



*Professor Gabriel Donleavy,  
Acting Head of School*

Welcome to the Autumn edition of the UNE Business School newsletter. Professor Alison Sheridan is taking some well-earned leave and I am acting for her until she returns in early June. Just before she left, the structure of the School was adjusted with the appointment of three course coordinators covering our three discipline clusters. Stuart Mounter takes Economics, Theresa Smith-Ruig, Management and Marketing and Omar Al Farooque, Accounting and Financial Management. The Marketing and Engagement role previously held by James Hunter, now retired, has been taken up by Lou Conway. The Deputy Head, myself, continues to act for the Head in her absence and to line manage workload allocation to all the academic staff of the School.

One recent highlight for the School was Graduation on April 23rd. It was a wonderful occasion for all graduates, but especially significant for a husband and wife both receiving their Doctoral Degrees from UNE Business School. Congratulations to Dr Mustafa Alrutbi and Dr Ambarka Atabeb and to their supervisors Associate Professor Martin Hovey and Dr Subba Reddy Yarram. We had four other doctoral students graduating as well.

Congratulations also to: Brendan O'Driscoll, Bachelor of Economics, who graduated with First Class Honours and recognised as a Vice Chancellor's Scholar; and to Jamie Watts, Bachelor of Business/Bachelor of Law with Honours, who won the New England Award. For more graduation photos see pages 3 and 4 of the Newsletter.

Another recent major event was the CPA networking night held last Thursday 28th April. It was pleasing to see 19 graduates rewarded for their efforts by receiving merit certificates. For more on this see page 6. The top student, Stephanie Kingsmill distinguished herself in three units of the course as well as in overall performance. I was pleased to be able to convey our appreciation afterwards to her mother and brother who were there. The speeches by Glenn Ahern and Ruben Malouf of CPA were well received and appreciated.

I'd also like to pass on my congratulations to the staff who have been recognised by their peers and/or published recently. See page 2 for Staff achievements and page 15 for our research publications.

As well as Dr Omar Al Farooque becoming a CA, I added CA to my CPA qualification in February. I am still very much interested in what is happening in China and Hong Kong and published a column in China's main English language newspaper, the Peoples' Daily on the long term future of Hong Kong and its rights as China itself evolves. See page 11 for the link. I hope you enjoy reading this edition of the Newsletter.

*Gabriel Donleavy*

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Photo Credit - David Doyle

Professor Gabriel Donleavy and Deputy Chancellor Jan McClelland at the CPA Networking Event

## STAFF ACHIEVEMENTS!



**Associate Professor Rene Villano** was presented with a 2016 Community Builders Award in the Field of Education by a non-profit association Adhika, Inc. in collaboration with the Office of the Philippine Consulate General Sydney. The award is to recognise outstanding Filipino-Australian's for services to the community to mark the 70th year of diplomatic relations between the Philippines and Australia.

Congratulations Rene.

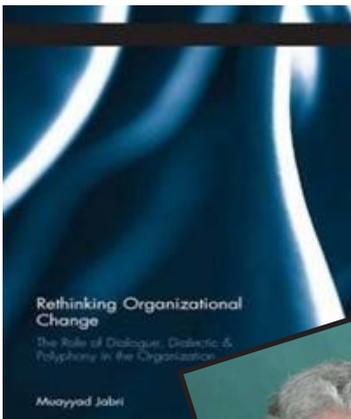


**Dr Sujana Adapa** successfully obtained a Senior Fellowship of the Higher Education Academy (SFHEA) through the ANU Education Fellowship Scheme. This fellowship is in recognition of Sujana's expertise against the UK Professional Standards Framework across areas of activity including core knowledge, professional values and peer engagement. The SFHEA recognised Sujana's designing of current pedagogy, with a particular focus on the creation of interactive teaching resources for Marketing students. Sujana's sound understanding of the subject and her sincere efforts to obtain a detailed understanding of educational technology, use and practice, are highly commended.



