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## A. Project Title

**Accounting for Patient Mix Choices in Public Hospitals**

## B. Description of Project

This PhD explores the financial performance evaluation journey of approximately 100,000 public hospital patients. The aim is to optimise patient mix choices from both clinical and accounting perspectives.

Increasing inflation in the health sector generates debates over patient treatment costs and funding. This research engages with accountants and clinicians on optimal performance management systems that support the administration of this public good.

This PhD provides an exciting opportunity to work alongside other researchers, both accountants and clinicians with an interest in the Choosing Wisely® initiative in one of Melbourne’s large teaching hospitals.

The patient journey dataset has already been developed for performance management training purposes and is intended to be useful for accountant and clinician alike. The successful candidate will be required to explore this model’s effectiveness in engaging communication between accountant and clinician administrators. Research is required to test and refine the model’s use in practice and generate further narratives from the field to optimise knowledge of performance evaluation and patient mix choices in public hospitals.

The successful candidate will be enrolled in the School of Accounting at RMIT University and be supervised by Dr. Gillian Vesty and a clinical co-supervisor. The candidate would also be supported by an established project team with interests in building training tools for education of management accountants in public healthcare.

## C. Proposed Postgraduate Research Programme

- **School:** School of Accounting
- **Course code:** DR200
- **Program name:** PhD (Accounting)
- **Alignment:** Global Business Innovation

## D. Supervisory Team

Associate Professor Prem Yapa & Dr. Gillian Vesty

## E. Academic Contact

HDR Coordinator, Associate Professor Prem Yapa prem.yapa@rmit.edu.au
A. Project Title

Accounting for Value: the Sociology of Value versus conventional ideas of cost benefit analysis

B. Description of Project

What is ‘profit”? And/or what is ‘profitability”? These are complex subjective questions that require much more attention than they have been given in the contemporary business literature.

These important questions and concepts do not only apply to accounting, but to the social sciences in general. However, these questions are significantly under-investigated especially from non-technical perspectives. This offers an excellent opportunity for inter and multi-disciplinary research.

The aim of the research would be to focus on the problematization (Callon, 1986) of these deceptively simple terms. We seek to uncover the problematic nature of for accounting and economic ideas on profitability by uncovering paradoxical practices in the real world. While scholars have problematized the concepts of value, valuation, and valorization and have explored the various modes of (e)valuation (Chenhall, Hall, & Smith, 2013; Helgesson & Muniesa, 2013; Lamont, 2012), much needs to be done in order to broaden the reflection on ‘profit’ and ‘profitability’ beyond a strictly technical discussion.

There is an encouragement to think beyond the perceived margins of accounting (Miller, 1998) especially in a context of “… constant decrease in the role of financial information in investors’ decisions…” (Lev & Gu, 2016, p. 8).

The research questions tied to this study include:

- What does it mean for an economic and/or organizational actor or activity to be profitable?
- How is profit defined with respect to consistency, social status, or social position of an actor?
- How much is an appropriate amount of profit with respect to social status and position?
- How are profitability and non-profitability justified and accounted for?
- What are the modes of calculation for establishing profitability and how are such modes of calculation evaluated against each other and justified?
- How are distinctions made and boundaries set for profitability?

C. Proposed Postgraduate Research Programme

School: School of Accounting
Course code: DR200
Program name: PhD (Accounting)
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

Associate Professor Prem Yapa (HDR coordinator)
Prof. Alan Lowe
Dr. Yesh Nama
Dr. Laura Maran

E. Academic Contact

HDR Coordinator, Associate Professor Prem Yapa prem.yapa@rmit.edu.au
A. Project Title
Applying Evolutionary Psychology to Enhance Business Research

B. Description of Project (limit to 250 words)
Existing business research in domains such as management, marketing, economics or finance predominantly examine *proximal* reasons of human behaviour, i.e. decisions people make in response to incentives and available information. Recently, the burgeoning literature on evolutionary psychology has identified a range of fundamental (i.e. evolved) motivations in humans that can have important effects on their behaviour in business and economic contexts. The resulting area of *evolutionary business psychology* is in its infancy and provides a promising area of future research.

This PhD project will apply principles and insights from evolutionary psychology to advance business research. The project is intended to be interdisciplinary in nature based on biology, psychology and business research. In particular, the focus will be on how evolved moral and social psychology of business decision makers influences their behaviour in interactions with others. Applications in any area of business are welcomed including consumer research, finance, corporate social responsibility, entrepreneurship, organisational behaviour or human resource management. However the focus will be on advancing these through behavioural and psychological methods including experiments, psychometric and psychophysiological approaches.

Successful candidates will be expected to have a solid background in research methods, principles of psychology and/or economics and marketing. The supervision team will include specialists from evolutionary psychology, economics and marketing. The project will be based within RMIT’s Behavioural Business Lab that includes a vibrant PhD and researcher community and state-of-the-art laboratory facilities in central Melbourne. The project is aligned with the Global Business Innovation Enabling Capability Platform.

C. Higher Degree by Research (HDR) Program
School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team
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E. Academic Enquiry Contact
Assoc. Prof. Peter Sivey, HDR Co-ordinator School of Economics, Finance and Marketing
peter.sivey@rmit.edu.au
A. Project Title
Auditing and information technology

B. Description of Project
Digital technology is rapidly changing the business environment, with technology now at the heart of most business operations, strategy, and risks. This is increasingly impacting on the accountancy profession, presenting opportunities to increase the value offered to audit clients and other businesses (ICAEW 2015). The mass data produced in this last century offers potentially a rich source of information that allows the auditors to have a deeper understanding of business risks, financial performance and potential fraud opportunities.

The aim of this research is to explore how auditors carry out their audit engagements in this data-driven era and to identify new areas of services auditors provide to their clients in the process of managing Big Data.

There are both opportunities and challenges for companies from Big Data, as this creates the need for new skills, tools and ways of thinking. So what does the data-driven era imply for accountancy professionals? According to Alles (2015), studying the challenges faced by the external auditors is important as they provide independent financial statement audits, key to the stability of the financial markets. Given the fact that the main driver of Big Data application is client-side demands, in the past, auditors have not always been ready to respond to such industry led challenges. However, with technology advancement, more powerful tools and techniques now allow auditors to perform work which can enhance audit quality and the confidence of relevant stakeholders. Following are some of the areas that will be examined:

• The challenges for auditors to obtain, process and interpret Big Data in a meaningful and consistent way.
• The opportunities for the auditing profession to offer high value-added services to their clients through technology advancements.
• The long-term risks of reduced relevance or marginalization of the auditing profession if it cannot keep up with the digital technology that is changing the business environment.
• The transformation which is needed for the auditing profession to adopt a more forward-looking model that embraces how complex and ambiguous transactions are disrupted by technology.

The practical implications/relevance of this research is related to considering the constant demand on the auditing profession to stay competitive and relevant in a world of rapidly developing technology.

C. Proposed Postgraduate Research Programme

School: School of Accounting
Course code: DR200
Program name: PhD (Accounting)
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

Associate Professor Prem Yapa (HDR coordinator)
Dr. Michael Kend
Dr. Duc Phan

E. Academic Contact

HDR Coordinator, Associate Professor Prem Yapa, prem.yapa@rmit.edu.au
A. Project Title

Behavioural Economics of Culture and the Creative Industries

B. Description of Project (limit to 250 words)

Culture and the arts (including the products of the creative industries and cultural heritage) generate not only value to producers and consumers but also have non-market effects on society such as externalities and public goods. Also, much consumer and producer decision making in the cultural industries inherently goes beyond rational choice, involving intrinsic and social motivations, personality, emotions, fashions and fads, social influence, intuition and instinct and many others.

This PhD project will use behavioural economics and psychology to better understand individual economic activity in the cultural industries. Behavioural approaches use different empirical methods to better understand individual decision making including experiments in the lab, field or online, as well as psychometric and psychophysiological measurement. It is envisaged that the successful candidate will use one or more of these in a multi-disciplinary approach to different aspects of cultural economic decision making. Potential examples include: artist motivations and personality, audience appreciation and affect, authenticity and art fakes and price discovery in cultural markets.

Successful candidates will be expected to have a solid background in research methods, principles of psychology and/or economics. The supervision team will include specialists from both cultural and behavioural economics. The project will be based within RMIT’s Behavioural Business Lab that includes a vibrant PhD and researcher community and state-of-the-art laboratory facilities in central Melbourne. The project is aligned with the Global Business Innovation Enabling Capability Platform.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

This project is aligned with the Global Business Innovation Enabling Capability Platform.

D. Potential Supervisory Team

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E. Academic Enquiry Contact

Assoc. Prof. Peter Sivey, HDR Co-ordinator School of Economics, Finance and Marketing

peter.sivey@rmit.edu.au
A. Project Title

Behavioural Economics of Entrepreneurship and Innovation

B. Description of Project

This project holistically examines the behavioural profile of individual entrepreneurship in its antecedents, associated behaviour patterns and their effects on life outcomes.

Entrepreneurship is an important engine for economic growth. We need to better understand both the causes and effects of innovating behaviour in individuals. What are its antecedents? What are the behaviour patterns and habits of entrepreneurs? How do these affect life outcomes, such as in health and well-being? This scholarship is for a project using tools from behavioural economics and psychology to entrepreneurship.

The project will be quantitative in nature and involve collecting human participant data using methods such as economic and psychological experiments and questionnaires in laboratory, field or online, as well as physiological measures. Experience of using these or similar data collection methods is desirable. Familiarity and a willingness to engage with relevant underlying theoretical literatures in behavioural economics and psychology as well as entrepreneurship are required.

We are looking for candidates with

- genuine enthusiasm to apply behavioural approaches to practical business issues and
- sound knowledge of these relevant research methods and literatures.

Successful candidates will work within RMIT’s Behavioural Business Lab with access to laboratory facilities and participant database and be part of a thriving research community. A willingness to engage actively with all aspects of the lab community is essential.

C. Proposed Postgraduate Research Programme

School: School of Economics, Finance and Marketing
Program name: PhD (Economics, Finance and Marketing)
Course code: DR203
Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team

Professor Robert Hoffman
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Professor Pia Arenius
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E. Academic Contact

HDR Coordinator, Dr Peter Sivey - peter.sivey@rmit.edu.au
A. Project Title

Business applications of compositional data analysis

B. Description of Project (limit to 250 words)

Failure to use statistical models correctly reflecting the characteristics of the observed data and the underlying data generating process has serious consequences. These consequences are not just theoretical but can mean that practical applications lead to erroneous findings and conclusions. Many examples exist in business where the focus is on proportions, rates or shares of a total. These data are known in many other disciplines as compositional data and have the property of being bounded to the unit simplex. Karl Pearson, writing in 1897, warned of the dangers inherent in the analysis of such data. However, almost invariably, researchers in business are unaware of these perils. Researchers in other disciplines have developed appropriate techniques for working with data defined on the unit simplex. This project seeks to understand or to summarize data on shares of a total using statistical models that do reflect the nature of such data. It will both apply and extend the techniques for compositional data developed in the wider statistical literature to a range of applications in business. The areas to be investigated include allocation models, attraction models, market concentration and income distribution. The new models will be evaluated using both empirical applications and simulation methods.

This project falls under the data analytics key application area of research and innovation priority 1 “data, telecommunications and sensors” in the Information and Systems (Engineering) Enabling Capability Platform.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

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Professor Lisa Farrell. lisa.farrell@rmit.edu.au

E. Academic Enquiry Contact

Associate Professor Peter Sivey. peter.sivey@rmit.edu.au
A. Project Title
Child wellbeing and development

B. Description of Project (limit to 250 words)
The wellbeing and development of children is a primary concern for the society as children represents the future of any country. Poor or delayed development and/or anguish suffered at childhood impacts the person much beyond the childhood and well into the adulthood. Children cannot be held responsible for the situation or environment they find themselves in and are mainly dependent on others to take care of them. This vulnerability of children to the circumstances they are in, provides a powerful moral imperative in favour of collective action and welfare policies of the state to help them.

Children require a loving and nurturing environment for their overall growth and development. Events occurring in their immediate family environment can profoundly affect their subjective wellbeing, hence their overall development process. Much of the research on child wellbeing and development so far has largely remain centred on provision of adequate resources. This project will look beyond the resource-based approaches towards child development, concentrating on the healthy family environment and emotional wellbeing of mothers.

C. Higher Degree by Research (HDR) Program
School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team
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E. Academic Enquiry Contact
Associate Prof. Peter Sivey (peter.sivey@rmit.edu.au)
**A. Project Title**

Competition and Behaviour in Football

**B. Description of Project**

Association football, also known as soccer, is perhaps the world’s most popular sport. However, football has struggled to gain traction in key markets, including Australia. The sport is sometimes described as not exciting enough to engage viewers. Of greater concern is the possibility that the sport has reached a stage of maturity where equilibrium behaviour by players and teams is not conducive to viewer engagement.

This project will investigate ways to make football more exciting. First, the project will devise appropriate ways to measure the degree of competitiveness of a given tournament. Then, the project will study the relationship between the level of competition and viewership. Finally, the research will put human behaviour under the lens and investigate the potential effects of rule changes designed to make the sport more entertaining.

The ideal PhD candidate for this project will have:

- strong data analysis skills and experience working with large datasets
- proficiency in econometric analysis
- a willingness to engage with relevant theoretical and empirical literature
- at least some knowledge of game theory
- a strong desire to contribute to policy-making

The candidate will work with a team of highly experienced and productive researchers. The project will be suitable for candidates who have solid knowledge and background in economics, statistics, or related fields. The results from the research will have the potential to inform the governing bodies of the game on ways to make the sport appealing to a wide audience.

**C. Higher Degree by Research (HDR) Program**

School: EFM  
Program Name(s) and Codes : PhD (EFM), DR203  
ECP Alignment: Global Business Innovation

**D. Potential Supervisory Team**

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**E. Academic Enquiry Contact**

HDR Coordinator, Associate Professor Peter Sivey ([peter.sivey@rmit.edu.au](mailto:peter.sivey@rmit.edu.au))
### A. Project Title

Creative placemaking: Understanding and measuring economic and social benefits from the arts and culture

### B. Description of Project (limit to 250 words)

Creative placemaking to leverage the arts and culture as well as creativity more broadly, has featured in economic development policies targeted at geo-specific areas, including notably at localised community levels including Local Government Areas (LGAs), as well as broader regions and cities (e.g. cities belonging to the Creative Cities Network). Despite the prominence of creative economy strategies at various levels, evidence on the effectiveness of these policies in creating a sense of place is limited. How these policies translate to providing economic and social benefits also remains a challenge to policymakers and governments at various levels. Art and culture has often been associated with vibrant communities and its contribution to enriching wellbeing situates it in a unique category. As a public good, its value is difficult to identify and measure using traditional approaches and assumptions. Alternative ways to both conceptualise and produce evidence of benefits is needed. Furthermore, the potential of creative economy approaches to ‘nudge’ community behaviour that can improve resident well-being is largely unexplored relative to uptake in other policy areas such as health and the environment.

Successful candidates will demonstrate flexibility and openness in addressing real world and conceptual challenges around creative placemaking that is informed by a range of disciplines including economics and relevant sub-fields such as cultural economics and behavioural economics, as well as cultural policy, sociology and human geography. Candidates will be expected to have a solid background in research methods relevant to economics and/or one or more relevant discipline areas related to the project. The project aligns with the Global Business Innovation and Urban Futures Enabling Capability Platforms (ECPs) at RMIT University.

