



FLINDERS UNIVERSITY

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**BUILD YOUR CAREER WITH  
THE COLLEGE OF BUSINESS,  
GOVERNMENT AND LAW**

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INFORMATION FOR CANDIDATES





# FLINDERS FAST FACTS

## PEOPLE

<b>1966</b> 90 STAFF 400 STUDENTS	<b>2019</b> 2,635 STAFF 26,101 STUDENTS	<b>ALUMNI</b> OVER 102,500 IN 120 COUNTRIES	<b>619</b> RESEARCH-ACTIVE STAFF
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Staff, student and enrolment numbers are preliminary figures based on 2018 data and subject to change.

**NEARLY 5,400 INTERNATIONAL STUDENTS FROM 90 COUNTRIES  
MAKE UP 13% OF OUR ON-CAMPUS POPULATION**

## RANKINGS & RESEARCH

**NO. 1 SA  
UNIVERSITY**

**IN UNDERGRADUATE TEACHER  
EDUCATION FOR OVERALL QUALITY OF  
EDUCATIONAL EXPERIENCE, TEACHING  
QUALITY, AND LEARNING RESOURCES**

QILT Student Experience Survey 2018, public SA-founded universities only

**Top 175** in the world  
for Education  
The Subject Rankings 2019

**HOME OF ÓRAMA**  
**INSTITUTE FOR MENTAL HEALTH  
WELLBEING & NEUROSCIENCE AT  
FLINDERS UNIVERSITY**

## INTERNATIONAL

**OVER 100**  
PARTNER INSTITUTIONS

**ACROSS 33**  
COUNTRIES

**10 OFFSHORE PROGRAMS**

**—FIVE STARS IN OVERALL EXPERIENCE—**  
**STUDENT:TEACHER RATIO, LEARNING RESOURCES,  
AND SKILLS DEVELOPMENT**

The Good University Guide 2019

## INNOVATION & ENTERPRISE

**HOME OF SWIRLS, THE SOCIAL WORK  
INNOVATION RESEARCH LIVING SPACE,  
CREATING A NATIONAL SOCIAL WORK  
RESEARCH CENTRE.**

**20 STATE-OF-THE-ART DEDICATED  
PSYCHOLOGY RESEARCH LABS AND  
PURPOSE-BUILT ON-CAMPUS SOCIAL WORK  
SIMULATION AND SKILLS LAB**

**NVI: BEST UNIVERSITY INCUBATOR  
IN THE ASIA-PACIFIC**

\*Flinders' New Venture Institute named 'Top Challenger' in Asia-Pacific in 2017/18 UBI World Benchmark Study

## ABOUT FLINDERS

**Flinders University is a globally focused,  
locally engaged institution with world-class  
education and research.**

Ranked in the top 2 per cent of the world's tertiary institutions, we offer our students an opportunity to learn at a university recognised for its visionary research and educational approach.

With 90 per cent of our research rated world-class or above by the Australian Government's *Excellence in Research for Australia*, our students are challenged and inspired every day. They also enjoy unparalleled access to internationally renowned academic expertise.

Ours is an innovative, creative and collaborative institution that works with government and industry partners to solve real-world problems.

Approximately 27,000 students are enrolled in more than 150 undergraduate courses, close to 300 postgraduate courses, and higher degree research supervision across all disciplines. Nearly 5,000 international students from almost 100 countries make up 13 per cent of our on-campus population; 1,500 are enrolled in our numerous offshore programs.

We're committed to equity and deliver a range of special access schemes to encourage and support all students. Our focus on contemporary teaching is reflected in the many Flinders courses that provide students with best-practice technologies and teaching methods to suit their fields, lifestyles and study preferences.

## BEDFORD PARK CAMPUS AND TONSLEY INNOVATION PRECINCT

**Flinders University's main campus is at  
Bedford Park in Adelaide's inner south.**

Spread across 165 hectares with a lake at its centre, our beautiful natural bushland setting features thousands of trees, local wildlife and panoramic views of the city and coast.

These natural assets are complemented by an impressive new Student Hub and Plaza development at the very heart of the campus. The environmentally responsible building boasts the very latest in learning technologies, an array of places to study and vibrant social spaces. There's also a rooftop terrace, a 2000 seat amphitheatre and a superscreen for outdoor cinema. On campus accommodation is available for 560 students.

Beyond our main campus Flinders boasts a specialist Computer Science, Engineering and Mathematics facility at the nearby Tonsley Innovation Precinct, which is also where the New Venture Institute, the home of innovation and entrepreneurship at Flinders University is sited. Flinders' considerable footprint also includes external teaching facilities in regional South Australia, south-west Victoria and the Northern Territory.

## VICTORIA SQUARE CAMPUS

**Located in the heart of Adelaide's CBD,  
Flinders at Victoria Square is an accessible,  
alternative and flexible space for students,  
staff and the general public.**

The College of Business, Government and Law has a significant engagement with the campus via teaching and providing public lectures. Victoria Square is also a hub for engaging with major business, community, and public sector stakeholders.



## OUR STRATEGIC PLAN AND CORE VALUES:

*Making a Difference – The 2025 Agenda* sets out an ambitious vision for Flinders to become an Australian top ten university, and amongst the top 1% in the world.

### FOUNDED ON FOUR PILLARS



PEOPLE  
AND CULTURE



RESEARCH



EDUCATION



ENGAGEMENT  
AND IMPACT

### OUR VISION

To be internationally recognised as a world leader in research, an innovator in contemporary education, and the source of Australia's most enterprising graduates.

### OUR MISSION

Changing lives and changing the world.

