Peace and Justice Strong Institutions
- 17 Partnerships for the Goals

**SVLG1002/  
SVLG1005/SVLG5001/SVLG5900 McCusker  
Centre for Citizenship Internship**

Unit Coordinator: Dr Jessica Taylor

These four units encompass the McCusker Centre for Citizenship Internship program. The Internship is offered four times a year, and is available for undergraduates (6 points credit or 0 points credit) and postgraduate students (6 points credit or 0 points credit).

The internship program is based on the principles of service-learning, and is engaged with questions of active citizenship. The internship application is competitive, and students are matched with organisations according to their skills and the needs of the organisation.

The internship program is based on 100 hours of work at an organisation that is engaged with questions of social responsibility (partners are as diverse as the *Public Service Commission*, *VisAbility* and the *Guide Dogs of WA*). Students are required to attend an introductory session that outlines concepts of active citizenship, as well as an Aboriginal and Cultural Awareness Training session as part of their internship program. Students must also produce three reflective journal entries throughout their internship, inviting them to reflect upon their experiences in relation to these concepts of active citizenship and cultural awareness.

Questions of social responsibility and sustainability are at the heart of the McCusker Centre for Citizenship Internship program. The emphasis on Service Learning as opposed to Work-Integrated Learning or practical work experience encourages the students to consider themselves in relation to the community, and to consider how their skills can be used to benefit and support others.

Internships taken as part of this program can be located within the Perth metropolitan area,

the rural and regional areas of Western Australia, as well as global, with some of our international partners including *Pollinate* and *Global Citizen* (see page15 for testimony from students).

An awareness of social responsibility, active citizenship, and cultural differences (including the ways that privilege and disadvantage circulate within the contemporary context), are critically important for responsible managers to develop, and we believe the students completing this internship are increasingly equipped for such work.



**ALL Sustainable Development Goals  
(SDGs)**

# Executive Education and Responsible Management

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UWA Business School has a joint venture arrangement with AIM WA (AIM WA and UWABS Executive Education). AIM WA is a not-for-profit, membership-based organisation, committed to improve the quality of management and leadership in our region. The Executive Education joint venture has been delivering executive and organisational development programs and services for 19 years.

The purpose of Executive Education is to support and promote the interests of the joint venture partners. Executive Education works in partnership with internal sponsors, knowledge owners to create and deliver impactful learning and development experiences that are aligned with organisational values, culture, and priorities and that achieve desired results. Executive Education focuses on translating academic content into practical, relevant, and actionable strategies for participants to implement in the workplace, which includes assisting Academics to commercialise their research.

Many of the programs offered through Executive Education Alliance incorporate values-based leadership, combined with business acumen in line with the specific needs of clients. Executive Education also offer a suite of open programs, some of which attract credit toward electives on the UWABS flexible MBA. Examples of organisations that Executive Education have worked with in the capacity of leadership and business development include all levels of government, and multinational companies such as Alcoa, Monadelphous, Co-operative Bulk Handling,

Rio Tinto, Sime Darby, Wesfarmers, St John of God Hospitals, Woodside, ATCO, The Chinese National Offshore Oil Corporation (CNOOC), McMahons, Worley Parsons, Tuv Sud (Pan-Pacific Division), Doric, as well as many small and mid-sized Australian organisations.

With the purpose in mind, over the past few years, Executive Education has been increasingly focused on developing relationships and providing training and development programs for international government and non-government organisations in our region, including Indonesia and China. This focus has been designed to further strengthen and support the relationship between UWA and these organisations.

## Approach to teaching and learning

Executive Education offers an integrated approach to leadership and organisational development that brings together the 'inner work' of self-leadership, self-awareness, emotional intelligence, purpose and values, together with the 'outer work' of performance, tools, techniques and processes. As such, rather than focusing only on competency or cognitive learning, Executive Education programs are designed to be about the whole person, encouraging participants through experiential learning to become aware of the connection between the 'inner' and 'outer' work needed to become effective and responsible leaders and skilled business operators.



## PRINCIPLE 3: METHODS

Creating educational frameworks, materials, processes, environments and responsible management learning experiences

In the previous section we outlined how the design of our educational frameworks specifically integrate a responsible management program-learning goal, and how we assess coverage of content and student competence in the area. This section briefly presents examples of the sorts of materials, processes, activities and learning experiences that support and encourage students to develop the resources and competences required of responsible managers.

### ECON3220 Development Economics (Case Study)

Dr Chris Parsons  
Economics

In this unit, students are each assigned a unique country. Students are required to research which factors are responsible for long-run economic growth in that country, the results of which are presented in tutorials. Although depending on the country in question, students often touch upon the sustainable development goals in their discussions.

### Sustainable Development Goals (SDGs)

- 1 No Poverty
- 8 Decent Work and Economic Growth
- 10 Reduced Inequalities
- 16 Peace and Justice Strong Institutions

### ECON2105 Rise of the Global Economy

Dr Andrew Williams  
Economics

In this unit, students are required to write a group assignment on the political, economic and social background/history of a specific country. As a result, they cover many of the sustainable development goals.

### Sustainable Development Goals (SDGs)

- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure
- 10 Reduced Inequalities
- 16 Peace and Justice Strong Institutions

### EMPL5450 Advanced Topics in Employment Relations

Dr Donella Caspersz  
Management & Organisations

In this unit, students are required to review the material about wage theft in the franchise business, 7-eleven. After being divided into groups, they have to prepare and give a 20-minute group presentation that is assessed, and which asks students to critically assess how this case illustrates the employment conditions facing vulnerable workers such as international students; and how the case illustrates concepts of decent work and the living wage.



## Sustainable Development Goals (SDGs)

- 4 Quality Education
- 8 Decent Work and Economic Growth

### EMPL3301 Globalisation and Work

Assoc. Prof. Michael Gillan  
Management & Organisations

In this unit students participate in a series of interactive seminars based around various dimensions relevant to understanding the interaction between globalisation and work. Several of these seminars are directly relevant to SDGs, namely:

- Consumption, Work and Identity in a Globalising World
- Global Production Networks, Work and Employment
- Globalisation, Regulation and International Labour Standards
- Globalisation, Mobility and Labour Migration
- Work, Gender and Inequality

Students are assessed for the quality of their participation in these seminars inclusive of group discussion and analysis of case study materials.

Students are also further assessed by means of a 'Globalisation and Work Case Study Presentation'. Working in small groups, students select an occupation or form of work and develop a detailed original case study on how this industry/occupation has been shaped by globalisation. This case study is presented in the final seminar and student groups are asked to make clear connections with the aforementioned (SDG relevant) topics.



## Sustainable Development Goals (SDGs)

- 1 No Poverty
- 5 Gender Equality
- 8 Decent Work and Economic Growth
- 10 Reduced Inequalities
- 12 Responsible Consumption and Production

### EMPL5511 International Employment Relations

Assoc. Prof. Michael Gillan  
Management & Organisations

Students are assessed for the quality of their participation in seminars inclusive of seminars dealing with employment relations/labour standards in the context of global production networks

In the final seminar, student teams are assessed by means of a case study presentation on one important theme in contemporary international employment relations. Topic choices include:

- precarious work
- employee/worker representation
- labour conflict
- gender at work
- collective bargaining
- human resource management



## Sustainable Development Goals (SDGs)

- 5 Gender Equality
- 8 Decent Work and Economic Growth
- 10 Reduced Inequalities

## MGMT5507/ MGMT1136 Introduction to Management and Organisations

Dr Caleb Goods  
Management & Organisations

This unit encourages students to understand the complexity of organisations and how their business models impact the world in various ways. This analysis is connected to their major assignment in both MGMT1136 and MGMT5507. To complete this, students watch the video created by 'Planet Money' that follows the production of a T-shirt from 'seed to shelf'. After watching the video students working in groups discuss:

Why are t-shirts produced in this highly globalised way? Who benefits from this? Does anyone lose?

Who do students think is ultimately responsible for the impacts associated with the production of the T-shirt in the video? Why?

Imagine you own the company selling the t-shirts. You are receiving many questions from customers about the origins of your t-shirts and you want your company to be a responsible company.

From your perspective what risks / issues, if any, currently exist within the production chain?

How would you manage risks or resolve identified problems?

### Sustainable Development Goals (SDGs)

- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure

10 Reduced Inequalities

12 Responsible Consumption and Production

## BUSN5001 Blockchain and Distributed Ledger

Dr Andrzej Gwidalski  
Management & Organisations

Technologies in Business, a Masters level unit, is one of the first of this kind in Australia and worldwide. This unit explores the applications of the key technology, blockchain and investigate its broader macroeconomic and political implications. In this unit students in small teams of four design real life-like projects that investigate in a comprehensive way the benefits and risks of implementing the new technology in business. Crucially, they are tasked to do so in a sustainable way by taking into consideration the impacts of their project on the economy, society, and the rights and freedoms of an individual.

### Sustainable Development Goals (SDGs)

- 4 Quality Education

## EMPL5501 Strategic Workplace Relations

Dr Jacqui Hutchinson  
Management & Organisations

In this unit, students investigate the causes of vulnerable work. Based on their group research, the students develop tools to address these reasons. The tools might be legislation, employer and employee focussed information or community awareness raising.

### Sustainable Development Goals (SDGs)

- 8 Decent Work and Economic Growth

## HRMT5501 Diversity and Inclusion

Dr Jacqui Hutchinson  
Management & Organisations

In this unit, students undertake group research projects that explore the reasons for inequality within the Australian workforce as they relate to factors including gender, race, sexuality, education, etc. As part of the research students are expected to interview a range of interests including representatives from affected groups.

### Sustainable Development Goals (SDGs)

- 5 Gender Equality
- 10 Reduced Inequalities

## MGMT5526, Principles for Responsible Management MKTG5505 Marketing and Society

Assoc. Prof. Dave Webb  
Marketing

Both units are taught at the postgraduate level and include a variety of teaching pedagogies in a highly interactive format.

In addition to a more formal lecture, other tools and techniques adopted include: classroom exercises of both a digital and non-digital kind, organised debate on significant issues, high calibre guest speakers (both in-person and remote), video support materials, case studies both written by students and others, ongoing assessment, integrated reflection to a model that includes reflection on content and learning process as well as sense-making (self-reflection), peer and coordinator coaching, as well as ongoing learning discussion meetings with the coordinator.

### Sustainable Development Goals (SDGs)

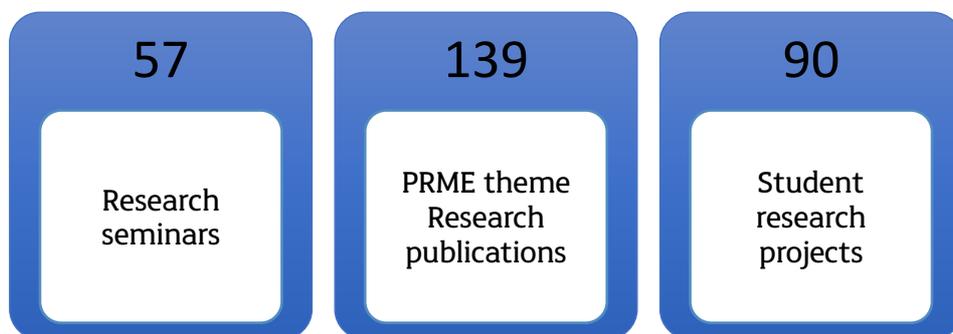
- 1 No Poverty
- 2 Zero Hunger
- 3 Good Health and Well-being
- 4 Quality Education
- 5 Gender Equality
- 6 Clean Water and Sanitation
- 7 Affordable and Clean Energy
- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure
- 10 Reduced Inequalities
- 11 Sustainable Cities and Communities
- 12 Responsible Consumption and Production
- 13 Climate Action
- 14 Life Below Water
- 15 Life on Land
- 16 Peace and Justice Strong Institutions
- 17 Partnerships for the Goals



## PRINCIPLE 4: RESEARCH

We will engage in conceptual and empirical research that advances understanding of the role and impact of organisations in the creation of sustainable social, environmental and economic value.

The Business School has a long-standing and excellent track-record of publications and community engagement in the area of responsible management. Not only do we have dedicated research centres focussing on social impact (Centre for Social Impact - CSI) and co-operative and mutual enterprises (Cooperative Enterprise Research Unit – CERU); there is research that covers a wide range of projects, many in partnership with other agencies, focussing on decent work, food security, migration, values and consumer behaviour, modern slavery, corruption, biomimicry, development studies, healthcare, well-being, alternative technology, climate, ethical reporting, corporate social responsibility and sustainable supply chain management to name a few. In the remainder of this section, we highlight research-related summary statistics and present examples of the types of research being carried out by staff within the Business School.



# PRME theme research activities 2018–2019

## Grants

### 2018 Grants Received

Lead Researcher	Funding Body	Project Title
Flatau, Paul	Phosphate Resources Limited	Social and Economic Impact Assessment of Christmas Island Resources on Christmas Island
Flatau, Paul	Shelter WA Inc. ex Lotterywest	WA Alliance for Ending Homelessness Strategy
Flatau, Paul	UnitingCare West	Facilitating continuous improvement within Uniting Care West through the development of a data-driven collaborative research partnership model framework for social impact measurement
Flatau, Paul	WA Council of Social Service	100 Families WA
Flatau, Paul	WA Department for Communities	The Research Evidence on Homelessness in Western Australia
Gillan, Michael	University of Sydney	Global Production Networks and Worker Representation in Myanmar
Liu, Fang	CRC for Honey Bee Products	Project 23 (PHD15) - Developing Labelling and Trade Mark Strategies to Market Australian Honey Worldwide
Purchase, Sharon	CRC for Honey Bee Products	Project 22 - Chain of Custody for Honey Bee Products
Soo, Christine	Microboards Australia	Developing family leadership capacity for the implementation of positive behaviour support in the WA disability services sector
Timming, Andrew	Local Government Professionals Australia	From Workplace Stress to Workplace Wellness: Improving Individual, Organisational and Societal Outcomes in Local Government Administration

## 2019 Grants Received

Lead Researcher	Funding Body	Project Title
<b>Atkins, Mariana</b>	Metropolitan Migrant Resource Centre WA	Multicultural Enterprise Development Evaluation Project
<b>Flatau, Paul</b>	MercyCare	Review of Mercycare's out-of-home care services
<b>Flatau, Paul</b>	Shelter WA ex WA Department of Finance	Hear of My Experience Project (the HOME Project)
<b>Gilchrist, David</b>	National Disability Insurance Agency	The NDIS and Remote Service Delivery: Solution Identification Project
<b>Madsen, Jakob</b>	Australian Research Council ARC	Government, Institutions and Economic Activity: A Long Term Analysis
<b>Madsen, Jakob</b>	Australian Research Council ARC	Inequality and Economic Growth: Implications for Australia and the OECD
<b>Yeo, Gillian</b>	Hong Kong Baptist University	Daily Recovery and Well-being Study

## UWA Business School Centre for Social Impact Research Activities

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The Centre for Social Impact at The University of Western Australia (CSI UWA) is a centre within the UWA Business School that focusses on catalysing social change for a better world. Part of a national collaboration with fellow CSI nodes operating out of University of New South Wales and Swinburne University of Technology, CSI UWA's key research competences include qualitative and quantitative evaluation, economic analysis and social impact assessment.

