

Edge

Celebrating the highlights and achievements of research and innovation within CoBL





Edge

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noun:

1. a slight advantage over someone or something.
2. a point near the beginning or the end.
3. Incisive or penetrating quality.

The College of Business and Law (CoBL) had a fantastic 2022 with an impressive array of research activities, initiatives and successes. Our continued research uplift and focus on quality ensured impactful work that generated scholarly and engagement outcomes.

The launch of our new Higher Degree by Research (HDR) program heralded a new way of ensuring our students are prepared for academic and career success. The creation of Digital3 promises to accelerate and connect our innovative research with industry in the digital domain. Our Research Centres' achievements were notably laudable and contributed to RMIT and CoBL's reputation building. The inaugural Professorial Lectures, which commenced this year, contributed immensely to our celebratory and vibrant research culture. We also saw the commencement of the Digital Finance CRC and the first PhD scholarship awarded into this 10-year program which brings together research, education and commercialisation to drive the digital finance revolution.

Our intensive ERA preparations, led by our ERA Champion and FoR advisors, highlight our incredible research with a significant uplift in the quality of our outputs across the whole College. While the ARC 'cancelled' the ERA Evaluation round for 2023, the work and analyses conducted provide a good basis for us leading into the potential 2024-2025 ERA round.

Looking forward to 2023, I'm very excited to see the development and rollout of the R&I decadal plan, and the launch of the CoBL31 strategy, both of which will feature some new priority areas for CoBL research and innovation. This will bring a heightened emphasis on achieving societal, government and industry impact through applied research.

We look forward to continuing CoBL's amazing research trajectory with a focus on quality, impact and making a difference into 2023. So much to be excited about!

Professor Tracy Taylor
ADVC, Research & Innovation CoBL



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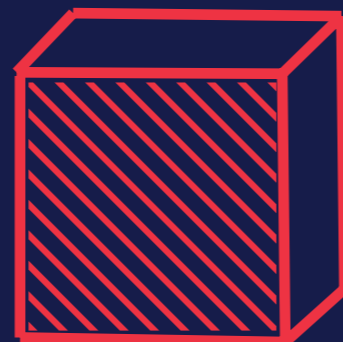
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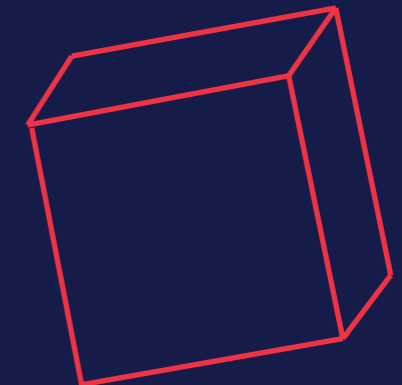
Who We Are

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**Meaningful
Impact**

In 2022 we delivered quality, impact driven research at the intersection of business, technology and society



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CoBL Research Strategy

2022 by the numbers

Leading researchers producing applied, evidence-based research, and future-relevant thought leadership

Research in CoBL covers a broad range of business discipline areas, reflecting the activities of our Schools. Our cohesive environment provides support to our nationally and internationally established researchers, and nurtures our emerging researchers and postgraduate candidates. CoBL undertakes rigorous and evidence-based research that informs policy and business practice. Our research is impactful and supports action on business, ethical and social dilemmas. Our research is industry relevant and translatable, and we welcome opportunities for collaboration and partnership.

The R&I office ran successful projects related to our five major priority areas for 2022:

- Priority I – Research Culture and Outputs Uplift
- Priority II – HDR Program Development and Launch
- Priority III – Capability Mapping of all Research Areas in the College
- Priority IV – Capability Building - HDR, ECA, Women, Mid-career
- Priority V – ERA Preparation and Communication

In particular, we were very happy to have launched CoBL's new HDR program in the first week of August with the first two innovative coursework programs: Research Philosophy and Design running intensively over a four week period. The new program features PhD industry internships which we hope will be very attractive to both students and industry.

2022 saw the launch of the RMIT strategy Knowledge with Action. At CoBL we have confidence in the strategy's direction which focusses on using our knowledge, skills and capabilities, to make a difference in the world. It is a clear, direct statement of intent that, coupled with the CoBL's strategy (CoBL 31), and Research and Innovation's (R&I) new Decadel Plan, will see R&I leverage existing assets and strengths to create impact now and for years to come.



65.1%

Publications in top quartile journals



\$7,990,358

Total research income



13,398

Total citations



534

Scopus publications



70

PhD Scopus authorships

Strategic Goals



Uplift research culture



Research informed, leading-edge education



Enhance research reputation



Increase collaborative work with industry to create impact



Instill interdisciplinary mindsets and initiatives



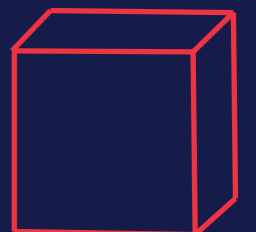
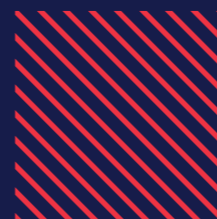
Build research capability



Ensure greater



Provide a state-of-the-art HDR student experience



2022 CoBL Research Excellence Awards



Associate Professor Angel Zhong (EFM) *Research Excellence*

Angel has received over \$150,000 in research income this year, become the Associate Editor of Finance Research Letters and Subject Editor of Journal of International Financial Markets, Institutions & Money and published 11 journal articles, 10 of which were in Q1 publications and earlier this year was also awarded the prestigious 2022 Philip Brown Prize for Best Australian Paper.

A focus of her research has been on 'finfluencers' and through extensive engagement with the public, governing bodies and policy makers has helped to influence positive policy changes such as ASIC banning 'finfluencers' from providing unlicensed financial advice on social media.

Dr Lan Anh Nguyen (AISSC)

Research Excellence Early Career

Since 2019, Lan has achieved a strong and growing track record of publications. In just 2022 Lan has published nine journal articles - many of which were published in A* and A-ranked journals - and generated in excess of \$30,000 in research income.

Lan takes an actively role in supporting and mentoring other early career researchers both here in Melbourne and in RMIT Vietnam and is in turn strengthening collaborations and connections between both campuses.



Associate Professor Shelley Marshall (GSBL) *Excellence in Research Supervision*

Shelley is a committed and passionate supervisor and mentor of doctoral students. In her five-year tenure at RMIT she has supervised 12 doctoral students, including 10 as the senior or joint supervisor.

Shelley runs a suite of innovation programs to support candidate engagement and learning. She also creates opportunities for candidates to engage with industry, work as part of cross university and cross disciplinary grant teams and integrate into professional networks such as the Australian Corporate Accountability Network to enhance both research outcomes and impact.

Enhancing Cyber Security Project Team (Centre for Cyber Security Research & Innovation)

Research Partnership and Impact



The 2022 Research Partnership and Impact award goes to the Enhancing Cyber Security Project Team - Professor Matt Warren, Gabby Cincotta, Mary-Anne Mwendwa, Lee-Ann Phillips, Vindaya Senadheera, Meredith Jones and Daniel Mannix. This project aimed to enhance the cyber-security capability and resilience of the Australian university sector. It was part of the national Australian 2020 Cyber Security Strategy and was funded by the then Department of Education Skills and Employment and supported by the University Foreign Interference Taskforce.

The project delivered a series of six trusted Cyber Security Forums from November 2020 to June 2022, bringing together strategic leaders across government and c-suite executives in the university sector to discuss the changing cyber threat environment. A suite of best practice resources, in the form of handbooks, blueprints, online tools and training programs were also developed.



Dr Tarek Rana (AISSC)

Research Excellence in Interdisciplinary Research

The key objective of research undertaken by Tarak is ensuring it is theoretically informed and empirically grounded in order to maximise its application and impact.

Tarak has a track record of high-quality research using a range of qualitative and quantitative methodologies and encompassing emerging technologies including machine learning and artificial intelligence. These methods focus on applied approaches from computer and data science disciplines and require strong interdisciplinary collaborations and partnerships with industry to collect data.

Associate Professor Joona Keranen *Research Excellence – Journal Publication by an Academic* (GSBL)

Joona is being recognised for his article 'Three ways to sell value in B2B markets' which was published in the MIT Sloan Management Review Financial Times' Top 50 journal ([MIT Sloan management review, 2021, Vol.63 \(1\), p.64-70](#)). It is the world's second most read managerial journal after Harvard Business Review, publishing selected ideas that can have significant and wide-reaching potential to transform management practice.



