Overview

The Work/Industry and Social Justice Research Program is a cluster of multi-disciplinary researchers who address complex problems in organisational settings. The group engages in research that challenges the prevailing conventional understanding of management and organisations and explicitly aims to advance social justice goals. The Program acknowledges the importance of connecting questions and data at different levels of analysis – including those related to work and employment relationships, organisational policies and norms, and social, economic, legal and regulatory structures in the broader society. Its members—from the School of Management; School of Advertising, Marketing and Public Relations; and QUT Graduate School of Business—are linked through ongoing collaborative research projects, relationships with industry partners, the shared supervision of higher degree research students, and cross-Faculty and cross-institutional collaborations.

This inaugural annual activity report for the Work/Industry and Social Justice Research Program, outlines the research and engagement outcomes of members in 2014. Since the program’s inception 12 months ago, and building on existing projects and networks, members have developed new industry partnerships and collaborative research projects, secured additional external and internal research funding, published and disseminated their research in academic and other forums and recruited additional research students. The program is very well positioned to build on this base in 2015 and beyond.

Professor Paula McDonald
Program Leader Work/Industry & Social Justice Research Program
HDR Students

HDR completions
In 2014 members of the Work/Industry and Social Justice Research Program supervised three students who were awarded a PhD.

Dr Marisa Camastral was awarded her PhD Business continuity management in airports: Securing continuity in the face of crisis. She was co-supervised by Paula McDonald and Dr Paul Barnes, the Deputy Director of QUT’s Centre for Emergency & Disaster Management.

Dr Anne Lane was awarded her PhD Pragmatic two-way communication: A practitioner perspective on dialogue in public relations. She was co-supervised by Jennifer Bartlett, Professor Peter Graham, and Dr Stephen Cox, the QUT Business School Director of HDR Studies.

Work/Industry and Social Justice Research Program member Dr Bree Devin was awarded her PhD CSR communication and legitimacy: An institutional and rhetorical perspective. She was co-supervised by Jennifer Bartlett and Professor Rachael Parker, QUT’s Dean Research Development.

HDR enrolments
In 2014 members of the Work/Industry and Social Justice Research Program supervised thirteen PhD students, nine Research Masters students and one Honours student. Members share supervision responsibilities with staff across the QUT Business School and the broader QUT community.

As at December 2014, an additional four PhD, two Masters and one Honours student have been accepted to commence their studies under the supervision of program members in 2015.

Student achievements
Honours student Michael Beevers was shortlisted by BHP, Woodside and Unilever for interviews for a (paid) 12 week graduate internship position. He has recently taken up a position with Unilever. Michael’s supervisors are Abby Cathcart and Paula McDonald.

PhD student Kathy Moore, whose research explores organisational practices related to disability employment in a large Australian holding company, has won a highly competitive $5,000 Endeavour Foundation Endowment Challenge Fund award. This is a major achievement for Kathy in terms of situating and communicating her research to relevant external partners. Kathy was also awarded the 2014 School of Management Research Higher degree Award. Kathy’s supervisors are Paula McDonald and Jennifer Bartlett.

Research Income

New and continuing research income in 2014
Members of the Work/Industry and Social Justice program, through internal and external partnerships, have shared in more than $2.7 million in research income from a range of internal and external sources.

<table>
<thead>
<tr>
<th>Date</th>
<th>Scheme</th>
<th>Project Title</th>
<th>Recipients</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012–2014</td>
<td>ARC Discovery Fellowship</td>
<td>Customising work through manager-employee exchange</td>
<td>P McDonald, K Townsend</td>
<td>$200,000</td>
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<td>2013–2014</td>
<td>Page Legacy Scholarship, Penn State University</td>
<td>CSR communication around diversity</td>
<td>J Bartlett</td>
<td>$10,000</td>
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<td>2013–2016</td>
<td>ARC Future Fellowship</td>
<td>Young people and work: Pathways to industrial citizenship</td>
<td>P McDonald</td>
<td>$725,000</td>
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<td>2013–2017</td>
<td>Norwegian Research Council Grant</td>
<td>Frogs, fuel, finance or food? Cultures, values, ethics, arguments and justifications in the management of agricultural land</td>
<td>H Bjørkaug, K Rønningen, C Richards et al.</td>
<td>$1,000,000</td>
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<tr>
<td>2014</td>
<td>Australian Defence Force</td>
<td>Customised work arrangements in the Australian Defence Force</td>
<td>A Cathcart</td>
<td>$10,000</td>
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<tbody>
<tr>
<td>2014–2016</td>
<td>Vice Chancellor’s Research Fellowship</td>
<td>FIFO labour and global production networks in the Australian mining industry</td>
<td>R Mayes</td>
<td>$20,000</td>
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<tr>
<td>2014–2016</td>
<td>Vice Chancellor’s Research Fellowship</td>
<td>New business models in the food and agriculture value chain: leveraging socially responsible investment for food security</td>
<td>C Richards</td>
<td>$20,000</td>
</tr>
<tr>
<td>2014–2015</td>
<td>SOMARS</td>
<td>Becoming a planner: strategies for planning the transition from higher education to professional practice</td>
<td>D Grant-Smith</td>
<td>$8,139</td>
</tr>
<tr>
<td>2013–2014</td>
<td>QUT ECARD</td>
<td></td>
<td>B Devin</td>
<td>$15,000</td>
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</table>