The Centre for Social Impact UWA has been successful in winning many national competitive research grants and industry projects across a range of fields to establish a well-funded research program.

Much of the work has focused on the pillar of social impact assessment both in terms of research and the application of social impact assessment tools. We see the Centre as playing a critical role in the areas of cost-benefit analysis and social impact assessment approaches.

Some recent projects that illustrate these competences:

### Closing the gap in Indigenous outcomes in Western Australia

Outcomes were gathered for each of the Closing the Gap areas, namely governance, leadership and culture, early child development, education and training, healthy lives, economic participation, home environment and safe and supportive communities. Data was collected from a range of sources, such as government departments, regulatory authorities and the Australian Bureau of Statistics noting differences between Indigenous and non-Indigenous Australians and differences between Indigenous people in the smaller regions (Statistical Area Level 2 regions) of the Kimberley and Pilbara and Indigenous people in the rest of the State.

This project resulted in the delivery of an expenditure database and a report and submission to the Government of Western Australia presenting analysis of the expenditure, and outcomes database consisting of 152 indicators of Indigenous wellbeing, and maps that visually presented the expenditure, and a comprehensive methodology to enable replication of the study.

### Journey to Social Inclusion: A randomised controlled trial to assess a modified homelessness intervention (J2SI Mark II)

The journey to social inclusion intervention project (J2SI) currently being undertaken by Sacred Heart Mission in Melbourne aims to break the cycle of chronic-long term homelessness and improve housing and health outcomes of those experiencing homelessness in Melbourne. They are achieving this by providing intensive trauma-informed case management over a three-year period. The CSI UWA is engaged in a randomised controlled trial impact evaluation of the difference the J2SI intervention is having across a broad range of domains (e.g. health, education, housing, social inclusion).

Linked administrative data will also be used to evaluate the changes in outcomes as a result of the intervention and assess the cost-effectiveness of the service.

## Evaluation of 50 Lives 50 Homes Perth

The 50 Lives 50 Homes Project is an initiative that aims to provide long term housing and support to 50 of the most vulnerable individuals experiencing homelessness in Perth. The evaluation will measure changes in health, mental health, wellbeing, housing and justice outcomes and assess the economic and social impact of the program.

## 100 Families WA

The 100 Families WA project started in July 2018 and will be carried out over three years and will incorporate three phases or streams of multi-design research activities. The main aims of this project are:

- To understand the lived experience of vulnerable and disadvantaged families in WA, particularly the barriers and challenges faced, the opportunities experienced and the pathways families follow when moving out of entrenched disadvantage.
- To develop a comprehensive evidence base of the causes and structure of entrenched disadvantage in WA.
- To use these understandings to inform on-the-ground, inter-sector collaborative practice in Western Australian agencies and beyond; and
- To evaluate current social and economic policy and practice settings.

The main phases/stages designed to achieve these aims and comprise this project are: Engagement with families; Ethnographic Data Collection; Longitudinal Survey Data Collection; Linked Administrative Data Collection and Population Level Data Collection; Policy and Advocacy.

## COTA WA Project

The Mentoring 2 Work WA Project originates from the *Try Test* and *Learn Fund*. The *Try Test* and *Learn Fund* supports new or innovative approaches to assist people at risk of long-term welfare dependence through small scale trials that are aimed at improving workforce participation, or capacity to work.

- The *Mentoring 2 Work (M2W)* initiative pairs young parents and young former students (aged 18 to 25 years) who are unemployed with a mature volunteer mentor who will guide and support them through the job seeking process.
- M2W will run over 24 months and will pair 240 participants with mature volunteer mentors with strong business and workplace connections. Mentoring will be provided through both group sessions and one-on-one mentoring over a six-month period. Each week will focus on different activities to prepare participants for employment. A network of sub-contractors and other local service providers will create an ecosystem for each young person that supports them to achieve their goals and ultimately to obtain a job.
- The evaluation of the M2W Project (the Project Evaluation) will be undertaken in consultation with the Try, Test and Learn (TTL) Fund evaluation team and within the TTL evaluation framework.
- COTA WA will manage the Project's administrative data collection. The Project Evaluation will collect quantitative and qualitative data to enable an assessment of the short-term and medium-term outcomes of the M2W initiative.

## Commonland

Since 2018 CSI UWA has partnered with Commonland to deliver a range of activities in Perth and the WA Wheatbelt as part of its overall goal of achieving landscape restoration. This project involves the following jointly delivered activities:

- Co-designing and delivering a series of workshops and events in WA in-line with a multi-stakeholder engagement strategy around a regenerative agriculture approach to achieve Commonland's aims.
- Building relationships with key partners including Perth NRM, Sustain, Food for Thought Festival, Farm Folk, Wide Open Agriculture and Slow Food.
- Identifying key elements of the regenerative food and agriculture ecosystem.
- Showcasing the work of Commonland through a number of public engagement events including a *u.ecology* meeting, the 'food' stream in the Social Impact Festival and its associated Good Market.
- Organising guest speakers for the workshops and undertaking artistic documentation of workshops

## Family Domestic Violence One Stop Hubs Stakeholder Engagement and Co-design Consultancy

This research is with the WA Department of Communities and examines the issue of family domestic violence. It involves the review of stakeholder engagement and co-design strategy and development of customised co-design methodology and process using best practice design approach and advance facilitation techniques. This will include the coordination and facilitation of ongoing engagement sessions with Government stakeholders and peak body organisations (many of which are ACNC registered) including the development of service-user journey maps

to enable the development of a comprehensive written report addressing service specific recommendations (relating to family domestic violence), cultural considerations, disability and access considerations.

## Evaluation services for the Multicultural Enterprise Development Project which is a joint initiative of the Metropolitan Migrant Resource Centre (MMRC) and Multicultural Futures (MF).

UWA through the Centre for Social Impact (CSI UWA) will deliver to MMRC and its partner MF (together the Project Partners), external evaluation services for the Multicultural Enterprise Development Project.

The CSI UWA Evaluation Team will first seek to establish a sound understanding of the rationale and/or evidence-base that informs this intervention, and to situate this within the broader strategic context of the MMRC's vision and goals and of *the Try, Test and Learn* funding objectives. With this foundation, the CSI UWA Evaluation Team will select the most suitable evaluation approaches and designs to effectively capture the intended outcomes of the Collective Enterprise Incubator Program and the Individual Enterprise Accelerator Program and capture the most significant changes at critical points in the implementation (in line with anticipated impacts and the expected pace of change).

*The Try, Test and Learn Fund* fosters innovative approaches to support people at risk of long-term welfare dependence by engaging them in opportunities, which improve their prospects of economic participation. The CSI UWA Evaluation Team therefore proposes an evaluation approach with a strong focus on outcomes and impacts at the client and system levels.

A clear Evaluation Framework, with strong foundations - such as a program logic, agreed targets and shared definitions - will help

ensure that a cogent, shared theory of change can be developed, linking goals, activities and outcomes across diverse stakeholders, different client communities as well as practice and professional networks.

In recognition that MMRC and its project partner MF will conduct evaluation and monitoring activities as part of implementing the initiative (process evaluation), the focus of CSI UWA's external evaluation will be on assessing immediate and longer term impacts at the client and system levels (outcomes evaluation), immediate and intermediate impacts of the project for Stream 1 and

Stream 2 participants and project impact at the systems level.

## Shelter WA

CSI UWA is providing services to Shelter WA towards two of the 13 components of Stage One of the WA Alliance for Ending Homelessness Strategy, namely:

- Research and Evaluation; and
- Co-design.



# Research Project Profiles

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As key members in our local and global community, staff investigate many aspects of society that are closely related the sustainable development goals (SDGs). As a leading global institution in many areas, and with a focus on preparing students to become not only influential leaders in their respective fields, but also responsible leaders; we are proud of the rich diversity of our work, which as can be seen, makes a significant contribution toward achieving the PRME principles and each of the SDGs.





Dr Rajiv Amarnani  
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1. **Age as double-edged sword among victims of customer mistreatment: A self-esteem threat perspective (in press in Human Resource Management, A\* FT50)**

This project looks at how older service workers navigate persistent abuse from customers in the workplace. We find that although older service workers struggle internally with being mistreated by customers, they are nevertheless more likely to remain professional in the face of abuse. This paper strengthens the business case for hiring older workers in the service sector while also showing organisations how to support the well-being of these older service workers.

2. **A business frame perspective on why perceptions of top management’s bottom-line mentality results in employees’ good and bad behaviours (forthcoming in Personnel Psychology, A\*)**

This project unpacks the phenomenon of ‘bottom-line mentality’: the pursuit of profits above all else in organisations. Specifically, we examine what happens when workers perceive that their top management only cares about profits (rather than employee well-being, ethics, safety, etc). Across two studies in developing nations, we find that workers who perceive a ‘bottom-line mentality’ in their top management were

more committed to satisfying customers, but also more likely to behave unethically when customers' backs were turned. This paper illuminates how the relentless pursuit of profit among top management can have a corrupting influence on worker behaviour and ethics.

 Sustainable Development Goals (SDGs)

8	Decent Work and Economic Growth
12	Responsible Consumption and Production

**Other Collaboration:**

International collaborations with colleagues in the U.S., Middle East, China, and other parts of Australia



Dr Trudy Bates  
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**The Experiences of Non-Binary and Transgender People in the Labour Market**

This project involves collaboration with Timming (UWA) and Thomas (Telethon Kids Institute) to understand the experiences of non-binary and transgender people in the labour market, with particular reference to potential discrimination that they have faced. The term transgender is an umbrella term that is used to describe those who identify as a gender that does not match the sex that was assigned to them at birth based on their physical anatomy. Previous research has shown that employers generally perceive gender non-conformists negatively in the

labour market and are less likely to hire them. However, no previous research has collected data from gender non-conformists themselves. This research will give an important voice to this small, but growing, community of individuals.

Sustainable Development Goals (SDGs)	
5	Gender Equality
10	Reduced Inequalities



Dr Lyndie Bayne  
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### 1. Supply chain reporting in annual reports

Using a research grant from ANU (\$10,000), and in collaboration with Wee (UWA) and Ng (ANU) this project is framed by the increased global interest in how companies manage their supply chains, including the eradication of modern slavery and poor working conditions. Supply chain management is also important given that many of the greatest environmental impacts occur at the 4<sup>th</sup> and 5<sup>th</sup> tier supplier level. This project investigates the supply chain disclosure in annual corporate reports of 200 large listed companies across five countries and five sectors.

### 2. Evaluating the comparability and usefulness of disclosure of IFRS companies' non-financial performance measures

Using a research grant from The Institute of Chartered Accountants of Scotland (ICAS) (\$38

400), and in collaboration with Tarca and Wee from UWA, this project is framed by the fact that despite the mandatory disclosure required by the EU Commissions' Non-Financial Reporting Directive (2014/95/EU) for large companies, which ended after 31 December 2017, there remains considerable variety in the non-financial information presented in corporate reports. This makes it difficult for investors and other users of corporate reports to compare companies' non-financial performance over time and across companies. This project explores the non-financial KPIs in annual reports across five countries and five sectors for the 2016 year end. As expected, great variation in format, content and extent of reporting was found. However, there were also commonalities across companies, countries and sectors, such as the reporting of environmental and employee KPIs (the report is available at [this link](#)).

Future work will focus on the impact of the EU Directive in bringing about more comparable and useful non-financial KPI reporting.

Sustainable Development Goals (SDGs)	
3	Good Health and Well-being
5	Gender Equality
6	Clean Water and Sanitation
7	Affordable and Clean Energy
8	Decent Work and Economic Growth
12	Responsible Consumption and Production
13	Climate Action



Dr Greg Brush  
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### Evaluation and Impact of Meme Use in a Social Marketing Campaign

Speeding is recognised globally as the most common contributing factor to both serious injuries and fatalities in road crashes. Road traffic crashes are the leading cause of death among those aged 15-29 years. Reducing road traffic deaths and injuries is one of the United Nations Sustainable Development Goals. Attempts to address this issue using traditional advertising methods are repeatedly unsuccessful, as people tune out and become normalized to risk and fear appeals. One technique explored recently in online anti-speeding campaigns is the use of memes.

This study considers the characteristics and interpretations of internet memes, developed for an anti-speeding campaign targeted at young adults, which affect attitudinal and behavioural change. Four hundred and fifteen Australian drivers between the ages of 18-25 provide data for the study. Simplicity, humour, creativity, trendiness, relatability and an appropriate source-meme fit influence the impact of a meme, which positively effects speeding attitudes, behaviours and the likelihood of sharing the meme. This research shows memes can be an effective communications tool in social marketing campaigns.



## Sustainable Development Goals (SDGs)

3 Good Health and Well-being



Dr Renata Casado  
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### Brazilian entrepreneurship in Australia

A recent phenomenon, Brazilian migration to Australia is rising: the number of Brazilians in Australia is nearly doubling every census, and the number of Brazilian students in Australia tripled between 2013 and 2017. Research shows that the main reason Brazilians are choosing Australia as a destination country is the possibility of balancing work and study. Research also suggests that 38.2% of Brazilian immigrants in Australia intend to open a business while in the country.

This research is in partnership with the academic team at the Universidade Federal Fluminense (UFF), Brazil. It focuses on investigating what are the perceived conditions or circumstances that are pushing Brazilian migrants into entrepreneurship in Australia. More specifically, how do their experiences either as migrants and/or as labourers shape their intentions?

Australia has a long history of immigrant entrepreneurship, which play a significant role in the Australian economy and society. However, so far, academic research has focused exclusively on Asian businesses.



## Sustainable Development Goals (SDGs)

- 8 Decent Work and Economic Growth
- 10 Reduced Inequalities



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### Global Production Networks and Worker Representation in Myanmar

In 2011, the Myanmar government began a series of economic and political reforms that have supported re-engagement with the global economy, including initiatives to attract foreign investment and to establish a regulatory framework based on international labour standards. Global supply chains are influenced not only by the firms involved in them, but also by social and political institutions across multiple geographic scales. A concept that captures these governance dimensions is the global production network (GPN).

This Australian Research Council-funded project will:

- assess the impact of GPNs on worker voice and representation in Myanmar’s garment sector
- consider the relationship between industry development and labour standards
- explore the implications of the Myanmar case for our understanding of worker well-being in late-industrializing countries

The first major study of its kind, its findings will provide a strong evidence base for decision-making by local and international stakeholders and contribute to the theorization of labour voice and representation.