### OUR VALUES AND ETHOS

- Student Centred
- Integrity
- Courage
- Innovation
- Excellence

## COMMITTED TO INNOVATION

**The Kurna people are the traditional owners of the land on which Flinders was established.**

Flinders University was opened by Her Majesty Queen Elizabeth, the late Queen Mother, on 25 March 1966, as the Bedford Park campus of the University of Adelaide. 18 days earlier, the South Australian Parliament had passed legislation to create an independent institution.

Named after the British navigator Matthew Flinders, who explored and surveyed the South Australian coast in 1802, it officially became the state's second university on 1st July 1966.

The University began with four schools, 90 staff and just over 400 students. Professor Peter Karmel was the inaugural Vice-Chancellor and Sir Mark Mitchell our first Chancellor.

Within a decade a significant decision was made to build the Flinders Medical Centre on land adjacent to the campus and locate the University's Medical School within it – the first such integration in Australia.

In 1990 the University experienced a growth spurt with the addition of three new buildings – Law and Commerce, Engineering, and Information Science and Technology.

Flinders merged with the former South Australian College of Advanced Education's Sturt campus the following year. Throughout the 1990s, we expanded into the Northern Territory and, in the 2000s, the footprint extended into rural South Australia and south-west Victoria.

In 2002, the Australian Science and Mathematics School was established at the foot of the Bedford Park campus – the first school in Australia to be fully integrated with a university.

New School of Education and Health Sciences buildings were completed in 2010 while that same year we opened a state-of-the-art Science Innovation Learning Centre as a dedicated first-year teaching facility for science and engineering students.

In 2015, the University's vision for a science and technology hub at Tonsley was realised when the \$120 million School of Computer Science, Engineering and Mathematics opened its doors. The Tonsley Innovation Precinct is also home to the Flinders New Venture Institute, the Medical Device Research Institute and the Centre for NanoScale Science and Technology. All generate meaningful alliances and business opportunities with other education providers and companies both nationally and globally.

Flinders' commitment to student-centred growth continued in 2016 with the unveiling of a \$63 million Student Hub and Plaza at the heart of the Bedford Park campus. Drawing on the latest research into best educational practice, the Hub's intelligent design encourages collaborative learning and social interaction.

Looking forward, Flinders is set to benefit from an extension of the Tonsley rail line to the Bedford Park campus. It will link the Flinders health and education precincts to the Tonsley campus and the CBD when construction is complete in 2020.

#### Dedicated to sustainability

On 5 April 2019 The Vice-Chancellor, Professor Colin Stirling, officially opened the University's 6,000-panel solar array at the Bedford Park campus. He also launched the Flinders University Sustainability Action Plan, which includes solar powered charging stations for plug-in vehicles; decarbonising the University's vehicle fleet; eliminating single-use plastics for food and drinks; enhancing and transforming the Bedford Park Lake and turning it into a demonstration site for sustainability initiatives; and reducing, reusing and recycling more materials on campus.

We have already taken our first steps to greater sustainability – we are home to one of South Australia's largest solar arrays, with more planned for the future. We are actively using and promoting new transport technologies including solar, electric and autonomous vehicles. Our sustainability projects support large and local scale on-campus initiatives that create positive change such as a market and community gardens and new student-led projects to reduce waste. And our researchers and educators are looking for new ways to minimise our greenhouse gas emissions and create a carbon positive future.



Matthew Flinders maquette



## LIVING IN ADELAIDE IS:

### ► EXCITING, AFFORDABLE, ENJOYABLE

Adelaide's appeal has been a well-kept secret but it is now officially one of the top ten cities in the world according to Lonely Planet. As the authoritative travel guide put it: "Adelaide is effortlessly chic – and like a perfectly cellared red, it's ready to be uncorked and sampled."

Adelaide was the only Australian city to feature in Lonely Planet's Best in Travel 2014 book, sharing its top ten accolade with the likes of Paris, Trinidad and Cape Town.

A cosmopolitan, modern and affordable city in which to live, work and study, Adelaide has all the hallmarks of a major urban centre with modern and classical architecture, a bustling retail hub and a multicultural population.

World class wine, gourmet food and natural attractions are all close at hand. The city's entertainment and arts festivals attract performers and visitors from across the globe.

With a Mediterranean climate conducive to exploring the region's natural beauty and the finest foods and wine producers on its doorstep, Adelaide and South Australia make achieving a work-life balance easy and highly fulfilling.

A significant university city with a well regarded reputation for sophisticated, world calibre education, Adelaide is home to three Australian universities – Flinders, the University of Adelaide and the University of South Australia.

The city also hosts branches of Carnegie Mellon University, University College London, Torrens Institute and the Royal Institution of Australia – the only satellite of the Royal Institution of the UK.

Adelaide's primary and secondary schools – both government and private – also boast a reputation for excellence and pastoral care. No longer a secret, Adelaide is a highly attractive city designed for living life to the fullest.



Adelaide city skyline at dusk



## COLLEGE OF BUSINESS, GOVERNMENT AND LAW

We live and work in an increasingly dynamic and globalised world where innovation and the exchange of ideas are perpetually fast-paced and continuous. Smart, work-ready graduates need to engage effectively, strategically, critically and creatively with change. That's why, at Flinders University's College of Business, Government and Law, we foster future-oriented research and teaching. We prepare our graduates for the jobs of today and tomorrow, equipping them with the tools, skills and enterprise to become all they want to be, and ensure our research informs all our teaching.

### TEACHING

Our world leading research informs all of our teaching. We are developing the critical thinkers and enterprising leaders of tomorrow through innovative education and research that actively engages with industry, government and the community.

