

Business School



Business School Research Report 2018

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=1st

Economics

=4th

Commerce &
Management

Excellence in
Research Australia
(ERA)



Advancing knowledge
with impact through
integrative thinking for
next generation leaders
in a globalising world

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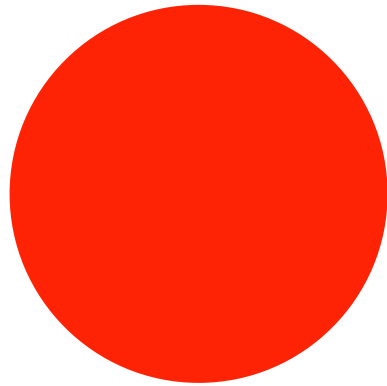


Acknowledgement of Country

UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses stand. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

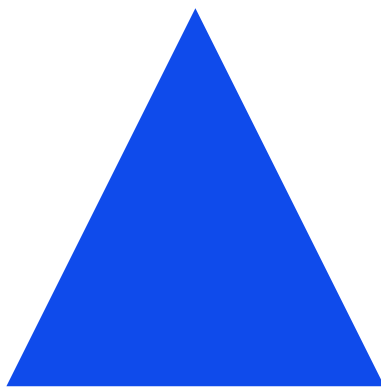


Professor Ashish Sinha
Associate Dean,
Research and Development
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Welcome





As I reflect upon the year gone by, I must say I am pleased with how the Business School has fared. International rankings show that we have solidified our position as a world class business school and one of the finest in the country.

The most recent report by the Association to Advance Collegiate School of Business (AACSB) places us just outside of the top ten business schools in Asia in terms of number of research publications in high quality journals over the last five years, measured by 4/4* Association of Business Schools (ABS) Journal Rankings.

Our outstanding Australian Research Council (ARC) outcomes this year put us in a league of our own amongst business schools. Staff in the School received total research funding in excess of \$2.1 million, securing seven ARC Discovery Project and Discovery Early Career Researcher Award (DECRA) grants across two Fields of Research (FoR) – Economics (FoR 14) and Commerce, Management, Tourism and Services (FoR 15). Not only were we first equal in terms of the number of successful grants, but we were also the only business school to receive a DECRA in FoR 15. In addition, staff in the School also received two Linkage Project grants. Put another way, we received a Category 1 grant for every 16 Full Time Equivalent (FTE) staff. This is unprecedented and testament to the high quality research that staff in the Business School undertake and produce.

This report highlights some of the focus areas for UTS Business School. The School operates five Research Centres. The Centre for Health Economics Research and Evaluation and the Centre for Policy and Market Design are both considered research strengths for the Business School. Three new research centres: the Centre for Business and Social Innovation, Centre for Business Intelligence and Data Analytics and Quantitative Finance Research Centre were established last year to undertake research in these areas taking a cross-disciplinary approach. You can read more about these areas of research and the people involved in this report.

I would like to take this opportunity to congratulate those who were successful in the 2017 round of ARC Linkage and Discovery grants, with projects involving our researchers attracting funding of nearly \$1.9 million. Two projects involving Professor Jock Collins; and Associate Professor Sarah Kaine with Professor Emmanuel Jossier and respectively, will receive funding under the ARC's Linkage Projects scheme, while two projects involving Professor Stephen Taylor with Associate Professor Yaowen Shan and Professor Jere Francis; and Professor Carl Rhodes with Dr Helena Liu as chief investigators will receive funding under the ARC's Discovery Projects scheme. Dr Antonio Rosato and Dr Kai Li received the prestigious Discovery Early Career Researcher Award (DECRA).

I would also like to congratulate Professor Stephen Taylor, who was elected a Fellow, and Professor Jane Hall, who was elected President of the Australian Academy of Social Sciences, for their well-deserved recognition.

Congratulations, too, to the winners of our Research Awards: Ashleigh Crammond for Excellence in Research Support, Associate Professor Bronwen Dalton for Excellence in PhD Supervision, Dr Ben Farr-Wharton and Dr Geetanjali Saluja for Excellence in Early Career Research, Dr Natalina Zlatevska for Excellence in Research Quality and Impact and Professor Stephen Taylor who received the Distinguished Scholar Award. And congratulations to Michael Wright for winning the Business School final and Alex Belli for winning the UTS final of the 3-Minute Thesis (3MT) competition.

I truly believe, perhaps contrary to received wisdom, that research is a collective endeavour. Without the help, support, hard work and encouragement of many, we wouldn't be able to achieve what we have this year. I would like to thank both the academic and professional staff in the School for their enormous contributions. A big thank you to the staff in the Research Office here in the Business School. They are an outstanding group of people, and their contributions are too many for me to list. I would also like to thank the UTS Research and Innovation Office and the Deputy Vice-Chancellor (Research) Office for all the help and assistance they have provided us.

Naturally, our efforts in research remain a 'work in progress' but we can be very proud of what we have achieved this year. This report highlights some of the key achievements of the Business School in 2017.

New Dean of the Business School

UTS Business School Dean Professor Chris Earley is passionate about the opportunity for business education and research to enhance and complement the STEM and health strengths of the University of Technology Sydney (UTS).

“UTS Business School is part of a world-class university leading innovation across science, engineering, health and design, with strong ties to industry,” says Professor Earley.

“We have a unique opportunity to leverage our strengths as a business school, build integrated degree programs and promote collaborative research to enable greater impact across the university,” he says.

Professor Earley is an expert in organisational behaviour, with a focus on cultural intelligence in the workplace. He has 10 books, 36 book chapters and over 50 peer reviewed journal papers to his name, with more than 23,000 (Google Scholar) citations for his work.

“My primary field of research looks at cultural intelligence – how people can adapt and work effectively across cultural boundaries. I’m also interested in how companies can leverage diversity to create a more effective business environment,” says Professor Earley.

Professor Earley’s research also explores cross-cultural and international aspects of organisations such as the dynamics of multinational teams, negotiation and conflict, the role of ‘face’ in organisations, and motivation across cultures.

Putting research into practice, Professor Earley has worked across four continents, including Deanships in the US at the Krannert School of Management at Purdue University and the University of Connecticut, and in Asia at the National University of Singapore.


He has also worked in the UK as Chair and Professor of Organisational Behaviour at the London Business School, and most recently, as Dean of the School of Business and Economics at the University of Tasmania.

“With my extensive international background, I am to build on the recognition UTS Business School has gained across the global community, and enhance international engagement and collaboration,” he says.

Professor Earley points to the School’s integrative approach to research and teaching, links to business and industry, and willingness to push the status quo and do things differently, as keys to success.

“UTS Business School researchers are engaged in compelling work that combines specialised knowledge in key discipline areas with broader, boundary-crossing skills, to drive innovation and insight with impact.”

Professor Chris Earley
uts.edu.au/staff/chris.earley

A man with a beard and glasses, wearing a dark suit and a striped tie, stands on a green lawn in front of a modern building. The building features a curved brick facade with several large, rectangular glass windows. The windows reflect the surrounding greenery and sky. A large blue circle is overlaid on the right side of the image, containing white text. A white circle is partially visible on the far right edge.

