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INTRODUCTION

1955…
The University of New South Wales has a long involvement in the teaching of Industrial Relations and Organisational Behaviour. Industrial Relations was introduced as a subject in its own right in 1955, making the then New South Wales University of Technology a pioneer in the area. At this time, Industrial Relations was taught as a part of the industrial stream of the Bachelor of Applied Psychology. The subject Industrial and Labour Relations was a full-year subject which spanned industrial relations and personnel management issues.

1957…
In 1957, the Faculty of Commerce was established and offered a Bachelor of Commerce degree with specialisations in Accountancy, Economics and Statistics. The Bachelor of Commerce (Economics) enabled students to undertake Industrial and Labour Relations as an elective. In addition, students could undertake Psychology II (Commerce), which consisted of ‘the study of the individual worker and the organisations in which he works’. The subject included a segment on employer-employee relations.

1958…
The following year, the Bachelor of Commerce in Applied Psychology was introduced. The Faculty of Commerce Handbook for 1958 noted:

‘The Commerce course offering specialisation in Applied Psychology is designed to provide specialist training in economics, together with a theoretical training in individual and group psychology and the skills and techniques used in applying psychology to personnel problems in industry, commerce and the public service. In the later stage of the course a detailed study will be made of personality developments and group behaviour particularly as they are related to personnel problems arising in the work situation. Industrial relations, personnel management and the human relations problems of management and industrial conflict will be included in the more advanced stage of the course.’ (New South Wales University of Technology, Faculty Handbook, Faculty of Commerce, Kensington, 1958, p.23)

1959…
In 1959, the Faculty introduced the Bachelor of Commerce in Industrial Relations. The rationale for this course was described as follows:

‘The term ‘industrial relations’ covers a wide and important field of study which is becoming increasingly specialised in character. From the point of view of commerce, industry and labour organisations there is a growing need for persons who have not only received a good general education including a thorough training in economics and statistics but who are also familiar with the legal and psychological aspects of industrial relations. The purpose of the course leading to the degree of Bachelor of Commerce with a specialisation in industrial relations is to provide a training of this type.’ (The University of New South Wales, Calendar, 1959, p.268)

1961…
It appears this was the first degree in Industrial Relations offered by any Australian university. Its interdisciplinary nature has become a hallmark of Industrial Relations courses in Australia. The Bachelor of Commerce (Industrial Relations) degree was offered at both the pass and honours levels. The first honours thesis (by Brian Wallace) was submitted in 1961. John Niland (subsequently appointed the first Professor in Industrial Relations) submitted the second Honours thesis in 1963 and the first Masters thesis in 1967.

1967…
In 1967, the Department of Industrial Relations was formed. At that time it consisted of Dr John Child and Mr Bill Ford.

1972…
The first doctoral thesis was submitted by Francis Stevens (then a member of staff).

1975…
The first Chair was created in 1975 by which time the Department had grown to six. John Niland was appointed to the Chair. He edited the Journal of Industrial Relations between 1973 and 1990 and was president of the International Industrial Relations Research Association, organising its congress in Sydney in 1993. Having moved from
the School to serve as Dean of the Faculty of Commerce and Economics, he later became Vice-Chancellor of The University of New South Wales.

1988...
Three new members of staff were added before a merger with the Organisational Behaviour Unit, in August, to form the School of Industrial Relations and Organisational Behaviour. The teaching of Organisational Behaviour had grown from the establishment of the School of Business Administration in 1962. A Professor of Organisational Behaviour was appointed in 1970 and a Department of Organisational Behaviour formed in the same year. In 1975, the Australian Graduate School of Management (AGSM) was established and the Graduate School of Business within the Faculty of Commerce was disbanded. The Department of Behavioural Science was made a separate department and renamed the Department of Organisational Behaviour in August 1979. It was later renamed the Organisational Behaviour Unit. The new School of Industrial Relations and Organisation Behaviour drew upon its two strands to offer new programs in Human Resource Management. Professor David Plowman succeeded Professor John Niland as Head of the School in 1989. Under his stewardship the School expanded to 14 faculty staff.

1993...
In 1993, Professor Plowman was appointed Director of the Graduate School of Management, University of Western Australia and in 1994 Michael Quinlan joined the staff as Professor and Head of School.

1998...
By 1998 the School had 19 academic and 3 administrative support staff. It consolidated and restructured its course offerings to strengthen program delivery. During the year PhD enrolments rose to 25, cementing the School’s position as the leading postgraduate research training unit in Industrial Relations, Human Resource Management and Organisation and Management Studies in Australia and as one of the largest in the Asia-Pacific region.

1999...
The School now comprised 18 academics and 3 administrative support staff. Building on research collaboration with overseas academics, many of the staff delivered papers at international conferences and visited European and Asia institutions during the year. In addition, several scholars from England and Scandinavia visited the School. In July, Dr Allan Bordow was appointed Acting Head of School during Professor Quinlan’s absence from the School on sabbatical. Dr. Philip Bohlé took up an appointment as Professor within the School in the middle of the year. In December, the School relocated to its present premises in the Rupert Myers Building.

2000...
Following many years of distinguished service, Dr Allan Bordow retired. Dr David Kennedy jointed the School and Professor Philip Bohlé was appointed Head of School in August. The School continued to host distinguished overseas visitors (Scandinavia, UK, USA). Three students were awarded PhDs, including a staff member, Dr Carol Royal. Professor Quinlan undertook an inquiry into safety in long haul trucking for the Motor Accidents Authority of NSW.

2001...
The School introduced a Management stream in the B.Com., taught jointly with the School of International Business. It also took over the teaching of the core of the Master of Technology Management. Four students graduated with PhDs and two Large ARC grants were awarded from January, bringing to five the number of ARC grants held within the School. Dr David Morgan was appointed Associate Head of School and Drs Anne Junor and David Kennedy took up continuing appointments.

2002...
Two students were awarded PhDs, including a staff member, Dr Diane Fieldes.