2022 CoBL Media Stars

CoBL Top media performers

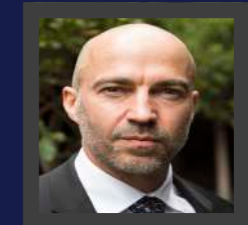


Professor Matt Warren (AISSC)

Officially inducted into the RMIT Media Hall of Fame
Expertise: Cyber security, security risk analysis, cyber innovation, computer ethics

Distinguished Professor Jason Potts (EFM)

Expertise: technology change, blockchain, cryptocurrency, economics,



Emeritus Professor Sara Charlesworth (SoM)

Expertise: Gender equality in employment, Job quality, Social care workforce, Industrial and anti-discrimination law & practice, Intersection of work & care

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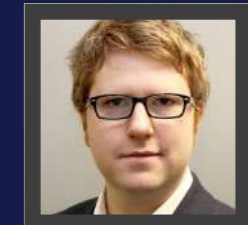
Dr Leonora Risse (EFM)

RMIT Media Star of the Year
Expertise: Economics, gender, labour markets, equality



Associate Professor Chris Berg (EFM)

Expertise: Economic history, Australian history, Political economy, Institutional economics, Blockchain and institutional technologies



Dr Alexia Maddox (EFM)

RMIT Rising Media Star
Expertise: blockchain, web3, digital CBD

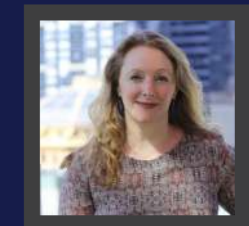
Associate Professor Vinh Thai (AISSC)

Expertise: Maritime logistics & SCM, Shipping & port management, Quality management in maritime logistics, HRM in maritime logistics



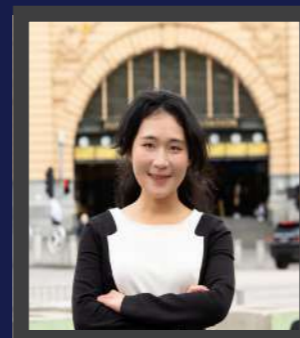
Dr Meg Elkins (EFM)

Expertise: Behavioural Economics, Arts and Culture, Information Bias, Social Protection, Wellbeing



Associate Professor Angel Zhong (EFM)

COBL Media Star of the Year
Expertise: Empirical asset pricing, financial stability, banking, investor behaviour, financial wellbeing, global financial markets



Dr Aaron Lane (GSBL)

Blockchain, Corporate Governance, Economics of Regulation, Public Sector Innovation, Public Choice / Political Economy, Law and Economics, Business and Economic Analysis



Building the Research-Teaching Nexus

Incorporating Research into Curriculum

Transforming student learning experiences through socially responsible and ethical marketing applications

With authenticity at its core, Lauren’s ‘Marketing and Society’ course is an exemplar of how to transform students’ learning through the integration of contemporary research and practice.

Dr Lauren Gurrieri has curated a curriculum that draws upon her research expertise across critical marketing, societal marketing, consumer culture theory and transformative consumer research. This has not only addressed the gap for a course on marketer responsibilities and ethics in a highly managerial marketing program, but also advanced the AACSB goal to create positive societal impact through business education

In line with critical pedagogy, Lauren connects course learning with the experiences, histories and resources that students bring to the classroom to ensure students feel valued and are active participants in the learning process. Through integrating her own research expertise into the curriculum, Lauren helps students navigate often difficult and confronting social topics through the lens of the contemporary research to draw on their own lived experiences and engage with the learning materials.

“Lauren’s expertise in research-led curriculum development is widely recognised by her peers, evidenced through her scholarship of learning and teaching, and reflected in her expertise being sought by educators across Colleges and institutions to participate in grants and award-winning projects.” Linda Robinson, Head of Department (Marketing) said.

By bringing students into her world of disciplinary research, Lauren is inducting them to a whole new way of thinking about where learning comes from and how it evolves.

Recognising the value of using disciplinary research in teaching

Dr Peyman Khezr coordinates and teaches the ‘Blockchain and the Cryptoeconomy’ postgraduate-level course, focussed on applications of blockchain technology in the economy. Peyman’s philosophy is grounded in application and meaning, bringing theory and practical relevance together.

His area of research expertise focusses on the application of market design on various markets including blockchain and cryptocurrency markets.

When designing and teaching courses, Peyman draws on his own research and incorporates the latest research findings in the field into his learning materials.

Throughout the ‘Blockchain and the Cryptoeconomy’ course, students get to contextualise and reinforce their learning by visiting the RMIT Blockchain Innovation Hub, connecting with the directors and members of the hub, learning the types and the impact of research in the blockchain domain, as well as exploring the blockchain applications and public policy challenges.

The assessment places an emphasis on critical inquiry and research analysis and is scaffolded to progress students through their learning. With guidance and support, students are required to conduct a literature review, identify their research question, apply the appropriate methods they have learned in this course, demonstrate originality of thought, and provide their critical analysis and creative solutions.

The impact of Peyman’s research-led curriculum development and delivery has been evidenced through strong GTS and OSI. Many students expressed their appreciation for learning real world applications of blockchain technology and participating in the applied research process.

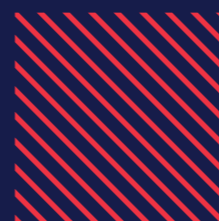


Dr Lauren Gurrieri (SoM)



Dr Peyman Khezr (EFM)

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Thought Leadership and Knowledge Exchange Update

»» Chapter 2

Once again in 2022, CoBL academics have been prominent in the media and have been regularly engaging externally. This work is invaluable, and contributes greatly to the continual growth of our reputation as a leading provider of Business and Law education and research.

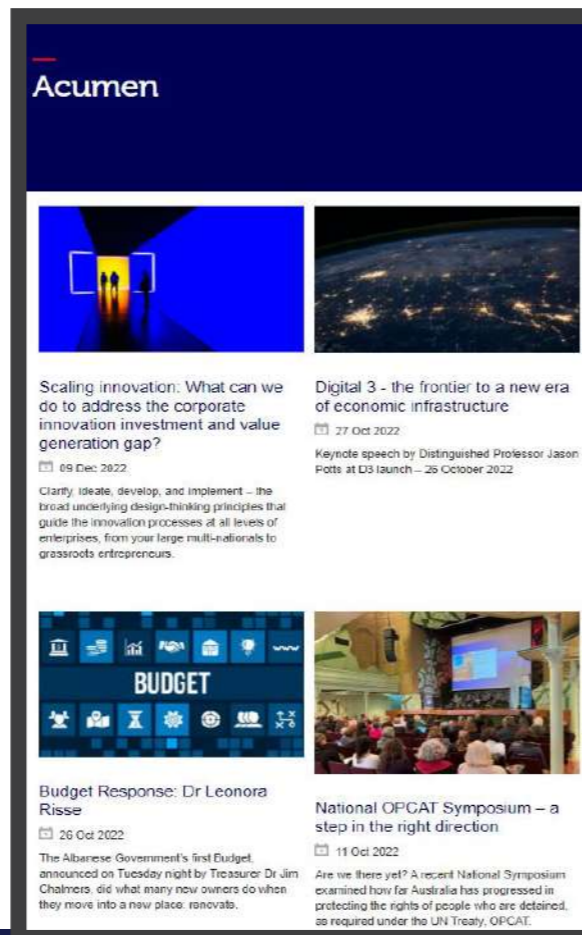
Over the course of the year we were aware of approx. 48 external engagement and thought leadership events held by our College and Schools - this is a fantastic result, and is most likely not entirely representative of all of the activity our academics do in this space, as a lot of activity like this goes on underneath the radar. One highlight was the Thought Leadership webinar held by the Strategy, International and Engagement team: "Challenges of managing employee well-being post-COVID: Towards well-being HRM practices". Other highlights include the multiple Digital CBD report release events held in 2022 by the Blockchain Innovation Hub and the Centre for Cyber Security Research and Innovation, the 'Noise of Quiet Quitting' industry event held by the School of Management and the RMIT-Q Group Finance Symposium 2022. The CoBL Thought Leadership blog, 'Acumen', also performed strongly throughout the year.

We published 23 articles over the course of the year, which generated much social media, and media engagement. Some highlights included featuring two of three winning entries from the RMIT Business and Human Rights Centre's annual blog competition in June, and an excellent article by Professor Anthony Forsyth related to the Federal Government's jobs and skills summit entitled 'Why unions and small business want industry bargaining from the jobs summit - and big business doesn't'.

Finally, after a lengthy EoI and proof of concept period for 'The CoBL Index', we were very happy to announce in October that 'The Sustainability Procurement Disclosure Index' has been selected to receive continued funding, with a view to release the Index in mid-2023. Congratulations to all of the project team: Charles Lau, Aswini Yadlapalli, Vinh Thai, Muhammad Abdulrahman, and Prem Chhetri. This initiative has been designed to foster media and public interest in CoBL's research, and we are thrilled to continue this College 'experiment' with Charles and the broader team.

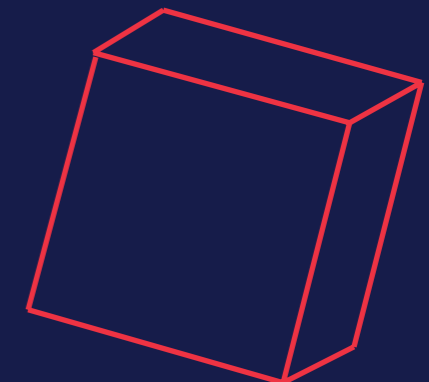
Thank you and congratulations to all our academics who have participated in various externally focussed engagement activities over the course of 2022.