Congratulations to **Associate Professor Muayyad Jabri** on his new book entitled "Rethinking Organizational Change: The Role of Dialogue, Dialectic & Polyphony" that has just been published by Routledge. (ISBN 9781315713045)

"In an international review of Muayyad's book, Professor David Boje of New Mexico State University, wrote "Muayyad seeks to promote the notion of polyphony ... he provides a cutting-edge discussion of a variety of contemporary ontological and epistemological themes centered on process, dialectic, dialogue and social construction. His book is a must-read for those in the field of change management that want to develop a relational dialogue approach." In another review of Muayyad's book, Julian Randall of the University of Aberdeen wrote "Muayyad Jabri explores polyphony as a significant concept in the generation and understanding of meaning in everyday converse. Students and practicing managers alike will find this a fascinating and insightful read."



In early March **Dr Omar Al Farooque** was advised that his full membership of the Chartered Accountants Australia and New Zealand had been approved. Congratulations Omar on this professional advancement.

The latest issue of the Australian Journal of Public Administration includes five articles by three of our staff: **Professor Alison Sheridan, Professor Brian Dollery, Dr Theresa Smith-Ruig** and two ex-staff members **Dr Joseph Drew and Dr Bligh Grant**. For article information see the Research Publications list on page 15.



# GRADUATION 23 APRIL



Dr Daisy William - new PhD graduate (above)



Left: Husband and wife PhD graduates Dr Ambarka Atabeeb (left) and Dr Mustafa Alrutbi (right) with supervisor A/Professor Martin Hovey



Above: **Brendan O'Driscoll, Bachelor of Economics with First Class Honours and VC Scholar with the Vice Chancellor, Annabelle Duncan**



Right: Lu Zhao, Master of Commerce



Right: Shiying Wei, Bachelor of Commerce (Accounting) with family

Right: Priscilla Fisher, Bachelor of Economics and Russell Thompson, Bachelor of Organisational Leadership



Above L-R: James Cleaver, Bachelor of Economics/ Bachelor of Laws, Mitchell Maguire, Bachelor of Agribusiness and Tim Flynn, Bachelor of Business/Bachelor of Laws



Above L-R: Adam Body, Member of UNEBS Course Advisory Board with Ed Lefley, Master of Economics



Left: Neil Wingrave, Master of Strategic Organisational Development with the VC, Professor Annabelle Duncan and the Chancellor, James Harris



Above: Jamie Watt, Bachelor of Business and Bachelor of Laws (Honours) and New England Award



Above: Nittaya Sichabel-Braun, Master of Professional Accounting

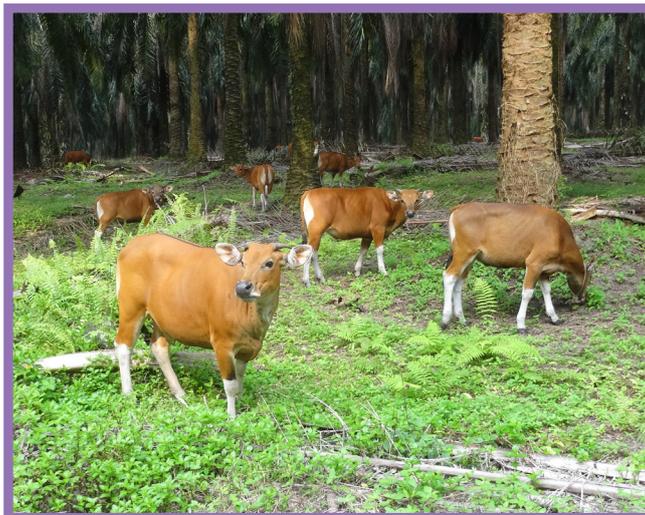


Above: Dr Lou Conway with Christopher McKern, Bachelor of Business

# RESEARCH NEWS FROM UNE BUSINESS SCHOOL

## BEEF INDUSTRY DEVELOPMENT

From the 13th-25th of March Professor Derek Baker from the School and Dr Fran Cowley (School of Environmental and Resource Science, UNE) visited Indonesia on an ACIAR-funded scoping mission to prepare for a beef industry development project to be implemented in late 2016. This 5-year \$4 million research project will focus on integration of the Indonesian beef industry with the oil palm industry which dominates many of the country's north eastern regions. Derek and Fran visited Riau and East Kalimantan as possible project sites, and also spent time with project partners ICARD (Indonesian Centre for Animal Research and Development) in Jakarta and Bogor.



