Annual Report 2004
School of Accounting, Faculty of Commerce & Economics, UNSW
www.accounting.unsw.edu.au

we mean business
The School of Accounting

Mission

To provide leadership in accounting thought and practice through excellence and relevance in teaching, research and community involvement.

Objectives

- To provide high quality, relevant education in the accounting discipline in ways that are responsive to the challenges of a knowledge economy and the distinctive needs of key stakeholder groups;
- To contribute through internationally recognised research to the furthering of knowledge and the improvement of practice in the accounting discipline;
- To encourage excellence in the practice of accounting through active participation in government, community and private sector debates and decision-making;
- To foster and sustain the curiosity, creativity, lifelong learning and development of our staff and students.

Strategic Intent

In 2004, we continued to operate on the following key operational principles:

Use the core-periphery distinction as an organising principle

We will continue to establish a core of key staff who are committed both to excellent research as well as excellent teaching. Our focus will be on attracting young enthusiastic staff as well as senior professorial staff. In addition, we will continue to ‘outsource’ administrative tasks in order that more academic time can be focused on research and teaching.

Increase the contemporary relevance of our degree programs

We intend to review our coursework programs in a comprehensive manner in line with changing market demands and a new Faculty focus on developing communication and integrative business skills.

Increase our interaction with and form mutually beneficial alliances with key universities overseas, professional service firms, the professional accounting bodies, industry and government.

Accounting is a ‘professional’ discipline and as such it has always been important that strong links are built with the profession, government and major employer groups. As the Government reconsiders its funding of tertiary education, however, it is even more important that we explicitly consider the formation of diverse and sustainable alliances with different stakeholder groups for the mutual benefit of both. In addition, global research alliances would enable a sharing of ideas and funds on an international basis.

The following pages document how successfully we have performed in pursuit of these principles in 2004.
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2004 was, in general, a year of new initiatives and much celebration - for individual students and staff members as well as of the School as a collective of focused researchers. Unfortunately, we also had to say goodbye to Professor Bill Birkett, who had been Head of School from 1983 to 1991. Bill passed away in August 2004. A memorial to Bill is found on page six of this Report.

Within the School, there had been much discussion of our new Masters coursework programs over the past two years. In 2004, we finally put the finishing touches to new programs that will be taught for the first time from 2005 onwards. The new Masters of Professional Accounting now has thirteen courses. These comprise of a new financial accounting course and revised courses in business law and statistics. This Masters is designed for graduates who wish to switch to careers in accounting and who have not studied accounting at undergraduate level. We also worked with the School of Banking and Finance to design a new Masters of Financial Analysis. This is a program that enables postgraduates to further extend their study in the areas of accounting and finance. It is a specialized Masters. Finally, we began work on designing an undergraduate program for UNSW Asia. This developmental work will continue through 2005 as the form of the Singapore project takes shape.

As a School, we celebrated being recognized as the foremost accounting school in the Asia-Pacific region as independently judged by the number of publications in top-tier international accounting journals from 1991-2002. We topped the list of Australian universities and were also ranked ahead of other well known universities in the region. Further, two members of staff were explicitly recognized as ‘star researchers’ Professors Ken Trotman and Wai Fong Chua. Related surveys had also highlighted the outstanding performance of Professors Stephen Taylor, Roger Simnett and Associate Professor Peter Luckett.

We were also very proud of all our PhD students who graduated and/or submitted their theses for final examination in 2004. 3 students graduated – Nonna Martinov, Robyn Moroney, Monte Wynder, while 3 had submitted their theses for examination – Elizabeth Carson, Mandy Cheng, Rodney Coyte. This was a record number of completions. As well, two of our current staff who are pursuing doctoral studies – Asher Curtis and Nicole Ang, have won partial doctoral scholarships from AFAANZ. Finally, among our fourth year Honours cohort, Hari Balakrishna won a University medal for an outstanding performance.

There was indeed much to celebrate and we look forward to continued success in 2005.
Memorial to Professor WP Birkett

Obituary – Professor Bill Birkett 1940 – 2004

Bill began his academic career as a tutor at UNSW in 1962. He then spent 10 years (1964-1974) as a Lecturer/Senior Lecturer at the University of Sydney before moving to Foundation Head in the School of Financial and Administrative Studies, Kuring-gai College of Advanced Education. Bill returned as a Professor of Accounting at UNSW from 1982 to 2002. He served eight years as Head of School (1984-1991) and from 1993 until 2002 was Associate Dean – Development for the Faculty. On his retirement from UNSW in 2002 he took up the position of Executive Dean of the Faculty of Law, Business and the Creative Arts at James Cook University, Townsville.

Bill was passionate about accounting education and he was generally regarded as Australia’s best in this field. He spent much of his career improving the quality of teaching and was extremely successful at it. Upon his arrival at UNSW he set about redesigning the management accounting program. The model revolutionised the teaching of management accounting and forms the basis of much curricula in Australia today. As a Head of School, Bill was extremely effective, ethical and popular. He was dedicated, hard working, friendly, completely fair and led by example. Bill then moved on to his role as Associate Dean where he established the Educational Development Unit within the FCE and devoted endless hours to developing numerous firsts in education policies, supporting teaching and learning initiatives and raising the consciousness of staff about education issues. This was what Bill had a passion for and this was Bill at his best. His achievements here were ground breaking.

Some of Bill’s numerous other achievements included the establishment of the Australian Centre for Management Accounting Research (ACMAD), one of the first substantive bridges between academia and the profession; a prolific research agenda that truly informed the thinking of local and international professional accounting bodies (over 300 presentations to practitioners during his career). His research on competencies in the profession had a major impact internationally.

Despite his huge workload Bill always had time for young academics and post-graduate students to whom he was extremely close. He gave so much to their research and career development. His commitment was unsurpassed as was the respect and friendship he gained from these students.

Bill’s contribution as a person was just as great. Bill was respected and liked by all. The reason was simple. He treated all equally and with respect and dignity. He was always smiling.

A gifted educationalist, a passionate scholar and a wonderful man has left us too early, but his impact remains – on his discipline, his students, his colleagues, his numerous friends and the accounting profession of which he was a proud member.

Bill will be sadly missed.

Ken Trotman

School of Accounting
UNSW Ranked First in Asia-Pacific Accounting Research

The University of New South Wales has been ranked the top university in accounting research among all Asia-Pacific universities, according to a recent study to be published in the *Review of Quantitative Finance and Accounting*. In addition, two of our Professors, Wai Fong Chua and Ken Trotman, have been named among the whole region's top five research authors.

The research ranking was based on the total number of articles, weighted by co-authorship and co-affiliation, published in 18 leading accounting journals over the period 1991-2002. The study included a total of 119 universities.

The Asia-Pacific region's top five accounting research universities were

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<td>1</td>
<td>University of New South Wales</td>
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<td>2</td>
<td>Hong Kong University of Science and Technology</td>
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<tr>
<td>3</td>
<td>Nanyang Technological University</td>
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<td>4</td>
<td>University of Sydney</td>
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<td>5</td>
<td>City University Hong Kong</td>
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The study also found that the top 10 Asia-Pacific universities have achieved a research productivity that is competitive with major public and private universities in North America. Applying the study's methodology, the University of New South Wales would have been ranked 12th in North America, comparable to Columbia University.

The study was authored by Kam C. Chan of Western Kentucky University, Carl R. Chen of the University of Dayton, and Louis T.W. Cheng of Hong Kong Polytechnic University.

This study is a rewarding tribute to our School's exceptional faculty members. Their intelligence, commitment and teamwork consistently produce outstanding research and teaching. We are proud to be recognized as a centre of research excellence for the whole Asia-Pacific region.
Highlights of 2004 (cont’d)

Professor Taylor Wins Large CMCRC Research Grant

Professor Stephen Taylor’s research into the measurement of accounting and audit quality is receiving an exciting level of external financial support, thanks to the partnership between UNSW’s School of Accounting and the Capital Markets Cooperative Research Centre. Stephen’s research is directed towards identifying and measuring accounting manipulation and, ultimately, fraudulent financial reporting. His research is part of the Capital Markets CRC’s program to foster innovative leading edge research that is industry relevant, targeting the areas of current and future challenge to the capital markets.

As part of a 3-year funding package of close to $600,000, the CMCRC’s board have started paying a first year grant for 2004-5 of $172,288 towards Stephen’s research. This substantial amount is one of the largest external single-year grants ever achieved by an individual member of the School’s staff. The total 3-year funding approved by the CMCRC also includes an additional $50,000 in 2004-5 towards PhD and Honours Student scholarships.

The Capital Markets Cooperative Research Centre was formed in 2001 to bring together elite innovative research and technology with the practical needs of the capital markets domain. Recognising the enormous impact of capital markets on the entire economy, the CMCRC is backed by the Federal Government, as well as key industry partners and research participants.

Professor Simnett Appointed as Chair of the International Sustainability Experts Panel

Professor Roger Simnett is chairing the Sustainability Experts Advisory Panel (SEAP), established in April 2004 by the International Auditing and Assurance Standards Board (IAASB) Steering Committee. SEAP has two primary responsibilities. The first involves efforts to have “G3” – a revised version of the Global Reporting Initiative Guidelines due for release in 2006 – generally accepted by the accounting community as suitable criteria for sustainability reports. SEAP’s second area of responsibility is to advise the IAASB on the development of guidance for assurance on sustainability reports.

Other members of SEAP are Peter Wong (GRI Board, Hong Kong), Roger Adams (GRI Board, UK), Alun Bowen (KPMG, UK), Nancy Kamp-Roelands (Ernst & Young, Netherlands), Alan Willis (CICA, Canada), Lars-Olle Larsson (KPMG, Sweden), Susan Todd (Solstice Sustainability Works Inc, Canada), Robert Langford (ICAEW, UK), Beth Schneider, (Deloitte, US), Takeshi Mizuguchi (JICPA, Japan), Fatima Reyes (Consultant, Phillipines), Johan Piet (Consultant, Netherlands), Preben Soerensen (Deloitte, Denmark), supported by Michael Nugent (IFAC, Australia) and Paul Thompson (IFAC, US).

AAA Teaching and Curriculum Section, Outstanding Research Awards

2003 Outstanding Research in Accounting Education Award was presented in August 2004 to Robert Czernkowski with Rosina Mladenovic, Carolyn Cousins, Roger Gibson and Gordon Howitt for their paper “The Impact of Leadership Style on Student Learning in a First-Year Accounting Course”. Congratulations to all concerned.
Highlights of 2004 (cont’d)

Accounting Co-Ops Win JP Morgan Competitions

Third-year Accounting Co-op Program students Paul Rathborne, Terri Milunsky and Liam Miller have won the 2004 JP Morgan UNSW Investment Banking Competition, along with Chris Brycki who won the 2004 JP Morgan Share Portfolio Competition.

These competitions give students a valuable opportunity to apply their analytical skills and present their results in a competitive professional environment. Judging of the Investment Banking Competition was based on the team’s presentation of a mergers and acquisitions case to an investment banking expert panel at JP Morgan’s city premises.

The Share Portfolio Competition involved investing a hypothetical $200,000 in a portfolio of Australian shares. In 8 weeks, Chris turned the initial $200,000 into $1.65M.

The co-ordinator of the School of Accounting Co-op Program, Peter Roebuck, said “The team’s success in the JP Morgan competition flows from the very high calibre of students that the school is attracting. Congratulations to Terri, Paul, Liam and Chris!”

Well done to the winners, and thank you to JP Morgan for sponsoring these stimulating competitions.

2004 CA Achiever Awards

Congratulations to eight of our first year School of Accounting students who have gained CA Achiever positions - a sought-after opportunity for valuable work experience. Thanks to the calibre of UNSW's Accounting students, we are thrilled to continue our proud tradition of collecting several awards in this worthwhile program.

The winning students are:

- Luke Chapman (Commerce/Law)
- Evelyn Chen (Commerce)
- Nikki Chong (Economics)
- David Li (Commerce/Law)
- Farhana Pethani (Commerce)
- Mat Sivagnanasundaram (Commerce)
- Iranga Ulluwishewa (Commerce/Law)
- Jim Yang (Commerce/Law)

The CA Achiever program is arranged by the Institute of Chartered Accountants in Australia, together with a large number of selected CA accredited organizations. UNSW School of Accounting staff have actively supported the program since inception, particularly through the involvement of Nonna Martinov and Gerry Gallery in applicant interviews.

