



A/Prof Martin Hovey  
Head of School (Interim)

Welcome to the UNE Business School News. Winter is often a quiet period but our staff were busy hosting seminars and guest lecturers, publishing brilliant papers, contributing to academic debate, presenting papers at conferences and supporting our remarkable students. Thank you to everyone who has contributed to the outcomes of the School during this period.

Last Friday night the 14th August, the Armidale Chamber of Commerce held its annual Chamber Business Awards. The Awards are co-sponsored by UNE Business School and UNE and I had the pleasure of attending the evening alongside the Vice-Chancellor, Professor Annabelle Duncan. Also present were Minister for Agriculture,

Barnaby Joyce MP ( a proud alumni of UNEBS) and our local member Adam Marshall MP. Of the 14 Award categories, UNE had finalists in two of the Awards: UNE Smart Farm in the Digital Innovation Category and UNE as a whole in the Mental Health and Recovery Support Category. There were strong contenders in each category. The Excellence in Business Award, which was sponsored by UNE, was won by Uniplan for nearly doubling its business sales.

Regarding excellence, I'd like to congratulate UNE Business School students Jane Stent and Hayley Simpson, for their scholarship achievements. Jane, who is a 2015 V-C Scholar, was recently also awarded a RASF scholarship. Hayley was successful in receiving a scholarship to study her Master in Law in China. To read more see pages 4 and 5 of the Newsletter.

In June, four UNE Business School students specialising in agribusiness competed in the International Food and Agribusiness Management Association World Conference in the USA. As the only team from Australia they were proud representatives and found it an exciting challenge. Well done to the whole team of students and staff who made this a possibility. For a wrap-up, see the article on page 6 and 7 of the Newsletter.

In July, the UNE Business School was delighted to host ex UNE student Naomi Nielsen from JLL who delivered an engaging lecture to Management students on competition and growth in business. See page 5 of the Newsletter for more information.

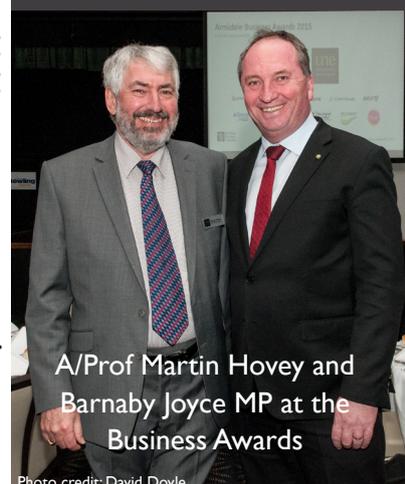
In October I will be travelling to China and South Korea. In China I will be visiting some of the key partners and in South Korea visiting potential universities and making keynote addresses.

Recently the UNEBS has been focusing on building long-term relationships in Tamworth including organising; hosting a meeting of Careers Advisors, a luncheon for school principals in the region, and speaking at a Tamworth Business Chamber meeting.

I hope you enjoy reading more about the activities of the School in this Newsletter. Congratulations to all those who have achieved significant research outcomes as highlighted on page 2.

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A/Prof Martin Hovey and Barnaby Joyce MP at the Business Awards

Photo credit: David Doyle

## MAJOR RESEARCH OUTCOMES

Kotey, B., Mazzarol, M., Clark, D., McKeown, T. and Battisti, M. (2015). *SMEs in the Digital Economy, Surviving the digital revolution*, Tilde University Press, Victoria, Australia.

**Introduction:** Associate Professor Bernice Kotey and Dr Sujana Adapa, from the UNE Business School, have respectively co-authored and authored three chapters in the book 'SMEs in the Digital Economy: Surviving the Digital Revolution'. The book is the main outcome from the 28th Annual Small Enterprise Association of Australia and New Zealand (SEAANZ) Conference held in Melbourne from 1-3 July. Bernice, a member of the Executive Board of SEAANZ was also part of the book's editorial team. SEAANZ has been at the forefront of promoting small business research, education, policy and practice in both countries since 1987. This publication is part of the SEAANZ Research Book Series and enables the ideas from 10 selected papers presented at the Conference to reach a wider audience. It reflects the diversity of issues and complexity of small business and each chapter brings specialist knowledge to the issue of how small and medium-sized enterprises in Australia and New Zealand use, or can use, digital technologies to improve their business on a day-to-day basis. Bernice and Sujana were fully supported by the UNE Business School to participate in the Conference which they gratefully acknowledge.