We produce work ready, enterprising professionals for the digital age in the areas of Business, Government, Law and Criminology:

- At *Flinders Business* we combine the best aspects of sound business theory with real life business applications. Real- world work experience allows students to tackle and solve complex problems and develop authoritative business solutions.
- Our *Government* students learn how international relations and public policy operate. They learn how governments and non-state actors interact in the private and the not-for-profit sectors within a fluid web of power and resource relations at the local, national, international and supranational levels.
- *Flinders Law* develops expert leaders who make a real difference in our changing world. New technology is transforming the legal profession and transforming it into a global industry. We offer high quality legal academic knowledge, the practical skills necessary for admission to legal practice, and the opportunity for students to acquire skills in innovation and enterprise through a legal lens.
- Our *Criminology* graduates have the skills to understand crime trends, assess new evidence and research, and thrive in a constantly evolving policy landscape. Our internationally renowned researchers use evidence-based research and engagement with community-based stakeholders to provide students with the requisite knowledge and abilities to succeed in this growing field.

Across the college, we recognize that our graduates need to develop both technical competencies and the 'soft' skills employers seek, such as communication and presentational skills, leadership, teamwork, interpersonal skills and enterprise skills. The practice and industry-based placements we offer enable us to develop work-ready, enterprising and immediately employable graduates, as reflected by our outstanding student ratings and accreditations by professional bodies and international ranking systems.

### RESEARCH

Our research complements and informs our teaching and practice. The college's research priorities are articulated through three research major themes:

- **The future of work in the digital age**
- **Serious and organised crime prevention**
- **Governance and Policy for Social Justice.**

Rapid technological change and its associated disruptive developments, comprise a key context for advancing these themes. These disruptive developments include:

- Significant changes arising from the Digital Revolution and Industry 4.0 in the organisation of economic activity, work and human resources
- Harnessing the internet and social media to influence democratic debate and the targeting of voters
- Challenges in regulating cyberspace
- Concerns about personal data use and ownership
- New forms of competition and conflict between nations
- Growth in the reach and power of non-state actors engaged in international criminal and terrorist activities.

The College hosts three successful centres that conduct research in our three thematic areas and provide a base for our research students:

1. The *Australian Industrial Transformation Institute* (AITI) undertakes trans-disciplinary industry and workplace research to support of industrial and workplace transformation, including human resources.
2. The *Centre for Crime Policy and Research* delivers cutting edge research and policy advice to the community on crime and the justice system.
3. The *Centre for United States and Asia Policy Studies* offers uniquely integrated perspectives on policy issues for the respective players in the Asia Pacific.

In addition, more informal research groups examine human resource management, marketing, finance, environmental policy, social policy, corporate social responsibility, party political systems, human rights, critical legal theory and comparative politics.

I welcome you to an outstanding educational and research environment for both students and staff.



**Professor Phyllis Tharenou**  
**Vice-President and Executive Dean**



# COLLEGE FAST FACTS

## PEOPLE

4,900 ENROLMENTS ACROSS 189 DIFFERENT PROGRAMS

AUSTRALIAN ACCOUNTING AWARDS RISING STAR OF THE YEAR 2018

AUSTRALIAN ACCOUNTING AWARDS STUDENT OF THE YEAR 2016/18

SA'S 2017 RHODES SCHOLAR

2018 YOUNG TALL POPPY IN SCIENCE AWARD - SA

## RESEARCH AND RANKINGS

ABOVE WORLD STANDARD IN CRIMINOLOGY AND POLICY & ADMINISTRATION  
RESEARCH - ERA 2018

FULBRIGHT DISTINGUISHED CHAIR IN APPLIED PUBLIC POLICY  
HOSTED AT FLINDERS FOR A DECADE

HIGHEST RESULTS IN SOUTH AUSTRALIA FOR OVERALL QUALITY OF  
EDUCATIONAL EXPERIENCE IN BUSINESS AND MANAGEMENT

FIVE STARS IN THE GOOD UNIVERSITIES GUIDE IN LAW FOR  
OVERALL EXPERIENCE / STUDENT SUPPORT

FIVE STARS IN THE GOOD UNIVERSITIES GUIDE IN BUSINESS AND  
MANAGEMENT AND ACCOUNTING FOR OVERALL EXPERIENCE /  
TEACHING QUALITY / LEARNING RESOURCES

## TEACHING

HIGHEST QUALITY INDICATORS FOR LEARNING (QILT) RESULTS IN  
SOUTH AUSTRALIA FOR OVERALL QUALITY OF EDUCATIONAL EXPERIENCE  
IN BUSINESS AND MANAGEMENT

26% OF TOTAL UNIVERSITY ONLINE DELIVERY FROM CBGL

FIRST IN SOUTH AUSTRALIA AND THIRD IN AUSTRALIA TO RECEIVE THE  
PRESTIGIOUS ASSOCIATION OF MBAS (AMBA) ACCREDITATION FOR MBAS

2018 AUSTRALIAN AWARD FOR UNIVERSITY TEACHING CITATION FOR OUTSTANDING  
CONTRIBUTIONS TO STUDENT LEARNING - VIVienne BRAND AND SULETTE LOMBARD

## INTERNATIONAL

TEACHING INTERNATIONAL STUDENTS ONSHORE FROM 34 DIFFERENT COUNTRIES

114 STUDENTS SINCE 2000 WENT ON INTERNSHIPS TO WORK IN THE US CONGRESS  
AS PART OF THE ACCLAIMED WASHINGTON INTERNSHIP PROGRAM

OFFSHORE PROGRAMS IN CHINA AND SINGAPORE

INTERNATIONAL STUDENT BAROMETER (ISB) 2018 - WELL ABOVE GLOBAL  
AVERAGE IN BUSINESS AND COMMERCE FOR OVERALL UNIVERSITY  
EXPERIENCE / LEARNING EXPERIENCE / UNIVERSITY RECOMMENDATION



“EXPERIMENT  
and experiment bravely”

- Professor Peter Karmel, founding Vice-Chancellor



## OUR PEOPLE

► **VICE-PRESIDENT AND EXECUTIVE DEAN**  
PROFESSOR PHYLLIS THARENOU



Professor Phyllis Tharenou has been the Vice-President and Executive Dean of the College of Business, Government and Law at Flinders since July 2017.