Congratulations to our successful UNSW students!
Highlights of 2004 (cont’d)

Congratulations Adrian Teh - Investec Outstanding All-Round Student

Fourth year Accounting student Adrian Teh has won the 2004 Investec Prize for most outstanding all-round student. Congratulations Adrian!

The Investec Prize recognizes Adrian's academic performance, including his UNSW Co-op Program Scholarship in Accounting. It also recognises Adrian's achievements in six non-academic areas:

- Sports participation
- Arts (Adrian is an accomplished pianist)
- Career / work interests
- Community involvement and service
- Leadership
- Communication skills

National Honours Colloquium – 20 August 2004

The National Honours Colloquium has attracted some of the best Honours students from a cross-section of universities across Australia and New Zealand to UNSW's Kensington campus for an outstanding one-day event. The Colloquium, held on 20 August 2004, featured presentations from 4th year Honours students in Accounting, Commerce, Economics, Business and Information Systems and Management on their thesis research-in-progress. The event provided a valuable opportunity for the selected students to:

- present their Honours research-in-progress to academics and peers
- receive timely feedback from leading academics in their field
- meet fellow honours students from around Australasia across a range of disciplines

Accounting Presentations

The Colloquium's Accounting stream featured presentations from ten students on their Honours thesis research-in-progress.

Harishankar Balkrishna (University of New South Wales): Accounting losses, conservatism and the value relevance of accounting information.

Scott Bertinshaw (University of New South Wales): Do promoters practice what they preach? Evidence from Australian IPOs.

Ashley Best (University of Sydney): Public sector accounting and accountability: the usefulness of accrual accounting - where from and where to?

David Ying-Wai Gibson (University of Sydney): Post-merger performance of Australian takeovers.

Anthony Ip (University of New South Wales): The governance of interorganisational relationships.

Stephen Jollands (University of Auckland): Structuring revenue and cost management: evidence from the broadcasting industry.

Alison Leahy (University of Melbourne): Exploring the effect of customer satisfaction on organizational performance - explanations for a diminishing return.

Queenie Leung (University of New South Wales): Financial disclosure levels and corporate transparency: corporate governance and other influential factors in Chinese companies revealed.

Lisa Soh (University of Western Australia): How different are universities from companies? Financial reporting and remuneration perspectives.

Ken Tham (University of New South Wales): Free cash flow, debt monitoring and audit fees: a re-examination.
Centres

Centre for Accounting and Assurance Research (CAASR)

This centre commenced operations in 2001. The Director of the centre is Professor Ken Trotman. The Associate Director is Professor Roger Simnett. Michael Coleman (KPMG) is Chairperson of the Advisory Board which also includes Jan Muysken (PricewaterhouseCoopers) and Tom Pockett (Woolworths).

The centre provides a focus for interdisciplinary research, in the areas of accounting, financial management and assurance services and, together with other relevant schools within UNSW and public and private sector parties, has the following objectives:

- Initiate and conduct pure and applied research;
- Form links with the accounting and related professions to identify emerging issues of concern or interest to the profession and thereby identify appropriate research subjects and sites;
- Conduct research conferences;
- Plan and conduct continuing education activities on emerging issues to attract participation from professionals, and senior level managers;
- Carry out surveys for private and public sector organizations;
- Provide staff training in such areas as financial statement audits, internal auditing, understanding financial statements, strategic management accounting, corporate governance, risk assessment, etc.

During 2004 the Centre:

- continued its output of research in leading international journals.
- supported the visits of leading international researchers which included Michael Bamber, Linda Bamber, Hun Tong Tan, Ira Solomon and Rashad Abdul-khalik.
- contributed financial support to a Gender Equity Grant Scheme.
- set up a PhD scholarship.
- provided a summer scholarship for an honours student.
- supported a range of PhD projects.
- provided a one day training program for research students and staff.
- provided financial support through research assistants work for PhD and honours students.
- conducted training for a large bank to satisfy entry requirements to the Institute of Chartered Accountants CA Program.
- assisted the professional accounting bodies in audit regulatory issues and in developing an agenda for the future.
Centres (cont’d)

Securities Industry Research Centre of Asia-Pacific (SIRCA)

SIRCA (www.sirca.org.au) has operated as a Company Limited by Guarantee since 1997 and is supported by 25 collaborating universities. Through its University members, and in partnership with industry, regulators and government, SIRCA seeks to build national financial services research and innovation capacity. This capacity is underpinned by a world-class high-performance computing and unique research data warehouse facility, and a research network of leading academics and industry-based thought leaders. SIRCA is now the leading provider of financial service research infrastructure in the region.

UNSW is a Founding Member of SIRCA and provides leadership through the School of Accounting’s Associate Professor Mike Briers as CEO.

Highlights for the year included:

• Launch of a new on-line academic and institutional rating service for members known as FINRANK.

• Assisting the development of an ARC Centre of Excellence bid on Population Aging led by Professor John Piggott of FCE. The bid has made it to the final round with the final outcome known in mid 2005.

• Facilitating several successful ARC Linkage grants involving FCE faculty.

SIRCA thanks the many Faculty of Commerce and Economics staff who participated in SIRCA activities over the year and wishes to acknowledge the contributions of the following School of Accounting Staff:

- Professor Stephen Taylor
- Professor Philip Brown
- Associate Professor Peter Luckett
- Associate Professor Mike Briers
Professors

Philip Brown has been a Professor at UNSW since 1 January 2003, with a joint appointment in the Schools of Accounting and Banking & Finance. He was a Visiting Professor at Lancaster University (2002) and a Professor of Accounting and Finance at UWA (1980-2001). Philip’s primary interests are in financial accounting and the behaviour of financial markets. His current research projects include measuring share market abnormal performance in the very short term and in the long term, analysts’ forecasts, the accounting standard setting process, corporate governance and accounting for share based payments. He has published widely in international journals in accounting and finance, his best known work being “An empirical evaluation of accounting income numbers”, co-authored with Ray Ball, which won the American Accounting Association’s Seminal Contribution to Accounting Literature Award. In 1996 he shared, with R.J. Chambers, the Accounting Association of Australia and New Zealand’s inaugural Outstanding Contribution to the Accounting Research Literature Award. In 1978 he was elected a Fellow of the Academy of the Social Sciences in Australia and, in 1992, a member of the Accounting Researchers International Association. In 2000 he was elected a life member of the Accounting Association of Australia and New Zealand.

Wai Fong Chua took up the headship of the School in 2000 and has been a Professor at UNSW since 1994. Prior to joining UNSW in 1985, Wai Fong taught at the University of Sheffield (1981-1982) and Sydney University (1983-1985). She teaches and researches primarily in the area of management accounting. Her current research projects include an examination of management accounting change, the role of financial and non-financial controls in intercorporate alliances, knowledge management in professional service firms and the development of sustainability reporting. In collaboration with Professor Roger Simnett, she obtained a 2002-2004 Discovery Grant to study the inter-relationships between strategic archetypes, knowledge management and project control in professional services firms. Her other research interests include international accounting, accounting history and the philosophy of the social sciences. She has published widely in international journals including The Accounting Review, Accounting, Organizations and Society, Contemporary Accounting Research and the Journal of Management Accounting Research. She was the President of the Accounting Association of Australia and New Zealand from July 1998 – July 1999. Currently she serves on the editorial boards of several journals. She is also a member of the UNSW Council, the External Sustainable Development Advisory Group to the Minerals Council, and the CA Program and Admissions Committee and Academic Board of the Institute of Chartered Accountants in Australia.
Staff: Academic (cont’d)

Professors (cont’d)

Roger Simnett teaches and researches in the financial accounting and auditing areas. Roger came to tertiary teaching from the auditing profession. His early years of tertiary teaching were spent at Monash University. Roger’s research interests cover a range of financial accounting and auditing topics, including auditor decision processes, development of specialist skills, corporate governance, and financial disclosure issues. His work has appeared in both academic and professional journals including The Accounting Review, Accounting, Organizations and Society, Auditing: A Journal of Practice and Theory, Abacus and Behavioral Research in Accounting. He is a regular presenter at both academic and professional conferences and seminars. He was a member of the Auditing and Assurance Standards Board from 1995-1999, and currently serves as an independent member on the International Auditing and Assurance Standards Board. He currently serves as Associate Editor for Accounting & Finance and is also on the editorial boards of a number of journals, including Auditing: A Journal of Practice and Theory, Australian Accounting Review, International Journal of Auditing and Issues in Accounting Education.

Stephen Taylor is Professor of Accounting at the University of New South Wales. He is also the co-ordinator of the Accounting Quality Research Program funded by the Capital Markets Co-Operative Research Centre. Prior to joining UNSW in February, 2003, Stephen was Professor and Head of Accounting at the University of Technology, Sydney. Before that, Stephen was Professor of Accounting at the University of Sydney. In 1999-2000, he was a Visiting Professor of Accounting at the University of Michigan Business School, following an earlier appointment there in 1993-94. Stephen has also held previous faculty appointments at the Australian Graduate School of Management and Macquarie University. The major thrust of Stephen’s research focuses on the intersection of financial economics and accounting, including the measurement and implications of accounting quality, how corporations manage their disclosure policies, the effect of accounting and non-accounting data on firms’ value, the economics of auditing, corporate governance issues and initial public offerings. Stephen’s research has been published in leading international journals, including the Journal of Accounting and Economics, Journal of Financial and Quantitative Analysis, Journal of Corporate Finance, Journal of Banking and Finance, Journal of Accounting and Public Policy and Journal of Business Finance and Accounting.

Roger Simnett
MEc Monash, PhD UNSW, FCPA

Stephen Taylor
BCom UNSW, MEc Macq, PhD UNSW, CA, FFTP
Professors (cont’d)

Ken Trotman is a Scientia Professor and was Head of the School of Accounting from 1991 to February 2000. He joined the University in 1974 and has held visiting appointments at a range of overseas institutions including Cornell University and the University of Michigan. His main current research interests are concerned with behavioural decision making in accounting. This research involves the examination of the processing of information and the quality of decisions made by both users of accounting reports and by accountants themselves. Within this area he has a particular interest in the judgments made by auditors and developing decision aids to improve their judgments. He has written six books and published in the leading research journals including The Accounting Review, Journal of Accounting Research, Contemporary Accounting Research, Accounting Organizations and Society, Auditing: A Journal of Practice and Theory, Abacus, Accounting and Business Research and Behavioural Research in Accounting. He was the 1993/94 Coopers & Lybrand Visiting Professor and the 1993/94 President of the Accounting Association of Australia and New Zealand. In 1998 he received the AAANZ 'Outstanding Contribution to the Accounting Literature' award and was elected as a Fellow of the Academy of Social Sciences. He is on a range of editorial boards of international research journals and was Director of Research for the Audit Section of the American Accounting Association and Associate Editor of Auditing: A Journal of Practice & Theory. He received the 2001 'Outstanding Auditing Educator Award' from the Audit Section of the American Accounting Association and in 2002 was awarded life membership of the Accounting Association of Australia and New Zealand.

Associate Professors

Michael Briers is an Associate Professor whose teaching and research interests are in the area of management accounting and information systems. Michael has won a Vice-Chancellor’s Award for Teaching Excellence in 1996 and an Australian Award for University Teaching in 1998. As CEO of the Securities Industry Research Centre of Asia-Pacific Ltd (SIRCA), he manages the region’s leading financial services research and innovation infrastructure provider. Through partnerships between industry, academe and government, SIRCA builds national research and innovation capacity in areas such as energy and environmental markets, financial crime, superannuation and aging, fraud and risk management, ICT management and market surveillance technologies.
Associate Professors (cont’d)

Peter Luckett is an Associate Professor with teaching and research interests in management accounting. He joined the School in 1983, after completing his doctorate at the University of Sydney where he had previously been teaching since 1974. His teaching responsibilities are essentially in the advanced management accounting and postgraduate subjects. Peter has published behavioural accounting research studies in a number of international academic journals including Accounting, Organizations and Society, Journal of Management Accounting Research, Abacus and Behavioral Research in Accounting. He is currently a member of the editorial board of Abacus, Accounting and Finance, Accounting, Accountability and Performance and Associate Editor of Advances in Accounting Behavioral Research. His current research is concerned with the impact of alternative costing systems on decision behaviour, examining experimentally the behavioural consequences of multi-dimensional performance systems, the role of management accounting feedback in facilitating and influencing task performance, and is part of a multi-disciplinary team working on managerial control issues in the area of identity fraud.