### C. Higher Degree by Research (HDR) Program

School: EFM  
Program Name(s) and Codes : PhD (EFM), DR203

### D. Potential Supervisory Team

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### E. Academic Enquiry Contact

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[peter.sivey@rmit.edu.au](mailto:peter.sivey@rmit.edu.au)
A. Project Title

Cryptopricing

B. Description of Project (limit to 250 words)

Asset pricing theories all revolve, to some extent, about an estimate of risk-adjusted discounted cashflows. Some theories focus more on the cashflow aspect (for example, economic value added) or on the risk adjustments (for example, the capital asset pricing model or Fama-French 3-factor model). It is not immediately obvious how any of the extant economic asset pricing theories would apply to crypto-assets such as bitcoin, for example. It is an open question whether bitcoin is money (suggesting that monetary theory would determine its value) or a capital asset (suggesting asset pricing theory) or some new hybrid asset (suggesting the development of new theory is appropriate).

The computer science literature has developed measures of the value of networks (for example Metcalf’s law and Sarnoff’s law). These measures are crude estimates of the number of users and the value per user. These measures, however, are not estimates as to the value of the crypto-assets within a distributed ledger (such as Blockchain for example) but an estimate of the value of the ledger itself. They also make no adjustments for risk.

This project will investigate the value and pricing of crypto-assets with a view to developing an asset-pricing approach that can be of use to investors and speculators making investments decisions.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

Cam, Davidson, de Silva, Potts.

E. Academic Enquiry Contact

HDR Coordinator details

Peter Sivey

Sinclair Davidson

F. ECP Allignment

“Global Business Innovation” and “Social Change”.
A. Project Title
Cultural Heritage Consumption and Marketing

B. Description of Project

Develop a qualitatively informed tourist based understanding of the cultural heritage object (CHO) and a Cultural Heritage Authenticity Scale

Limited empirical work explores the foundations of cultural heritage object (CHO) and authenticity particularly from the producer perspective. There is also limited empirical work that explores the foundations of heritage meaning from the tourist and producer perspective when it comes to unpacking what constitutes the Cultural Heritage Object (CHO). While work has been carried on heritage in the tourism context using various theoretical frames, including on heritage authenticity, as yet a Heritage Authenticity Scale is yet to be developed. Others have recognised the need for ‘bridging work’ between the consumer and the producer view of heritage to build theory and practice (Medina, 2003; Farrelly, Kock and Jossiassen, 2017).

A Heritage Authenticity Scale, coupled with conceptualization of the CHO and related qualitative work with tourists using a consumer culture frame, can provide an overarching and empirically substantive view of cultural heritage that informs the producer perspective. Major stakeholders such as UNESCO have recognized the need for a more strategic view of Heritage marketing, including better understanding the nexus between tourist and producer perspectives. This research will help fill this gap by developing a more complete and culturally informed understanding of the CHO (from the tourist perspective) coupled with the development of a Heritage Authenticity Scale from the producer perspective as part of a holistic (and empirically supported) view of Heritage Tourism.

The research will contain discrete stages including conceptualizing of the core components of the CHO, such as its material form and cultural and historical links, and using this to illuminate the heritage authenticity construct. This will involve qualitative work with consumers to better understand how the CHO is understood, appropriated and evaluated. Stage two, the major component of the research, will involve developing a heritage authenticity scale from the producer perspective. This work is also timely as producers wrestle with the need to balance cultural and commercial imperatives, whilst innovating the way they present heritage.

The team is confident it can assist the PhD candidate to work with key heritage tourism providers to create the authenticity scale.

C. Proposed Postgraduate Research Programme

School: School of Economics, Finance and Marketing
Program name: PhD (Economics, Finance and Marketing)
Course code: DR203
Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team

Professor Francis Farrelly, francis.farrelly@rmit.edu.au

E. Academic Contact

HDR Coordinator, Dr Peter Sivey - peter.sivey@rmit.edu.au
### A. Project Title
Data revolution and cognitive overload: Helping consumers in a confusing market-scape

### B. Description of Project (limit to 250 words)
Every day humans must make a very large number of decisions. It is not surprising, then, that not all our decisions turn out to be optimal. Through time, the amount of information that is available to decision-makers has increased tremendously, owing to what is sometimes referred to as the ‘data revolution.’ Evaluating this increased breadth and depth of detail can lead to cognitive overload, making decision-making tasks even more complex than in the past.

This project will investigate cognitive overload and how consumers are coping with decision-making in today’s complex environment. The project will: (i) identify contexts where the decision-making task is more complex than it needs to be; (ii) determine why and how these contexts arise; and (iii) devise and rigorously test appropriate policy solutions to help consumers navigate complex marketplaces. It is expected that the findings will contribute to our understanding of decision-making and inform policy-makers in a variety of markets.

The ideal PhD candidate for this project will have:
- A willingness to engage with relevant theoretical and empirical literature.
- A strong interest in understanding human behaviour.
- A strong desire to contribute to policy-making.

The project is suitable for candidates who have solid knowledge and background in economics, psychology, statistics, or related fields. RMIT’s Behavioural Business Lab that will house the project. The BBL includes a vibrant researcher community and state-of-the-art laboratory facilities. The candidate will work with a team of highly experienced researchers from the BBL. This project is aligned with the Global Business Innovation Enabling Capability Platform.

### C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes: PhD (EFM), DR203

This project is aligned with the Global Business Innovation Enabling Capability Platform.

### D. Potential Supervisory Team

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Dr. Ahmed Skali (ahmed.skali@rmit.edu.au)

### E. Academic Enquiry Contact

HDR Coordinator, Associate Professor Peter Sivey (peter.sivey@rmit.edu.au)
A. Project Title
Developing Technologies for Enhancing Ethical Procurement in Supply Chains

B. Description of Project
This is an exciting opportunity for a HDR student to be a part of a research community, build knowledge and research training, and engage in an industry collaboration on a real world problem.

The PhD candidate will be part of a research team work and experienced researchers who have established relationships with garment or footwear businesses who source production across a number of countries, and are interested in adopting new and existing technologies to improve their capacity to track and monitor their supply chains.

Background
Labour conditions in garment and agricultural supply chains are amongst the poorest globally, frequently characterised by lower than living wages, dangerous physical conditions and lack of freedom of association (ILO, 2016). However, because of the complexity of supply chains, which cross national boundaries, they are difficult and costly to track. Even those garment brands who are most committed to human rights rarely monitor beyond the first tiers of their supply chains. New and existing technologies can reduce the cost and greatly increase the ease of such tracking, allowing garment brands to work with suppliers to improve their environmental and human rights performance.

Research question
How can new technologies be used to enhance supply chain tracking and ethical procurement in keeping with international norms of human rights due diligence?

C. Proposed Postgraduate Research Programme
School: School of Management
Program name: PhD (Management)
Course code: DR204

Enabling Capability Platform (ECP) Alignment : Global Business Innovation
Social Change

D. Supervisory Team
Annie Delaney - annie.delaney@rmit.edu.au
Shelley Marshall - shelley.marshall@rmit.edu.au

E. Academic Contact
HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
A. Project Title
Digital transformation and the changing nature of digital skill-sets required in libraries

B. Description of Project
Libraries are seen as progressive organisations that facilitate the on-going adoption of digital technologies in order to facilitate the changing nature of information access and to cater for the information needs of society. Libraries are highly responsive and adaptive to technological changes yet there is an on-going need to identify the skill-sets that librarians and information managers need to possess to do so.

The Australian Library and Information Association (ALIA) also acknowledges both the record of Australian libraries adapting to developing technologies, and the importance of doing so: “In the rapidly changing digital environment, libraries are among the best-equipped and most experienced organisations to take advantage of innovation and adapt to new challenges. Utilising new technologies and enabling the community to access services quickly and easily is a fundamental library function” (ALIA 2017).

There is no doubt that digital skill-sets for digital transformation in libraries are needed. In 2011, the American Library Association (ALA) prepared its 2015 Strategic Plan for ‘The Digital Revolution and the Transformation of Libraries’ (Fiels 2011) and included as one of its goals “Increase leadership development and training opportunities designed to support the on-going transformation of libraries.” In Australia, ALIA, the peak professional body for libraries and the information sector in Australia, which also provides accreditation for library and information programs, provides an outline of the core knowledge and skills required to work as information professional (ALIA 2014). In this document, ALIA states that information professionals need to have ‘relevant information and communications technology and technology application skills’, as well as ‘understand the importance of information technology and architecture to determine the structure, design and flows of information’ (ALIA 2014). However, there is no acknowledgement of “leadership” or “training” as recognised by ALA (Fiels 2011) and neither of the ALIA statements is there an indication of the specific digital skills required, or mention of how information professional goes about acquiring these skills for digital transformation in libraries. This project will explore the digital skills necessary for today’s librarians, from the point of view of practitioners, and how education for these skills may be delivered.

C. Proposed Postgraduate Research Programme

School: School of Business IT and Logistics
Program name: PhD (Information Systems) and Master of Business (Business Information Systems)
Course code: DR201 & MR 201
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team/Contact
Professor Karl Kautz
Dr Huan Vo-Tran
Dr Sue Reynolds
Dr Paul Mercieca

E. Academic Contact
HDR Coordinator, Dr Huan Vo Tran - huan.vo-tran@rmit.edu.au
A. Project Title
Disruptive Innovations: Assessing the role of corporate governance

B. Description of Project
This study assesses how governing boards of firms facing disruptive innovation balance and manage strategic performance and fiduciary obligation for organisational sustainability.

This study aims to identify how to improve Board of Directors governance capacity to deal with disruptive innovations. It undertakes a mixed-method approach focusing on structures and processes for firm innovation organisational sustainability.

This project provides opportunities to study disruptive innovation management by boards. The resource constrained contextual setting also raises possibilities of comparing and contrasting boards in developed and developing nations where frugal and other types of resource constraint strategies may raise idiosyncratic challenges due to socio-economic factors.

C. Proposed Postgraduate Research Programme

School: School of Accounting
Program name: PhD (Accounting)
Course code: DR200
Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team/Contact

Prof. Nava Subramaniam
Prof. Adela McMurray
Dr. Hui Situ

E. Academic Contact

HDR Coordinator, Associate Professor Prem Yapa, prem.yapa@rmit.edu.au
A. Project Title

Distributed Ledger Technologies, Law, and Governance: Opportunities and Challenges

B. Description of Project

Distributed ledger technologies (DLTs) are a set of digital technologies developing open, peer-to-peer, distributed ledgers to record transactions between multiple parties in a verifiable and tamper resistant way. As a result, DLTs enable systems where people, Artificial Intelligence agents, or Internet of Things objects can interact in a trusted and virtually frictionless network.

A key component of DLTs are distributed consensus mechanisms that exclusively rely on the nodes of the network to validate any incoming transactions (e.g. currency transfers, votes, smart contracts, etc.). As there is no need of third trusted parties to validate such transactions, DLTs are expected to disrupt a number of industries and domains: finance and capital markets, logistics and supply chains, utilities and consumer products, and government and the public sector, among others.

This research program aims at studying the impact of different forms of DLTs (such as the open platforms Blockchain and Ethereum) on law and governance. More specifically, it proposes to investigate three main areas: legal transactions (e.g. property and IP rights), voting, and governance of big data.

Research question/s

The three main research questions are:

- How DLTs can be used to provide users with greater access and control over the data they create?
- Do DLTs enable more efficient and tamper-proof online voting mechanisms?
- Can DLTs provide a more secure and trusted system for legal transactions such as electronic land transfers or IP rights?

C. Proposed Postgraduate Research Programme

School: Graduate School of Business and Law
Course code: DR206
Program name: PhD (Law)
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team/Contact

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Tel: +61 3 9925 0134

Dr Christopher Berg – Senior Research Fellow (Economics, Finance and Marketing)
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E. Academic Contact

HDR Coordinator, Dr Paul Gibson -paul.gibson@rmit.edu.au
A. Project Title

Economic modelling of health insurance claims

B. Description of Project

This PhD project will use big data techniques from econometrics to interrogate claims data from an Australian health insurance company.

Modelling private healthcare utilisation from claims data can inform preventive innovations to reduce insurance premiums. This project is suitable for a student with strong statistical/econometric skills.

Health insurance premiums are rising at more than twice the rate of inflation in Australia, mainly driven by the rising costs to PHI companies of insuring patients.

This project will use data from claims records from an Australian private health insurer to analyse healthcare utilisation patterns through the year and identify drivers of utilisation and costs.

The student will develop statistical models which predict enrollees’ healthcare needs using data on their characteristics (e.g., age, gender, ethnicity, occupation), claims history and external factors over the calendar year such as the flu season and school holidays; and evaluate the effectiveness of existing preventive measures, such as free influenza vaccines.

The results of the modelling will inform targeted preventive innovations (e.g., information campaigns or checkups) which would have the potential to reduce the costs of claims to health insurers and reduce premiums to customers.

C. Proposed Postgraduate Research Programme

School: School of Economics, Finance and Marketing
Program name: PhD (Economics, Finance and Marketing)
Course code: DR203
Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team

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Dr Pratima Srivastava
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E. Academic Contact

HDR Coordinator, Dr Peter Sivey - peter.sivey@rmit.edu.au
A. Project Title

Emotional rollercoaster of the nascent entrepreneurial process

B. Description of Project

The entrepreneurial context is characterized by high uncertainty and complexity. The rational approach in such a situation is to not act but collect more information to reduce uncertainty, evaluate options, and act only if estimated benefits outweigh costs.

It is clear, however, that entrepreneurs often defy this rational model and throw themselves into action, creating successful businesses against all odds. While doing so, they are riding on an emotional rollercoaster where positive activating emotions and negative emotions vary frequently. The aim is to acquire knowledge of how the emotional turmoil affects the entrepreneur and the organizations that entrepreneurs create.

C. Proposed Postgraduate Research Programme

School: School of Management
Program name: PhD (Management) or Master of Business (Management)
Course code: DR204 or MR204
Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team

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Dr Afreen Huq
afreen.huq@rmit.edu.au

E. Academic Contact

HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
**A. Project Title**
Enhancing Adoption of 3D Printing in Medical Technology Industry through Data Driven Decision Making

**B. Description of Project**
The project investigates the adoption of disruptive technologies by focusing on the case of 3D Printing (3DP) in the Medical Technology (MedTech) industry. The expected outcome is a comprehensive decision making tool for companies in the MedTech industry who want to adopt 3DP as a production method. This is done by developing innovative optimisation tools to capture technological, market, and regulatory barriers for companies. The impact will be to unlock the potential of AM applications in the MedTech, which will benefit potential new entrants to the industry, incumbent firms, health care system, and patients in Australia. Our approach is based on data driven methodologies to carry state of art and research.

**Research Question**
- How data driven decision making can result in more efficient adoption of 3D Printing among companies active in MedTech industry in Australia?
- How data driven decision making can result in encouraging entrepreneurial entry of new comers to the MedTech industry through adoption of 3D Printing as a production method?

**Research Problem**
3D Printing offers a novel way of producing patient-specific medical devices (such as implants). However, there is no clear decision making tools for companies to decide, under various circumstances, whether 3D Printing is more cost-effective and more clinically-effective way of producing a medical devise in compare with traditional production methods or not. Examples of various circumstances that affect the decision making of the companies are the part of the body, risk category of the product, product material, and the specific technology of 3D Printing. Effective and efficient data driven decision-making models are needed to improve the efficiency of such decision making for companies, by systematically modelling various circumstances that affect the decision making of both established and new companies.

**Proposed Outcome**
This project will generate innovative solutions to promote efficiency of the adaption of 3D Printing technologies in MedTech industry. The decision support tools are developed that can be calibrated to production system in MedTech industry and can be used by companies’ decision makers as well policy makers at different levels of government.