The former Department of Industrial Relations produced annual reports between 1974 and 1987 before becoming the School of Industrial Relations and Organisational Behaviour in 1988. This is the School’s sixteenth annual report.
The School’s core academic staff consisted of:

- **Alison Barnes**  
  BA (Hons) UNSW  
  Associate Lecturer

- **Philip Bohlé**  
  BA (Macq), DipPsych, PhD (Qld)  
  Professor

- **Braham Dabscheck**  
  BEc & Pol (Hons), MEc (Monash)  
  Head of School  
  Associate Professor

- **Diane Fieldes**  
  BA (Hons) (ANU), DipEd (Syd), PhD (UNSW)  
  Lecturer

- **Peter Gahan**  
  BCom (Hons) (UNSW), PhD (Melb)  
  Senior Lecturer  
  (On Leave)

- **Sarah Gregson**  
  BA(Hons) (UNSW)  
  Associate Lecturer

- **Ian Hampson**  
  BA(Vic NZ), MA(Macq), PhD (W’gong)  
  Senior Lecturer

- **John Holt**  
  BA(CUC), BSc(Hons)(N’castle), PhD (UNSW)  
  Lecturer

- **Anne Junor**  
  BA (Hons), DipEd Syd, BEc (UNE) PhD (Macq)  
  Lecturer

- **David Kennedy**  
  BA, Magna Cum Laude (Assumption College), MBA, MS (Mass.), MPS, PhD (Cornell)  
  Lecturer

- **David Morgan**  
  BA (Hons) (Flinders), PhD (Qld)  
  Senior Lecturer  
  (Seconded to Faculty as Ass Dean)

- **John O’Brien**  
  BA DipEd (Syd.), MA (Newc.), PhD (W’gong)  
  Senior Lecturer

- **Michael Quinlan**  
  BEc (Hons), PhD (Syd)  
  Professor

- **Carol Royal**  
  BA, MCom, PhD (UNSW)  
  Lecturer (.5 fractional)

- **Peter Sheldon**  
  BEc(Hons)(Syd), PhD (W’gong)  
  Senior Lecturer

- **Lucy Taksa**  
  BA (Hons), PhD (UNSW)  
  Senior Lecturer

- **Janis Wardrop**  
  BA (Hons), MCom UNSW  
  Associate Lecturer

- **Tracy Wilcox**  
  B.App.Sc (Hons) UTS, MCom (Hons) UNSW  
  Lecturer (.5 fractional)

- **Chris Wright**  
  BEc (Hons), PhD (Sydney)  
  Senior Lecturer

- **Chris Yates**  
  BA (Syd), MLitt (UNE)  
  Lecturer
In addition to full-time members of staff, the School drew upon part-time lecturing and/or tutorial assistance from the following:

<table>
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<tr>
<td>Karyn Anderson</td>
<td>MCom (UNSW)</td>
</tr>
<tr>
<td>Veronica Bondarew</td>
<td>BA (UNSW), DipEd(STC), Mcom(UNSW)</td>
</tr>
<tr>
<td>William Stephen Corbishley</td>
<td>Dip.Law (Sol. Adm. Board), LL.M (UNSW)</td>
</tr>
<tr>
<td>Anne Grapsas</td>
<td>BA Psych(Macq), MA Psych(Syd), Grad Dip MGT(UTS)</td>
</tr>
<tr>
<td>Chris Harpur</td>
<td>BACom(UNSW), Mcom(UNSW),</td>
</tr>
<tr>
<td>Drago Heler</td>
<td>BA(Hons)(Syd), MA Merit(Syd)</td>
</tr>
<tr>
<td>Julie Kimber</td>
<td>BA (Hons) UNSW</td>
</tr>
<tr>
<td>Angela Langton</td>
<td>BA DipEd (Syd), MA (UNSW)</td>
</tr>
<tr>
<td>William Morrissey</td>
<td>MCom (UWS)</td>
</tr>
<tr>
<td>Brad Pragnell</td>
<td>BA(U of Manitoba), MIR(Queens Canada), PhD(UNSW)</td>
</tr>
<tr>
<td>Stephen Pomfrett</td>
<td>BA (Hons), W’gong, MBA UTS, M.Ed (Hons) Sydney</td>
</tr>
<tr>
<td>Daya Shanker</td>
<td>MBA(Woll), Mcom(Hons)(Woll)</td>
</tr>
<tr>
<td>Norman Rees</td>
<td>BSc(Hons), M.Psych(UNSW)</td>
</tr>
<tr>
<td>Dominique Rowe</td>
<td>Bec(Soc Sci)(Hons)(Syd)</td>
</tr>
<tr>
<td>Mary Robinson</td>
<td>B.SosSc, MBA, Teaching Cert (Victoria Univ of Wellington, NZ)</td>
</tr>
<tr>
<td>Yaseen Shariff</td>
<td>LLB (Syd)</td>
</tr>
<tr>
<td>Sue-Ern Tan</td>
<td>BCom (Hons) (UNSW)</td>
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Terry O’Callaghan and Robyn Tompkins provided administrative support for the School. Susan O’Brien provided research assistance to various members of the School’s faculty staff.

Regular formal School Meetings were held throughout the year. Dr Diane Fieldes was elected as Chair of these meetings and Terry O’Callaghan acted as Minutes Secretary. Because of the School’s small size, certain policy and other curriculum matters, and issues of general concern to staff, were frequently handled through informal discussions by the Head of School with relevant members of the School and Faculty.

**Staff Movements and Changes**

Dr Peter Sheldon joined the School in January from the University of Wollongong Business School where he had been co-ordinator of the Master of International Business.

Dr David Morgan was seconded to the Faculty as Associate Dean (Undergraduate)

Alison Barnes and Janis Wardrop joined the school as Associate Lecturers. Their employment was part of the Dean’s program to provide employment for PhD students.
RESEARCH AND PUBLICATIONS

Staff Research Interests

Alison Barnes…
Alison continued research into Australian call centres for her PhD. She is focusing on customer service, flexibility, repetition, surveillance and the built environment and their role in generating resistance and accommodation in call centres.

Philip Bohlé…
Philip pursued four main streams of research concerning working hours, work-life conflict and health; the psychometric properties of diurnal type inventories; adoption of strength training in retirement villages (with David Kennedy and Maria Fiatarone-Singh); and the impact of precarious employment on work-life conflict and occupational health and safety (with Michael Quinlan and Ann Williamson). An Australian Research Council Large Grant funds the precarious employment project and an ARC Linkage Grant funds the strength training project.

Braham Dabscheck…
Braham’s research interests continued in Australian industrial relations, industrial relations theory, wage determination and sporting labour markets. In 2001, he was appointed as a Senior Fellow in the Faculty of Law at the University of Melbourne. In 2002 he delivered a paper entitled ‘FIFA’s New Employment Rules: A Critical Examination’ at the Global Business and Technology Association International Conference in Rome, Italy. He was also the Montague Burton Visiting Professor in Industrial Relations at the Cardiff Business School, Cardiff University, Cardiff Wales. He delivered a public lecture entitled ‘Paying for Professionalism: Industrial Relations in Australian Rugby Union’.

Diane Fieldes…
Diane’s research has focussed on women and trade unionism. As well as researching trade unions and equal pay for women in Australia, she has been researching the role of women in the formation of independent trade unions in South Korea. Her other research has involved deepening her knowledge of the areas in which she teaches, particularly labour history and the interrelationship between the workplace and society.