## Sustainable Development Goals (SDGs)

- 3 Good Health and Well-being
- 5 Gender Equality
- 8 Decent Work and Economic Growth
- 10 Reduced Inequalities
- 12 Responsible Consumption and Production
- 17 Partnerships for the Goals



Dr Caleb Goods  
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### 1. The Impact of Technology on Work and Workers: ‘Gig’ workers in the app based Australian food delivery sector

The emergence of app based communication technologies has created new disruptions and opportunities in many industries. In the food industry opportunities have emerged for intermediaries such as Uber Eats to create new markets, for restaurants to expand their market reach, and for consumers to access a wide range of food delivery products. For the ‘gig’ workers delivering this food there are also opportunities via new sources of income and highly flexible work hours. However, there is also concern regarding the exploitation of

this workforce. Despite concerns little known about this work, whether it is meaningfully different from traditional work and do current regulatory frameworks cover this work adequately. This project therefore investigates the outcomes of these new work arrangements for workers performing ‘gig’s food delivery work in Australia.

Collaborators: Tom Barratt (UWA M&O) Alex Veen University of Sydney Business School

## 2. Climate change, workplaces and organisations

Workplace emissions are a key driver of climate change. At present, there is little understanding of if, or how, employers and employees are responding to the challenge of climate change in the workplace. The broad overarching aim of the project is to understand how climate change can be brought into the everyday discussions and actions of organisations and workplaces. To being this task the research project is first seeking to understand if management in Australia views climate change as a workplace issue.

 Sustainable Development Goals (SDGs)	
8	Decent Work and Economic Growth
9	Industry, Innovation, and Infrastructure
10	Reduced Inequalities
11	Sustainable Cities and Communities
12	Responsible Consumption and Production
13	Climate Action



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### RailSmart Wanneroo

All the Planning and Transport Research Centre (PATREC) projects address environmental and social sustainability issues in urban areas. The most recent project RailSmart Wanneroo, won the Best Integration of an Individual Technology award at the Smart Cities Conference in April 2019 (<https://smart-cities.com.au/awards/2019-winners/>).

This system is using a series of GIS-based datasets to analyse the relationships between land-use and transport and visualise the changes created by the extension of the Butler-Yanchep railway line. Wanneroo is the fastest growing outer local council area in metropolitan Perth and the fifth fastest growing council area in Australia. Its population is expected to almost double over the next 22 years from 180,000 people to 354,000 people by 2036 and ultimately over 550,000 people by 2070 (City of Wanneroo, 2017). The City of Wanneroo aims to create 100,000 new local jobs in the longer-term.

The RailSmart project set up a planning support system (PSS) which serves for visualising supply and demand changes over time, analysing determinants of travel patterns, testing various scenarios of development, and assessing potential environmental and social impacts.

The PATREC team involves collaboration between multiple faculties and schools across UWA, other universities and WA government

organisations. See [www.patrec.uwa.edu.au](http://www.patrec.uwa.edu.au) for more information.

Sustainable Development Goals (SDGs)	
9	Industry, Innovation, and Infrastructure
11	Sustainable Cities and Communities



Prof. Alison Preston  
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## 1. Gender Discrimination

Within the labour market the gender pay gap is a high level indicator of inequalities and of the different market power of different groups. This collaborative research project investigates trends in the gender wage gap and sources of gender wage inequity, including differences in returns to human capital investments, the effects of labour market segmentation and the protection offered by institutional factors such as minimum wages.

Two papers have been published. One examines how the recent mining and resources boom in Western Australia (WA) has impacted on the WA wage structure. The analysis shows that rising wage inequality within WA was a feature of the boom years, partly as a result of compositional changes (more skilled and qualified workers) and partly as a result of sex-segregated labour markets. Whilst the gender wage gap has grown at the top of the distribution it has also increased at the bottom of the wage distribution suggesting that low paid women did not have an equal share in the wages growth generated through the boom

years. (Preston, A., and E. Birch (2018), 'The Western Australian wage structure and gender wage gap: a post-mining boom analysis' *Journal of Industrial Relations*, 60(5): 619-646.)

The second paper examines the wage effects associated with sexual orientation and the effect of the passage of the Sex Discrimination Act (Sexual Orientation, Gender Identity and Intersex Status) Act 2013 on the wage relativities of sexual minorities. The analysis shows that there has been some convergence in the wage gaps of highly skilled gay men, and that low skilled bisexual women face significant wage penalties within private sector employment. The paper concludes that while changing social attitudes and legislative reform may have benefited gay men and bisexual men, women (heterosexual, lesbians and bisexual) are yet to benefit from such developments. (Preston, A., Birch, E., & Timming, A. (2019), 'Sexual orientation and wage discrimination: Evidence from Australia', *International Journal of Manpower*. <https://doi.org/10.1108/IJM-08-2018-0279>)

Sustainable Development Goals (SDGs)	
5	Gender Equality
10	Reduced Inequalities

## 2. Financial literacy

Available evidence suggests that, in most countries, there is a sizeable gender gap in financial literacy with women, on average, less financially literate than men. From a policy perspective this is concerning given the established link between financial literacy and financial wellbeing. It is also concerning given the increasing complexity of financial markets and deceptive banking practices. In this research, the focus is on understanding why gender gaps in financial literacy exist. The analysis shows that it is unrelated to gender differences in numeracy and suggest that it may, in part, relate to socialisation effects with sex-segregated labour markets potentially inhibiting or affecting the way women process

and acquire financial information and literacy skills. Further research is required to better understand the relationship between work and the acquisition of financial literacy skills. (Preston, A.C, and Wright, R.E. (2019), 'Understanding the gender gap in financial literacy: evidence from Australia', *Economic Record*, 95: 1-29).

Sustainable Development Goals (SDGs)	
5	Gender Equality
10	Reduced Inequalities
11	Sustainable (Cities and Communities)



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### The Application of Social Media for CSR in the Resources Sector

This study received BHP Billiton Research Award (\$9,959). It examines how resource sector firms use social media to engage in CSR and seeks to identify practices, which lead to higher stakeholder engagement with content. We take an international sample of mining, oil and gas firm pages on Facebook and extract data to be codified and analysed through a Linguistic Inquiry and Word Count program. The characteristics of posts are then compared between firms according to their relative ranking of the Dow Jones Sustainability Index to recognise differences between high and low performing firms. Preliminary insights suggest that linguistic psychological distance significant effects

engagement for high performing firms but not for others.

With UWA Collaborators Paul Harrigan, Momoko Fujita and Fernanda Martins Romano.

Sustainable Development Goals (SDGs)	
1	No Poverty
3	Good Health and Well-being
7	Affordable and Clean Energy
9	Industry, Innovation, and Infrastructure
12	Responsible Consumption and Production
13	Climate Action
14	Life Below Water
15	Life on Land

### Other Collaboration

Collaboration with Chloe Ho (Finance) examining the Climate Disclosure Project database to identify the impact of employee compensation on firms' carbon emissions.

As faculty advisor to the UWA enactus club, I further support the development of enterprises tackling homelessness, dementia patient wellbeing and mental health. I provide strategic advice to the leadership group as well as managing their relationship with stakeholders throughout the university.



Dr Christine Soo  
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### 1. Human Resources Strategies for Volunteer Retention

This project is funded by Scouts Australia. It investigates how Scouts Australia can create recruitment and training strategies that will increase the engagement and well-being of their volunteers. Scouts project on retention and motivation of volunteers is conducted in collaboration with colleagues at Curtin University.

### 2. Developing Family Leadership Capacity within the Disability Services Sector

This project is funded by Microboards Australia. It investigates the importance of mindset shifts in enabling caregivers to be better equipped to provide disability care support, as well as enhancing their personal engagement and well-being.

 Sustainable Development Goals (SDGs)	
3	Good Health and Well-being
8	Decent Work and Economic Growth



Assoc. Prof. Dave Webb  
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### 1. Modern Slavery Research

Co-Founder along with Dr Fiona McGaughey (UWA Law School) of the UWA Modern Slavery Research Cluster (MSRC) in March 2019.

The MSRC formalises the establishment of a Modern Slavery Research Network co-founded by me in 2017 together with Dr Fiona McGaughey (UWA Law School).

Objectives of MSRC included:

Provide a forum for UWA researchers within FABLE and more broadly in the university to engage in research and partnerships with stakeholders, including business, government and civil society organisations.

Extend and continue collaborative relationships internationally with the World University Network (WUN), the United Nations Principles for Responsible Management Education (UN PRME) and other relevant research networks and existing research collaborations such as with the University of Leeds.

Continue to foster relationships with other UWA research entities such as the Africa Research & Engagement Centre; Migration, Mobilities and Belonging; Oceans Institute; Public Policy Institute; The Centre for Mining, Energy and Natural Resource Law; The Centre for Social Impact UWA; and Perth USAsia etc.

Foster relationships with external stakeholders such as The Australian Freedom

Network, (a network that includes Australian Christian Churches, National Council of Australian Baptists in Australia, The Salvation Army, Presbyterian Church of Australia, Australian Council of Hindu Clergy, Australian National Imams Council etc.); Walk Free Foundation; Australian Corporate Accountability Network; and Australian Law Enforcement etc.

Support UWA's broader commitment to the United Nations Global Compact (UNGC), Global Compact Network Australia (GCNA), and the achievement of the Sustainable Development Goals (SDGs).

Support UWA requirements to issue a statement of action in respect to modern slavery according to the Australian Modern Slavery Act 2018 (Cth).

Contribute to empirical and theoretical publications on modern slavery.

Attract and support scholars and HDR students with a focus on modern slavery.

Fulfil role as a research and teaching resource hub on modern slavery.

Areas of relevant research interest in this project include among others: Better business and legislative responses to modern slavery; Modern slavery risks in business and supply chains; Modern slavery and well-being; The nexus between illegal fishing and modern slavery; The implications for at-risk workers, industries and regions; Multi-stakeholder approaches to tackling modern slavery; Consumerism and modern slavery; Economic and public policy implications of modern slavery.

The MSRC was successful in being awarded a FABLE Collaborative Research Award in 2018-2019. Project title - Better Legislative and Business Responses to Modern Slavery: Australia and United Kingdom.

The MSRC are currently working on two collaborative projects with colleagues from The University of Leeds.

- **Understanding Stakeholders' Perceptions of Modern Slavery (with Caspersz, Davis & Voss (Leeds University))**

This study aims to understand the perspectives of key stakeholders, including businesses, policy makers, law enforcement and non-governmental organisations (NGOs), to identify barriers and innovative solutions for effective business and legislative responses to modern slavery.

- **Comparing international reporting obligations on labour-related issues in business and supply chains (with McGaughey, Cullen, Hogg)**

This study identifies and examines areas of definitional ambiguity across key components of the various reporting obligations. In addition, this project explores the possible ramifications of these definitional ambiguities on the ability to measure compliance with and the effectiveness of reporting obligations with respect to labour-related issues in business and supply chains.

These collaborative projects emerging from the above collaborative award, build upon the Global PRME Partnership established with the University of Leeds in 2015-2016

The MSRC held the first International Symposium on Modern Slavery at UWA on 16<sup>th</sup> September 2019. The Symposium has attracted participants from with Australia as well as overseas.

## 2. Environmental Psychology

### **Intrinsic Motivation to Protect the Environment**

International collaborative project with Florian G. Kaiser, Alexandra Kibbe (Otto-von-Guericke University, Magdeburg, Germany) & David Webb (UWA).

This research was financially supported by Grant #03SFK4Q0 from the Federal Ministry of Education and Research of Germany.

This project commenced in 2017 and concluded in 2019 and is currently in review with an 'A' level peer-reviewed Journal

This project further corroborates the significance of intrinsic motivation for people's manifest environmental protection, and simultaneously, refines the conceptual understanding of intrinsic motivation. Two distinct frameworks, one deriving from self-determination theory (SDT) and the other from the Campbell Paradigm are adopted. A sample of 1,005 individuals participated in a survey and in an experiment to establish that means-end and self-determination are the essential features of intrinsic motivation, at least in environmental protection research.

### 3. Materialism

- **What Motivates People to be Materialistic? Developing a Measure of Materialism Motives**

International collaboration project with: Eda Gurel-Atay, Independent Scholar, M. Joseph Sirgy; Virginia Tech Real Estate Professor of Marketing; Virginia Polytechnic Institute & State University; Dave Webb, Associate Professor of Marketing; University of Western Australia; Ahmet Ekici, Assistant Professor of Marketing; Bilkent University; Dong-Jin Lee, Professor of Marketing; Yonsei University.

This project concludes a ten-year project to develop a revised more empirically valid measure of materialism motives. It is currently in review with an 'A' level peer-reviewed Journal.

- **Exploring the relationship between clothing style and fashion orientations, materialism and subjective well-being**

International collaboration with: Professor Wencke Gwozdz (Giessen, Germany), Professor Kristian Steensen Nielsen (Helsinki, Finland), Professor Shipra Gupta (USA), Professor Dave Webb (UWA - Perth, Australia) & Professor James Gentry (Michigan, USA)

This project presents a conceptual distinction between style and fashion orientation-- two trait-like clothing consumption orientations. In addition, this project empirically explores the independent relationships between these two orientations and both materialism and subjective well-being.

This project is currently a work-in-progress. We anticipate a late 2019 completion and the submission of a paper for peer-review aimed at an 'A\*' Journal.



### Sustainable Development Goals (SDGs)

1	No Poverty
3	Good Health and Well-being
5	Gender Equality
8	Decent Work and Economic Growth
9	Industry, Innovation, and Infrastructure
10	Reduced Inequalities
12	Responsible Consumption and Production
16	Peace and Justice Strong Institutions
17	Partnerships for the Goals



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## Sustainable Development Goals (SDGs)

- 3 Good Health and Well-being
- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure

### Learning for Purpose

Building not-for-profit sector capacity and capability. Informed by Science. Driven by Data. Inspired by Humans.

Collaborating with Prof Sharon Parker (Curtin University), Prof Karin Sanders (UNSW) and Dr Tim Bednall (Swinburne), Learning for Purpose is an independent, non-partisan, national initiative to build the capacity and capability of the not-for-profit sector.

The project leverages organisational science and modern analytics to help not-for-profit organisations attract, retain, develop, and motivate the best people.

Through the research, analytics, and learning opportunities the focus is to transform not-for-profit sector thought and practice towards the evidence-based leadership of people, work and organisations.

The initiative is led by the Centre for Social Impact at the University of Western Australia Business School in collaboration with the not-for-profit sector, social enterprises, universities, government partners, industry and philanthropists. ([learningforpurpose.org](http://learningforpurpose.org))



## PRINCIPLE 5: PARTNERSHIPS

Interacting with managers of businesses and organisations to jointly meet and support our wider social and environmental responsibilities

The UWA Business School works closely with a number of organisations to help promote and foster the development of UN PRME. This includes thought leaderships within the context of UN PRME, as well as creating opportunities and accessibilities for our disadvantaged community or under-represented cohorts including Indigenous, female, remote and regional students and students with financial hardships. Key organisations include:

1. ATCO Australia - supports the ATCO Australia Scholarship.
2. BHP Billiton - supports BHP Billiton Scholarships, Aspire UWA Pilbara Study tours, vacation and internships for women and Indigenous students, Visiting Professors Program.
3. Centre for Social Impact (National) – support partial appointment of the Director for the Centre for Social Impact in the Business School.
4. David & Coral Mack support for Bachelor of Commerce Indigenous Students
5. Ernst & Young support for internships for Indigenous students.
6. Mitsubishi Development support for the Social Impact Festival
7. Sir Frank Ledger Trust support the Sir Frank Ledger Scholarship for a student experiencing financial hardship
8. Stan Perron Charitable Foundation support a Stan and Jean Perron Scholarships and Perron Prizes for ethics
9. Woodside support the Chair in Leadership and Management



# Academic Engagement

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**Dr Trudy Bates** engaged Samantha Conner, one of Western Australia’s leading disability advocates, Australian of the Year Nominee and consultant to NGO/NFP organisations and federal government on disability and human rights to address masters students in HRMT5504 (Introduction to Human Resource Management) on 'disability discrimination and HRM'.