Prior to joining the university, she was the Executive Director of Social, Behavioural and Economic Sciences (SBE) at the ARC; chair and member of the SBE College of Experts; and Dean Research at UniSA, after appointments at QUT, Monash, Queensland and Griffith Universities, Phyllis was also Executive Director of HRM in the Public Sector Management Commission in Queensland on leave from UQ.

Professor Tharenou has a BA Honours (First Class), Master of Psychology and PhD (UQ) and is an organizational psychologist. She is recognised for her research on international careers, gender differences in managerial advancement, and areas of HRM (e.g. training).

She is a Fellow of the Society for Industrial and Organizational Psychology (US) and the Australian and New Zealand Academy of Management. She has been a member of the Board of the Australasian Council of Deans of Arts, Social Sciences and Humanities.

► **DEAN (PEOPLE AND RESOURCES)**  
PROFESSOR CHARLES LEES



Professor Charles Lees is Dean (People and Resources) in the College of Business, Government, and Law where he oversees the development, management and performance of academic staff and supports the Vice-President and Executive Dean in the strategic leadership and planning for the College.

Professor Lees joined Flinders University from the University of Bath, where he was Professor of Politics and served as Head of the Department of Politics, Languages, and International Studies. Before that he worked at the University of Sheffield and the University of Sussex.

Charles is an expert in comparative party systems, coalition government, environmental politics and policy, and has contributed to debates on the methodology of single-country studies.

He has provided research and advice for the Centre for American Progress, Australian Labor Party, the Green Party of Aotearoa New Zealand, the UK House of Lords and the Scottish Executive, amongst others. He is a Visiting Professor at the University of Bath, Visiting Professorial Fellow at the University of Sussex and Visiting Fellow at the University of Birmingham. The professor has also held visiting fellowships at the University of California San Diego, the Australian National University, the University of Sydney, and Cardiff University.

► **DEAN (RESEARCH)**  
PROFESSOR GERRY REDMOND



Professor Gerry Redmond has been Dean (Research) at the College of Business, Government and Law since its inception in July 2017. He provides strategic leadership to the College in the development, delivery, and evaluation of all research endeavours and higher-degree research programs, and overseeing improvements in quality research outcomes and impacts.

Professor Redmond joined the School of Social and Policy Studies at Flinders University in 2012. Prior to that he worked at the Social Policy Research Centre, the University of NSW, Sydney. He has also worked for UNICEF (2001-2006), undertaking research on children's well-being in Eastern Europe and Central Asia, and at the University of Cambridge, UK (1992-1997).

The main focus of Gerry's research is the measurement and analysis of policies relating to child poverty and well-being in Australia and in other countries, with a particular focus on poverty and inequality, child rights, and children's own perspectives on their well-being. He has conducted numerous commissioned research projects, and has a strong interest in engaging with policymakers, business and advocacy groups.

Professor Redmond recognises the importance of knowledge translation in academic research. He recently led the Australian Child Wellbeing Project (2012-2017), using child-centred approaches to develop a survey to measure children's wellbeing in their middle years, and is now leading a new ARC funded project on social exclusion in adolescence (2019-2022).

► **DEAN (EDUCATION)**  
PROFESSOR CHRISTOPHER KEE



The Dean (Education) provides the strategic leadership for the College's educational activities and the experience of its students, and drives the development, innovation, implementation and review of teaching and learning initiatives.

Professor Christopher Kee joined the College as Dean (Education) in December 2018 having previously been Dean of Post Graduate Taught Studies for the Arts, Humanities, Social Sciences and Business, and a Professor of Law, at the University of Aberdeen, Scotland. He has a doctorate, and is a Fellow of the Chartered Institute of Arbitrators. Throughout his tenure at Aberdeen University he held a number of leadership positions in the education and internationalisation portfolios, and is a Director of the prestigious Willem C Vis International Commercial Arbitration Moot. He commenced his career practising Law, and transitioned to the tertiary sector as an academic nationally and internationally in Hong Kong and Switzerland.

He has particular expertise in the field of international arbitration and has published widely on the topic. Until recently Christopher served on the ACICA (Australian Centre for International Commercial Arbitration) Rules Drafting committee, and is a past Co-Chair of AFIA (Asia Pacific Forum for International Arbitration). He has an in depth knowledge of sale of goods and contract law at both a domestic level in a large number of different countries and at an international level.

## TEACHING EXCELLENCE

Teaching and learning within CBGL is driven by our firm intention to produce work-ready enterprising professionals for the digital age. This intention informs our approach to pedagogy, drives our curriculum development and offerings, and underpins the work ethic of colleagues throughout the College. Bridging the knowing/doing gap is central to our enterprise and innovation philosophy.

Our academic and course excellence is recognised both externally and significantly by our most important critics, our students. For example in Business and Management, Flinders has one of the highest Commonwealth Government (QILT) rankings for overall quality of educational experience in Australia.