**C. Proposed Postgraduate Research Programme**

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**D. Supervisory Team**

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<th>Dr Sam Tavassoli</th>
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**E. Academic Contact**

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<th>HDR Coordinator, Dr Cameron Duff</th>
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<tr>
<td><a href="mailto:cameron.duff@rmit.edu.au">cameron.duff@rmit.edu.au</a></td>
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</table>
A. Project Title
Enhancing Australian Agriculture Supply Chain Performance through Data Driven Decision Making

B. Description of Project
Agriculture is a key sector in Australia economy. After coal exports, agriculture products have highest share of export in Australia. Agriculture supply chain encompass farmers, processors, warehouses, distributors (logistics companies) and retailers. Increasing efficiency in agriculture supply chain through supply chain integration and collaboration is receiving high attentions in the recent years.

In the College of Business at RMIT, we are developing innovative optimisation tools and applications to help improve the efficiency of the agriculture supply chain by considering all parties including government, farmers, intermediates (processors, distributors and retailers) and consumers. Our approach is based on data driven methodologies to carry state of art and cutting-edge research that impact the Australian economy and Australian community. To establish our reputation in agriculture supply chain modelling we have identified the following two key projects for the next three years:

- Organic agriculture supply chain modelling
- Farmgate pricing modelling in agriculture

Research Question
- How the efficiency of organic supply chain can be improved with the aim of data driven decision making?
- How data driven decision making can result in more efficient farmgate pricing of agriculture commodities to ensure the sustainability and resiliency of the supply chain?

Research Problem
Effective and efficient data driven decision-making models are needed to improve the efficiency of the agriculture supply chain. In this project we look at the modelling of the farmgate price that leads to a sustainable supply chain. The current pricing model is not considering the data and the suitability of the supply chain and it often negatively impacts on farmers or processor, or distributors or consumers. In addition, in this project we provide data driven decision models that help to improve the efficiency of organic agriculture supply chain that is expanding and taking a large share of the market.

Proposed Outcome
This project will generate innovative market solutions to promote efficiency and suitability of the agriculture supply chain. The decision support tools are developed that can be calibrated to an agriculture system and can be used by agriculture supply chain decision makers as well policy makers at different levels of government.

C. Proposed Postgraduate Research Programme
School: School of Business IT and Logistics
Program name: PhD (Supply Chain Management)
Course code: DR202
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team/Contact
A/Professor Babak Abbasi
Professor Prem Chhetri
A/Professor Victor Gekara

E. Academic Contact
HDR Coordinator, Dr Huan Vo Tran - huan.vo-tran@rmit.edu.au
A. Project Title

Enhancing Emergency Response to Supply Chain Disruptions

B. Description of Project

Research Question

This project aims to develop new optimisation service models to design and build adaptive emergency service networks, in terms of the optimal number, locations and capacity of emergency service facilities, to reduce operational costs and improve response time to emergency calls.

How can the delivery of public services be enhanced using logistics solutions and supply chain strategies to improve cost efficiency?

What would the new optimal service delivery arrangements to help restructure and reorganise emergency service networks?

Research Problem

An effective and efficient response to emergency calls is a key challenge for emergency agencies such as fire, police and ambulance. Emergency response services are essential public agencies, which ensure the safety of people and properties. Prompt and timely response to calls for emergency services is critical as delays in the departure from the fire station and arrival at the scene can have significant consequences in terms of death, injury and damage to properties. In recent decades, fire Services Agencies are under considerable pressure to enhance public service delivery to achieve economies of scale, to promote efficiency, and to secure equity.

Proposed Output

This project will generate innovative market solutions to public services delivery to achieve economies of scale, to promote efficiency, and to secure equity. The geographic locations and social groups most at fire risk will be identified through innovative, spatially-integrated optimisation models to improve timely response to emergency calls, thereby helping reduce deaths and injuries, and property losses.

This project is aligned to the research priority of the Global Business Innovation ECP that will generate innovative supply chain and optimisation models/tools to enhance Organisational transformation and innovation capabilities.

C. Proposed Postgraduate Research Programme

School: School of Business IT and Logistics
Program name: PhD (Supply Chain Management)
Course code: DR202
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

Professor Prem Chhetri
A/Professor Babak Abbasi
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Dr Shahrooz Shahparvari

E. Academic Contact

HDR Coordinator, Dr Huan Vo Tran - huan.vo-tran@rmit.edu.au
A. Project Title
Entrepreneurship among Migrants and Refugees

B. Description of Project
Recent data from the Australian Bureau of Statistics show that refugees are the most entrepreneurial migrants in Australia. Studies have also revealed that business start-up rates for women refugees are higher than for Australia-born women. Migrants and refugees are more often than not compelled to consider entrepreneurship as the only pathway to self-employment and sustainable livelihood in how they reconstitute their identity in a host country post migration. Often this journey involves substantial ‘deskilling’ of migrants and refugees in the reconstitution of their identities as self-employed, and significant level of ‘refeminisation’, or redomestication’ for women in how they engage in entrepreneurship. While policy makers and support agencies are advocating entrepreneurship as the 'solution' for social inclusion and well-being of migrant and refugees in Australia, very little attention has been paid to build entrepreneurial skills and capabilities within this community to create and operate successful enterprises.

This project will investigate the factors that lead migrants and refugees to move into entrepreneurship rather than seek regular employment. Further, the project will explore how the social, political, and economic context of migrants and refugees influences their capabilities and behaviours in the start-up process as they reconstitute their identity in the host country.

An in-depth understanding of migrant and refugee entrepreneurship in Australia is important for appreciating the interplay between the social, political, and economic context of the migrant and refugee status and its influence on the development of an entrepreneurial identity. For the government policy planners and practitioners, this project will provide valuable insight to facilitate the inclusion of migrant and refugees in the economy for sustainable enterprise development.

C. Proposed Postgraduate Research Programme

School: School of Management
Program name: PhD (Management) & Master of Business (Management)
Course code: DR204 & MR 204

Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

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E. Academic Contact

HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
A. Project Title

Examining the Older Consumer’s Experience of Aging and its Impact on Consumption Decisions

B. Description of Project (limit to 250 words)

In a survey by the Australian Human Rights Commission, 71% of Australians felt that age discrimination in Australia was common. Further, more than a third of Australians 55+ feel they have experienced age discrimination, including being overlooked by service staff and marketers more generally. Older Australians are both under-represented, and poorly portrayed in the media; there is a belief that the media has a significant influence on the negative perceptions of older Australians. This discrimination influences older Australians’ self-worth and their experience of aging.

Globally, particularly in developed countries, Baby Boomers feel middle-aged, not old, and have cognitive identities younger than their chronological age. In Australia, 75% of older people feel 5-10 years younger than their chronological age. While it can be argued that this cohort is healthier, more active and have a younger mentality than previous generations of a similar age, the literature suggests that this younger perceived age may be a self-protection mechanism triggered by negative Western cultural attitudes towards age.

This project will examine older Australians’ experience of aging and the influence that aging has on their age identity and their role as consumers. It will examine how older people adapt to changing circumstances as they age, the impact of aging on their buying behaviour and consumption interactions and experiences and how these consumers confront and manage ageist stereotypes. The research will have implications for marketers and policy makers in relation to prompting social change to facilitate positive aging.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes: PhD (EFM), DR203

ECP Alignment: Social Change

D. Potential Supervisory Team

Professor Mike Reid (mike.reid@rmit.edu.au)

Professor Kate Westberg (kate.westberg@rmit.edu.au)

Both supervisors are part of the Consumer Wellbeing Research Group and this project is part of a larger research agenda in relation to aging, consumption and wellbeing.

E. Academic Enquiry Contact

Associate Professor Peter Sivey (peter.sivey@rmit.edu.au)
A. Project Title

From Industry Associations to Blockchain Ecosystems: The Economic Value of Interest Groups

B. Description of Project (limit to 250 words)

The conventional economic (theoretical) view of industry associations is limited and generally less-than-positive. Industry associations are viewed as either countervailing powers (to trade unions) or as rent-seeking distributional coalitions. This overlooks constructive roles undertaken by interest groups in economic coordination, in technology adoption and diffusion, and working with policy makers and other actors to foster innovation and contribute positively to industry dynamics. There is precedent for positive and constructive roles by industry associations in technology adoption and diffusion, for example, in Electronic Data Interchange (EDI), in Open Source software and in the development of the IT services “offshoring” industry, to name a few. The emergence of blockchain technology in recent years serves as a useful example of the role of interest groups in contributing toward the development of a blockchain-enabled economy.

We seek to understand the conditions when industry associations and more recently, industry ‘ecosystems’ are more efficient governance mechanisms for innovation and technology coordination, versus the situations where they fail, and from that when economic welfare is best served by early government intervention through (for example) technology regulation or innovation policy. This project intends to examine to what extent interest group involvement in coordination and governance, particularly in emerging technologies across a range of sectors including blockchain, serves to (usefully) avoid restrictive governmental action or contribute positively to sound public policy settings for positive economic outcomes. The project will contribute to a revision of public choice scholarship regarding the economic contribution and value of interest group activity.

Keywords: Economic coordination, Ecosystems, Innovation, Interest groups, Blockchain, Governance.

C. Higher Degree by Research (HDR) Program

School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

Professor Jason Potts
Associate Professor Stuart Thomas
Dr Mikayla Novak

E. Academic Enquiry Contact

Associate Professor Peter Sivey:

HDR Coordinator, School of Economics, Finance and Marketing peter.sivey@rmit.edu.au
A. Project Title
Gender norms and stereotypes and labour market outcomes

B. Description of Project (limit to 250 words)

There is overwhelming evidence of gender gaps in various aspects of the labour markets. Most prominently these gaps exist in terms of females earning lower wages and being under-represented in leadership roles. Despite many decades of legislative and institutional reforms, gender gaps still persist. In Australia in 2017, women earned 21% less than men and had only 25% likelihood of reaching senior leadership positions. New insights are required to fully understand the biases and barriers that are impeding progress. To generate such new insights, this project pursues two broad objectives using tools of behavioural economics. Firstly, we will examine the various behavioural factors at the individual level which may contribute to the persistence of gender gaps in labour markets. This will involve systematically analysing how gender norms and stereotypes shape individual preferences and behaviours (for example, attitudes towards risk, competition, bargaining and negotiation) across gender, which in turn affect choices made by men and women in the workplace relating to their own behaviour and their evaluations of others. Secondly, based on the insights generated above, we will design and evaluate innovative policy instruments geared towards the closing of the aforementioned gender gaps. We are looking for an HDR candidate with a background in economics. The ideal candidate should have keen aptitude for conducting empirical analysis using primary data (experiments or survey) or existing datasets, matched with an interest in the real-world applicability of these findings. This project is aligned with the Global Business Innovation Enabling Capability Platform.

C. Higher Degree by Research (HDR) Program

School: EFM
Program Name(s) and Codes: PhD (EFM), DR203

This project is aligned with the Global Business Innovation Enabling Capability Platform.

D. Potential Supervisory Team

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Dr. Leonora Risse (leonora.risse@rmit.edu.au)

E. Academic Enquiry Contact

HDR Coordinator, Associate Professor Peter Sivey (peter.sivey@rmit.edu.au)
A. Project Title
Gender, business and human rights

B. Description of Project
A unique opportunity to join a vibrant research community developing guidance for states and businesses on how to integrate gender issues in their implementation of the UN Guiding Principles on Business and Human Rights. The scholarship aims to bring feminist perspectives to the debate on gender, business and human rights, developing guidance for states and business on integrating gender issues in their implementation of the UN Guiding Principles on Business and Human Rights.

This scholarship is an opportunity to contribute to an emerging research agenda at the intersection of gender research on organizations, and particularly business organizations, human rights, and feminist scholarship on corporate responsibility and accountability. The latter is a rapidly expanding field, which has yet to take a strong human rights perspective. Meanwhile, the launch of the United Nations Guiding Principles on Business and Human Rights (2011) has stimulated a new and expanding stream of research on business and human rights, however, this literature rarely discusses gender issues. Finally a further body of research investigates women’s human rights globally, and related policy initiatives, but the role of business is not a central theme therein. Noting the rising prominence of gender equality as a human rights issue internationally, and growing interest in the role of business with respect to human rights, this scholarship enables you to contribute to the development of a new interdisciplinary research agenda on gender, business and human rights. It also facilitates contributions to women’s human rights in a global context.

You will join a vibrant, interdisciplinary research team that contributes to policy development and practice with regard to integrating a gender perspective in the implementation of the three pillars of the UN Guiding Principles on Business and Human Rights: (a) The State Duty to Protect Human Rights; (b) The Corporate Responsibility to Respect Human Rights; (c) Access to Remedy.

We welcome applications from a variety of geographical and cultural contexts, and disciplinary and methodological perspectives.

C. Proposed Postgraduate Research Programme

School: School of Management
Program name: PhD (Management)
Course code: DR204
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team
Kate Grosser - Kate.grosser@rmit.edu.au

E. Academic Contact
HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
### A. Project Title

Gender, Work and Regulation: Informalisation in Context

### B. Description of Project

The project offers an opportunity to join a team of experts in the field of gender, work and regulation focussing on the role of regulation in the informalisation of women's employment. This PhD opportunity will be attractive to a scholar with an interest in systemic gendered divisions of labour and relations of power in the changing contexts of contemporary work and employment. It will contribute to a broad research programme examining the interconnections between paid work and the unpaid labour of social reproduction and household provisioning. This programme includes research in both developed and emerging economies focussing on the implications for gender equality of the contemporary organisation and governance of work. A key theme in this work concerns the informalisation of women’s employment.

The scholarship is part of the Gender, Work and Regulation research cluster developed by Sara Charlesworth, Fiona Macdonald and Annie Delaney in the School of Management.

### C. Proposed Postgraduate Research Programme

- **School:** School of Management
- **Course code:** DR204
- **Program name:** PhD (Management)
- **Enabling Capability Platform (ECP) Alignment:** Social Change
  Global Business Innovation

### D. Supervisory Team

- Sara Charlesworth - sara.charlesworth@rmit.edu.au
- Fiona Macdonald - fiona.macdonald@rmit.edu.au
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### E. Academic Contact

HDR Coordinator, Dr Cameron Duff - cameron-duff@rmit.edu.au
A. Project Title

Governance after the blockchain

B. Description of Project (limit to 250 words)

There is a wide range of decisions that involve collective decision making. Collective decisions within public institutions are within the realm of politics and in private institutions the literature is usually labelled as being “corporate governance”. The literature usually addresses such issues as control rights, voting rights, and reward-risk allocation. Distributed ledger technology restrains opportunism making many current institutional constrains on behaviour obsolete. How will distributed ledger technology disrupt economic and political transactions costs and what impact will that have on the current clear divide between public and private governance? How too will it impact current institutions within public and private governance?

This project or projects will investigate the scale and scope for crypto-democracy to modify both or either political governance, or corporate governance. The differences and similarities of each type of governance will be explored. At present the two fields are separate and distinct, yet both are predicated on the notion of cooperation under the division of labour leading to improved outcomes. There is potential for a unified theory of governance to emerge from this research.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

Dr Christopher Berg
Dr Darcy Allen
Dr Mikayla Novak
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E. Academic Enquiry Contact

Associate Professor Peter Sivey:

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F. ECP Allignment

“Global Business Innovation” and “Social Change”.
A. Project Title

Governance mechanisms for financial markets

B. Description of Project (limit to 250 words)

Well-functioning financial markets must continually innovate in the products they offer and in the way the market and financial firms are organised and operate in order to remain competitive and be capable of serving multiple stakeholders. Compared with non-financial companies, the governance of financial firms as an intermediary is subject to more complex agency issues. Failures of governance mechanisms in financial markets and financial organisations including the banks have time and again resulted in major financial and economic crisis that undermines stability, trust in the system, and general welfare.