 Sustainable Development Goals (SDGs)

3	Good Health and Well-being
8	Decent Work and Economic Growth
10	Reduced Inequalities

**Dr Christine Soo** partnered with Scouts Australia to develop Human Resources Strategies for Volunteer Retention. This project investigates how Scouts Australia can create recruitment and training strategies that will increase the engagement and well-being of their volunteers.

Dr Soo also partnered with Microboards Australia, which is part of the Disability Services Sector to develop “Family Leadership Capacity”. This project investigates the importance of mindset shifts in enabling caregivers to be better equipped to provide disability care support, as well as enhancing their personal engagement and well-being.

 Sustainable Development Goals (SDGs)

3	Good Health and Well-being
8	Decent Work and Economic Growth

**Associate Professor Dave Webb** partnered with the University of Leeds, The University of Sheffield, Queens University, Copenhagen

Business School, and the University of New South Wales on research and policy related to Modern Slavery.

 Sustainable Development Goals (SDGs)

3	Good Health and Well-being
5	Gender Equality
8	Decent Work and Economic Growth
9	Industry, Innovation, and Infrastructure
10	Reduced Inequalities
16	Peace and Justice Strong Institutions
17	Partnerships for the Goals

**Dr Ramon Wenzel** worked with not-for-profit organisations (NFPs) to develop a Workforce Analytics Dashboard by using state-of-the-art cloud technology to capture staff’s responses to online surveys, apply advanced statistical analytics, and aggregate the data into intuitive dashboards. This automation provides CEOs, HR Directors, Boards of NFPs with evidence-based insights and advice on their employees and volunteers.

In turn, those leaders can optimise the allocation of their limited attention, time and funds toward realising organisational culture and work practices that reduce costs, increase productivity, and achieve more impact.

To maximise reach and impact across the NFP sector, this is provided free of charge. See [learningforpurpose.org/analytics](http://learningforpurpose.org/analytics)

 Sustainable Development Goals (SDGs)

3	Good Health and Well-being
8	Decent Work and Economic Growth
9	Industry, Innovation, and Infrastructure

## Relevant Events

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The UWA Business School host a number of thought leadership events that raises the profile of PRME. These events brought together business, community and government leaders to examine how our society can continue to promote and foster and embed PRME principles in business, education and policies. We outline a few of those events here and further examples can be found in the Principle 6 section as these also reflect examples of the multiple ways in which the School engages in dialogue with many stakeholders.

### Australia Update Forum 'Raising the Standard of Living'

09/04/2018



A one-day public forum presenting a series of public discussions on the emerging political and economic challenges facing Australia.

Supported by the UWA Public Policy Institute, the UWA Business School, Faculty of Arts, Business, Law and Education.

The forum focused on answering key questions including how should Australia navigate new challenges and ensure high living standards, world-class standards of health education and wages, and equal opportunity for future generations? How do we ensure good governance for business and security of incomes? These challenges are emerging in a time of increasing uncertainty in global economic leadership and rising nationalist and protectionist sentiment.

Key presenters and topics included:

1) Make Banking Great Again - fees for no service, increasing interest rate margins and ineffective watchdogs. At the peak of

the crisis in banking, a panel of UWA academics explained and debated the causes of the crisis and the costs of alternative solutions.

- 2) Development Challenges for WA - Is Perth poised to be one of the world's greatest cities riding the crest of a rejuvenated Asian growth surge? Or is it facing ongoing development challenges? UWA academics and the Committee for Perth debated alternative visions for the development of the city and WA.
- 3) Bateman Lecture – Philip Gaetjens (Secretary to the Australian Treasury), introduced by Mark Barnaba (Chair of UWA Business School Board and Fortescue Metals Group Ltd), discussed aspects of Australian economic management, reforms and prospects for our future.
- 4) Community Q &A: Enter Trump - Is Public Policy Going Backwards?-A panel discussion with Peter van Onselen (ABC anchor, UWA), Jennifer Hewett (Australian Financial Review), John Simon (Reserve

Bank of Australia), Stephen Smith and UWA experts- A wave of economic challenges has emerged at a time of populist backlash, Brexit, Trump and ongoing political instability in Canberra. How should public policy makers respond

to address job loss, unaffordable housing, the deficit, low wage growth and inequality? The expert panel discussed and attempted to answer this and other big questions facing Australia.

## Breakfast by the Bay 'Ending Homelessness in WA'

(30/05/2018)

On any given night in Western Australia approximately 10,000 people are homeless. In a State as rich in resources and talent as Western Australia, how can this be?

The Centre for Social Impact at UWA's Business School is leading the way to end homelessness through research and community engagement, addressing the causes of this issue as well as its costs to

society. Working with the WA Alliance to End Homelessness, the Centre has developed a strategy and action plan to end homelessness within the next decade.

It will take a whole-of-society approach, across community, business, government, public and philanthropic sectors to make this happen. An expert panel discussed the plan, the actions that need to be taken and why.

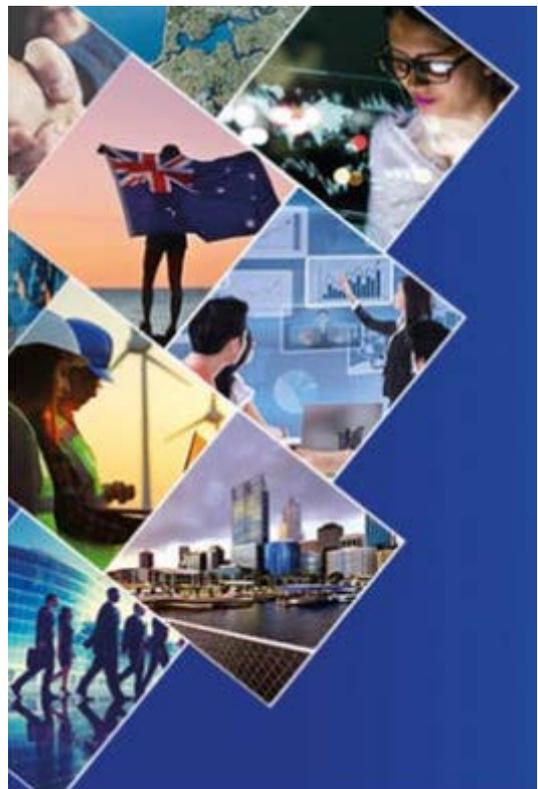
## FABLE Future of Work Lecture

18/03/2019

What challenges and opportunities lie ahead for the Western Australian economy and what will work look like in this corner of the world in the coming decades?

In this public lecture, the UWA Business School in collaboration with the UWA Public Policy Institute explored such important questions as:

- Which industries and sectors are likely to lose importance in the future, and which are likely to grow?
- Which technological innovations will be driving change in the working world?
- Do automation and artificial intelligence represent opportunities or threats to WA's future workforce?
- Is the 'gig economy' here to stay?
- What skills will be most useful to workers in the years to come, and how can universities and governments best provide them?



- How will work differ in the future for government employees rather than those in the private and not-for-profit sectors?
- Will WA ever have a universal basic income?

Answering these questions were a panel of thought-leading experts, including:

- Jamie Simon, Head of Enterprise and Government, SEEK
- Dr Caleb Goods, Lecturer in Management and Organisations, UWA

## Banking Royal Commission Breakfast

4/05/2019

In this public panel breakfast session, representatives from industry and academia (including Chief Banking Ombudsman David Locke) participated in a panel where speakers made initial comments and then the audience

had an opportunity to ask questions about the practical implications and responses needed to meet the challenges facing the banking industry.

## WA Migration and Mobilities Update Conference 2018/2019

Supported by



Department of Local Government,  
Sport and Cultural Industries  
Office of Multicultural Interests



Government of Western Australia  
Department of Training  
and Workforce Development

**UNIONSWA**  
www.unionswa.com.au



In 2018 (18 July 2018) the annual WA Migration Update focussed on Modern Slavery and Human Trafficking and included addresses from Professor Jennifer Burns (Anti-Slavery Commissioner, NSW), Hon Chris Evans (Walkfree), the Red Cross, Salvation Army and the Australian Federal Police. A half day workshop for practitioners and students was held following the main Update on the topic of “indicators of modern slavery”.

In 2019 (28 August 2019), the Update tackled the important issue of belonging, with the theme **‘Belonging in Western Australia: addressing migrant and refugee inclusion’**.

This was contextualised by the fact that each year, around 190,000 people move permanently to Australia, and many more come temporarily for work or education – how are we, as a community, meeting their needs and ensuring they feel they ‘belong’ in Australia?

As in 2018, the 2019 Update brought together policymakers, not-for-profits, communities and academics to explore this question and more, including:

- What does belonging look like?
- What are migrants’ and ethnic minorities’ experiences of inclusion and exclusion?

- How can services support belonging?
- To what extent are Australia's migration and settlement systems inclusive?
- How can we create inclusive spaces for migrants?
- What are the roles of educational institutions, local councils, community associations, the media, the arts, and service organisations in facilitating migrant belonging?

Keynote speaker at the 2019 Update, Prof Dr Paolo Boccagni (lecturer in Sociology at the University of Trento), delivered a presentation on 'Migrant home- making: insights from Europe'.

Panels of researchers and community organisations addressed the following issues:

- Experience of belonging and unbelonging: community voices
- Practices of belonging
- Media, sport, the arts and belonging
- Education, local government and belonging

The annual Migration Update reflects the objectives of the UWA Migration, Mobilities and Belonging research group. Established in 2013, this network brings together staff and students across UWA and including those from the Business School. The Update is supported by a number of community and government, as listed below:

## Perspectives on Modern Slavery Symposium

16/09/2019



Academics from the UWA Business School along with other members from the UWA Modern Slavery Research Cluster organised the Symposium 'Perspectives of Modern Slavery'. Research papers were given by academics, research students and practitioners on research and practice about aspects of modern slavery. Attendees were across Australia presented research about the

Australian Modern Slavery Act, 2018, and attendees from the UK presented research about the UK Modern Slavery Act 2015. In addition, there were academics from India presenting research about child workers, representatives from Walkfree and South 32, as well as the Red Cross and the Australian Federal Police.

## ASPIRE



Aspire UWA works with partner schools and communities in both regional Western Australia and the Perth Metropolitan Region to raise aspirations for tertiary education. ASPIRE encourages students who would not normally consider university as an option to see the benefits and opportunities enabled through university study. The program commences with Year 8 students, supporting them through high school and their successful transition to university.

In 2018 Dr Daniel Schepis worked with ASPIRE to conduct marketing activity for students in the North-West towns of Newman and Tom Price. Dr Jacqui Hutchinson conducted a

leadership programme for Newman students in 2019 and collaborated with the Centre for Social Impact to conduct a social impact event. Dr Joseph Carpini also gave a talk on leadership to the ASPIRE cohort in April 2019 wherein he addressed whether leaders are made or born, and then discussed different types of effective leadership behaviours. Dr Carpini then ran a 1-hour leadership simulation. The hours that Business School staff contributed to ASPIRE activities are noted below.

Between 2018 and 2019, 13 staff have dedicated a total of 59 hours in this program.

## School Engagement

UWA has an active Schools engagement programme. Under this high school students (ages 13-18) attend the School for an immersion experiences with our teaching programmes. At one of these (9/7/2019) Drs Caleb Goods and Joseph Carpini from the Management & Organisations discipline

conducted a 'Myths about Management' interactive exercise with 60 students to raise which included raising their awareness about social responsibility dilemmas that managers face.

Feedback stated:

*'I would like to extend a big thank you, for your participation in the High Achievers Intensive Development Day. The feedback from the students have so far been positive. Please extend our thank you to the academics*

*who helped run the workshop. I sat in the trading room and thoroughly enjoyed the program myself and heard many other students who also shared the same sentiments.'*

## Student Boardroom Lunches

Each year the UWA Business School brings our students to meet partnering organisations in Student Boardroom Lunches. The Student Boardroom Lunches provide our undergraduate and postgraduate students opportunities to meet with the CEO and his/her senior management and executives

team and to discuss important strategic, social and community issues that are of importance to the host organisations. Wesfarmers, Mitsui, Gerard Daniels, ATCO and RCF (Resource Capital Funds) have hosted our annual series of Student Boardroom lunches in the past two years.



## Financial support of sponsoring partners

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Each year the UWA Business School receives significant funding support from our partners to fund PRME-related scholarships, prizes, visiting Professor Programs, appointments, Aspire UWA Pilbara School visits, thought leader events including Leaders Luncheons and Breakfast by the Bay and major conferences. Our current list of sponsoring partners includes:

- ATCO Australia - supports the ATCO Australia Scholarship.
- BHP Billiton - supports BHP Billiton Scholarships, Aspire UWA Pilbara Study tours, vacation and internships for women and Indigenous students, Visiting Professors Program.
- Centre for Social Impact (National) – supports partial appointment of the Director for the Centre for Social Impact in the Business School.
- David & Coral Mack supports Bachelor of Commerce Indigenous Students
- EY – supports internships for Indigenous students.
- Mitsubishi Development - supports Social Impact Festival
- Sir Frank Ledger Trust - supports the Sir Frank Ledger Scholarship
- Stan Perron Charitable Foundation - supports the Stan and Jean Perron Scholarships and Perron Prizes for ethics
- Woodside – supports the Chair in Leadership and Management

### Scholarships

With the substantial support of the UWA Business School and UWA's partners and sponsors, a suite of scholarships has been created to support and target cohorts including Indigenous students, students from regional and remote areas, and those experiencing financial hardship. These include:

#### Scholarships supporting students studying with specialisation in ethics and social impacts

- [Postgraduate - BHP Social Impact \(Not-for-Profit\) Scholarship](#)

#### Scholarships supporting Indigenous students

- [BHP Indigenous Scholarship](#)
- [David Mack Indigenous Undergraduate Commencing Scholarship](#)
- [David Mack Indigenous Undergraduate Residential Scholarship](#)

#### Scholarships supporting students with financial hardships

- [Undergraduate - Sir Frank Ledger Scholarship Business](#)
- [Undergraduate - John Willinge Scholarship Business](#)

#### Scholarships supporting students from regional and remote locations

- [Undergraduate - John Willinge Regional and Remote Scholarship Business](#)
- [Undergraduate - James McClements Scholarship Business](#)
- [BHP Inspire Scholarship](#)
- [Mary Dillon Inspire Scholarship](#)

#### Other scholarships supporting students in commerce and business studies

- [Undergraduate - Perth Energy Scholarship Business](#)

- [Undergraduate - Dr Merab Tauman Memorial Scholarship in Economics](#)
- [Undergraduate - Emeritus Professor John Jackson Undergraduate Scholarship in Business](#)
- [Postgraduate/MBA - Viburnum Funds MBA Career Acceleration Scholarship](#)
- [Postgraduate/MBA - Mining Leaders Scholarship](#)
- [Postgraduate coursework scholarships for high-achieving international students](#)

For details, see [https://ipoint.uwa.edu.au/app/answers/detail/a\\_id/3018](https://ipoint.uwa.edu.au/app/answers/detail/a_id/3018)





## PRINCIPLE 6: DIALOGUE

The UWA Business School facilitates and supports dialogue with internal and external stakeholders on critical issues related to global social responsibility and sustainability.