Ryan Wendt
Associate Director, Research Operations and Engagement



Success Stories

This section highlights some of the many research successes of our Schools and Research Centres



Accounting, Information Systems and Supply Chain

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Generating Meaningful Impact in Shaping Smart Mobility in Australia

The mobility of people, goods and materials is a vital driver of economic activities globally. Existing infrastructure needs to be more robust for the increasing demand for mobility. This raises an urgent need for credible solutions to transform existing mobility systems, reduce congestion, and achieve one of the Sustainable Development Goals in view of an increasing acceleration of urbanisation across the world.

With the advancement of digital technologies and innovations, smart mobility offers a viable solution.

An interdisciplinary project team consisting of Professor Alemayehu Molla, Dr Sophia Duan, Professor Hepu Deng, and Associate Professor Richard Tay initiated a research project to delve into the essence of smart mobility for transforming the mobility of people and goods towards the development of sustainable transport systems in Australia.

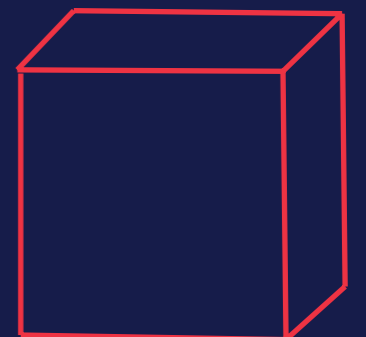
The project's findings have been published in media and top-tier academic journals. This includes the article "Can an app change Australia's car culture? Only if all moving parts work together" published in *The Conversation*, which has attracted more than 7K readers with numerous interactive discussions that have effectively facilitated the knowledge exchange and advancement in Smart Mobility.

In addition, the work entitled "Predicting Mobility as a Service (MaaS) use for different trip categories: An artificial neural network analysis" has been published in the top-tier journal - *Transportation Research Part A: Policy and Practice* (ABDC A*-ranked), which can inform strategies and policies to promote MaaS use for building sustainable smart mobility systems. The team has been invited to deliver a keynote talk at the National Mobility Live Conference in 2023 at the Sydney ICC with over 5000 industry attendees. This continues the project teams' journey of generating meaningful impact in shaping smart mobility in Australia.

We organised three Smart Mobility-themed panel discussions to bring together high-profile experts from industry, public organisations, and researchers to explore the research puzzles and policy implications around "Mobility as a Service", "AI and Mobility", and "Open Data and Smart Mobility". The panels generated wide interest nationally and internationally, evidenced by over 650 registrations with participants from industry, government, and academia globally. The panel discussions lay the foundations for understanding what it takes for Australian mobility systems to advance towards a Smart Mobility ecosystem and, ultimately, maturity and excellence.



Professor Babak Abbasi
Deputy Dean, Research & Innovation



Economics, Finance and Marketing

Collegiate research culture leads to fruitful success

2022 was another stellar year for the School of Economics, Finance and Marketing (EFM), with more than 117 academic papers. Importantly, 66% of these were papers published in the top quartile journals. Many of these journals were also A and A* publications and included highly ranked publications such as *Energy Economics*, *Journal of Economic Behaviour and Organisation*, *Journal of Corporate Finance*, *Journal of Financial Economics*, *Journal of Banking & Finance*, *Journal of Business*, *Finance and Accounting*, *Journal of Business Ethics* and *Research Policy*.

These and other EFM published papers tackled some of the big issues facing the world today including the role and use of artificial intelligence, energy poverty, climate change and the use of blockchain and fintech. The impact of these works, as well as quality, is evidenced by more than 3,736 citations to our publications versus 2,658 citations for this time in 2021. So, not only are we publishing better, the work is having increasing academic impact and influence.

Apart from these journal publications Larry Li in Finance has also just had his book titled "Corporate Fraud Across the Globe", published by Palgrave Macmillan. And Heath McDonald has had his edited book on "Sport Consumer Marketing" published by Routledge.

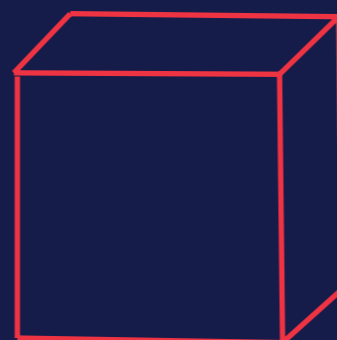
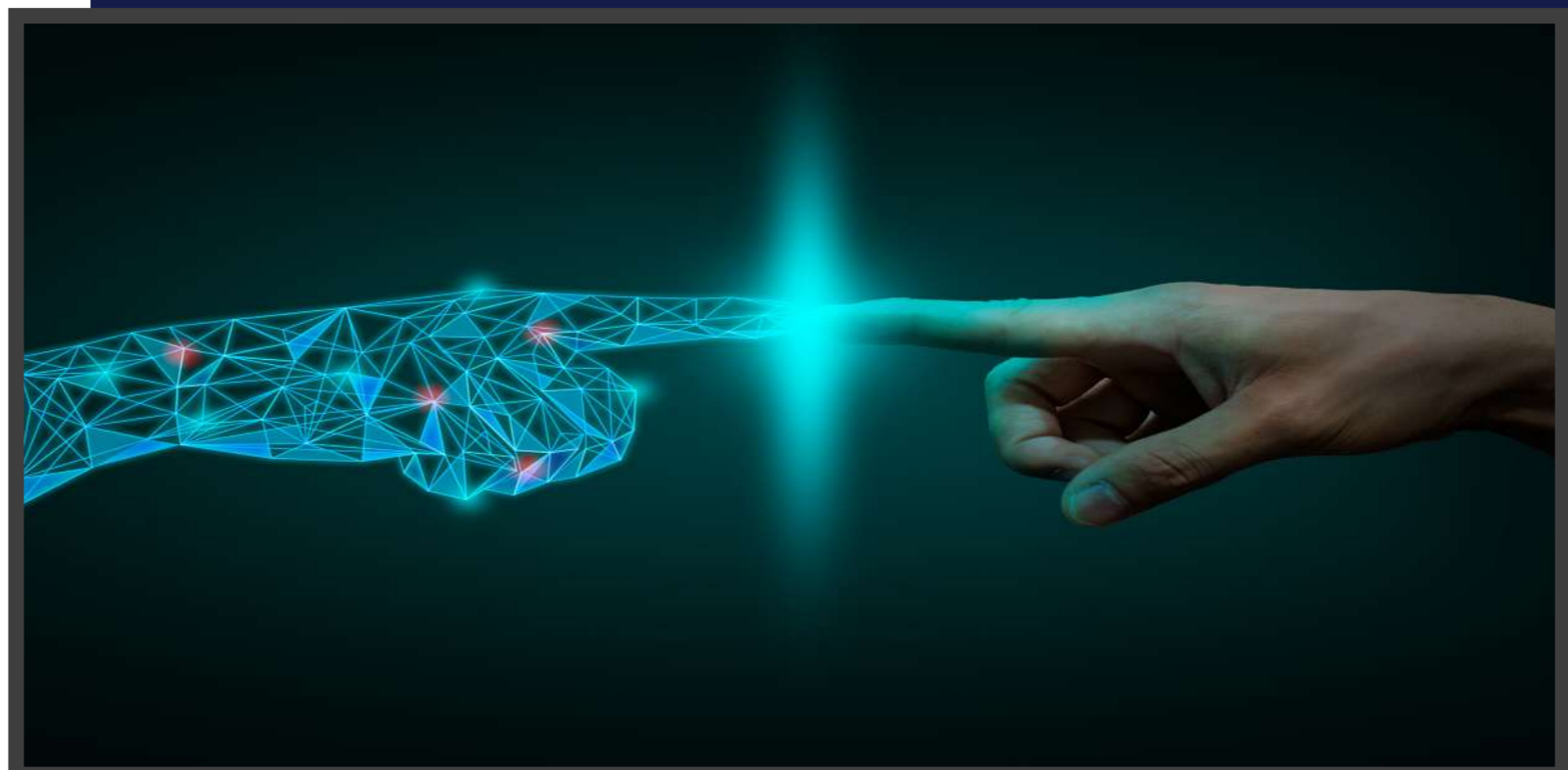
We received record amounts of grant income of \$4.22 million. Most of the research income was classified as category 2-4 income (\$3.94 million), which means this funding was often in collaboration with industry, as well as government. These grants were also part of more than \$8.4 million achieved from 16 successful grants. These outstanding successes highlight the strengths of our industry engagement in undertaking research tackling broad social goals.

EFM hosted many academic and industry linked seminars and workshops over the 2022 year.

Two face-to-face events, organised by Finance, were the 12th Financial Markets and Corporate Governance Conference, and the Q-Group Symposium. These events attracted more than 200 registrations from researchers based both in Australia and overseas.

To cap off an outstanding research year, RMIT Vietnam hosted their inaugural RMIT Fintech-Blockchain Conference 2022, which highlighted theoretical and empirical research, as well as current innovative applications of Fintech and Blockchain in practice. While we now have more than 72 HDR enrolments in EFM, I am very pleased to say that we also had 15 HDR students complete their studies in 2022.

We have had a remarkable 2022 and importantly the research work undertaken in the School highlights our collegiate research culture, and how teams work with one another to support and leverage one another's success. We look forward to building on all these successes in 2023.