This project aims to gain deeper understanding of the connection between the efficacy of governance mechanisms and the efficiency of financial markets (with particular focus important players such as the massive fund management industry and the commercial banks) in terms of delivering performance for their key stakeholders and innovative products for customers. New metrics and data analytic approaches will be employed to identify and investigate what works, the at-risk areas of governance and their performance impacts. The organisational form of both the market and the finance firm, business model, managerial incentives and practices, and the regulatory setting will be included in this investigation. Research outcomes will also provide evidence-based insights into key factors affecting governance effectiveness and performance impacts, contributing to better and more innovative design of governance mechanisms, industry practices and regulatory measures.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes: PhD (EFM), DR203

D. Potential Supervisory Team

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E. Academic Enquiry Contact

Associate Professor Peter Sivey  
Email: peter.sivey@rmit.edu.au
A. Project Title
Human rights, Social Accounting and Achievement of Sustainable Development Goals

B. Description of Project (limit to 250 words)
The 2030 Agenda for Sustainable Development provides a global blueprint for dignity, peace and prosperity for people and the planet, now and in the future. The 17 Sustainable Development Goals (SDGs) with their 169 targets are adopted in September 2015 by all United Nations (UN) member governments. The UN recognizes that government action alone cannot achieve the SDG targets, as this will require concerted action across governments, public and private sector organizations, civil society and individual citizens.

The accountancy profession is an essential driver of strong and sustainable organizations, financial markets, and economies. As a result, it inherently has a crucial role in achieving the SDGs and meeting the targets in all economies and societies. In this regard, professional accountants with both the robust technical skills and sound ethical judgment are required, in order that SDGs can be institutionalised in the daily work of a new generation of professional accountants.

The SDGs adoption opens up new avenues to integrate human rights into global and national policies in both developed and developing countries over the years. More than 90% of the 169 SDGs targets reflect core international human rights and labour standards. Since social accounting covers all forms of accounts which go beyond the economic the SDG framework is in line with the social accounting aspect. The framework provides a transformative vision for people and planet-centered, human rights-based, and gender-sensitive sustainable development that goes far beyond the traditional model of development. The study explores the contribution of the accounting profession in achieving SDGs by means of human rights from a social accounting perspective.

C. Higher Degree by Research (HDR) Program
School: ACC
Program Name(s) and Codes : PhD (ACC), DR200

D. Potential Supervisory Team
Pavithra Siriwardhane
Prem Yapa

E. Academic Enquiry Contact
HDR Coordinator, Associate Professor Prem Yapa, prem.yapa@rmit.edu.au
A. Project Title

Impact of cultural diversity within organisations on innovation and competitiveness

B. Description of Project

Primary Research question:

What strategies for increasing and managing cultural diversity in organisations best contribute to innovation and competitiveness?

Global business innovation is a vital part of the long-term growth and survival of many firms, due to increased global mobility and multiculturalism. Cultural and gender diversity have been linked to increased innovative workplace behaviours (Korzilius et al., 2017), flexibility and problem-solving, and creativity (De Waal, 2012; McCuiston, Woolridge, & Pierce, 2004; Østergaard, Timmermans, & Kristinsson, 2011). Consequently, effectively increasing and managing cultural diversity is likely to provide a competitive advantage to organisations operating within dynamic and global markets.

Australia is a highly multicultural society; This diversity is significantly underrepresented in the senior leadership of Australian organisations (Australian Human Rights Commission, 2018). Although twenty-four per cent of the Australian population have non-European and Indigenous backgrounds, such backgrounds account for only five per cent of the 2,490 most senior posts in Australia (Australian Human Rights Commission, 2018).

Cultural diversity strategies usually involve top down interventions such as training programs aimed at increasing cultural awareness, cross-cultural communication competency, or decreasing unconscious bias (Roberson, Kulik, & Tan, 2013; Block & Noumair, 2015). Yet, such programs have a negligible effect on changing cultural disparities in workplace outcomes and tapping into the creative potentials associated with diversity (Kalev, Dobbin, & Kelly, 2006). Exploring bottom-up, employee driven diversity management initiatives may provide a more successful strategy for not only increasing cultural diversity but also taking advantage of its potential to contribute to innovation and competitiveness.

C. Proposed Postgraduate Research Programme

School: Graduate School of Business & Law
Program name: PhD (Business)
Course code: DR205
Enabling Capability Platform (ECP) Alignment : Global Business Innovation Social Change

D. Supervisory Team/Contact

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Dr Ling Deng Contact: ling.deng@rmit.edu.au
Dr Michael McDonald, RMIT Vietnam

E. Academic Contact

HDR Coordinator, Dr Paul Gibson -paul.gibson@rmit.edu.au
A. Project Title
Impact of entrepreneurial activities on those not directly involved

B. Description of Project
Entrepreneurs are often portrayed as superheroes. There is an expectation on entrepreneurs to significantly contribute to job creation, innovativeness, economic prosperity, and social wellbeing. However, research shows that firms are created by ‘everyday’ persons who do not possess superhuman powers.

Indeed, much research has shown that entrepreneurs work long hours, experience great problems balancing work and family, and suffer from financial stress.

The entrepreneurship literature has focused on the increase in the workload of the entrepreneur and the stress and strain they experience but not on the increase in workload that their spouses experiences through acting as an informal investor in the business. The objective of this study is to focus on how the stress and strain experienced by the spouse manifests and the impact this has on their wellbeing. This is an important area of research which has been neglected.

A potential data source for this study is the longitudinal household Survey HILDA, which collects information on the health and wellbeing of the participants, and includes labour market data which can be used to identity transitions in and out of entrepreneurship. RMIT has access to the HILDA dataset.

C. Proposed Postgraduate Research Programme

School: School of Management
Program name: PhD (Management)
Course code: DR204
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

Professor Pia Arenius
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E. Academic Contact

HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
A. Project Title
Impacts of Mandatory International Financial Reporting Standards Adoption on Foreign Portfolio Investment in Developing Countries: A Comparative Study

B. Description of Project (limit to 250 words)
Foreign portfolio investment (FPI) represents a significant portion of international capital flow (Makaew 2010; Onuorah & Akujuobi 2013) and is considered as a key source of funds, especially for developing countries (Brana & Lahet 2010). FPI is helpful in diversifying sources of external finance, reducing capital cost and hence, indirectly promoting overall growth (Ahmad, Draz & Yang 2016). Professional accountants around the world assume that a uniform accounting standard such as International Financial Reporting Standards (IFRS) will harmonise the accounting practices worldwide and in turn will enhance quality and comparability of financial information as well as attract more FPI (Beneish et al 2015; Hansen et al 2015; De George et al 2016). However, there are inconsistent findings regarding the impacts of IFRS adoption on FPI between developed and developing countries. In response to this problem, this research proposes to test moderating effects of investor protection and stock market development on IFRS and FPI in developing countries. We encourage the HDR candidate to conduct HDR research project to address the following research objectives:

1. To investigate the impacts of IFRS adoption on FPI;
2. To ascertain the moderating effect of investor protection on the relationship between IFRS adoption and FPI; and
3. To examine the moderating effect of stock market development on the relationship between IFRS adoption and FPI.

C. Higher Degree by Research (HDR) Program

School: ACC

Program Name(s) and Codes : PhD (ACC), DR200

D. Potential Supervisory Team
Dr Duc Phan
Dr Mahesh Joshi

E. Academic Enquiry Contact
HDR Coordinator, Associate Professor Prem Yapa, prem.yapa@rmit.edu.au
A. Project Title

Improving Port Efficiency and Global Competitiveness

B. Description of Project

This project under the Global Logistics and Maritime Studies Group (GLAM), that aims to develop modelling tools and management frameworks to enable ports to enhance operational efficiency, workforce productivity and environmental sustainability through optimal use of their resources to provide cost-effective, safe and high quality services, thereby strengthening their global competitive positions.

Research Problem

The project aims to establish a multi-topic HDR research program to explore a number of important challenges for the ports industry in Australia and internationally. Specifically, it addresses the following three research problems:

- Ports are increasingly seen as a vital player and can make or break global supply chains through their efficiency and competitiveness. At the same time, ports are also internally and externally driven to examine and implement operational and management practices for sustainable development. This project therefore aims to explore and develop management frameworks which shall enhance supply chain-centric port sustainable competitiveness both in Australia and overseas.
- The recently emerging applications of the 4th industrial revolution, in terms of Internet of Thing (IoT), Big Data, Artificial Intelligence and Robotics, may have profound an impact on ports in that they can be game changers for port operations and management. Specifically, ports have been at the forefront of the adoption of advanced technologies and operating systems. This has had a big impact on the nature of the organisation of the port and its performance, including the structure of its workforce and overall organisational competitiveness. In this project we seek to examine such impacts on various aspects of port operations and management e.g. operational efficiency, safety and security, industrial relations, service quality, and overall competitiveness.
- In recent years, port privatisation seems a major objective of government. Against this background, this project will examine the key motivations, the potential challenges and implications for Australia’s international trade logistics and the cost implications for the port’s end-users.

Proposed Outcome

This project will generate innovative logistics solutions to optimise use of finite resources to provide cost-effective, safe and high quality services. The outputs will be in the form of a toolkit, or management framework to help ascertain a port’s market potential, optimise information and physical flows within a terminal, business simulation of port operations and cargo movement, and safety improvement and operational training frameworks for port personnel.

C. Proposed Postgraduate Research Programme

School: School of Business IT and Logistics
Program name: PhD (Supply Chain & Logistics)
Course code: DR202
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

Associate Professor Victor Gekara
Dr Vinh Thai
Professor Prem Chhetri
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E. Academic Contact

HDR Coordinator, Dr Huan Vo Tran - huan.vo-tran@rmit.edu.au
A. Project Title

Indigenous Athletes in Australian Football

B. Description of Project

In 2016 approximately three percent of the Australian population and nine percent of players on Australian Football League (AFL) team lists identified as indigenous. This representation of indigenous athletes is celebrated, particularly given that in the 1980s only around two percent of AFL players were indigenous.

However, despite considerable social change, there remains a tendency for indigenous players to be pigeon-holed with certain characteristics and possibly still underrepresented. Research that examined the relationship between player performance and the expectations placed on them when they were first drafted showed that, on average, indigenous Australian footballers outperform these expectations.

Further, the lack of indigenous people more broadly in Australian football leadership is inconsistent with the representation of indigenous players on the playing field. There has only been one indigenous player appointed as a stand-alone captain of an AFL club and currently only three of the 180 coaches working with AFL clubs are indigenous. The AFL Commission appointed its first ever indigenous commissioner in December 2018.

The doctoral work will use both quantitative and qualitative methods to examine indigenous footballers in the AFL at four levels:

- pre-recruitment,
- recruitment,
- assessment/performance during their AFL careers, and
- post-playing involvement in the AFL.

The candidate will work with a team of experienced and productive researchers, whom have a long-term relationship with Champion Data (official AFL statistics supplier). The project would be suitable for a person who has a background in economics, statistics, or related quantitative fields. Experience with qualitative research methods will also be helpful.

C. Higher Degree by Research (HDR) Program

School: EFM
Program Name(s) and Codes : PhD (EFM), DR203
ECP Alignment : Social Change

D. Potential Supervisory Team

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E. Academic Enquiry Contact

HDR Coordinator, Associate Professor Peter Sivey (peter.sivey@rmit.edu.au)
A. Project Title
Innovating Generational Financial Literacy Platforms for CALD Single Mothers and their Children

B. Description of Project
In collaboration with industry, this project develops an innovative platform base comprised of learning tools to enhance culturally and linguistically diverse (CALD) mothers and their children’s financial literacy.

Working with CSMC and Westpac’s Davidson Institute this project investigates the experiences of CALD single mothers and their children in managing money and their perceptions of extant financial literacy and advisory resources available to them. The project’s immediate impact is the development of an innovative multi-lingual web-based financial literacy platform that is user-relevant and user-friendly.

Expected Project Outcomes:
- An innovative multi-lingual web-based platform that offers information and personal support through online interactive tools, supported by the Council for Single Mothers and Children (CSMC) and Westpac’s Davidson Foundation.
- An evidence-based research report with practical recommendations and best practice for industry and financial counsellors to work with CALD single mothers and their children groups.
- Print-based information (booklets, brochures and fact sheets) for Centrelink and other support groups.

C. Proposed Postgraduate Research Programme
School: School of Management
Program name: PhD (Management)
Course code: DR204
Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team
Professor Adela McMurray
Professor Nava Subramanian
Dr Gerrit de Waal

E. Academic Contact
HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
A. Project Title
Innovation Management

B. Description of Project
Innovation's dual nature has been conceptualised from both process and outcome perspectives. As a process, it can be managed, but because it is a context-dependent phenomenon that is influenced by environmental, organisational and individual level variables, the difficulty in doing so is widely acknowledged.

Furthermore, because of differences in technological, market and organisation-specific characteristics among industries and firms, there is unlikely to be 'one best way' or universal formula for successful innovation. Innovation is an indispensable part of Australia's economic advancement, but its effective management is grossly under-researched in the Australian context. By making a concerted effort to mobilise RMIT researchers and drawing high-calibre research students, RMIT will be making a valuable contribution to addressing this problem.

Potential areas of research could include Frugal Innovation, Open and User Innovation, Sustainable Innovation, and Lead Market Theory. Proposed outcomes include:

- The Relevance of Frugal Innovation in Australia – Determinants of consumer behaviour
- The Relevance of Frugal Innovation in Australia – The preparedness of Australian business enterprises
- Environmental affordability of Frugal Innovation – Pros and Cons
- Contribution of Frugal Innovation to Sustainable Development Goals (UN)
- Achieving Frugal Innovation through Digitalization
- Creating Frugal Business Models – Challenges in a non-technical context

C. Proposed Postgraduate Research Programme

School: School of Management
Program name: PhD (Management)/Master of Business (Management)
Course code: DR204/MR204
Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team

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E. Academic Contact

HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
A. Project Title

Notions of value in the market for art

B. Description of Project (limit to 250 words)

How do we assess the value of an artwork? This seemingly simple question does not have a simple answer. Value can be related to the artist and the artwork itself. However, other notions of value exist such as social, cultural, historic and economic value. A related issue is authenticity and value since provenance plays a key role in, particularly, economic value (price). Recent developments in cultural economics have started to systemise how value may be created. Value creation is a dynamic process with multiple perspectives. Thus, untangling the relationships over time between types of value are critical to our understanding. This project will extend existing and develop new frameworks to understand value. The key research questions to be addressed include: How is value created? How can we measure it and how are different notions of value related? It is anticipated that a particular art market, such as the Australian Indigenous art market, be used as the focus of the project. The research will cut across a number of academic disciplines, literatures and approaches. The project is thus likely to be multidisciplinary and multi-method.

The project aligns with research and innovation priority 4: “design and creative industries” of the Design and Creative Practice Enabling Capability Platform. This priority area seeks to move beyond creative industries and explore the role of the social impact (measuring and evaluating the often tacit and multisensorial dimensions of arts value). In particular, the project relates to the “arts and cultural heritage” key application area.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes: PhD (EFM), DR203

D. Potential Supervisory Team

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E. Academic Enquiry Contact

Associate Professor Peter Sivey. peter.sivey@rmit.edu.au
A. Project Title

On the role of intuition in innovation

B. Description of Project (limit to 250 words)

In extant literature, innovation tends to be conceptualized as a linear, structured process that is driven by a rational, logical approach to problem solving. However, in reality, innovation is often messy and unpredictable, requiring a more intuitive and adaptive approach. This is particularly true in the fuzzy front-end of innovation, when market opportunities are identified, and product or service concepts are developed to benefit from these market opportunities. In this research project, we will study the role of intuition in innovation more in-depth, examining in particular if and how actors rely on intuition when generating and evaluating innovation concepts, and comparing radical innovation (that results in products and services that will disrupt current market positions) and incremental innovation.