The UWA Business School has a recognised role locally, nationally and globally as an institution that actively promotes and supports dialogic conversations with and between internal and external stakeholders. These conversations engage staff, students and stakeholder representatives in meaningful conversations about critical issues related to global social responsibility and sustainability. These conversations inform both policy and practice in cutting edge issues that relate to PRME. This section provides a snapshot of the dialogue that the School fosters. Although there are many other activities listed under previous sections, this section provides further evidential support of the School's proactivity in promoting debate with stakeholders both internally and externally on issues related to global responsibility and sustainability.

### Values Impact Forum

21/02/2018



THE UNIVERSITY OF  
WESTERN  
AUSTRALIA

Centre for Human  
and Cultural Values

Hosted by the Centre for Human and Cultural Values at UWA, this forum brought several high profile keynote speakers to UWA, including Professors Shalom Schwartz, Ariel Knafo and Jan Cieciuch, as well as Rory Fitzgerald, the Director of the European Social Survey. The conference had four major themes:

(1) Values & Socialisation of Children, keynote speaker Prof Ariel Knafo-Noam, Hebrew University of Jerusalem, Israel;

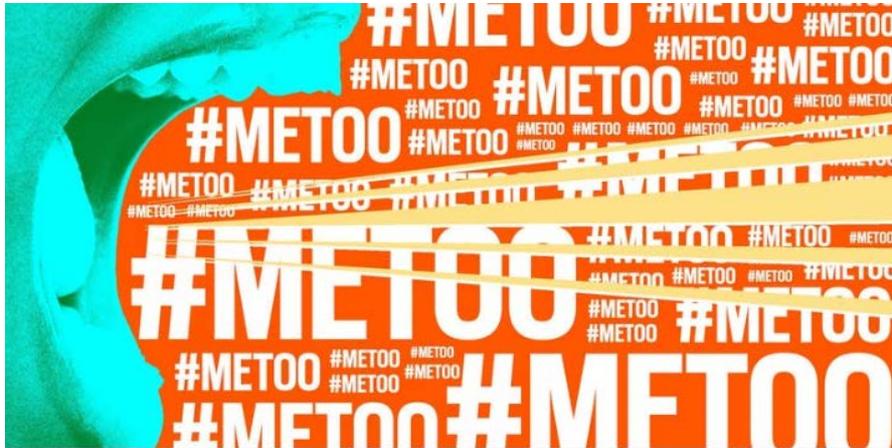
(2) Values & Consumer Behaviour, keynote speaker Prof Julie Lee, UWA Business School;

(3) Values and Public Opinion, keynote speaker Prof Rory Fitzgerald, Director of the European Social Survey, City University of London, UK and Assoc/Prof Jan Cieciuch, Cardinal Wyszyński University in Warsaw, Poland; and

(4) Values and giving, keynote speaker Dr Joanne Sneddon, UWA Business School.

## UWA Business School Contemporary Issues in Employment Relations Annual Lecture 2018

10/08/2018



The proliferation of global #MeToo movement, and its sister hashtag, #TimesUp, has been a watershed moment, capturing the global imagination and breaking a longstanding and deafening silence on how those in senior, influential positions across all areas of society – politics, business, education, charities, the arts, sport and religion - exercise sexual power to harass, humiliate, discriminate, marginalize and bully.

In this lecture, Professor Paula McDonald from the QUT Business School examined the question of whether #MeToo is likely to

galvanise substantial, longstanding change for working women and men. Will it reverse the persistent, pervasive and damaging problem of gender-based violence and misogyny so compellingly revealed in millions of #MeToo posts around the world? Or will it be another passing phase, serving as cultural capital for privileged celebrities which will be quickly followed by business as usual? Paula unpacked these questions by examining the achievements and limitations of the #MeToo movement and how they align with 30+ years of research on the causes, effects and proposed solutions to sexual harassment.

## Public Lecture: Social Protection in Indonesia

6/06/2019

The lecture was given by Rema Hanna, the Co-Director of the Evidence for Policy Design (EPoD) research program at the Center for International Development, Harvard University, and Research Associate with the National Bureau of Economic Research (NBER), an affiliate of the Bureau for Research and Economic Analysis of Development (BREAD), and an affiliate at the Abdul Latif Jameel Poverty Action Lab (J-PAL).

Rema discussed a series of papers around key economics research themes: understanding how to improve the provision of public services in developing countries, particularly for the very poor and the implications of environmental policy on poor households in developing countries.



## Morgan Stanley Series - Charities: Their Nature and Purpose

27/06/2019

The establishment of the Australian Charities and Not-for-profits Commission in 2013 was a watershed in relation to the place of charities in the Australian community and economy. Its existence gave focus to a number of national discussions that arose over the previous ten years or so and which related to every aspect of charitable activities—funding methods, governance, philanthropy, performance assessment, advocacy and so on.

In this public lecture Business School Professor David Gilchrist, a former member of

the ACNC Advisory Board and a national leader in charity human services policy and governance, discussed the nature of these important organisations, examined their contribution and identified the key risks inherent in the current policy framework—risks to charities and their stakeholders. He also examined the prospects for achieving better outcomes in human services over the next two decades.



UWA Business School Contemporary Issues in Employment Relations Annual  
Lecture 2019

Twenty-five years of workplace bullying research: Where do we go from here?

24/09/2019



Silver jubilees, as with all milestones, are times for reflection. As research into workplace bullying completes a quarter of a century, it is worth pausing to take stock and ponder over several issues.

Workplace bullying research, initiated in Scandinavia and the UK and now spanning the globe, has yielded rich insights into prevalence, causes, process, consequences and those involved including targets, bullies, bystanders, leaders, HR managers, unionists, interventionists, significant others and so on, across nations and cultures, occupations, professions and sectors. Despite concerted research and intervention, including national legislation in some countries and a spotlight on the International Labour Organisation (ILO) in recent years, the problem persists worldwide. This leads to numerous questions:

- Is the phenomenon of workplace bullying being accurately grasped?
- Why does this type of mistreatment persist despite evidence-based practice?
- What is the best way of addressing this extreme workplace stress?

In this lecture, Visiting Alcoa Professor Premilla D'Cruz, from the Indian Institute of Management Ahmedabad examined the conceptualisation of workplace bullying, the range of incidence rates across the world and the features, which mark the phenomenon's essential character. She spoke to the importance of interdisciplinary and global perspectives as well as touched on ethical underpinnings as some of the critical pointers of the way ahead.

## Bateman Lecture- Beyond a Trade War: The Future of Chinese Economy

4/11/2019



Delivered by Professor Shang-Jin Wei, a chaired professor of Chinese Business and Professor of Economy and Finance and Economics at Columbia University's Graduate School of Business and School of International and Public Affairs. He was Chief Economist for Asian Development Bank and Director General of its Economic Research and Regional Cooperation Department during 2014-2016. Prior to his Columbia appointment in 2007, he was Assistant Director and the Chief of Trade and Investment Division at the International Monetary Fund. He previously held the positions of Assistant and Associate Professor of Public Policy at Harvard University.

In this lecture, Professor Wei dissected the view that the US-China trade is unbalanced and unfair in China's favour. In addition, to resolve the trade tensions for greater fairness and efficiency, Professor Wei contended that a reciprocal and balanced approach requires policy changes on both sides and reforms of the World Trade Organisation (WTO) rules.

With the disappearance of cheap labour as its source of comparative advantage, China needs to move to an innovation-based growth model, which is also a source of friction with the United States. Professor Wei assessed the likelihood of success for this transition and pointed to needed policy reforms.

## UWA Business School Centre for Social Impact Engagement Activities

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### Social Impact Festival 2018

The 2018 festival was the fourth of its kind, following Festivals presented by CSI UWA in 2015 through 2017. In 2018, the Festival offered more events in more varied locations, had far greater reach online and in regional areas, and for the first time presented the Social Impact Summit.

Bringing together more than 200 cutting-edge international and local speakers, community leaders, artists, and organisations, this multi-faceted festival went far beyond talking about the issues confronting our society. Through the 2018 Festival and particularly the Social Impact Summit, participants were encouraged

to dive deep into the causes of the greatest challenges facing society today, rather than just noticing and addressing symptoms.

### 2018 Theme

The 2018 Festival was designed around the theme of achieving 'Societal Wellbeing' through equitable, sustainable, and healthy futures.

The Social Impact Festival 2018 nurtured the conditions for societal wellbeing:

Increasing Connectedness – between individuals, organisations, and networks working to have a positive social impact.

Building Capacity – of festival participants, event hosts, other contributors, and associated organisations.

Providing opportunities for meaningful Contributions – by individuals and organisations for the benefit of the whole of society.



## Social Impact Festival 2019

### Danjoo Koorliny Walking Together Towards 2029 and Beyond

The Social Impact Festival 2019 was a first-of-its kind event. It was designed and led by Dr Noel Nannup OAM, Dr Richard Walley OAM, Prof Colleen Hayward AM and Carol Innes, and featured many other local Elders and leaders who provided wisdom to help us all co-plan and co-create a better future for everyone.

This year's festival explored how we will walk together as Aboriginal and non-Aboriginal people towards 2029 and beyond. The year 2029 will mark 200 years of colonisation in Perth.

Events included:

- Leader Briefing (sold out)
- An online Festival Opening for a global audience



- Policy Design Master Class (sold out)
- Social Impact Summit over two days (sold out)
- Good Market (full)
- Social Impact Magazine launched (700 distributed in first week)
- Social Impact Toolkit launched (270 expressions of interest)

The theme of Danjoo Koorliny Walking Together sets a new direction for the Social Impact Festival. Each coming festival will now build upon this theme. This year the festival took place during the season of Makuru, and will carry the qualities of Makuru (including

fertility and conversation) throughout the year that follows. Next year it will build on this work and take place in the season of Djilba, the qualities of which (including incubation) will flow into the year that follows, and so on for the years after that.

This year the summit explored – through keynote lectures, yarning panels and panel presentations – positive change already under way in a number of social areas and the most important steps for moving forward. A 10-year action plan, based on insights generated from the summit, is currently being created.



## Academic Dialogues

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- In May 2019 Professor Alison Preston from the Department of Economics travelled to Kuala Lumpur to participate in a Gender Policy Dialogue between Australia and Malaysia. The event was designed to bring together experts from Australia and Malaysia to exchange perspectives and experiences on gender policies and efforts to promote women's empowerment. Professor Preston provided expert input into the session aimed at increasing women's labour market participation. <https://www.malaymail.com/news/malaysia/2019/05/03/malaysia-and-australia-co-host-gender-policy-dialogue/1749383>
- In addition to his work on modern slavery (see principle 4 and 5), Associate Professor Dave Webb is undertaking further work on the development of an attitudinal measure of materialism with Professor Florian Kaiser from Otto-von-Guericke University, Magdeburg, Germany.



### Sustainable Development Goals (SDGs)

- 3 Good Health and Well-being
- 5 Gender Equality
- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure
- 10 Reduced Inequalities
- 12 Responsible Consumption and Production
- 16 Peace and Justice Strong Institutions

- In March 2019, Dr Lyndie Bayne was invited to present the ICAS grant work (below) at a Financial Reporting Council (FRC) Round-table event in London (fully funded by ICAS). There were 90 attendees from industry. The grant findings have further been promoted in the FRC newsletter and ICAS website.



### Sustainable Development Goals (SDGs)

- 3 Good Health and Well-being
- 5 Gender Equality
- 6 Clean Water and Sanitation
- 7 Affordable and Clean Energy
- 8 Decent Work and Economic Growth
- 9 Industry, Innovation, and Infrastructure
- 12 Responsible Consumption and Production
- 13 Climate Action



# PRINCIPLE 7: ORGANISATIONAL PRACTICES

We understand that our own organisational practices should serve as a good example of the values and attitudes that we wish convey to all our stakeholders, including our students.

In this section, we highlight many of the ways in which the UWA Business School and the University of Western Australia strive to develop an organisational culture that embodies the values of global social responsibility and sustainability.

## Environmental Sustainability and Socially Responsible Practices

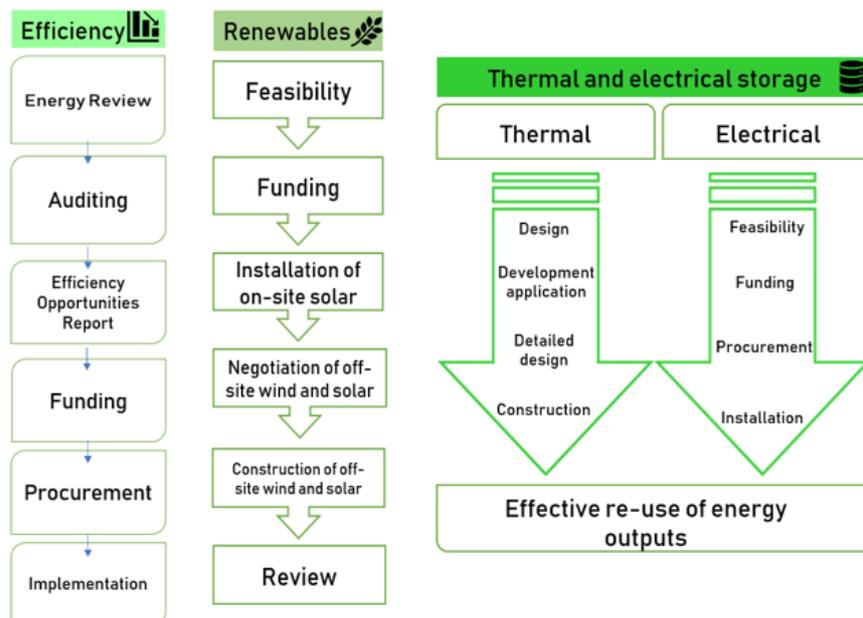
As a School within one of four faculties at The University of Western Australia, many of the Business School’s environmental sustainability and social responsibility practices are guided by the University overall. This notwithstanding, the Business School has implemented a number of independent practices. The following provide an overall snapshot at

both the wider University and Business School level.

