

Business School Impact Report 2024



UQ MBA
Fostering
Future
Leaders



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Written and edited by Strategic Projects Team,
UQ Business School.



Message from the Dean

What an exciting year 2024 has been for the Business School! All classes are being held on campus again, we've been updating our courses to include UQ's new graduate attributes, there have been fantastic research grant successes, and we have established energising new partnerships while continuing to strengthen existing relationships locally, nationally and around the world.

Our MBA program turned 50, and we celebrated with the Golden Gala in October. The program's success wouldn't have been possible without the contributions of so many individuals and organisations – our students, staff, alumni, industry partners and donors. Our Tourism programs also turned 50 this year.

The EFMD Quality Improvement System (EQUIS) review by an international panel resulted in the School retaining this prestigious accreditation for a further five years. The panel highlighted an area of excellence for us, noting we are 'unambiguously very strong in research with a long-standing tradition to value and produce highest-quality research output aiming at providing thought leadership for academics.'

We launched the new Master of Finance and Investment Management program. In addition, two new dual degree designs are now offered with the Bachelor of Human Movement and Nutrition Sciences to future-proof for the 2032 Olympics. The Executive Education team also introduced a new suite in partnership with Oxford University, which will see offerings of multiple programs and short courses in an Executive Leadership Program conducted at UQ Brisbane City and in the United Kingdom.

The School performed extremely well across numerous ranking systems this year. Some of the outstanding results include 27th globally for Hospitality and Leisure Management (QS), five staff in research.com's top 25 Business and Management academics in Australia and 44th in the world for the subject of Economics and Business (NTU).

With nearly 30 new staff welcomed to the School and over 11,000 students enrolled in our programs and courses, we are living our vision of 'Knowledge leadership for a better world'. It is only through the unrelenting passion and dedication of our staff, students and other internal and external stakeholders that we can continue to educate, inspire, engage and enable ... so a huge thank you to all!

I look forward to continuing engaging with you for an inspiring 2025.



Professor Brent Ritchie

Dean and Head of School



The Business School acknowledges the Traditional Owners and their custodianship of the lands on which the School operates.

We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country. We recognise their valuable contributions to Australian and global society.

Watch out for these icons throughout the report; click on them for more information on the activities mentioned. 

2024 Year in review



January

Executive Education welcomed 24 participants in the HBIS Innovation Leadership Program, who lived in Australia for six months to learn from our experts on a range of impactful managerial and leadership topics.

The Management and Organizational Behaviour Teaching Society Oceania conference was held at the School.



February

The new Master of Finance and Investment Management Program was launched, with an initial intake of seven students in Semester 1 to focus on ensuring an optimal student experience.



August

The Business Information Systems Discipline hosted the inaugural 'Tech for Change: The Asia-Pacific ICT Innovation Challenge' event, where students showcased their innovative technology and data strategies aimed at tackling Sustainable Development Goals (SDG) challenges.

The inaugural Professorial Chair in Ethics was launched with Professor Thomas Maak.



July

The Business School underwent its five-year EFMD Quality Improvement System (EQUIS) review. This was a three-day audit conducted by an external panel looking at all areas of the School's operations.



September

Executive Education launched the inaugural offering of the UQ-QFI Executive Public and Private Sector program. The course fosters a deeper understanding and collaboration between sectors through a suite of short courses designed to help negotiate more effectively and achieve greater outcomes.



October

The School celebrated 50 years of the MBA Program with Golden Gala festivities at Howard Smith Wharves.





March

Executive Education launched its first Masterclass series with Building Business Excellence. This immersive experience delves into trend topics challenging our industries. Participants are able to join a monthly masterclass and share their valuable feedback, as well as contribute to the evolution of business knowledge and practice.



April

The FaBA 'Food AI: A game changer for Australia's food and beverage sector' white paper was launched at Customs House. This was followed by an engaging industry-academia panel discussion on the challenges of implementing AI in the food and beverage sector and tips for successful implementation. The school has over 20 staff contributing to the paper.



June

Professor Matthew Hornsey and Industry Professor Belinda Wade launched the Net Zero Observatory, with a mission to design strategies and accelerate industry action and community support for rapid decarbonisation.



Emeritus Professor Ron Weber was appointed a Member of the Order of Australia (AM).



May

Dr Richard Buning launched the Micromobility Research Cluster, which will work with industry and government to debunk micromobility myths and help shape the future of sustainable travel.



November

The Future of Business Industry Partners Lunch hosted a panel discussion on Value creation through innovation: Leading Queensland into the next decade. Dr Alexander Budzier from Saïd Business School was the keynote speaker, exploring the critical distinctions between public and private value in leadership.

UQ Business School was ranked third in Australia in the AFR BOSS Best Business Schools list.



December

The School received notification from the EQUIS Accreditation Board that it was officially granted another five-year accreditation cycle (the maximum available).

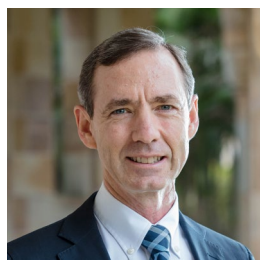
Our people

Business School Leadership Team

Executive Committee:



Head of School
Professor Brent Ritchie



Deputy Head of School
Professor Shaun Bond



Deputy Head of School
Professor Martin Edwards



Deputy Head of School
Professor Lisa Ruhanen



Director of HDR
Professor Peter
Popkowski-Leszczy



Director of Research
Professor
Marta Indulska



**Director of Teaching &
Learning**
Dr Sarel Gronum



**School
General Manager**
Bronwyn Diffey

Research Hub Leads:

Alliance for Social Impact

Professor Peter Popkowski-Leszczy and Associate Professor Jay Weerawardena

Business Sustainability Initiative

Professor Kathleen Herbohn and Associate Professor Muhammad Nadeem

Future of Health

Professor Andrew Burton-Jones and Associate Professor Nicole Hartley

Practice & Process Studies

Professor Paula Jarzabkowski and Associate Professor Paul Spee

Service Innovation Alliance

Associate Professor Christoph Breidbach and Professor Janet McColl-Kennedy

Trust, Ethics and Governance Alliance

Professor Thomas Maak

Specialist Hub Leads:

Business Educators

Dr Stuart Middleton

Indigenous Business

Dr Sharlene Leroy-Dyer

New academic & professional staff



Pictured:

Angie Arthy, *Executive Team*; Dr Abigail Badejo, *Marketing*; Dr Chris Bell, *Finance*; Dr Yong Ming Chen, *Finance*; David Gong, *Executive Education*; Dr Miaodi Han, *Accounting*; Helen Lambe, *Strategic Projects*; Shannon O'Brien, *Student Administration*; Karan Pandey, *Business Information Systems*; Dr Rashid Saeed, *Marketing*; Dr Maylis Saigot, *Business Information Systems*; Blake Stockton, *Learning Design*; Fiona Stroud, *Learning Design*; Victoria Sturley, *Learning Design*; Dr Jemaine Tsoi, *Management*; Industry Professor Belinda Wade, *Strategy*; Dr Yao Zhao, *Business Information Systems*; Dr Zara Taba, *Marketing*.

Not pictured:

Austen Callahan, *Executive Education*; Dr Rohan de Pallant, *Marketing*; Greg Docwra, *Learning Design*; Dr Jennifer Doig, *Marketing*; Dr Shirina (Hsin-en) Lin, *Finance*.