Professor Jonathan Batten
Deputy Dean, Research & Innovation



Graduate School of Business and Law



Innovative solutions allow for real global benefits in a circular economy

In the last 5 – 7 years, GSBL has been developing a research program on Innovation and the Circular Economy. The circular economy is a systems solution approach to tackle global challenges like climate change, waste, and pollution. Our research – often using Design Thinking principles - is intricately linked to the research on social justice and equality. It has resulted in an array of A*/A/ and Q1 publications and impact in 2022.

Key areas of study are:

- the reduction of food waste
- developing sustainable buildings
- energy fairness
- community solutions for flood prone areas.

Our research, in cooperation with researchers from the Design in Social Context College, has garnered broad interest Australia-wide, especially with the recent severe flooding events in NSW, Queensland, and Victoria. The premise is that communities can break down and incur unrepairable damage socially if everything is flooded and there are no strongholds for shelter and coordinating recovery activities.

GSBL is a partner in the Cooperative Research Centre (CRC) for Fighting Food Waste resulting in impact and industry reports published in cooperation with the APPMA. The findings and work of Professor Mark Leenders and the CRC Fight Food Waste team were actively shared and broadcasted live during AUSPACK 2022 to 120+ machinery and packaging companies and hundreds of conference visitors, resulting in several opportunities with international technology companies and large supermarket chains in Australia.

One of the important conclusions of the research was that the manufacturing sector in Australia is highly innovative, and is already offering measurable food waste improvement solutions to the food supply chain. New technologies such as the Internet of Things, smart labels, Robotics, and AI are leading the way in offering real social, economic, and environmental benefits to the efficiency and effectiveness of the global food supply.

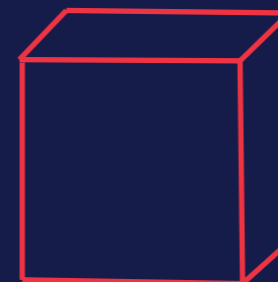
We are also known for research on the Teaching - Research (and Technology) nexus. Associate Professor Ling Mei Cong and Dr Kendall Herbert published an interesting paper in Accounting Education based on an innovative education project - Practice Aspects of Management (PAM), in a Financial Analytics course. The paper examines the effectiveness of roleplays in improving MBA students' interpersonal skills. Interpersonal skills have become the top sought-after skills by employers, according to the GMAC report. This paper is a testimonial of the research-teaching nexus to produce high-quality scholarship of learning and teaching.

Focussing on 'doing' and 'being' rather than just 'knowing', the award-winning PAM project was highly successful in introducing the experiential learning of a real-world client-facing roleplay and received positive student feedback. Using a survey instrument, the paper found that the roleplay with industry practitioners cultivated deep learning and improved both students' relationship-building and communication skills. The interactive and dynamic nature of PAM assisted in integrating the comprehensive dimensions of interpersonal skills into students' cognitive processes. The project is a pioneer in embedding soft skills development in the MBA curriculum and marrying hard and soft skills growth together, with research findings validating its potential for scalability in other programs.



Professor Mark Leenders

Deputy Dean, Research & Innovation



Celebrating culture, advancements and research

The School of Management (SoM) went from strength to strength in 2022. We had a productive year with over 100 publications published. Our 2022 publications can be found in prestigious A* and/or Financial Times 50 (FT50) outlets such as *Human Relations*, *Journal of Organizational Behavior*, *Human Resource Management (US)*, and *Journal of Management*, among others. In addition to these peer-reviewed publications, we published a data science textbook, *Applied Statistics: Business and Management Research*.

Extending beyond peer-reviewed publications into research engagement, SoM held several industry engagement events to focus on burning issues facing our industry partners, such as mental health in the workplace. In October, the inaugural Industry Engagement Week was held, with over 50 industry partners and academics coming together for a workshop entitled, "The Noise of Quiet Quitting," featuring industry speakers from Adecco and NAB. The event received extremely positive reviews.

SoM invested heavily in the creation of three new research groups:

- Health and Wellbeing @ Work
- Diversity-Accelerated Entrepreneurship and Innovation
- Sustainable Global Business Development and Operations.

These three groups provide important centres of gravity for research being carried out in the School. Each group had a successful launch, a number of face-to-face workshops, and has an online presence on the SoM website. The groups are organising data collection around a set of collaborative projects.

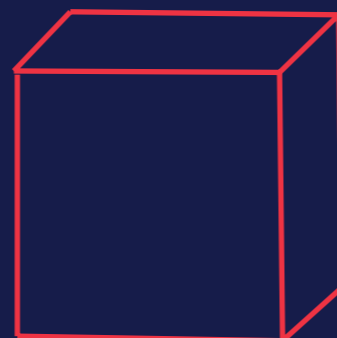
Our HDR colleagues persevered this year. Yes, COVID-19 presented a number of challenges to research plans and data collection, but under the guidance and with the support of their supervisors,

our HDR students excelled in their work. At the time of writing, we had six PhD completions. We also had a whopping 23 Scopus publications authored or co-authored by our HDR students.

We are proud to boast a 100 percent success rate in our promotions applications this year. Lena Wang, whose research has been published in leading outlets such as *Journal of Applied Psychology* and the *Journal of Occupational and Organizational Psychology*, was promoted to Associate Professor. Jillian Cavanagh, who has done amazing research on health and wellbeing at work, as well as social connectedness, was also promoted to Associate Professor. Julian Waters-Lynch, whose work has focussed on co-working spaces and working from home, has been promoted to Senior Lecturer. Ash Biru, a dynamic, up-and-coming entrepreneurship researcher, also successfully applied for a Senior Lecturer position.

The greatest success has been the positive research culture developed in the SoM. Not all about outputs, a culture of high performance and mutual support was created and nurtured. Our mentoring program was evaluated and refreshed, internal grants were awarded, and achievements were celebrated.

School of Management



Professor Andrew Timming
Deputy Dean, Research & Innovation



The Business School, RMIT Vietnam



Generating solutions for future efficiency and communication

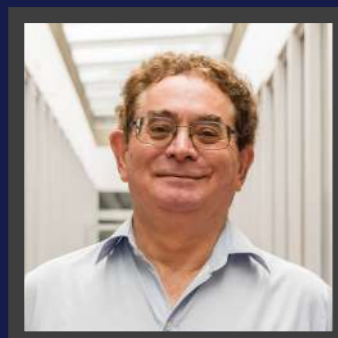
The Business School, RMIT Vietnam (TBS), had another busy year with the penultimate year of the 5-year EU-funded Urban GreenUp Project led by Professor Robert McClelland. Activities included the development of replication methodology for nature-based solutions (NBS) demonstrated by Urban GreenUp to support cities adopting NBS in their urban planning. The development of NBS market opportunity assessment framework to provide recommendations for companies, city authorities and EU policymakers on NBS promotion in the EU and around the world. Our team also prepared a mini handbook on lessons learnt and the outlook from NBS applications, as the result of its industry, municipal authority, and academic collaborations.

A second project with EU and Australia is about nature-based water treatment in urban areas. Initial results of six pilot projects on how NBS can address water treatment issues in the Philippines, Sri Lanka and Vietnam were presented at a regional meeting. Several external stakeholders from local companies, universities and Government were invited to share their experiences. Our project will contribute to how NBS can increase the livability and resilience of cities.

Our team prepared two reports on Industry 4.0 in Vietnam. The first of these, Industry 4.0: the case of Vietnam, which was led by Dr Oanh Vu and Dr Abel Alonso, conducted an online survey of more than 500 managers across eight sectors with a follow up qualitative interviews. It provided recommendations on how to improve business models and practices from an I4.0 perspective.

The second report, titled Industry 4.0 in Vietnam: Opportunities for Australian Business commissioned by the Government of Victoria and led by Vinh Thai, Professor Bob Baulch and Associate Professor Tra Pham proposed actions to increase the adoption of I4.0 technologies in which Australia has expertise in the agriculture, industry and logistics sectors in Vietnam.

Finally, a project funded by the Vaccine Confidence Fund of Global Impact, led by Dr Duy Dang-Pham and Dr Abdul Rohman, aimed to support COVID-19 vaccine uptake by people with disabilities (PwD) in Vietnam and Indonesia. As a result of the project, information hubs are currently implemented in three provinces in Vietnam. These hubs connect PwD with reliable information sources and medical practitioners and become spaces where PwD can share their concerns and experiences before and after vaccinations. They also facilitate understanding of the reasons why some PwD reject vaccinations. This project contributes to the sustainable development goals SDG3 (Good health and well-being), SDG10 (Reduced inequalities), and SDG17 (strengthen the global partnership for sustainable development) of the United Nations.



Professor Bob Baulch
Deputy Dean, Research & Innovation

Shaping blockchain research and ecosystems

Led by Co-directors Distinguished Professor Jason Potts and Associate Professor Chris Berg the Blockchain (BIH)'s focus on examining blockchain applications in the real world saw it rank inside the top 20 Blockchain universities in the world by Coindesk magazine and receive wide praise for its focus on projects between industry partners and students.

This focus allows the Centre to solve economic, social science and technological challenges in designing the blockchain economy, generating industry impact and delivering research outcomes. The collaborative focus and professional standing of the leadership team was reflected in the selection of Jason Potts and Chris Berg to the advisory Board of the National Blockchain Roadmap Steering committee. The roadmap not only identifies the current and future opportunities for blockchain but also provides the signposts for the future development and opportunities for this technology.