## ENDURING COMMUNITY VALUE FROM MINING (ECVM) PROGRAM DELIVERS ON COMMONWEALTH MILESTONES AND CREATES FUTURE RESEARCH OPPORTUNITIES

The ECVM program of the CRC for Remote Economic Participation (CRC REP), partnered by the UNE Business School through Dr Boyd Blackwell, has delivered on key milestones this year, leading into its final year of operation. Over 65 publications and presentations have been produced from the ECVM program, providing new knowledge and a significant evidence base for economic development in remote Australia. Recent research activities include:

- submission of Mr Stuart Robertson's PhD thesis on Mine Lifecycle Planning and Enduring Community Value from Mining;
- presentations to the Leigh Creek community to create alternative futures given the mine coal mine closed in late 2015;
- coordination of a series of research outputs for the Leigh Creek Request for Information from the SA Government;
- preparation of a draft Input-Output Model for Remote Australia prepared by Jim McFarlane (PhD Student) in collaboration with Boyd Blackwell;
- workshops and additional contracting for an Remote Community ECVM Toolkit in managing and planning for the vagaries of the mine lifecycle; and
- Corporate Social Responsibility (CSR) survey data collation from mining industry stakeholders to critically review current institutional arrangements.

ECVM publications can be found at: <http://crc-rep.com/research/regional-economies/enduring-community-value-mining/project-outputs>

For more details on any of these matters please contact Dr Blackwell, [boydb@une.edu.au](mailto:boydb@une.edu.au)



Left: Kathleen Wallace (Uyetye, Todd River, Central Australia) artwork showing the critical role of information dissemination, including its careful sharing and protection, a metaphor for the CRC REP and Ninti One Ltd relationship. See more of story here: <http://crc-rep.com/crc-rep-logo-story>. Reproduced with permission.

# CPA NETWORKING EVENT

## THURSDAY 28 APRIL

On Thursday 28 April the UNE Business School held the annual CPA Networking and Awards Night. It was a great event to celebrate student achievement and to hear how the CPA is preparing members for the future. The event was to celebrate the hard works, efforts and commitments of the UNE Business School undergraduates to obtaining an accredited degree. This event also provided CPA an opportunity to meet some top ranking students. A total of 139 merit certificates were being awarded from 3 Trimesters of 2015. Congratulations to all the award winners for their outstanding academic achievements. After the award ceremony students were able to network and connect with local Accounting firms, such as Boyce, and other businesses to explore career pathways and job opportunities.

The event was chaired by the Acting Head of School Professor Gabriel Donleavy and attended by the UNE Deputy Chancellor Ms Jan McClelland and other guests from other Schools, Directorates and Careers Office, local accounting firms, community members, and members from UNE Business School. UNE Deputy Chancellor Ms Jan McClelland and CPA Australia NSW General Manager Mr Glenn Ahern jointly presented the awards to the attending students. Mr Glenn Ahern was the Guest Speaker who made presentation on 'The New Face of Accountancy'. CPA Australia NSW Relationship Manager Education Mr Rupen Malouf also presented his five hot tips for successful networking.

Special thanks to the CPA representatives and Senior Executives of UNE and to all the professionals who attended and continue to support our students. Well done to the team; Kerry Towns, Sophia Doran and Sharon Styles who assisted me in organising such a successful event.

*Dr Omar Al Farooque*

*Below: Erika Donadini with her Meritorius Performance certificate and UNE Deputy Chancellor Jan McClelland and Glenn Ahern*



*Above: Wei Fang receiving his certificate confirming full membership of the CPA from Glenn Ahern, CPA NSW General Manager*

**Photo Credits - David Doyle**



*Above L-R: Phil Alchin (Boyce), Paul Fisher (Boyce) & Acting Head of School Professor Gabriel Donleavy*

## CPA NETWORKING EVENT cont..



Above left: Dr Omar Al Farooque (L) & Dr Kamaljeet Sandhu (R) from UNE Business School