* Continuing and Fixed-Term contracts

Key figures 2024

EXCELLENCE IN EDUCATION AND RESEARCH



#1 in Australia and #35 in the world for Master of Commerce by *QS Business Master's Rankings 2024*

4th for reputational rank and 11th for quality of program in the field of postgraduate business and management by *AFR Boss 2023*

#1 leading institute within Australia in the field Tourism and Hospitality by *The Australian Research Magazine 2025*

7th in the world for Hospitality and Tourism Management by *ShanghaiRankings 2024*

#3 Best Business Schools Rankings 2024 by *AFR Boss*

ACADEMIC STAFF



213
academic experts

27
Professors

40
nationalities

57.5% - 42.4% - 0.2%
Staff split
female; male; other

PROFESSIONAL STAFF



57
professional staff

75.4% - 23.8% - 1.8%
Staff split
female; male; other

6
teams

ALL STAFF

35
Staff members are
Higher Education
Academy (HEA)
Fellows



41
Staff Members are
UQ Allies



OUR STUDENTS



6,508
undergraduate students
35.0% international

365
MBA students
2.2% international

70,583
alumni

5,150
postgraduate students
87.2% international

182
higher degree by
research students
42.3% international

200+
student program
committee members

EXECUTIVE EDUCATION



4,396
participants

59
open courses/
workshops

154
custom courses/
workshops

RESEARCH



\$4.5 million
Australian Research
Council (ARC) research
grants

6
Research Hubs

1
Indigenous
Business Hub

1
Business Educator
Hub

PROGRAMS



Bachelors
5 Programs
HDR

Masters
8 Programs

MBA
3 study modes



TOP MEDIA STORIES

**Associate Professor
Ya-Yen Sun**
December

Tourism leads the pack in
growing carbon emissions



Momentum
60,744 readers

**Professor Paula Jarzabkowski,
Dr Katie Meissner,
Dr Tyler Riordan**
September

Wild weather is costing billions
of dollars and putting the future
of insurance in doubt



1,596
media stories

**Dr Richard Buning,
Dr Narelle Haworth,
Dr Scott Lieske**
September

E-scooter riders flouting rules,
block footpaths and causing
accidents? We need to use
smart solutions (and bust
the myths)



\$66+ million
Advertising Space Rate

Staff Achievements and Awards

- **Associate Professor Remi Ayoko:** Received the Human Relations Paper of the Year Award 2024 in papers published by Human Relations 2024.
- **Dr Selina Cao:** Won second prize in the Best Poster Awards at the ARC Centre of Excellence in Synthetic Biology Annual Conference 2024.
- **Dr Samantha Cooms:** Awarded Best Reviewer for the Gender, Diversity, and Indigeneity Stream (ANZAM Conference).
- **Dr Alexandria Gain:** Received Best Paper Award (Sustainability and Ethics Track, ANZMAC conference) with Claudia Gonzalez-Arcos, as well as winning the ANZMAC Layton Dissertation of the Year Award.
- **Dr Mireia Guix:** Received Council for Australian Tourism and Hospitality Education (CAUTHE) Fellows Award (Early Career Scholar).
- **Associate Professor Nicole Hartley:** Received Best Article 2023 award with Mr James Tarbit (from Journal of Service Research); Finalist in the American Marketing Association Annual AMA-EBSCO-RRBM Award for Responsible Research in Marketing.
- **Professor Paula Jarzabkowski:** Received the Academy of Management's Joanne Martin Trailblazer Award; honoured for outstanding work in developing the Strategy-as-Practice field of research; won the Organizations and the Natural Environment (ONE) Division Best Paper Award at the 2024 Academy of Management; elected a Fellow of the Academy of the Social Sciences in Australia.
- **Associate Professor Stan Karanasios and Associate Professor Christoph Breidbach:** Received Best Paper Award at the European Conference on Information Systems.
- **Dr Sharlene Leroy-Dyer:** Received a commendation from the Editors in Chief of the Journal of Industrial Relations.
- **Dr Yiqiong Li:** Won the national award for Best Health and Wellbeing Program at the 2024 Australian Institute of Health & Safety Awards.
- **Professor Sabine Matook:** Received citation for Outstanding Contribution to Student Learning at the Australian Awards for University Teaching (AAUT).
- **Dr Cristyn Meath:** Won the Best Paper Award at the IAME 2024 Conference.
- **Dr Stuart Middleton:** Appointed board member of the Management and Organizational Behaviour Teaching Society (MOBTS).
- **Emma Olssen:** Won the Best Paper in the Gender, Diversity, and Indigeneity Stream (ANZAM Conference).
- **Dr Faith Ong:** Received Council for Australian Tourism and Hospitality Education (CAUTHE) Fellows Award (Mid-Career Scholar).
- **Professor Peter Popkowski-Leszczyk:** Received the Australian and New Zealand Marketing Academy (ANZMAC) 2024 Distinguished Marketing Researcher of the Year Award.
- **Dr Dewan Rahman:** Awarded Fullbright Scholarship.
- **Dr Tyler Riordan and Associate Professor Richard Robinson:** Awarded Hospitality and Society Journal Best Paper Award by Council for Australian Tourism and Hospitality Education (CAUTHE).
- **Professor Brent Ritchie:** Appointed Vice President of the Australian Business Deans Council (ABDC); the only UQ researcher nominated in the Social Sciences category for the 2024 Highly Cited Researcher (HCR) list by Clarivate (one of only eight in Australia); named as one of the leaders in their field (Tourism & Hospitality) by The Australian's 2025 Research magazine.
- **Professor Peter Liesch:** As President of the Academy of International Business, led the largest AIB Annual meeting in history with over 1,600 submissions in July 2024.
- **Dr Avijit Sengupta:** Received Best Research Paper Award at 2024 International Conference on Information Resources Management (CONF-IRM); one of three winners of 2024 INFORMS ISS Bapna-Ghose Social Justice Best Paper Award.
- **Professor Jay Weerawardena:** Awarded Industrial Marketing Journal's IMM Best Paper Award 2023.
- **Dr Elizabeth Zhu:** Received British Accounting Review (BAR) Best Paper of the Year 2023.

Appointed Higher Education Academy (HEA) Fellowships

Associate Professor Stan Karanasios - Senior Fellow

Dr Joseph Baladi - Associate Fellow

Dr Caroline Knight - Fellow

Anna Black - Associate Fellow



NIBSS Student cohort with Dr Sharlene Leroy-Dyer

Event Partnerships

The School continues to grow its industry engagement through event partnerships which include webinars, seminars, panel discussions, conferences and workshops. With over **3,200 people registering for 27 industry events in 2024**, the School is actively working to develop its engagement impact within our community.

UQ Business Industry Partners Lunch 2024

The annual Business School Industry Lunch welcomed keynote speaker Dr Alexander Budzier from the Saïd Business School, Oxford University. He discussed the critical distinctions between public and private value and their significance in leadership.

An expert panel with Leah Kelly from Department of State Development and Infrastructure, Mike Basterfield from Unitywater, Professor Matthew Hornsey and Associate Professor Nicole Hartley from the Business School discussed the topic 'Value creation through innovation: Leading Queensland into the next decade'. The panel unpacked why it is imperative for leaders to harness the power of innovation to stay competitive and to foster sustainable growth in the context of a future marked by rapid technological advancements, shifting market dynamics, and evolving consumer expectations.

Financial Research Network (FIRN) Women 2024 Annual Conference

The School's Finance Discipline, in collaboration with FIRN, hosted the FIRN Women 2024 Annual Conference in July. It was a great avenue for female finance researchers from Australian and New Zealand universities to network, present their research and receive feedback from senior finance experts including the keynote speaker, Professor Nadia Malenko from Boston College.