We marked our 5th Anniversary with a headline year of industry engagement and impactful research. The Hub's anniversary also presented opportunity to reflect on the growth and success of not only the hub, but also blockchain as a technology.

BIH and Centre for Cyber Security Research and Innovation (CCSRI) delivered five 'Digital CBD' reports in succession in 2021-2022, delivering on their ambitious targets for this prestigious multi-million dollar, Victorian Government Report.

A proposal to revitalise the Docklands using a DAO was the highlight of the second report in this Digital series. *The Docklands DAO: Reimagining precincts in a Digital CBD* focussed on utilising data and engaging communities through digital technology.

The report found a DAO could not only take advantage of a data collected around the Docklands precinct and captured on blockchain technology, but also act as a way for Docklands residents to come together to make decisions about the area in which they live in a transparent and decentralised format.

The release of final report, "Are people ready for a new Digital CBD? The new infrastructure demands" went off with a bang, with over 150 registrants and 50 online attendees. Jason Potts, Chris Berg and authors Professor Annette Markham and Dr Alexia Maddox provided key insights into digital infrastructures and analysis of data from the first-of-its kind Digital CBD Survey which informed the research on the work from home trend as well as the importance of creating a future digital city that is engaging and inclusive for all.

Our outstanding record of grant funding was exemplified in successfully securing over AUD \$300k in grant funding from the Templeton World Charity Foundation Inc. to investigate how decentralised finance ("DeFi") can help alleviate poverty in the developing world. Chief Investigators on the project and researchers Vy Nguyen and Imon Palitat from our Hub, believe blockchain technology has the potential to revolutionise the way people interact with the financial system across the world and by doing so can achieve positive social outcomes on a global scale.

Jason participated as a key note speaker at the Global Forum of Arts, Culture, Creativity and Technology 2022 in Columbia on how blockchain is transforming the creative industries and interviewed in a variety of media as well with meetings with the Colombian President and Federal Cultural Minister regarding blockchain technology.

Blockchain Innovation Hub



*Distinguished Professor
Jason Potts*

Co-Director

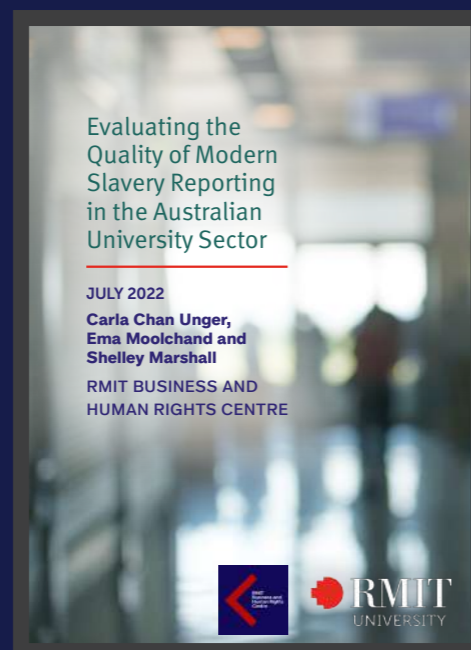


*Associate Professor
Chris Berg*

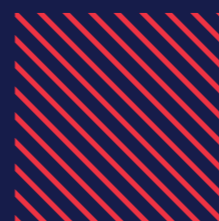
Co-Director



Business and Human Rights Centre



Associate Professor
Shelley Marshall
Director



Reducing modern slavery, and opposing torture and cruel treatments

The Business and Human Rights Research Centre (BHRIGHT) is an interdisciplinary centre which addresses human rights issues in business through research, education, innovation and collaboration. BHRIGHT researchers conduct empirical studies to build evidence of human rights and business impact and also develop solutions for a fairer, more equitable and sustainable future. We give voice to communities and workers affected by business human rights issues by actively participating in law reform and public policy debates.

Landmark slavery reports in collaboration with sector and industry partners.

Associate Professor Shelley Marshall contributed to the landmark report “Paper Promises? Evaluating the early impact of Australia’s Modern Slavery Act”, garnering significant national attention and media coverage. The report is the result of a major in-depth review of first-round modern slavery statements published by 102 Australian companies in sectors with known modern slavery risks. BHRIGHT’s PhD Candidate Apurva Sharma worked on the research. Key findings:

- 77% of companies failed to comply with the mandatory reporting requirements in the legislation.
- 52% failed to identify obvious modern slavery risks in their operations or supply chains. Only one in four garment companies sourcing from China, for instance, made any mention of the risk of Uyghur forced labour in their supply chains.
- Just 27% of companies appear to be taking some form of effective action to address modern slavery risks.

The report sets out recommendations for Government to strengthen the Modern Slavery Act, and Australia’s framework for addressing modern slavery more generally. This was followed by the ‘Broken Promises: Two years of corporate reporting under Australia’s Modern Slavery Act’ report in December 2022 by the same partners. Both reports were widely reported in the media.

BHRIGHT published two further reports on modern slavery later in 2022, two of which investigate Australian university efforts to combat labour abuses in their operations.

National Symposium encourages Federal, State and Territory leaders to focus on OPCAT compliance.

With the January 2023 deadline for implementing the Optional Protocol to the Convention Against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT), the OPCAT Symposium in June was timely. Hosted by GSBL in partnership with the Australian Human Rights Commission (AHRC), the Symposium brought together almost 200 people (and others attending remotely), including representatives from 42 statutory oversight agencies and commissions of enquiry, government departments, civil society and academia.

Research Partnership & Engagement

BHRIGHT’s involvement in RMIT Digital3 (D3), launched in October capped off a banner year of industry engagement. D3 represents a new approach to business education, linking external industry experts and RMIT researchers to address current and anticipated challenges in the rapidly growing digital economy.



International partnerships in cyber security

A milestone year for Cyber Security Research & Innovation (CCSRI) as we occupy a significant role within the Australian and Global Cyber Security Innovation eco-system and achieve international and national recognition as a leading Research Centre for the organisational, human and technology aspects of Cyber Security.

The Australian newspaper ranked RMIT and RMIT CCSRI 2nd for Cyber Security Research, an outstanding feat for a Centre that has been in operation for less than three years.

CCSRI is excited to be among the participating CoBL research centres investigating the current and anticipated ways of working in the rapidly growing digital economy through Digital3 (D3).

8 February marked Safer Internet Day and the launch of the Australian-Lithuanian Cyber Research Network (ALCRN), a joint initiative of RMIT University and Mykolas Romeris University. Initiated by CCSRI Director Professor Matt Warren, the network is the first of its kind globally and will provide a platform for Australia and Lithuania to cooperate on common cyber security issues affecting Asia Pacific and Europe. The first initiative was the establishment of the Hybrid Threat Centre, with the ALCRN looking to research and explore the impact in Australia and Lithuania of hybrid threats; which are state and non-state actors that are challenging countries and institutions they see as a threat, opponent or competitor to their interests and goals with a focus on disputing industry and society.

Further evidence of the Centre's International focus came with the opening of CCSRI's Vietnam Hub. The Vietnam Hub Lead, Dr Hiep Pham Cong, in partnership with Vietnam Association for Small and Medium Enterprises (VINASME), with support from the Australia Vietnam Policy Institute, the Vietnam Hub conducted a project to assess cyber security capability with Vietnam SME's.

CCSRI & the RMIT STEM College launched the Green Crypto Research Lab in partnership with the CloudTech Group.

This initiative brings together researchers and industry experts from across Australia to contribute to advancing technologies around Green Cryptocurrency.

Working in partnership with the Australian Women in Security Network (AWSN), the CCSRI undertook a study to explore the gender dimensions in the Australian security sector, presenting at multiple conferences, workshops and webinars with the final report to be released in early 2023.

We played a key role in developing the Cyber Security pillar for RMIT's consortium bid for the Cremorne Digital Hub. Announced along with a \$10 million investment from the Victorian Government, the hub will bring start-ups, small businesses, students and researchers together on various activities, driving digital transformation and stimulating business growth for Victoria's economy. Along with Artesian (Alternative Investments), the University of Melbourne and La Trobe University, RMIT is part of the industry-led consortium selected by the government to jointly manage the hub..

We collaborated with the Blockchain Innovation Hub (BIH), and the Digital Ethnography Research Centre to publish five 'Digital CBD' reports. The large-scale research project considers the acceleration of digital technology directly impacted by COVID-19 and, consequently, opportunity areas for a digital CBD.

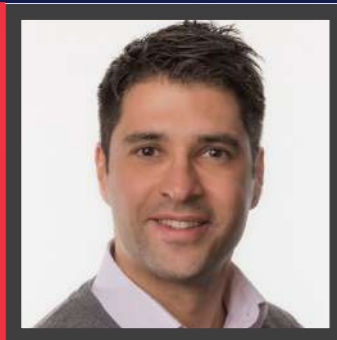
Centre for Cyber Security Research and Innovation



Professor Matt Warren
Director



Centre for International Development

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Professor Alberto Posso
Co-Director



Professor Sefa Awaworyi Churchill
Co-Director



Professor Bob Baulch
Co-Director - Vietnam Node

Delving into international aid for further reach and great impact

The Centre for International Development's (CID) multidimensional and multidisciplinary approach to development continued to yield innovative, evidence-based projects and research in 2022. Led by Professors Sefa Awaworyi Churchill and Alberto Posso in Melbourne and Professor Bob Baulch in Vietnam, Centre members sit on editorial boards for multiple Q1 journals, develop policy briefs that influence child sponsorship in over 70 countries, and have undertaken interviews for leading media outlets, including ABC, SBS and Sky News, among others.