Malcolm Miller is an Associate Professor. He is the Program Director for the Master of Professional Accounting and the School’s Co-ordinator for its two specialisations in the Master of Commerce. He undertakes teaching and research in the area of financial accounting and reporting. In particular, he is interested in issues relating to accounting standard setting, the regulation of financial reporting and international accounting. In 2003 he was presented with the Outstanding Contribution to Practice Award of the Accounting and Finance Association of Australia and New Zealand (AFAANZ). For three years (2000-2002) he was a Vice-President of the International Association for Accounting Education and Research (IAAER). He was a member of the Australian Accounting Standards Board for four years to 31 March 1995. He was a member of the Public Sector Accounting Standards Board for three years (1987-1989). In 1995 he was a Visiting Scholar at the University of Reading and in 1977-78 and 1983 he was a Visiting Associate Professor at New York University. He held a senior position in the Sydney office of KPMG prior to joining the University in 1971. He has published extensively including research monographs for the Australian Accounting Research Foundation and papers in The Accounting Review, Accounting and Business Research, Australian Accounting Review, Advances in International Accounting, Accounting Forum and Charter.
Staff: Academic (cont’d)

Associate Professors (Cont’d)

Richard Morris is an Associate Professor in the School. His teaching responsibilities are in financial accounting at undergraduate and postgraduate levels. His research interests are in financial accounting, international accounting, and accounting history. They include international harmonisation of financial reporting, corporate transparency in the Asia Pacific region, the impact of the Asian and Russian financial crises of 1997-98 on financial reporting, the politics of standard setting, the evolution of financial reporting in Britain and Australia during the 19th century, and the economic factors associated with accounting choices made by firms. His work has appeared in international refereed journals, professional journals, monographs and chapters in books. Richard coordinates the School’s staff mentoring scheme. Prior to joining the School, he worked in the auditing section at Price Waterhouse.

Senior Lecturers

Elizabeth Carson is a Senior Lecturer in financial accounting and auditing. She was the recipient of the Pearson Education Accounting Lecturer of the Year Award in 2002. She has recently completed a PhD investigating the role of global audit firm networks in the market for audit services and global industry specialisation by audit firms. Elizabeth’s research interests include investigating the economics of auditing and other auditor provided services, industry specialisation and corporate governance. She has worked with Price Waterhouse in Audit and Business Services and in the superannuation industry. She has published articles on corporate governance, economics of auditing and other assurance services. Her work has appeared in both academic and professional journals.

Mandy Cheng is a Senior Lecturer who joined the school in 1998. Prior to her appointment Mandy worked as an accountant with BHP. Her research interests include capital investment decision-making and the behavioural impacts of performance management system such as the balanced scorecard. She teaches both undergraduate and postgraduate accounting subjects. She is also currently enrolled in a PhD program in accounting.
Senior Lecturers (Cont’d)

Andrew Ferguson is a Senior Lecturer in the School of Accounting. He teaches and researches in the financial accounting and auditing. Prior to joining UNSW, Andrew held staff positions at UTS, and previously worked as a research assistant at the AGSM. His research work has appeared in peer reviewed Academic Journals including *The Accounting Review*, *Contemporary Accounting Research*, *Asia Pacific Journal of Accounting and Economics* and *Pacific Basin Finance Journal*.

Gerry Gallery joined the University as a Senior Lecturer in 2002. He specialises in teaching financial accounting and financial statement analysis. Apart from UNSW, he has taught accounting to undergraduate and postgraduate students at Griffith University, the University of Queensland and Bond University. Prior to commencing his academic career in 1993, he worked in the telecommunications industry in an extensive range of accounting, financial management, and resource planning activities. Gerry's research reflects his teaching and general interest in the area of financial information disclosure, including the disclosure strategies of public firms and superannuation funds, disclosure quality and effectiveness, the valuation relevant attributes of disclosure, and the implications of alternative reporting practices for market participants and corporate regulators. His research has been published in *Accounting and Finance*, *Abacus*, *Company and Securities Law Journal*, *Journal of Australian Political Economy*, *Australian Economic Review*, and the *Journal of Industrial Relations*.

Wendy Green Wendy is a Senior Lecturer at the University of New South Wales who teaches First Year Accounting and Auditing and Assurance Services. Wendy came to tertiary teaching from the auditing profession and has been a UNSW staff member since 1985. Wendy researches in the discipline of auditing, completing her PhD dissertation examining auditors' analytical procedures judgments in 1999. Wendy’s research to date includes work on audit qualifications in Australia and in emerging markets, auditor switching, audit committees, auditor judgment and auditor specialisation. This work has appeared in both Australian and international refereed journals and has been included in refereed conference proceedings both in Australia and internationally.
Senior Lecturers (cont’d)

**Noel Harding** joined the School in 1994 after completing his undergraduate Honours degree at Macquarie University. He has subsequently completed his MCom (Hons) and PhD degrees. Since 2001, he has been based in China teaching in and managing the Faculty’s MCom programs in that country. Prior to joining the School, Noel worked in a number of Chartered Accounting firms. He teaches financial accounting and auditing at postgraduate level. Noel’s research interests are the behavioural aspects of financial accounting and auditing. His research has been presented at international conferences and published in international journals including Accounting, Organizations and Society and Contemporary Accounting Research. Noel is a member of the CPA Australia Shanghai Group Committee and past Vice President of the Australia-China Chamber of Commerce (South China). His current research projects include auditor performance in the workpaper review process, auditor perceptions of competence, judgment and decision making in China, and group dynamics in group decision making environments.

Before joining the University of New South Wales, **Peter Roebuck** was a Senior Audit Manager with Deloitte Touche Tohmatsu. He has worked both in Australia and the U.S.A. He is now a Senior Lecturer in the postgraduate auditing course at the university and is the co-ordinator of the School’s Co-op Program. Peter also plays an active role in the Institute of Chartered Accountants in Australia, being past Chairman of the Accounting/Auditing Panel and a member of the Continuing Education Committee. He was a member of State Council of the Institute until 1998 and is currently a member of the National Careers and Marketing Committee. He is also Chairman of the Institute of Internal Auditors – Australia, Academic Review Committee and a past member of the Education Committee of the Institute of Internal Auditors Inc.
Staff: Academic (cont’d)

Lecturers

Paul Andon teaches on undergraduate and postgraduate courses, mainly in management accounting. Paul specialises in field research methods and has research interests in the following areas: customer reporting; contemporary performance measurement and accounting innovation. Paul has made presentations based on his research at regional and international academic conventions. Prior to becoming an academic, Paul worked as an auditor in professional practice. Paul is also currently working towards the attainment of his doctorate in the area of management accounting.

Nicole Ang is a lecturer in undergraduate financial and management accounting. Prior to joining the school she held positions with accounting and economic consulting firms. Nicole is currently undertaking a PhD at UNSW in behavioural accounting. Nicole has had financial accounting articles on lobbying and disclosure relevance published in academic journals.

Maria Balatbat is a Lecturer who teaches undergraduate financial accounting in both pass and honours programs. Before joining the School in 2001, Maria was a Teaching Fellow at Nanyang Business School in Singapore and a Lecturer at University of Sydney. Her research interests are in the areas of initial public offerings, corporate governance, corporate financial analysis and earnings management, among others, and has published her work in Accounting and Finance. Maria held the RJ Chamber PhD Scholarship in Accounting from 1996-1998 whilst at the University of Sydney. Her work experience includes stints with Arthur Andersen, Manila and Ernst & Young, Milwaukee, Wisconsin, USA.

Christina Boedker teaches post-graduate students in Managing Intangible Resources and Managing Value Creation. Christina has eleven years of consulting and business management experience with US, UK and Australian companies. She has spent the past four years in management consulting in the areas on Intellectual Capital, Knowledge Management and Risk Management. Prior to that Christina worked as Operations Manager for a US based company and as Marketing Manager for a UK based company. Christina did her master thesis on Intellectual Capital Management, Measurement and Reporting at MGSM. She is currently completing a PhD investigating the use of intellectual capital information among fund manager and financial analysts. Other research areas of interest include knowledge management, performance management and risk management.
Lecturers (cont’d)

Linda Chang is Lecturer who joined the school in 1999. Linda teaches undergraduate management accounting. Prior to her appointment, Linda worked in the Corporate Recovery and Business Advisory division, KPMG Fiji. Linda is current doing her PhD on negotiation. Her research interests include negotiation, the management of knowledge and intellectual capital in professional service firms, organisation innovation and individual creativity.

Kar Ming Chong is a Lecturer who teaches introductory accounting. He joined the School of Accounting in 2000 after completing his undergraduate and postgraduate (Masters by research) at Edith Cowan University, Perth. Prior to joining the School, he has worked in the School of Accounting at Edith Cowan University as a casual academic staff and the Department of Accounting and Finance at University of Western Australia as an Associate Lecturer for two years. His research interest is in auditing and management accounting.

Jeff Coulton is a Lecturer in Financial Accounting and Financial Statement Analysis. He is currently completing his PhD investigating management earnings forecasts. Before joining UNSW, Jeff was a lecturer in the School of Accounting at UTS and prior to that at the University of Sydney. Jeff worked as a solicitor for Corrs Chambers Westgarth for a number of years before returning to academia. Jeff’s research interests include voluntary disclosure, executive remuneration, corporate governance and earnings management, and he has published articles on the disclosure of executive compensation as well as directors’ duties.
Staff: Academic (cont’d)

Lecturers (cont’d)

**Rodney Coyte** Rodney Coyte is a Lecturer and teaches courses in business strategy and strategic resource management. He is currently completing a PhD examining the development of resource consciousness in organizational operatives as part of the strategy realization process, in particular, through empowered team structures for organizing work. Other research interests include an examination of the use of shareholder value analysis in organizations, the study of benchmarking processes for best practice, and the alignment of operational planning and improvement processes with organizational strategy to create enterprise value. Rodney has held a number of senior management positions including Business Planning Manager and Information Technology Manager for a business unit of the Mars Corporation. He also has extensive experience in Information Technology consulting to a diverse range of organizations in Australia and South East Asia.

**Asher Curtis** is a Lecturer who joined the school in 2002. He has taught in the first-year program as well as the M.Com and honours programs. Asher’s research interests are the study of how accounting information is, or is not, reflected in market prices at different points of time. Asher has presented his work at international conferences and at invited workshops from universities in Australia and the USA. He has a number of articles currently under review at international refereed accounting journals. Asher is currently undertaking a PhD examining whether arbitrage costs influence the association between market price and accounting based ‘fair value’ using the residual income model.

**Robert Czernkowski** is a Lecturer and teaches and researches in the area of financial accounting. His research interests include earnings/returns correlations and the information environment of firms, specifically in relation to how these are affected by both institutional and informal characteristics of the marketplace for stock. He is currently completing a PhD at the AGSM, examining the incentives for generation of information by market analysts. As part of his recent teaching across the financial accounting stream, Robert has been lecturer in charge of AFM1A and has taught both financial accounting subjects and International Venture Management in the Faculty’s MCom program in China.
Claudia Gormly joined the School in 2002 and is currently Lecturer in charge of Accounting and Financial Management 1A. She has taught extensively both in the public and private sector. As a member of the adjunct faculty at the AGSM she has been course facilitator in Accounting and Financial Management in the EMBA program from 1981 to 2002. In the mid-nineties she was a consultant with a private training company and conducted workshops for corporate clients including Australia Post, Sydney Electricity, 3M, Woolworths and Southcorp. Prior to that she taught at the University of Sydney at undergraduate level. She completed a Masters of Economics at the University of Sydney and her research thesis was on Activity Based Costing. Her professional experience includes working as an auditor with Arthur Andersen & Co and she is a member of the Institute of Chartered Accountants in Australia.