### The Energy Carbon Neutral Plan

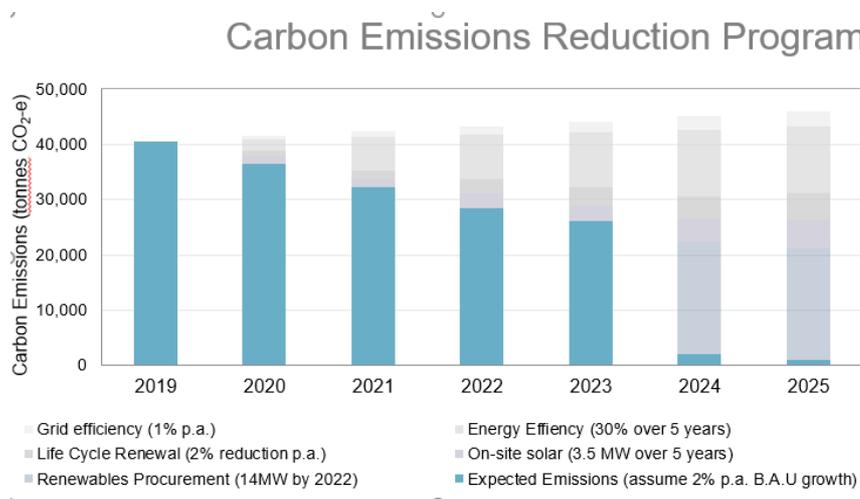
The University has committed to reach net zero emissions from energy use by 2025, and is currently implementing its Energy Plan which includes energy efficiency measures and on and off-site renewable energy generation. Graphic 1 shows the Energy Plan workflow.

Graphic 1:



- UWA’s current carbon emissions are at an average of 41,000 tonnes a year and the use of renewable solar energy is only 1%.
- By 2022, these emissions can be expected to fall well below 30,000 tonnes as new energy procurement strategies are adopted that harness carbon free energies from Solar, Wind, Wave, Geothermal and Biomass.
- By 2025 the University’s stakes in polluting energy consumption can be left behind for good, making the carbon emissions next to nothing. (Graphic 2)
- To achieve Carbon Neutrality, a full assessment of the University’s current efficiency and location of opportunities for accommodating better preservation of energy must become the foundational basis of the plan.
- Most significantly, the way must be made for the set-up of renewable energy systems, so that both on-site solar power and off-site wind, wave, biomass and geothermal can be funded and constructed. By 2025 the effect on lowering emissions through these measures will be seen.
- The effectiveness of energy storage systems through thermal and electrical batteries will be reviewed and enhanced so that no power output is wasted in the energy system’s function, as they are discharged back into the system at the correct time.
- A constant measure shall be made of how effective these implementations become in lowering emissions before and after 2025.

**Graphic 2:**



## Sustainability Plan

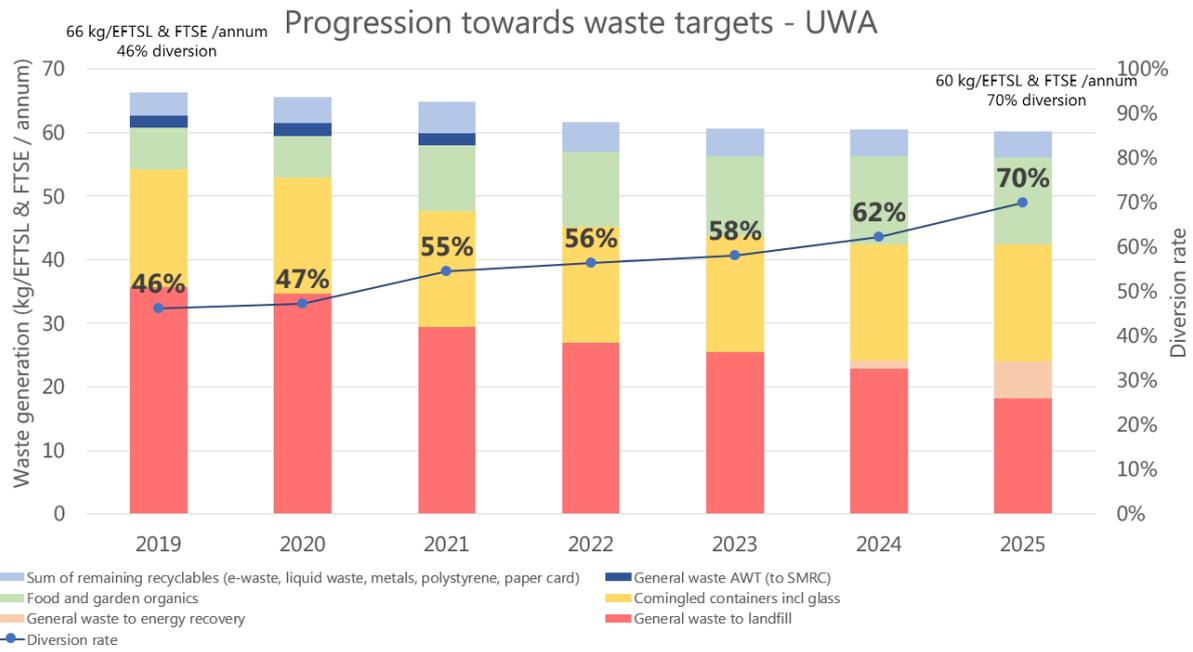
Alongside implementation of the necessary measures to make UWA carbon neutral by 2025 are crucial plans to drastically reduce the levels of water used across campus and the waste produced in the University. This requires actions on how precious resources such as water can be saved, and avoiding

production of waste for toxic landfills through alternative circular economic systems that reimagine the use of waste, alongside effective recycling.

The University’s waste management contract stipulates a requirement for the waste contractor to achieve sustainability. KPIs such as

reporting on recycling and contamination rates and developing education and awareness programs for staff and students. (Graphic 3)

Graphic 3:



The introduction of Follow-Me printing is expected to significantly reduce printing wastage for staff and students alike across the campus. For the first quarter of 2019, the hold/release system has saved 420,000 pages from accidentally printing, totalling a \$25,000 saving to UWA. We have significantly reduced the numbers of printer/photocopiers across campus by 350 devices and standardised on a carbon neutral, 20% recycled paper stock.

## People and Culture

In 2019, the [Green Impact Program](#) was introduced to support staff in undertaking meaningful actions to make the University a healthy and sustainable campus. Staff were invited to create teams within their department or faculty and get creative in tackling sustainability issues. The program raises awareness of sustainability by giving people a focused approach to tackling issues and supporting them in achieving these actions.

Further, to demonstrate the ongoing commitment to sustainable practice in its infrastructure planning and management, the University embeds sustainability principles such as safety, wellbeing, efficiency and resource minimization to the Design and Construction Standards for all new developments, which encompasses architectural and building services.

Stay on track with eco-friendly student life, the [UWA Student Guild's Environment Department website](#) provides a wealth of information on how to make an impact, ranging from volunteer planting to carpooling and the annual EnviroFest. The Guild also produced its own [sustainability plan](#) to map the processes in prioritising sustainability among student life.

## The UWA Business School

In addition to this organisational context, the UWA Business School has also implemented a range of sustainable measures and practices.

The School is located in a purpose-built facility that was completed in 2009. The 9000 square metres of floor space in the three-storey building accommodates 350 staff and caters for more than 1200 students during each hour of operation from a student body of over 5,000 students. At the time of completion, the building was the first education institution to receive a rating of four green stars from the Green Building Council of Australia. The environmental features of the building include:

- Chilled beam air conditioning which will allow for the passive flow of air as warm air rises, and air cooled by chilled beams falls using less energy than conventional air conditioning and expected to reduce energy consumption by about 20 per cent over conventional air conditioning systems;
- Passive design principles such as solar blades being fitted to the northern side of the building to allow the sun in through winter but shield it in summer;
- The installation of a 40kw solar PV array on the roof of the Business School; and
- Automated lighting system throughout the building with movement sensors that detect periods of inactivity and shuts down the lighting.

In addition to a sustainable environment, the School has adopted a range of other socially responsible measures such as:

- Providing all staff with a Green Office Guide produced by the University which outlines ways to make our offices more environmentally friendly and initiatives which staff members can implement to green their space and make a difference to the environment;
- Printing: the School no longer distributes hard copies of unit

outlines and unit materials to students (these are now made available on-line) and 2016 saw the phasing in of electronic marking;

- A substantial part of our merchandise is sourced from Green Promotions and therefore 100% carbon neutral (<http://www.greenpromo.net.au/promo/www/content/index.php>) and some of our merchandise (i.e. notepads) is printed on 100% recycled paper. We also source some merchandise from the enactus group, such as jute bags which are 100% biodegradable, and also socially responsible ([http://project-think.org/?page\\_id=254](http://project-think.org/?page_id=254));
- More than 90% of the Business School's paper is sustainably sourced, being either 50% or 100% recycled and carbon neutral; and
- Highly visible recycling bins in the main student areas.



## Solar panel installations on UWA Business School roof



The School has installed a 40kw solar PV array on the roof of the Business School and it is UWA's largest renewable project to date. This project was funded by the UWA Student Guild,

and the Guild will be able to offset their energy use and benefit from reduced costs and emissions.

## Transportation options

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The University promotes sustainable transport option that assist to reduce emissions in daily transport journeys through car pooling, public

transport and bicycle accessibility, see the website <http://www.transport.uwa.edu.au/>.

## Equity and Diversity in the Workplace

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Equity and diversity are fundamental elements of the UWA vision and values. There are a range of initiatives at both University and Business School level aimed at creating an equitable and diverse representation within our staff and students, including:

- Providing professional development programs for managers
- Striving for equitable gender representation within the academy and in our senior workforce
- As keeping with the School's push for equity and inclusivity, we provide employment opportunities in a standard working environment for persons living with a disability. The Business School employs seven persons in a support role, which over the past ten years has been

tremendously successful both for the individual and for the Business School.

- Supporting a culturally competent and inclusive campus through initiatives such as 'Courageous Conversations About Race', which was originally developed by UWA, but has now been extended to eleven universities
- The development of a Cultural Diversity Inclusive Practice Tool-kit, which aims to provide practical guidance to staff to ensure their interactions with other staff and students are culturally inclusive.
- Embedding learning outcomes into our courses around the appreciation of diverse backgrounds and cultures within local, international and business communities
- Access programs to attract high school students whose academic achievements have been impacted by certain disadvantages. These groups include Indigenous students or those subjected to rural isolation, lack of a supportive study environment at home, excessive family responsibilities, illness and bereavement, and difficulties due to relocation or migrant passage.

## Quality of life

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As part of the University's commitment to supporting staff in adopting healthy lifestyle behaviours, UWA offers a comprehensive staff health and wellbeing program with a range of programs and services available to help staff achieve their health and wellbeing goals (see <http://www.safety.uwa.edu.au/health->

wellbeing/well-being). Programs cover general health, body care in the workplace, physical activity, diet and mental health. The University also seeks to train staff to assist others, especially students, in key areas of wellbeing. One example is the provision of Mental Health First Aid Assistance training programmes.

## Support Services

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The University provides free, confidential and professional assistance to employees – and other people whose care is the responsibility of the employee – through the Employee Assistance Program (EAP).

The EAP is intended for people who are experiencing difficulties of a personal or work-related nature and provides assistance for issues such as:

- conflict resolution
- coping with change
- relationships
- marital and family problems
- children and adolescents' mental health
- anxiety, stress, depression
- alcohol and substance misuse
- grief and loss
- crisis or trauma response
- financial and legal
- coaching for managers and supervisors

In addition to an internal counselling and psychological service, the EAP provides access to external services including a 24/7 hotline for staff and managers.

# Training and Development

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In line with the University's vision 2025, a key priority is to foster a high-performance culture that is values-led, collaborative and open, and embraces diversity. To that end, our approach to staff development is responsive to our priorities, using fair and just principles, which promote calibration, openness, agility and diversity.

Our staff development approach is blended to support the needs of both our early career to senior and globally recognised academics.

The academic capability framework is the foundation of our staff development approach, which incorporates research

and innovation, education, leadership and external engagement.

The University's performance management framework is also designed to support staff development and performance, and to align these with the University's Strategic Plan. It supports a working environment that enables staff to reach their personal and professional potential, developing academics to be more agile, unique and provide a globally relevant experience for students. The framework includes specialist programs, workshops, staff reviews, grants and awards.



# FUTURE PRME INITIATIVES

As this report shows, we have ably pursued the initiatives that we outlined in our previous PRME report. That is, we have grown our relationship with the UNGC and the GCNA; in fact, the University has now identified responsibility for this at the Executive level whereby the ProVice Chancellor of Global Engagement has overall carriage of this responsibility. As can be noted, we have also further embedded the PRME principles and show evidence of how the SDG goals are reflected in our teaching, research and many activities with stakeholders. We have further grown initiatives such as the focus on Modern Slavery and the associated topic of labour migration, and have hosted many events that are PRME related. Finally, we have maintained our commitment to ensuring that students have the opportunity to learn and research about PRME through the provision of targeted scholarships, and the support of student-based initiatives.

In the next biennium, we will continue to deepen our commitment in our teaching and research. To do this, we will maintain an ever vigilant assurance of learning process to ensure our teaching programmes meet our ethics and social responsibility criteria; however, we will also retain our focus in our research on delivering new insights and substantiated information on many critical global and local issues that are related to ethics and social responsibility. Our focus will be to graduate students who are not only excellent managers and analysts but also responsible leaders.

More specifically, we will seek to raise both awareness and practice in relation to matters of human and environmental sustainability.

To do this, we will establish a dialogic forum between students and staff, and link this to external expertise, that may both inform and advise students and staff on how best to pursue both awareness and practice of matters related to human and environmental sustainability. This dialogic forum will be complemented by the development of a *Lecture on Contemporary Issues Related to PRME*. The staging of such an event will enable us to connect with our many internal and external stakeholders to both receive feedback and impart information about what we are doing, and what needs to be done, in relation to human and environmental sustainability. The membership of the University to the Global Compact Network of Australia provides us with a suitable forum to link with on this initiative, as well as enlist other areas of the University in going forward on this focus.

Locally, we will draw on the experience of our Centre for Social Impact and consider how we can make our teaching and other programmes more inclusive so that our quality education is even more accessible to those in our community. Globally, we will seek to extend our external links. To do so we will actively seek to network more with our PRME Universities in the region. This will enable us to become better informed of the critical issues facing our neighbouring countries that are related to PRME and the SDGs. By subsequently transmitting this information into our own domain through our teaching and research, we hope to develop responsible leaders able to think and develop responses on matters related to PRME and the SDGs that are also attuned to the dynamics of our own region.



# APPENDICES

## Publications

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Yiyi Su, Shaker A. Zahra, Rui Li, Di Fan 2019, 'Trust, poverty, and subjective wellbeing among Chinese entrepreneurs', ENTREPRENEURSHIP AND REGIONAL DEVELOPMENT, vol., no., pp.1-45.

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Andrew R. Timming, Michael T. French, David Fan 2019, 'Exploring the fluid boundary between 'legitimate performance management' and 'downward bullying'', INDUSTRIAL RELATIONS JOURNAL, vol., no., pp.1-25.

Jie Xia, Mike Mingqiong Zhang, Cherrie Jiu-hua Zhu, David Fan, R. Samarathunge 2019, 'HRM reforms and job-related well-being of academics', PERSONNEL REVIEW, vol., no., pp.1.