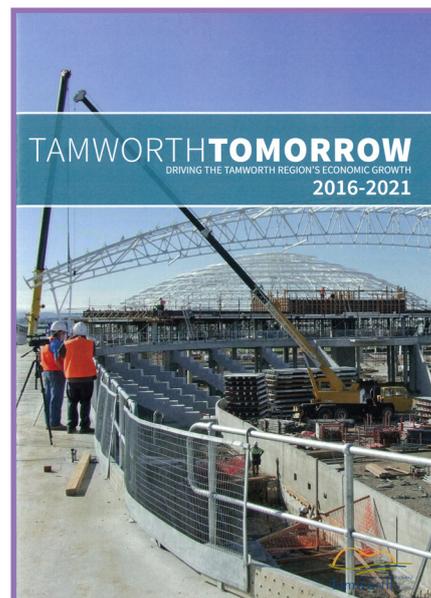


Above right: Stephanie Kingsmill, with her Excellence award for First Year Accounting Studies & Glenn Ahern

## TAMWORTH TOMORROW - OPPORTUNITIES FOR UNE BUSINESS SCHOOL

### Launch of Tamworth Tomorrow 2016-2021

Dr Lou Conway attended the Tamworth Regional Council's launch of their economic development plan on Thursday 21 April at a function hosted by the Tamworth Business Chamber. Over 90 local businesses gathered at the QANTAS hangar at Tamworth Airport to hear first-hand from Craig Dunstan, Manager of Investment and Growth at Tamworth Regional Council. The plan is built on a number of regional targets for; population growth, increasing labour force capacity, cultural activity, innovation, infrastructure, collaborations and partnerships. Education for business activity features strongly in the report in addition to a quest to build technology-driven innovation across a number of industries, including agriculture, food processing and agribusiness. Opportunities for UNE Business School to support the Tamworth Regional Council implementation plan are being explored. The plan can be viewed at <http://www.tamworth.nsw.gov.au/Economic-Development/default.aspx>



# Strengthening Your Graduate Reputation Event

Employers and UNE alumni came together on Monday 7 March 2016 at FutureCampus to deliver an insightful presentation about strengthening career opportunities and graduate reputations for Business students. Students in Armidale and at FutureCampus benefitted from hearing Jimmy Taylor (Graduate Talent Acquisition Team, Deloitte Australia), Tamara Brown (Director of Private Clients, PwC), Ben Casey (Program Manager, Australian Tax Office), Kym Freedman (GradAustralia) and Kiara Ramos (Careers Engagement Coordinator, Chartered Accountants Australia and New Zealand) speak about their top tips and tricks for writing resumes and job applications, presenting for interviews and landing that coveted graduate position.

The three reputable speakers agreed on the following:

- Your university marks are not the most important factor that is considered when you are applying for a job. Firms will also take into consideration your work and life experience.
- Share your life experience and stories as employers look for people who can share the culture of the workplace. Cover letters provide a good place to share this information.
- Research the organisation and understand their strategies.
- Know and understand the role you are applying for.
- Triple check your work for spelling and grammatical errors.
- First impressions last so be on time and dress for success, which includes:
  - o Never compromise on fit.
  - o Keep the company dress code in mind.
  - o Dress to highlight your personality and strengths.
  - o Dress for the position you want.
- Talk confidently about your resume.
- Ask two or three questions as this shows initiative and that you want the role. Don't be afraid to ask the 'silly' questions. Questions to ask could include:
  - o "Why do you like working at this company?"
  - o "What is it about this company that makes it human?"

James Cooke, a LinkedIn consultant and trainer, spoke about the importance of having an online presence through the world's largest professional network. With over 7 million users in Australia and 400 million globally, LinkedIn is an invaluable asset to students, graduates and employers. James' advice to best utilise this platform includes:

- Join the right groups, target decision makers and then connect and engage!
- Don't talk about yourself; rather, speak about what you can do for companies.
- Be nice to yourself, be nice to each other and don't burn bridges.

John McKinnon from UNE's International Office explained how student exchange programs can benefit a student's graduate reputation and enhance their career opportunities. Student exchange programs can be affordable too with a wide range of scholarships on offer to UNE students.

## Strengthening Your Graduate Reputation



# Strengthening Your Graduate Reputation Event cont..

The second part of the night included hearing a panel of UNE alumni speak about their experiences as well as UNE Business School staff weighing in on the discussion. As Course Co-ordinators we suggested joining professional bodies as student members, undertaking paid internships, taking every interview as a new experience and being curious about everything. Julia Perryman, UNE's Senior Careers Officer explained to students the importance of cleaning up their social media profiles and reminded them of the many online courses they can participate in via Moodle.