Sarah Gregson…
Sarah’s research has a strong historical bent, with an emphasis on the interwar period in Australia. She continues to examine racism, conservatism, and employment relations in the Australian mining industry. When she lifts her head from history books, her contemporary interests lay in the areas of EEO and managing diversity.

Ian Hampson…
Ian’s research interests and activities have concentrated on training policy and practice. Work has continued exploring the usefulness of the ‘institutionalist’ stream of political and policy analysis, for understanding the major changes in policies pursued by the Federal Government since the late 1980s.

John Holt…
During the year John has continued working extensively with the Australian Centre for International Business on a project investigating the nature of the decision factors that influence the way multinational firms make choices about where to locate their Regional Headquarters in the Asia Pacific region. Other research that is currently engaged in utilizes SRG funding to investigate the effects of national culture on differentially shaping subordinate perceptions of what constitutes ‘good’ and ‘effective’ staff management behaviours.

Anne Junor…
Anne’s research on casual and part-time employment in Australia is part of her ongoing research program covering the gender, race and class relations of time and money. In 2002 she conducted a large-scale survey of casual academic and general university staff, began a cost/benefit analysis of TAFE casualisation, and with John O’Brien and research assistant Susan O’Brien
Anne’s current research is an examination of the formalisation of employment relations in non-government organisations, with a focus on overseas aid agencies. At the theoretical level, she is interested in developing applications of critical realist methodologies of explanatory critique.

David Kennedy...
Dave continued to research in the area of organisational relocation and mobility. He is also currently conducting research on employee health and satisfaction, particularly in pre- and post-retirement.

David Morgan...
David continued his work on the use of the institutional framework of political and policy analysis of work competence systems in Australia. In particular major changes are examined in policies of the Federal government and other major players in training and development since the late 1980s. A refereed conference paper has been completed, which is to be submitted to a major organisational studies journal. He also continues work on organisational conditions of change, particularly types of structural, workplace and work changes, and the effects on trust in management (a refereed research paper accepted for publication). A new project on organisations, innovation and work organization has been commenced. This project will be concerned with change, work organisation and survival in new, innovative organisations. In particular, to what extent do such firms adopt 'old economy' structures and practices after an initial innovative period?

John O’Brien...
John O’Brien continued his research on public sector employment and industrial relations. In June, 2002 John O’Brien and Michael O’Donnell gave a paper on performance pay and related issues in the Australian Public Service to the International Industrial Relations Association conference in Toronto, Canada. In September John was invited to give a paper on industrial relations in higher education for a conference on the financial future of higher education in Australia that was held at the Australian National University.

Michael Quinlan...
Michael continued his research into the OHS effects of precarious employment and completed his report for WorkCover NSW (yet to be released) on meeting the prevention and workers’ compensation challenges of changing work arrangements. With several colleagues he completed papers on the relationship between formal and informal worker organisation and systematic occupational health and safety management in Norway and Australia which were accepted for publication in the journals Labour/Le Travail and Relations Industrielles in 2003. With Philip Bohle he completed a chapter on contingent worker safety for a book on the Psychology of Workplace Safety edited by Julian Barling and Michael Frone and to be published by the American Psychological Association. He continued his research on growth of worker organisation in Australia.

Carol Royal...
Carol’s research interests include corporate sustainability, human capital and their application to the financial markets. During 2002 Carol continued her research into evaluating ASX publicly listed companies through Human Capital analysis and its links to corporate performance and sustainability. Carol was invited to present her research at the Australian Securities and Investment Commission and was also invited to address the financial services industry at the Annual Securities and Derivatives National Association Conference. Carols other research interests include internal labour market sociology, organizational change strategies, globalization and professional service firms. During 2002, Carol extended her research with visiting US Professor Robert Althauser (Indiana University) into internal labour markets and human resource practices in the investment banking industry. Several publications on these two streams of research have been achieved.
Peter Sheldon...
Peter continued his work on contemporary employer associations in Australia (with Louise Thornthwaite) and on industrial relations history. The work on employer associations is increasingly focusing on internal organisational dynamics and relationships with members. During the year, Peter also developed his growing interest in Pacific-Asian employment relations to add to his continuing work on Europe.

Lucy Taksa...
Lucy Taksa’s research interest focused on organisational culture and organisational memory, gender relations and the management of diversity, management and labour history, the diffusion of technology, and industrial heritage. During 2002 research for an Australian Research Council (ARC) Strategic Partnerships with Industry Research and Training (SPIRT) funded project entitled ‘A Model for Change at the Eveleigh Railway Workshops Precinct: Using Social and Industrial Heritage as Tools for Urban and Community Renewal’ was completed. Associate Professor Taksa continued working on a large ARC funded project entitled ‘Work, family, community and place at the Eveleigh railway Workshops, 1887-1989: an investigation of mobility and cultural diversity’. The Labour Heritage Register of NSW, co-authored with Associate Professor Terry Irving (University of Sydney) was finalised and published as a monograph by the Industrial Relations Research Centre. Entitled Places, Protests and Memorabilia, it was launched by Jack Mundey at Sydney’s Trades Hall in October.

Janis Wardrop...
Janis researched her PhD which examines the adoption of corporate governance Codes of Practice among ASX Listed companies. Janis’ other research interests include the rhetoric of governments and the press on corporate governance, and corporate social and ethical accountability.

Tracy Wilcox...
Tracy continued her PhD research into the ways in which human resource management strategies are framed and legitimated in an organisation. Tracy’s other research interests relate to sustainability, social and ethical accountability and alternative conceptions of performance. She continues researching in the areas in which she teaches, particularly strategic thinking and human resource management.

Chris Wright...
Chris’s research interests include the diffusion of management knowledge, the history of management practice, labour management strategy, management consulting, work reorganisation and technological change. During 2002 Chris’s research focussed on a number of projects including: the role and impact of management consultants; the industrial relations implications of supply chain integration in the Australian and US grocery industries; a comparative historical analysis of Australian and British employers; and the organisational and workplace ramifications of Enterprise Resource Planning systems.
International Links

The chart on the following page summarises international linkages between staff and overseas scholars in the year 2002. In recent years, the school has endeavoured to promote international linkages by establishing ties with overseas institutions, especially through visits by staff. In most instances these linkages are related to teaching and research, including joint research projects.

Dr Peter Sheldon has connections with colleagues in Europe (and particularly Italy), the USA and Israel. During 2002, he also began developing connections with scholars in Pacific Asia. He is a member of the International Industrial Relations Association and the Organisational Behaviour Teaching Society.

Working with Dr John O’Brien, Dr Anne Junor maintained links with researchers at Cardiff and Leicester Universities (Professor Peter Fairbrother, Dr Bob Carter, and Mr Steven Davies). These links resulted in an application for an ARC Discovery Grant to conduct a cross-national study of the workplace impacts of new public management.