From a theory perspective, we will build on information processing literature and literature on cognition and emotion, and depart from the assumption that actors are boundedly rational. Our empirical approach will be first qualitative in nature, examining radical innovation projects ‘in vivo’, taking place in organizations known for their innovativeness. To validate qualitative insights, we will run behavioural experiments to assess to what extent intuition influences decision-making when generating and evaluating innovation concepts for implementation. We seek to contribute to the body of knowledge on innovation management. While research on effective innovation management is well-developed, many new products and services introduced on the market are still a commercial failure, particularly those that are radically new. This suggests more knowledge is needed on how to effectively manage the (radical) innovation process.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes: PhD (EFM), DR203

D. Potential Supervisory Team

Prof. Gerda Gemser

Dr. Janneke Blijlevens

E. Academic Enquiry Contact

Associate Professor Peter Sivey (peter.sivey@rmit.edu.au)
A. Project Title
Opening up for Open Innovation: Unveiling the cognitive characteristics of individuals

B. Description of Project
Open innovation (OI) starts with mental representations of ‘being open’. The tendency towards being open is rooted in how and why individual processes external information – this information in OI is beset with uncertainties – be laden with situations characterising emotional and psychological stress. Psychological stress is costly – economically and socially with implications for individual and organisational well-being.

Current research on coping strategies in OI argues that interactions and exchanges in OI are socially constructed, however limited knowledge exists on how and why the social influences affect individual’s cognitive processes in this context. To this end, research is needed to explore the cognitive characteristics of individuals in OI. Such an understanding can inform recruitment, engagement and environmental conditions conducive to OI objectives.

More specifically, research aimed at addressing the following questions remains providential:

Does being open to external knowledge hurt? – a neurocognitive approach could shed light on the effects of openness on brain functions related to psychological stress.

Does self-presentation tendency affect external information search and acceptance? – an experimentation approach could unveil how and why individuals engage in socially motivated cognitive renewal processes.

How do false memories affect the ‘being open’ psychological state of individuals in OI? – a mixed method approach could investigate the relationship between false memories and subsequent choices in OI.

C. Proposed Postgraduate Research Programme
School: School of Management
Program name: PhD (Management)/Master of Business (Management)
Course code: DR204/MR204
Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team
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E. Academic Contact
HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
A. Project Title

Part-time work and its impacts on financial wellbeing, education, and the health of Secondary School Students

B. Description of Project (limit to 250 words)

Our project researches teens’ decision-making regarding part-time employment, with a focus on understanding the implications for teens’ financial well-being, schooling, and health. There is some evidence that teens’ over-commitment to employment can be at the expense of health and education in the short term, and on adult financial wellbeing in the longer term. Teens’ decisions therefore have personal welfare implications, while affecting the broader Australian workforce and economy.

The purpose of this project is to understand the factors that lead to socially and economically inefficient decisions about teen part-time employment, and to design effective interventions to improve welfare outcomes. In stage one of this project we will examine the environmental and behavioural constraints that lead teens to take on too many hours of part-work. For example, individuals may be motivated by household financial pressures or by lack of certainty about the longer-term returns to education. Using insights from the first stage, we will develop a set of interventions to incentivise school students to choose the appropriate balance of short-term work and long-term financial well-being. Efficacy of these interventions will be tested using field trials.

We are looking for an HDR candidate with a background in economics. The ideal candidate should have keen aptitude for conducting empirical analysis using primary data (experiments or survey) or existing datasets, matched with an interest in the real-world applicability of these findings.

This project is aligned with the Social Change ECP, and its focus on transformations in health and social policy and practice.

C. Higher Degree by Research (HDR) Program

School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

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E. Academic Enquiry Contact

HDR Coordinator, Associate Professor Peter Sivey (peter.sivey@rmit.edu.au)
A. Project Title
Public sector accounting

B. Description of Project
Although public sector accounting is positioned as a well-developed field of research, it has witnessed radical reforms in many developed countries (Broadbent and Guthrie, 1998, Goddard, 2010, Modell, 2013). In addition, the Asia-Pacific region (including Australia and New Zealand) has also witnessed significant public sector reform initiatives in terms of reforming the role of the state and its impact on public sector management; state/private sector relationship; resource use and efficiency (UN, 2003). This study examines how public sector accounting standards can provide up to date information using accrual accounting for informed strategic decisions.

Innovations in the public sector is critical for improving service quality and efficiency. While, the use of international public sector accounting standards (IPSAS) has largely evolved in the developed nations, their impact in emerging economies is still largely in the intermediate level. The IPSAS aim to support innovative governance practices.

This project examines the public sector accounting in emerging economies including South and South East Asia.

C. Proposed Postgraduate Research Programme
School: School of Accounting
Program name: PhD (Accounting)
Course code: DR200
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team/Contact
Associate Professor Prem Yapa
Prof Nava Subramaniam
Dr. Sarath Ukwatte

E. Academic Contact
HDR Coordinator, Dr Venkat Narayanan - venkat.narayanan@rmit.edu.au
A. Project Title
Public sector management accounting and accountability

B. Description of Project
Large complex projects are essential to the development of society, but are invariably poorly understood and often inadequately managed. In Australia, major state government projects include, for instance, the Melbourne Market Relocation, the AgriBio Centre for AgriBiocience and the Monash Freeway Upgrade. Governance is an emerging theme that has been associated in the public sector with a real political need to satisfy stakeholders, such as taxpayers, by demonstrating accountability and transparency while effectively implementing policy (Crawford and Helm, 2009).

The aim of this research is to examine the social and economic implications when the state government delays, postpones and sometimes abandons major projects, from an accounting and accountability point of view.

The features that large complex projects undertaken had business plans set up after approval, probity issues with procurement and limited post-implementation reviews are common in the public sector. Further investigation is required to gather evidence of delays, postponement and abandonment of projects. According to Flyvbjerg (2011), demonstrable ability to deliver results is an increasing challenge for both public and private-sector organizations.

Following are some of the areas that will be examined:

- the main reasons for major state government projects postponement;
- the way in which government deals with a reduction in benefit to the community when a project is delayed, postponed or abandoned;
- the possible consideration of public-private partnerships (PPP) to reduce/fill this gap in poor project management in case of postponement;
- the type and amount of funding that needs to be outsourced to private entity when postponement of major projects incurs;
- the decision-making criteria of allocating the extra-funding for postponement over the taxpayers (individuals or private entities).

The practical implications/relevance of this research are related to considering the ‘present scenario’ vs ‘future scenario’, providing valuable insights into ‘project governance’ and a fresh perspective of public value management (PVM) when considering major government projects.

C. Proposed Postgraduate Research Programme

School: School of Accounting  
Program name: PhD (Accounting)  
Course code: DR200  
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

Associate Professor Prem Yapa (HDR coordinator)  
Dr. Laura Maran  
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E. Academic Contact

HDR Coordinator, Associate Professor Prem Yapa, prem.yapa@rmit.edu.au
A. Project Title
Reconciling aesthetic value with economic value of artworks

B. Description of Project (limit to 250 words)

The discipline of empirical aesthetics has gained a lot of knowledge on how aesthetic principles/dimensions (e.g., complexity, unity, variety) explain people’s aesthetic appreciation or perceived beauty of artworks. For example, it is well known that people typically find artworks beautiful that are moderately complex, or with a variety in patterns while still being presented as a unified whole. These principles predict aesthetic appreciation very reliably across domains (paintings, music, product designs).

However, aesthetic value does not necessarily translate to the economic value of artworks (pricing). Actually, aesthetic value and economic value are often considered irreconcilable. Most research on the economic value of arts focuses on factors external to the artworks (e.g., expert characteristics), with the exception of ‘hedonic pricing models’. In these models, next to artist factors (deceased/famous), artwork specific factors are included such as size, and type (landscape/portrait/urban). However, aesthetic principles known to explain aesthetic value have been ignored in such models.

In this research, you will combine the disciplines of empirical aesthetics and economics to investigate how aesthetic principles are related to economic value of artworks using a combination of experiments and hedonic regression modelling. You will work with supervisors in empirical aesthetics and cultural economics from the RMIT’s Behavioural Business Lab. The BBL includes a vibrant researcher community and state-of-the-art laboratory facilities. The candidate will work with a team of highly experienced researchers from the BBL, who specialise in behavioural and experimental research. The project is aligned with the Global Business Innovation Enabling Capability Platform.

C. Higher Degree by Research (HDR) Program

School: EFM
Program Name(s) and Codes : Masters of Business (EFM), MR203
This project is aligned with the Global Business Innovation Enabling Capability Platform.

D. Potential Supervisory Team

Dr. Janneke Blijlevens (janneke.blijlevens@rmit.edu.au)
Dr. Bronwyn Coate (bronwyn.coate@rmit.edu.au)

E. Academic Enquiry Contact

HDR Coordinator, Associate Professor Peter Sivey (peter.sivey@rmit.edu.au)
A. Project Title
Reframing Housing Affordability

B. Description of Project (limit to 250 words)
Housing affordability has been a contentious topic for many decades. Much of the existing research, however, has been on the ability of households to purchase a home and service a mortgage (or rents), rather than (continue to) own one. Given costs associated with utilities, insurance and natural hazards, existing research is likely to considerably understate the problem of housing affordability.

This thesis will identify flaws of current standard measures of housing affordability and will identify whether and to what extent financially vulnerable households make trade-offs between housing-associated costs such as utilities, insurance, and home ownership.

The findings will provide actionable insights for stakeholders involved in the design and development of affordable housing. By focusing on developing a set of innovative measures that frame housing affordability in terms of whole-of-ownership-life, this research will deliver benefits against State and Commonwealth policies and plans, including the National Housing and Homelessness Agreement. This agreement by the Council of Australian Governments commenced on 1 January 2009, initiating a whole-of-government approach in tackling the problem of housing affordability for all Australians across the housing spectrum. The current NAHA aims to ensure that all Australians have access to affordable, safe and sustainable housing that contributes to social and economic participation.

Identified trends in home ownership will also enable the research to focus on specific cohorts experiencing particular difficulty in both accessing affordable housing and managing their liabilities, adversely impacting their social and economic participation.

C. Higher Degree by Research (HDR) Program
School: EFM

Program Name(s) and Codes: PhD (EFM), DR203

D. Potential Supervisory Team
Jonathan Boymal
Sveta Angelopoulos
Ashton de Silva

E. Academic Enquiry Contact
Peter Sivey
A. Project Title
Regulatory sandboxes and innovation capabilities: An exploratory study

B. Description of Project
FinTech as “a new financial industry that applies technology to improve financial activities” (Schueffel, 2016, p.45) is built upon a distributed model in terms of bringing technology closer and allowing the development of new services, encouraging customer value and centricity. FinTech brings an entire different logic that is causing fundamental changes in the structure and purpose of business, changes that the majority of incumbents are not ready to face (Nicoletti, 2017).

Notably, 83% of financial institutions are expecting to increase partnerships over the next three to five years, 64% are currently engaging in partnerships with FinTech companies while 89% are expecting drastic changes in internal innovation efforts over the next three to five years (PwC, 2017). These developments have already signalled to regulators and policymakers that the current regulatory frameworks are not anymore compatible with this emerging financial technologies entrepreneurial environment (He et al., 2017). Extant literature is beginning to pay attention to the emergence and developments of regulatory sandboxes to provide flexibility and accessibility across the financial services industry (Lee, 2017), along with, providing foundations for sound competition within the financial industry (Noh, 2017). Anchored in this ongoing discussion around the relationship between FinTech and Regulation for Financial Innovation, this proposal by bringing multiple insights from key informants in financial services, aims at exploring how regulatory sandboxes can help in building long-term experimentation capabilities that are essential to innovation?

The outcomes from the project have implications for science and practice of innovation management. For science, it extends the state-of-the-art in by integrating governance theories with innovation practice. In doing so, the project will pave new paths for research on regulatory and ethical considerations in financial innovations (i.e. responsible innovation). For practice, the project is expected to deliver understanding of characteristics of FinTech entrepreneurs and start-ups when it comes to embracing openness during experimentation. In turn, it provides insights into the necessary conditions for improving effectiveness of regulatory sandboxes in driving financial innovations.

C. Proposed Postgraduate Research Programme

School: School of Management
Program name: PhD (Management)
Course code: DR204
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team
Professor Anne-Laure Mention
anne-laure.mention@rmit.edu.au

E. Academic Contact
HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
A. Project Title

Reversing the Decline of Innovation in Australian Manufacturing and Services

B. Description of Project

The aim of the project is to investigate the pattern of Australian firms’ innovation, in terms of technological (product and process) as well as non-technological (marketing and organisational) innovations. This will be done by analysing the enabling and inhibiting factors at micro and macro levels, using large scale data representative of firms in various Knowledge Intensive Sectors, regions, and size classes. This is much needed and timely because Australian firms’ innovation ranks poorly against other countries and has declined persistently since the years preceding the Global Financial Crisis.

Research Questions

• What are the managerial-level factors that systematically enhance innovation of firms?
• What are the firm-level factors that systematically enhance innovation of firms?
• What are the regional-level factors that systematically enhance innovation of firms?
• What are the industry-level factors that systematically enhance innovation of firms?
• How can innovative and non-innovative firms design innovation strategies to increase their innovation propensity and innovation intensity, respectively?

Australian firms’ innovation ranks poorly against other countries and has declined persistently since the years preceding the Global Financial Crisis, although many advanced economies have already bounced back after the crisis. This is a clear concern because a country indeed needs innovative firms if it wants to create new (types of) jobs, have higher export intensity, create more wealth, and reduce environmental footprint. The significant problem is that there is neither an adequate understanding of the factors that inhibit or enable innovation of firms, nor a comprehensive large scale dataset available to pave the way for investigation of the inhibiting and enabling factors. Moreover, only 33% of Australian firms reported having an innovation strategy in 2014, with just 10% reported that their strategies were documented. This project directly addresses such practical problems, by empirically identifying and analysing such enabling and inhibiting factors, which eventually can be beneficial for providing evidence based policy and strategy to foster the innovation of (Australian) firms.

Proposed Outcome

Build new knowledge about inhibiting and enabling factors concerning the innovation behaviour of firms by combining micro and macro factors in an integrated framework
Contribute to better understanding of innovation behaviour of firms of different sizes, in various regions and various knowledge intensive industries
Produce options for firms in order to align their innovation strategy to micro and macro factors, and hence improve their competitive advantage
Generate options for Australian governments to design evidence-based innovation policy at the regional as well as national levels

C. Proposed Postgraduate Research Programme

School: School of Management
Program name: PhD (Management)
Course code: DR204
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

Dr Sam Tavassoli - sam.tavassoli@rmit.edu.au
Professor Anne-Laure Mention - anne-laure.mention@rmit.edu.au

E. Academic Contact

HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
**A. Project Title**


**B. Description of Project**

Not-for-profit organisations (NFPs) in Australia face unprecedented economic constraints as traditional government-supported funding declines and service demand grows. Impact investor funds are potentially critical to fill this funding gap; however, we know relatively little about what information impact investors need (Dembeck et al., 2017; Gilchrist and Knight, 2016), including what type of reports, and what level of comparable data, investors require on NFPs’ service performance and social impact. There is also little knowledge of how investors use NFP information, and on their needs or preferences for assurance of NFPs’ service performance reports.

This study will assess how NFPs can provide better information to impact investors for making more informed investment decisions. The study has three key objectives:

- To establish what types of information impact investors need on NFPs’ service performance and social impact, including how such information affects investment decisions;
- To identify key gaps between investors’ needs and extant NFPs’ service performance data; and
- To assess whether current NFP assurance practices match potential and current impact investors’ needs and preferences.

The proposed project will also build upon the Governance, Accountability and the Law research priority area initiatives that have been in the past supported by external funding partners such as CPA Australia. For example, the recent GAL study that was co-funded by CPA Australia, titled the ‘Mergers and Amalgamations within the NFP sector’, revealed the need for better understanding of social impact investor information needs and behaviours towards performance reporting.

