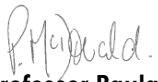


Annual Activity Report 2014

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

Work/Industry & Social Justice Research Program members (Left – Right)

Associate Professor Jennifer Bartlett
Program Deputy Leader

Dr Bree Devin

Dr Robyn Mayes

Professor Paula McDonald
Program Leader

Dr Deanna Grant-Smith

Associate Professor Abby Cathcart

Dr Carol Richards

Dr Robin Price



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.

Date	Scheme	Project Title	Recipients	Amount
External grants				
2012 – 2014	ARC Discovery	<i>Customising work through manager-employee exchange</i>	P McDonald K Townsend	\$200,000
2013 – 2014	Page Legacy Scholarship, Penn State University	<i>CSR communication around diversity</i>	J Bartlett	\$10,000
2013 – 2016	ARC Future Fellowship	<i>Young people and work: Pathways to industrial citizenship</i>	P McDonald	\$725,000
2013 – 2017	Norwegian Research Council Grant	<i>Frogs, fuel, finance or food? Cultures, values, ethics, arguments and justifications in the management of agricultural land</i>	H Bjørkhaug K Rønningen C Richards et al.	\$1,800,000
2014	Australian Defence Force	<i>Customised work arrangements in the Australian Defence Force</i>	A Cathcart	\$10,000
Internal grants				
2014 – 2016	Vice Chancellor's Research Fellowship	<i>FIFO labour and global production networks in the Australian mining industry</i>	R Mayes	\$20,000
2014 – 2016	Vice Chancellor's Research Fellowship	<i>New business models in the food and agriculture value chain: leveraging socially responsible investment for food security</i>	C Richards	\$20,000
2014 – 2015	SOMARS	<i>Becoming a planner: strategies for planning the transition from higher education to professional practice</i>	D Grant-Smith	\$8,139
2013 – 2014	QUT ECARD		B Devin	\$15,000

Grants to commence 2015

Date	Scheme	Project title	Recipients	Amount
External grants				
2015 – 2017	ARC Linkage	<i>Identifying effective strategies to grow and sustain a professional early years workforce</i>	K Thorpe P McDonald J Lunn S Irvine	\$286,000
2015	Queensland Government (DTMR)	<i>Footprints to pathways: Indigenous employment transitions</i>	T Cooper B Ewing G Sarra R Price	\$102,000
Internal grants				
2015 – 2016	QUT ECARD		D Grant-Smith	\$15,000



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 research 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-focussed 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

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



Publications

Authored books

Brueckner M, Durey A, **Mayes R** & Pforr C (2014) *Resource Curse or Cure? On the Sustainability of Development in Western Australia*. Springer, New York.

Book chapters

Brueckner M, Durey A, **Mayes R** & Pforr C (2014) Confronting the 'resource curse or cure' binary'. In M Brueckner, A Durey, **R Mayes** & C Pforr (eds) *Resource Curse or Cure? On the Sustainability of Development in Western Australia*. Springer, New York.

Brueckner M, Durey A, **Mayes R** & Pforr C (2014) Curse or cure? Revisiting state, capital and resources. In M Brueckner, A Durey, **R Mayes** & C Pforr (eds) *Resource Curse or Cure? On the Sustainability of Development in Western Australia*. Springer, New York.

Cameron J & **Grant-Smith D** (2014) Putting people in planning: participatory democracy, community building and social inclusion. In J Byrne, J Dodson & N Sipe (eds) *Australian Environmental Planning: Challenges and Future Prospects*. Routledge, London.

Ihlen Ø, May S & **Bartlett JL** (2014) Four aces: bringing communication perspectives to corporate social responsibility. In R Tench, W Sun & B Jones (eds) *Communicating Corporate Social Responsibility: Lessons From Theory and Practice*. Emerald Group.

Mayes R & Seal G (2014) Women and the making of Anzac Day: Perth, 1960 to 2010. In B Oliver & S Summers (eds) *Australia at War and Peace: Marginalised Histories*. Black Swan Press, Perth.