Visitors:

During 2002 the School had six overseas academic visitors (from Canada, UK, Italy, Denmark and France). Dr Aleck Ostry (University of British Columbia) and Dr Annie Thebaud-Mony (France) have both undertaken research on the occupational health and safety implications of precarious employment and held discussions with Professors Quinlan and Bohle, who have a number of large projects running in this area. Henrik Lund was completing a PhD on the role of worker involvement in improving the working environment.

Dr Carol Boyd’s (University of Glasgow) visit was concerned with building links with the School's staff in the area the human resource management of occupational health and safety. She also presented a seminar on employment relations amongst cabin crew in the airline industry - an area on which she has published extensively.

Professor Paul Thompson visited the School as part of the continuing association between UNSW and the Department of Human Resource Management at the University of Strathclyde. His work in Australia included collaboration in the area of organisational innovation in new economy firms with a group of researchers including Dr David Morgan and Dr Ian Hampson.

Henrik Lund
*Roskilde Universitetscenter, Denmark – January 16 to April 31, 2002.*

Paul Thompson
*University of Strathclyde, Glasgow – March 2 to April 4, 2002*

Aleck Ostry
*University of British Columbia, Vancouver – June 01 to September 30, 2002*

Annie Thebaud-Mony
*CRESU University, Paris – December 08 to December 26, 2002*

Carol Boyd
*University of Glasgow, Glasgow – July 21 to August 08, 2002*
International Linkages Chart
Staff Research Grants

The School of Industrial Relations and Organisational Behaviour staff secured four Discovery Grants and one Linkage Grant in the round of ARC Research Grants announced October 2, 2002. The value of these grants is $722,000 over the next three years.

The researchers who have been successful in applications for Discovery Grants are Dr Anne Junor, Dr John O’Brien, Professor Michael Quinlan and Dr Chris Wright (2). Dr David Kennedy and Professor Philip Bohle obtained a Linkage Grant.

With existing ARC grants, the school will have a total of at least 10 ARC grants in 2003. School researchers also hold grants from a number of other granting agencies

Philip Bohle...
In 2002 Philip and Dr David Kennedy were awarded an Australian Research Council Linkage Grant with a total value of $220,000 to examine the adoption process associated with fitness training for retirees. Also in conjunction with colleagues from the University of Queensland, Philip applied successfully for an ARC Linkage Grant, for $240,000, to examine the health, wellbeing and retention of hospital-based nursing staff.

Anne Junor...
With Dr JM O’Brien, Dr M O’Donnell, Prof P Fairbrother, Dr R Carter and Mr S Davies, Dr Junor was successful in obtaining a 2003-2005 ARC Discovery Grant to undertake the project ‘What does ‘New Public Management’ look like in the public sector workplace: a comparative study of Australia and the United Kingdom’. She is also in the second year of a three-year ARC SPIRT Grant, funded at the rate of $30,000 a year, with matching Industry Partner contributions, to study casualisation in the education industry.

John O’Brien...
In November John O’Brien and another member of the school, Anne Junor, were awarded an Australian Research Council Discovery Grant on a project entitled: ‘What does “New Public Management” look like in the public sector workplace? A comparative study of Australia and the United Kingdom’. John and Anne will be working with Michael O’Donnell of the University of Canberra and three colleagues in the United Kingdom on this three-year project.

David Kennedy...
In 2002 David and Professor Philip Bohle were awarded an Australian Research Council Linkage Grant with a total value of $220,000 to examine the adoption process associated with fitness training for retirees.

Michael Quinlan...

Chris Wright...
Australian Research Council Discovery Grant (2003-2005) (DP0345400) The Impact of Enterprise Resource Planning Systems on Australian Organizations (with Dr D. Grant, Prof C. Hardy, Dr R. Hall, Dr W. Harley & Mr N. Wailes). Amount $131,000
**Publications**

**Books**


**Book Chapters**


**Journal Articles**


**Working/Discussion Papers**

Maythew, C. and Chappell, D. “‘Internal’ Violence (or Bullying) and the Health Workforce” School of Industrial Relations and Organisational Behaviour, UNSW, Working Paper No.118, 36pp, 2002.


Publishing Profile

The following chart provides a numerical picture of the School’s publishing output in books & monographs, book chapters and journal articles in the past eight years.

Book Reviews


Dabscheck, B. Review of J. Warren, with A. Harper and J. Whittington, Sheilas, Wogs and...


Conference Papers


Quinlan, M., “Precarious Employment, the Informal Sector and Workers’ Health: An International Perspective’, paper presented to The informal sector of the economy and workers’ health and safety workshop, Instituto de Saude Colectiva Universidad Federal de Bahia, Salvador, Brazil, 15-17 August 2002.

Quinlan, M., ”The chain of law in settler societies: Master and servant in British America/the United States, Canada and Australia 1585-1939”, paper presented to American Legal History Society Annual Meeting, San Diego, 7-9 November 2002.

Quinlan, M., “Precarious Employment and work related stress: A review of Australian and international research”, paper presented to Occupational Stress Workshop – Academy of
the Social Sciences in Australia Adelaide, 28-29 November 2002 (with Philip Bohle).


Taksa, L. ‘About as popular as a dose of clap’: diesel technology and masculinity at the NSW Eveleigh railway workshops’ presented before the Australian Historical Association Conference, Griffith University, Brisbane, 4 July 2002.


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**Conference Paper Profile**

The following chart shows the number of papers by School members at international and domestic conferences over the last seven years.
Addresses and Guest Lectures


Dabscheck, B., 'Industrial Relations and Sport,’ Cardiff Business School, Cardiff University, Cardiff, Wales, 14 November 2002.


Dabscheck, B., 'Industrial Relations and Legal Aspects of Team Sports,’ Cardiff Business School, Cardiff, Wales, 21 November 2002.


Gregson, S., ‘Unions and Racism: An Historical Perspective’ Invited speaker at the Labor Council of NSW – Workplace Harmony Conference, 14th February 2002

Gregson, S., “Understanding the history of Australian trade unions” Invited speaker at Asian Women at Work – Staff Training Series, 7th March 2002

Gregson, S., “Unions and Racism: An Historical Perspective” Address to National Tertiary Education Union National Council meeting Melbourne 4 October 2002


Quinlan, M., “Trucking Reform in NSW – The Long Distance Trucking Inquiry Findings and Recommendations” NSW Road Transport Association Breakfast Briefing Rydges Parramatta 5 February 2002

Quinlan, M., “Is market liberalism a health hazard?” paper presented to Raw and brutal - labour under neo-liberalism conference Oslo 4-5 March 2002

Quinlan, M., “Trucking Reform in NSW – The Long Distance Trucking Inquiry Findings and Recommendations” paper presented to NSW Road Transport Association Annual Convention, Terrigal 22 March 2002.