### Transnational education

Flinders is a global community of students from over 90 countries. Our strengths in international education have seen international enrolments increase by 70% over the past four years. Our international student services are ranked among Australia's best and are dedicated to supporting students from the moment they arrive.

The College has a range of pathways to optimise student transition to studying in a new language, including the Flinders International Study Centre. The College's links with world-class universities and organisations enable students to study in the US, China and Indonesia, with a successful track record in winning New Colombo Plan mobility grants. Our prestigious Washington Internships enable Government and International Relations students to undertake 7 week and semester long placements in the US Congress.

The College offers a suite of postgraduate awards in Health Administration offshore in partnership with Parkway College of Nursing and Allied Health in Singapore, and the Master of Hospital Administration at Nankai University in Tianjin, where the Master of Arts (International Relations in Economy and Trade) is also hosted.



## RESEARCH EXCELLENCE

Our researchers address challenges of local, national and global significance to deliver outcomes that change lives for the better.

The quality of our research is recognised in the Excellence in Research for Australia (ERA) 2018 results, which rewarded scores of 4 (above world class) in both Criminology (associated with Serious and Organised Crime Prevention) and Policy and Administration (associated with The Future of Work in the Digital Age, and Governance and Policy for Social Justice).

### Australian Industrial Transformation Institute

Located within the university's hi-tech Tonsley campus, The Australian Industrial Transformation Institute (AITI) is a national leader in industry and workplace innovation research.

Professor John Spoehr, the Institute's Director, has written extensively on economic and industry development, employment, unemployment and the socio-economic impact of change.

Researchers at AITI undertake trans-disciplinary industry and workplace research in support of industrial and workplace transformation.

They provide high level industry, economic and workforce research, focusing on the impact of technological change, and exploration of future industries and jobs.

Their work includes foresighting, demand mapping, value chain analysis and cluster development. It seeks to deepen understanding of the human and institutional dimensions of change, and inform strategy, policy and program development.

### Centre for Crime Policy and Research

The Centre for Crime Policy and Research (CCPR) comprises a dedicated multidisciplinary team at the forefront of research on criminal justice and criminal activity. Its work on gun crime, illicit drugs, cybercrime, organised crime, prisons, international criminal networks, terrorism and corruption, the team offers important research, policy advice and specialist training both in Australia and internationally.

CCPR is based at our Bedford Park campus but its influence extends around the world via ground breaking research for local and international communities, including government, non-government, private sector organisations, and the media.

### Centre for United States and Asia Policy Studies

For over 40 years Flinders University has maintained the most comprehensive teaching and research program on the United States in Australia. CUSAPS is an internationally regarded source of high quality, accessible research on policy issues between Australia, the US and Asia. The Centre has a strong commitment to provide the best environment for researchers to come together and develop their understanding of economic and strategic issues within the region, and leverages its research to deliver practical and accessible advice and training to businesses seeking to better understand the region's business drivers.

The Centre's principal areas of policy concern are Asia's changing strategic landscape, Australian and US security and defence policy and its links to other US allies in the region, including cyber and space security, Australia's economic relationships with Asia and the United States in the areas of trade, development, investment, and the development of treaty arrangements, issues related to national and transnational governance, politics and political processes relevant to the region, and specific policy analysis with focus on energy, water, pollution, and other environmental issues of relevance to the region.



► **RESEARCH SPOTLIGHT**  
ANDREW GOLDSMITH AND MARK HALSEY



**Shooting stars**

Despite some of the strictest gun laws in the world, Australia's criminal underworld still manages to get its hands on a wide range of weapons.

Criminologists Professor Andrew Goldsmith and Professor Mark Halsey are investigating the ascent of a gun culture within organised crime gangs – seeking answers behind the increasing rate of offences involving handguns and other firearms

Organised crime's secretive nature is a distinct impediment to this research, but the professors have done a range of work with the prison system, and have found there is much to be learned from those convicted of crimes involving guns once they're in prison.

"Going in to prisons and talking to convicted offenders of drug and gun crimes isn't by any stretch of the imagination a walk in the park," Professor Goldsmith says.

"They're generally distrustful of us at first and scared the information they share could make their sentence worse, but we have found honesty is our best weapon against this," he adds.

"We need to better understand what drives crime and the roles of different perpetrators – what it means to actually pull the trigger instead of merely displaying a gun," explains Professor Halsey.

"There are also a lot of questions about how the illicit gun market has changed in recent years, so we can develop a picture of where guns are coming from and how criminals find them," he says.

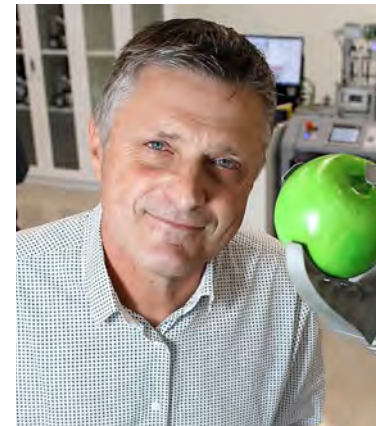
Prior to becoming an academic, Professor Andrew Goldsmith worked in legal practice in Adelaide and country SA for three years.

Andrew is an active researcher in the areas of transnational policing, organised crime and cyber-crime. He teaches Criminal Law in Context in the Bachelor of Criminology, and is Matthew Flinders Distinguished Professor of Criminology and Director of the Flinders Centre for Crime Policy and Research and a Fellow of the Academy of Social Sciences in Australia.

Professor Mark Halsey has an international reputation in the areas of prisons, rehabilitation and desistance from crime. Since 2003, he has conducted in-depth interviews with people convicted of such crimes as motor vehicle theft, armed robbery, rape and murder. Data from his research is used extensively in the second year Bachelor of Criminology topic Punishment and Society.