Kerry Humphreys is a Lecturer who joined the School of Accounting in 2004. Prior to her appointment at UNSW, Kerry was a Senior Consultant with the Strategy & Change practice of IBM Business Consulting Services. She has also worked with PricewaterhouseCoopers' Corporate Finance division and PwC Consulting, in the areas of corporate and business strategy development, and value based management. Kerry teaches courses in Strategy, Strategic Resource Management and Stakeholder Value Management to undergraduate and masters students. Her main research interests include behavioural decision making using management information, corporate strategy development, and sustainability and shareholder value reporting.

Helen Kang is a Lecturer who joined the school in 1999. She has completed her BCom (Hons) and MCom (Hons) degrees majoring in accounting and information systems at UNSW. Her research interests are in the areas of international accounting, intangible assets and information technology management. She is also a member of the Korea-Australasia Research Centre (KAREC). She teaches first year accounting subjects as well as undergraduate financial accounting subjects while completing her PhD in Accounting.
Habib Mahama is a Lecturer in Accounting. Prior to joining the school, he taught financial and management accounting at the Business Studies Department of the University of Cape Coast (Ghana) and at the School of Management of the University of Southampton (UK). He teaches management accounting at the undergraduate and postgraduate levels. His research interest is in the role of management accounting in inter-organisational relationships. His current research projects focus on the role of financial and non-financial information in the management of collaborative supply relationships.

Nonna Martinov-Bennie is a Lecturer and teaches in both undergraduate and postgraduate auditing and assurance courses. Prior to her appointment to the School of Accounting in February 1991, she was employed as a Senior Audit Manager with Deloitte Touche Tohmatsu for a period of ten years. Nonna is a FCA and continues to be actively involved with various aspects of the Institute of Chartered Accountants’ CA Program and Continuing Professional Education activities. Her major research interests are in the area of audit methodology, materiality, audit judgment, ethics and auditor independence.

Diane Mayorga is a lecturer in financial accounting. Diane rejoined the school in October 2003 having previously taught in the faculty from 1998 to 2001 as Associate Lecturer while completing her MCom Honours. Prior to her recent appointment, Diane worked as CFO for a small start up company in telecommunications. Her professional experience also includes working in external and internal audit in the private sector in the US and Australia and as an auditor for The Audit Office of NSW. She has also held a senior financial management position in the non-profit sector. Diane is undertaking a PhD at UNSW in judgment and decision making research in financial accounting.
Lecturers (cont’d)

Gary Pflugrath is a Lecturer who joined the school in 2002. He teaches undergraduate management and financial accounting subjects, and a corporate governance elective. Prior to his appointment Gary worked for several years in the Reserve Bank of Australia, in a range of areas including internal audit and financial administration. His research interests include auditing, management accounting, public sector accounting and corporate governance. Gary is currently enrolled in a PhD.

Caitlin Ruddock joined the School of Accounting as an Associate Lecturer in July 2003. Prior to joining UNSW, Caitlin worked as a research analyst at ASIC. She also has extensive experience in consulting, banking and the legal profession. Caitlin teaches financial accounting at both the masters and undergraduate level. Her main research interests are corporate governance and the economics of auditing. She has several working papers that examine if non-audit services pose a threat to auditor independence.

Stuart Taylor has been a lecturer in the School of Accounting since 2004. Before that, he taught at the University of Melbourne (1992 – 2000). He is currently completing a thesis for the degree of Doctor of Philosophy at the Australian National University. The title of his thesis is The Role of the Audit Partner in Audit Fee Determination.
Associate Lecturers

Shrutika Chugh
BA, MBA, National School of Business, Delhi

Shrutika Chugh joined the school in December 2004 as an Associate lecturer. Shrutika is teaching Financial Accounting at the undergraduate level. Prior to joining UNSW, she has taught at UTS and worked in the field of marketing and consulting with the Tata Group of companies. She is currently undertaking MCom (Hons) from UNSW, her thesis examines the role of accounting policy choices in US investment. Her other research interests are corporate disclosure, earnings management and economics of auditing.

Visiting Fellow

Gordon Howitt
BEC Syd., MCom
UNSW, ASTC, FCPA

Gordon Howitt is an Honorary Visiting Fellow involved in co-ordinating the PASS (peer assisted student support) program and assisting the Head of School with administration. He has had 47 years’ experience teaching accounting in Australia, the United States, Fiji and China. Following his retirement from the UNSW as Associate Professor, Gordon accepted the Chair in Accounting at the University of South Pacific in Suva, Fiji. Prior to joining academia in 1959, Gordon held the positions of assistant secretary and office manager with the Simon Engineering Group from 1951-6 and financial controller with Philips Industries from 1956-9. He is the author/co-author of a number of articles and textbooks. His current research interests are evaluation of teaching, accounting education and supplemental instruction.
Other Academic Staff (cont’d)

Brian Booth
BCom Qld.,
MCom UNSW,
FCPA, AAUQ

Brian Booth teaches Accounting and Society. He has extensive industrial accounting and financial experience and was the Finance Director of a conglomerate public company prior to joining UNSW in 1975. Brian retired from a full-time position in the School in 1999.

Maria Dyball
BSc Bus Admin
Philippines, MCom
UNSW

Maria Dyball is a Lecturer who teaches undergraduate and postgraduate management accounting. In first semester of 2004, Maria was co-lecturer-in-charge of ACCT2511 Management Accounting: Process Improvement and Innovation. She taught at the School of Accounting at UNSW for eleven years before joining Macquarie University in 2004.

Joan Ford
BA UNSW,
DipEd Syd

Joan Ford teaches E.Business: Strategy and Processes. She has wide industry experience having worked in senior management positions with Esso Australia, Qantas Airways, Goodman Fielder and as a consultant with a range of different clients. She has been involved in the management of a number of e-commerce implementations.

Fiona Foster
BCom UNSW, CA

Fiona Foster is a Chartered Accountant with over 10 years of experience in the areas of auditing, accounting and consultancy. She has been teaching auditing at an undergraduate level at the UNSW for the past 4 years. Fiona also teaches at both an undergraduate and postgraduate level at Macquarie University in the areas of financial accounting and auditing. She has also been involved with the Institute of Chartered Accountants' CA Program examination marking process.

Ed Harbor
BA UNSW, ACMA

Ed Harbor teaches postgraduate students on the Masters of Commerce programme. His areas of specialisation in accounting include Financial Accounting, Management Accounting and Financial Management. Ed has an extensive banking background and has worked for Merrill Lynch in the City of London for a number of years as a Management Accountant and Prudential Fund Managers in Sydney. He also took on a consulting role in London in order to set up a new accounting system for GMO Fund Managers working alongside their Managing Director and CEO. Three years were spent training accountants from all the major companies and accountancy firms in London to become fully qualified, firms included Price Waterhouse Coopers, Ernst & Young, JP Morgan and Morgan Stanley.

Tatjana Lovelady
BCom UNSW, CA

Tatjana Lovelady teaches in both the undergraduate and the postgraduate auditing and assurance services courses. She is involved in the CA program at the Institute of Chartered Accountants. Previously, Tatjana was a Director with Deloitte & Touche. She has 15 years' experience in auditing and corporate finance including a number of years in London and Prague.
Other Academic Staff (cont’d)

Paul Martin  
MCom UNSW, CPA  

Lee Ridge  
BCom UNSW, CA  
Lee Ridge teaches Introduction to Accounting Principles and A User’s Guide to Financial Management and Analysis. Lee has previously worked for Deloitte Touche Tohmatsu and has for the past 10 years has been involved in the commercialisation of research. He is currently Chief Financial Officer of two start up companies in the ICT industry.

David Silipo  
BCom UNSW, CA, ISIA  
David Silipo teaches Financial Accounting, Accounting Concepts & Financial Reporting and Process Improvement and Innovation. He is actively involved in the CA program at the Institute of Chartered Accountants, having worked as a group leader and examiner for the Auditing, Financial Reporting and Taxation modules in the program. In addition, he lectures and consults to a number of corporations and educational institutes and universities in financial and management accounting, auditing and finance, including Macquarie Bank, the Securities Institute of Australia and CPA Australia. Previously, David worked for a number of years at PriceWaterhouseCoopers in Corporate Finance and National Training and at Macquarie Bank in National Training, Financial Operations.

David Wright  
BBus UTS, MBA, FCPA, FCIS  
David Wright is currently Head of Lean Sigma for the Engineering Technical Operations and Maintenance Services (ETOMS) Division of Qantas Airways Limited. David has more than 20 years experience in a number of senior Management and Financial Control roles in the air transport, transport services and financial services industries. Most recently he has been responsible for a number of business change management roles across a wide range of Qantas’ operational divisions. Prior to that he held a number of senior financial control position in the road transport services industry and in the financial services sector. He has worked in the United Kingdom and has been responsible for the financial control of subsidiaries in Europe, Japan and Hong Kong. He has been lecturing at UNSW in Strategic Financial and Resource Management since 2002.
Staff: Administration

School

Colin Withers
BA UNSW
Executive Officer

Colin joined the School in 1992 after a number of years in UNSW Central Administration where he worked in the Internal Audit Section and Accounts Payable Department. Before joining the University, Colin worked at Tooheys Brewery and W.D. & H.O. Wills.

Mini Criticos
School Office
Administration & Assistant to Executive Officer

For many years, Mini has provided administrative support in the School office. She looks after enquiries for both students and staff. She also assists the School Administrative Officer in the day to day running of the School office.

Lisa Lifman
Ass Diploma in Business,
Sydney Institute of Technology
Computer Support Officer

Lisa joined the School in 1987 after working in The School of Textile Technology, UNSW, where she was a Technical Officer. Since joining the School, Lisa has been providing a broad range of computer technical support, administrative and research assistant services to the School of Accounting. Most recently, Lisa has been acting as the School’s web co-ordinator and developer and has been providing WebCT technical support services to teaching staff and students.

Administration

Nora Chee
BA UWS Macarthur
Personal Assistant to Head of School

Nora joined the School in 1991 as an assistant to Professor WP Birkett for almost eight years during his terms as Head of School and Associate Dean in the Faculty of Commerce & Economics. After two years at the Institute of Chartered Accountants as a Desktop Publisher, Nora rejoined the School in 2001 and has been assisting Professor WF Chua, Head of School, since then. Before joining UNSW, Nora has had many years of administrative experiences working for financial, legal and commercial firms.

Amna Khalifa
Bsc. Engg., MBT UNSW
Research Analyst

Amna completed her Masters in Business Technology from UNSW and is currently a PhD student at the School of Accounting under the supervision of Prof. Ken Trotman. She provides research support for the Centre of Accounting and Assurance Research Services.

Bibi Moore
Administrative Support

Bibi has been with the School for many years and has recently been providing administrative support to the School on a part-time basis, with a joint appointment in the Schools of Accounting and Business Law and Taxation.

Sonia Powell
BEC (Macquarie),
FIAA, ASIA
External Relations

Sonia joined the school during 2004 to further develop external relations in the areas of alumni networks and website news content. As a qualified actuary with a graduate diploma in applied finance and investment, Sonia previously worked for 15 years with AMP in corporate superannuation consulting, strategic management and marketing. She also has strong links with various not-for-profit organisations. In recent years Sonia has developed and applied her interest in graphic arts, photography and design.

Samir Shousha
LLB UNSW
Administrative Support

For the past 3-4 years, Samir has assisted the School with printing of materials on a part-time basis. He works full-time in the Publication Office.