**Building
links between
business, STEM
and health**

ARC Linkage Projects

Settlement Outcomes of Syrian-conflict Refugee Families in Australia

Professor Jock Collins

uts.edu.au/staff/jock.collins

with Professor Carol Reid (WSU), Dr Dimitria Groutsis (USyd), Dr Tadhg McMahon Settlement Services International; Flinders), Gail Ker (Access Community Services), Dr Gerald Onsando (AMES Australia), Jamila Trad Padhee (MDA)
\$450,000

Since the outbreak of the Syrian Civil War in 2011, an unprecedented number of refugees have spread across the world. Today, around five million Syrians are displaced and living outside Syria presenting countries – including Australia – with new challenges to settle them successfully.

Professor Jock Collins' latest ARC Linkage Project, "Settlement Outcomes of Syrian-conflict Refugee Families in Australia", will examine the experiences of Syrian, Iraqi and Afghan refugee families in NSW, Queensland and Victoria to understand how they can be better integrated into Australian society.

Many refugees are unable to secure work commensurate with their skills and experience, even though about half of them have tertiary qualifications. Using comparative insights from Germany, Sweden, Canada, New Zealand, Finland and the UK, Professor Collins and his colleagues will evaluate best practice approaches to removing barriers to employment and education for Syrian, Iraqi and Afghan refugees in Australia.

Whilst the political discourse surrounding refugees remains divisive in Australia, Professor Collins says the research project will generate contemporary insights into the settlement experiences of the Syrian-conflict refugees that will help ensure the continuing success of Australia's humanitarian program.

"This research is significant because the success of Australia's humanitarian immigration program not only plays a pivotal role in shoring up support for the immigration program, but also allows the Australian public to recognise the social and economic contribution of humanitarian immigrants," he says.



Recognise the
social and economic
contribution of
humanitarian
immigrants

Enforcing Labour Standards in Supply Chains through Voluntary Frameworks

**Associate Professor Sarah Kaine
and Professor Emmanuel Josserand**

uts.edu.au/staff/sarah.kaine

uts.edu.au/staff/emmanuel.josserand

with Dr Michael Rawling (UTS Faculty of Law) and Associate Professor Valerie Gay (UTS Faculty of Engineering and Information Technology)

\$170,000

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The cleaning industry, which employs more than 122,000 workers in Australia, is characterised by high rates of underpayment and denial of entitlements – a practice also known as “wage theft”.

“With large-scale noncompliance, regulators and unions are fighting a losing battle, so other methods are needed to tackle wage exploitation,” says Associate Professor Sarah Kaine from the UTS Centre for Business and Social Innovation (CBSI).

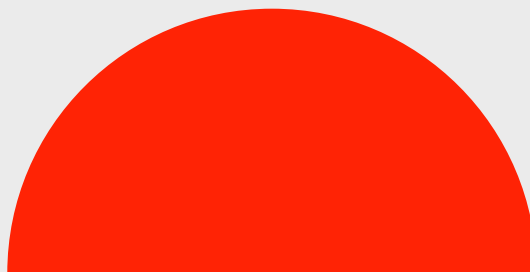
This cross-disciplinary research project will examine the development and implementation of the Cleaning Accountability Framework (CAF) – a new certification scheme that uses market forces to reward companies committed to fair working conditions.

“It is a voluntary scheme that includes all those who are involved in the supply chain – from building owners, facility managers and cleaning contract companies to tenants in buildings,” says CBSI Director Professor Emmanuel Josserand. “Stakeholders take part in an accreditation process to verify that standards concerning wages and entitlements, workplace health and safety, and working conditions are being met.”

The research project includes the development of a smartphone app to collect information from workers on the ground.

“Over time, as this certification becomes established, being socially responsible will become a competitive feature in the cleaning industry,” says Associate Professor Kaine. “Not complying with the standards will result in potential reputational risk for building owners and investors. Cleaning companies that don’t comply won’t be competitive when bidding for contracts.”

The researchers hope that by examining the implementation of CAF they can discover what works, what doesn’t and how this approach can be transferred to other sectors facing wage theft to improve the lives of vulnerable workers.



Being socially responsible in the cleaning industry



ARC Discovery Projects

Self-defined Measures of Financial Performance and CEO Pay

**Professor Stephen Taylor, Associate Professor
Yaowen Shan and Professor Jere Francis**
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uts.edu.au/staff/yaowen.shan
uts.edu.au/staff/jere.francis
\$239,472

When it comes to compensating their executives, firms sometimes use measures of financial performance that do not comply with statutory accounting standards (i.e., GAAP). In many of these cases, these non-GAAP measures are reported to external stakeholders with at least as much prominence as the performance measures prescribed under GAAP.

Professor Stephen Taylor, Professor Jere Francis and Associate Professor Yaowen Shan are conducting a detailed investigation of this practice, which has important implications for corporate governance. Their research will examine the links between the internal measurement of managers' performance and decisions about reporting performance to external stakeholders.

The project is based on a database of non-GAAP reports in Australia, and extensive collection of details from listed firms' remuneration reports. The challenge is to understand what organisations are excluding from non-GAAP performance measures and whether such exclusions facilitate effective measurement of managerial performance.

The research will help inform those responsible for setting accounting standards as well as corporate regulators about why non-GAAP measures are reported, as well as informing debate about the determinants of executive compensation.



Links between
measurement of
managers' performance
and decisions about
reporting performance



Relational intersectionality – leadership and the implications of cultural and gender differences in organisations

Leadership Diversity through Relational Intersectionality in Australia

Professor Carl Rhodes and Dr Helena Liu

uts.edu.au/staff/carl.rhodes

uts.edu.au/staff/helena.liu

with Professor Alison Pullen (Macquarie University)

\$270,278

Dr Helena Liu, Professor Alison Pullen and Professor Carl Rhodes are investigating leadership in organisations and the implications of cultural and gender differences for the politics of management-staff relationships – they refer to this as “relational intersectionality”.

The purpose of their research is to develop a new theory of leadership diversity to inform leadership practice and education, improve leadership performance, encourage more just and inclusive workplaces and strengthen social cohesion.

This project will examine lived experiences of select participants working within three organisations who will document activities, affects and interactions at their workplace. The researchers will analyse this information to understand what it reveals about the complex intersections of gender and race in work contexts.

This project responds to calls from both government and industry for new ways of managing increasing diversity within Australia’s workforce.

Much of Dr Liu’s academic work examines issues of leadership and race, while Professor Pullen has focused on gender discrimination, identity politics, and organisational injustice. Professor Rhodes researches questions of justice and ethics within organisations, particularly corporations.

ARC Discovery Early Career Researcher Awards (DECRA)

Auction Design with Behavioural Bidders

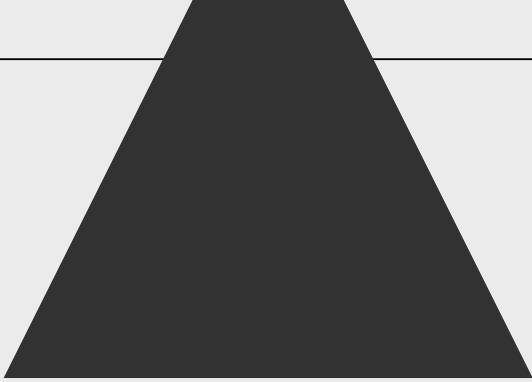
Dr Antonio Rosato
uts.edu.au/staff/antonio.rosato
\$363,996

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Drawing from the relatively new field of behavioural economics, Dr Antonio Rosato's study will apply the behavioural elements of psychology to the economic analysis of auctions in order to gain new insights for the design of relevant real world auctions.