Mark is the recipient of four Australian Research Council grants including a Future Fellowship that explored the causes and consequences of intergenerational imprisonment.

► **RESEARCH SPOTLIGHT**  
JOHN SPOEHR



**Industry and workplace transformation in the digital age**

Problem solving, creativity, and the ability to continuously learn and upgrade your skills are fundamentally important in the 21st century.

Professor John Spoehr is Director of the Australian Industrial Transformation Institute at Flinders University, and Pro Vice-Chancellor-Research Impact at Flinders University. He has over 25 years' experience as a social and economic researcher, and currently leads a multi-disciplinary team focusing on industry and workplace transformation in the context of technological change and innovation.

John has written extensively on economic and industry development, employment, unemployment and the socio-economic impact of change. He is Editor of 'State of South Australia', published by Wakefield Press and a columnist for the Adelaide Review.

Professor Spoehr has found a new 'home' at Flinders at Tonsley campus, the \$120 million advanced technology and research building that offers a new direction for engineering, business and work in the 21st century.

The campus is home to the Australian Industrial Transformation Institute, created by Professor Spoehr to build bridges between disciplines and identify new frameworks for industrial development.

► **RESEARCH SPOTLIGHT**  
ROBERTA CROUCH



**A leading academic figure in wine business research and education**

Professor Roberta Crouch has strong industry linkages with the grape and wine industry in Australia and internationally, having extensively researched consumer behaviour, and more specifically the drivers of premium purchase decisions respective to wine, extensively both nationally and internationally in established and developing world markets.

Roberta is also widely published in the domain of country of origin effects, the power of non-intrinsic product cues to influence perceptions of product and service quality and the development of online strategies and social media to build brand attachment through virtual communities and live streaming events. Her work has appeared in Australian industry publications and highly regarded international academic journals, and she has completed research projects for the Wine Makers' Federation of Australia and a number of projects for Wine Australia.

As Professor of Business Management, she provides academic leadership in teaching and research, in the disciplines of Management, Human Resource Management, Marketing and International Business. She is Director of the MBA and Masters of Business Degrees and Honours and Flinders Business HDR Chair. Professor Crouch is a former Director of the MSc in Wine Business at the ESC Dijon Bourgogne School of Wine and Spirits Business (France), and is also a past Director of the Masters in Wine Business program and Chair of the University of Adelaide Wine Future Research Cluster.



## ► RESEARCH SPOTLIGHT HOSSEIN ESMAEILI



### The law is a vital mix of passion, innovation, change and adaptation

Associate Professor Hossein Esmaeili's work is inspired by academic freedom and the ability to influence and change law and policy, both locally and internationally. "As a law academic, I address unanswered questions in my legal scholarship, engage with students and broader sections of society," he explains. "It's a lifelong journey of learning and growing."

Hossein teaches real property law, equity and trusts, law of the sea, energy and environmental security and international law. He joined Flinders University in 2005, after seven years teaching at the University of NSW, the University of New England, and Western Sydney University.

His current research interests include Australian perspectives on international and comparative law particularly with regards to global energy, resources and the environment as well as Islamic and Middle Eastern law.

Hossein has authored, co-authored, and edited five scholarly books, including *The Legal Regime of Offshore Oil Rigs in International Law* (Ashgate Publisher, 2001) and *The Boundaries of Australian Property Law* (Cambridge University Press, 2016). He has published in leading international law journals worldwide. He has been a Co-Rapporteur of a committee of the International Law Association (since 2011) and serves on the editorial boards of a number of law journals in Australia, Asia and Europe.

Hossein is a distinguished international law and comparative law scholar who has been frequently consulted by leading Australian law firms and has been cited numerous times by Australian courts and tribunals (including the Federal Court of Australia) and by international organisations, including by the United Nations Agencies and the United States Congress.

## ► RESEARCH SPOTLIGHT RODRIGO PRAINO



### Influencing voters for the greater good

In democracies, citizens are asked to make extremely important decisions on who governs them. These decisions can have an impact on all aspects of life, from whether your country embarks on warfare, to whether you and your family have enough to live on.

Associate Professor Praino's research uses a cutting-edge combination of experiments, statistical modelling and real-world data to explain how citizens arrive at their voting decisions, and the consequences this process has on our society. His research focuses on how voters make their decisions in a context of low-information.

Thanks to his research, scholars, policy-makers and practitioners can generate strategies to correct or even predict and prevent adverse consequences to society as a whole. His research has been applied to a vast range of issues, including political scandals and corruption, the political representation of women, child poverty and disparities, and how the physical appearance of candidates can influence voters.

Rodrigo's research has been published by some of the top peer-reviewed academic journals in the Social Sciences, including *Political Behavior*, *American Politics Research*, and the *British Journal of Politics and International Relations*. It has attracted funding from a wide range of sources, including UNICEF, the Australian government, and the Canadian government. It has also featured in some major international media outlets, including the *Washington Post*, the *Huffington Post*, *Politico*, the *Times of India*, the *Pew Research Center* and the *Herald Sun*.

Rodrigo Praino is Associate Professor in Politics and Public Policy. He holds a PhD in Political Science, and has been the recipient of several prestigious fellowships, scholarships and awards, including the 2018 Young Tall Poppy of Science Award - SA.

## ► RESEARCH SPOTLIGHT SULETTE LOMBARD



### Investing in our community's future legal leaders

Someone once told South African born Dr Sulette Lombard that the difference between an academic and a practitioner is that academics can pick which problems they wish to solve. "I consider myself very fortunate to have the freedom to work on subjects that pique my intellectual curiosity," she says. "I particularly relish the opportunity to contribute to society through research projects that lead to law reform."