National Indigenous Business Summer School (NIBSS) in Winter 2024

This transformative program brought together a diverse group of 16 Aboriginal and Torres Strait Islander high school students from across Queensland for seven days. It was a remarkable journey of learning, cultural exchange and community building, with the students demonstrating incredible creativity, resilience and passion as they developed business plans aimed at addressing the challenges faced by young adults transitioning to university life.

The students participated in cultural activities with Nadine Foley from Culture Weave, Uncle Michael Connolly from Dreamtime Kullilla-Art, and Yarraka Byles from BlackCard Cultural Walking Tours. Guest speakers included Donisha Duff, CEO of Queensland Indigenous Business Network and Duncan Kerslake, CEO of Deadly Innovations.

Management and Organizational Behaviour Teaching Society Conference, Oceania

The University hosted the 2024 Management and Organization Behaviour Teaching Society (MOBTS) Oceania Conference in January. MOBTS brings together a global network of academics, instructors and students dedicated to excellence in teaching practice and scholarship. The conference was attended by many of the School's Business Educators Hub staff.



UQ MBA

Golden Gala celebration

50 years of fostering future leaders. 50 years of brilliance in business leadership.

2024 marked the 50-year anniversary of the Business School's prestigious Master of Business Administration (MBA) program. Achieving this incredible milestone wouldn't have been possible without the contributions of the School's current and former students, staff and industry partners.


The University introduced the MBA program, the first in Queensland, in 1974. Celebrating this significant milestone is not just a nod to the past, it is a chance to celebrate the program's lasting success in transforming the lives and careers of our alumni. We also look to the future in anticipation of the program's lasting, positive impact on the community.

The celebration included over 240 alumni and current students from the MBA program as well as guest speakers:

- Professor Deborah Terry AC, Vice Chancellor and President (pictured below);
- Professor Brent Ritchie, Dean and Head of School (pictured below);
- Associate Professor Nicole Hartley, MBA Director (pictured right);
- Raynuha Sinnathamby, CEO Springfield City Group (pictured right); and
- Scott Hutchinson, Chairman Hutchinson Builders (pictured below).

To commemorate 50 years of the MBA, the School established the UQ MBA Diversity Scholarship. This scholarship will give more people the opportunity to study an MBA and diversify the cohort to enrich the experience for all.





UQ MBA
50 YEARS

Some memorable takeaways from the keynote speeches were:

'Big dreams need big believers'

Raynuha Sinnathamby

'Emerging leaders need opportunities to lead'

Scott Hutchinson

Learning & student experience



We offer rich and varied educational experiences that are designed to foster a sense of belonging, while equipping our students to be leaders within their field with the agility to thrive in a global environment.



Strengthening programs

New joint program with Foreign Trade University (FTU)

Dean and Head of School, Professor Brent Ritchie, attended the launch of the School's joint program with FTU in Hanoi.

Students spend their initial two years in Vietnam, with our School teaching intensively into the program in country, before articulating into our Bachelor of Advanced Business (Honours) degree for their final two years. The first cohort has attracted 50 students (pictured left).

Majors Event

Assisting students to choose a career path

The School hosted a 'choose your own major' event for first-year students in the Bachelor of Business Management, Bachelor of Commerce and Bachelor of Advanced Business (Honours). The event aimed to provide students with better clarity on where majors can take them, and included information on each major, an alumni and industry panel discussion, and guest speaker Alex Cole, Senior recruitment Consultant from Ernst & Young.

Students then had the opportunity to network with industry to develop their professional development network.

Master of Finance and Investment Management (MFIM)

Launch of new program in 2024

The first cohort of the School's newest postgraduate program, the Master of Finance and Investment Management, commenced in Semester 1, 2024. The program is taught as an intensive, blended program with students beginning their coursework online followed by three-day intensive workshops held at 308 Queen Street. Students study approximately one course per month throughout the year.

Course highlights include a Queensland Treasury Corporation study tour and trading room simulation.

This new program is designed for graduates looking to advance their careers in the finance sector and promises to showcase the teaching, research and industry connections of our Finance Discipline. Semester 1 commencing students bring an average of eleven years of work experience to the Program.



The UQ-Oxford University Executive Leadership Program

In August, the Business School welcomed the first cohort to The University of Queensland and Oxford Executive Leadership Program. The five-month program includes eight workshops over four months in Brisbane and a week-long residential immersion at the University of Oxford Saïd Business School.

The program brings world-class capability to meet the challenges executive leaders will face in capitalising on this generational opportunity. Throughout the program, participants will experiment with new concepts and tools to enhance their personal and professional impact on their teams, organisations and the broader ecosystem. This will allow them to devise and implement strategies to tackle the challenges in delivering public and private value. They will be able to apply research-based principles to avoid errors in judgement and decision-making that cause projects, programs and portfolios of work to fail.

For further details on the program and experts to learn from, see the Executive Education website.



Empowerment through experiential learning

Test ideas and accelerate learning through prestigious student competitions

International Regional Futures Conference

UQ Business School PhD student Sarah Richardson chaired a regional policy session and presented a discussion paper on the policy and practice implications of her PhD studies at an international conference on regional futures by Australia and New Zealand Regional Science Association International (ANZRSIA) and Regional Studies Association (RSA) at RMIT University in Melbourne.

ANZIBA Award

The 'Sid Grey Most Promising Thesis Proposal' award was presented to UQ Business School PhD student Albert Yu at the Australia New Zealand International Business Academy (ANZIBA) conference.

Bill Faulkner Award

UQ Business School PhD student Oscar Zhu and supervisor Professor Sara Dolnicar and Dr Danyelle Greene won the Bill Faulkner Award for best PhD Paper by the Council for Australian Tourism and Hospitality Education (CAUTHE).

This award, presented at CAUTHE, is in memory of Bill Faulkner, who was a prominent Australian tourism researcher. The award recognises the influence of Faulkner's work and is presented to the author of a full refereed paper.



Creative Workshops

Throughout the year, Newish Communications conducted workshops and seminars. In May, they organised a creative workshop (pictured below) hosted by Director of Creative Strategy, Hannah Acutt.

Together with the BEL Faculty Careers and Employability team, they explored how to harness the power of creativity in the workplace, discovering skills to enhance performance in a professional setting and put new knowledge to the test through interactive activity.

The Newish Communications program, led by Dr Nicolas Pontes, Sharon Twomey, and Jaanvi Singh, received an Award for Programs that Enhance Learning at the 2024 UQ Awards for Excellence in Teaching and Learning.



Westpac Scholars Asian Exchange

Bachelor of Business Management student Oliver Leeder was awarded a 2024 Westpac Scholars Asian Exchange Scholarship. This scholarship is an opportunity offered to passionate and curious undergraduate students looking to expand their worldview, embrace new perspectives and help build stronger ties between Australia and Asia.

Oliver travelled and studied in Japan to develop his skills in inclusive and diverse media, with the aim to bring back learnings which will help him represent Australia's rich multicultural identity.





Enhance innovative thinking and entrepreneurial mindset

Asia-Pacific ICT Innovation Challenge

The Asia-Pacific ICT Innovation Challenge in August marked the inaugural “Tech for Change: The Asia-Pacific ICT Innovation Challenge,” organised by Associate Professor Stan Karanasios, Dr Morteza Namvar, Dr Katie Williams, Dr Maylis Saigot and Mr James Boyce from the Business Information Systems Discipline. This impactful event was sponsored by the Asia-Pacific Telecommunity and the Department of Infrastructure, Transport, Regional Development, Communications and the Arts. Students from across the Business School showcased their innovative technology and data strategies aimed at tackling Sustainable Development Goals (SDG) challenges within the Asia-Pacific region. The presentations were outstanding, epitomising blue-sky thinking and real-world solutions.