Quinlan, M., “Current Trends in OHS” Presentation to Finance Officers Convention – Seventh Day Adventist Church, Peppers Leura, 7 June 2002

Quinlan, M., Occupational Health and Safety Management Systems, Presentation to Finance Officers Convention – Seventh Day Adventist Church, Peppers Leura 7 June 2002
Quinlan, M., “Trucking Safety in Australia” presented to The Australian Transport Safety Summit 25th & 26th July 2002 * Four Points by Sheraton Sydney Hotel


Taksa, L., 31 May 2002: ‘Hidden Beneath the Foundations’, presented before the pre-honours School of History UNSW Public History course at the Eveleigh Railway Workshops.


Taksa, L., 9 March 2002: Address at the OEEGA International Women’s Day Colloquium 2002 – ‘Pioneering Spirit – Future Visions’ Dinner to mark the launch of a Collaborative Project entitled ‘Recording the Industrial Experiences of Hellene Women at the NSW Eveleigh Railway Workshops,

Taksa, L., 7 June 2002: Invited Address - ‘Considering heritage management and interpretation’ and exhibition of ‘STEAM POWER’ video before a public forum organised by the Midland Redevelopment Authority at the Midland Railway Workshops, Western Australia.

Taksa, L., Keynote Address: Conserving, presenting and interpreting railway heritage, presented before the State Rail Heritage Strategy Forum organised on behalf of the Western Australian Minister for Planning and Infrastructure, the Hon. Alannah MacTiernan, MP, held at the Midland Railway Workshops, Western Australia, 8 June 2002

Taksa, L. Invited by the Mayor of Woollahra Council to present the Special Guest Speech at a Citizenship Ceremony, 12 June 2002.


Taksa, L. Invited Keynote Address presented at a History Week event organised by State Records NSW entitled, Railways and the changing landscape of NSW held at the Western Sydney Records Centre, Kingswood, 21 September 2002.

Taksa, L. Invited Public Address to launch ‘Moments in Flight’ an exhibition on aviation history in the Hastings District, NSW, Port Macquarie Airport, 4 October 2002
Other Publications


TEACHING ACTIVITIES

Educational Approach

University education is a multi-faceted endeavour providing freedom for staff and students alike to pursue knowledge and understanding for its own worth. These activities, however, must be balanced by the fact that with few exceptions graduates leave university to find a job. The two worlds of learning and work, inevitably, will be seen to have some relationship and we believe that for most students the university experience should also provide skills and perspectives appropriate to their subsequent working lives. The question is not whether universities are to provide job skills or a liberal education, but rather what the balance between these two important functions should be.

The School endeavours to provide students with tertiary education suitable for a wide range of modern vocations. Recent graduates have been engaged as research officers in unions and employer organisations, industrial relations analysts with companies or government departments, management and remuneration consultants, industrial officers/union organisers, human resource and other managers, reporters/journalists and associates with industrial tribunals. Honours graduates sometimes continue their studies in preparation for an academic career.

The educational focus of the School’s undergraduate teaching is based on the view that the disciplines of Industrial Relations and Human Resource Management deal with the wide range of issues and problems that arise in the context of work in modern society.

Industrial relations is concerned with the conventions and laws governing work relationships, and the way these are affected by the values of the larger society within which labour and management function. The industrial relations institutions, regulations and procedures of a country reflect its economic, social, political and legal history, as well as the contemporary way of life of the people who relate to one another as employees and managers. Our industrial relations program, is therefore, designed on a multi-disciplinary, social sciences basis to foster an appreciation of the many important questions—both social and legal—which arise for individuals, trade unions, management, employers and government bodies in respect of work.

The School regards the study of human resource management to be principally concerned with the organisation-specific policies and processes associated with the management of people in paid employment. In a climate of rapid economic and technological change, effective labour management is being seen as a critical component of the operation and strategic planning of both private sector firms and public sector organisations. In recent years the issues of staff recruitment, training, appraisal, promotion and remuneration as well as the maintenance of safe and non discriminatory working environment have assumed growing importance. Effective labour management requires not only a solid understanding of the internal dynamics of the workplace, but it is also imperative to understand how the legislative, social and political context affects the development and operation of human resource practices.

At the graduate level the School teaches in three streams: Industrial Relations, Organisational Management Studies, and Human Resource Management. These disciplines follow the same general approach identified above but are specially geared to the level, needs and interests of postgraduate students undertaking the Master of Commerce. In keeping with changes in the work environment and developments in these disciplines generally, the School has steadily moved to incorporate change in the range and content of courses it offers in each of these streams, and to provide greater flexibility in the choice of courses between discipline boundaries.
Staff Teaching 2002

**Alison Barnes**
Managing Pay and Performance, Management of Organisations (undergraduate)

**Philip Bohlé**
Organisational Behaviour (postgraduate).

**Braham Dabscheck**
Industrial Relations (undergraduate).

**Diane Fieldes**

**Peter Gahan**
On Leave

**Sarah Gregson**
Labour Organisation, Management of Organisations, Industrial Relations 1A

**Ian Hampson**
International Employment Relations, (undergraduate)

**John Holt**

**Anne Junor**
Human Resource Management (undergraduate), Managing Pay and Performance (undergraduate), Research Methods in Employment and Management

**David Kennedy**
Management, Technology and Innovation, Organisational Transformation at the Speed of E (postgraduate).

**David Morgan**
Seconded to Faculty as Associate Dean (UG)

**John O'Brien**
Industrial Relations, Management, Work & Organisation, Remuneration and Performance Management (postgraduate).

**Michael Quinlan**
Management & Employment Relations, Health and Safety at Work, (undergraduate), Managing Occupational Health & Safety (postgraduate).

**Peter Sheldon**
Management & Employment Relations, Managing People, Managing Organisational Behaviour (undergraduate), Managing Work & Organisations (postgraduate).

**Lucy Taksa**
Long Service Leave and Teaching Release associated with an ARC funded project.

**Carol Royal**
Human Resource Recruitment, Selection & Development (postgraduate).

**Janis Wardrop**

**Tracy Wilcox**
Strategic Human Resource Management (Undergraduate), Strategic Human Resource Management (postgraduate).

**Chris Wright**
Labour Organisation, (undergraduate), Management Consulting & Organisational Transformation (postgraduate).
In 2002 there was one student enrolled in the Honours program.