Recent research indicates a discrepancy between the predictions of economic theory of auctions and the features of auctions in practice. This project will expand the current economic analysis of auctions in two new and innovative directions by accounting for the presence of what Dr Rosato calls "behavioural bidders".

"Nowadays, many goods are sold via auction," says Dr Rosato. "Property auctions, for example, are very common in Australia. This project will investigate the rules of these auctions – such as sales being unconditional in all states with no cooling off period – in order to understand if they affect the rationality of buyers."



Design of relevant real world auctions

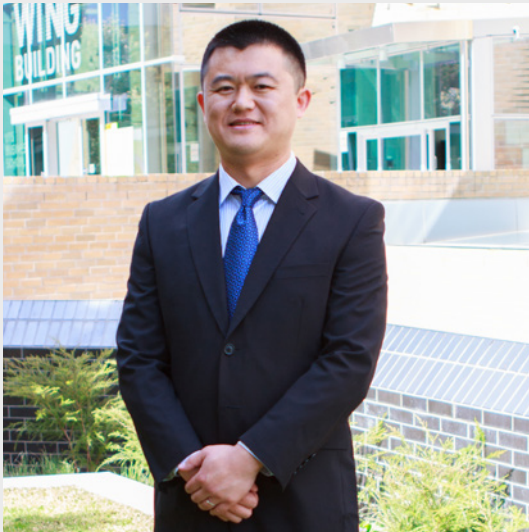
The project will characterise the strategy of bidders with reference-dependent preferences across various auction formats. With experimental evidence suggesting behavioural bidders are more likely to see losses as more painful than gains are pleasant (loss aversion), the project will build the first model of common-value auctions with loss-averse bidders.

The research will also examine the implications of "taste projection" – the tendency for people to exaggerate how common their tastes and preferences are – in the auction environment.

"This is highly innovative because an analysis of taste projection has not yet been done in a strategic setting," says Dr Rosato. "Understanding how taste projection influences decision-making in an auction setting will be beneficial, as prior research has found that agents who suffer from taste projection mistakenly believe that their idiosyncratic tastes are more common in the population than they actually are."

Auctions remain a popular way to sell goods and services, so this research will provide valuable insight into how to design auctions while accounting for behavioural bidders.

"Though it will be a theoretical contribution," says Dr Rosato, "the project will provide far reaching answers to important social and economic questions."



Give Australia
a competitive
advantage in
investment and
risk management
in globalised
financial markets

Slow Diffusion of Information in Asset Pricing and Risk Management

Dr Kai Li
uts.edu.au/staff/kai.li
\$363,996

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The ARC Discovery Early Career Researcher award will enable Dr Kai Li to expand his research on asset pricing in financial markets. The project aims to develop a unified investment and asset-pricing theory for the slow diffusion of information in financial markets – such as momentum, reversal and post-earnings announcement drift.

By developing optimal methods to explore historical information, the project will build a systematic understanding of the impact of investor sentiment and heterogeneity on asset price response to news.

“The project’s primary objective and expected outcome is to provide Australian investors with guidance and a competitive advantage,” said Dr Li. “This includes those managing the \$2 trillion that Australians have in superannuation, with the main aim being to affect policy making and market regulation.”

Providing a foundation for investment, risk management and asset pricing theory to incorporate both price delays and investor sentiment in competitive globalised financial markets, this project will set out to substantially improve the current understanding of investor behaviour and how best to manage risks.

“I anticipate this body of research to position Australian research in asset pricing at the vanguard of international research,” said Dr Li. “The empirical tests and implementation of the developed model will give Australia a competitive advantage in investment and risk management in globalised financial markets, and will ultimately allow Australia to take a leading role in the global asset pricing framework.”

Chancellor's Postdoctoral Research Fellowship

The prestigious and competitive Chancellor's Postdoctoral Research Fellowship Scheme aims to attract and retain Australia's best young researchers, offering them the opportunity to work with top researchers at UTS and internationally as they develop their careers.



VALUE OF CHOICE IN CANCER CARE

Dr Richard De Abreu Lourenco
uts.edu.au/staff/richard.deabreulourenco

One in two Australians will be diagnosed with cancer by the age of 85. It is difficult to imagine how each of these people may react to that diagnosis. Predicting exactly how they will choose a treatment option is even more difficult - especially when it may be invasive, intensive or high-risk.

This is the focus of Dr Richard De Abreu Lourenco's research. The 2018 Chancellor's Postdoctoral Research Fellow and Senior Research Fellow in the Centre for Health Economics Research and Evaluation (CHERE) is investigating how patients make complex decisions about cancer care.

Dr De Abreu Lourenco is examining how three specific groups make decisions in real-world scenarios: women at high-risk of ovarian cancer, parents of children experiencing fevers due to cancer treatment and those receiving long-term care after surviving cancer.

"My research aims to help better target where government money should be spent in cancer care and beyond," he says. "I hope to inform what happens, not just in cancer, but in other areas of health, and how we can spend our limited health funding in the best way for patients."



THE VALUE OF PHARMACEUTICAL RISK-SHARING POLICIES

Dr Naomi van der Linden
uts.edu.au/staff/naomi.vanderlinden

Healthcare systems need to be well-informed about the drugs and treatments they provide, especially in this climate of rising healthcare costs and constant development of new drugs. Dr Naomi van der Linden is tackling this problem by looking at healthcare modelling - the essential tool providers use when they choose whether to fund a drug.

Her research looks at four different types of modelling currently used through three studies.

"This research is fascinating to me because I can take data and knowledge about how disease works and then try to build a reflection of what will happen and then see if it actually ends up being true," she says.

Dr Van der Linden aims to create more realistic models than the current ones.

"My ultimate outcome would be to use these models to tell decision makers, such as doctors and politicians, that this is the best place to put your money to save people's lives."



Business Research Grants

The Business Research Grants Scheme is an annual competitive grants scheme within the Business School.

The Scheme has two main foci: to fund small self-contained research projects that have the potential to result in quality research outputs and to provide applicants with experience in conducting and managing small projects with the aim of applying for larger external competitive grants especially Category 1 grants.

Dr Marco Berti and Dr Natalia Nikolova, “The Entrepreneurial Cooperative: Opportunities and Challenges”.

Dr Ming He, “Structural Analysis of Contest Games and its Applications in the Political Economy”.

Dr Elif Incekara Hafalir, “The Effect of Biases and Psychological Factors on Consumer Decision Making”.

Dr Robyn Johns and Dr Deborah Cotton, “Women in Finance: Addressing the Gender Pay Gap in the Top Jobs”.

Dr Thomas Longden, “Reassessing Findings of a Net Benefit of Climate Change that were based on Cold Weather Biased Temperature – Mortality Relationships”.

Dr Natalia Nikolova and Dr Jochen Schweitzer, “Exploration and Exploitation in Corporate Innovation: Practices, Opportunities and Challenges”.

Dr Krithika Randhawa, “Building Capabilities of ‘Open Service Innovation’: An Empirical Analysis”.

Dr Moira Scerri, “Measuring the Arts”.

Dr Ace Simpson and Dr Ben Farr-Wharton, “Addressing Workplace Bullying through Organisational Compassion”.

Dr Toru Suzuki, “Implicit Communication in Organisations”.