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Staff: Changes

Promotions:
Richard Morris – Senior Lecturer to Associate Professor
Elizabeth Carson – Lecturer to Senior Lecturer
Mandy Cheng – Lecturer to Senior Lecturer
Linda Chang – Associate Lecturer to Lecturer
Claudia Gormly – Associate Lecturer to Lecturer
Gary Pflugrath – Associate Lecturer to Lecturer
Caitlin Ruddock – Associate Lecturer to Lecturer

New Appointments:
Christina Boedker – Lecturer
Kerry Humphreys – Lecturer
Stuart Taylor – Lecturer
Shrutika Chugh – Associate Lecturer

Resignations:
Maria Dyball, to Lecturer, Macquarie University
Neil Fargher, to Professor, Macquarie University
Bob Walker, to Professor, University of Sydney

Staff on Leave and Visitors:

Staff on leave during part of the year:
Elizabeth Carson – SSP to Boston College
Wai Fong Chua – Internal release
Gerry Gallery – Internal release
Helen Kang – Internal release
Ken Trotman – Internal release

Visitors:
Rashad Abdel-khalik (University of Illinois Urbana-Champaign)
Patricia Dechow (University of Michigan)
Ted Mock (University of Southern California)
Richard Sloan (University of Michigan)
Ira Solomon (University of Illinois Urbana-Champaign)
Hun Tong Tan (Nanyang Business School)
Zhao Ying (School of Economics & Management, Beijing Beihang University)
The undergraduate teaching programs in The School of Accounting continue to focus on high quality and innovative delivery. Our courses continue to be comprehensively reviewed and updated to bring them to the cutting edge of the discipline. Classes involve students in an interactive and thought-provoking learning environment, with an increasing use of the Web as a learning tool.

The business community continues to formally recognise the high quality of our programs through high demand for our students when recruiting. UNSW has continued to dominate the accounting firm summer placements awarded through the CA Achiever Awards program run by the ICAA.

**Wendy Green**
Undergraduate Co-ordinator

**Initiatives**

**Peer Assistance Support Scheme (PASS)**

In 1997, a scheme of peer tutoring was introduced in the School of Accounting, involving first year students in Accounting and Financial Management 1A and 1B. In the year 2004, 12 groups of PASS students, were conducted in each session by third-year honours students.

The scheme is a voluntary one with students attending whenever they feel the need. The scheme provides students with the opportunity to discuss specific questions and concepts encountered in tutorials and lectures with a group of fellow students and a PASS leader. There is also the opportunity for the discussion of more general areas of concern for first year students, including the enhancement of study skills.

In 2004, there was a concentration on the problems students experience with the subject matter. Some students attended only when they were experiencing difficulty, although a number of the more able students attended regularly. PASS sessions are conducted in a more relaxed and informal environment than lectures or tutorials as leaders do not award grades. All students, irrespective of academic ability, are encouraged to participate. Experience has shown that there is a significant improvement in performance of those students who attend six or more group meetings during the session.

Leaders are selected at a training day conducted by the Education Development Unit in conjunction with the School of Accounting. They reported that they benefited from their involvement, noting that the scheme helped them revise some of the basic accounting material and provided a deeper understanding in various areas. Each year a number of PASS leaders continue their involvement with the School by working as full-time or casual tutors while undertaking honours or postgraduate studies.

**Gordon Howitt**
PASS Co-ordinator
Co-op Program

The School of Accounting Co-op program provides ongoing links between the School, students and industry.

The program not only benefits students by providing them with valuable work experience but also provides academics with the potential for research sites and to forge closer contact with industry.

For industry the program provides:

- Close access to academically strong students who also have good communication and leadership skills and from whom they can recruit high potential employees;
- The opportunity to see some of these Scholars at work in the Sponsors own environment and assess them as potential employees;
- The opportunity to take part in the education and development of some of the brightest young people in Australia; and
- Close contact with UNSW through seminars, meetings and visitation programs.

A history of sponsorship over the last five years is included.

Sponsorship over the last five years.

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Peter Roebuck
Co-op Program Co-ordinator
Scholarships and Student Prizes

School of Accounting Honours Scholarships:
Harishankar Balkrishna - $5,000
Scott Bertinshaw - $5,000
Anthony Ip - $5,000
Queenie Leung - $5,000
Ken Yeh Tham - $5,000
Kin-Tung Yuen - $5,000

Student Prizes:
2004 Investec Prize Adrian Teh
The CPA Australia Prize for Year 1 Nguyet Ha Tat
The CPA Australia Prize for Year 2 Nicholas Kearns
The CPA Australia for Year 3 Chloe Chung
The KPMG Prize Sing-Wai Chang
Thompson Legal and Regulatory Prize Stephen Bruce Duncan
The ES Wolfenden Memorial Prize Cameron Barnsley
Honours Program

The School has an outstanding honours program. It was founded by the late Professor WJ (Bill) Stewart in the early 1960s. Honours graduates from the School can be found at the highest levels of business and government both in Australia and overseas, as well as holding faculty positions in leading business schools around the world.

The honours program provides advanced research-oriented training in accounting to academically outstanding students. It deals with theoretical, analytical and empirical research issues in Accounting, not covered in corresponding pass courses. The honours program provides talented students with an opportunity to extend their analytical and empirical analysis skills, attributes that are eagerly sought by premium employers in consulting, investment banking, business and government. The honours program also provides a gateway to further research-oriented study, such as the doctoral program at UNSW or elsewhere.

The program begins in third year with additional classes and reading materials, and then progresses to an additional year of study, commonly known as the Honours Year. Students who have an average mark of 75% or better in first and second year accounting subjects, and whose programs allow it, are invited to join the third year honours program. They must maintain a minimum average mark of 75% in ACCT subjects to remain in the program.

The fourth year honours program consists of four subjects covering “cutting edge” research issues in financial accounting, managerial accounting and auditing, as well as research methodology. Students also complete an honours thesis. The fourth year honours program is very demanding and is equal in quality to comparable programs offered by the best Universities overseas.

In 2003, the School launched its Accounting Honours Alumni Network, the first of its kind at UNSW. The Network enables honours graduates to keep in touch, to liaise more readily with the School and to participate in discussions on accounting research and professional developments. Fourth year honours students from the School also took part in the Faculty's Annual National Honours Colloquium in August.

Honours studies in accounting bring many rewards. Since 1995, nine First Class Honours graduates from the School have been awarded University Medals. Tony Abrahams (Honours 1, University Medal 1997) and Clinton Free (Honours 1, University Medal 1998) both won Rhodes Scholarships to Oxford University. Gerlinde Gniewosz (Honours 1, University Medal 1998) completed an MBA at Harvard University, and Nicole Ang (Honours 1, 1997) completed a MABR at Stanford University.

The honours program has also been a source of academic staff in accounting at UNSW and at other Universities. Staff of the School in 2004 who are products of our honours program include Professor Steve Taylor, Professor Philip Brown, Associate Professor Malcolm Miller, Dr Wendy Green, Paul Andon, Elizabeth Carson, Mandy Cheng, Helen Kang, Asher Curtis and Kerry Humphreys. Elsewhere, Professors Ray Ball (Chicago) and Garry Marchant (Bond) are among some of the best known of UNSW's accounting honours graduates currently on the staff of other Universities. Many others may also be found in senior positions within the profession and in commerce and industry.

Another contribution of the honours program has been to the publication output of the School. Many honours theses have led, with additional work by the student and/or supervisor, to articles published in refereed journals.

Stephen Taylor
Undergraduate Honours Co-ordinator
MCom and MProfAcc Programs at Main Campus (Kensington)

During the year major changes were made to the Master of Commerce program structure. Four new core courses were designed with the School having a major role in finalising COMM5003 Managing for Value Creation 2. The School decided to offer two specialisations within the revamped MCom – a MCom (Accounting) and a MCom (Strategic Value Management). New brochures were prepared to highlight the postgraduate portfolio of the Faculty of Commerce & Economics.

The professional accounting program is to be offered from 2005 in a separate degree, the Master of Professional Accounting (MProfAcc). During 2004 the new degree was launched with several innovations including the inclusion of an additional accounting course. This capstone course may be a course on advanced financial reporting or a course on business analysis and valuation. Students enrolled in the MCom (ProfAcc) were given the opportunity to transfer to the MProfAcc. New brochures were created to market the MProfAcc.

During 2004 the School held many discussions with the School of Banking & Finance about a proposed joint degree - the Master of Financial Analysis (MFinAn). After the two Schools agreed on a proposal and obtained feedback from the Dean’s Unit and other sources, Faculty approved a final proposal in November 2004. The MFinAn should be launched in 2005 with the first students starting the program in early 2006.

Malcolm Miller
MCom Co-ordinator and Program Director, MProfAcc
MCom Program in China

The Master of Commerce in International Professional Accounting is a program offered in Beijing and Guangzhou. The program is equivalent to the professional accounting specialization offered at the Kensington Campus with the exception that international, rather than Australian, standards are used as the benchmark of instruction. All teaching is done in English.

In Beijing the program is offered in cooperation with Beihang University and Beijing Technology Exchange Training Centre. In Guangzhou, the program is offered in cooperation with South China University of Technology and Guangzhou University. The program is accredited by CPA Australia and the Chinese Ministry of Education.

The University of New South Wales was one of the first to offer an international accounting qualification in China and today, our programs continue to be well regarded for their cutting edge content, innovative teaching, and academic rigour. The programs attract high quality students, and graduates hold leading positions in the public and private sector, both in China and elsewhere.

Enrolments in 2004 were consistent with those in the preceding year. In total, 85 were admitted to the programs.

During 2004, over 100 students graduated from the International Professional Accounting programs. Li Lei and Sun Jing were the recipients of the Faculty prize for outstanding performance. Peng Ting, Zhang Yujian, and Sun Jing were the recipients of the CPA Australia Hong Kong – China Division Excellence Award for their study in International Venture Management and Strategic Financial and Resource Management.

Staff teaching in China play an active role, not only in the International Professional Accounting Program, but also in fostering relationships with universities, professional bodies, accounting firms, industry, and government in China. Such relationships significantly contribute to the School’s international reputation for scholarship and quality education.

Noel Harding
Manager – China Program
MCom (Hons) and PhD Programs

The School of Accounting prides itself on being one of the best research schools in the field of accounting, both in Australia and worldwide. In part, this is due to the School’s diverse and rich PhD and MCom (Honours) programs, which have continually nurtured an active research agenda. Student research theses involve a variety of methodological approaches and address issues in financial accounting, management accounting and auditing. During 2004, twenty PhD and four MCom (Honours) students were enrolled. The wide range of topics being researched by the candidates is a strong indicator of both the depth and breadth of the program. Topics include: auditing and assurance; globalisation issues in professional service and auditing firms; measuring accounting quality; earnings quality and corporate governance; voluntary disclosure of earnings forecasts; audit judgement studies relating to personnel performance, audit quality and auditor independence; continuous improvement, control and creative behaviour; ethical dimensions, post-completion audits and performance of industry specialists, and; management accounting control systems issues related to use of teams and the use of multiple performance measures.

During the year, three candidates were awarded their PhD degrees. Dr Nonna Martinov received a PhD for her thesis, “An Investigation of the Moral Intensity Construct on Auditors’ Decision-making and Independence” (supervised by Prof. Cohen and Prof. Simnett), Dr Robyn Moroney, for her thesis, “An Investigation and Comparison of the Decision-Making Process Used by Industry Specialist and Other Auditors” (supervised by Prof. Simnett), and Dr Monte Wynder, for his thesis, “Facilitating Employee Involvement in Continuous Improvement: An Experimental Investigation of the Interaction between Relevant Domain Knowledge and Control on Creativity” (supervised by Assoc. Prof. Luckett).

Peter Luckett
Postgraduate Studies Co-ordinator
Academic Staff Mentoring Program

Mentoring is defined as a relationship in which a more experienced person acts as an adviser to a less experienced colleague, providing guidance and support over a period of time. Mentoring has been introduced in many organisations including universities, as an effective way of addressing many staff development needs. The School of Accounting has a formal Mentoring Scheme focused on the research, teaching and related career development of Levels A & B academic staff. All staff at these levels are invited to participate. For such staff, advantages of the Scheme include:

1. Advice on making progress with a higher degree or other research
2. Discussing research ideas
3. Advice on teaching and course administration
4. Advice about career, settling into academic life etc.

The research focus addresses the difficulties that more junior and early career academics face in establishing a productive research program. The teaching focus recognizes that those staff often need academic advice on teaching issues early in their careers. The Scheme includes individual mentoring by more senior academic staff and also includes occasional seminars on topics of common interest. As intended when the Scheme was founded, the mentoring arrangements put in place in 2002 were reviewed in 2004 and all junior staff invited to nominate if they wanted the same or a new mentor for the next two years. The Scheme is very popular among junior staff in the School.