# Research Seminars

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2018

Date	Speaker	Organisation	Topic
<b>Accounting &amp; Finance</b>			
9/02/18	Dr Arvid Hoffman	Professor, University of Adelaide	Shareholder Complaints and Advertising Investments
23/03/18	Dr Wei Hu	Lecturer, Curtin University	Information, Insider Trading, Regulation, Executive Reload Stock Options and Incentives
20/04/18	Dr Xuehong He	Professor, University of Technology Sydney	Are We Better-Off for Working Hard?
4/05/18	Dr Peter Pham	Associate Professor in the School of Banking and Finance at UNSW	Wrong for Rights? Short Sales in the Global Rights Issues Market
21/09/18	Dr Adrian Lee	Senior Lecturer, University of Technology Sydney	Outshine to Outbid: Weather-Induced Sentiment and the Housing Market
<b>Economics</b>			
23/02/18	Dr Gordon Anderson	Professor, University of Toronto	The Impact of Changing Patterns of Family Formation and Generational Mobility on Chinese Household Income Inequality: A Counter-factual Analysis
23/03/18	Dr Stefanie Schurer	Associate Professor, University of Sydney	The Effect of Quarantining Welfare on School Attendance in Indigenous Communities
13/04/18	Dr Shuyun May Li	Senior Lecturer, University of Melbourne	Negative Gearing Tax and Welfare: A Quantitative Study for the Australian Housing Market
4/06/18	Dr Mark Weder	Professor, University of Adelaide	Animal Spirits, Financial Markets and Aggregate Instability
17/08/18	Dr Eric Ramstetter	Research Professor, Asian Growth Research Institute and Kyushu University in Japan	Foreign Workers, Foreign Multinationals, and Wages in Malaysia during the mid-1990s

Date	Speaker	Organisation	Topic
14/09/18	Dr Astghik Mavisakalyan	Senior Researcher, Bankwest Curtin Economics Centre at Curtin Business School	The Role Of Conflict In Sex Discrimination: The Case Of Missing Girls
5/10/18	Dr Xiaobo Zhang	Professor, Peking University	Community Networks and the Growth of Private Enterprise in China
12/10/18	Dr Paul Burke	Fellow, Australian National University	The Role Of Conflict In Sex Discrimination: The Case Of Missing Girls
19/10/18	Dr Umair Khalil	Lecturer, University of Adelaide	Maternal Smoking Across Trimesters and Birth Outcomes: A Study of Nonrandom Selection
<b>Management &amp; Organisations</b>			
16/02/18	Ms Heidi Vivian	PhD Candidate, UWABS	Management Of Health And Safety In The Indonesian Construction Industry: Actors, Agency And Institutions In A Developing State Context
16/02/18	Dr Tom Barratt	Lecturer, Edith Cowan University	Where is Labour in Global Production Networks? FIFO Work and Extractive GPNs in Australia
30/05/18	Ms Ali Mollinger-Sahba	PhD Candidate, UWABS	Social Innovation In The Commercial World
22/06/18	Dr Marie Dasborough	Associate Professor, University of Miami	Abusive Supervision As 'Tough Love'? The Role Of Employee Attributions Of Intentionality And Positive Affect
29/06/18	Dr Johan Wiklund	Al Berg Chair and Professor of Entrepreneurship, Syracuse University	ADHD Symptoms, Entrepreneurial Orientation (EO) and Firm Performance
7/09/18	Dr Ingrid Fulmer	Professor, University of South Australia	You Can Check Out Any Time You Like, But You Can Never Leave: A Theory Of Post-Exit Relationships and Alumni Social Capital
28/09/18	Dr Herman Tse	Associate Professor, Monash University	Why And When Employees Like Working With Their Enemies? The Role Of Machiavellianism In Unfavourable Relationship Comparison Processes

Date	Speaker	Organisation	Topic
2/11/18	Dr Zen Goh	Lecturer, Monash University	Yay Or Nay? A Closer Look At The Effects Of Mindfulness On Task Performance In A Safety-Critical Aviation Environment
9/11/18	Dr Peter Galvin	Professor, Curtin University	Understanding the Changes Across Product, Organisation and Industry Architectures in the UK Pension Industry (1985-2014): Shifts Towards and Away from Modular Architectures
30/11/18	Dr Rozanah Abdul Rahman	Associate Professor, Universiti Putra Malaysia	Building a safer and healthier nation: The Malaysian experience of osh

### Marketing

13/06/18	Dr Shasha Wang and Arnold Dr Japutra	Lecturers, UWABS	Revisiting Young Children's Vulnerability: Understanding Brand Recognition toward Prominently vs. Non-Prominently Displayed Brand
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## 2019

Date	Speaker	Organisation	Topic
<b>Accounting &amp; Finance</b>			
1-Feb-19	Dr Isabella Grabner	Professor at Vienna University of Economics and Business	Managing the Trade-off between Delegation and Task Interdependence in Creative Teams: The Role of Personnel and Cultural Control
8-Mar-19	Dr Christine Helliär	Professor of Accounting and Finance at The University of South Australia	Blockchain Diffusion: An Ethical Platform for Business?
22-Mar-19	Dr Marco Navone	Associate Professor, UTS Business School	Is Gender in the Eye of the Beholder? Identifying Cultural Attitudes with Art Auction Prices
29-Mar-19	Dr David Reeb	Senior Fellow of the Asian Bureau of Finance and Economic Research (ABFER) and Fellow of the Academy of International Business	Shadow Trading
12-Apr-19	Dr Dean Hanlon	CPA, Australia's External Reporting Centre of Excellence	Are Firms Providing Generous Employee Welfare A Good Corporate Tax Citizen?
16-Apr-19	Dr Adrian Cheung	Professor of Commerce in the College of Business, Governance and Law, Flinders University	Does Microblogging Information Disclosure affect Financial Statement Comparability? Evidence from China
3-May-19	Dr Glen Hutchings	Curtin University	Enhancing the Decision-Usefulness of Environmental Reporting Through the Commensuration of Corporate Environmental Commitment
16-Aug-19	Dr Yuanji Wen	Lecturer, UWABS	Effects of Darkness on Market Quality when Markets are Fragmented: Experimental Evidence
23-Aug-19	Dr David Gilchrist	UWABS	Charities and Not-for-profits: The Research Opportunities
<b>Economics</b>			
6-Mar-19	Mr. Hoi Chu	PhD student, UWA	The Effects Of Trade Liberalization On Firms' Productivity And Mark-Up In The Case of Vietnam Manufacturing
13-Mar-19	Mr. Mohammad Farhad	PhD student, UWA	When Trade Openness Raises Government Spending
15-Mar-19	Dr Juan Dubra	Professor of Economics, Universidad de Montevideo	Beyond Money: Elicitation When Control And Self Regard Matter
22-Mar-19	Dr Hasin Yousaf	Lecturer of Economics at the University of New South Wales	Sticking To One's Guns: Mass Shootings And Gun Control In The U.S.
29-Mar-19	Dr Tushar Bharati	Lecturer, UWABS	Leave The Kids Alone! An Alternative

Date	Speaker	Organisation	Topic
			Approach To Studying Parent-Child Interactions
17-Apr-19	Dr Andres Zambrano	Associate Professor, Universidad de los Andes in Bogota, Colombia	Paying Less Taxes To Deter Corruption
3-May-19	Dr Joanna Clifton-Sprigg	Lecturer, University of Bath	Bilingualism In The Labour Market
8-May-19	Mr. Vu Anh Vuong	PhD student, UWA	Impacts of the Vietnam War Bombing on Adult Height in Vietnam
22-May-19	Dr Yuping Deng	Assistant professor in School of Economics and Trade, Hunan University	Environmental Regulation and Export Product Quality: Evidence from Chinese Firms
2-Aug-19	Dr Silvia Salazar	Research Fellow at Bankwest Curtin Economics Centre, Curtin University	The power of matrilineal societies in empowering women: A collective model of household consumption with full expenditures and time use.
9-Aug-19	Dr Anthony Scott	Health and Healthcare Research Lead at the Melbourne Institute	Impact Of Rural Workforce Incentives On Access To GP Services In Underserved Areas: Evidence From A Natural Experiment
28-Aug-19	Ms. Niluka Perera Ekanayake	PhD student, UWA	Are Devaluations Contractionary in Small Open Economies? - Evidence from Nine Small Open Economies.
30-Aug-19	Ms. Sarah Walker	Development Economist, UNSW	Women's Labour Force Participation and Household Technology Adoption
<b>Management &amp; Organisations</b>			
5-Feb-19	Dr Sabine Sonnentag	Professor, University of Mannheim, Germany	Conquering Unwanted Habits at the Workplace: A Daily-Survey Approach
24-Apr-19	Aman Abid	PhD candidate, UWABS	Social Media's Role In Political Relationship Marketing
3-May-19	Dr Jen Overbeck	Associate Professor, Melbourne Business School	Silence Is Golden: Silence, Deliberative Mindset, And Value Creation In Negotiation
7-Jun-19	Dr David Cheng	Senior Lecturer in the Research School of Management at the Australian National University	Laughing With The Leader: The Influence Of Leader's Laughter On Followers' Perceptions
14-Jun-19	Dr Michael French	Health Economist and Professor (joint tenure) in the Department of Sociology and Department of Health Management and Policy at the University of Miami	Unintended Consequences of the #MeToo Movement: Are Male Managers Now Less Likely to Mentor Female Employees?
2-Aug-19	Dr Doina Olaru	Senior Lecturer, UWABS	Active Vs Sedentary Travel And Health Benefits: Insights From A Combined Wearables Approach
<b>Marketing</b>			
24-Apr-19	Kim Feddema	PhD candidate, UWABS	Social Cohesion In Online Wildlife Markets: How Culture Moderates Creative Strategies And Persuasion Tactics
15-May-19	Dr Sussie Morrish	Associate Professor of Marketing in the	Post-Disaster Business Recovery: An Entrepreneurial Marketing Perspective

Date	Speaker	Organisation	Topic
28-Aug-19	Dr Sanjit Kumar Roy	UWABS	Together We Can Deliver: Frontline Employees and Robots Joining Forces

# Student Research Topics

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## 2018 HDR Graduates

Riznaldi AKBAR, PhD, 'Debt Crises, Credit Cycles and Economic Growth in Indonesia.'

Bader Khaied A ALBATATI, PhD, 'Feelings, Flow, Immersion, Social Experience, Satisfaction, and Intention to Replay: An Empirical Investigation of Online Game Experience.'

Yusfi ARDIANSYAH, DBA, 'Factors Influencing Peer-Communication Through Social Advertising: A Consumer Socialisation Framework.'

Norman BAKER, DBA, 'An Examination Of Factors Influencing Chinese Student-Consumers Intention To Study Vocational Education And Training (Vet) In Australia: A Theory Of Planned Behaviour Approach.'

Elly LEUNG, PhD, 'Exploring Worker Consciousness in China.'

Ning MA, PhD, 'Productivity Performance, Environmental Efficiency and Economic Growth: Evidence from the Chinese Economy.'

Manal Riad Mahmoud SHEHABI, PhD, 'Success and Failure in a Petro State: Economic Policy and Performance in Kuwait since the Gulf War.'

Xing SHI, PhD, 'Innovation in China: Its Global Role, Firms' Behaviour and Government Policy.'

## 2019 HDR Graduates

Zijun CAI, PhD, 'When Proactivity Meets Interdependence: Social Context As A Predictor And Boundary.'

Qing LI, PhD, 'Intangible Capital and China's Economic Growth.'

Sigit Pria PERDANA, PhD, 'Global Carbon Abatement Equilibria: A Reassessment.'

Trung Tuan PHAM, DBA, 'Factors Influencing Member Value In Agricultural Co-Operatives In Vietnam.'

Stuart John Montgomery SPEIDEL, PhD, 'Energy Usage Patterns For Driving and Charging Of Electric Vehicles.'

Noor SYAIFUDIN, PhD, 'The Economics of Sustainable Development: An Indonesian Perspective.'

## Current HDR Students

Aman ABID, PhD Candidate, 'Persuading Voters On Social Media: The Role Of Elaboration, Attitude Strength, And Relationship Velocity In Driving Voter Behaviour.'

Nugraha ADI, PhD Candidate, 'Fiscal Decentralisation, Regional Development and Disparities: Evidence from Indonesia.'

Swarna AFSAR, PhD Candidate, 'A Study Of Consumer Behaviour And Socio-Economic Factors And How They Influence The Financial Product Borrowing Decisions Under Varying Economic Scenarios.'

Junran CAO, PhD Candidate, 'Essays In Health And Labour Economics.'

Chun Kit CHUNG, PhD Candidate, 'Essays In Environmental, Social And Governance (ESG) Reporting In Hong Kong.'

Eric Ryan CLOCK, DBA Candidate, 'Enterprise Education and Bottom (Base) Of the Pyramid Youth.'

Patricia Ruth COLLINS, PhD Candidate, 'How Do Children's Personal Values (i.e. Motivational Goals) Predict Friendship Groups and Popularity in Primary School?'

Ni Nyoman Ayu DIANTINI, PhD Candidate, 'Essays On Corporate Governance And Cartel.'

Wendy Ann ELLIOTT, DBA Candidate, 'Digging Deeper - What Retail Investors Want From Australian Mining Organisation's Sustainability Reports; A Best-Worst Study.'

Adnan M S FAKIR, PhD Candidate, 'Unintended Consequences of Migration on the Lives of Family Left Behind In Rural Bangladesh.'

Kim Louise FEDDEMA, PhD Candidate, 'Understanding the Role of Online Communities in Wildlife Trade.'

Richard George GOATER, PhD Candidate, 'The Ecology of Leadership in Organisations: Social Affordance and Behaviour Milieu as Determinants of Leadership Development.'

Georgia Jane HAY, PhD Candidate, 'Work Design in the Modern Workplace: Designing Work for Productivity, Wellness, and Innovation in All Sectors.'

Kenneth Fu Xian HO, PhD Candidate, 'Develop A Label Equity Model: Understanding Consumers' Response To Honey Labelling.'

Md Zakir HOSSAIN, PhD Candidate, 'Insider Trading And Capital Market Efficiency: An International Study.'

Taufan Pamungkas KURNIANTO, PhD Candidate, 'The Impact of Indonesia's National Health Insurance Scheme On Health Access and Health Outcomes.'

Darwing Ivan LAFABURIE MALDONADO, PhD Candidate, 'Institutionalisation of Sociomaterial Practices.'

Thi Hong Cam LE, M. Phil Candidate, 'Regional Inequality in Household Health Expenditures: Empirical Evidence from Vietnam.'

Shin Yiing LEE, PhD Candidate, 'Service Employees' Responses to Customers' Emotion Regulation Strategies.'

Rafat MAHMOOD, PhD Candidate, 'Essays on Determinants of Vulnerability to Terrorism on National and Household Level.'

Sandra Ellen MARTAIN, PhD Candidate, 'The Marketization of Aged Care and Organisation of Care Work.'