Dr Emil Temnyalov, “Optimal and Equilibrium Insurance Contracts”.

Dr Kentaro Tomoeda, “The Applications of Matching Theory to Education and Econometrics Problems”.

Dr Yitong Wang, “A face I will Trust: How Online Medical and Financial Advisor’s Facial Appearance Influences Consumer Decisions under Risk”.

Dr Serena Yu, “Residential Aged Care Funding in Australia: Who Gets What?”

Dr Natalina Zlatevska, “Environment Nudges for Reducing Obesity: Portions, Social Influence and Healthy Food”.

Business Research Awards



DISTINGUISHED SCHOLAR

Professor Stephen Taylor
uts.edu.au/staff/stephen.taylor

Professor Stephen Taylor has made a significant contribution to the area of financial accounting research in Australia and internationally. He has an impressive publications record with more than 40 peer-reviewed articles published in top-ranked financial accounting journals worldwide. His work has been cited extensively. Professor Taylor has demonstrated substantial leadership within UTS and the broader academic and research communities. He is a member of the Australian Accounting Standards Board and was recently elected a fellow of the Academy of Social Sciences. Stephen is also the inaugural Australian Business Deans' Council Research Scholar, a position focused on improving the quality and impact of research in Australian Business Schools. In addition, Professor Taylor played a key role in establishing the Centre for International Finance and Regulation and in the Capital Markets Cooperative Research Centre. He has served on the editorial boards for numerous A* and A journals.

Professor Taylor served as Associate Dean Research at the Business School from 2009 to 2015. During this time, the Business School substantially improved its ERA rankings.



EXCELLENCE IN RESEARCH QUALITY AND IMPACT

Dr Natalina Zlatevska
uts.edu.au/staff/natalina.zlatevska

Dr Natalina Zlatevska is an accomplished scholar and food marketing researcher with a strong publications record in highly ranked peer-reviewed journals such as the *Journal of Marketing Research* and the *Journal of Consumer Research*. Currently the Co-director of the Business School Behavioural Lab, Dr Zlatevska's research interests include marketing influences on eating behaviour, self-regulation and cognition. Her research has had a wide-ranging impact in the area of food consumption psychology. She has investigated environmental interventions that have the potential to help reduce food consumption as a means of tackling obesity in Australia and beyond. This year, Dr Zlatevska is the recipient of three UTS competitive research grants; the Business Research Grant, Marketing DG seed funding grant and the Business School Behavioural Lab grant. Dr Zlatevska is regularly invited to review for top marketing journals as well as grant bodies. Her research has received significant media coverage from numerous outlets ranging from *The Huffington Post* to *The Conversation*.



EXCELLENCE IN EARLY CAREER RESEARCH

Dr Ben Farr-Wharton
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Since joining UTS, Dr Ben Farr-Wharton has published 12 peer-reviewed articles in respected academic journals and presented at five conferences. He is currently Co-chair of the Australian and New Zealand Academy of Management Conference's Health Management and Organisation special interest group and was the special issue editor for the *Journal of Management and Organization* on the issue of Positive Organisational Scholarship in Health Care. In 2016 he was awarded the UTS Early Career Researcher Grant. Through impact-oriented projects with industry and colleagues, Dr Farr-Wharton's research seeks to advance the performance and wellbeing of employees by improving management practices and employee skills. He helped develop a new Hospital Safety Culture Measurement tool that provides a statistically robust way for hospitals to measure safety practices and outcomes, to facilitate the best quality care for patients. His research into management support practices of Australian aged care employees has positive impact on staff and residents at participating aged-care organisations.



EXCELLENCE IN EARLY CAREER RESEARCH

Dr Geetanjali Saluja
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Dr Geetanjali Saluja has demonstrated excellent research progress in her academic career since completing her PhD. Her research interests include exploring mindsets and cognitive procedures with respect to culture, moral decision-making, affect and imagery. In particular, she is exploring and documenting the difference between “connecting” and “separating” mindsets. Her research on cultural mindsets is extremely relevant, especially in Australia’s multicultural society and business domains. Dr Saluja is the Co-Deputy Director of the Business School Behavioural Lab. She has also served as a reviewer for FT50 and ABDC A-ranked journals such as *Organizational Behavior and Human Decision Process* and the *Australian Journal of Management*. Her research has been well-received, and she has been invited to present at seminars at top international and local universities including IESE Business School, Koc University, ESMT Berlin, Groningen, Indian School of Business, NEOMA Business School, Melbourne Business School and the University of Sydney.



EXCELLENCE IN PHD SUPERVISION

Associate Professor Bronwen Dalton
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Associate Professor Bronwen Dalton is a highly respected and successful PhD supervisor. A gifted teacher and communicator, she has supervised 14 PhD students and one Honours student, six of them as Principal Supervisor. Her outstanding guidance, direction, mentoring and exceptional assistance have ensured that her HDR students achieve timely and successful completions and advance their career goals. Thus, it is not surprising that her HDR students have gone on to achieve great success in their careers. Two of her supervision students received Fulbright Scholarships, while others have had successful careers in academia and diplomacy. Associate Professor Dalton believes in actively participating in doctoral assessments, reading doctoral work and linking her students with relevant communities of practice. Her thoughtful implementation of these strategies, coupled with a student-centred approach, and embrace of the UTS team-based framework, has no doubt contributed to her supervision success.



EXCELLENCE IN RESEARCH SUPPORT

Ashleigh Crammond
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Ashleigh Crammond secured the role of Administrative Officer (Postgraduate Research) in April 2017. Since stepping into the role, Crammond has demonstrated exceptional performance, dedication, commitment and innovation to the Business School and UTS. From the beginning, she has conscientiously applied herself to delivering outstanding service to applicants, candidates, academics and external stakeholders. Some of her many achievements include the development of a new web interface, the revision of internal forms, the efficient management of scholarship allocations and the coordination of the HDR committee. She has also organised the Business School 3MT (Three Minute Thesis) Competitions and PhD conferences.

Doctoral Research



**ASSOCIATE PROFESSOR
DEBORAH EDWARDS**

Director, Postgraduate Research
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UTS Business School conducts innovative research across all major business disciplines. Our aim is to produce research which is not only academically excellent, but also impacts the world in which we live.

The UTS Business School PhD program is premised on the view that our graduates can identify interesting and important research questions and execute their research with sufficient rigour such that the results are robust and meaningful. It reflects our aim to train world-class researchers, and in doing so, equip them to not only conduct excellent research now, but into the future.

We achieve this by paying close attention to the skills which each individual PhD candidate needs in order to be equipped to conduct research within their discipline. At the same time, we encourage innovative and cross-disciplinary thinking as a prerequisite to understanding the “big and complex” issues faced by societies, business and government.

The UTS Business School PhD comprises three stages. Stage 1 focuses on skills acquisition and development (including formal coursework) and Stage 2 continues this process into the advanced development of a dissertation topic. Stage 3 is focused on completion of the dissertation. All PhD candidates are supervised by a committee of at least three academics, one of whom can be from another discipline to the one in which the candidate is based.

During their time in UTS Business School a PhD student will also learn the values of persistence, independence and hard work at the end of which they would have made an enormous contribution to their respective academics and society.