Tourism Hospitality & Events Society Award

The School's Tourism, Hospitality & Events (TH&E) Society won the BEL Club of the Year award at the recent 2024 UQ Clubs Gala Event. TH&E Society focuses on providing opportunities for its members to connect with local industry professionals and peers to advance their careers whilst studying, providing real world experience outside of the classroom.

Student Committees

The Student Program Committee initiative continues to work hard to create a sense of belonging for all students within their cohorts on and offshore. The committees customise events for their cohorts during the year, along with conducting student feedback surveys and focus groups to enhance the student journey.

In 2024, more than **200** Business School students participated in student committees and around **25** events were organised within the School.

One example from the Master of Commerce Student Program Committee was a professional networking event. They were fortunate to have guest speakers from HSB and Flight Centre share their insights regarding treasury careers, including responsibility and possible career paths. The students were informed about the benefits of joining the Australian Corporate Treasury Association, including opportunities to network with many professionals in the industry.

Research & innovation



One of our goals by 2032 is to be purpose-driven with a clear understanding of stakeholders and the path to impact for our research. We aim to have the highest reputation, being in demand for research partnering and anchored in our research. We aspire to have research capability development (for Higher Degree by Research students and Early Career Researchers) as our strength.



Research Hubs



Alliance for Social Impact (ASI)



The Alliance for Social Impact is a community of UQ Business School researchers dedicated to conducting research and collaborating with social purpose organisations and socially conscious businesses (e.g., charities) to drive greater societal impact. The ASI brings together around 60 researchers and PhD students exploring diverse topics related to societal impact.

Current activities include a project focused on building resilient social enterprises, hosting internal development workshops and research seminars and launching a podcast series. Moving forward the ASI aims to establish workgroups centred around specific research streams to foster greater synergy in research and external engagement, as well as planning to unite social impact researchers across the Australasian region to advance the field of social impact.



Business Sustainability Initiative (BSI)



The Business Sustainability Initiative is helping businesses adapt and transform to accelerate the path to a sustainable future. Industry and government partnerships play a key role, with funded projects that engage stakeholders of all levels, from the public through to small businesses and large enterprises. As well as hosting visiting researchers who have presented on topics such as Writing successful grant applications, they have facilitated Business School's membership with the [Business Council for Sustainable Development Australia](#). This will open exciting opportunities to engage with companies and organisations who are leading the way in a sustainable transition for Australia.



Future of Health (FoH)



The Future of Health initiative draws together the UQ Business School's expertise across disciplines to help transform healthcare delivery for the benefit of patients and society at large. Our research offers unique value to healthcare providers, complimenting clinical and system-driven health research. We work with healthcare practitioners and patient populations to bolster healthcare outcomes across all levels of care at a local and national level. We have hosted leading healthcare researchers from Australia and overseas, and our signature industry event (The Business and Economics of AI in Healthcare) is highlighted overleaf.



Service Innovation Alliance (SIA)



The Service Innovation Alliance at UQ Business School is one of the world's leading service research groups. We offer a 'one-stop shop' for service research and training – encouraging debate, providing insights, educating leaders, and informing the future of service organisations. The SIA aligns with UQ's research strengths in healthy ageing, technology for tomorrow and transforming societies. We work with diverse government and industry partners across financial services, hospitality, healthcare and government.

30-40% improvement in compared to MAE with models

CONV models show better results for the percentage of underpredicted observation (PUO) metric (predicted WT is smaller than actual WT by >30 mins)

- 66-85% improvement in PUO when compared to performance and 47-52% when compared to LSTM
- Practical considerations for hospitals

The accuracy performance is lower for the W...

- Smaller amount of data and significant events

MSE	MA	769.10	1368.02	500.77
	CONV	501.21	941.79	624.70
	LSTM	480.92	937.37	608.86
MAE	MA	16.44	23.55	18.43
	CONV	11.85	17.87	13.54
	LSTM	11.63	18.22	13.48
R ²	MA	0.126	-0.003	0.091
	CONV	0.431	0.309	0.394
	LSTM	0.454	0.312	0.409
PUO	MA	8.1%	15.6%	10.2%
	CONV	1.2%	5.2%	2.3%
	LSTM	2.8%	9.9%	4.8%



Research Hubs



Practice and Process Studies (PPS)



The work of the Practice and Process Studies hub ranges from supporting market and system-level changes to helping organisations coordinate a remote workforce to generating new strategic directions. Using PPS methodologies, government departments, organisations and communities can envision, plan for and adapt to pressing societal issues in a way that supports staff and culture.

They have hosted a very successful seminar series (strengthening relationships with institutions such as the [University of Zurich](#)) and a range of workshops, including two highly attended qualitative methods workshops, one in conjunction with Organization Studies journal and the [European Group for Organizational Studies \(EGOS\)](#). These workshops were attended by participants from universities around the globe and included presentations, Q&As with esteemed panellists, and paper development roundtables. The hub also sponsored the [Strategy-as-Practice Community Day](#) at the EGOS [2024 colloquium](#).



Trust, Ethics & Governance Alliance (TEGA)



The Trust, Ethics, and Governance Alliance's vision is to position itself as the leading research group in trust, ethics and governance at a national and international level. They are growing their network and building strategic international collaborations, promoting meaningful internal connections, facilitating industry engagement and providing development opportunities and support for researchers.

Their active Industry Advisory Board is comprised of leaders representing industry, government and non-profit organisations. In 2024 they have run monthly Trust and Ethics Labs, a policy submissions workshop, a webinar series, a visiting scholar scheme and coordinated several grant submissions.

Future of Health: The Business and Economics of AI in Healthcare

In September, FoH hosted an industry breakfast that showcased how AI is revolutionising the healthcare industry by enhancing diagnostics, personalising treatment plans and streamlining healthcare processes and administrative tasks. Applications of AI promise enhanced patient care and operational efficiency, but demand significant investments in technology, infrastructure and skilled personnel.

Dr Ritu Agarwal (Distinguished Professor of Information Systems and Health at the Johns Hopkins Carey Business School) presented a keynote address that focused on her experience as founding co-director of the Center for Digital Health and Artificial Intelligence. This was supported by presentations from academic colleagues within the School and the Centre for Business and Economics of Health (CBEH) as well as Dr Rae Donovan, CCIO for eHealth Queensland.



Service Innovation Alliance: Connecting Worlds Summit



This invitation-only three-day event saw leading academics from around the globe gather to collaborate on new research projects targeted for a Special Issue of the Journal of Service Management (co-edited by Professor Janet McColl-Kennedy, Associate Professor Christoph Breidbach and Professor Jochen Wirtz).

Authors from 10 countries across five continents worked together on topics ranging from the role of AI in shifting cybersecurity markets to industry and academia innovating together.

Practice and Process Studies: Writing qualitative methods for publication workshop

The PPS Hub hosted a series of workshops and brown bag seminars throughout the year, with a highlight being the Writing Qualitative Methods for Publication workshop run by Professor Anne Smith (University of Tennessee and Associate Editor of Academy of Management Journal) and Associate Professor Rebecca Bednarek (Victoria University of Wellington, pictured right).

The workshop was well-attended by over 80 academics and students from the Business School, the broader UQ community and other universities. It involved qualitative methodologies presentations and in-depth discussions about the methods section of qualitative papers, with roundtables for paper development where attendees had the opportunity to receive feedback on the methods sections of working papers in discussion with one of the panellists.