Our researchers maintained a strong research record, with several successful competitive grant applications and funded research project agreements, and more than 20 Q1/A/A* publications in 2022 alone. Highlights include a second analytical study of Plan International's Sponsorship Data by Simon Feeny, Sefa Awaworyi Churchill, and Alberto Posso; and two ARC projects by Sefa Awaworyi Churchill: Energy Poverty and Policy Responses in Australia and Economic Insecurity and gambling behaviours in Victoria in the COVID-19 society.

We continue to build strong external partnerships, with institutions, including UN ESCAP, FAO, DFAT and Plan International, and collaborative research partnerships with universities including Princeton University, Yale University, George Washington University, Monash University and University of Melbourne.

Of particular strategic significance is our ongoing collaboration with RMIT Vietnam via monthly grassroots meetings, to develop a new research agenda and collaborations.

Evaluating Plan International's Child Sponsorship Programs

Simon Feeny, Sefa Awaworyi Churchill, and Alberto Posso secured another \$254,000 in 2022 to continue their work on sponsorship with Plan International. The study aims to answer key questions about the impact of the NGO's sponsorship approach and builds on a previous project between Plan and RMIT - research that is considered to have relevance to the core of their work.

The project adopts a quasi-experimental methods as well as a realist evaluation approach to examine the impacts of child sponsorship programs in selected communities located in Uganda, Bangladesh and Ecuador. This means that findings are not fully generalisable, but are transferable, valid, and credible.

The project's preliminary findings point toward positive results for participating children and communities while shedding light on how the many mechanisms across many contexts produce these benefits. The research has implications for Plan International's policies and practices moving forward, to reach more vulnerable children with greater impact.



We'll bring together researchers across a range of disciplines to investigate how social inclusion can be advanced through work, systems and markets in a transforming world

Associate Professor Lauren Gurrieri and Associate Professor Lena Wang were appointed as Co-Directors of the Centre for People, Organisation and Work (CPOW). A giant thank you to Professor Sara Charlesworth for her earlier directorship.

The new directors broadly consulted with senior leaders, academic staff, and key R&I staff within and beyond CoBL. The aim was to re-position the Centre to stay close to its core mission to address social inequalities whilst encompassing a broader spectrum of research expertise across a diverse range of business disciplines.

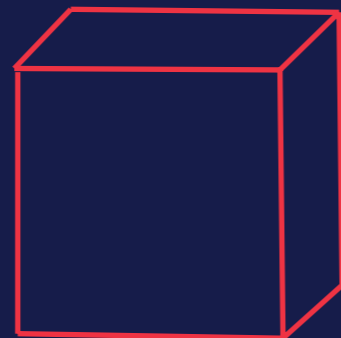
The revised vision of the Centre is to investigate how equity and inclusion can be advanced through work, systems and markets in a transforming world so that organisations and their actors can contribute to better and fairer futures.

Across 2022, there was a range of important successes for us which include but are not limited to below:

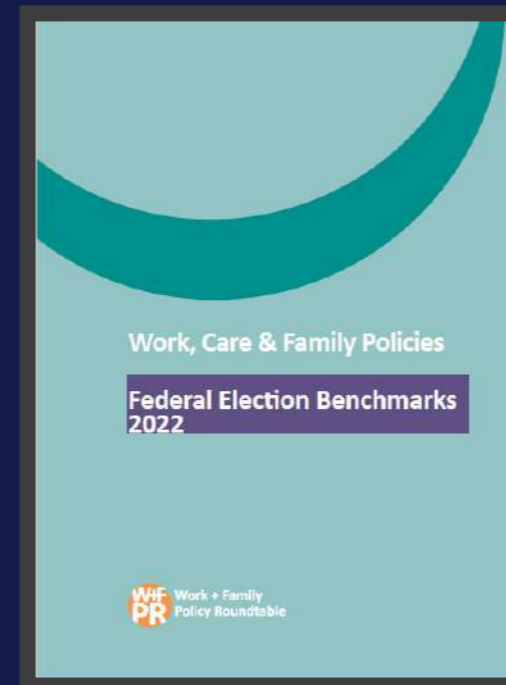
- Sara Charlesworth co-convoked the Work+Family Policy Roundtable. In the lead-up to the 2022 Federal election, it recommended a set of research-informed Policy Benchmarks against which election proposals for improving work, care and family outcomes in Australia could be assessed.
- Dr Leonora Risse presented at the Australian Government Jobs Summit. Leonora's presentation 'Equal opportunities and pay for women' offered her intellectual perspective to help shape future Government policy and was featured in numerous national medias.
- Dr Louise Byrne was awarded \$120,000, to develop a core component of the first Discipline Framework for Consumer Lived Experience Work. This is part of a significant investment, totalling \$11.45 million funding from the Victorian government, in transforming Victoria's Mental Health and Wellbeing system.
- Dr Lena Wang, Dr Maria Beamond, and Professor Andrew Timming successfully collaborated with Behavioural Business Lab's Professor Rob Hoffmann, to obtain a total of \$150,885 in external funding from the Department of Defence.

This interdisciplinary project, facilitated by RMIT's Sir Lawrence Wackett Defence & Aerospace Centre, aims at investigating the design of incentive strategies to pursue deployment or postings into Afghanistan.

- Associate Professor Bernardo Figueiredo and Dr Torgeir Aleti completed a large project funded by Australian Communications Consumer Action Network (ACCAN) about reducing risk perceptions and promoting digital inclusion. Important research translations include dissemination to key stakeholders (e.g., U3A management, ACCAN, NBNC0, Telstra, and local governments), citations in a Victorian Government discussion paper on the digital connectedness of older Victorians and an invitation to participate in a roundtable by the Commissioner for Senior Victorians.



Centre for People, Organisation and Work



*Associate Professor
Lauren Gurrieri*
Co-Director



*Associate Professor
Lena Wang*
Co-Director



Global Trade and Logistics Research Group



Professor Victor Gekara
GTL Director

Cutting-edge and industry-informed research on the future of transport

The Global Transport and Logistics (GTL) research group works to develop and disseminate cutting-edge and industry-informed research on key contemporary developments shaping the future of transport and logistics operations, and to influence their sustainability internationally.

Researchers aim to actively engage with industry, governments and community to inform innovative policy and practice in national and international businesses, and shape the future of transport and logistics operations and influence their sustainability for Australian and International partnerships across the globe.

2022 provided another stellar year of interdisciplinary research and high-impact engagement for GTL. Under the stewardship of group leader, Professor Victor Gekara, the research group established a close collaboration with the United Nations Conference on Trade and Development (UNCTAD) Trade and Logistics Department. UNCTAD supports developing countries to access the benefits of a globalised economy more fairly and effectively, mirroring the themes and research interests of GTL.

Additionally, we built on an active collaboration with the Australian Maritime Logistics Research Network (AMLRN). Maritime logistics is critical to Australia's economy, with nearly 99% of Australia's foreign trade (by volume) travelling through Australia's ports. AMLRN comprises scholars from a large group of Australian universities and aims to connect academics with industry professionals and organisations.

We also researched gender issues in transport and logistics, establishing close working relationships with the Victoria Gender Equality Commission, the Department of Transport, and the Women in Operation Association. The group published a Victoria Gender Equality Commission Report and presented their research and recommendations at an executive policy discussion at the Victoria Department of Transport Major Projects Authority.

The Sustainability Procurement Disclosure Index project received continued funding, intending to release the Index in mid-2023. Designed to foster media and public interest in CoBL's research, the proposed Procurement Sustainability Index is a computer-based measure of how sustainable the sourcing practices of Australian firms and will be on the Global Reporting Initiative (GRI).

This composite Index will serve as a benchmark for companies in the manufacturing and the retail industries, to compare their performances in sustainable procurement practices.



Digital Finance CRC

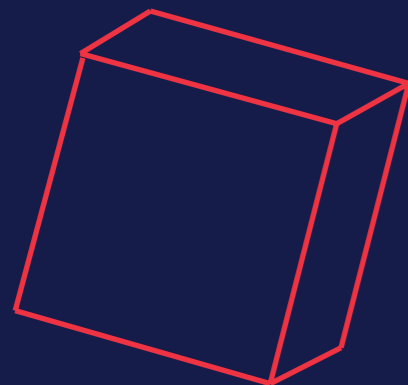
Bringing together research, education and commercialisation to drive the digital finance revolution

The Digital Finance CRC is strategically important for the College, and in 2022 the CRC developed and launched its engagement mechanisms with the university sector. These include a PhD scholarship program, an EoI mechanism to elicit ideas from researchers, a flagship research program on Central Bank Digital Currencies and an MBA program to be launched eminently. To date, 3 applicants have been awarded a scholarship and 16 are awaiting an outcome.