After 25 years of teaching law, she's still inspired by those who want to use their knowledge and skills to make a positive contribution to society. "I've always been committed to working for justice and, while I loved my time outside academia, I'm energised every day by my interactions with students – I feel I can make a greater impact investing in our community's future legal leaders," she explains.

Dr Lombard joined Flinders Law School in 2010, having previously held positions at The University of South Australia and the University of Pretoria. She has broad research interests but is currently working on corporate whistleblowing, exploring how the law can encourage and protect whistle-blowers to come forward with information on organisational wrongdoing. This highly topical subject has seen Sulette invited to address Parliamentary and Senate Committees investigating whistle-blower law reform.

## ► RESEARCH SPOTLIGHT VIVIENNE BRAND



### Corporate law research with real world linkages and impact

Society is facing critical challenges through the advent of both new technologies and new expectations of corporations, and law must adapt to meet the changes.

As greater corporate accountability and regulation is being demanded, Associate Professor Vivienne Brand is monitoring the shifts in the social licence of corporations to operate. Her work aims to inform the conversation for policy makers and the general public.

Her commentaries on whistleblowing and liquidator ethics have influenced law reform, and led to her appearance by invitation before Federal parliamentary inquiries on whistleblowing. She is also actively engaged with industry as a member of the Law Council of Australia's Business Law Division, its Foreign Bribery Committee and its Whistleblowing Working Party, and of an ASIC SA Regional Liaison Committee.

She has published widely on corporate law, whistleblowing and business ethics, and has a strong record of inspiring and encouraging Honours students to submit their theses for publication in high ranking journals.

In the corporate law program she developed, Flinders students work directly with a corporate law firm partner to create a client document to be assessed by junior members of the firm as part of their internal training program. The positive outcomes of this real world exercise were recently rewarded with an Australian Award for University Teaching Citation for Outstanding Contributions to Student Learning, alongside her colleague.

A legal academic with a background in practice, Vivienne has also twice been the recipient of a Vice Chancellor's Award for Teaching Excellence.



## ► RESEARCH SPOTLIGHT DON DE BATS



### Addressing challenges to liberal democracy in the cyber era

As the reach and capacity of digital technological change in the digital space expands so too does the scope and damaging potential of cyber threats. There is a pressing need to anticipate and assess potential threats and societal changes associated with the accelerating digital revolution and to develop systemic responses that will enhance, rather than reduce, confidence and trust in democratic institutions. To this end, it is important to improve the capacity of governments to respond to these challenges and threats.

Professor Don DeBats leads a team that conducts and commissions interdisciplinary research into the advance of digital technologies that impact societies and governments. In the forefront of these are the 5G roll-out and the challenges of artificial intelligence. His aim is to confront challenges to liberal democracy in the cyber era by strengthening research collaborations between Australia and the US, and by forging links based around addressing common problems associated with transformative digital technologies.

Don leads American Studies and is a Visiting Professor at the University of Virginia and Resident Fellow Virginia Foundation for the Humanities. His interest in comparative Australian-Canadian-US politics, political history especially political engagement, US foreign policy, democracy and governance has led him to be a frequent commentator on current US politics. His historical research is supported by major grants from the National Endowment for the Humanities' Collaborative Research Program. This work explores earlier challenges to democratic norms and features social and spatial network analysis. In 2018 he and Matt Pietryka won the Heinz Eulau Award for the best article in the previous year's issues of the American Political Science Review as well as the Political Ties award for the best article on political networks in any journal during the two previous years.

He is also joint Chief Investigator on key defence contracts, providing leadership on GIS (Geographic Information Systems) and network methodologies.

## ► TEACHING SPOTLIGHT TANIA LEIMAN, DEAN OF LAW



### A leader and innovator in legal education

Associate Professor Tania Leiman is committed to producing modern law graduates equipped to adapt and thrive in the future job market.

"The legal industry is going through a major transformation with the impact of technology fundamentally changing the way legal services are delivered," she explains. "Flinders Law balances traditional legal teaching with new offerings that provide graduates with the skills to solve future problems at the intersection of law and technology".

Tania's current research looks at the legal implications of emerging driverless and mobility technologies. What will such technologies mean for individuals and society? How will we minimise the risks and maximise the opportunities they present? How can the law protect rights and avoid unjust or inequitable outcomes? She is also exploring the impact emerging technologies have on what lawyers do with her research findings shaping the curriculum and content taught at Flinders Law.

Tania is admitted as a barrister and solicitor in the Supreme Court of South Australia and the High Court of Australia and holds a current unrestricted practising certificate. She is co-founder of Flinders Blockchain Alliance, participates in the legal sub-group for the Australian Driverless Vehicle Initiative [ADVI]'s Policy and Risk Group and is a member of the award-winning Flinders Legal Advice Clinic. Tania has been the recipient of multiple teaching awards, including Faculty, Vice Chancellor's and national Australian Government teaching excellence awards for her work as an individual academic and as part of a clinic legal education team. Tania was appointed Dean of Flinders Law in 2017.

## ► TEACHING SPOTLIGHT PHIL PALMER



### A Critical thinker in integrated learning

Dr Philip Palmer is passionate about producing enterprising, work-ready accounting graduates, who have the necessary technical knowledge and personal attributes to make a successful contribution to the accounting profession. He encourages students to understand the value of critical thinking and apply analytical skills. "It's all very well to be able to answer a problem, but understanding what the information is telling us and why it is important is a key differentiator," he explains.