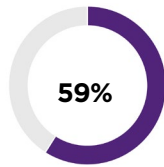


Advance research and innovation in business

The Business School faculty have continued to show their high quality research capacity in 2024 through a number of external grants worth over \$4.5 million to support their innovative impactful research projects. This external funding is divided into four research income categories:

- *Category 1:* Research schemes listed on the UQ competitive grants register i.e. ARC, NHMRC.
- *Category 2:* Australian government schemes and business enterprises; and research income from CRCs in which the university was not the core participant or signatory.
- *Category 3:* Research grants or contract research with Australian or international industry or non-Australian government agencies.
- *Category 4:* Research income received from a CRC in which the University was a core participant.

Below is a percentage of the School's external income and an example in each category for 2024.

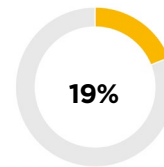


■ Category 1

ARC Linkage Project

**Associate Professor Terry Fitzsimmons,
Dr Miriam Yates, Dr Ree Jordan and
Professor Victor Callan:**

Amplifying Leadership and Voices of Indigenous Women Environmental Rangers

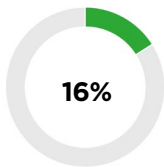


■ Category 2

Building Resilient Social Enterprises in Queensland

**Associate Professor Jay Weerawardena,
Dr Josephine Previte, Dr Sharlene Leroy-Dyer and
Dr Srinwanti Chaudhury:**

Identifying strategies to build resilient social enterprises in Queensland by examining capabilities, challenges and policy interventions needed to facilitate sector growth

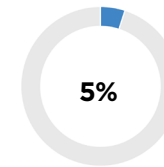


■ Category 3

Empowering Accessible Travel: An Evaluation of the 'Access Accelerator' Program

Associate Professor Jie Wang:

The project seeks to uncover valuable insights into the factors driving tourism businesses to enhance access and inclusion, ultimately fostering inclusive experiences for visitors with disabilities



■ Category 4

Policy Pathways to advance Australia's Biomethane sector

Professor Belinda Wade:

The project seeks to support the development of new biomethane markets and an associated biomethane industry in Australia



Australian Research Council (ARC) College of Experts

Professor Marta Indulska (pictured left) and Professor Janet McColl-Kennedy (pictured right) have been appointed to the ARC College of Experts for a three-year term. The College of Experts plays a very important role for the ARC and the research community more broadly.



School Academics included in 2024 Research.com's Rankings

Several Business School researchers have been listed in the 2024 edition of Research.com's Ranking. Our School had five staff in the top 25 scientists in the field of Business and Management within Australia.



Professor Sara Dolnicar
Ranked 8th



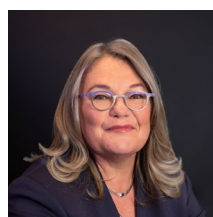
Professor Bob McKercher
Ranked 9th



Professor Brent Ritchie
Ranked 15th



Professor Janet McColl-Kennedy
Ranked 18th



Professor Paula Jarzabkowski
Ranked 26th

World's Top 2% Leading Researchers

Every year, Stanford University analyses publications metrics to publish this prestigious list of the world's leading researchers. The ranking is based on a composite indicator, which takes into account citations, H-Index, and other related metrics. There are two versions of the list: one based on career-long impacts and one accounting for recent year impact. The School has a number of staff featured on both lists for 2024.

Career-Long Impact:

Professor Andrew Burton-Jones; Professor Victor Callan; Professor Melissa Cardon; Professor Peter Clarkson; Professor Sara Dolnicar; Professor Matthew Hornsey; Professor Paula Jarzabkowski; Professor Thomas Maak; Associate Professor Judith Mair; Professor Janet McColl-Kennedy; Professor Bob McKercher; Professor Brent Ritchie; Professor Lisa Ruhanen; Associate Professor Jay Weerawardena.

Recent Year Impact:

Dr Elizabeth Agyeiwaah; Professor Pierre Benckendorff; Professor Martin Edwards; Dr Mucha Mkono; Associate Professor Muhammad Nadeem; Professor Daniel Nyberg; Associate Professor Jan Packer; Associate Professor Richard Robinson; Associate Professor Felix Septianto; Associate Professor Ya-Yen Sun; Associate Professor Frederik von Briel; Associate Professor Joyce Xin Yu; Professor Michael Zyphur.




Influencing Governments

A number of Business School academics are leading the way with their thought leadership research and influencing governments locally and internationally.

UN Framework Convention on Climate Change (COP29)

COP29 is the 29th United Nations Climate Change Conference which took place in Baku, Azerbaijan. It brings together leaders from government, business and civil society to advance solutions on the climate crisis.

Associate Professor Ya-Yen Sun has shared her leading research about the contribution of tourism carbon emissions at the COP29 plenary session in November 'Drivers of Tourism Emissions, Scientific Research on GHG emissions from Tourism Operations'. Associate Professor Sun explained how tourism-related carbon emissions are tracking and if we are on track to achieve any targets. 

Changing policies on E-scooters

Dr Richard Buning has presented two comprehensive pieces of research on e-scooter rider behaviour, perceptions and experiences to the Parliament of NSW in regard to its policy on e-scooters. It will soon be legal to ride e-scooters in NSW after his work being considered on how to make them safe and accessible for all while helping communities realise the wide reaching benefits for residents and tourists.

Dr Buning also leads the Micromobility Research Cluster at the University, leading the charge in understanding this ever-changing landscape. 

Project Progress

Trailblazer Universities Program - FaBA project



Professor Janet McColl-Kennedy is the Lead of the Innovation Pathways Program of the Food and Beverage Accelerator (part of the Australian Government's Trailblazer Universities Program), which has attracted

\$50m in government funding, over \$100m in partner and investor funding and over 16 industry participants.

The Innovation Pathways Program offers complex data analysis and information on trends in supply and demand patterns. In conjunction with SMEs, start-ups and large companies, this facilitates the creation of future food and beverage products that satisfy both consumer preferences and the need for firms to experience commercial success.

Outputs that help enable sound decision making include bespoke data repositories and dashboards, applied choice modelling, insights

on psycho-physiological responses to marketing stimuli, design thinking, strategies across a variety of fields, intellectual property assessments and detailed reports on emerging trends.

A major early outcome is the Food AI White Paper, [Food AI: A game changer for Australia's food and beverage sector](#) which highlights opportunities, challenges, and recommendations. The [launch](#) at Customs House included an industry-academia panel discussion on the challenges of implementing AI, along with tips for successfully operationalising AI across the food and beverage supply chain. Speakers included Dr Chris Downs (FaBA Director), Professor Aidan Byrne (UQ Provost), Professor Janet McColl-Kennedy (Panel Chair), Fiona Wilhelm (KPMG), Priyanka Shah (Avanade), Professor Ashish Sinha (UQ Business School), Dr Edgar Brea (Innovation Pathways) and Kate vanderVoort (Social Mediology).



2023 ARC Laureate Fellowship: Net Zero Observatory



Professor Matthew Hornsey's 2023 ARC Laureate Fellowship, *Understanding and overcoming community roadblocks to achieving net-zero*, will design strategies to accelerate industry action and community support for rapid decarbonisation.

A suite of tools for government, industry and green innovators will be designed and delivered to assist in future-proofing the economy and reducing social conflict in our communities. Matthew and his team are working with six national and international academic partner institutions. Major research topics include:

- promoting acceptance of technological pathways that facilitate decarbonisation
- maintaining social cohesion on the road to 2050
- maintaining Australians' commitment to change
- achieving meaningful corporate climate reporting - beyond greenwashing and greenhushing
- measuring and monitoring corporations' progress to net zero targets
- climate change executive education and training.