The School offers majors in Industrial Relations, Human Resource Management and Management in the following undergraduate degrees:

Bachelor of Commerce

and majors in Industrial Relations and in Human Resource Management in the following undergraduate degrees:

Bachelor of Arts
Bachelor of Economics
Bachelor of Social Science

and a major in Industrial Relations only in the following undergraduate degrees:

Bachelor of Commerce/Bachelor of Laws
Bachelor of Commerce/Bachelor or Arts
Bachelor of Arts/Bachelor of Laws
## Postgraduate Teaching

### Graduate Student Enrolments by Subject 1996-2001

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The School offers the following graduate coursework programs:

- Master of Commerce in Employment Relations
- Master of Commerce in Organisation and Management Studies
- Master of Commerce in Human Resource Management

The School offers the following graduate research programs:

- Master of Commerce (Honours) in Employment Relations
- Master of Commerce (Honours) in Organisation and Management Studies
- Master of Commerce (Honours) in Human Resource Management
- Doctor of Philosophy
Thesis Supervision

In 2002 there were 21 students enrolled in the M.Com(Hons) and PhD programs.

Graduate Research Student Enrolments 1997-2002

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2002 Graduates...

Bachelor of Arts (Honours)

Chris Curran...
Was awarded an Honours degree in the Faculty of Arts and Social Sciences. His thesis was entitled “Employment Regulation and Farmers: Factors Affecting Awareness and Compliance”. He was supervised by Dr Peter Sheldon.

Master of Commerce (Honours)

Lakshmi Bose...
‘The Effects of Occupation and Work Arrangements on Worklife Balance’ supervised by Professor Philip Bohlé

Leigh Donohue...

Kerry Harman...
‘Implementation of Teleworking in Large Organisations’, supervised by Professor Philip Bohlé and Dr Allan Bordow.

Doctor of Philosophy

Diane Fieldes...
“Some are more equal than others”, Australian Trade Union Campaigns for Equal Pay, 1968-1975”, supervised by Professor Philip Bohlé and Dr Lucy Taksa.

William Robbins...
“The Management of Convict Labour Employed by the New South Wales Government, 1788-1830”, supervised by Dr Chris Wright.
...and future graduates

The following students either commenced or continued their PhD research in 2001.

**Dianne Ball...**
‘The Learning Organisation in a Modern Hospital Environment’ supervised by Professor Philip Bohlé and Dr Allan Bordow

**Jane Boeske...**
‘Informal Relations in Management Work’ supervised by Dr David Morgan

**Phillip Butterworth...**
‘A Comparative Analysis of the Diffusion of Technology between Railway Workshops in Australia and the United Kingdom’ supervised by Dr Lucy Taksa and Dr Ian Hampson

**Alison Barnes...**
‘Holding the Line: Self, Accommodation and Resistance in Call Centres’ supervised by Dr John O’Brien and Dr Anne Junor.

**Wai-Lun Cheng...**
‘Transfer of Training’ supervised by Dr David Kennedy and Professor Phil Bohle

**Anne Rozario...**
‘Competency-Based Management Education and Training policy in Australia: An Investigation of the Frontline Management Initiative’ co-supervised by Dr Ian Hampson and Dr David Morgan.

**Miles Goodwin...**
‘Award Non-compliance in the Federal Industrial Relations System’ supervised by Professor Michael Quinlan

**Sarah Gregson...**
‘Foot Soldiers for Capital: the influence of RSL racism on interwar industrial relations in Kalgoorlie and Broken Hill’ supervised by Dr Lucy Taksa.

**Julie Kimber...**
‘Class, Identity and Locality: A Labour History of Orange (NSW)’ supervised by Assoc Prof Braham Dabscheck.

**Michelle Lee...**
‘Knowledge Management and Organisational Change’ supervised by Dr Lucy Taksa and Dr Kate Crawford

**Shanaz Naughton...**
‘Management Commitment in a time of Major Organisational Change’ supervised by Professor Philip Bohlé and Dr Allan Bordow

**Corinna Riantoputra...**
‘Investigating the relationship between measures of shared managerial cognitions and organisational effectiveness measures’ supervised by Dr John Holt.

**Peter Schweder...**
‘The OHS effects of temporary workers’ supervised by Professor Michael Quinlan and Professor Philip Bohlé.

**Megan Tranter...**
‘OHS in the fast food industry’ supervised by Professor Michael Quinlan and Professor Philip Bohlé

**Elsa Underhill...**
‘The OHS effects of labour hire’ supervised by Professor Michael Quinlan.

**Rosemary Webb...**
‘The Role of Women in Australian Trade Unions between the Wars’ supervised by Dr Lucy Taksa and Dr Anne Junor.

**Gael Walker...**
“The Communication of Local Activism: Olympic Beach Volleyball on Bondi Beach” supervised by Professor Philip Bohle

**Janis Wardrop...**
“Adoption of Corporate Governance Codes of Practice: The effect of organisational culture” supervised by Dr Lucy Taksa and Dr Anne Junor.

**Tracy Wilcox...**
‘Ethics, HRM, and the Construction of Strategy’ supervised by Dr Ian Hampson and Dr David Morgan
Student Prizes

During 2002 several IROB students were awarded prizes for outstanding academic achievement. These prizes were made possible by the generosity of donor organisations or individuals.

**The Industrial Relations Society of NSW Prize** for the best performance in IROB1701 Industrial Relations in the Bachelor of Commerce, Economics, Arts or Social Science degree courses was awarded to Robert Arculus who received books to the value of $200.

**The Julia Moore Prize in Industrial Relations** for the best performance in IROB3705 Management and Employment Relations by a final year female student majoring in Industrial Relations was awarded to Christina Renner. This prize is a $500 cheque.

**The AWU Industrial Relations Prize** for the best performance in IROB2704 Social Organisation of Work in the Bachelor of Commerce, Economics, Arts or Social Science degree courses was awarded to Douglas Gum who received a cheque for $400.

**The NSW Labor Council Industrial Relations Prize** for the best performance in IROB1702 Labour Organisation in the Bachelor of Commerce, Economics, Arts or Social Science degree courses was awarded to Omar Adnan Chowdhury. This prize is a $400 cheque.

**The Australian Business Lawyers Industrial Relations Prize** for the best performance in IROB2703 International Employment Relations in the Bachelor of Commerce, Economics, Arts or Social Science degree courses was awarded to Jessica Keating who received a $500 cheque for this prize.

**The Terrence Muldoon Memorial Prize** for the best performance in Industrial Relations Honours (Final Year) in either the Bachelor of Commerce (Honours) or Bachelor of Arts (Honours) degree course was awarded to Chris Curran who received a cheque for $300.

**The Christine Stojkovska Memorial Prize** for the best overall performance in the Industrial Relations or Human Resource Management core subjects by a female student in either the Bachelor of Commerce (Honours) or Bachelor of Arts (Honours) degree course was awarded to Frances Foster-Thorpe who received a cheque for $500.
Staff/Student Seminars

The School conducts seminars for staff, research students and the public. The Seminar Convenor in 2001 was Michael Quinlan. During 2001 seminars were given by leading academics from the US and UK, and other Australian universities. The School has a program for inviting seminar speakers from other Australian universities as well as overseas academics visiting Australia.