For the chapter references see Research Outcomes on pages 15-17 of the Newsletter.

Bayerlein, L. (2015). Curriculum Innovation in Undergraduate Accounting Degree Programmes through "Virtual Internships". *Education + Training*, 57(6), 673-684.

**Introduction:** This article provides a theoretical framework that enables accounting academics to reinvision undergraduate accounting education as skill development programmes that aim to maximise educational opportunities for students through virtual internships. The paper provides the basis for an ongoing research project into the development, implementation, and benefits of virtual internship-based learning.

**Abstract:** The purpose of this paper is to discuss major criticisms of traditional undergraduate accounting programmes and to introduce virtual internships as a curriculum innovation that addresses these criticisms. The main aim of the paper is to inspire curriculum innovation in accounting programmes through the introduction and discussion of virtual internships as a contemporary teaching model. The paper provides a detailed outline of the virtual internship model, its advantages and disadvantages, and its development in practice. The paper is likely to be most relevant for academics in undergraduate accounting programmes because it provides a practical guide to the development of this curriculum innovation.

Rice, J., Liao, T-S., Galvin, P. & Martin, N. (2015). A configuration-based approach to integrating dynamic capabilities and market transformation in small and medium-sized enterprises to achieve firm performance. *International Small Business Journal*, 33(3), 231-253.

**Abstract:** This article develops and tests a model integrating dynamic organisational capabilities, market transformation arrangements and firm performance. Using a sample of 444 small and medium-sized Australian manufacturing firms, the study finds that performance is driven by the successful deployment of dynamic capabilities including innovation, training and information technology investments. Performance improvements are mediated by purposeful market transformation strategies adopted by firms such that the capability investments lead to no improvement without steps to commercialise the new capabilities through new product releases, new market access and new advertising investments.

# UNE BUSINESS SKILLS SURVEY



*At the Survey launch (L-R) Jade Hauser, Professor Gabriel Donleavy, Professor Derek Baker, Associate Professor Martin Hovey, Professor Annabelle Duncan, Professor John Rice, Dr Lou Conway & Dr Phil Thomas.*

On Tuesday 14th July, UNE Business School and the Armidale Business Chamber launched the online Business Skills Survey. The Business School developed the skill survey to determine local business strengths and what factors are needed to improve business.

The survey development team, led by Mr Brent Gregory from the UNE Business School, are hoping to learn more about:

- i) the advantages and disadvantages of operating in a regional area;
- ii) what the current regional growth sectors are; and
- iii) what drives business to grow in Armidale and surrounds.

The survey will assist local businesses in assessing what skills they need to grow.

“Armidale is a fantastic city to live and improvements in technology are increasingly making it also a great place to operate a business. Through this survey we are hoping to play a role in highlighting talent that exists in Armidale as well as identifying business opportunities for Armidale businesses,” said Brent.

Head of UNE Business School, Associate Professor Martin Hovey, said the success of the survey is dependent upon Armidale business owners completing it and all are invited to participate in the Armidale Business Skills research project.

Information gained from the survey will be shared with stakeholders, the Council, the Chamber, and UNE Business School and will inform business training and education locally. Initial survey responses are likely to be collated by mid-September. All information will remain confidential, unless permission is specifically given otherwise.

The survey, which takes only about 20 minutes to complete, is available to be completed at

[http://uneprofessions.az1.qualtrics.com/jfe/form/SV\\_5q1142DLb6F9m8R](http://uneprofessions.az1.qualtrics.com/jfe/form/SV_5q1142DLb6F9m8R)

The Chamber is providing an incentive to survey participants. All entrants into the Survey will go into a draw to win 2 x return flights to Sydney with REX Airlines.