Matthew and his team hold a monthly hybrid event where interested individuals can meet to keep up to date on developments in the climate space and hear from guest speakers.



2019 ARC Laureate Fellowship: Low Harm Hedonism Initiative



Professor Sara Dolnicar and her research group - the Low Harm Hedonism Initiative - have had yet another successful year.

They tested their new theory of pro-environmental behaviour at hotels and, in so doing, continue to push the boundaries of knowledge while developing practical measures for businesses to reduce their environmental

footprint. These achievements led to them being selected as finalist for four awards (including the Financial Times Higher Education Award in the "Community" category and the inaugural Food Waste Awards) and winning two (Peter Keller Best Paper Award for the contribution that best integrated theoretical contribution and practical relevance and Overall Best Paper award at the 2024 Aiest conference).



ARC Discovery Early Career Researcher Projects Progress:

Paris-compliance: Assessing companies and portfolio



Dr Saphira Rekker

Dr Saphira Rekker is working to turn the tide on misleading corporate climate pledges and systematise the assessment of companies' climate performance by using a rigorous and science-based approach. Saphira aims to assess companies in an open-source platform, allowing all stakeholders to make climate-safe decisions and guide policy makers to enforce the required changes for any business to become Paris-compliant.

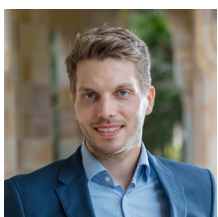
Maintaining human expertise in an AI-driven world

Dr Tapani Rinta-Kahila

Dr Tapani Rinta-Kahila is using systems thinking, case studies and action design research to investigate how leveraging artificial intelligence shapes workers' skills. Tapani hopes to produce a new systems theory of skill erosion and organisational guidelines for managing AI to help organisations maximise human potential by striking a balance between relying on automation and maintaining workers' skills.



Empowering users to protect their personal privacy on social media



Dr Marten Risius

Dr Marten Risius is taking a bold approach to finally overcome the paradoxical inertia of people who care about their privacy but do not protect it. Expected outcomes include a privacy behaviour model, privacy training program and system design solutions. He is currently evaluating the effectiveness of the interventions that the project developed.

Charitable triad: How donors, beneficiaries and fundraisers influence giving

Associate Professor Cassandra Chapman

Associate Professor Cassandra Chapman is testing a new model of charitable giving to examine how donors, beneficiaries and fundraisers together influence donor decisions. She has published 4 articles from the grant so far, with 3 more under review, collectively examining how donors have heuristics and groups have social norms for who to help, how fundraising methods impact donor value, and the roles that incentives, identification, and empathy play in promoting giving. Cassandra has also developed and delivered a workshop for fundraising professionals on how to use the Charitable Triad in their work.



The role of emotions in marketing cultured meat



Associate Professor Felix Septianto

Associate Professor Felix Septianto is seeking to reduce the significant environmental impact of traditional agriculture by developing meat through cell culture rather than from slaughtered animals. This project aims to examine the role of emotions in promoting consumer acceptance, which is the greatest barrier to the commercialisation of cultured meat. The project is progressing well and is expected to be completed by early 2025.

Enriching our communities



The Business School is working to create an impact beyond our education and research programs. We are committed to find solutions so that business and society can work together to create sustainable enterprises and communities.





Strong Women for Healthy Country Network

Amplifying leadership and voices of Indigenous women environmental rangers

Associate Professor Terry Fitzsimmons, Dr Miriam Yates, Dr Ree Jordan and Professor Victor Callan are on a three-year project with a goal to empower Aboriginal and Torres Strait Islander women caring for Country to connect on a national scale, support each other to make their voices heard and ultimately drive systemic change in how their work is recognised and supported. This builds on from the World Wide Fund for Nature Australia project undertaken in 2023.

Strengthening Community Ties and Elevating Indigenous Knowledges on the Global Stage

The Indigenous Business Hub has made significant strides in deepening relationships with local Indigenous communities and sharing Indigenous knowledges on an international scale.

A central focus of the team's work has been creating strong, collaborative ties between the Hub and community partners, ensuring that projects and initiatives reflect the values and needs of Indigenous peoples.

One notable achievement has been the successful support provided to Jinndi Mibunn, a local Aboriginal organisation, in negotiating funding with the Department of Social Services. Working closely with Jinndi Elders, the team has helped design programs tailored to meet the requirements of this funding, ensuring that they are culturally appropriate and community-driven.

In addition, the School donated 20 refurbished laptops to students who attended the National Indigenous Business Summer School.



Finance Roundtable - Shifting geopolitics

The School hosted its fourth annual Finance Roundtable event in August, with a panel discussing the topic "Navigating the current: Capital flows around shifting geopolitics".

The focus was on the impact of geopolitical tensions on cross-border capital allocation, how divergent foreign policy orientations affect investment decisions and potential risks to financial stability arising from rising geopolitical tensions. The panel members included Catherine Allfrey (Director and Portfolio Manager of WaveStone Capital), Paul Taylor (Portfolio Manager of the Fidelity Australian Equities Fund and Country Head of Equity Investments for Fidelity International) and UQ Industry Professor Rumi Masih (pictured left).

Golden Horizons

The Golden Horizons: Shaping Future Careers through the Lens of Brisbane 2032 is a student-led event organised by students from the post-graduate course *Event Planning and Project Management (EVNT7051)*, coordinated by Associate Professor Sheranne Fairley.

The event aimed to improve the employability of tourism, hotel, and event students by connecting them with industry leaders, alumni, and potential employers, as well as providing insights into emerging industry trends. It featured a high-calibre lineup of industry speakers, who provided valuable insights into industry trends such as AI, employability and accessibility.


The panel was followed by networking opportunities, providing a platform for students to network and establish meaningful connections.

Industry impact


Responsible Research in Business and Management Conference

The University sponsored the Asia-Pacific Responsible Research in Business and Management (RRBM) Summit held at Tsinghua University in Beijing in October. The conference discussed how business school research can make a meaningful impact, focusing on both Asia-Pacific perspectives and global implications. 

Funding for Advance Timber Hub

The ARC Research Hub to Advance Timber for Australia's Future Built Environment was launched by Senator the Hon Anthony Chisholm earlier this year. The Business School plays a central role in the \$16.5 million research hub, led by The University of Queensland. The Advance Timber Hub, which is focused on advancing sustainable timber in Australia's future built environment, has more than 45 industry, government and research partners from Australia and around the world. Dr Cristyn Meath from UQ Business School leads the Planning Change Research Theme, one of three research themes in the Advance Timber Hub, and is also part of the Executive Committee. In addition, the Business School will host, under Dr Meath's leadership, two of the nine research nodes, including Socio-Economic Opportunity and Interventions for Change. The School will receive over \$600,000 in research funding over the five-year project and, as Dr Meath explains, will 'showcase the skills we have in the Business School which support the development and growth of our future sustainable industries.' UQBS researchers are collaborating with University of Tasmania, Cardiff University and Pontifical Catholic University of Chile. 

Partnering with the Bank of Queensland (BOQ) to build climate capability


Industry Professor Belinda Wade designed two Executive Education programs on climate change for BOQ's Board members, executives and key management. These programs will be available via the Responsible Banking Academy and will provide content specifically contextualised for the Australian banking market. This endeavour will help prepare BOQ for becoming signatories to the UN Principles for Responsible Banking in the coming months by providing climate training to its people. 