Alex Belli
PhD Candidate
UTS Three Minute Thesis (3MT) Winner

Inspired by Sydney's lockout laws - which require 1.30am lockouts and 3am last drinks at bars, pubs and clubs in the CBD - Alex Belli is investigating how consumers engage in excessive behaviours, that involve risk-seeking and over consumption. He's interested in how time pressure makes people binge drink and how that can be mitigated.

Two-thirds literature review and one-third experimental work - Belli believes his research will develop the literature of self-control and eventually influence companies and public policy makers so they consider consumers' wellbeing in their strategies.

"Marketing is sometimes seen as just the money-making department, but it is not just about making you buy an extra product and spending more money," Belli says "Marketers also try to make people's quality of life a little bit better."



Sumati Ahuja
PhD Candidate

With 30 years' experience in architecture, Sumati Ahuja is researching the disconnect between what architectural students learn at university and what the industry is like in practice.

"I've interviewed lots of people and watched them work, listened to how they make decisions and what their frustrations are," Ahuja says, "I've heard how they deal with the disappointment of, 'I wanted the building to look like a tree and it looks like a mushroom.'"

Architecture is becoming a one-stop shop service. Firms are expanding to try to capture bigger clients - and in that process, their autonomy changes. Professionals don't have the same discretion over how they work when their work involves so many more inputs.

Ahuja is assessing how the profession is changing, what impact that has on individuals' sense of self and the practice of architecture.



Christina Bui
PhD Candidate

A financial system's stability is crucial to maintaining a healthy economy, yet financial systems are very fragile. Christina Bui's research focuses on bank regulation, a hot topic since the global financial crisis. Bui is looking at ways to make banks stronger so they can withstand any shock in the market with a particular focus on banks' credit, liquidity and proprietary trading risks, which can lead to systemic risk.

Bui's research is the first to compare the different types of bank regulations in the United States and Australia using data from the Australian Prudential Regulation Authority (APRA). "I'm very excited about this because the US and Australia have very different banking systems," she says.

"In the US the system is dominated by small banks, whereas Australia's system is highly concentrated. With this project, we'll really be able to see whether cross-country differences in market concentration and economic crises play any role in terms of devastation and financial stability."

Centre for Health Economics Research and Evaluation

UTS Research Strength

chere.uts.edu.au

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The Centre for Health Economics Research and Evaluation (CHERE) comprises a strong team of individuals pre-eminent in the fields of health economics and health services research, with a broad range of skills and expertise in research and its application to health policy.

CHERE's research focuses on six main themes: economic evaluation and health technology assessment; quality of life; the health economics of cancer and its care; health policy analysis and evaluation; ageing; and the use of stated preference techniques in health-care decision making. The Centre has been successful in attracting research funding across these themes through commissioned grants from government and Industry, and through the peer reviewed grants process from funding bodies such as the National Health and Medical Research Council (NHMRC) and the Australian Research Council (ARC).

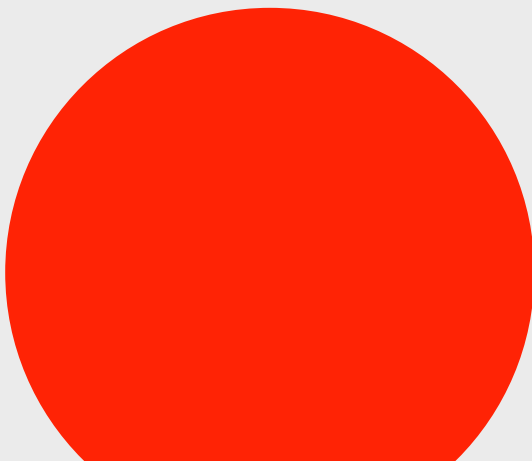
As a Research Strength of UTS, CHERE has long recognised the importance of its staff in generating and executing research. That is why it has fostered an active program of capacity building, continuing to attract and develop new researchers in the field of health economics through its PhD program and visiting scholars program. This has contributed not only to the breadth of research conducted at the centre but also to the pool of individuals available to engage in applied, policy-relevant health economics research.

RESEARCHERS

- Professor Rosalie Viney (Director)
- Professor Stephen Goodall
- Professor Marion Haas
- Professor Jane Hall
- Professor Debbie Street
- Associate Professor Kees van Gool
- Professor Mike Woods

- Dr Olukorede Abiona
- Sheena Arora
- Jody Church
- Dr Paula Cronin
- Dr Richard De Abreu Lourenco
- Dr Megan Gu
- Dr Philip Haywood
- Patricia Kenny
- Dr Thomas Longden
- Kathleen Manipis
- Elena Meshcheriakova
- Dr Chunzhou Mu
- Brendan Mulhern
- Dr Alison Pearce
- Sopany Saing
- Dr Naomi van der Linden
- Constanza Vargas
- Dr Chun Yee Wong
- Dr Serena Yu

- Professor Mark Booth
- Alfa D'Amato
- Philip Davies
- James Downie
- Professor Denzil Fiebig
- Associate Professor Richard Norman
- Robert Wells



How providers, patients and payers respond to a major policy change

Associate Professor Kees van Gool uts.edu.au/staff/kees.vangool

“In health, you can’t let the market drift,” says Associate Professor Kees van Gool. “We are constantly thinking about the three big players in the industry: how providers, patients and payers of health care respond when there has been a major policy change. It’s a fascinating area to research.”

Associate Professor van Gool has been at the forefront of analysing the impact of Medicare, Australia’s universal health care system, since a last major design change in 2004. That was when the government released data that sparked a series of research projects by Associate Professor van Gool and colleagues on the impact of the Extended Medicare Safety Net (EMSN).

This research provided evidence that benefit payments were skewed towards high income areas and showed some providers had excessively increased their fees as a direct result of the policy changes.

Associate Professor van Gool is examining how this occurred: “What we’ve done well so far is look at the unintended consequences of a policy,” he says.

CHERE’s work on Medicare led the Australian government to implement policy and legislative changes to make Medicare more sustainable, efficient, transparent and equitable. Associate Professor van Gool won a Sax Institute Research Action Award in 2016 for the impact of his work. This program of research is continuing as part of a successful ARC Discovery Project grant examining the impact of policy on equity and efficiency in Australia health care system.

Centre for Policy and Market Design

Faculty Research Strength

cpmd.uts.edu.au



Market Design is about the study of why some institutions are successful, and how to mend those that fail. The Centre for Policy and Market Design (CPMD) is an innovative hub for research, teaching, networking and practical advice. Members from various disciplines within UTS Business School combine their different backgrounds and expertise in a single centre to facilitate synergistic research collaborations, broaden the fields of research and expertise, and work with external organisations including businesses, policy makers and government agencies.

RESEARCHERS

- Professor Isa Hafalir (Director)
- Professor Mikhail Anufriev
- Associate Professor David Goldbaum
- Dr Elif Incekara-Hafalir
- Dr Antonio Rosato
- Professor Elizabeth Savage
- Dr Toru Suzuki
- Dr Emil Temnyalov
- Dr Kentaro Tomoeda
- Professor John Wooders
- Dr Jingjing Zhang
- Associate Professor Jun Zhang



Professor Isa Hafalir
uts.edu.au/staff/isa.hafalir

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Professor Isa Hafalir is working on a theoretical framework to tackle the problem of segregation across school districts in America. In a project named “Integrating School Districts: Balance, Diversity and Welfare”, he is collaborating with Professor Bumin Yenmez from Boston College and Professor Fuhito Kojima from Stanford University.