Richard Morris
Mentoring Scheme Co-ordinator
Research and Publications (cont’d)

Theses Completed

**PhD**

Martinov N  
*An Investigation of the Moral Intensity Construct on Auditors’ Decision-making and Independence*  
Supervisors — Professor J Cohen (Boston College) and Professor R Simnett

Moroney R  
*An Investigation and Comparison of the Decision-Making Process Used by Industry Specialist and Other Auditors*  
Supervisor — Professor R Simnett

Wynder M  
*Facilitating Employee Involvement in Continuous Improvement: An Experimental Investigation of the Interaction between Relevant Domain Knowledge and Control on Creativity*  
Supervisor – Associate Professor PF Luckett

**MCom (Honours)**

Nil

**BCom (Honours)**

Balkrishna H  
*Accounting losses, conservatism and the value relevance of accounting information*  
Supervisor — Professor S Taylor

Bertinshaw S  
*Do promoters practice what they preach? Evidence from Australian IPOs*  
Supervisor — Dr M Balatbat

Chen L  
*Governance structures and voluntary disclosure – the case of interim reporting in Australia*  
Supervisors — Mrs E Carson and Professor R Simnett

Leung Q  
*Financial disclosure levels and corporate transparency: corporate governance and other influential factors in Chinese companies revealed*  
Supervisor — Associate Professor R Morris

Tham K  
*Free cash flow, debt monitoring and audit fees: a re-examination*  
Supervisors — Dr A Ferguson and Professor S Taylor
Research and Publications (cont’d)

Theses Continuing

PhD

Andon PJ  
*Accounting Change in Organisation Management Accounting Systems*  
Supervisors — Professor WF Chua and Associate Professor JA Baxter

Ang NP  
*Behavioural Decision Making in Accounting – How Groups Use Quantitative Information*  
Supervisor — Professor KT Trotman

Bayley L  
*Earnings Quality/Earnings Manipulation*  
Supervisors — Professor S Taylor and Professor T Walter

Carey PJ  
*Auditing and Assurance*  
Supervisor — Professor R Simnett

Carson EA  
*Global Audit Firm Networks, Global Industry Specialisation and the Market for Audit Services*  
Supervisor — Professor R Simnett

Cheng M  
*The Behavioural Effect of Multiple Performance Measurement Systems*  
Supervisor — Associate Professor PF Luckett

Coulton J  
*Voluntary Disclosure of Earnings Forecasts*  
Supervisor — Professor S Taylor

Coyte R  
*Resource Consciousness: Strategy, Teams and Change*  
Supervisor — Professor WP Birkett

Curtis A  
*The Association Between Arbitrage Costs and the Ratio of Market Price to Residual Income Value*  
Supervisors — Associate Professor NL Fargher and Professor P Brown

Kang H  
*Business Reporting and Intangible Assets: An Empirical Study of Emerging Market Companies*  
Supervisors — Professor S Gray and Associate Professor RD Morris

Khalifa A  
*Performance Audit*  
Supervisor — Professor KT Trotman

Lim R  
*Corporate Governance and Disclosure*  
Supervisor — Professor S Taylor

Mayorga DM  
*Disclosure Judgments under Continuous Disclosure*  
Supervisors — Professor KT Trotman and Dr G Gallery
Theses Continuing (cont’d)

PhD (cont’d)

Pflugarth GL  The Impact of New Audit Report Formats on Perceptions and Investment Decision-Making Judgements of Users
Supervisors — Professor R Simnett and Professor KT Trotman

Ruddock C  What Does Corporate Payout Policy Tell Us about Earnings Quality? Evidence from a Dividend Tax Imputation System
Supervisors — Professor S Taylor and Professor T Walter

White A  Examination of Auditor’s Strapping Rules in Decision Making
Supervisors — Professor R Simnett and Professor KT Trotman

Wong R  Behavioural Decision Making in Auditing
Supervisor — Professor KT Trotman

Wong L  Financial Reporting/Accounting Quality
Supervisor — Professor S Taylor

MCom (Honours)

Cheung T  Hedge Fund Manager Incentives and Investment Behaviour
Supervisor — Associate Professor NL Fargher

Wang Y  Market Reaction in Audit Qualifications
Supervisors — Mr R Czernkowski and Dr W Green

Ye P  Auditor Tenure and Alumni Effect: Determinants of NAS and Potential Threats to Independence
Supervisors — Professor R Simnett and Mrs Elizabeth Carson
## Research and Publications (cont’d)

### Research Grants - External

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<tr>
<td>Briers M</td>
<td>DEST Systemic Infrastructure Initiative grant. Business Intelligence Laboratory (BIT Lab).</td>
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<tr>
<td>Curtis A</td>
<td>AFAANZ Research Grant. The Association Between Short-Sales, Accounting Based Valuation and Market Returns, with N Fargher.</td>
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</table>
Research and Publications (cont’d)

Research Grants – External (Cont’d)

Taylor SL  
Capital Markets Co-Operative Research Centre Grant. The measurement of earnings and accounting quality: Alternative approaches.
ARC Linkage Grant. Financial Integrity Research Network.

Trotman KT  
The Australian Auditing and Assurance Standards Board Grant. To Undertake Research into the Impact That Changes to the Wording and Format of Audit Reports Has on the Perceptions and Investment Decision-making Judgements of Users of those Reports, with G Pflugrath and R Simnett, 2004.

Research Grants - Internal

Chang L  
Faculty SRG. The Effect of Perceived Social Motive and Framing on Transfer Pricing Negotiations, 2004.

Curtis A  
Faculty SRG. Do expert informational intermediaries add value? A study of auditors and consulting geologists in Australian Mining IPOs, with A Ferguson, 2004.

Ferguson A  
Faculty SRG. Do expert informational intermediaries add value? A study of auditors and consulting geologists in Australian Mining IPOs, with A Curtis, 2004.
Faculty of Business SRG. Do Corporate Governance Characteristics Influence Audit Fees?

Gallery G  
Faculty SRG. Investigation of Share Price Queries by the Australian Stock Exchange.

Mahama H  
Faculty Research Grant. The Use of Accounting Control in the Management of Strategic Supply Relationships.

Pflugrath G  
Faculty SRG. The Impact of New Audit Report Formats on Perceptions and Decision-Making Judgements of Users, with R Simnett.

Ruddock C  
Faculty SRG. Non-Audit Services, Audit Fees and Earnings Management.

Simnett R  
Faculty SRG. The Impact of New Audit Report Formats on Perceptions and Decision-Making Judgements of Users, with G Pflugrath.
Journal Articles

Balatbat M

Carson E

Chang L

Chua WF

Coulton J

Fargher NL

Ferguson, A

* not from the School of Accounting, UNSW
Research and Publications (cont’d)

Journal Articles (cont’d)

**Gallery GT**


**Green WJ**


**Luckett, PF**


**Morris, RD**


* not from the School of Accounting, UNSW
Research and Publications (cont’d)

Journal Articles (cont’d)


Books and Book Chapters


* not from the School of Accounting, UNSW
Research and Publications (cont’d)

Refereed Conference Proceedings (full paper)

<table>
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<tr>
<th>Author(s)</th>
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<td>Andon P</td>
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<td>Proceedings of the 4th Asia Pacific Interdisciplinary Research in Accounting Conference, Singapore, July 2004</td>
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<td>Chua WF</td>
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* not from the School of Accounting, UNSW
## Research and Publications (cont’d)

### Report

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### Non-Referred Article

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### Text Books

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### Journal Articles Accepted for Later Year (2005)

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<th>Title</th>
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* not from the School of Accounting, UNSW
Journal Articles Accepted for Later Year (2005) (Cont’d)


* not from the School of Accounting, UNSW
Research and Publications (cont’d)

Journal Articles Accepted for Later Year (2005)  (Cont’d)


Books and Book Chapters for Later Year (2005)


* not from the School of Accounting, UNSW
Research and Publications (cont’d)

Editorial Board Memberships

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<td>Journal of Management Accounting Research</td>
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<td>Advances in Accounting Behavioral Research (Associate Editor)</td>
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<td>Miller MC</td>
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<td>Simnett R</td>
<td>Accounting and Finance (Associate Editor)</td>
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<td>Auditing: A Journal of Practice and Theory</td>
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<td>Taylor SL</td>
<td>Accounting and Finance (Associate Editor, Financial Accounting)</td>
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<td>Trotman KT</td>
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<td>Pacific Accounting Review</td>
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Reviewers for Journals

Chong KM  
Abacus

Chua WF  
Accounting, Organizations and Society  
Accounting and Finance  
Australian Accounting Review  
Canadian Accounting Horizons  
Journal of Management Accounting Research

Coulton J  
Accounting and Finance

Curtis A  
Accounting and Finance

Ferguson A  
Accounting and Finance  
Accounting Research Journal  
Contemporary Accounting Research

Green W  
Accounting and Finance

Luckett PF  
Abacus  
Australian Accounting Review  
Accounting Education  
Accounting and Finance  
Australian Journal of Management

Martinov N  
Accounting Forum  
Accounting and Finance

Miller MC  
Australian Accounting Review  
Accounting and Business Research  
Accounting Research Journal  
Critical Perspectives on Accounting

Morris RD  
Australian Accounting Review  
Journal of International Accounting Research

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Accounting, and Business Research  
Accounting and Finance  
Accounting Review  
Australian Accounting Review  
International Journal of Accounting  
International Journal of Auditing  
Auditing: A Journal of Practice and Theory  
Issues in Accounting Education
Reviewers for Journals (cont’d)

Taylor SL
- Accounting and Finance
- The Accounting Review
- Journal of Accounting Research
- Journal of Accounting and Economics
- Contemporary Accounting Research
- Review of Accounting Studies

Trotman KT
- Abacus
- Accounting, Organizations and Society
- Auditing: A Journal of Practice & Theory
- International Journal of Auditing
- The Accounting Review

Other Awards/Scholarships

Ferguson A
- UNSW Faculty Non Professorial Research Achievement Award 2004
- Reserve Candidate for Australian American Fulbright Association Coral Sea Business Award 2003-4
Research Seminars

Research Seminar Series

The School conducted another successful seminar series in 2004. Research papers encompassed three major substantive areas: auditing, financial accounting, and management accounting, as well as various methodological and theoretical approaches. The series included presenters from institutions in Hong Kong and the United Kingdom.

Outside Speakers

Paul Coram, University of Melbourne, "An Experimental Evaluation of the Effect of Voluntary Disclosure of Non-financial Information and Assurance on this Information in Valuation and Earnings Assessments".

Allen Craswell, University of Queensland, “The Effect of an Independent Board on Target Shareholder Wealth During a Takeover”.

David Emsley, Macquarie University, “The Three Amigos: The Role of Actor-networks, Boundary Objects and Strategic Uncertainties in the Rise and Fall of Three Innovations in a Single Company”.

Matthew Hall, University of Melbourne, “An Empirical Investigation of the Relationship between Strategic Performance Measurement Systems, Role Clarity, Psychological Empowerment and Work Outcomes”.

Marion Hutchinson, University of Queensland, “Director Ownership, Board Independence and Audit Risk: Some Evidence from Australian Audit Pricing”.

Ping Sheng Koh, University of Queensland, “Governance Structures and Abnormal Accruals Characteristics”.

Anne Lillis, University of Melbourne, “The Impact of Benchmarks, Share Prices and Agency Costs on Firm Decisions to Fire Employees”.


Gary Monroe, ANU, “An Examination of Factored Affecting External and Internal Whistle-Blowing by Auditors”.

Ann Tarca, University of Western Australia, “Accounting Standard Setting for Management Reports: an Investigation of the Use of a Mandatory Standard in a Principles-based Environment”.

UNSW Speakers

Elizabeth Carson, “Global Audit Firm Networks and the Market for Audit Services”.

Peter Luckett and Mandy Cheng, “Incentive Schemes, Goal Level and Performance Target Prioritisation in a Multi-dimensional Task”.