Ali Gail MOLLINGER-SAHBA, PhD Candidate, 'Achieving the Balance in Complexity Leadership Theory: Relational Leadership Processes Emergence of Australian Social Impact Bonds.'

Monique Alina MOORE, PhD Candidate, 'R&D Outsourcing Partner Selection: Factors Influencing Biopharmaceutical Firms Use Of Contract Research Organisations.'

Antoine Paul MUSU, DBA Candidate, 'Tourism Policy, Strategy and Practice in Regional Australia: A Multiple Case Study Approach.'

Ibrahim NAEEM, DBA Candidate, 'What Are Probable Causes Of The GFC 2008?'

Anh Ngoc Tram PHAM, PhD Candidate, 'The Impacts of Customer's Motivation and Capability on Their Effort in Value Co-Creation, Performance and Quality Of Life.'

Juan Pablo POSADA APARICIO, PhD Candidate, 'Appealing to the Human, Not the Soldier. Evidence from the Demobilization Process in Colombia.'

Thilini Sumudu Kumari RANPATI DEWAGE, PhD Candidate, 'Misallocation And Declining TFP Growth In Sri Lanka's Manufacturing Industries: A Study Of Distortionary Economic Policies.'

Anna RETNAWATI, PhD Candidate, 'Political Connections and Bank Behaviour under Different Political Regimes: Evidence from Indonesia.'

Renee Cristal TEAL, PhD Candidate, 'Influencing Health Through Sport Sponsorship: Win Or Lose, Can We Use Spectator Emotion To Improve Our Impact?'

Achmad TOHARI, PhD Candidate, 'Targeting Mechanisms and Poverty Alleviation Programs: An Indonesian Perspective.'

Manda Kaye Fawkes TREVARTHEN, DBA Candidate, 'Cognitive Artefacts and Effective Hazard Management in Construction.'

Elena Isabel VAZQUEZ MELENDEZ, PhD Candidate, 'Adoption of Blockchain Solutions to Australian Food Supply Chains: Improving Traceability, Transparency and Responsiveness.'

Heidi Rebekah VIVIAN, PhD Candidate, 'Management of Health and Safety in the Indonesian Construction Industry: Multinational Agency and Institutions in a Developing State Context.'

Thi Hong Loan VU, PhD Candidate, 'The Links between Agriculture and Food Security at the Household Level: Empirical Evidence from Rural Vietnam.'

Vu Anh VUONG, PhD Candidate, 'The Long-Lasting Impacts Of Warfare on Vietnamese People's Health.'

Karen WINTER, PhD Candidate, 'Value-Differentiation, Value-Expressive Behaviour and Well-Being across the Adult Life Span.'

Guangxin XU, PhD Candidate, 'The Impact of Legal Structure in Corporate Governance, Corporate Social Responsibility, And The Cost Of Equity Capital On a Firm's Performance In Family Businesses: An International Review.'

Ivan ZHANG, Master of Research Candidate, 'The Effects of Information Complexity on Sustainable Consumer Behaviour in Social Marketing Campaigns.'

## 2017 HDR Preliminary Graduates

Aman ABID, 'An Exploration of the Social Media Enabled Voter-Political Entity Relationship.'

Karen WINTER, 'Personal Values, Goal Conflict and Motivational Interference among University Students HDR.'

Guangxin (Ella) XU, 'The Career Sustainability of Professional Migrations in Australia: An Exploratory Case Study of Chinese Professional Migrants.'

## 2018 HDR Preliminary Graduates

Maryam SHARIATMADARI, 'Target Companies in the Spotlight: Evidence from Mergers and Acquisitions.'

## 2017 Honours Graduates

Chad BENSKY, 'Engagement In Societal Cause Virtual Communities: The Challenge To Connect Online.'

Corey HATTON, 'Antecedents and Consequences of Value Co-Creation in Smart Tourism.'

Hannah PHAM, 'Migrant Networks and FDI: The Fall of Saigon as a Natural Experiment.'

Jack SHELLEY, 'Firm Value Effects Of Corporate Carbon Emissions.'

Nicholas H. FURLONG, 'Dancing In the Dark: Lit Market Limit Order Book Liquidity and the Informativeness of Dark Trading.'

## 2018 Honours Graduates

Yi MENG, 'Consumer Purchase Intentions towards Remanufactured Products.'

Brendan Patrick SWEENEY, 'I'll Have What She's Having: The Effect of Brand Familiarity and Genre Liking on Implicit and Explicit Brand Attitudes.'

Ming Hui TAN, 'The Influences Of Effectiveness And Efficiency On The Perception Of Value-In-Use Based On Organisational Relationship Level.'

Michaela Von PERGER, 'Mindfulness And Materialism As Mediators Between Voluntary Simplicity And Well-Being: Implications For Consumer Marketing And Policy.'

Ivan ZHANG, 'The Relationship between Motivational Regulation and Social Comparison on Self-Identity and Physical Activity: The Case of Young Adults in Australia.'

Tom K. COOPER, 'Australian Housing Market Fundamentals and the Growth in Debt.'

Darren GAN, 'Automotive Manufacturers and the Price of Lithium: A Study into the Electric Vehicle Market.'

Fiona Gisela ROESLIM, 'The Role of Power Distance on Delegation and Incentives.'

Awais Ahmad KHAN, 'What is a Store of Value?'

Aidan O'HARA, 'The Cost Of Being Indigenous: An Updated Look at the Indigenous and Non-Indigenous Australian Earnings Gap.'

Aidan Coulson McCappin THOMPSON, 'Determinants and Likelihood of Digital Piracy among Australians.'

Alejandra Sofia Cornelio GUILLERMO, 'How do Immigrants Fare across the Wage Distribution in Western Australia and Australia?'

Ben MARTIN, 'Public Debt and Policy Volatility.'

Cara HOLLAND, 'The Role of Rural Women's Empowerment in Agriculture for Children's Food Security in Bangladesh.'

Christopher COOK, 'Democracy and Inequality: An Inverted U-Shape Relationship?'

Claire O'DONOHUE, 'Public Debt and Economic Growth: Differences in the Global Economy.'

Harrison LANGSFORD, 'Militarising Trade--The Impact of Military Alliances on Bilateral Trade.'

Holly CREEK, 'Understanding the Determinants of Financial Literacy among Young People in Australia.'

Joanne EMBRY, 'The Resource Curse and Conflict Severity: An Analysis of Exogenous Price Shocks.'

Karli A. JEFFERY, 'Young Lives and Wealthy Minds: The Effect of Household Consumption Capacity on Child Cognitive Ability.'

Kevin HU, 'To Stay or To Leave: Retention of GPS in Rural Australia.'

Madison Ann PIGLIARDO, 'The Impact of Household Solar In the South West Interconnected System (SWIS).'

'Matthew Allyn WASLEY, 'Consumption, Financial And Non-Financial Wealth, What Is Australia's MPC?'

Nicholas VERNON, 'Birthplace Diversity and Economic Prosperity Following the Abolition of the White Australia Policy.'

Samuel J. REED, 'Sex-Selective Abortions in Australia: An Examination of Chinese and Indian Immigrants.'

Sophie HARWOOD, 'The Cost of Worry: Does Economic Performance Affect Mental Health across Australian Industries through the Channel of Job Insecurity?'

William Donald MACLEOD, 'Does Foreign Direct Investment Encourage Economic Growth: An Empirical Analysis of Brazil, India, and China.'

Zac MUSCAT, 'On Military Monetary Policy: An Essay on the Use of Independent Central-Banking in Times of Total-War.'

# Media Releases

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## Media Coverage 2018

- [CRC for Honey Bee Products celebrates first beekeeping graduation ceremony in Yanchep](#)
- [How to Be Smarter About Your SMART Goals](#)
- [Industry leaders missing the lessons of Australia's mining booms and busts](#)
- [Assessing the determinants and consequences of safety culture in the maritime industry](#)
- ['Stability and support' keys to ending homelessness](#)
- [A twofold solution: The royal commission must consider both regulation and education](#)
- [Take That Mom! Tattoos Don't Hurt Your Chances for Employment](#)
- [Air New Zealand's tattoo ban is unusual among employers](#)
- [Rewriting the rules may tear world trade apart](#)
- [What is a trade war? The US-China spat explained](#)
- [2018 Social Impact Festival – Good Market](#)
- [How a 'more inclusive Australia' can increase productivity and harmony](#)
- [Think carefully before buying Bitcoin – and don't buy the 'safe haven' claims](#)
- [Why NFPs should invest in outcome measurement tools](#)
- [As yet another ridesharing platform launches in Australia, how does this all end?](#)
- [Why workers may be worse off after action against Foodora](#)
- [Why gig workers may be worse off after the Fair Work Ombudsman's action against Foodora](#)
- [Kik CEO Believes Blockchain Is Not For Everyone](#)
- [What's at stake in the tariff negotiations between the US and China](#)
- [Redefining workers in the platform economy: lessons from the Foodora bunfight](#)
- [FOR LOVE OR MONEY](#)
- [Social media and work: Five common-sense rules every employee should know](#)
- [Research essential to not-for-profits](#)
- [Having A Tattoo Can Actually Help You Get Hired, Study Says](#)
- [All aboard except the bus driver](#)
- [Don't worry about getting that tattoo; study shows it won't affect your job prospects](#)
- [No, A Tattoo Won't Harm Your Job Prospects. In Fact, It Might Help You Get Hired](#)
- [Can't get a job? Get a tattoo! Body art is now fashionable, it makes you MORE likely to get a job](#)
- [New study finds tattoos are more acceptable in the workplace](#)
- [Inked and employable: Tattoos are not a disadvantage in the workforce](#)
- [Driverless electric bus takes to the road at UWA](#)
- [SME leader awarded for philanthropic efforts](#)
- [Lowdown on GST change](#)

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- [Lowdown on GST change](#)
- [Lowdown on GST change](#)
- [Learn about honey industry at hackathon](#)
- [Getting stuck into the business of honey](#)
- [Doubts over NDIS pricing add to uncertainty for disabled](#)
- [Will Australia's annual \\$35b defence budget stand the test?](#)
- [Donald Trump scores China tariff own goals and a bigger trade deficits](#)
- [New study finds tattoos are more acceptable in the workplace](#)
- [The business of honey](#)
- [The key to a vibrant democracy may lie in the workplace](#)
- [Monopoly reflects real-life housing crisis](#)
- [Business School lecturer presents gig economy research to Australian Senate Inquiry](#)

## Media Coverage 2019

- [Trade war is destroying all the lessons of Adam Smith](#)
- [New degree links technology with the humanities](#)
- [WA tourism boosted by quokkas and social media 'influencers'](#)
- [Next government urged to prioritise the ACNC](#)
- [Why we should be valuing tattoos in the workplace](#)
- [Elephants never forget the 'crush box'](#)
- [What's next after the banking royal commission](#)
- [Predict and act: the new black](#)
- [Social Impact Summit: Walking Together Towards 2029 and Beyond: Voice, Treaty, Truth](#)
- [War's physical toll can last for generations, as it has for the children of the Vietnam War](#)
- [Flexibility of gig economy jobs a mirage](#)
- [Two professors bring fresh perspective to terror threat](#)
- [Caring and sharing: How to stop employees hoarding their knowledge](#)
- [Charities struggle to measure outcomes](#)
- [Values influence where we spend our time and money](#)
- [Centre for Social Impact researcher recognised in pro bono awards](#)

## Selected Media Coverage around CSI

### 2018

	CSI News	Link
ABC Radio Australia News	Living costs in many Australian cities rising faster than rest of world	<a href="http://www.radioaustralia.net.au/international/2018-01-18/living-costs-in-many-australian-cities-rising-faster-than-rest-of-world/1729966">http://www.radioaustralia.net.au/international/2018-01-18/living-costs-in-many-australian-cities-rising-faster-than-rest-of-world/1729966</a>
ABC News	Living costs in many Australian cities rising faster than rest of world	<a href="http://www.abc.net.au/news/2018-01-18/living-costs-in-australian-cities-rise-faster-than-rest-of-world/9339040">http://www.abc.net.au/news/2018-01-18/living-costs-in-australian-cities-rise-faster-than-rest-of-world/9339040</a>
ABC News	National snapshot of homelessness in Australian cities	<a href="https://www.abc.net.au/radio/programs/worldtoday/national-snapshot-of-homelessness-in-australian-cities/9644748">https://www.abc.net.au/radio/programs/worldtoday/national-snapshot-of-homelessness-in-australian-cities/9644748</a>
Pro Bono Australia	Permanent Housing is Number One Priority	<a href="https://probonoaustralia.com.au/news/2018/04/permanent-housing-number-one-priority/">https://probonoaustralia.com.au/news/2018/04/permanent-housing-number-one-priority/</a>
RTRFM	2018 Social Impact Festival – Good Market	<a href="https://rtrfm.com.au/story/2018-social-impact-festival-good-market/">https://rtrfm.com.au/story/2018-social-impact-festival-good-market/</a>
Pro Bono Australia	The Hidden Suffering of Women Sleeping Rough Revealed	<a href="https://probonoaustralia.com.au/news/2018/11/hidden-suffering-women-sleeping-rough-revealed/">https://probonoaustralia.com.au/news/2018/11/hidden-suffering-women-sleeping-rough-revealed/</a>

### 2019

Media	CSI News	Link
The University of Western Australia	Centre for Social Impact researcher recognised in pro bono awards	<a href="http://www.news.uwa.edu.au/2019031211262/centre-social-impact-researcher-recognised-pro-bono-awards">http://www.news.uwa.edu.au/2019031211262/centre-social-impact-researcher-recognised-pro-bono-awards</a>
The University of Western Australia	Charities struggle to measure outcomes	<a href="http://www.news.uwa.edu.au/2019041111333/charities-struggle-measure-outcomes">http://www.news.uwa.edu.au/2019041111333/charities-struggle-measure-outcomes</a>
Mirage News	Charities struggle to measure outcomes	<a href="https://www.miragenews.com/charities-struggle-to-measure-outcomes/">https://www.miragenews.com/charities-struggle-to-measure-outcomes/</a>
Pro Bono Australia	NFPs struggling to measure their impact	<a href="https://probonoaustralia.com.au/news/2019/04/nfps-struggling-to-measure-their-impact/">https://probonoaustralia.com.au/news/2019/04/nfps-struggling-to-measure-their-impact/</a>

Media	CSI News	Link
2019 ABC AM Radio National	100 Families WA	<a href="https://www.abc.net.au/radio/programs/am/study-finds-80-of-disadvantaged-families-are-food-insecure/11184248">https://www.abc.net.au/radio/programs/am/study-finds-80-of-disadvantaged-families-are-food-insecure/11184248</a>
Pro Bono	100 Families WA, Vulnerable families forced to choose between heating and eating	<a href="https://probonoaustralia.com.au/news/2019/06/vulnerable-families-forced-to-choose-between-heating-and-eating/">https://probonoaustralia.com.au/news/2019/06/vulnerable-families-forced-to-choose-between-heating-and-eating/</a>
ABC News Perth 720 and Radio National	100 Families WA, Baseline Report	



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