Improving healthcare using AI innovations

A project submitted by Business Information Systems MPhil student Hetiao (Slim) Xie and his supervisors, Dr Morteza Namvar, Associate Professor Saeed Akhlaghpour, and Dr Marten Risius, has been awarded an external grant by the Princess Alexandra (PA) Research Foundation under the Rethinking Emergency Medicine Research Program (REMR) scheme. This industry funding of \$10,000 fosters research collaboration and engagement with the PA Hospital Emergency Medicine Department to enhance patient service delivery and outcomes.

The project, titled "A Scoping Analysis of AI Applications in Facilitating Patient Flow and Collaborations between the Metro South Emergency Departments (EDs) and Satellite Hospital Minor Illness and Injury Clinics (SH-MIIC)", seeks to improve healthcare operations through AI-driven innovations.

Business Educators' Association of Queensland

The School participated in the Business Educators' Association of Queensland (BEAQ) annual conference at the Royal International Convention Centre at the Brisbane Showgrounds. With over 300 teachers in attendance from around the state, the conference centred around 'Embracing the Future, Empowering Minds, Inspiring Change'. Dr Micheal Axelsen delivered a workshop entitled 'I don't remember: Student learning in an age of artificial intelligence.' 

Post-disaster resilience of small business support through mentorship consultations and workshops

Associate Professor Jie Wang, Co-Director of the Australia-Indonesia Business Resilience Hub funded by DFAT, has received the Visiting Professor Fellowship from Universitas Andalas. This fellowship enables her to visit West Sumatra, Indonesia, to support the post-disaster resilience of small business development in the region.

Efforts to ensure the continuity and growth of local small and medium enterprises include supporting a stingless bee honey farm, a coconut village, Hello Mushroom farm and an Indonesian "hijab" headscarves business to promote local culture and digital innovation. These activities help locals thrive and contribute to the community's natural conservation, economic recovery and cultural preservation.



Alumni creating positive change

UQ Alumni Awards



Scott Hutchinson (MBA '88) (pictured above) received the Vice-Chancellor's Alumni Excellence Award for outstanding contributions to the building and construction industry, and as a philanthropist and sustainability advocate.

Mr Hutchinson, as Chairman of Hutchinson Builders, has significantly impacted the construction industry, served on QMusic board from 2005 to 2017 and is now its Patron, helping deliver major music events like the Queensland Music Awards and BIGSOUND. He also established the Triffid Nightclub and Fortitude Music Hall and supports over 200 charities annually.



MBA Australasia Awards

The MBA Australasia (MBAus) Awards recognises outstanding achievements, innovation, and leadership in the field of Master of Business Administration (MBA) education.

- Leeanne Bond FAICD FTSE HonFIEAst (MBA '08) received the Business Excellence and Leadership Award. This award recognises exceptional individuals who have demonstrated outstanding leadership, strategic thinking, and a track record of driving business excellence within their organisations. 
- 2024 MBA graduate Scott Barker received the Innovation Award. The MBA helped him co-found and scale a successful business in emissions abatement company Carbon Logica, which captures the methane emissions from coal mines and converts them into enough electricity to power the mines and more. Today, Carbon Logica has secured methane abatement projects worth \$21 million and anticipates it will have a project pipeline worth more than \$240 million within five years. 

Future focus

What's coming in 2025

The Business School is continually refreshing and re-imagining its curriculum, research, partnerships and engagement strategies. Changes in the world around us - geopolitical, economic and social - provide an impetus for us to adapt and stay innovative, and create the academic model that will meet the challenges of the 21st century society.





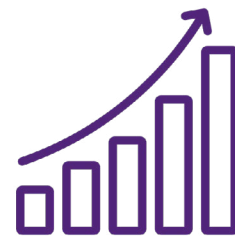
Building Collaborations

The School will develop and strengthen partnerships relating to teaching, student experience and research in 2025. There will be a number of joint ventures with the Academy of Management hosting numerous workshops on campus, along with a mid-year symposium with the Journal of Contemporary Accounting and Economics to name a few.



Improving our Student Experience

Ensuring our students achieve the graduate attributes our Programs aspire to deliver and have a positive, and rich experience is a UQ and Business School priority in 2025. The School will explore improvements to assurance of learning and look at ways to enhance the student experience, including partnering with our Student Program Committees to develop actions.



Executive Education

Our Executive Education portfolio has expanded its open program offerings and will recruit its second cohort of the UQ-Oxford Executive Leadership Program. We will explore new programs under this partnership with Oxford University, Said Business School as well as expand our partnerships with new custom clients. Our Partnership with Queensland Futures Institute is also continuing delivering courses to strengthen private and public sector collaborations.



School Review

In 2025 the School will be undergoing a comprehensive external review overseen by UQ's Academic Board. The review aims to achieve improvement in academic performance through a self assessment, benchmarking, critical reflection forward planning and peer review process.



New Programs

The School is continually looking at how to enhance its Program offerings. In 2025 it will look to develop new postgraduate programs to meet market demand.



International Journal of Indigenous Business

The School's Indigenous Business Hub will launch *International Journal of Indigenous Business* in June 2025 with an aim to address the gap in Indigenous business research by providing a dedicated platform for Indigenous-led scholarship and dialogue.

Advisory boards

Creating learning forums to take the Business School to the next level

The Business School continues to strengthen its relationships with industry in the form of advisory boards. It has engaged in School, Discipline and Research Hub boards to nurture industry partnerships. The following external collaborations have been engaged:

Business School Advisory Board

Established 2018

- *Susan Buckley*: Managing Director Funding & Markets, Queensland Treasury Corporation
- *Brett Heyward*: Partner, Affinitas ODI
- *Richard Howes*: former CEO, Challenger Limited
- *Ian Learmonth*: CEO, Clean Energy Finance Corporation
- *Debbie McNamara*: General Manager, Economic Development Queensland
- *Kerrie Mitchener-Nissen*: Chief of Operations & Services, The Asset Management Exchange
- *Margy Osmond*: Chief Executive, Tourism and Transport Forum
- *Diane Rutter*: Partner, PwC Australia
- *Raynuha Sinnathamby*: CEO, Springfield City Group
- *Jason Titman*: CEO, Integr8 Group
- *Sophie Usasz*: Business Advisory Director, NSW Government
- *David Whimpey*: CEO, Surf Lifesaving Queensland

Discipline Advisory Boards

Accounting: Established 2020

- *Nicole Bryant*: Managing Director, Macro Group
- *Sebastian Hagebaum*: Manager, BEL Career Services (UQ)
- *Ken Lai*: Senior Advancement Officer, Institute for Molecular Bioscience (UQ)
- *Cissy Ma*: Managing Director, Grow & Sell Your Biz; and Deputy Chair, CPA QLD
- *Nina Moore*: Senior Recruitment Consultant, BDO
- *Jay Oei*: QLD Careers Engagement Manager, CA ANZ
- *Kimberley Ohayon*: Regional Head QLD/NSW/NT, CPA Australia
- *Gordon Pereira*: GRC Manager, KPMG; and President, IIA Brisbane Chapter
- *Amishree Raivadera*: Early Careers Recruitment Lead, PwC Australia
- *Daniel Robb*: Relationship Manager, CPA Australia

Business Information Systems: Established 2007

- *Vivian Chen*: Co-Founder & Director, re.candle.co
- *Tonia de Bruin*: Senior Manager, YourTown
- *Stan Gallo*: Partner, BDO
- *Carol-Ann Gough*: Chief Information Officer, Great Southern Bank
- *Tony Hayes*: former Deputy Director-General, QLD Government
- *Sabina Janstrom*: Chief Information officer, Lactalis Australia
- *Bob McDonald OAM*: former Chief Governance Officer, QLD Health
- *Mayus Nath*: Associate Director, O'Connor Marsden
- *Sarah-Jane Peterschlingmann*: Managing Director, ATech
- *Daniella Pittis*: Global Chief Information Security Officer, Flight Centre Travel Group
- *Craig Thompson*: Business Development Lead, Accenture