Right: Students at the SYGR event in Lecture Theatre 3, UNE Business School



Lastly, Commissioner Inaam Tabbaa AM, Prue Bedford and Justin Field made up UNE's alumni panel. Together, they discussed how their UNE studies prepared them for their current roles as well as providing the audience with the following important advice:

- Absorb as much as you possibly can (provided you are appreciated) in your job and put your hand up to take on extra responsibility. – *Commissioner Inaam Tabbaa AM, Industrial Relations Commission of NSW.*
- The first 100 days in a job are invaluable. In order to connect to the company's culture, go to as many things as possible, have lunch in the staff room (rather than your office), be involved, participate in sports activities and other traditions that the company may have. – *Prue Bedford, Senior Manager, Human Resources, Australian Children's Education and Care Quality Authority.*
- If it is a possibility within your company, visit and work at one of their global offices. This will give you the opportunity to work and understand how to be successful within a culture different to your own. - *Justin Field, Principal Organisational Development Consultant, Oracle.*

The UNE Business School sincerely thanks Rob Field, the Manager of the Parramatta FutureCampus whose idea it was to create this annual career development event and work collaboratively with us to make it happen! The event has gone from strength to strength with two regional accounting firms also requesting the opportunity to attend the presentations and networking event that followed. A special thanks also to Kathleen Trevena and Rachel Cameron for their professional support in ensuring the event ran smoothly.

*Michelle Goyen (Course Coordinator for Accounting and Finance) and Lou Conway (Course Coordinator for Undergraduate Business)*

# IFAMA TEAM FOR 2016

On the 15th June 2016, the UNE team of five agribusiness students (drawn from UNEBS and Environmental and Resource Science) will travel to Aarhus, Denmark to compete in an international agribusiness case study competition. The team has been in training since January 2016, under the supervision of Dr Stuart Mounter, Professor Derek Baker (UNEBS) and Ms Sally Strelitz (ERS). Sally and Stuart will be accompanying the team to Denmark as team advisors. There are site visits planned to businesses in Copenhagen and Aarhus.

The 2016 conference theme is “A Universe of Food Innovation” focusing on Innovation, Talent, and Technology in 21st Century Agribusiness. During four dynamic days, leaders from business and science will meet at the heart of Europe’s food innovation centre to find new ways to ensure sufficient, safe and nutritious food for the growing world population.

**Below (L:R) The IFAMA team members; Craig McGlashan, Sarah Rohr, Max Laurie, Sally Beer and Conrad Rees**



## FAREWELL TO JOSEPH DREW

As a Research Fellow in Local Government, Dr Joseph Drew completed his three-year contract at UNE at the end of February 2016. He has taken up a position at the University of Technology Sydney as a Research Fellow at the UTS Institute for Public Policy and Governance. After arriving at UNE in 2012, Dr Drew completed a PhD in the empirical analysis of Australian local government in 2013. He then accepted a three-year Research Fellowship in Local Government in the School. As a researcher in the School, Joseph published an astonishing 28 journal articles, comprised of 2 A\* papers, 17 A papers and 9 B papers! He also co-supervised several Honours, Masters’ and PhD students. We wish him well at the UTS.



*Professor Brian Dollery*



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



On the 31st March and 1st April **Dr Omar Al Farooque** attended the 7th Conference on Financial Markets and Corporate Governance hosted by Monash University at the Intercontinental Melbourne The Rialto Hotel in Melbourne. Omar presented his 2016 co-authored paper at the conference: Board Independence and Disclosure Quality of Investor Relation Magazine Award Winning Public Firms in the UK: Matched- Pair Sample Analysis.



### **Beef Production Value Chain Training**

On the 14th and 15th March, **Dr Emilio Morales** delivered a training session on Value Chain Analysis and Agricultural Economics to a group of thirty professionals from Indonesia. This training was a component of the Australia Awards project on beef production systems led by Professor John Gibson, School of Environmental and Rural Science. The objectives of the course are to build the technical knowledge of participants in beef production, welfare, marketing and best practices through innovative processes.