Wendy Green and Andrew Ferguson
Research Seminar Series Convenors
The 2004 John V. Ratcliffe Memorial Lecture, hosted by the School of Accounting at The Westin Hotel on 25 November 2004, brought together a distinguished panel offering a range of perspectives on the topic ‘Executive Compensation: Robbery or Reward?’.

Mr David Gonski AO is chairman of Investec Bank (Australia) Ltd and holds numerous board positions in business, education and the arts. David strongly acknowledged the need to stop large payments to non-performers, while reasoning that criticism of the high pay of good performers reflects a philosophy of envy and over-simplifies of the issues. It is essential that executive compensation recognize the realities of competition for scarce resources in a worldwide market, the business imperative to recruit the best, and the relatively short tenure of most CEOs.

Mr Peter Morgan is co-founder and executive director of 452 Capital Pty Ltd, and is a strong advocate for the rights of shareholders. Peter shared insights from his personal experience into the vital difference that is made by a business culture which rewards good performance. A key challenge for boards is therefore how to correctly identify whether executives have indeed added shareholder value. Peter went on to explore four areas of concern: transparency, inconsistency of reward between industries, eliminating rewards for non-performance, and accounting properly for options.

Professor Stephen Taylor, of the School of Accounting, presented evidence suggesting that government regulatory attempts to cap executive remuneration are counterproductive. He discussed research into factors that promote or inhibit strong corporate governance, and examined the advantages and pitfalls of deferred compensation strategies.

Professor Wai Fong Chua, Head of the School of Accounting, convened the panel and chaired the lively audience discussion that followed the three presentations.

The School is grateful to the panellists, and thanks the Ratcliffe family for financially supporting this significant and stimulating lecture.

Wai Fong Chua
Convenor
## Presentations by Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Presentation Details</th>
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<tbody>
<tr>
<td>Andon P</td>
<td>Accounting Change as Situated Drift, Seminar Series, *Department of Accounting and Business Information Systems, University of Melbourne, School of Business, University of Sydney, Department of Accounting, Griffith University, May 2004; 4th Asia Pacific Interdisciplinary Research in Accounting Conference, Singapore, July 2004; School of Industrial Relations and Organisational Behaviour, UNSW, School of Accounting and Finance, Macquarie University, November 2004; with Baxter J, and Chua WF.</td>
</tr>
</tbody>
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* not from the School of Accounting, UNSW
Presentations by Staff (cont’d)

Cheng M


Chua WF

Accounting Change as Situated Drift, Seminar Series, Department of Accounting and Business Information Systems, University of Melbourne; School of Business, University of Sydney; Department of Accounting, Griffith University, May 2004; 4th Asia Pacific Interdisciplinary Perspective on Accounting Conference, Singapore, July 2004; School of Industrial Relations and Organisational Behaviour, UNSW; School of Accounting and Finance, Macquarie University, November 2004; with Andon P and Baxter J.


Commentary on Ahrens, T. & Chapman, C. Accounting as Practice and Process at Global Management Accounting Research Symposium Michigan State University, June 2004, with Baxter J.

Mediating between Colonizer and Colonized in the American Empire: Accounting for Government monies in the Philippines, the Asia Pacific Interdisciplinary Perspectives on Accounting Conference, Singapore, July 2004, with Dyball MC and Poullaos C.

Alliance Capitalism – What do we know about managing Strategic Alliances and Joint Ventures? MAS Conference, Centre for Accounting Studies, Faculty of Economics and Business, Universiti Kebangsaan Malaysia, July 2004.

Be(com)ing the Chief Financial Officer (CFO) of an Organisation: ‘Transforming an Accounting & Finance Function’, at Global Management Accounting Research Symposium Michigan State University, June 2004; the Department of Accounting and Finance, London School of Economic and Political Science, December 2004, with Baxter J and Birkett WP

Making Strategic Relationships Work: Struggling with Accounting Numbers, at the Institutional Analysis of Accounting Workshop, London School of Economics and Political Science, December 2004, with Mahama H.

Making Strategic Relationships Work: Struggling with Accounting Numbers, 4th Conference on New Directions in Management Accounting: Innovations in Practice and Research, Brussels (Belgium), December 2004, with Mahama H.
Presentations by Staff (cont’d)

Curtis A
Can market price diverge from fundamentals for an extended period? Evidence from the late 1990’s, Capital Market Based Research in Accounting Symposium, University of Melbourne, Melbourne, May 2004; Rice University, Houston Texas, August 2004; Macquarie University, Sydney, August 2004; University of Technology Sydney, Sydney, October 2004.


Gallery GT
Does Market Misevaluation Help Explain Share Market Long-run Underperformance Following a Seasoned Equity Issue? Capital Market Based Research in Accounting Symposium, University of Melbourne, 20-21 May; Accounting and Finance Association of Australia and New Zealand Annual Conference, Alice Springs, 4-6 July 2004; with Brown P and Goei O.


Green WJ

Kang H
Corporate Governance and Board Diversity: Factors Influencing Board Composition and Structure in Australian Corporations with Cheng M and *Gray S, 27th EAA Annual Congress Prague, Czech Republic, 1-3 April 2004.

Corporate Governance and Board Composition: Diversity and Independence of Australian Boards with Cheng M and *Gray S, 16th Asian Pacific Conference on International Accounting Issues, Seoul, South Korea, 7-10 November 2004.

On a Slow Boat to Convergence: the Relationship Between the USA and International Accounting Standards with De Lange and Howieson, Discussant at the AAANZ Conference, 2004.

* not from the School of Accounting, UNSW
<table>
<thead>
<tr>
<th>Name</th>
<th>Presentations</th>
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| Harding N    | Behavioural Accounting Research and the Use of Students as Subjects, Fudan University, Shanghai, April 2004.  
               | The Present State of Behavioural Auditing Research and Opportunities for Young Researchers, Fudan University, Shanghai, September 2003.  
               | Research Methods in Behavioural Accounting Research, Beijing University, Beijing, September 2004.  
               | Protocol Research in Accounting, Fudan University, Shanghai, September 2004.  
               | How Do Auditors Assess Another Auditor’s Competence? Fudan University, Shanghai, December 2004. |
| Luckett PF   | Incentive Schemes, Goal Level and Performance Target Prioritization in a Multi-dimensional Task The Use of Multiple with M Cheng, Research Seminar at University of New South Wales February 2004; AAA Conference, Orlando, U.S., July 2004; AFAANZ Conference, Alice Spring, July 2004; Macquarie University, October 2004.  
| Mahama H     | Making Strategic Relationships Work: Struggling with Accounting Numbers, at the Institutional Analysis of Accounting Workshop, London School of Economics and Political Science, December 2004, with Chua WF.  
               | Making Strategic Relationships Work: Struggling with Accounting Numbers, 4th Conference on New Directions in Management Accounting: Innovations in Practice and Research, Brussels (Belgium), December 2004, with Chua WF. |
               | The Value Relevance of Transparency and Corporate Governance in Malaysia Before and After the Asian Financial Crisis, with *Gray S, and *Pham T. 16th Asian Pacific Conference on International Accounting Issues, Seoul, November 2004. |

* not from the School of Accounting, UNSW
## Presentations by Staff (cont’d)

<table>
<thead>
<tr>
<th>Presenter</th>
<th>Title</th>
<th>Venue/Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ruddock C</td>
<td>Non-audit services and earnings management: Is auditor independence impaired?</td>
<td><em>International Symposium on Audit Research, Maastricht, July 2004</em></td>
</tr>
<tr>
<td>Simnett R</td>
<td>Development and Convergence of International Auditing Standards</td>
<td><em>ANU Research Forum, National Centre for Audit and Assurance Research, Canberra, May 2004</em></td>
</tr>
<tr>
<td></td>
<td>Audit Partner Tenure: Implications for Audit Quality and Mandatory Rotation Policy</td>
<td><em>University of Antwerp, Antwerp, June 2004</em>.</td>
</tr>
<tr>
<td></td>
<td>Invited Commentary on International Auditing Research</td>
<td><em>American Accounting Association, Orlando, August 2004</em>.</td>
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<td></td>
<td>Is Benchmark Beating by Australian Firms Evidence of Earnings Management?</td>
<td><em>University of Melbourne Capital Markets Symposium, Melbourne, May 2004; Australian National University, Canberra, May 2004; Queensland University of Technology, Brisbane, October 2004; University of Queensland, Brisbane, June 2004; University of Technology, Sydney, September 2004</em>.</td>
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<tr>
<td></td>
<td>Disclosure and the Cost of Capital</td>
<td><em>Australian Investor Relations Association, Sydney, November 2004</em>.</td>
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<td></td>
<td>CEO Pay: Reward or Robbery? 2004 UNSW Ratcliffe Lecture</td>
<td><em>Sydney, November 2004</em>.</td>
</tr>
<tr>
<td></td>
<td>Earnings Conservatism and Non-Audit Services: Is Auditor Independence Impaired?</td>
<td><em>Hong Kong University of Science and Technology Summer Research School, June 2004, Contemporary Accounting Research Conference, Montreal, November 2004</em>.</td>
</tr>
<tr>
<td></td>
<td>The Effects of Feedback Type on Auditor Judgment Performance for Configural and Non-configural Tasks</td>
<td><em>Griffith University, May 2004</em>.</td>
</tr>
</tbody>
</table>
Playing a Role in the Life of the University

The following staff contribute to the activities of the University in the following ways:

**Andon P**
- Member, Residential Academic Staff (RAS), The Kensington Colleges
- Representative, Policy Advisory Board (PAB), The Kensington Colleges

**Ang N**
- Representative, Courses and Careers Day and Information Day

**Balatbat M**
- Representative, Orientation Day, Courses and Careers Day
- Guest Speaker, CA Cadetships Evening
- External Representative, School of Finance New Appointments Committee
- Interviewer, International Commerce Students’ Network Careers Night

**Briers M**
- CEO, Securities Industry Research Centre for Asia-Pacific Ltd (SIRCA)

**Carson E**
- Member, Across UNSW Strategic Planning Group
- Member, Faculty of Commerce and Economics, Course Evaluation Subcommittee
- Member, Accounting Honours Alumni Network Organising Committee

**Chang L**
- Representative, Information Day

**Chong KM**
- External Examiner, Masters Thesis from Edith Cowan University
- Interview Panel, School Co-op Program
- Representative, the Faculty’s 2004 Commerce and Economics Preparation Program (CEPP) for Indigenous Australians
- Discussant, UNSW National Honours Colloquium

**Chua WF**
- Elected Staff Representative, UNSW Council
- Member, Finance Committee, UNSW
- Member, Faculty Executive Committee
- Member, Faculty Standing Committee
- Head of School of Accounting

**Coyte R**
- Representative, New Postgraduate Student Welcomes

**Curtis A**
- Representative, Courses and Careers Day and Information Day
- Discussant, UNSW National Honours Colloquium

**Czernkowski R**
- Course Consultant, the UNSW Foundation Studies Programme
- Presenter, Faculty Orientation Day and Faculty Pre-enrolment Session, February
- Delegate, UNSW Committee Examining Institution of Anonymous Marking Procedures
- Representative, Open Day and Orientation Day
## Playing a Role in the Life of the University (cont’d)