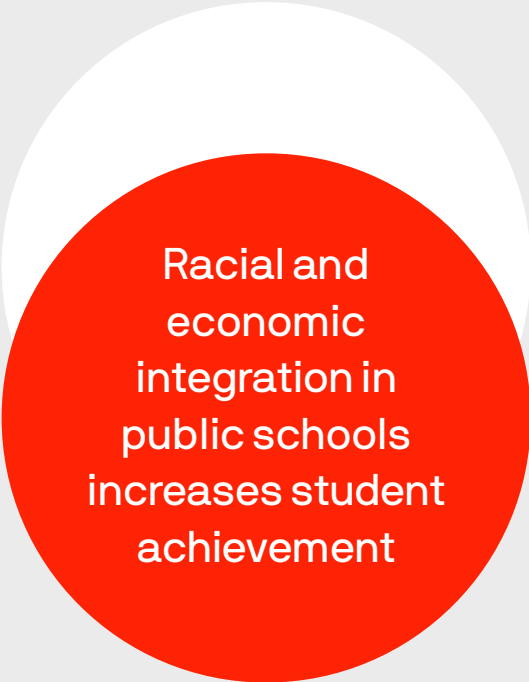
His research is inspired by the Achievement and Integration Programme in Minnesota which requires every school to report the demographic makeup of their student body at the end of each year.

“They check the neighbouring districts. If the ratio of what they call protective students (minority or non-white students) differs more than 20% within two neighbouring districts, they require them to participate in the program.”

Racial and economic integration in public schools helps increase student achievement, creates more equal educational opportunities, and reduces academic disparities based on students’ diverse racial, ethnic and economic backgrounds.

Professor Hafalir’s framework for integration aims to also balance students’ preferences and schools’ priorities in order to increase the diversity of a cohort of new students.

Once the framework is devised, it could potentially help other school districts start similar programs that would gradually lead to more diversity.



Centre for Business Intelligence and Data Analytics

Faculty Research Centre

bida.uts.edu.au

The aim of the Centre for Business Intelligence & Data Analytics (BIDA) is to become the premier research group worldwide for solving business problems through data driven solutions.

Researchers focusing on business intelligence and data analytics are bringing innovative technologies and methods to the analysis of data, with the aim of helping business and society address important challenges. The aim is to support evidence-based decision-making by public, private and community organisations.

Leading academics across management, marketing, applied economics, statistics, data analytics, product innovation and other fields have come together under this research theme to work with public, private and not-for profit organisations on real-world problems. The ultimate goal of this multi-disciplinary approach, using innovative research methods such as choice modelling and machine learning, is to produce genuine social impact not only for organisations but also for the wider community.

Researchers are working to improve business systems and practice by harnessing the growing power of data analytics to better inform decision-making by firms and individuals in areas as diverse as brand strategies and pricing models, wealth management and risk management, tourism and transport planning, and the delivery of health, disability and social services.

RESEARCHERS

- Professor John Rose (Director)
- Associate Professor Paul Burke
- Professor Joshua Chan
- Professor Simon Darcy
- Dr Christine Eckert
- Associate Professor Deborah Edwards
- Professor Marc Fischer
- Dr Dixon Ho
- Dr Jan Hohberger
- Dr Adrian Lee
- Professor Talis Putnins
- Professor Ashish Sinha

Professor John Rose
uts.edu.au/staff/john.rose-1

How people make decisions about where to spend their money, and how to predict those decisions, is the focus of Professor John Rose's research at the Centre for Business Intelligence and Data Analytics.

Professor Rose is currently working on two ARC Discovery Projects. The first looks at improving how we forecast demand for products or services in areas such as health and transport.

"When we study demand, typically we look at a market in isolation. So, if someone is buying a car we look at their decision in relation to other cars in the market, and what features those cars offer, such as fuel efficiency," he says.

"However, if someone is purchasing a car, their decision might also be influenced by the cost of housing, or the availability of taxis, so it may not be sufficient to look at the car market in isolation," says Professor Rose.

His research instead looks at how one market might influence another, and how and when this influence could be included in the economic modelling.

Professor Rose's second ARC project looks at the use of an economic method known as "stated preference", which is used to forecast demand for a potential new product or service.

For example, when planners develop a new city metro system, they might use a "stated preference" survey to gauge the viability of the project. They would present potential commuters with a hypothetical scenario and ask them how they would act, so they had evidence of demand before they went ahead with a billion dollar project.

The problem with this method, says Professor Rose, is that people may say they are going to act in a certain way but then behave differently once the product or service exists, sometimes with dire economic consequences.

Professor Rose's research looks at how to improve the stated preference method so that it more accurately reflects how people will behave.

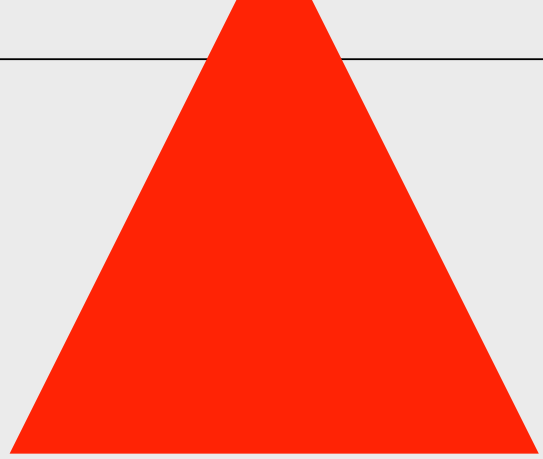
His other research interests include how people translate reality through a perceptual lens when they are making a decision, and how households spend their money – whether they budget and how they allocate the money.

And, like the search for a grand unified theory in physics, Professor Rose hopes that a better understanding of microeconomic decision making might one day inform macroeconomic theory and improve the link between the two.



How people
make decisions
about where
to spend their
money

Centre for Business and Social Innovation



Faculty Research Centre

cbsi.uts.edu.au

While innovation research is burgeoning in Australia and around the world, most is preoccupied with the development of new technology and how to create innovation within firms. A higher-level, holistic view that integrates the political, technical, economic, social and environmental dimensions of innovation and change has been lacking.

Researchers at UTS Business School, however, are taking a cross-faculty and cross-disciplinary approach to addressing business and social innovation, bringing expertise from various disciplines together to conduct ground-breaking research into issues such as business in society, the future of work, organising and the corporation, innovation and innovative systems.

They are researching how innovation and change occur within a framework that encompasses not only productivity and competitiveness but also social inclusion and environmental sustainability. The focus is national, regional and international innovation, encompassing clusters, networks and communities as well as innovation occurring within organisations.

This research will inform public policy aimed at nurturing cultures of innovation and ecosystems that lead to a creative, resilient, sustainable and inclusive society.

RESEARCHERS

- Professor Emmanuel Josserand (Director)
- Associate Professor Renu Agarwal
- Associate Professor Chris Bajada
- Professor Thomas Clarke
- Professor Stewart Clegg
- Associate Professor Bronwen Dalton
- Professor Simon Darcy
- Associate Professor Deborah Edwards
- Professor Roy Green
- Associate Professor Sarah Kaine
- Dr Alice Klettner
- Associate Professor Danielle Logue
- Dr Damian Oliver
- Professor Christos Pitelis
- Professor Carl Rhodes
- Dr Nico Schulenkorf
- Professor Tracy Taylor



Associate Professor Renu Agarwal
uts.edu.au/staff/renu.agarwal

Australian businesses vary widely in their management quality and productivity. Improving management practices could have a positive impact on Australia's economic growth and competitiveness.