## JANE STENT

UNE Business School student Jane Stent from Scone, is an exemplary second year studying a Bachelor of Business (majoring in Professional Accounting and Applied Finance). In addition to receiving support through the 2015 Vice-Chancellor's Scholars program, Jane has been awarded a prestigious Royal Agricultural Society Foundation (RASf) Scholarship. The RASf provides these scholarships to help rural Australians realise their potential through education, make a difference in their community and achieve their ambitions.

When Jane (24) heard of her success she wrote, "To know that my passion for rural Australia, and a wish to one day be able to contribute to rural communities using the knowledge I have attained through my tertiary education, has been recognised in my being awarded an RASf Scholarship is amazing. I have never found that living in a rural area has interfered with my access to study; it is scholarships like the RASf Scholarship (and universities like UNE!) that make this access to a quality tertiary education possible for students Australia-wide."

Dr Lou Conway interviewed Jane recently, asking her about her studies and her career ambitions.

*How did you come to study with the UNE Business School?*

Quite by accident, actually! I initially completed one year of a B Arts/B Laws at ANU in Canberra on finishing school, but decided quickly the law was not for me. I found myself in North Queensland for two years, governessing on a cattle station near Julia Creek and pondering what I wished to do with my life, after which I returned to my home town of Quirindi to assess my options. By chance I landed a trainee accountant position at a firm in Quirindi; I am so thankful they took a chance on me as I enjoyed it from the outset and it was the catalyst to my starting the Bachelor of Business externally through UNE. Since then, I have moved on to a full-time role as a Dealers Assistant at Morgans in Scone, a stockbroking firm, and am now in the second year of my degree.

*Why did you choose accounting and finance, what do you like about your study?*

Accounting & finance are the core of business and go hand in hand for obvious reasons. I initially chose accounting purely because I was working as a trainee accountant at the time, but have grown to love its practical and logical nature, particularly financial accounting. Finance is something that has always interested me, specifically investing; there's something a bit exciting about watching the rises and falls in the stock market and investigating the reasons behind them. I'm lucky enough to be working for two very talented brokers at the moment who are definitely fostering this passion, whether they realise it or not!

*How do you imagine your career evolving?*

I am still in the early stages of my degree and have never really been a "five year plan" kind of person, but would definitely describe myself as a driven & passionate individual, so who knows! I'm sure as my study progresses I will have more of an idea about the specifics of where I'd like to go; it would be great to get a foot in the door of one of Australia's larger corporate institutions at some point for experience's sake. I am a country girl at heart, and hope to one day be able to use my knowledge to contribute to rural communities and businesses, hopefully with my own business (why not?!). I'm constantly inspired by the success of women like Shemara Wikramanayake & Gail Kelly, though that's raising the bar fairly high ...

Congratulations Jane, an amazing achievement both academically and professionally!

# UNE BUSINESS SCHOOL STUDENTS' SCHOLARSHIP SUCCESS cont...

## HAYLEY SIMPSON

The UNE Business School warmly congratulates Hayley Simpson (BBus/BLaws) in being awarded a prestigious scholarship to study a Master in Law at Zhejiang University, Hangzhou in China.

This opportunity follows Hayley's success in receiving a UNE Foundation Scholarship to participate in the UNE Business School China Study Tour in 2014. While she says the 'experience of culture shock was extreme' she took the opportunity to apply for a Master of Laws earlier this year to 'further my knowledge of other cultures and to enjoy living with new people in a new country'.

'I feel this is going to be an experience I will never forget, it will improve me academically, socially and culturally as it paves new avenues for career opportunities, fun experiences and making new friends,' Hayley said. 'Whether you are in your first year or last year, I encourage everyone to look for opportunities and to not be afraid when applying. Challenging yourself leads to growth and may take you on an amazing adventure'.

Hayley leaves to take up her scholarship in China at the beginning of September.