Finance: Established 2021

- *Don Hamson*: Managing Director, Plato Investment Management
- *Kevin Hoo*: Managing Partner, Cove Property Group
- *Walter Lewin*: Chair of the Board and Investment Committee, OneVentures
- *Prue Mackenzie*: Director of Retail EMEA Strategic Industries, Google
- *Ian Macoun*: Founder and Managing Director, Pinnacle Investment Management
- *Michel Mamet*: former Managing Director, Flagstaff Partners
- *Matthew McLennan*: Co-Head of Global Value Team and Portfolio Manager, First Eagle Investment Management
- *Paul Taylor*: Head of Investments, Fidelity International - Australia
- *John Wylie AC*: Founder and CEO, Tanarra Capital

Human Resources: Established 2019

- *Tim Conroy*: Head of People & Development, Aurizon
- *Shona Germanos*: Strategic Workforces Futures Manager, QLD Government
- *Liz Heathwood*: Principal Advisor - Learning Experiences, Rio Tinto
- *Richard Knox*: General Manager, Thynne + Macartney Lawyers
- *Drew MacOwan*: VP HR Australia, Shell
- *Ilana Nathan*: State People & Culture Manager, Woolworths
- *Marta Newport*: National People & Culture Leader, Grant Thornton Australia
- *Sue Sanderson*: General Manager HR Pacific Operations, Rio Tinto
- *Marion Schuddin*: People & Culture Director, KBR Inc
- *Catherine Seton*: Director HR APAC, Palladium

Marketing: Established 2022

- *Kathy Benson*: Director Behavioural Economics and Research Team, Department of the Premier and Cabinet
- *Oliver Braithwaite*: Head SEO, Comparethemarket.com.au
- *Edwina Gilmour*: Business Development Manager, Carbon Creative Australia
- *Chloe Henry*: Director Client Experience, Anglicare Southern Queensland
- *Naomi Lynn*: Business Development Director, BDO
- *Simon Murphy*: Chief Strategy Officer, Publicis Worldwide

Tourism: Established 2014

- *Hailey Brown*: CEO, Vacayit
- *Leanne Coddington*: former CEO, Tourism & Events Queensland
- *Cameron Costello*: Chair, Queensland First Nations Tourism Council
- *Michael Lai*: Group Manager Asian Relations, The Star Entertainment Group
- *Harvey Lister*: CEO, ASM Global Asia Pacific
- *Antje Martins*: Chief Training Manager, Earth Check
- *Mark Olsen*: CEO, Tourism Tropical North QLD
- *Tas Webber*: Head of Tourism & Partnerships, Brisbane Economic Development Agency

Research Hub Advisory Boards

Future of Health: Established 2022

- *Cameron Bean*: Commercialisation & Health Lead, Max Kelsen
- *David Bunker*: Managing Director, The Second Law Consulting
- *Adrian Carson*: CEO, Institute for Urban Indigenous Health
- *Chris Dougherty*: CEO, Epilepsy QLD
- *Jennifer Finch*: Director, QLD Health
- *Tanya Kelly*: Acting Chief Clinical Information Officer & Chair of QLD Clinical Senate, eHealth QLD
- *Dr Robyn Littlewood*: CEO, Health & Wellbeing Queensland
- *Professor Malcolm Thatcher*: Chief Technology Officer, Australian Digital Health Agency
- *Dr Julie White*: Executive Director Office of Precision Medicine & Research, QLD Health

Service Innovation Alliance: Established 2019

- *Dr Jenine Beekhuizen*: Founder & CEO, Adroit Research
- *Renee Davidson*: General Manager Marketing, Allianz Australia
- *Tracey Johnson*: CEO, Inala Primary Care
- *Jason Lowe*: Master Principal Sales Consultant, Oracle
- *Jason Titman*: Director, Intergr8 Group
- *Alex Twigg*: CEO, Shift Happens Group
- *Melissa Witheriff*: Regional Innovation Lead Director, Avanade Australia

Trust, Ethics and Governance Alliance: Established 2019

- *Mark Ainsworth*: former Deputy Commissioner, QLD Racing Integrity Commission
- *Heidi Cooper*: CEO, Business Chamber QLD
- *Rupert Haywood*: Managing Director and Chief Risk Officer, QLD Treasury Corporation
- *Michael Hiller*: Chairman of Partners, KPMG QLD
- *Leanne Kemp*: CEO, Everledger
- *David Lavell*: Director - Investigations, UQ Integrity and Investigations Unit
- *Juanita Maiden*: Senior Associate, Mullins Lawyers
- *Karl Morris AO*: Managing Director, Ord Minnett; and Chair, Bravehearts and Broncos
- *Graham Newton*: Partner, McGrathNicol
- *Fraser Power*: Head of Advocacy - Generation, Origin Energy
- *Lesley Ray*: Executive Director - Philanthropy, Mater Foundation
- *Chris Savage*: Enterprise Risk Manager, Suncorp
- *Richard Watson*: Deputy Chief Executive Officer, Trade & Investment Queensland

Service roles

Discipline Convenors:	Accounting: Professor Peter Clarkson and Associate Professor Robyn King Business Information Systems: Professor Stan Karanasios Executive Education: Associate Professor Nicole Hartley Finance: Associate Professor Jacquelyn Humphrey International Business: Professor Peter Liesch Management: Professor Thomas Maak Marketing: Associate Professor Len Coote Strategy & Entrepreneurship: Dr Henri Burgers Tourism: Associate Professor Monica Chien
Teaching & Learning:	Director of MBA and Executive Education: Associate Professor Nicole Hartley Deputy Director of MBA and Executive Education: Dr Sam MacAulay Deputy Director of Teaching & Learning (Commerce): Dr Micheal Axelsen Deputy Director of Teaching & Learning (Business): Dr Ali Intezari Deputy Director of Higher Degree by Research: Dr Kelvin Tan
Program Convenors:	Bachelor of Business Management; and Master of Business: Dr Sandra Figueira Bachelor of Advanced Business (Hons): Dr Michael Turner Bachelor of Advanced Finance & Economics (Hons): Professor Stephen Gray Bachelor of Commerce; and Master of Commerce: Dr Lily Nguyen Bachelor of Tourism, Hospitality & Event Management; and Master of Tourism, Hotel & Event Management: Associate Professor Karen Hughes Honours Programs: Dr Kelvin Tan Master of Business Administration: Associate Professor Nicole Hartley Master of Business Analytics: Dr Ida Asadi Someh Master of Entrepreneurship & Innovation: Dr Frederik von Briel Master of Finance & Investment Management: Dr Chris Bell Master of Leadership Innovation: Professor David Solnet
Major Convenors:	Accounting: Dr Joyce Xin Yu Business Analytics: Associate Professor Len Coote Business Information Systems: Dr Katie Williams Finance: Dr Khoa Hoang Human Resources: Dr Yiqiong Li Innovation & Entrepreneurship: Dr Jonathan Staggs International Business; and Supply Chain: Dr Miriam Moeller Leadership: Dr Michael Collins Marketing; and Advertising: Dr Jo Previte Organisational Sustainability: Dr Sandra Figueira



The Future of Business

UQ Industry
Partners

UQ MBA
50 YEARS



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Business School

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