Flinders Business has incorporated interpersonal skills development and work integrated learning opportunities to ensure its graduates have the necessary work-ready experiences in their degree. "As the accounting profession continues to be disrupted by technology, graduates who have developed their interpersonal skills, and who can communicate well, will also be in demand" Phil says.

Dr. Palmer has an interest in first year transition and has worked closely with first year topic coordinators to implement the strategies and processes Flinders Business and the University have developed to help first year students to transition to university.

Philip has a PhD in Business. His research interests are financial reporting in not for profit entities, international accounting standards and financial reporting more generally. He has written a number of journal articles, conference papers and presentations as well as supervising PhD students.

He is a member of CPA Australia and began teaching at Flinders in 2006. He has extensive teaching experience in Financial Accounting across Flinders Business' undergraduate and postgraduate degrees. He is currently the Program Director for the Bachelor of Commerce degree and was previously the Program Director for the Master of Accounting degree.



### SELECTION OF CANDIDATES

Candidates will be evaluated on merit against all of the various components that make up this Position Description. Assessment will take into account all information that is determined appropriate, e.g. written application, qualifications, interview and referee reports. The final decision regarding appointment to this position will be based on an assessment of the requirements of the total Position Description.

### INFORMATION FOR PROSPECTIVE APPLICANTS

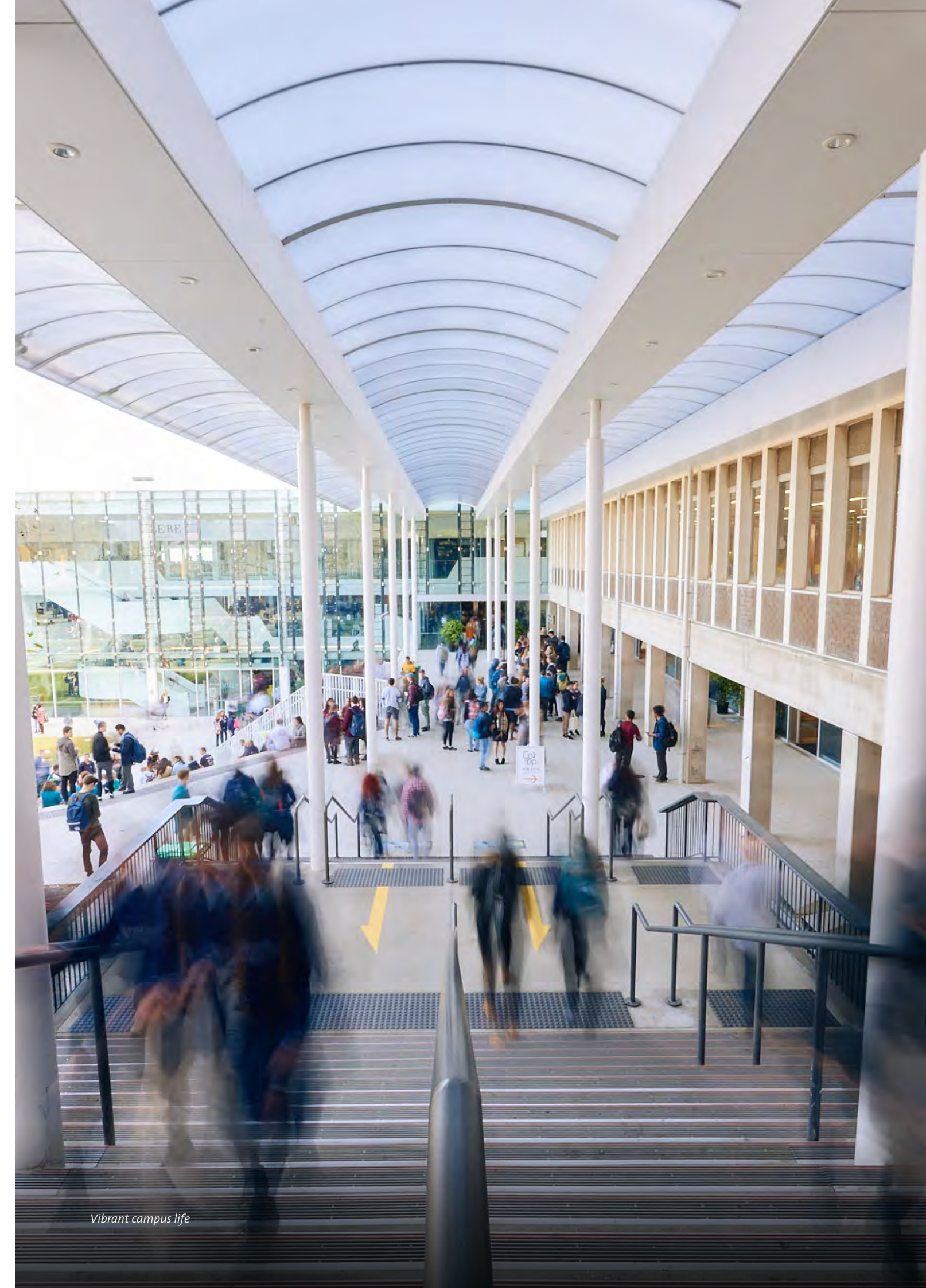
For a confidential discussion, please contact the person listed in the vacancy advertisement.

Information about Flinders University can be found at: [flinders.edu.au](http://flinders.edu.au)

Additional information about South Australia can be found at: [southaustralia.com](http://southaustralia.com)

### SUBMITTING AN APPLICATION

Full details including how to apply online can be found at: [jobs.flinders.edu.au](http://jobs.flinders.edu.au)



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