*Hayley Simpson pictured here with students from Shandong Institute of Business and Technology, Yantai, China, 2014.*

## A 2015 "World's Most Ethical Company", JLL engages UNE Business students in real-world organisation design

On Monday 27th July the UNE Business School proudly hosted Naomi Nielsen, Head of Emerging Sectors in the Corporate Solutions division for Jones Lang LaSalle (JLL), to deliver a riveting lecture for students studying MM200: Managing People and Organisations. (Students enrolled in MM200 during Trimester 2 and 3 will be studying JLL as a case study.) JLL employs over 50,000 employees globally and has been acknowledged as one of the 'World's Most Ethical Companies' by Ethisphere for the eighth year in recognition of how the company fosters a culture of ethics and transparency. JLL is one of only three real estate companies to receive this award, and is an amazing case study for students interested in how to design an organisation to perform. The students were privileged to have Naomi Nielsen, as a senior executive with JLL, lead them through a detailed analysis of how the company responds to the competitive nature of the industry and importantly builds an organisation that delivers opportunities for growth.

Naomi is a member of UNE's alumni having obtained a Bachelor of Economics (1994) and an MBA (2007) and then going on to build an impressive corporate career. With over 22 years of real estate experience in Australia, Naomi has extensive knowledge in all sectors including education, health, defence and other social infrastructure sectors.

The UNE Business School is grateful to Naomi for taking the time to return to our campus and deliver such a brilliant presentation.

# Agribusiness on the International Stage

UNE Business School students Peggy Keats, Craig McGlashan, Sarah Rohr and Elizabeth Star, recently competed in the International Food and Agribusiness Management Association (IFAMA) World Conference student case study competition held in the USA. The students were accompanied to the USA by Dr Stuart Mounter, Senior Lecturer in Economics, and Ms Jade Hauser, UNE Business School Liaison Officer. The team performed extremely well in the competition, placing third in their heat against strong competition from South Africa, New Zealand, Mexico and the United States.

“The experience was invaluable,” said Craig McGlashan. “We were competing against more than 20 teams from all over the world. Although placing third in our heat, behind Kansas State University from the USA and Massey University from New Zealand, we were only half a point behind the winners. This was extremely encouraging, given that it was our first attempt, and proved that we were more than competitive against the world’s best.”

Team co-advisor Dr Mounter said it was an incredible group effort by the students and their participation and performance in the conference enhanced UNE’s reputation, both nationally and internationally, as a leader in Agribusiness education.

In attending the conference the students gained a deeper understanding of current issues impacting the global food chain and afforded them the opportunity to broaden their professional networks. “We gained a broader perspective of the collaborative effort required by various stakeholders in addressing issues such as global food security, big data management and attracting talent into the food and agribusiness sector,” said Peggy Keats. Sarah Rohr agreed saying that “the round table sessions involving students in discussions about these issues with academics, and industry and government leaders were a great, interactive experience.” Lizzie Star added that the opportunity to network and expand her knowledge of international industries, systems and markets has given her more complete view of Australia’s position in global agribusiness. “The outlook of what we collectively need to achieve in the face of a changing climate and a growing population was a shared focus of the conference participants,” she said.



*L:R Jade Hauser, Peggy Keats, Craig McGlashan, Tim Leviny, Lizzie Star, Sarah Rohr and Dr Stuart Mounter outside the Land O'Lakes Headquarters in Minneapolis-St Paul, USA*



*L:R Lizzie Star, Sarah Rohr, Craig McGlashan and Peggy Keats*

*Conference participants from across the world gather in the Conference Centre in St Paul, USA*



# Agribusiness on the International Stage cont...

Other highlights of the trip included a visit to Land O'Lakes – an agribusiness cooperative and industry leader in Dairy Foods, Agronomics and Livestock employing 10,000 people – at the invitation of UNE alumnus Tim Leviny, now Vice President of Global Dairy Ingredients at Land O'Lakes and a private tour of Cargill's North American Food Innovation Centre - the hub of Cargill's global network of food and ingredient research and technology Centres. The UNE team was also thrilled to meet esteemed Emeritus Professor Ray A. Goldberg, responsible for developing the Agribusiness Program at Harvard Business School.