Associate Professor Renu Agarwal from the Centre for Business and Social Innovation led the development of the Australian Management Capability Survey (AMCS) and Innovation Case Studies Project to better understand the gaps in management practices and drivers for improvement. The AMCS was instigated by the Federal Department of Industry, Innovation and Science (DIIS) in collaboration with the Australian Bureau of Statistics (ABS) and Professor Nick Bloom from Stanford University.

"The AMCS has surveyed the management practices attributes and experiences of more than 15,000 businesses, of all sizes and across all sectors of the Australian economy," says Associate Professor Agarwal. "The survey will allow us to not only internationally benchmark Australian managers' capabilities and practices but also analyse key management attributes and characteristics in a way that has never been done before."

"The project will examine factors of growth for high growth firms and the role of chief innovation managers in developing the innovation capability of firms," says Associate Professor Agarwal.

The data collected by ABS for the AMCS will shed light on how innovation contributes to organisational and government policymaking and its impact on Australian economic growth and productivity.

Associate Professor Agarwal is also leading a project mapping innovation precincts in NSW to understand the characteristics of these districts and illustrate their diversity and inter-connectivity. "These precincts are 'ecosystems', with a concentration of business activities and relationships, often combined with research and education institutions, that generate productive, inclusive and sustainable economic development," she says.

These precincts are
'ecosystems' with
a concentration of
business activities
and relationships

Quantitative Finance Research Centre

Faculty Research Centre

qfrc.uts.edu.au

Quantitative finance solves problems in financial valuation and risk management using advanced techniques from the fields of mathematics, statistics and computing.

Before the Global Financial Crisis (GFC), much of the quantitative finance work being done in the financial sector was around ever more complicated financial products. Today, the focus of quantitative finance researchers such as Professor Erik Schlögl, Professor Eckhard Platen and Professor Tony He is the recognition of new risks and the challenging of old assumptions.

"The simple issues for which there used to be textbook answers now raise complicated questions," says Professor Schlögl. One of the textbook answers that fell away after the GFC was the very simple pricing of an interest rate swap, he says, by way of illustration. "Now, people realise they can't just assume that if they can borrow today for three months, say, that after three months they will be able to roll over that loan."

"There was always interest rate risk but now there's also liquidity risk – the risk that you might not be able to borrow at all."

Other risks that Professor Schlögl and colleagues are focusing on include counterparty risk and model risk – the latter acknowledging that no model in economics or finance exactly represents reality.

New
approaches
to quantifying
model risk in
finance

Professor Schlögl says inaccurate use of quantitative finance models played a role in developing financial products that contributed to the GFC. "In a way, it's now the job of quantitative finance, especially from the research side, to make sure that such misuse is less likely."

The specialists at UTS do this via academically rigorous and practically relevant research, working with industry partners, professional organisations and financial regulators.

UTS ranks number one in Australia and number two in the world for quantitative finance research, according to League of Scholars, a Sydney-based data analytics firm that has analysed more than 100,000 business researchers worldwide to determine academic impact.

"There is no comparable conglomeration of research expertise for quantitative finance in Australia and New Zealand," says Professor Schlögl.

RESEARCHERS

- Professor Erik Schlögl (Director)
- Dr Kristoffer Glover
- Associate Professor David Goldbaum
- Professor Tony Xuezhong He
- Dr Hardy Hulley
- Dr Adrian Lee
- Dr Kai Li
- Dr Christina Nikitopoulos Sklibosios
- Professor Eckhard Platen
- Professor Harald Scheule



Professor Erik Schlögl
uts.edu.au/staff/erik.schlogl

“Essentially, all models are wrong, but some are useful,” wrote renowned statistician George E. P. Box.

This is certainly true in finance, says Professor Erik Schlögl, who heads the Quantitative Finance Research Centre.

Many finance models and techniques have been shown to be wrong, but they remain in widespread use, he says. When models are used incorrectly, or the wrong ones are used, this represents a source of risk – known as model risk – for financial practitioners and regulators.

“Historically, there have been some quite spectacular examples of the misuse of quantitative models in finance, and this has led to huge losses for financial institutions,” says Professor Schlögl.

For example, the incorrect use of financial models by global ratings agencies to rate products such as subprime mortgage-backed securities played a significant role in the global financial crisis.

“There is a need to deal with not only traditional types of risk, but also the uncertainty surrounding the accuracy of the models themselves,” he says.

The aim of Professor Schlögl’s research is to make the current methods for quantifying model risk easier to put into practice.

“Financial regulators are realising that model risk is something that needs to be managed and in order to manage it, it needs to be quantified,” he says. “Currently, this is done in a rather ad hoc fashion, if at all. We are hoping eventually to change that.”

He says the approach he and his co-authors are taking to quantify model risk has a longstanding tradition in economics, but has had relatively little attention in finance.

Professor Schlögl’s other research interests include model calibration, interest-rate term structure modelling, credit risk and the integration of multiple sources of risk.

His research has been published in a number of international journals, including the Journal of Banking & Finance, Finance & Stochastics, Quantitative Finance, Risk and the Journal of Economic Dynamics and Control.

He is also the chairman of the organising committee of the Sydney Financial Mathematics Workshop and one of the co-organisers of the annual Quantitative Methods in Finance conference.

Financial Markets and Information

Faculty Research Theme

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How can we improve the efficiency and effectiveness of financial markets? Researchers from Finance and Accounting, also drawing on underlying disciplines such as economics, law and cognitive science, are considering this question. Their research falls within five broad themes: assurance and governance; reporting and information in capital markets; market microstructure, encompassing market design; liquidity and the role of information in price discovery; and investments, including funds management and banking structures.

This research examines the detailed structures of financial markets and institutions, as well as the relevance and reliability of information releases, including regulatory effectiveness and self-governing standard-setting. It also involves aspects of ethical conduct and behavioural finance that impact on corporate decision-making, both for investing and financing.

Accounting principles deserve closer scrutiny

RESEARCHERS

- Professor Stephen Taylor
- Professor Ron Bird
- Professor Martin Bugeja
- Professor David Easley
- Professor Andrew Ferguson
- Professor Jere Francis
- Associate Professor Roman Lanis
- Professor David Michayluk
- Professor Maureen O'Hara
- Professor Talis Putnins
- Professor Harald Scheule
- Associate Professor Yaowen Shan
- Dr Helen Spiropoulos

Dr Helen Spiropoulos
uts.edu.au/staff/helen.spiropoulos

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Generally accepted accounting principles (GAAP) is the framework developed to standardise financial reporting. These are the numbers that get officially audited. Companies are allowed to publish numbers they think more accurately portray the operations of their business, as long as they label them non-GAAP.

It appears the market reacts to the non-GAAP numbers more than the GAAP numbers. Non-GAAP numbers don't have as many temporal fluctuations and one-offs as the GAAP numbers, but they can also be engineered to portray what managers want investors and shareholders to see.