Mayes R (2014) Mining and sustainable local communities: managing adaptation. In M Brueckner, A Durey, **R Mayes** & C Pforr (eds) *Resource Curse or Cure? On the Sustainability of Development in Western Australia*. Springer, Heidelberg.

Mayes R (2014) Gendered dimensions of resource extraction: the place of women. In M Brueckner, A Durey, **R Mayes** & C Pforr (eds) *Resource Curse or Cure? On the Sustainability of Development in Western Australia*, Springer, Heidelberg.

McDonald P & **Cathcart A** (forthcoming 2015) A manager centred perspective on work-life integration. In A Wilkinson, K Townsend & G Suder (eds) *Handbook on Managing Managers*. Edward Elgar, Cheltenham, UK.

Peetz D, **Price R** & Bailey J (forthcoming 2015) Ageing Australian unions and the youth 'problem'. In A Hodder and L Kretsos (eds) *Young Workers and Trade Unions: A Global View*. Palgrave, London.

Pini B & **Mayes R** (2014) Performing rural masculinities: a case study of diggers and dealers. In A Gorman-Murray & P Hopkins (eds) *Masculinities and Place*. Ashgate, UK.

Refereed journal articles

Bailey J, **Price R**, Pyman A & Parker J (2014) Union power in retail: contrasting cases in Australia and New Zealand. *New Zealand Journal of Employment Relations* (In press)

Bartlett J, **McDonald P** & Pini B (2014) Identity orientation and stakeholder engagement: the corporatisation of elite schools. *Journal of Public Affairs* (Online ahead of print, DOI: 10.1002/pa.1510)

Cathcart A (2014) Paradoxes of participation: non-union workplace partnerships in John Lewis. *International Journal of Human Resource Management* 25(6), 762-780.

Cathcart A, Greer D & Neale L (2014) Learner-focused evaluation cycles: facilitating learning using feedforward, concurrent and feedback evaluation. *Assessment & Evaluation in Higher Education* 39(7), 790-802.

Cathcart A, **McDonald P** & **Grant-Smith D** (2014). Challenging myths about flexible work in the ADF. *Australian Defence Force Journal* 195, 55-68.

Colley L & **Price R** (2014) Future public service capacity: employment of young people into Australian public services during the GFC. *Australian Journal of Public Administration* (In press)

Devin B & Lane A (2014) Communicating engagement in corporate social responsibility: a meta-level construal of engagement. *Journal of Public Relations Research* 26(5), 436-454.

Grant-Smith D (forthcoming 2015) Implicating animals: the symbolic power of scapegoating animals in marine pollution debates. *Australasian Journal of Environmental Management*.

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: 10.1093/cdj/bsu030)

Howes M, Tangney P, Reis K, **Grant-Smith D**, Heazle M, Bosomworth K & Burton P (2014) Towards networked governance: improving interagency communication and collaboration for disaster risk management and climate change adaptation in Australia. *Journal of Environmental Planning & Management* (Online ahead of print, DOI: 10.1080/09640568.2014.891974)

Le J & **Bartlett JL** (2014) Legitimizing accounts. *Journal of Public Relations Inquiry* 3(3), 341-360.

Louden R & **McDonald P** (2014) The impact of employment-level characteristics on work-life interference in school aged children. *Journal of Industrial Relations* 56(4), 508-526.

McDonald P, Bailey J, **Price R** & Pini B (2014) School-aged workers: industrial citizens in waiting? *Journal of Sociology* 50(3), 315-330.

McDonald P & Charlesworth S (forthcoming 2015) Workplace sexual harassment at the margins. *Work, Employment & Society*.