March 8...
“Industrial Relations and Economics behind the development and implementation of Occupational Health and Safety Management (OHS) in Sweden”, Dr Kaj Frick, National Institute of Working Life, Stockholm, Sweden.

March 14...
“Individual Contracts, Collective Bargaining and Union Membership: A Review of the Relationships”, Dr David Peetz, School of Industrial Relations, Griffith University.

April 4...
“Homework and Telework in Canada: An evaluation of the Canadian legislative framework governing occupational health and workers’ compensation”, Professor Katherine Lippel, University of Quebec, Montreal

April 18...

September 1...
“Evaluating occupational health regulations: The case of US OSHA’s 1984 ethylene oxide standard”, Dr Anthony LaMontagne, Monash Medical School.

University, Professional and Extra Mural Activities

Philip Bohlé
- Head of School, Industrial Relations and Organisational Behaviour
- Joint Editor of the Economic and Labour Relations Review
- Grant referee for applications to the Swedish Council for Working Life and Social Research
- Member, standing Committee, Faculty of Commerce and Economics; Member Heads of Schools Committee; Member, UNSW Working Party on Professional Skills Program for PhD students
- Selection committees: Lecturer/Senior Lecturer OB/HRM/Management (2002); Lecturer in OB/HRM/Management (2002)
- Member, Publications Committee, Working Time Society
- Member, Scientific Committee on Shiftwork, International Commission on Occupational Health
- PhD Examiner
- Refereed manuscripts for the Economic and Labour Relations Review, Journal of Human Ergology, Ergonomics
- Referee for employment and promotion applications at several universities
- Media interviews
- Member of the Australian Psychological Society, the American Psychological Association, the International Association of Applied Psychology, International Commission on Occupational Health
- Referee for papers presented at Work, Stress & Health 2003, conference organised by the American Psychological Association

Braham Dabscheck
- Member Editorial Board, Relations Industrielles (Canada), appointed 1993.
• Member Editorial Board, Sport Management Review appointed 1998.
• Member, Editorial Board, The Journal of Industrial Relations, appointed 1999.
• Member, Editorial Board, Sporting Traditions (Journal of the Australian Society for Sports History)
• Member, Editorial Board, Labour and Management in Development Journal.
• Chair, Tom Brock Bequest Committee (promotes rugby league research and scholarship), appointed 1999.
• Member, Advisory Board, Australian Professional Footballers’ Association, appointed 1999.
• Chair, Meeting of Australian Player Associations, Sydney, 23 March 2001
• Chair, Tom Brock Lecture, Address of Alex Buzo, Sydney, Sydney
• Organising Committee, Sporting Traditions XIV Australian Society for Sports History Conference, July 2003, Women’s College, University of Sydney

Diane Fieldes
• Referee for Journal of Industrial Relations. Labour History, Labour and Industry
• Member: UNSW Executive of the National Tertiary Education Union
• Member, Australian Society for Study of Labour History
• Member, Industrial Relations Society
• Founding member, University of New South Wales Refugee Action Committee

Sarah Gregson
• Referee for Labour History
• Member – Faculty of Commerce and Economics Occupational Health and Safety Committee
• Member – Australian Society for the Study of Labour History

John Holt
• Member of the Australian Centre for International Business, a collaborative venture between The University of Melbourne and The University of New South Wales
• Representative on the Management Committee of the Australian Centre for International Business.
• Member (academic advisor) of the Expatriate Networking Group, Sydney. (ENG is an association of professional HR practitioners specialising in the management of expatriate personnel, who meet quarterly to exchange information).
• Course coordinator for the subject Strategic People Management which is part of the Master of Business and Technology degree, a combined Faculty of Engineering and Faculty of Commerce and Economics program offered at the University of New South Wales.

Anne Junor
• Acting School representative Grants Sub-Committee of Faculty Research Committee
• Member, Industrial Relations Society, Australian Human Resources Institute
• Deputy Director, Industrial Relations Research Centre
• Employment Relations Adviser to Gender Equity Reference Group of the Australian Council for Overseas Aid
• National Councillor and Women’s Conference delegate, National Tertiary Education Union
• Referee, Labour & Industry, The Journal of Industrial Relations
• Referee, job/promotion applications, government departments, public companies and other universities
• Founding member, University of New South Wales Refugee Action Committee

David Morgan
• Elected member of the Faculty Standing Committee
• Master of Commerce Coordinator July-Dec
• Member of the Faculty Education Committee and its sub-committee on Admissions July-Dec
• Acting HOS in September and December
• Referee for the Academy of Management Annual Conference in Washington DC
• Australian Liaison Officer of the Management Education Division of the Academy of Management
• External reviewer for new publications for publishers John Wiley & Sons Australia
• Member of editorial group for UNSW Studies in Organisational Analysis, IRRC
• Examined a PhD thesis
• School information lecture visits to several secondary schools
• Member of working party developing IROB workload model
• Member of IROB appointment committee
John O'Brien
- Member, Education Committee of the Faculty of Commerce and Economics
- Elected member of the Standing Committee of the Faculty of Commerce and Economics
- Member of the Postgraduate Admissions Committee of the Faculty of Commerce and Economics
- Member of Editorial Board and Book Review Editor, *The Australian Universities Review*
- Joint-editor, ARAANZ Review
- Referee: *The Journal of Industrial Relations; Historical Studies in Industrial Relations; Relations Industrielles; Labour History, Australian Universities Review; Work, Organisation and Struggle: the Seventh National Labour History Conference.*
- Vice President (Academic): University of New South Wales Branch of the National Tertiary education Union.
- Member: NSW Executive of the National Tertiary Education Union.
- Member and Archivist, Sydney Gay and Lesbian Choir

Michael Quinlan
- Co-editor, *Economic and Labour Relations Review*
- Editorial Board member, *Labour History*
- International Board member, *Work, Employment and Society*
- Referee for large ARC grants
- Examined three PhD theses
- Refereed manuscripts for journals including *Labour History, Journal of Industrial Relations, Economic and Industrial Democracy,* and *Safety Science Monitor*
- Gave evidence to Victorian inquiry into clothing outworkers
- Member, NSW Health Department Taskforce on Occupational Violence
- Referee for job/tenure and promotion applications including two at North American universities.
- Did more than a dozen print media, radio and television interviews, most in connection with occupational health and safety

Carol Royal
- Advisor to the UNSW Staff Development Department on Recruitment and Selection Policy and Practices.
- Member of the American Academy of Management.
- Chartered Member of the Australian Human Resource Institute
- Organisational and Management Studies Coordinator for the School of Industrial Relations and Organisational Behaviour’s Masters of Commerce programme.
- Student Faculty Liaison Officer on behalf of the school.
- Member of the Australian Institute of Company Directors