**C. Proposed Postgraduate Research Programme**

School: School of Accounting  
Program name: PhD (Accounting)  
Course code: DR200  
[Enabling Capability Platform (ECP)] Alignment: Global Business Innovation

**D. Supervisory Team/Contact**

Professor Nava Subramaniam  
nava.subramaniam@rmit.edu.au  
Dr Laura Maran  
laura.maran@rmit.edu.au  
Dr Yesh Nama  
yesh.nama@rmit.edu.au

**E. Academic Contact**

HDR Coordinator, Associate Professor Prem Yapa, prem.yapa@rmit.edu.au
A. Project Title

Spatially Integrated Models to Improve Urban Freight Transport Systems

B. Description of Project

The project aims to develop a “sustainable urban freight distribution,” model which maximises the distribution efficiency, while minimising the environmental and social impacts, of the distribution of goods in urban areas. It aims to optimise the complete door-to-door logistics chain to enhance liveability of urban areas as places to live and work.

Research Problem

Urban Freight Transport (UTF) is indispensable to the functioning of urban systems as it is required to replenish stocks of food and other retail goods in shops, to deliver documents, parcels and other supplies to offices and to remove household waste from urban areas. Although UTF has these important roles in the economic welfare of cities and therefore supports urban economies, it has a number of negative effects including road congestion, air quality, Greenhouse gas emissions, noise pollution and public safety. Inefficiency in freight distribution in urban areas contributes to these negative effects. The logistics inefficiency in UTF can be improve by managing low load factors and empty running, reduced number of deliveries or unconsolidated distribution, and long dwell times at loading and unloading points. Technology-driven solutions to these challenges are required to reduce this inefficiency, which leads to additional costs for transport operators or users.

Proposed Output

This project will generate innovative spatially integrated solutions to improve urban freight transport by enabling economies of scale to be achieved through urban consolidation, to promote efficiency, and to enhance performance.

This project is aligned to the research priority of the Urban Future ECP to generate innovative spatially integrated big-data driven optimisation models/tools to “inform urban decision-making and to promote and advance the efficient design, planning and delivery of sustainable urban environments and services” using Smart Cities Analytics.

C. Proposed Postgraduate Research Programme

School: School of Business IT and Logistics
Program name: PhD (Supply Chain & Logistics)
Course code: DR202
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

Professor Prem Chhetri
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E. Academic Contact

HDR Coordinator, Dr Huan Vo Tran - huan.vo-tran@rmit.edu.au
A. Project Title
Sustainable Mobility Consumption: Consumers, Communities and Markets

B. Description of Project (limit to 250 words)
Cracking the consumer code of “why they buy” has long been the old grail of marketers. When it comes to more sustainable choices, marketers of green products often focused on performativity and sustainability product benefits, relying on rational arguments of product competency and moral superiority over conventional marketplace options (e.g., Schaefer and Crane 2005). However, consumers buy for a plethora of reasons. Some buy for identity needs, while others satisfice in the face of resources, both personal financial and market-driven. Reasonable access to sustainable market offerings, supporting infrastructure and consumption community support also effect greener consumer behavior. Faced with impending global warming, it is incumbent on marketing scholars to investigate efforts to engage in more sustainable consumption and see how different actors interact to co-constitute the market, and where disruptive innovation in face of mature, ingrained markets provides significant challenges to sustainable personal mobility. Ethnographic and secondary source content analysis will be used to address the main research question: How do market forces interact with consumer behavior in the service of more sustainable personal mobility, i.e., electric vehicles in Australia?

C. Higher Degree by Research (HDR) Program
School: EFM

Program Name(s) and Codes: PhD (EFM), DR203
Enabling Capability Platform (ECP) Alignment: Urban Futures Enabling Sustainable Platform

D. Potential Supervisory Team
Professor Diane Martin

E. Academic Enquiry Contact
HDR Coordinator, Dr. Peter Sivey peter.sivey@rmit.edu.au
A. Project Title
The Conduct of Monetary Policy in Australia, Europe and the US.

B. Description of Project (limit to 250 words)
Over the last 25 years, there has been renewed interest in how Central Banks set interest rates, whether it be through a simple Taylor (1993) rule, where the interest rate that is set is a function of the forward-looking output gap and inflation differential, or a McCallum (1988, 1994) rule, where the change in the money base is targeted as a function of the velocity of money and a nominal output gap. Typically, these rules are set in a linear framework, where the aggregate supply curve (or Phillips curve) is assumed to be linear. However, in reality, the interest rate setting behaviour of the Central Bank may be nonlinear or asymmetric for a variety of reasons, such as a greater aversion to positive inflation differentials than to negative ones, or be forced to mitigate the output gap as a result of the political demands of the Government. The objective of this Doctoral dissertation will be to explore the nature and conduct of how the Reserve Bank of Australia (RBA), the European Central Bank (ECB), and the Federal Reserve Bank of the United States (Fed), have implemented monetary policy over the last quarter of a century. In particular, this dissertation will analyse whether these Central Banks have set monetary policy using simple (Taylor and/or McCallum) linear interest rate rules, or (Taylor and/or McCallum) nonlinear interest rate rules, using sophisticated econometric techniques.

This project lies in the ‘Innovation, Performance and Governance’ research priority area within the ‘Global Business Innovation’ Enabling Capability Platform.

C. Higher Degree by Research (HDR) Program
School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team
Associate Professor George Tawadros (Primary Supervisor)
Professor Imad Moosa (Secondary Supervisor)
Dr Ankita Mishra (Secondary Supervisor)

E. Academic Enquiry Contact
HDR Coordinator details:
Associate Professor Peter Sivey,
HDR Coordinator for the School of Economics Finance and Marketing
RMIT University
Peter.Sivey@rmit.edu.au
+61 (3) 99251321
A. Project Title
The antecedents and performance consequences of virtual cooperation and leadership in global innovation teams

B. Description of Project
Global virtual teams (GVTs) are powerful and agile structures for organizing work in a globalized digital world. They can be used to bring people together across an organization's global locations, who would not normally be able to collaborate and engage in joint action and decision making.

Potentially GVTs can tap into - and combine – dispersed resources to achieve innovation outcomes across functions, departments and locations. By doing so, they can potentially achieve greater creativity, innovativeness and organisational and project performance.

It is not surprising that the prevalence of GVTs has increased, as organizations seek to achieve cost efficiencies, greater flexibility and innovative solutions for complex projects. However, many questions exist on how to make GVTs work and there may be ‘costs’ or trade-offs involved resulting in the fact that some approaches and technologies may be more effective than others.

There are multiple complexities associated with physical, temporal and cultural distance in terms of resourcing, tools, processes and leadership and management of such teams. This project will develop new insights into key concepts of cooperation in a virtual environment and the drivers and outcomes of structures, processes and tools that affect GVTs. More importantly, the project will also focus on what types of leadership are most productive in a GVT context and what the contingencies are regarding the type of innovation targeted.

The research on global virtual teams builds theoretically on research on open innovation. Openness, however, is only one part of the puzzle in innovation and this projects goes beyond knowledge flows and studies cooperation in a context where global dispersion has potential advantages. From an innovation management perspective there are key questions that relate to whether temporal, physical, and temporal gaps can be managed adequate so that the potential benefits of dispersion can be obtained.

We are offering PhD supervision for a candidate to tackle the important question in the global innovation arena: ‘How can global virtual teams achieve their maximum potential to unleash creative and innovative performance?'

C. Proposed Postgraduate Research Programme
- School: Graduate School of Business and Law
- Program name: PhD (Business)
- Program Code: DR205
- [Enabling Capability Platform (ECP)](ECP) Alignment: Global Business Innovation

D. Supervisory Team
Professor Mark Leenders
Dr Kendall Herbert

E. Academic Contact
HDR Coordinator, Dr Paul Gibson - paul.gibson@rmit.edu.au
A. Project Title
The Behavioural Economics of Globalisation and Migration

B. Description of Project (limit to 250 words)
In today’s globalised world, the increased contact between people of different cultural groups (e.g. nationality, ethnicity and religion) poses significant psychological challenges, to the individual and society overall. These challenges have been exacerbated by the rampant rise in inequality across societies stemming from the process of globalisation and migration. Societies are becoming more fractionalised, resulting in increasingly divisive political discourse.

The purpose of this research program is to (i) examine the psychological underpinnings of intra- and inter-group behaviour in the context of increasing inequality in the society and (ii) analyse how these psychological positions interact with various forms of political processes to result in differing levels of wellbeing and social cohesion across groups in society. Ultimately, the aim is to be better able to address such fractionalisation.

The ideal candidate for this project will have:
- a strong interest in understanding human behaviour, both at individual and group levels;
- a willingness to engage with relevant theoretical and empirical literature;
- a keen aptitude for conducting empirical analysis using primary data (experiments or survey) or existing datasets; and
- a strong desire to contribute to real world policy-making.

The project will be suitable for candidates who have solid knowledge and background in economics, psychology, statistics, or related fields. The candidate will work with a team of highly experienced researchers from RMIT’s Behavioural Business Lab, who specialise in behavioural and experimental research. The BBL includes a vibrant researcher community and state-of-the-art laboratory facilities. This project is aligned with the Global Business Innovation Enabling Capability Platform.

C. Higher Degree by Research (HDR) Program
School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team
Prof. Robert Hoffmann (robert.hoffmann@rmit.edu.au)
Assoc. Prof. Swee Hoon Chuah (sweehoon.chuah@rmit.edu.au)
Dr. Ananta Neelim (ananta.neelim@rmit.edu.au)
Dr. Ahmed Skali (ahmed.skali@rmit.edu.au)

E. Academic Enquiry Contact
HDR Coordinator, Associate Professor Peter Sivey (peter.sivey@rmit.edu.au)
A. Project Title

The Conduct of Monetary Policy in Australia, Europe and the US.

B. Description of Project (limit to 250 words)

Over the last 25 years, there has been renewed interest in how Central Banks set interest rates, whether it be through a simple Taylor (1993) rule, where the interest rate that is set is a function of the forward-looking output gap and inflation differential, or a McCallum (1988, 1994) rule, where the change in the money base is targeted as a function of the velocity of money and a nominal output gap. Typically, these rules are set in a linear framework, where the aggregate supply curve (or Phillips curve) is assumed to be linear. However, in reality, the interest rate setting behaviour of the Central Bank may be nonlinear or asymmetric for a variety of reasons, such as a greater aversion to positive inflation differentials than to negative ones, or be forced to mitigate the output gap as a result of the political demands of the Government. The objective of this Doctoral dissertation will be to explore the nature and conduct of how the Reserve Bank of Australia (RBA), the European Central Bank (ECB), and the Federal Reserve Bank of the United States (Fed), have implemented monetary policy over the last quarter of a century. In particular, this dissertation will analyse whether these Central Banks have set monetary policy using simple (Taylor and/or McCallum) linear interest rate rules, or (Taylor and/or McCallum) nonlinear interest rate rules, using sophisticated econometric techniques.

This project lies in the ‘Innovation, Performance and Governance’ research priority area within the ‘Global Business Innovation’ Enabling Capability Platform.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

Associate Professor George Tawadros (Primary Supervisor)
Professor Imad Moosa (Secondary Supervisor)
Dr Ankita Mishra (Secondary Supervisor)

E. Academic Enquiry Contact

HDR Coordinator details:

Associate Professor Peter Sivey,
HDR Coordinator for the School of Economics Finance and Marketing
RMIT University
Peter.Sivey@rmit.edu.au
+61 (3) 99251321
A. Project Title

The Evolution of Social Behaviour in Spatial Structures

B. Description of Project (limit to 250 words)

This PhD project will use behavioural game theory and computer science to examine how social behaviour, norms and conventions evolve in social groups that have a realistic territorial or spatial structure. Existing research suggest that the extent to which agents interact and learn within their local (social or territorial) neighbourhoods affects how cooperation and coordination evolvs in the society as a whole. Localised social interactions also shape the way information is transmitted and how people learn from one another. The project will contribute to this novel and cutting-edge area of study.

Approaches that have contributed to knowledge in this area include computer simulations of artificial adaptive agents as well as economic experiments. The PhD project will use these and potentially complementary approaches from the behavioural sciences to further our understanding of localised interactions that characterise much of real social situations. In particular, the ambition of the project is to marry experimental approaches with computer simulations where the human participant replaces the artificial agent in sophisticated simulations of dynamic social interactions with a spatial structure.

A key tool will be a fully developed computer platform for gamified economic experiments developed in RMIT’s Behavioural Business Lab that will house the project. The BBL includes a vibrant PhD and researcher community and state-of-the art laboratory facilities in central Melbourne. Successful candidates will be expected to have a solid background in research methods, principles of behavioural economics and/or computer science. Programming skills and knowledge of game theory are an advantage. The supervision team will include specialists in game theory and behavioural research.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

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Dr Ananta Neelim ananta.neelim@rmit.edu.au

E. Academic Enquiry Contact

Assoc. Prof. Peter Sivey, HDR Co-ordinator School of Economics, Finance and Marketing

peter.sivey@rmit.edu.au
A. Project Title

The Financial wellbeing of Autistic Women

B. Description of Project (limit to 250 words)

Financial wellbeing is an important pillar of overall wellbeing. Despite the desire of many autistic individuals to achieve financial independence, many are not able to do this. Autistic individuals experience high rates of financial hardship due to low levels of employment, income, high costs associated with co-morbid conditions, and fewer opportunities for financial socialisation.

Historically autism has been researched, understood and supported as a male dominated experience. Research into the experiences of autistic women is less developed leaving them less supported in many areas of their lives. Compared to autistic men, autistic women have more challenges in their executive function than social skills. As financial competence relies on abilities to plan, organise, regulate and a high functioning working memory, autistic women are commonly at a disadvantage.

Without a deep understanding of the impact of autistic traits on women’s abilities to develop financial capabilities, women will continue to be financially disadvantaged. This can have long-term effects on the financial health of the household, children and their communities.

This project would potentially have two broad aims:

1) explore the financial skills, behaviours, attitudes and experiences of autistic women.

2) co-design appropriate skill development support mechanisms that will promote better financial futures for autistic women and their communities.

The project would incorporate strong collaborative engagement with stakeholders - e.g. Autism CRC, AMAZE, financial sector, government and contribute to shaping social policies and practice.

The project topic would potentially encourage applications from high functioning autistic individuals.

(242 words)

C. Higher Degree by Research (HDR) Program

School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

Professor Roslyn Russell

(other potential supervisors to be identified in due course)

E. Academic Enquiry Contact

Associate Professor Peter Sivey
A. Project Title

The impact of immigration policy on firm value

B. Description of Project (limit to 250 words)

This project aims to estimate the impact of immigration on firm value in Australia. Previous research on immigration mainly focuses on macroeconomics such as its impact on labour market, demographic changes, and GDP growth. There is sparse literature taking a microeconomics perspective and analysing how firms react to and/or are affected by immigration, particularly immigration policies. This project will fill in this gap and be the first to provide an insight into how immigration affects an economy through its impacts on the firms. It has far reaching significance for both Australian policy makers and other immigration intensive countries.

This project will investigate how general immigration and individual immigration categories affect Australian firm value. Additionally, to address the endogeneity issues, the impact of immigration policies – which are considered as exogenous shocks, will be tested using an event study methodology. Furthermore, this project will estimate how immigration influence Australian firm value through various channels such as: first, labour force composition which leads the change of human resources, labour productivity, management team, business relationship and innovations; second, financial activities transformation like financing sources, cost of capital, financial market size and liquidity; third, consumption/demand that changes the product market.