Associate Professor Chris Berg has contributed to the CRC's research program on Central Bank Digital Currencies through a project exploring potential use cases. He was also appointed on to the CRC's Research and Education Committee and successful as a co-investigator with the CRC in a CSIRO-awarded grant supporting PhD placements with industry.

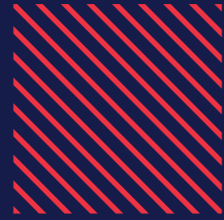
The CRC, working with the Reserve bank of Australia on a central bank digital currency (CBDC) pilot, published a report on the state of CBDC globally. For advanced economies, it believes that wholesale CBDCs are likely to be issued before retail ones. And it raised a few areas where it sees a greater need for wholesale policy discussion. It acknowledged that Australia has stated that a wholesale CBDC has a stronger policy rationale.

Enabling Excellence



At CoBL, we enable excellence through fostering a holistic and industry focussed approach to HDR student development, and provide a unique and collaborative environment for researcher development and growth





HDR News

HDR Program

In 2022, CoBL launched a revamped Higher Degree by Research (HDR) program featuring a new approach to its foundational courses. Professor Simon Pervan led the project, bringing together leading academic experts to work closely with CoBL's Learning Design and Digital Development team to create engaging and supportive learning experiences for candidates along their HDR journey.

An overarching desire to provide research skills to HDR candidates from across the Colleges has promoted a future-focused learning experience where boundaries between disciplines fade, knowledge is transferable, and expertise is shared.

The new HDR program aims to equip all HDR candidates with the skills and confidence required to undertake robust research and to meet every milestone of their HDR journey successfully. Four of the five new courses are requisites linked directly to each HDR milestone. Each course was designed to be relevant to multiple disciplines, flexible in offering, and reflective of industry practice to meet the demanding, busy, internationally based lives of candidates.

HDR Internships

CoBL launched the HDR internship program in 2022 as an exciting and meaningful way to support our HDR candidates to creating impactful research.

The opportunity to partner with industry, business, government and community within research degrees allows our candidates to apply their specialised skills and knowledge in a practical way, offering latest insights and innovations to solve business challenges.

HDR internships are an important and growing form of industry engagement, building upon the strong business and community networks of our College.

Industry partners bring incredible value to internships by providing critical industry perspective, networking opportunities and "ways of doing" that are unique to the business or the sector, enhancing the research experience for our candidates.

A solid foundation has been established, including important process framing what internships look like and how they can be embedded into the new HDR curriculum, a suite of industry facing marketing collateral developed to assist the College with sharing with networks, and valuable opportunities to connect to over 30 industry partners at the End of Year Industry Showcase and College Industry Advisory Board.

Momentum continues to grow as we head into 2023, with planned roadshows across individual Schools (including Vietnam), and to establish a candidate database of skills and research expertise to assist with the development of projects.

2022 Vice-Chancellor's and RMIT Awards

Dr Laura McVey (EFM)

Vice-Chancellor's Prize for Research Excellence - Higher Degree by Research

This award recognises Laura for excellence in her PhD research, which identified the perpetration of market violence against women, specifically as manifested in the online pornography market. She was able to translate her research to have a measurable impact producing reports for publications on academic government, public policy and community sector audiences during her candidature.

Laura is a sessional teacher and an interdisciplinary researcher and has presented her work to diverse international audiences, across the fields of business, consumer culture, and public policy.

Sara Toedt (SoM)

Vice-Chancellor's Prize for Research Impact - Higher Degree by Research

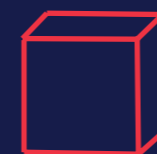
Sara's research investigates the impacts of both the COVID-19 pandemic and military coup on women's lives and livelihoods in Myanmar.

Sara is a doctoral candidate in the field of gender, business and human rights. Her research focusses on gender in global production networks, with an emphasis on women workers in the garment industry. She has also presented insightful data and participant-level stories about the situation for garment workers in Myanmar at several national and international conferences, and her work has been recognised in media outlets such as the New York Times.

2022 CoBL 3MT Awardees

- Winner – **Sasimali Attanagoda (GSBL)**, 3MT title: *Technostress and Loneliness: Human costs of the blended work*
- Runner up – **Leonie Koenig (AISSC)**, 3MT title: *Stakeholder Expectations in university Business Incubators- An Investigation of Performance Management Systems*
- People's Choice Award - **Rachel-Audrey Lamarche-Beauchesne (EFM)** 3MT title: *Exploring the effects of vegan identity transition on fashion use and consumption behaviours in Australia*
- People's Choice Award - **Ilona Clarke (GSBL)**, 3MT title: *Why don't small business owners take professional advice?*

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296 enrolled



47 completions



274 PhD Students



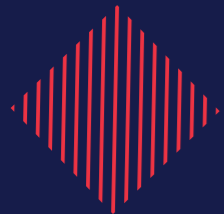
22 Master Students

HDR Student Spotlights

Celebrating our Higher-Degree-by-Research (HDR) students across CoBL

We are lucky to have many dedicated, accomplished and inspiring HDR students in the College of Business and Law. Here we highlight four of our esteemed students and thank them for their passion and commitment to their research.

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Lisanne Adam (GSBL)

Lisanne Adam (LL.B, LL.M) is currently awaiting the outcome of the examination of her PhD thesis. Her PhD thesis, titled 'Involuntary False Confessions: a Legal Problem' examines the role that involuntary false confessions play in the Australian criminal justice system using a cross-disciplinary approach. Lisanne has found that there are current issues in the criminal justice system which need to be addressed to protect vulnerable people accused of a crime. Lisanne has published in a number of law and social science journals throughout her PhD candidature. She continues her RMIT journey in her role as Associate Lecturer in Law with GSBL.



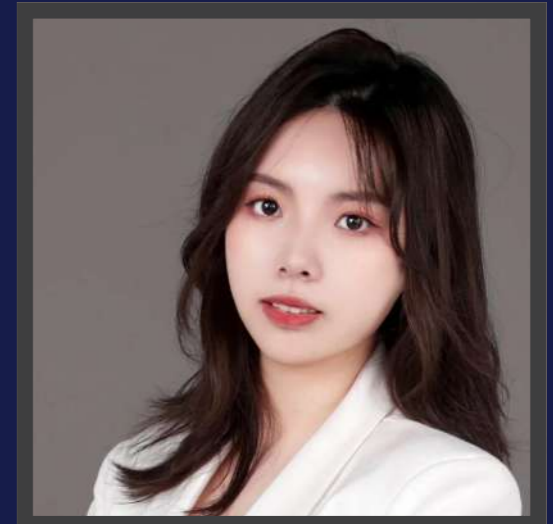
Le (Nancy) An (AISSC)

Nancy is in her final year of PhD and her publications to date include one book chapter and one A ranked journal, focusing on "developing Wellbeing Literacy for Remote Work Integrated Learning students". Nancy has actively engaged with external researchers and industry in her PhD journey. She presented her research at the 2021 Games for Change Asia Pacific (G4C APAC) Festival, Simulation Australia (SimAust) webinar, and Institute of Management Accountants (IMA) seminar. She explores using Serious Game to develop Wellbeing Literacy and has also involved with Serious Game industry partners and community, and co-hosted Games for Change Asia Pacific Festival at ACMI Melbourne in 2022. She has been invited to be featured in the CoBL Industry Showcase 2022.



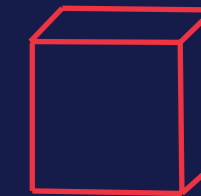
Yiwen Fang (EFM)

Yiwen is a second year PhD candidate with research interests in the areas of asset pricing, corporate finance, fintech and sustainable finance. Yiwen is currently completing her PhD thesis entitled "Peer effect of CSR disclosure: Application of textual analysis", which is under the supervision by Dr Xiaolu Hu and Associate Professor Angel Zhong. During the first year of her PhD studies, Yiwen participated in a six-month PhD internship program at the Frontier Advisors, where she worked on a number of quantitative projects, delivered industry papers, and established a strong industry network. Yiwen teaches a wide range of subjects both at RMIT and the University of Melbourne.



June Tran (SoM)

Completing her first doctorate, with 10 publications from her Graduate Employability thesis, June was granted a privileged postdoctoral fellowship from the Alexander von Humboldt Foundation to conduct research in Germany. June's second PhD is in Management, investigating how Vietnamese SMEs successfully found their foothold in the Australian professional job market. She now conducts research and teaches various Management subjects. Her research led to an invitation to join an Open Talent Pathway Program and encouraged her to run a start-up providing employment support for incoming non-English-speaking-skilled migrants. She has published a Q1 journal article and several conference papers from the thesis.