Grants to commence 2015

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>2015–2017</td>
<td>ARC Linkage</td>
<td>Identifying effective strategies to grow and sustain a professional early years workforce</td>
<td>K Thorpe, P McDonald, J Lunn, S Irvine</td>
<td>$286,000</td>
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<tr>
<td>2015</td>
<td>Queensland Government (DTMR)</td>
<td>Footprints to pathways: Indigenous employment transitions</td>
<td>T Cooper, B Ewing, G Sarra, R Price</td>
<td>$102,000</td>
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</tbody>
</table>

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<th>Recipients</th>
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<tr>
<td>2015–2016</td>
<td>QUT ECARD</td>
<td></td>
<td>D Grant-Smith</td>
<td>$15,000</td>
</tr>
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</table>
Events

AMPR Student Colloquium
Bree Devin organised the 2014 School of Advertising, Marketing & Public Relations Student Research Colloquium (with Kim Johnston, AMPR) which provided an opportunity for PhD, Masters and Honours students to present a research paper, and receive and provide peer review of papers. Round tables were hosted by senior academics to support participants to share, reflect and learn from their own and others' experiences of reviewing, preparing a paper, responding to reviewer's comments, presenting and handling questions.

Food Law & Governance Workshop
Carol Richards organised the Food Law and Governance Workshop (QUT with Monash University) with Professor Christine Parker (Monash University Law Faculty) and Hope Johnson (QUT Law Faculty). This one day workshop brought together scholars working at the interface of food, regulation, law and governance with the aim of identifying research synergies with a view to publishing a special issue of a journal.

ANZAM Early Career Academic Workshop
Deanna Grant-Smith organised the Queensland ANZAM workshop which was hosted by QUT. The workshop provided late stage PhD students and early career academics with a professional development opportunity, combining a program of interactive sessions tailored around developing teaching, research and career building strategies with the chance to meet and network with members of the ANZAM board and other early career academics. Paula McDonald contributed to a session on establishing a teaching strategy while Abby Cathcart contributed to a session on establishing a teaching strategy. Deanna Grant-Smith acted as master of ceremonies for the event.

CYRC Keyword Seminar
On behalf of the Children and Youth Research Centre Rights and Welfare Program, Deanna Grant-Smith organised and facilitated the June CYRC Key Word Seminar ‘Inclusion’.

Teaching & Research Awards

Abby Cathcart was the recipient of the inaugural David Gardiner Teacher of the Year award. She also received a Vice Chancellor's Excellence Award for her work as part of the Teaching Advantage Team. She also received a QUT Higher Education Research Network Best Paper commendation for her paper Learner-focused evaluation cycles: facilitating learning using feedforward, concurrent and feedback evaluation.

The Planning Institute of Australia Cutting Edge Research and Teaching Excellence Award 2014 was awarded to Australian Environmental Planning: Challenges and Future Prospects edited by Jason Byrne, Neil Sipe and Jago Dodson. Deanna Grant-Smith co-authored a chapter in this award winning book on stakeholder engagement with Associate Professor Jenny Cameron (Newcastle University).

Abby Cathcart was awarded Senior Fellow status of the Higher Educational Academy. Both Bree Devin and Deanna Grant-Smith were awarded Associate Fellow status of the Higher Education Academy.

Seminars & public lectures

Abby Cathcart and Paula McDonald were invited to present the findings of their work on customised work arrangements in the Australian Defence Force at two seminars in Canberra to staff from the Department of Defence and senior Australia Defence Force workforce reform personnel.

Carol Richards was invited to present her research on food and agri-business at a number of fora including the QUT and Macquarie Law Schools Finance and International Law Workshop, the Environmental Justice Symposium hosted by Griffith University, and the QUT Agricultural Research Showcase: Opportunities in QUT Business School.

Paula McDonald delivered two industry seminars to 60 human resource professionals for the Psychology@Work Series at BDO in Adelaide in December. The seminars addressed four core and ongoing tensions in relation to workplace flexibility, and proposed both ‘blue sky’ as well as immediate and pragmatic solutions. She also delivered the keynote speech at the Independent Education Union National Conference on the implications of flexible work for the education sector. Paula was also invited to present her research on social media at work at a QUT Business School Alumni Event.

Abby Cathcart was invited to present her work on developing teaching capabilities in early-career academic staff by the International Business School, Beijing Foreign Studies University.

Robin Price was invited to present her research on school students' experiences and knowledge of employment to Graduate Women Queensland, UQ Women's College.

Robyn Mayes was invited to present her research on FIFO workers to Curtin Corner at the John Curtin Institute of Public Policy, Curtin University. She was also an invited panel and plenary speaker at the 6th Annual Cultural Research Postgraduate Symposium, Griffith University.