McDonald P, Charlesworth S & Graham T (2014) Developing a framework of effective prevention and response strategies in workplace sexual harassment. *Asia Pacific Journal of Human Resources* (Online ahead of print, DOI: 10.1111/1744-7941.12046)

Mayes R & Pini B (2014) The Australian mining industry and the ideal mining woman: mobilizing a public business case for gender equality. *Journal of Industrial Relations* (Online ahead of print, DOI: 10.1177/0022185613514206)



Mayes R, Pini B & McDonald P (2014) 'Our' community: corporate social responsibility, neoliberalisation, and mining industry community engagement in rural Australia. *Environment & Planning A* 46(2), 398-413.

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)

Price R, Bailey J & Pyman A (2014) Varieties of collaboration: the case of an Australian retail union. *International Journal of Human Resource Management* 25(6), 748-761.

Conference papers

Cathcart A (2014) Learning to mark: helping students engage with assessment criteria. *Confidence Clicks Conference*, September, University of East-Anglia.

Cathcart A & Beckmann E (2014) In at the deep end: comparing different approaches to developing doctoral candidates' teaching skills. *Quality in Postgraduate Research Conference*, 9-11 April, Adelaide. www.qpr.edu.au/

Greer D, **Cathcart A** & Neale L (2014) Helping doctoral students to teach: bridging the gap between PhD candidature and early career academic. *Quality in Postgraduate Research Conference*, 9-11 April, Adelaide. www.qpr.edu.au/

Jess G, **Price R** & Maconachie G (2014) 'Business' perspectives on enforceable undertakings in WHS. *International Employment Relations Association (IERA) Conference*, 2-5 November, Darwin.

Mayes, R (2014) Fly-in, Fly-out work and the matter of choice: household decisions, labour agency and the tyranny of distance. *UWA Institute of Advanced Studies Invited Symposium: Labour, Geography & Alternatives to Crisis*, 21-22 November, Perth.

Mayes R (2014) Transnational labour migration: global production networks and the geographies of reproductive labour. *Institute of Australian Geographers/New Zealand Geographical Society Conference*, 30 June-2 July 2014, Melbourne.

Mayes R (2014) A social license to operate: Corporate social responsibility and global production networks in the mining industry. *Royal Geographical Society with Institute of British Geographers Annual International Conference*, 26-29 August, London.

Mayes R (2014) Migrant work in the Western Australian minerals industry: gender, community and place. *Association of Industrial Relations Academics Australia & New Zealand Annual Conference*, 5-7 February, Melbourne.

Price, R (2014) Racing to the bottom slowly: wage fixation in Australia's retail industry'. *Centre for History of Retail and Distribution (CHORD) Conference*, 11 September, Wolverhampton.

Price R, Ewing B, Cooper T & Sarra G (2014) Developing Sen's capability framework to investigate Indigenous employment transitions. *Association of Industrial Relations Academics Australia and New Zealand*, 5-8 February, Melbourne.

Pyman A, Bailey J, **Price R** & Pekarek A (2014) Exploring young adult refugees' capabilities for work in Australia: developing a theoretical framework. *Association of Industrial Relations Academics Australia and New Zealand*, 5-8 February, Melbourne.

Richards C & Higgins V (2014) Making sustainability calculable within agri-food supply chains. *Agrifood Research Network Conference*, November, Sydney.

Richards C, Lyons K & Mayes R (2014) Fossil fuels and climate change: the enactment of a local/global challenge. *Agrifood Research Network Conference*, November, Sydney.

Tshewang U, **Price R** & Gardiner C (2014) Fairness and equity in the HRM policies of the Bhutanese civil service. *International Employment Relations Association (IERA) Conference*, 2-5 November, Darwin.

Other refereed publications

Lyons K, **Richards C** & Westoby P (2014) *The darker side of green plantation forestry and carbon violence in Uganda*. Oakland Institute, California.

Industry reports

Cathcart A, McDonald P & Graham T (2014) *Customised work arrangements in the Australian Defence Force: Final Report on Interview Findings*, October.

McDonald P, Cathcart A & Graham T (2014) *Customised work arrangements at Suncorp: Report on Interview Findings*, June.

Roux S, **Cathcart A & McDonald P** (2014) *Customised work arrangements at Suncorp: Report on Survey Findings*, May.



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