Next year the conference is in Denmark and applications for positions on the team will be called for in the near future. Derek Baker, UNE's Professor of Agribusiness and Value Chains, is keen to see this become an annual event stating, "it is an integral part of the UNE Business School's growth strategy for its Agribusiness and Agricultural and Resource Economics degrees. It is also a key step in taking UNE Agribusiness onto the international stage. The students return to Australia with new perspectives and an expanded contact network that will benefit them in their own careers, but also agribusiness more generally in Australia and particularly in New England".

The UNE IFAMA team would like to acknowledge all the support they received from academic and professional staff, students and sponsors over the last six months.



## UNE Business School Peer Mentor Help Program

The UNE Business School continues to run the Peer Mentor Help Program to further support both internal and external students in core first year Business units across Accounting, Economics, Finance, and Management. Participation in the program by students in first year is voluntary and flexible.

Peer Mentor Help sessions are both group and individual, and are facilitated by senior students who have knowledge of their discipline, interpersonal and communication skills. Students who are on-campus can attend sessions each week held within the Business School teaching & learning areas. Students who are off-campus can participate on-line via Moodle using real-time synchronous discussion through Adobe Connect.

Peer interactions through Mentor Help sessions assist students to engage with the Business unit in an informal setting. The sessions also facilitate students to become successful learners by developing a sense of student identity and belonging to the UNE Business School as well as the wider UNE community. The Peer Mentor Help Program provides students with additional opportunities to acquire critical academic and learning skills, and enhance deeper discipline content knowledge and understanding. These factors are acknowledged to contribute to students' academic success and retention.

The Program has been funded through HEPP (Higher Education Participation Program), an external competitive grant, and is coordinated by the First Year Advisor – Business & Law, Nola Holmes; and First Year T&L Network Coordinator/Senior Lecturer in Management, Dr Sujana Adapa. For more information please contact either Nola or Sujana.

## UNE initiated Birth Certificate Program receives \$900,000 from Commonwealth Government

The Minimbah Project, which was initiated by a UNE student, and developed by UNE Enactus, strongly supported by the UNE Business School, will be providing thousands of birth certificates to Australians over the next three years.

“The program has recently attracted \$900,000 from the Office of Prime Minister and Cabinet to roll the project out nationally over the next three years. We’re aiming to issue another 10,000 certificates each year,” says Mr Will Winter, UNE’s leader of the Minimbah Project.



*The UNE Enactus Team with Professor Alison Sheridan, Acting Pro Vice-Chancellor (Academic).*

The national project will now be led by local not-for-profit group Pathfinders, and will maintain its close links with UNE. “Groups keen to make a difference in regional communities such as UNE Enactus, along with education, social scientists and health specialists with an interest in lifelong participation in society are encouraged to be involved,” Mr Winter said.

It is estimated that up to 300,000 Australians may not be registered and do not own birth certificates and that a further 35,000 or 12% of babies born each year for various reasons do not have their births registered in the first year of life.

“This mostly affects indigenous and low socio-economic families who struggle to access mainstream society due to insufficient proof of their legal identity in Australia. Birth certificates provide the foundation for full participation in Australian society. It is the first right of citizenship, upon which all other privileges and responsibilities are built. We are changing the lives, one by one, and strengthening community capacity in the regions where we deliver.”

The significance of the program was recently recognised with the UNE Enactus team winning the prestigious 2015 Australian Enactus Championships in Melbourne, beating teams from 27 other Australian universities. The Minimbah Project was a major part of the team’s successful presentation and the team will now represent Australia at the World Championship in Johannesburg, South Africa in October. Congratulations to all involved.

## ARMIDALE BUSINESS CHAMBER AWARDS 14TH AUGUST



Photo credit: David Doyle



Photo credit: David Doyle

*Associate Professor Martin Hovey with Mr Mark Lumb, Uniplan - Winner of the Excellence in Business Award sponsored by UNE.*

*(L-R) Professor Annabelle Duncan, UNE V-C, Ms Susan Cull, President of Armidale Business Chamber, Associate Professor Martin Hovey and Mr Adam Marshall MP, Member for Northern Tablelands.*



## What we've been doing.....



Professor Brian Dollery has been invited to join the Economic Society of Australia's National Economic Panel. The Society, which has been operating since 1925, is primarily concerned with promoting discussion and debate of economic issues within Australia. The National Economic Panel comprises 50 economists drawn from academia and the private and public sectors who advise the Central Council of the Economic Society of Australia on various matters, including the ERA and quality assurance.