Peter Sheldon
- Member of Pro Vice-Chancellors working party on professional and business skills development for doctoral students
- Special invitee to Vocational Education and Training Roundtable, UTS 29 October
- Member, Industrial Relations Society
- Member, Australian Society for the Study of Labour History
- Member, Editorial Board, *International Journal of Business Studies*
- Member, Organisational Behaviour Teaching Society

Lucy Taksa
(i) University:
- Director of the Industrial Relations Research Centre (IRRC), Faculty of Commerce and Economics
- Editor, UNSW Studies in Organisational Analysis and Innovation, IRRC
- IROB representative to Faculty Standing Committee, July-December
- Faculty of Arts and Social Sciences Level C Promotion Committee
- 2002: Member of the Selection Committee for the Emeritus Professor Malcolm Chaikin Scholarship in Commerce/Science in 3 December 2002
(ii) Profession
- Member of Editorial Board and Associate Editor of the refereed journal *Labour History.*
- Corresponding Editor of the *International Review of Social History,* published by Cambridge University Press, United Kingdom for the International Institute for Social History, The Netherlands.
- Member of the Editorial Board and Referee for the *Journal of Transport History,* published by Manchester University Press, United Kingdom.
- Invited by His Honour Lance Wright, President of the NSW Industrial Relations Commission to join the Centenary of
Arbitration of NSW 1902-2002 project, organised on behalf of the NSW Industrial Relations Commission.

- Invited by Dr. Richard Kemp, Faculty of Psychology, UNSW to be a member of a team investigating the impact of front-line policing on behalf of the NSW Police Service
- Invited by Mr. Rodney Cavalier, the Chair of the NSW Government Sesquicentenary of Responsible Government Project Committee to contribute a biographical chapter on NSW Premier J.S.T. McGowen, 1910-1914.
- Member of the Australian Society for the Study of Labour History (ASSLH), the Sydney Branch ASSLH, Australian Historical Association, the Oral History Association of Australia, History Council of NSW, Society for the History of Technology (USA)
- Vice President of the Australian Society for the Study of Labour History
- Member of the Management Committee and Executive of the History Council of NSW
- President, History Council of NSW
- Elected member of the Advisory Council of the Society for the History of Technology, based in the USA
- September 2002: nominated as a confidential referee for the Faculty of Commerce and Management/Graduate School of Management Staff Committee, Griffith University, Queensland to provide a report on three applicants for promotion to Lecturer Level C.
- October 2002: external member of a selection committee for a Lecturer in Public History at UTS.

Tracy Wilcox

- Academic Advisor, UNSW Graduate Programs in Business and Technology, for The Innovative Organisation
- Reported to School and Faculty review committees on the need for ethics and corporate social responsibility in postgraduate curricula; in paper Rethinking FCE Postgraduate Programs
- Member, Women In University Executive Committee
- Member, Australian Human Resources Institute
- Member, Australian Association for Professional and Applied Ethics
- Member, St James Ethics Centre

Chris Wright

- Editorial Board member, Labour History.
- Member, Academy of Management.
- Member, Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ)
- Member, Australian Society for the Study of Labour History
- Member, Industrial Relations Society of NSW
- Referee, Journal of Management Studies
- Referee, International Studies of Management and Organization
- Referee, Industrial Relations
- Referee, Labour History
- Referee, Journal of Industrial Relations
**Other External Activities**

Aside from their contributions to academic professional development, IROB staff engaged in a number of other external activities including talks to industry and unions, expert contribution of membership of government and community bodies, media interviews, submissions to government inquiries and office holders or unions, committees and, their community organisations.

**Anne Junor**
- Addressed National Tertiary Education Union Council on Casualisation
- Convened workshop at NSW Teachers Federation Women’s Conference.

**Michael Quinlan**
- Member, Taskforce on the Prevention and Management of Violence in the Health Workplace, NSW Department of Health, 2001 onwards.

**Lucy Taksa**
- Member of the Equal Opportunity Division of the NSW Administrative Decisions Tribunal
- Member of the selection panel for the NSW Premier’s American History Scholarships for secondary school teachers
- Consultant to the Sydney Harbour Foreshore Authority on its Migration Heritage Project, which has culminated in an education kit for NSW schools entitled: Greasing the Wheels.
- Advisor to the NSW Migration Heritage Centre (NSW Premier’s Department) on its industrial migration heritage project, Cultureworks
- Member of the NSW Heritage Council History Advisory Panel.
- August 2002: invited by the RTA to provide a statement on the significance of its aerial photographic archival collection.
- 15 August 2002: External Member of Heritage Office of NSW Selection Panel for a Senior Heritage Officer Position.
- 5 September 2002: Invited to become a member of the newly formed National Archives Sydney Consultative Forum.
- November 2002: Invited to join the State Records NSW Steering Committee for the Administrative History of the NSW Government, Volumes 1-3.
- 17 April 2002: interviewed by Geraldine Doogue on the impact of technology on time, management and working life for ABC Radio National – Life Matters Program

**Other Activities**

**Administrative Duties 2002**

The School offers sincere thanks to all staff members for their contributions to school administration in the following areas:

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<tr>
<th>Administrative Duties</th>
<th>Session 1</th>
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<tr>
<td>Admissions and Re-Enrolment Committee</td>
<td>John O’Brien</td>
<td>David Morgan</td>
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<td>Arts Faculty Representative</td>
<td>Ian Hampson</td>
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<tr>
<td>Chair, School Meeting</td>
<td>Diane Fieldes</td>
<td>Diane Fieldes</td>
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<tr>
<td>Commerce &amp; Economics Preparatory Program</td>
<td>Anne Junor</td>
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<td>Comet Liaison</td>
<td>Chris Wright</td>
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<td>Development Committee</td>
<td>Carol Royal, David Kennedy, Philip Bohlé</td>
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<td>Tracy Wilcox</td>
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<td>External Relationships Coordinator</td>
<td>David Kennedy</td>
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<td>Faculty Education Committee (2)</td>
<td>John O’Brien (Voter)</td>
<td>Ian Hampson (Voter)</td>
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<td>Ian Hampson</td>
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<td>Chris Wright, Lucy Taksa</td>
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<td>Grievance Officer</td>
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<td>Information Day, Courses &amp; Careers Day Co-ordinator</td>
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<td>Information Technology Committee</td>
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<td>Innovation &amp; Entrepreneurship</td>
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<td>Internationalisation Courses Committee</td>
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<td>IRRC Director</td>
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<td>UG Studies Coordinator</td>
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<td>UNSW Working Party into Professional Skills for PhD students</td>
<td>Peter Sheldon</td>
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