Deanna Grant-Smith was invited presented her research into the professional work experiences of planning students to the UQ School of Geography, Planning & Environmental Management. She was also invited to present methodology workshops at the Inaugural PhD Colloquium for Urban & Regional Researchers hosted by Griffith University and the ANZAM Doctoral Workshop hosted by UNSW.

Paula McDonald delivered a capacity building seminar on writing for publication to CARRSQ. Robyn Mayes and Paula McDonald both delivered research training seminars on academic publishing through the QUT Research Skills sessions. Carol Richards and Paula McDonald delivered capacity building seminars on food system perversions and social media respectively as part of the QUT School of Management Seminar Series.
In the media

In 2014 Professor Paula McDonald was profiled in The Courier-Mail Career One section in relation to her work on gender equity and was quoted in the News Daily on August 15 on the high profile sexual harassment case involving Jemma Ewin, who received a record award for damages by the Federal Court. She also promoted a new survey for a project with Professor Paul Thompson on social media@work, with two live Brisbane-based radio interviews, and a television interview with the ABC. The media release was published in The Courier-Mail, The Age, The Sydney Morning Herald and 114 regional online news sites. She also conducted an interview on the ABC Drive Time program about the introduction of a 6-hour working day in some sections of the Swedish public service.

Carol Richards participated in a GOMA Talks panel on Food Futures at the Gallery of Modern Art in July 2014. This event explored a range of contemporary ideas and issues around food including its production, consumption and symbolism, and was held in front of a live audience, broadcast via GOMA TV and aired on Radio National. In September 2014, Carol participated as an academic expert in the filming of a documentary about the transformation of the Australian food system, Fair Food. That month she also participated in a Q&A style panel on supermarket power and the transparency and transformation of food systems broadcast on ABC Bush Telegraph. Panelists included Sharman Stone (Liberal MP for Murray) and Professor Christine Parker. In October Carol was an invited speaker at the screening of the film GMO OMG at the Brisbane Multicultural Centre, and in December she was interviewed on 3CR radio on the topic of food security and land acquisition.

Advisory & leadership roles

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Position</th>
<th>Member</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australian Human Rights Commission</td>
<td>Pregnancy Discrimination Study Steering Committee member</td>
<td>P McDonald</td>
<td>2013–2014</td>
</tr>
<tr>
<td>Australian Human Rights Commission</td>
<td>Member, National researchers roundtable on ‘Valuing unpaid care’</td>
<td>P McDonald</td>
<td>2014</td>
</tr>
<tr>
<td>Australian Food Sovereignty Alliance</td>
<td>Vice-President</td>
<td>C Richards</td>
<td>2013–2014</td>
</tr>
<tr>
<td>Australian National Academic Work &amp; Family Policy Round Table</td>
<td>Member</td>
<td>P McDonald</td>
<td>2012–ongoing</td>
</tr>
<tr>
<td>Centre for Higher Education Learning &amp; Teaching (ANU)</td>
<td>Invited member, Educational Fellowships Committee</td>
<td>A Cathcart</td>
<td>2014–ongoing</td>
</tr>
<tr>
<td>Children &amp; Youth Research Centre (QUT)</td>
<td>Program Co-Leader, Rights &amp; Welfare Program</td>
<td>P McDonald</td>
<td>2013–ongoing</td>
</tr>
<tr>
<td>Children &amp; Youth Research Centre (QUT)</td>
<td>Program Co-Leader, Rights &amp; Welfare Program</td>
<td>D Grant-Smith</td>
<td>2014–ongoing</td>
</tr>
<tr>
<td>Commission on Public Relations Education</td>
<td>Member</td>
<td>J Bartlett</td>
<td>2013–2014</td>
</tr>
<tr>
<td>International Communication Association</td>
<td>Chair, Public Relations Division</td>
<td>J Bartlett</td>
<td>2013–2015</td>
</tr>
<tr>
<td>International Rural Sociology Association</td>
<td>Australasia/Oceania Representative</td>
<td>C Richards</td>
<td>2013–ongoing</td>
</tr>
<tr>
<td>National Roundtable on Social Policy around Work &amp; Care</td>
<td>Invited member</td>
<td>P McDonald</td>
<td>2014</td>
</tr>
<tr>
<td>Scholars in Humanities Advisory Board (Curtin University)</td>
<td>Member</td>
<td>R Mayes</td>
<td>2013–ongoing</td>
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</tbody>
</table>
Publications

Author books

Book chapters


Referred journal articles


Grant-Smith D & Matthews T (2014) Cork as canvas: exploring intersections of citizenship and collective memory in the Shandon Big Wash Up murals. Community Development Journal (Online ahead of print, DOI: 10.1080/0022185613514206)


Morgan E & Grant-Smith D (2014) Tales of science & defiance: the case for co-learning and collaboration in bridging the science emotion/divide in water governance. Journal of Environmental Planning & Management (Online ahead of print, DOI: 10.1080/09640568.2014.954691)


Conference papers


Other refereed publications


Industry reports