Dr Joseph Drew was called to give evidence regarding funding of infrastructure to the Federal Senate Finance and Public Administration Committee on Friday 14th August, 2015.

### Upcoming

Both Dr Drew and Professor Dollery will be providing evidence to the State Inquiry into Local Government in New South Wales on Tuesday 18th August. This inquiry will investigate problems associated with the Fit For the Future program which *inter alia* proposes a large number of controversial council amalgamations.



Dr Omar Al Farooque has recently attended and presented papers at three international finance conferences:

- At the 13th Infiniti Conference on International Finance in Ljubljana, Slovenia he co-presented a paper entitled "Corporate Governance and Earnings Predictability in Banks".
- Later in June, the 7th International Finance and Banking Society Conference was held in Hangzhou, China. The conference theme was 'The Future of Financial Institutions and Markets: Navigating the Challenges Ahead' and Omar co-presented a paper entitled "An Exploratory Analysis of Earnings Management before and after the Governance and Disclosure Regulatory Changes in Australia and New Zealand".
- In July he headed to Hobart for the Accounting and Finance Association of Australia and New Zealand Conference (AFAANZ). AFAANZ is the premier body representing the interests of accounting and finance academics interested in accounting and finance education and research in Australia and New Zealand. Omar presented his peer reviewed paper "Earnings Predictability, Ownership and Governance Structure: Emerging Trends in Australia".

### **UNE Business School and UNE Parramatta FutureCampus deliver their first dual campus career planning event.**

On Monday 20 July, representatives from the UNE Business School and the UNE Parramatta FutureCampus collaboratively ran the first ever Strengthening Your Graduate Reputation Event for Business at UNE. Students had the opportunity to hear from:

- Employer speakers from Dixon Advisory and Deloitte
- A fantastic Alumni Panel
- Dr Lou Conway and Dr Michelle Goyen from UNE Business School
- Mr John McKinnon from UNE Study Abroad and Exchange.

Students received valuable information and advice on many aspects of career planning, industry specific advice, studying and gaining experience abroad and also awareness in personal development during and after one's studies. Students in Parramatta also had the opportunity to network with staff from Dixon Advisory, Deloitte and IPA about upcoming opportunities and membership. The event was very successful and can be watched back via the UNE Business School Community Moodle site.

## What we've been doing cont.....

### UNE features prominently in an International Conference on Global Economic Policy Issues

A group of researchers from the UNE Business School and the Institute for Rural Futures (IRF) attended the 18th International Conference on Global Economic Analysis held at the Melbourne Convention Centre from 17-19 June, 2015. The annual conference was organized by the Centre for Global Trade Analysis (GTAP) at Purdue University (USA) and Centre of Policy Studies (CoPS) at Victoria University in Melbourne. The main theme of the conference was "Information for Policy Maker: Practical Economic Modelling for Tomorrow".



(L-R ) Mr Duy Nong, Mrs Trang Tran, Professor Mahinda Siriwardana, Dr Judith McNeill and Dr Sam Meng.

More than 200 researchers from all over the world presented papers covering many important global economic policy issues as well as new developments in CGE modelling. The UNE group included four PhD students (Mr Duy Nong, Mrs Trang Tran, Mrs Tsan Wang and Mr Arky Akioka) and three staff members (Professor Mahinda Siriwardana, Dr Sam Meng, and Dr Judith McNeill). These UNE researchers presented five papers emanating from their ARC Linkage Project (LP120200192) entitled "Adaptation to carbon-tax-induced changes in energy demand in rural and regional Australia". Their papers were presented under an organised session called "Studies on Australian Carbon Policy". The papers critically evaluated Australia's contribution to different emissions abatement strategies to date, and the prospects and possible impacts, including global impacts, of Australia adopting an emissions trading scheme (ETS) as a future environmental policy.