Immigration data will be collected from ABS, data.gov.au, DoHA and the state government websites. Immigration policy data will be manually collected from DoHA and stat government websites and a Python program can be coded to capture the key words. Firm level data will be collected from Thomson Reuters DataStream and SIRCA and Google Patents.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

Dr. Xiaolu Hu

Dr. Caroline Chen

E. Academic Enquiry Contact

A/Prof Peter Sivey - efm.hdrcoordinator@rmit.edu.au
A. Project Title
The readiness of Australian organisations with the digitisation of supply chains

B. Description of Project
This research aims to qualitatively explore the readiness of Australian organisations with digitisation of their supply chains.

Business models and supply chains are rapidly evolving given the dynamic environment they are operating in and the technology that enhances their operations. Digitisation is becoming more prevalent in how organisations are responding to this dynamic environment.

Technologies and approaches such as 3D printing, drones, robotics, as well as business intelligence, artificial intelligence and big data are influencing these business models, particularly in the context of the supply chain.

Australia is impacted by the tyranny of distance, having many of its trading partners located far away from the country, with Asia being its closest trading partner.

Little is known about the changing business models in the current supply chain environment and how ‘ready’ organisations are to keep evolving as we go more digital. Furthermore, even less is known about how Australian organisations are evolving their supply chains to engage in a global digital environment.

As such, the objective of this project is to explore the question: “Are Australian firms ready for the evolving digital environment?”

C. Proposed Postgraduate Research Programme

School: School of Business IT and Logistics  
Program name: PhD (Business Information Systems)  
Course code: DR201  
Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team

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E. Academic Contact

HDR Coordinator, Dr Huan Vo Tran - huan.vo-tran@rmit.edu.au
**A. Project Title**
The impact of immigration policy on firm value

**B. Description of Project (limit to 250 words)**
This project aims to estimate the impact of immigration on firm value in Australia. Previous research on immigration mainly focuses on macroeconomics such as its impact on labour market, demographic changes, and GDP growth. There is sparse literature taking a microeconomics perspective and analysing how firms react to and/or are affected by immigration, particularly immigration policies. This project will fill in this gap and be the first to provide an insight into how immigration affects an economy through its impacts on the firms. It has far reaching significance for both Australian policy makers and other immigration intensive countries.

This project will investigate how general immigration and individual immigration categories affect Australian firm value. Additionally, to address the endogeneity issues, the impact of immigration policies – which are considered as exogenous shocks, will be tested using an event study methodology. Furthermore, this project will estimate how immigration influence Australian firm value through various channels such as: first, labour force composition which leads the change of human resources, labour productivity, management team, business relationship and innovations; second, financial activities transformation like financing sources, cost of capital, financial market size and liquidity; third, consumption/demand that changes the product market.

Immigration data will be collected from ABS, data.gov.au, DoHA and the state government websites. Immigration policy data will be manually collected from DoHA and stat government websites and a Python program can be coded to capture the key words. Firm level data will be collected from Thomson Reuters DataStream and SIRCA and Google Patents.

**C. Higher Degree by Research (HDR) Program**

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

**D. Potential Supervisory Team**

Dr. Xiaolu Hu

Dr. Caroline Chen

**E. Academic Enqiury Contact**

A/Prof Peter Sivey - efm.hdrcoordinator@rmit.edu.au
A. Project Title
The Impacts of Globalisation on Innovation in Emerging Asian Economies

B. Description of Project (limit to 250 words)
Over the last decades, we have witnessed an ever growing cross-border movement of capital, intermediate inputs, final goods and people. Technological progress, innovation, trade and investment have *inter alia* led to a geographic unbundling of production process which operates through multinational firms’ activities creating global value chains (GVCs).

However, recent events in Europe and U.S. have raised questions about the future prospects of ongoing globalization: The Brexit vote threatened to roll back decades of closer regional integration with Europe. Donald Trump implemented higher tariffs on Chinese imports, escalating to a US-China trade war. This backward trend of globalization can spillover to other parts of the world.

Against this backdrop, this project examines how globalization changes value chain creation of global firms and how those changes will affect innovation and productivity enhancement activities of firm performance and workers. Innovation is a presumed conduit which globalisation affects productivity, yes there is little systematic studies testing the relationship between globalisation and innovation. We are particularly interested in identifying the potential economic gains and losses from globalization and how they impact with innovation strategies of firms, especially in the following emerging Asian countries – China, Vietnam, Indonesia, India, and Malaysia.

The main data is sourced from the World Bank’s Enterprise Survey (http://www.enterprisesurveys.org/) with detailed firm-level data. We also maintain a good stock of micro-level data from those countries – the Small and Medium enterprise survey in Vietnam, the Annual Survey of Chinese Industrial Firms, and the Census of Manufacturing in Indonesia.

Our project is germane to *Global Business Innovation* Enabling Capability Platform. By definition, global business operates through cross-border transactions. Thus, this new phase of globalisation directly affects the operations of global business. In particular, we aim to contribute to the priority project - *Organisational transformation and innovation capabilities enhancement*. We look at how globalisation transforms global business through its diffusion of innovative ideas and new knowledge across firms in emerging Asian economies. (235 words)

C. Higher Degree by Research (HDR) Program
School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team
Nobu Yamashita, Alberto Poss, Longfeng Ye, Simon Feeny and Bilgehan Karabay

E. Academic Enquiry Contact
*Associate Professor Peter Sivery, efm.hdrcoordinator@rmit.edu.au*
A. Project Title

The Influence of IT artefacts, collaboration, and open innovation in the success of the front end of innovation

B. Description of Project

The present study proposes to focus on organizational resources that Weingarten et al. (2013) refer to as non-IT resources. Specifically, the research will investigate how an open innovation climate and external collaboration influence the usage of new media (i.e., project wikis, cloud-based file sharing, and dedicated open innovation tools) and social networking IT (i.e. weblogs, Twitter, and Facebook/LinkedIn/Google Plus) at the front end of innovation.

- How do firms use IT tools / artefacts at the front end of innovation to foster improved collaboration?
- What challenges are faced by firms in their use of IT tools / artefacts at the front end of innovation to foster improved collaboration?
- How can a firm’s resources be reconfigured to incorporate IT tools / artefacts at the front end of innovation to foster improved collaboration?

New product development (NPD) is an information and knowledge intensive business process (Leonard-Barton 1995; Madhavan and Grover 1998), which can be improved by the use of information technology (IT) (McCrath and Iansiti 1998; Nambisan 2003). As a result, IT has become embedded into all phases of the NPD process (Kenly and Poston 2010; Carlson 2012, Reid et al., 2014). These IT systems and tools have migrated from being engineering centric, such as computer-aided-design (CAD) packages, to collaboration and management technologies and platforms (Kietzmann et al. 2011; Pavlou and El Sawy 2006; Marion et al. 2012). The advent of the Internet and low-cost, often mobile computing solutions has generated an ever-increasing variety of platforms, systems and tools that allow increased communication and collaboration between internal team members during the NPD process (Authors 2014; Nambisan 2013). Additionally, new media, cloud-based file sharing, dedicated open innovation tools, and social networking IT offer the ability to increase engagement and external collaboration with customers (Culnan et al. 2010; McAfee 2009, reifd et al., 2016), suppliers, and business (Nambisan and Nambisan 2008; Mahr et al. 2014). Thus, these new IT solutions have enabled the NPD process to become more open and collaborative (Chesbrough 2003a, 2006; Dahlander and Gann 2010).

However, the usage of new media and social networking IT for NPD is still in its infancy. In a recent survey of 4,803 executives, managers and analysts from a variety of industries across the globe, MIT Sloan Management Review with Deloitte Consulting and Deloitte Services (Kiron et al. 2013), found that 51% of firms were early in their use of new media and social networking IT, which means that they are primarily using such tools for marketing purposes. However, thirty-two percent of the respondents were in the development stage of using new media and social networking IT, which implies they have expanded their use beyond marketing to include innovation activities. Similarly, Roberts and Candi (2014) indicate that social networking tools are primarily used for product launch, and sparingly the front end of the NPD process such as in market research or for direct customer involvement in NPD efforts. Consequently, it is still unclear what the antecedents and consequences of using new media and social networking IT are in this important early phase of the NPD process.

To examine this important issue, researchers rely on the Resource-Based View (RBV) of the firm. The RBV states that firms have different resources and their performance depends on those particular resources and how they are used (Wernerfelt 1984; Wade and Hulland 2004). In addition, organizing and implementing these resources leads to the creation of an (IT) capability, which leads to higher firm performance (Barney 1992; Bharadwaj 2000; Eisenhardt and Martin 2000; Teece et al. 1997).

Aligning with the RBV, this research makes several contributions to theory. First, it expands the RBV by investigating how specific resources not previously examined relate to particular IT capabilities, and how those IT capabilities relate...
Second, exploring the impact of an open innovation climate and the breadth of external collaboration on the usage of new media and social networking IT addresses the call for more research that integrates IT and open innovation (Nambisan 2013). Further, investigating the role of these new technologies in the NPD context may assist in the development of a theory of open innovation at the front end (Dodgson et al. 2006). Third, prior research suggests that different types of IT are useful in different phases of the NPD process, and that various IT tools may have diverse effects on NPD outcomes across each phase (Boutellier et al. 1998; Durmuşoğlu and Barczak 2011; Malhotra and Majchrzak 2004). By examining the relationships among resources (open innovation climate and external collaboration breadth), capabilities (new media and social networking IT usage) and performance within the front end NPD phase, we develop a deeper understanding of if, and how, these relationships specifically impact this important phase. We also answer the call for more research to investigate the NPD performance impact of IT usage (Sun et al. 2009).

C. Proposed Postgraduate Research Programme

School: School of Economics, Finance and Marketing
Program name: PhD (Economics, Finance and Marketing) or Master of Business (Economics, Finance and Marketing)
Course code: DR203 & MR203
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

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E. Academic Contact

HDR Coordinator, Dr Peter Sivey - peter.sivey@rmit.edu.au
A. Project Title

The Social Impact of Sport on Individual and Community Wellbeing

B. Description of Project

Sport offers benefits that enhance the wellbeing of individuals and communities and that foster social change. Sport is associated with positive health outcomes that promote wellbeing as well as facilitating the development of aspirational qualities such as teamwork, leadership and the pursuit of excellence. Fandom offers entertainment, camaraderie and the shaping of identities and has been linked with many desirable social outcomes including happiness, community spirit and international diplomacy. Increasingly many sport organizations have adopted a mandate to promote awareness and behaviour change around issues such as domestic violence and diversity.

Yet, somewhat paradoxically, sport is also associated with potentially unhealthy outcomes and risky consumption behaviours, particularly in relation to alcohol, gambling and fast food. Further, the commercial and pressurized environment of the sport system has contributed to undesirable behaviour by athletes not only within the sport arena but also outside of it. These increasingly problematic aspects of sport challenge the positive role it can play in wellbeing and social change and have been described as a wicked problem.

This doctoral work seeks to explore some of the ways in which sport can impact on the wellbeing of individuals and communities. It will capture a coherent body of work in sport, centred on the discipline of marketing (or closely related area), particularly in terms of the role of sport organizations and athletes in enacting social change. Other options for related exploration include, fandom and wellbeing, women in sport, and integrity issues in sport and their relationship to social change.

C. Higher Degree by Research (HDR) Program

School: EFM
Program Name(s) and Codes : PhD (EFM), DR203
ECP Alignment : Social Change

D. Potential Supervisory Team

Professor Kate Westberg (kate.westberg@rmit.edu.au)
Associate Professor Constantino Stavros (con.stavros@rmit.edu.au)

Both Professor Westberg (as Head of the Group) and Associate Professor Stavros are members of the Consumer Wellbeing Research Group in the School of Economics, Finance & Marketing and have extensive research experience in the topic area.

E. Academic Enquiry Contact

Associate Professor Peter Sivey (peter.sivey@rmit.edu.au)
A. Project Title

Tokenomics

B. Description of Project (limit to 250 words)

Token economics is the design of the mechanism and tokens within an economic system. It combines game theory, mechanism design, information economics, and institutional cryptoeconomics.

Although there are researchers in the specific fields of market design, incomplete contracts, agent-based incentives, efficient allocation, information asymmetry, game theory, etc., there needs to be a consolidating effort to make relevant sense to the designers of token economics. Core topics of interest are ecosystem mechanisms, auction mechanisms, incomplete contracts, voting mechanisms and monetary economics.

The problem is that currently there is little understanding of how to design sound token ecosystems with long-term sustainability. Many have been designed by software engineers without specialist training in economic theory. Worse, some are designed by marketers, with some projects being scams.

The aim of the research is to define token economics though the various design pillars, and variables considering behavioural factors, mechanism design, economic, legal, and regulatory environment, and so on. The design pillars of token economics are market, mechanism and token design. The focus of research will be on token function specific models, to creating models or industry specific literature to help entrepreneurs and businesses create sound economics. The research will involve theoretical integration, modelling and simulation, and experiments. The value of this research will be to facilitate blockchain adoption based on well-designed mechanisms and protocols.

C. Higher Degree by Research (HDR) Program

School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

Dr Christopher Berg,
Dr Darcy Allen
Dr Mikayla Novak
Professor Jason Potts
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E. Academic Enquiry Contact

Associate Professor Peter Sivey:

HDR Coordinator, School of Economics, Finance and Marketing peter.sivey@rmit.edu.au
A. Project Title

Understanding career progression and promotion: a systematic review of actual career paths

B. Description of Project

Gender differentials exist in higher education, in that females are not promoted at the same rate as males, leading to a concentration of women among the lower tiers of professional rankings, and an under-representation of females among the professoriate: a phenomenon described as ‘sticky floors’. A range of mechanisms can lead to sticky floors, from access to sabbaticals, being able to attend conferences and the scheduling of meetings. This research proposes to investigate the sticky floor conundrum. Further, this group of highly qualified researchers aims to consider the drivers of gender inequality and develop insights for redressing the gap.

Proposed outcome

Development of a sticky floor index (similar to the methodology of The Economist’s Glass Ceiling Index) to allow comparison and benchmarking across Institutions

C. Proposed Postgraduate Research Programme

School: School of Economics, Finance and Marketing
Program name: PhD (Economics, Finance and Marketing) & Master of Business (Economics, Finance & Marketing)
Course code: DR203 & MR 203
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team

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E. Academic Contact

HDR Coordinator, Dr Peter Sivey - peter.sivey@rmit.edu.au
A. Project Title
Understanding the impact of personal brand promotion, communication, confidence and leadership styles on career progression and promotion

B. Description of Project
Why is it that ‘after much debate and numerous strategies, universities are still grappling with systemic gender inequality’ (O’Keeffe 2017, n.p.)?

The Australian academic workforce is comprised almost equally of male and female staff (women account for 44%), however, female staff make up just 25% of professor and 36% of associate professor positions (O’Keeffe 2017).

Women have just one in four vice-chancellor positions one in three deputy vice-chancellor roles (O’Keeffe 2017). Considered by specific academic rank; women hold fewer lecturer positions than men at the senior level and above (Department of Education and Training 2014a). Is the problem related to less female academic staff putting themselves forward for promotion or higher paid duties?

Gender bias research shows two types: statistical and taste-based. Statistical discrimination is rooted in beliefs about average gender differences in abilities or skills. Such bias is the more difficult to identify and remove. Stereotypes drive taste-based discrimination; it is the favouritism for one group leading to bias against another group. Such bias is easier to ‘see’, however, still difficult to receive acknowledgement for and remove. What is needed is a deeper understanding of training and development for the identification of discrimination types and outcomes and the implementation of career mentoring strategies.

Proposed outcome
Identification of exemplar institutional and personal practices that aid in the development and pursuit of career paths through the provision of opportunities and information.