Capability Programs

CoBL Gender Equity and Inclusion Reference Groups (GEIRG)

The CoBL Gender Equity and Inclusion Action Plan resulted in the creation of the following two reference groups and one program:

1. Gender Equity and Inclusion Reference Group – Research Stream (GEIRG-RS)
2. Gender Equity and Inclusion Reference Group – Leadership & Governance Stream (GEIRG-LGS)
3. Career Advancement for Women Program (CAWP)

Research Stream

GEIRG-RS was established in 2022. The Committee seeks to provide support to foster and create positive research culture to share experience and research interest and promote interdisciplinary research in CoBL as well as provide an environment for informal support and mentoring. This is accomplished through:

- Identifying, progressing and implementing initiatives
- Fostering a supportive environment that recognises the research and career objectives of women
- Facilitating networking, mentoring, and support for all women researchers
- Participating in the evaluation/review and then developing and implementing RMIT and CoBL research programs for gender inclusivity and participation

GEIRG-RS members include: Victor Arity, Banita Bissoondoyal-Bheenick, Lauren Gurrieri, Ankita Mishra, Meagan Tyler, Leonora Risse.

Leadership & Governance Stream

GEIRG-LGS is tasked with progressing the initiatives outlined in the Plan under the Leadership and Governance stream with a focus on the below initiatives, but not limited to:

- Reviewing CoBL practices and policies with a diversity lens.
- Including indicators in Executive KPIs that support female academic staff to succeed.
- Providing advice on the development of a dashboard to support diversity management in CoBL.
- Reviewing existing data to identify gaps and areas for improvement.

GEIRG-LGS members include: Torgeir Aleti (EFM), Kevin Argus (GSBL), Vanessa Cooper (AISSC), Nhung Vu Thi Hong (SBM), Afreen Huq (SoM).

Career Advancement for Women Program (CAWP)

In 2022, nine academics completed the CAWP. The aim of the program is to inspire, encourage and support women to reach their full career potential through a series of workshops to assist in long-term career planning. Specifically, this program assists in increasing self-awareness of strengths and development needs that are required to achieve career goals as an academic.

2022 Candidates that completed the CAWP

Dr Sveta Angelopoulos (EFM)
 Dr Meg Elkins (EFM)
 Esmira Hackenberg (TBS)
 Dr Pradeepa Jayaratne (TBS)
 Dr Ariel Kam Ha Lui (AISSC)
 Dr Sharon Maleki Far (AISSC)
 Dr Preeti Pratima Srivastava (EFM)
 Dr Ama Samarasinghe (AISSC)
 Dr Meredith Tharapos (AISSC)

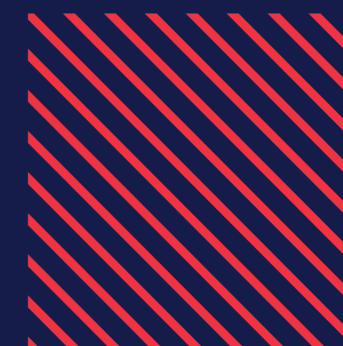
Early Career Academic Development Program

The Early Career Academics (ECAs) in CoBL is a flagship developmental program that aims to support CoBL ECAs to successfully navigate challenges in the early stages of their career. It provides an important springboard for ECAs in

- transitioning effectively from doctoral study and/or industry into the early stage of an academic career,
- laying the foundation for academic career progression that feels authentic and meaningful, and
- ensuring that ECAs are well placed to produce quality outcomes in research, learning and teaching, and internal and external service.

This exciting and intensive program was attended by 13 academics in 2021/22. They participated in a sequence of four modules of intensive two-day workshops interspersed with periods where participants worked on tasks involving self-reflection, mentoring, peer-coaching, and writing up academic portfolios. The program was delivered online, targeting academics employed full-time who are at the beginning of their academic career after completing their PhD within the last five years or relative to opportunity. Given the importance of developing our ECAs, the best expert presenters, facilitators and panellists were involved in delivering a range of topics.

On completion of the ECA program, an ECA networking event was held in June. Professor Kok-Leong Ong (KL) who heads the Business Analytics Research Centre facilitated a conversation with Peter Williams, Founder of Deloitte Digital, Chairman of Deloitte's Innovation Council and Chief Edge Officer of Deloitte Centre for the Edge, on his thoughts on the issues he sees as important for industry and academia to work together on to create research for impact. Based on the positive feedback received the event was considered a huge success.



Vice-Chancellor's Research Fellowships

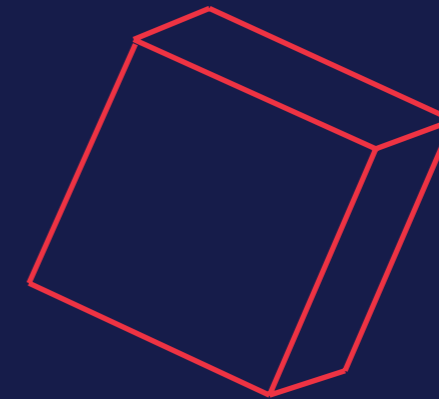
»» Chapter 4

Who we are

RMIT Vice-Chancellor's Research Fellowships Program consistently attracts the best and most talented applicants. The Fellows are selected for their research achievements, leadership and excellence in their fields.

It was fantastic to again see the breadth and depth of talent joining us across our strategic research priority areas.

Deputy-Vice Chancellor Research and Innovation, Professor Calum Drummond said the Fellowship positions were created to nurture and grow impact-focused capability that can create value for industry and the broader community. Congratulations to our 2022 RMIT Vice-Chancellor's Research Fellows.



The teams that engage and work closely with Research and Innovation within the College are broad and knowledgeable. Thank you to everyone who helps us to achieve ongoing increasing success

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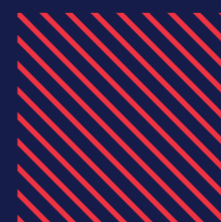
Dr Justyna Dabrowska (SoM)

Vice-Chancellor's Research Fellows and Senior Research Fellows



Dr Hardik Bhimani (SoM)

Vice-Chancellor's Postdoctoral Fellows



CoBL Research and Innovation Team



Professor Tracy Taylor

Associate Deputy Vice Chancellor Research & Innovation

Alkmini Balnta

Executive Support Officer



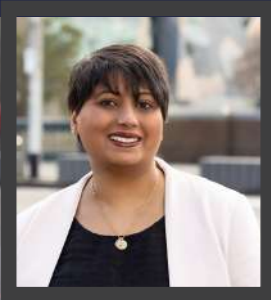
Keshima Mendiratta

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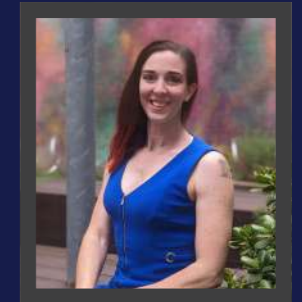
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Director, Research Services and Programs



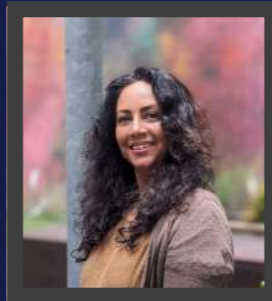
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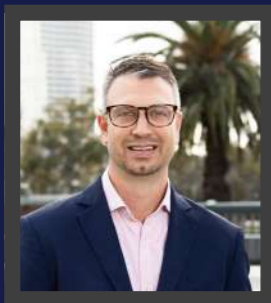
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Ryan Wendt

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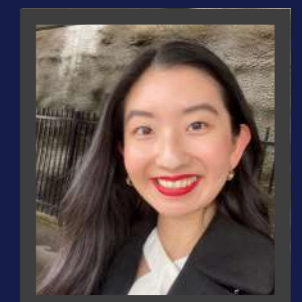
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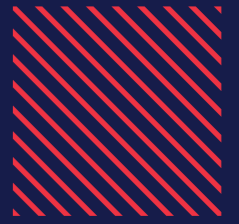
Yinn Low

Research Internship Project Coordinator



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CoBL Research Teams



Deputy Deans Research and Innovation

- Professor Babak Abbasi - AISSC
- Professor Jonathan Batten - EFM
- Professor Mark Leenders - GSBL
- Professor Andrew Timming - SoM
- Professor Bob Baulch - TBS, VN

CoBL ERA Leader

- Associate Professor Cameron Duff

CoBL FoR Advisors

- Professor Lola Akin Ojelabi - Law and Legal Studies
- Professor Hepu Deng – Information Systems and Business Analytics
- Associate Professor Dessalegn Mihret - Accounting, Auditing and Accountability
- Associate Professor Angel Zhong - Banking, Finance and Investment
- Associate Professor Lena Wang - Human Resources and Industrial Relations
- Professor Francis Farrelly - Marketing
- Associate Professor Cameron Duff - Strategy, Management and Organisational Behaviour
- Associate Professor Richard Tay - Transportation, Logistics and Supply Chain
- Professor Simon Feeny - Applied Economics

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- Emma Hegarty - Interim Manager Research Proposals
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- Claire Adams - Coordinator, Research Proposals
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- Choiphy Zhao - Assistant, Research Training Services
- Clair Guez - Coordinator, Research Training Services

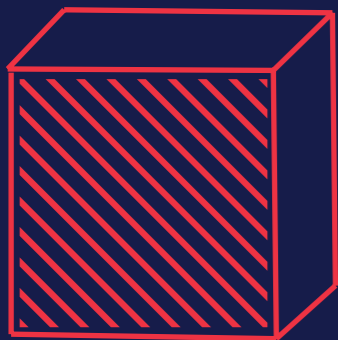
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