The conference papers are available at:

[https://www.gtap.agecon.purdue.edu/resources/res\\_list.asp?SearchType=2015+Conference+Paper&SearchField=type](https://www.gtap.agecon.purdue.edu/resources/res_list.asp?SearchType=2015+Conference+Paper&SearchField=type)

## UNE Business School Seminar Series

### Financial Integration in China



On Friday 24th July, Dr Shawn Leu, Senior Lecturer in Macroeconomics at UNE, presented the seminar "Financial Integration in Asia". During his presentation, Dr Leu presented the results of a FAVAR model that tested the degree of financial integration in Asia. This integration is assumed to be driven by one unobservable regional index factor that measures intra-regional integration within the Asian countries, and four observable country factors that measure inter-regional integration with the Asian region. The main findings of the research indicate that the majority of the interest rate commonality is driven by inter-regional integration where the US and EU are the two dominant factors. Dr Leu has held visiting positions at the International Monetary Fund, Macquarie University, and the University of Cincinnati.

# Educational Development & Communications



Naomi McGrath  
Educational Development  
& Communications  
Team Leader

## SSAF – UNE BUSINESS SCHOOL EXCELLENCE AND INNOVATION COMPETITION FOR ON CAMPUS STUDENTS

The Student Services and Amenities Fee Committee (SSAFC) and the UNE Business School are sponsoring the SSAF – UNE Business School Excellence and Innovation Competition for On Campus Students Competition which aims to provide an incentive for On campus students to develop important skills in addition to the requirements of their course. This incentive is in response to the 2014 SSAFC student survey.



Each School has been given this opportunity to create a competition and our School competition details are as follows:

### Competition Details

Upload a picture of yourself that demonstrates your involvement in any extra-curricular activity based in the local community and in 150 words or less (700 characters) tell us about this activity and how it is promoting excellence and innovation. You can then be in the running to win \$1,000 (first prize), \$500 (second prize) or \$250 (third prize). Students can upload their photo and description to the UNE Business School Facebook Competition page (<https://www.facebook.com/UNEBusinessSchool>). A URL can be provided for students who do not have a Facebook Profile where they can add their entry.

Competition link: <https://basicfront.easypromosapp.com/p/197658> A UNE Business School Committee will rank entries on the basis of excellence, innovation, and then the number of votes received. The Committee's decision is final. **Closing date for registration is 23rd August.**

### Advertising

We have advertised the competition via Facebook, Twitter, UNEBS Website, UNEBS Online Community Site and sent a bulk mail out to ON Campus students as well.

Unit Coordinators and Tutors were asked to promote this competition to ON Campus students in lectures/tutorials/on campus student announcements.

This is a great initiative, and if a success hopefully will be offered again next year. Not to mention what great prizes to win - a share of \$1,750 in cash!



# IT News

**Bernie Groen**  
Senior IT Officer

## Crypto virus threats

Crypto Locker is a newer form of malware which is infecting computers. This unwanted application demands a ransom to unlock your computer - it encrypts all the files and folders.

The cyber-crooks are targeting both businesses and individual computer users – anyone who will pay to regain access to their files.

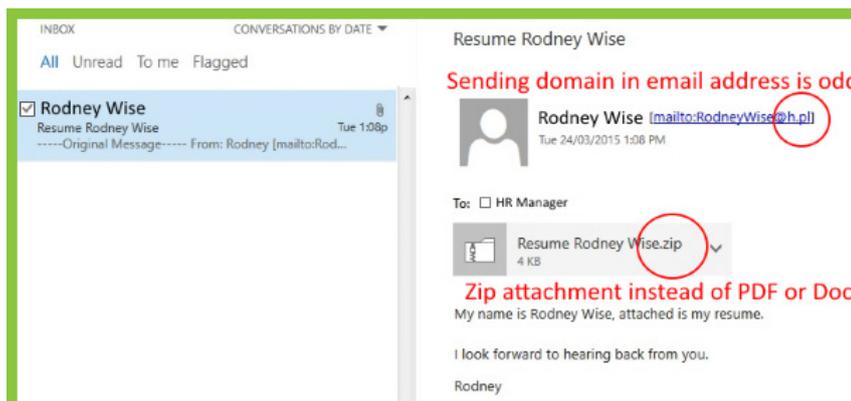
It systematically searches your computer and attached network drives for documents, databases, spreadsheets, photos, videos and other files and encrypts them with military-grade encryption that only the author of the crypto virus can open. Even though it's infected, your computer keeps working commonly; you just can't get access to any of your personal documents unless the ransom is paid.