C. Proposed Postgraduate Research Programme
School: School of Economics, Finance and Marketing
Program name: PhD (Economics, Finance and Marketing) & Master of Business (Economics, Finance & Marketing)
Course code: DR203 & MR203
Enabling Capability Platform (ECP) Alignment : Global Business Innovation

D. Supervisory Team/Contact
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Associate Professor Angela Dobele
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E. Academic Contact
HDR Coordinator, Dr Peter Sivey - peter.sivey@rmit.edu.au
A. Project Title

Using Home Equity to “Age in Place”

B. Description of Project (**limit to 250 words**)

Many retiree households want to age in their own homes. The ability to finance this choice through the use of housing equity is not well understood or widely used. Yet, it is likely to become an increasingly important part of retirement funding in the near future.

The key focus of this research is to explore how households might realise their desire to age in place using home equity. Globally, utilising equity in the home to support quality of life in latter years is not new or uncommon. Yet in Australia it is not typically regarded as being a standard option by retirees. Notably, the market for home equity products is small which may also be limiting the extent to which retirees see this as a viable option.

Using equity to facilitate aging in place is likely to be seen as a more viable option—especially for retirees that are asset rich but income poor. Utilising equity in this way will likely lead to service innovations (e.g., in health) that will require a careful and well-thought out regulatory approach. Scoping the likely trends and their (unintended) consequences will be important consideration of this investigation.

The research is intended to examine the following themes:

a) The supply-side dynamics of the aged care sector, including supported in-home care and residential care,

b) The demand-side considerations including consumer perceptions and appetites for choice and flexibility of care to suit current, anticipated and unanticipated needs,

c) The financing options available to support ageing in place.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes: PhD (EFM), DR203

D. Potential Supervisory Team

Stuart Thomas

Sarah Sinclair

Ashton de Silva

E. Academic Enquiry Contact

*Peter Sivey*
A. Project Title

Volatile incomes – volatile lives

B. Description of Project

Emerging international research reveals that households with fluctuating incomes experience higher risks of housing instability, financial hardship and emotional conflict. Research, by RMIT University, into the prevalence, persistence and impact of within-year household income variation in Australia is being jointly led with the Brotherhood of St Laurence.

This PhD will build on initial findings from a pilot study of Newstart Allowance receipts; and a larger (funded) project investigating the relationship between Commonwealth Rental Assistance and housing insecurity which is to commence shortly with research partners located at University Tasmania and the Australian National University as well as the Brotherhood of St Laurence.

It is envisaged that this investigation will, drawing on large data sets, gauge the extent to which welfare payments of various types change over short periods of time. Further, utilising a theoretical lens and drawing on empirical evidence explore the extent to which volatility influences the lived experience of welfare recipients across Australia.

Importantly, the suitable candidate is expected to have demonstrable skills in handling large interlinked data sets (preferably in SAS/R). Experience in data analytics (econometric modelling) is desirable, but not necessary, as is a basic understanding of Centrelink payments.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

Associate Professor Ashton de Silva (RMIT)

Dr Dina Bowman (Brotherhood of St Laurence)

E. Academic Enquiry Contact

Peter Sivey
Associate Professor and HDR Coordinator
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A. Project Title
Wellbeing of young entrepreneurs

B. Description of Project
Entrepreneurship is a career option for young people, even to the extent that many young people might be expected create their jobs. The recently announced Government Youth Employment Package will include measures worth $88.6 million over four years to encourage Australians to start a business and create their own job. This expectation may set young people into a vulnerable position as starting a business is risky and start-up firms have a high failure rate and successful entrepreneurship is frequently opportunity, not necessity, driven.

This project will investigate the health and wellbeing outcomes of entrepreneurial behaviour among young people and study what factors in venture creation and growth are associated with changes in reported health and wellbeing. Further the project will seek to find out whether there is there a link between the health and wellbeing of the entrepreneurs and the survival and growth of new created firms. Understanding these links and creating awareness of this is important for taking care of individuals starting at young age and also for the prosperity of the new businesses.

C. Proposed Postgraduate Research Programme
School: School of Management
Course code: DR204 / MR 204
Program name: PhD (Management) / Master of Business (Management) Enabling Capability Platform (ECP) Alignment: Global Business Innovation

D. Supervisory Team
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Dr Lena Wang  
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E. Academic Contact
HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
A. Project Title

Women Traders of the Gold Rush Era

B. Description of Project (limit to 250 words)

The role of women in the commercial activities of colonial Australia is not well known. Women’s active participation in pivotal events in Australia’s trading history has traditionally been overlooked, and as a result, undervalued. This project aligns with the ECP: Design and Creative Practice, in light of the social connection of women during the gold rush which continues to be pivotal in shaping contemporary Australian society.

A small number of studies has recently uncovered the active participation of women in the Victorian gold rush, despite the commonly held male dominated perspective on this aspect of Australian history. To explore these critical aspects of Australia’s colonial history, archives of 19th Century Victorian newspapers, personal journals and records archived by the National Library of Australia will be searched for reference to women undertaking trade in the gold rush areas of Victoria. Interviews will also take place with historians who have researched this era.

This project will extend the number of studies which enlightens women’s participation in similar historical events overseas, a topic which has been sparsely explored in the literature. In addition, the impact of women’s participation in the commercial activities of the Victorian gold rush era has had important repercussions for the way women are valued as active social participants. These influences are reflected in both Australia’s earliest colonial businesses, and contemporary commerce. Given the hyper-masculinised conventional histories of Australia, giving voice to these silenced contributions of women has important implications for Australian equality and business core values today.

C. Higher Degree by Research (HDR) Program

School: ACC

Program Name(s) and Codes: PhD (ACC), DR200

D. Potential Supervisory Team

Associate Professor Laura Maran

Dr Leanne Morrison

E. Academic Enquiry Contact

HDR Coordinator, Associate Professor Prem Yapa, prem.yapa@rmit.edu.au
A. Project Title
Work of Social Care

B. Description of Project
Applications are invited from suitably qualified applicants for a PhD scholarship to undertake a higher degree by research through Professor Sara Charlesworth and Dr Fiona Macdonald at the Centre for People, Organisation and Work at RMIT University.

The Work of Social Care research program, which Prof Charlesworth and Dr Macdonald lead, is located in the in the College of Business. The successful applicant would join the PhD program within the School of Management. The scholar will also be one of a team of PhD scholars supported by the Future Social Service Institute.

The Work of Social Care research program focuses on the organisation and regulation of care work. It is centrally concerned with addressing gender (in)equality and the quality of paid care work. Paid care work is a major area of employment growth and a key site of change affecting the future of work globally. How care work is funded, organised and rewarded is critical to the well-being of millions of workers, overwhelmingly women, worldwide.

As part of the Work of Social Care program, Prof Charlesworth and Dr Macdonald are international partners on a large UK Economic & Social Research Council Partnership Grant Sustainable Care: connecting people and systems (2018-2021) led by Professor Sue Yeandle at the Centre for International Research on Care, Labour & Equalities, University of Sheffield.

The scholarship offers a valuable opportunity to link in with the international networks and research developed through the ESRC grant as well as with those established in the Work of Social Care research program.

C. Proposed Postgraduate Research Programme

School: School of Management
Program name: PhD (Management)
Course code: DR204
Enabling Capability Platform (ECP) Alignment : Global Business Innovation
Social Change

D. Supervisory Team

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Dr Fiona Macdonald: fiona.macdonald@rmit.edu.au

E. Academic Contact

HDR Coordinator, Dr Cameron Duff - cameron.duff@rmit.edu.au
A. Project Title
Financial Literacy amongst Migrant Small Business Entrepreneurs

B. Description of Project (limit to 250 words)
Small businesses are significant contributors to the economic development of the country as they provide affordable goods and services to the population and jobs to citizens. More importantly, employees who get experiences in these businesses have an opportunity for self-employment sometime in the future. However, due to the low or inadequate financial skill of business entrepreneurs, the failure rate amongst small business is quite high. Hence, entrepreneurs require thorough financial knowledge for long term survival of their business enterprise.

Prior research has found that small businesses started by owners who are migrants have lower failure rates and higher growth rates (Lever-Tracy et al., 1991)¹. In Australia, findings suggest that a significant number of successful small businesses are established by entrepreneurs who have immigrated from a non-English speaking background (Stanger, 1992). Furthermore, it has been found that financial literacy amongst males is higher than females, which can impact business successes (Al Tamimi and Kalli, 2009).

The primary aim of this project is to develop a better understanding of the reasons why migrant entrepreneurs have a higher success rate than locals with a focus on the financial literacy of entrepreneurs. Moreover, the research will address the question of gender inequality in the business environment by focusing on whether limited financial literacy amongst women affects their entrepreneurial skills. Research outcomes will provide insights into critical factors affecting business failures and assist policymakers in formulating policies that support programmes for businesses that are struggling to succeed.

C. Higher Degree by Research (HDR) Program
School: Accounting
Program Code: DR200
Program Name: PhD (Accounting)

D. Potential Supervisory Team
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Dr Daniel Richards Email: daniel.richards@rmit.edu.au

E. Academic Enquiry Contact
HDR Coordinator, Ass. Prof Prem Yapa Email: prem.yapa@rmit.edu.au

A. Project Title
Improving Blood Supply Chain Management

B. Description of Project
Blood is limited resource collected from donors. Matching supply and demand of blood units is a challenge for healthcare systems due to several reasons including stochastic donation behaviour and demand uncertainty. In this project, innovative approaches are developed to consider uncertainty in decision making seen in blood management.

Research Question
How considering several sources of uncertainty in blood supply chain decision making can be considered to improve the resilient of the supply chain?

Proposed Output
This project will generate innovative solutions to promote efficiency and suitability of the blood supply chain. The decision support tools are developed that can be calibrated by real data and used by practitioners.

This project is aligned to the research priority of the Global Business Innovation ECP that will generate innovative supply chain and optimisation models/tools to enhance organisational transformation and innovation capabilities.

C. Proposed Postgraduate Research Programme

School: School of Business IT and Logistics
Course code: DR202
Program name: PhD (Supply Chain Management)

D. Supervisory Team>Contact
Professor Babak Abbasi
Professor Anne-Laure Mention

E. Academic Enquiry Contact
HDR Coordinator, Dr Huan Vo Tran - huan.vo-tran@rmit.edu.au
A. Project Title

Effect of Natural Disasters on Investors

B. Description of Project (limit to 250 words)

The frequency of natural disasters is increasing over time (source: http://www.emdat.be/). This can potentially have an adverse impact on the domestic financial markets and result in a contagious effect on other financial markets around the world. In turn, this can result in significant wealth losses for investors.

The main financial goal of Wealth Accumulators and Retirees is retirement planning. These investors invest through superannuation funds, mutual funds and pension funds to diversify and minimize risk so that they have enough funds when they retire (source: Deloitte Access Economics).

According to Portfolio theory, globally diversifying portfolios results in an optimal risk-return trade-off. Hence, portfolio managers need to understand the degree to which financial markets are integrated as informed portfolio investment decisions play an essential role in the formation of optimal portfolios.

This project aims to get a deeper understanding of the important role domestic and foreign assets play in creating efficient portfolios through answering the following research questions:

1. Is there any undiversifiable impact of natural disasters on equity returns?
2. Is there stock market interdependencies between countries that are trading partners with significant cross-country institutional investments in equities?
3. What is the effect of investor sentiment on stock market returns?

C. Higher Degree by Research (HDR) Program

School: EFM
Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

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E. Academic Enquiry Contact

Associate Professor Peter Sivey, efm.hdrcoordinator@rmit.edu.au
A. Project Title

Impact of Environmental Regulation on Company Performance

B. Description of Project (limit to 250 words)

It is believed that, in the coming decades, climate change will have an adverse effect on income and welfare. The costs associated with climate change will be substantial and these losses could reach up to 5% of world GDP (Citi, 2015). Hence, for governments, the question is not only about environmental protection but more importantly about economic development as this can adversely impact the future operations of individual companies. The impact of climate change on company value is uncertain but it is likely to be quite significant.

These more immediate physical impacts are leading companies to engage in environmental Corporate Social Responsibility (CSR) by investing in new processes and technologies to improve corporate performance and mitigate risk, as companies believe that sustainability is critical to the future success of their businesses. To minimise the effect of climate change on companies, governments world over are constantly creating ever-more-rigorous environmental regulation.

This project aims to test empirically the impact of environmental regulations on profitability, stock prices, and return volatility (risk). Research outcomes will also provide evidence-based insights on whether environmental CSR improves business competitiveness through successful sustainable initiatives of the company. Evidence will also be provided on the impact of environmental compliance on institutional investor behaviour.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

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E. Academic Enquiry Contact

Associate Professor Peter Sivey, efm.hdrcoordinator@rmit.edu.au
A. Project Title

Potential Applications of Blockchain Technology in Finance

B. Description of Project (limit to 250 words)

In contrast to traditional databases, blockchain is a decentralized digital ledger technology used for recording and storing transactions of any type in a shared platform. As blockchain technology gains momentum worldwide, it can positively impact the operations of the financial services sector.

The blockchain mechanisms allow an agreement to be reached between different entities without requiring a central party, resulting in increased efficiency due to the elimination of a financial intermediary. In Blockchain technology, each block must be validated by every participant and secured using electronic cryptography, which results in high integrity of the data, reduce the risk of fraud and enhances compliance through an audit trail. Moreover, blockchain technology has several other advantages as it can allow companies to enhance customer experience, assist in the generation of new business opportunities, and reduce capital consumption due to quicker processing of transactions.

The project, which involves analytical work and field research aims to gain a deeper understanding of the future application of blockchain technology in finance in the areas of insurance, trade finance, financial transactions using smart contracts, asset ownership, credit reference, stock exchange clearing mechanism and payment system. Additionally, this research will examine the technical challenges of integrating existing systems with blockchain based models and discuss the security and operational reliability of the system. Currently, as blockchain technology is not governed by any international rules and regulations, research outcomes will provide key insights for regulators to frame laws on the fair use of the technology.

C. Higher Degree by Research (HDR) Program

School: EFM

Program Name(s) and Codes : PhD (EFM), DR203

D. Potential Supervisory Team

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E. Academic Enquiry Contact

Associate Professor Peter Sivey, efm.hdrcoordinator@rmit.edu.au
A. Project Title

How multinationals operating in emerging economies develop sustainable HRM practices: the importance of integrating employment relations

B. Description of Project (limit to 250 words)

Globalisation deepens the integration of multinational enterprises (MNEs) and has made the managing of human resources (HRM) more important strategically to organisations than ever before (Ehnert, 2014). The global footprint of MNEs has resulted into the need for managers and policy makers to understand how HRM is managed (Budhwar & Sparrow, 2002). Added to this, sustainable and cost-effective practices has become a major focus particularly where MNE operate within emerging economies (Shen, 2011). Although International HRM (IHRM) focuses on the way MNEs manage their employees in different global locations (Stahl, Björkman, & Morris, 2012), it also involves employment relations.

A consequence of globalisation is for central and peripheral factors influence relationships between employers and employees. The literature refers to this aspect as employment relations (Wilkinson & Townsend, 2011), urging organisations to incorporate sustainable international HRM systems to be socially responsible; particularly when a number of global firms are “squeezing” a level of inappropriate effort from employees from a health and wellbeing perspective - practices that should be underpinned by ethics and corporate social responsibility (Thompson, & Harley 2008).

This research aims to investigate effects of globalisation on the creation of sustainable HRM, by fit in employment relations.

Research questions:
1. How can global HR management and employment relations practices create worth within MNEs when operating in emerging economies, and,
2. How can integrating employment relations within IHRM practices assist in enhancing sustainable IHRM practices

C. Higher Degree by Research (HDR) Program

School: MGT
Program Name(s) and Codes : PhD (MGT), DR204

D. Potential Supervisory Team

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E. Academic Enquiry Contact

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