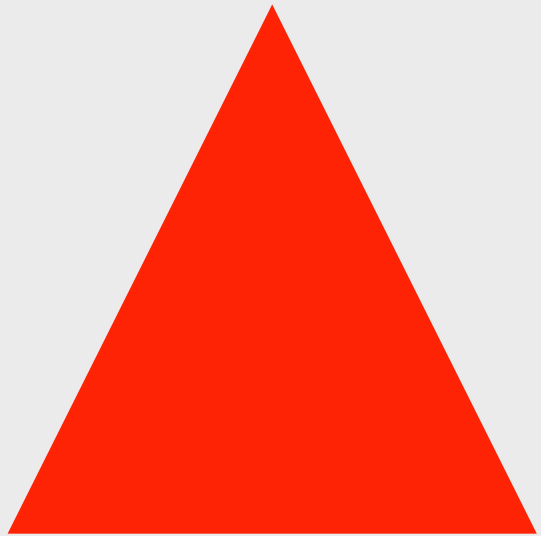
Dr Helen Spiropoulos has a background in business and IT. She is researching GAAP and non-GAAP numbers to figure out which ones predict implied earnings more accurately. Dr Spiropoulos and her colleagues are using a model called the residual income valuation model and reverse engineering it to check which projected set of numbers comes closest.

Through her research, Dr Spiropoulos has found that the implied earnings number is closer to non-GAAP than GAAP reports.

"No one had decided to research it yet, so it was very high risk. We didn't know if it would work out. But it turned out to be really good. We ended up looking at the GAAP and non-GAAP numbers of more than 2,000 American companies," she says. "It'd be interesting if we can have an impact on regulators just to say we need to have a little bit more assurance over these non-GAAP numbers."

Dr Spiropoulos is also working on research that looks at the separation of chairperson and CEO positions and whether separating these roles has better outcomes when it comes to mergers and acquisitions. These roles are separated in Australia but not in the US.

Dr Spiropoulos researches and publishes in a number of areas including gender diversity, executive compensation, corporate governance, mergers and acquisitions, and charities.



Behavioural Lab

[uts.edu.au/about/uts-business-school/
economics/uts-behavioural-laboratory](https://uts.edu.au/about/uts-business-school/economics/uts-behavioural-laboratory)

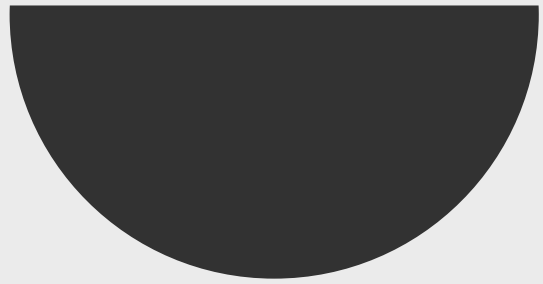
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The Behavioural Lab offers state-of-the-art equipment and technologies to support researchers to test theoretical models and to provide practitioners with policy recommendations that have been thoroughly tested in controlled experiments.

BEHAVIOURAL LAB MANAGEMENT COMMITTEE

- Dr Jingjing Zhang (Director)
- Dr Natalina Zlatevska (Deputy Director)
- Dr Geetanjali Saluja (Deputy Director)

A way to look into
their brains to see
their decision-
making process



Dr Jingjing Zhang
uts.edu.au/staff/jingjing.zhang

Dr Jingjing Zhang is conducting theory-driven experimental work in economics that examines questions around the use of common resources, such as the “tragedy of the commons” where individuals act selfishly and ultimately deplete a resource.

Her research seeks to build on the work of Professor Elinor Ostrom, the first woman to win a shared Nobel Prize for economics. Professor Ostrom determined that given the right circumstances humans could work out sensible rules to use common-pool resources.

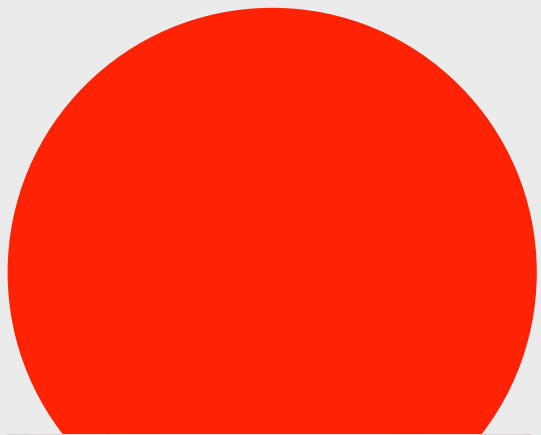
Through lab tests, Dr Zhang and her co-authors showed that when researchers placed individuals in groups and established a theoretically optimal group size, over-harvesting incentives are reduced and the groups exert optimal harvesting effort.

Complications arise, however, if group members coordinate their actions by communicating with each other. This can incentivise over-harvesting.

Dr Zhang has conducted further experiments analysing the content of recorded group-chats as a way of understanding how communication affects individual behaviour in groups. She discovered that positive talk or negative talk about the group had the most significant effect.

So when participants write things such as: “This is a great group. Our group rocks,” then the whole group increased its effort. When people wrote things such as: “This group sucks,” then the group effort was reduced.

“You can get people to type out their thinking,” she says. “It’s much cheaper and, while new to economics, it’s actually a very well developed methodology in social science. It’s enlightening to see the messages people exchange because this is a way to look into their brains to see their decision-making process.”



Cooperative Research Centres (CRCs)

Food Agility Cooperative Research Centre

foodagility.com

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The Food Agility CRC aims to empower Australia's food industry to grow its comparative advantage through digital transformation. The Food Agility CRC brings together 54 participants from food, technology and research sectors guided by agile methods. It will integrate the agile culture and processes of the digital economy through a whole-of-value-chain lens for fresh and processed food.

The Associate Dean (Research), Professor Ashish Sinha, is a Senior Researcher in the CRC. Professor Sinha is leading the efforts of the UTS Business School in its involvement with the CRC, particularly around the research themes of developing:

1. "Trusted Food Systems" that will help in leveraging Brand Australia,
2. "Dynamic Business Models" to link demand and the supply side of the food markets. These models will use primary and secondary data and advanced analytics methods to better understand consumer demand in domestic and international markets,
3. New models of governance that utilise digital data to better manage risk. This will subsequently assist in the development of new financial instruments to mitigate risk.

Innovative Manufacturing Cooperative Research Centre (IM CRC)

imcrc.orgm

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UTS is a founding partner in the Innovative Manufacturing Cooperative Research Centre aiming to help Australia move to high-value, knowledge-based manufacturing. The IM CRC will assist manufacturers in transitioning to areas of global growth including additive manufacturing, lightweight robotics and medical devices.

The IM CRC brings together a powerful coalition of businesses and researchers, including 14 manufacturing companies and end users, four peak industry bodies with links to hundreds of SMEs, 16 Australian universities, the scientific body CSIRO and the Fraunhofer Institute for Laser Technology.

The IM CRC has four research themes: Additive Manufacturing Processes, Automated and Assistive Technologies, High-Value Product Development and Industry Transformation.

Stryker, a global medical technology company, and IM CRC co-funded a five-year project "Just-In-Time Patient-Specific Tumour Implants" that brings together the Australian Government, RMIT University, UTS, St Vincent's Hospital Melbourne and Stryker. The Centre for Business and Social Innovation (CBSI) at UTS Business School is conducting research on the business development side of the project.



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Publications

Financial Times 50

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The Australian Business Deans Council (ABDC) established the ABDC Journal Quality List for use by its member business schools and the aim was to overcome the regional and discipline bias of international lists. A* is the highest quality category.

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