<table>
<thead>
<tr>
<th>Name</th>
<th>Position and Responsibilities</th>
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<tbody>
<tr>
<td>Gallery GT</td>
<td>Schools’ representative on the Undergraduate Innovation and Review Group (URIG)</td>
</tr>
<tr>
<td></td>
<td>Representative, Open Day and Information Day</td>
</tr>
<tr>
<td>Gormly C</td>
<td>Assistant, School Co-op Program</td>
</tr>
<tr>
<td>Green W</td>
<td>Representative, Open Day and Information Day</td>
</tr>
<tr>
<td></td>
<td>Co-ordinator, School’s Seminar Series</td>
</tr>
<tr>
<td></td>
<td>Member, Faculty of Commerce and Economics Education Committee</td>
</tr>
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<td></td>
<td>Member, School Advisory Committee</td>
</tr>
<tr>
<td></td>
<td>Co-ordinator, Undergraduate Studies</td>
</tr>
<tr>
<td></td>
<td>Careers/Employment Liaison Officer</td>
</tr>
<tr>
<td>Harding N</td>
<td>Manager, Faculty China Programs</td>
</tr>
<tr>
<td></td>
<td>Academic Advisor, Students Studying in China MCom Programs</td>
</tr>
<tr>
<td>Howitt G</td>
<td>Co-ordinator, PASS Group</td>
</tr>
<tr>
<td>Humphreys K</td>
<td>Interview Panel, School Co-op Program</td>
</tr>
<tr>
<td></td>
<td>Member, Accounting Honours Alumni Network Committee</td>
</tr>
<tr>
<td></td>
<td>Representative, Courses and Careers Day</td>
</tr>
<tr>
<td>Kang H</td>
<td>Representative, Courses and Careers Day and Information Day</td>
</tr>
<tr>
<td>Luckett PF</td>
<td>Member, Head of School of Accounting Advisory Committee</td>
</tr>
<tr>
<td></td>
<td>Computing Liaison Officer</td>
</tr>
<tr>
<td></td>
<td>Co-ordinator, Postgraduate Research Studies</td>
</tr>
<tr>
<td></td>
<td>Member, Faculty Research Committee</td>
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<tr>
<td></td>
<td>Member, Faculty and AGSM Human Research Ethics Advisory Panel</td>
</tr>
<tr>
<td>Mahama H</td>
<td>Commentator, National Honours Colloquium, 22 August 2004</td>
</tr>
<tr>
<td>Martinov N</td>
<td>Representative, Courses and Careers Day and Information Day</td>
</tr>
<tr>
<td></td>
<td>Training Principal for CA in Commerce Program - Professional Liaison Officer</td>
</tr>
<tr>
<td>Mayorga D</td>
<td>Representative, Courses and Careers Day and Information Day</td>
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</table>
## Playing a Role in the Life of the University (cont’d)

<table>
<thead>
<tr>
<th>Name</th>
<th>Roles and Responsibilities</th>
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<tbody>
<tr>
<td>Miller MC</td>
<td>Program Director for the Master of Professional Accounting</td>
</tr>
<tr>
<td></td>
<td>Member, School Advisory Committee</td>
</tr>
<tr>
<td></td>
<td>Co-ordinator, Casual Staffing</td>
</tr>
<tr>
<td></td>
<td>Co-ordinator, School Specialisations in the Master of Commerce</td>
</tr>
<tr>
<td></td>
<td>Professional Accreditation</td>
</tr>
<tr>
<td></td>
<td>Organiser of Orientation Briefings for New MProfAcc Students</td>
</tr>
<tr>
<td></td>
<td>Member, Faculty of Commerce and Economics Education Committee</td>
</tr>
<tr>
<td></td>
<td>Co-ordinator, PASS Group</td>
</tr>
<tr>
<td></td>
<td>Presenter, Courses and Careers Day and Information Day</td>
</tr>
<tr>
<td>Morris RD</td>
<td>Member, Head of School of Accounting Advisory Committee</td>
</tr>
<tr>
<td></td>
<td>Library Liaison</td>
</tr>
<tr>
<td></td>
<td>Co-ordinator, Staff Mentoring Scheme</td>
</tr>
<tr>
<td>Pflugrath G</td>
<td>Interview Panel, School Co-op Program</td>
</tr>
<tr>
<td>Roebuck P</td>
<td>Co-ordinator, Co-op Program</td>
</tr>
<tr>
<td></td>
<td>Grievance Officer for the School of Accounting</td>
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<tr>
<td>Simnett R</td>
<td>Member, Head of School of Accounting Advisory Committee</td>
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<td></td>
<td>Member, Faculty of Commerce and Economics Standing Committee</td>
</tr>
<tr>
<td></td>
<td>Member, Co-ordinating Committee: International Symposium on Audit Research</td>
</tr>
<tr>
<td>Taylor SL</td>
<td>Member, UNSW Qualifications Committee</td>
</tr>
<tr>
<td></td>
<td>Member, Faculty of Commerce and Economics Associate Professor Promotion Committee</td>
</tr>
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<td></td>
<td>Member, Faculty of Commerce and Economics Standing Committee</td>
</tr>
<tr>
<td></td>
<td>Accounting Honours Co-ordinator, 2004</td>
</tr>
<tr>
<td></td>
<td>Co-ordinator of Faculty of Economic and Commerce National Honours Colloquium, August 2004</td>
</tr>
<tr>
<td></td>
<td>Member, Head of School of Accounting Advisory Committee</td>
</tr>
<tr>
<td>Trotman KT</td>
<td>Presiding Member, Faculty of Commerce and Economics</td>
</tr>
<tr>
<td></td>
<td>Director, Centre for Accounting and Assurance Research</td>
</tr>
<tr>
<td></td>
<td>Member, Faculty of Commerce and Economics Standing Committee</td>
</tr>
<tr>
<td></td>
<td>Member, UNSW Academic Board</td>
</tr>
<tr>
<td></td>
<td>Director, UNSW Professional Superannuation Board</td>
</tr>
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<td></td>
<td>Member, Co-ordinating Committee: International Symposium on Audit Research</td>
</tr>
<tr>
<td></td>
<td>Member, Head of School of Accounting Advisory Committee</td>
</tr>
</tbody>
</table>
Members of the School of Accounting undertake many positions in order to aid the profession and community:

**Brown PR**  
Member, Corporations and Markets Advisory Committee

**Carson E**  
Technical Adviser, International Auditing and Assurance Standards Board, New York, 16-18 February 2004

**Chua WF**  
Member, CA Program and Admissions Committee, Institute of Chartered Accountants in Australia  
Member, Academic Board, Institute of Chartered Accountants in Australia  
Member, External Sustainable Development Advisory Group to the Minerals Council of Australia  
Member, Pymble Ladies’ College Council  
Member, Finance Committee, Pymble Ladies’ College

**Czernkowski R**  
Co-Liaison Officer, CPA Australia

**Green WJ**  
Workshop Presenter for the CPA Australia Auditing Module

**Harding N**  
Member, CPA Australia Shanghai Group Committee  
Liaison Officer, CPA Australia (Hong Kong – China Division)  
Mentor, CPA Australia

**Kang H**  
Co-Liaison Officer, CPA Australia  
Member, Korea-Australasia Research Centre (KAREC), UNSW

**Luckett PF**  
Co-ordinator, Global Management Accounting Research Symposium (run jointly with Michigan State University and the Copenhagen Business School)

**Mahama H**  
Member, Institute of Learning and Teaching in Higher Education, UK

**Martinov N**  
Chairperson at various ICAA Continuing Professional Education and CA Business Forum Presentations  
CA Program Reviewer, examiner and Focus Session Leader

**Morris RD**  
Director, International House Ltd  
Chairman, Our Lady of the Sacred Heart Church, Randwick, Finance Committee

**Miller MC**  
Member, the Advisory Board, Department of Accounting and Finance, Macquarie University  
Member, the Universities Committee of CPA Australia (NSW Division)

**Roebuck P**  
Member, National Careers and Marketing Committee of Institute of Chartered Accountants in Australia  
Chairman, the Institute of Internal Auditors Inc –Australia Academic Review Committee
Professional and Community Relations

(cont’d)

Simnett R
Member of the International Auditing and Assurance Standards Board
Co-ordinator of development of CPA Australia Triple Bottom Line database
Member of International Auditing and Assurance Standards Board Task Force, ISA 701 and ISA 702 Modifications to the Audit Report
Chair of International Auditing and Assurance Standards Board Task Force, Royal NIVRA sustainability Exposure Drafts
Chair of the International Auditing and Assurance Standards Board, Sustainability Experts Advisory Panel
Member of the 2003-2004 AAA Auditing Section Notable Contributions to Auditing Literature Award Screening Committee
Committee Member of ICAA Task Force ‘Financial Report Audit: Meeting Market Expectations’

Taylor SL
Research Leader, Market Design Program, Capital Markets Co-Operative Research Centre
NSW Vice-Chancellors’ Committee representative for accreditation reviews (Business Studies) under the NSW Higher Education Act

Trotman KT
Member, Audit Advisory Committee, Institute of Chartered Accountants in Australia
Committee Member of ICAA Task Force to write ‘Financial Report Audit: Meeting Market Expectations’
# Statistical Highlights

## University Admission Index

The table below contains the University Admission Index (UAI) for admission to the Faculty of Commerce and Economics at the University of New South Wales.

<table>
<thead>
<tr>
<th>Year</th>
<th>UAI</th>
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<tbody>
<tr>
<td>2000</td>
<td>94.40</td>
</tr>
<tr>
<td>2001</td>
<td>94.50</td>
</tr>
<tr>
<td>2002</td>
<td>94.50</td>
</tr>
<tr>
<td>2003</td>
<td>95.50</td>
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<tr>
<td>2004</td>
<td>96.00</td>
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## Graduations

The table below sets out those students who have graduated at the undergraduate and postgraduate level with majors in Accounting.

<table>
<thead>
<tr>
<th>Year</th>
<th>BCom Merit Hon. Total U/G</th>
<th>MCom</th>
<th>MCom Hon.</th>
<th>PhD</th>
<th>Total P/G</th>
<th>Total</th>
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<tbody>
<tr>
<td>2000</td>
<td>138 283 10 431 108 2 1 111</td>
<td>108</td>
<td>2</td>
<td>1</td>
<td>111</td>
<td>542</td>
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<tr>
<td>2001</td>
<td>462 8 470 121 2 2 125</td>
<td>121</td>
<td>2</td>
<td>2</td>
<td>125</td>
<td>595</td>
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<tr>
<td>2002</td>
<td>335 3 338 222 1 3 226</td>
<td>222</td>
<td>1</td>
<td>3</td>
<td>226</td>
<td>564</td>
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<tr>
<td>2003</td>
<td>407 12 419 336 3 3 342</td>
<td>336</td>
<td>3</td>
<td>3</td>
<td>342</td>
<td>761</td>
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<tr>
<td>2004</td>
<td>504 14 518 315 - 3 318</td>
<td>315</td>
<td>-</td>
<td>3</td>
<td>318</td>
<td>836</td>
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</tbody>
</table>

## Staffing* as at 31 December

### The Academic Staff Profile

<table>
<thead>
<tr>
<th>Year</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
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<tr>
<td>Professors</td>
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<td>4</td>
<td>4</td>
<td>5.5</td>
<td>4.5</td>
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<tr>
<td>Associate Professors</td>
<td>2</td>
<td>3</td>
<td>3.5</td>
<td>3.5</td>
<td>3.5</td>
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<tr>
<td>Senior Lecturers</td>
<td>5</td>
<td>4</td>
<td>6</td>
<td>7</td>
<td>7</td>
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<td>Lecturers</td>
<td>18.5</td>
<td>17</td>
<td>16</td>
<td>13.2</td>
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<tr>
<td>Associate Lecturers</td>
<td>3.5</td>
<td>1.5</td>
<td>5</td>
<td>4</td>
<td>1</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>33.0</strong></td>
<td><strong>29.5</strong></td>
<td><strong>34.5</strong></td>
<td><strong>33.2</strong></td>
<td><strong>36.0</strong></td>
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</table>

* excludes other academic and casual staff
Statistical Highlights (Cont’d)

Staffing

<table>
<thead>
<tr>
<th>The Administrative and Support Staff</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
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<tbody>
<tr>
<td>Manager</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
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<tr>
<td>Clerical</td>
<td>4.4</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
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<tr>
<td>Total</td>
<td>5.4</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
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Students / Staff Ratios
Includes Part-time and Casual Staff

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Load Taught</th>
<th>F/T Equivalent</th>
<th>Casual/P/T</th>
<th>Students/Staff Ratio</th>
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<tbody>
<tr>
<td>2000</td>
<td>930.3</td>
<td>32</td>
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<tr>
<td>2001</td>
<td>961.4</td>
<td>30.5</td>
<td>1.64</td>
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<tr>
<td>2002</td>
<td>1131.3</td>
<td>35.1</td>
<td>3.6</td>
<td>29.2</td>
</tr>
<tr>
<td>2003</td>
<td>1041.4</td>
<td>37.8</td>
<td>3.8</td>
<td>25.1</td>
</tr>
<tr>
<td>2004</td>
<td>910.5</td>
<td>33.8</td>
<td>4.4</td>
<td>23.9</td>
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