Adjunct Research Fellow **Dr Ian Tiley** was recently appointed to conduct examinations and public consultation processes into two new council merger proposals. These proposals are in addition to the two earlier proposals that he has been examining as a Delegate of the Chief Executive of the NSW Office of Local Government. One new proposal was made by Gloucester Shire Council to amalgamate the existing areas of Gloucester, Great Lakes and Greater Taree into one new area. The other was made by the Minister for Local Government Hon Paul Toole MP to amalgamate the existing areas of Dungog and Maitland Councils.

### **News of Alumna - PhD graduate Dr Siew King Ting**

Dr Siew King Ting - universally known as Sting – has left her Lectureship at UiTM Kota Kinabalu to take up a Senior Lectureship at UiTM Sarawak in. UiTM Sarawak is located in Kuching, the capital of Sarawak in Malaysian Borneo. Sting has also been appointed as Head of Foochow Opera, Kuching Division. Sting regularly collaborates in research with Professor Brian Dollery and A/P Rene Villano. We wish her well in her endeavor.



**Jim McFarlane**, a PhD student at the School attended and co-ordinated the inaugural “Quality Exploration Mobility Symposium”, involving staff and postgraduate students from the Universiti Putra Malaysia (UPM) on 8th March. This visit was the result of a discussion held at a conference in Malaysia last year by Dr Rasdi and Jim. Both see the importance of academic collaborations across two of Asia’s most prominent agricultural research institutions. The visit to the UNE Business School was part of a multi-site quality exploration study tour that also visited Macquarie University, La Trobe University, and a number of local businesses in each location. In Armidale, the visiting participants engaged local industries that included; Uniplan Group, Costa Group, and Bald Blair Angus in Guyra. For more information: <https://blog.une.edu.au/une-international/2016/04/18/quality-exploration-mobility-symposium/>

# UNE BUSINESS SCHOOL SEMINAR SERIES

## The Aggregate Impacts of Tournament Incentives in Experimental Asset Markets

On **Friday 4th March**, Julia Henker, Associate Professor of Finance at Bond Business School, Bond University, delivered a seminar “The Aggregate Impacts of Tournament Incentives in Experimental Asset Markets”. During her presentation, Associate Professor Henker reviewed the findings of her research about assets price bubbles in experimental markets. The outcomes demonstrate that there is no evidence that prices in two-asset markets are more distorted under tournament incentives than normal incentives. Moreover bubbles in these markets do diminish with experience under tournament incentives. Finally, penalties embedded into tournament contracts are associated with longer periods of overvaluation and higher prices, although only with inexperienced traders.

Julia Henker is a lecturer in Finance at Bond Business School, Bond University. Julia’s research focuses on the areas of behavioural finance and experimental finance. Her past publications include trading behaviour of, and impact of, retail investors in stock markets. Julia has published several articles in academic journals including; the Journal of Behavioural Finance, the European Journal of Finance, and the International Review of Finance and Accounting Finance.



*Left: (L-R) Associate Professor Julia Henker, Professor Thomas Henker, Dr Omar Al Farooque and Dr Subba Reddy Yarram. after the seminar.*

## From Theory to Practice: The Road to a New Normal

On **Thursday 11th March**, Anneke Fitzgerald, Professor of Health Management at Griffith Business School, Griffith University, presented a seminar titled “From Theory to Practice: The Road to a New Normal”. In her presentation, Professor Fitzgerald discussed the factors affecting the transfer of research findings into practice. Evidence indicates that the most important factor influencing the underutilization of interventions and their intended and desired outcomes is implementation failure. Her seminar highlighted the relevance of how individual operators normalise new routines instead of focusing only on implementation frameworks. Anneke concluded her presentation emphasising that evidence is not enough to create change and there is a need to appeal to the individuals “below the line” by addressing the “why” before discussing about the “how” and the “what”.

Anneke Fitzgerald is Professor of Health Management at the Griffith Business School, Griffith University. Anneke has significant experience in leading projects involving both technical and clinical stakeholders using various methodologies and involving complex organisational cultures. Anneke has secured more than \$26 million in research grants and produced over 130 peer reviewed journal and conference publications. She is a Fellow of the Australasian College for Health Service Managers (ACHSM). Her current research is in the area of translation and implementation of applied research.