The latest wave (mid-end of March 2015) is specifically targeting Australia.

### Emails to avoid

The virus is activated by clicking on links in emails apparently from such organisations as:

- **Australia Post** as false delivery notifications from “info@aust-post.biz” or similar, rather than their official austpost.com.au
  - The email states that Australia Post was unable to deliver their parcel, and would be prompted to download the information.
- **NSW Office of State Revenue** as Infringement notices
  - The email states you have received either a parking or Traffic Infringement notice and must click to view it.
- **Various individual names** with a subject starting with “Resume” and containing various names.



Continued over page

# IT News cont...



Once the virus is finished performing the encryption on your files, the PC that is running the virus will show this type of ransom. Once this happens it may be too late to save your files.

## What if I see the virus signs?

You need to act, FAST! It takes time for the files to be encrypted, so the faster the virus is identified and stopped, the less files will be affected.

As soon as you think you have a ransomware Virus/Trojan shut down your computer and contact IT support.

## So how do I prevent it?

- **Don't** open emails with attachments that aren't known to you, be cautious of emails from Australia Post and NSW Office of State Revenue, or any other organization you are not dealing with.
- **Do** have good backups in place, several methods with copies taken offline and offsite regularly.
- **Do** ensure if you see signs of an infection such as files title "Decrypt" or ".encrypted" that you shutdown PCs and contact IT support immediately.

# Research Outcomes

Please note that the research outcomes listed below are separated into those which have been printed and those which have been published online.

## JOURNAL ARTICLES - PRINTED

### A\* ranked

Bayerlein, L. (2015). Curriculum Innovation in Undergraduate Accounting Degree Programmes through “Virtual Internships”. *Education + Training*, 57(6), 673-684.

### A ranked

Huang, F., Rice J., Galvin, P. & Martin, N. (2015). Openness and Appropriation: Empirical Evidence from Australian Businesses. *IEEE Transactions on Engineering Management*, 61(3), 488-498.

Liao, T.S., Rice, J. & Lu, J.C. (2015). The Vicissitudes of Competitive Advantage: Empirical Evidence from Australian Manufacturing SMEs. *Journal of Small Business Management*, 53 (2), 469-481.

Martin, N. J. & Rice, J.L. (2015). Improving Australia’s renewable energy project policy and planning: A multiple stakeholder analysis. *Energy Policy*, 84, 128-141.

Rice, J., Liao, T-S., Galvin, P. & Martin, N. (2015). A configuration-based approach to integrating dynamic capabilities and market transformation in small and medium-sized enterprises to achieve firm performance. *International Small Business Journal*, 33(3), 231-253.

### B ranked

Blackwell, B. & Fischer, A. & McFarlane, J. & Dollery, B. (2015). Mining and other industry contributions to employment leakage in Australia’s Northern Territory. *The Journal of Developing Areas*, 49(6), 263-278.

Dwyer, B. & Kotey, B. (2015). Financing SME Growth: The Role of the National Stock Exchange of Australia and Business Advisors. *Australian Accounting Review*, 25(2), 114-123.

Farooque, O.A. & Ahulu, H. (2015). Environmental Reporting in the UK, Australia and South African Multinational Companies. *Journal of Developing Areas (Special Issue)*, 49(6), 103-118.

Galvin, P., Rice, J. & Liao, T. S. (2014). Applying a Darwinian model to the dynamic capabilities view: Insights and issues. *Journal of Management & Organization*, 20(2), 250-263.

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