# UNE BUSINESS SCHOOL SEMINAR SERIES

## Climate Policy Decisions under Uncertainty: Regrets and Policy Failures

On **Friday 29th April**, Harry Clarke, Honorary Principal Fellow at University of Melbourne and Professor Emeritus at La Trobe University, presented the seminar 'Climate Policy Decisions under Uncertainty: Regrets and Policy Failures'. During his presentation, Professor Clarke discussed the possible decision rules that could help to make a decision about policy intervention. He emphasised the possibility of "getting it wrong" in terms of the appropriate scale of policy response and from policy failure itself. However, the widespread presumption that policy action is warranted if climate-induced losses, without action are 'large' relative to costs of policy can be justified, using minimax regret reasoning. Simultaneous game solutions were presented during the seminar, and Professor Clarke highlighted that policy actions are best determined for individual countries rather than for a global authority.

Harry Clarke is Honorary Principal Fellow in the Department of Economics at The University of Melbourne. He is also Emeritus Professor in the Department of Economics and Finance, La Trobe University. Harry is an applied micro economist with a specific interest in resource and environmental economics. His research interests include renewable resource economics, population and immigration economics, and road transport and airline economics. Over the past 30 years he has worked on climate change including adaptation and mitigation issues and the design of international climate agreements, and more recently on the impact of climate change uncertainty on investments such as desalination.



*Left L:R Dr Emilio Morales (partly obscured), Dr Sujana Adapa, Kay Hempsall, Professor Anneke Fitzgerald and Professor John Rice (partly obscured) enjoying a meal after the seminar at Booloominbah.*



*Right L:R Dr Robyn Hean, NSW DPI, Fiona Scott, NSW DPI, Professor Harry Clarke and Dr Shawn Leu (UNE) after the seminar.*

# Research Outcomes

## BOOK

Jabri, M. (2016). *Rethinking Organizational Change: The Role of Dialogue, Dialectic & Polyphony in the Organization*. New York: Routledge.

## JOURNAL ARTICLES

Adapa, S., Bhullar, N. & De Souza, S., (2016). A Systematic Review and Agenda for Using alternative Water Sources for Consumer Markets in Australia. *Journal of Cleaner Production*. Published online 19 February 2016, DOI:10.1016/j.jclepro.2016.02.083.

Baker, D., Dizyee, K., Parker, W., Scrimgeour, F. & Griffith, G. (2016). Primary industry chains and networks: analysis for public and private interests. *Systems Research and Behavioural Science*, 33(3). Published online 22 April 2016, DOI: 100.1002/sres.2400 <http://onlinelibrary.wiley.com/doi/10.1002/sres.2400/pdf>

Blackwell, B.D. & Robertson, S. (2016). Enduring value for remote communities from mining: Synthesising production, employment, populations, and reform opportunities. *Learning Communities: International Journal of Learning in Social Contexts, Special Issue: Synthesis & Integration Writing from the Cooperative Research Centre for Remote Economic Participation*, (19), 116-147. <http://dx.doi.org/10.18793/LCJ2016.19.08>

Drew, J. & Dollery, B., (2015). Careful What You Wish For: Rate-Capping in Victorian Local Government. *Journal of Australian Taxation*, 17(1), 139-167.

Drew, J. & Dollery, B. (2016). How High Should They Jump? An Empirical Method for Setting Municipal Financial Ratio Performance Benchmarks. *Australian Journal of Public Administration*, 75(1), 53-64. Published online 24 April 2015, DOI: 10.1111/1467-8500.12152

Drew, J. Dollery, B. & Kortt, M.A. (2016). Can't Get No Satisfaction? The Association Between Community Satisfaction and Population Size for Victoria. *Australian Journal of Public Administration*, 75(1), 65-77. Published online 20 January 2015, DOI: 10.1111/1467-8500.12117

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Mollah, S., Hassan, M. K., Farooque, O.A. and Mobarek, A. (2016). Corporate Governance, Risk-taking and Firm Performance of Islamic Banks. *Journal of Financial Services Research*. Published online 17 February 2016, DOI 10.1007/s10693-016-0245-2

Smith-Ruig, T., Grant, B. & Sheridan, A. (2016) Slow Change at the Top: 'Old Hands' and 'Accidental Executives' in New South Wales Local Government. *Australian Journal of Public Administration*, 75(1), 89-99. Published online 23 July 2015, DOI: 10.1111/1467-8500.12160

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