

College of Business, Law & Governance

Navigating Futures in the
Asia Pacific Region and Beyond



JAMES COOK
UNIVERSITY
AUSTRALIA



5 Stars

for student support in the
Business and Management
undergraduate student area¹

No. 1

in Qld for full-time employment,
median graduate salary and
student support in the Business
and Management postgraduate
study area¹

No. 18

for overall combined ranking
of Best Australian Business
Schools 2022, and 10th for
career impact²

Our commitment to Australian Aboriginal and Torres Strait Islander peoples

At James Cook University we acknowledge the Aboriginal and Torres Strait Islander people as the first peoples, educators and innovators of this country. We acknowledge that country was never ceded, and value the accumulation of knowledge and traditions that reflect the wisdom of ancestral lines going back some 60,000 years and recognise the significance of this in the ways that Aboriginal and Torres Strait Islander people are custodians of Country.

As a University, we will continue to learn ways to care for and be responsible for Country, and we will collectively seek to build a future that is based on truth-telling, mutual understanding, hope, empowerment, and self-determination.



Kassandra Savage (JCU Alumni),
'Coming Together and Respecting Difference',
acrylic on canvas, 2014, 90cm x 90cm.

RESPECT. NOW. ALWAYS.

James Cook University values and celebrates the diversity of our community, and is committed to ensuring our learning and working environment is safe and welcoming.

JCU is proud to be part of the Respect. Now. Always. campaign – a national initiative led by Universities Australia to highlight our determination to ensure our students and staff are safe from discrimination and sexual harassment. Further information about the campaign and free services available for students can be found at jcu.edu.au/safety-and-wellbeing



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Find out more
about us:



“A significant amount of work has been occurring since we embarked on our three-year Roadmap and this is beginning to be reflected in our rankings and perceived reputation.”





Message from the Dean

Welcome to the College of Business, Law and Governance (CBLG) at James Cook University (JCU). This report highlights some of the activities and achievements across the different components of the College, including students, staff, alumni and our stakeholders.

In 2020, during the first stages of the COVID-19 pandemic, the College, along with everyone else, were isolating and working from home. We took advantage of this disruption to pause and reflect on where we were and where we wanted to be. This process resulted in our 2021–2023 Roadmap titled Navigating Futures in the Asia Pacific Region. The Roadmap is built on three pillars:

1. Reinvigorate Learning and Teaching
2. Operationalise Research and Engagement
3. Internationalise the College

We have come a long way in two years in reinvigorating our learning and teaching, moving to an active learning workshop model and away from traditional lectures. In addition, we moved to trimesters in 2021, creating three 10-week study periods. Since then we have seen great improvements in student success, retention and overall engagement.

The College has also been actively engaging with our stakeholders in all locations, including our collaborations with the Townsville Chamber of Commerce and major employer groups in both Townsville and Cairns. We established the College Industry Advisory Board with leading figures across the professions we serve in Townsville, Cairns and beyond. Our new Master of Business Administration (MBA) Alumni Board is supporting the MBA team in developing our postgraduate offerings.

We have also continued to grow our research profile as a College and have increased both the quality and quantity of our research output. We are seeing the positive impact our researchers are making in the broader community locally, nationally and internationally.

Finally, through several initiatives, we have begun to strengthen our engagement. We are starting to see international students return to Australia and we have attracted several academic staff who bring additional international experiences and perspectives into the classroom.

A significant amount of work has been occurring since we embarked on our three-year Roadmap and this is beginning to be reflected in our rankings and perceived reputation. For those who have been in the audience when I present on the College and its activities you will be familiar with the peloton metaphor, where I reflect on a) how we need to stand out amongst the many cyclists (business and law schools) in the race and b) where we sit in the peloton (rear, middle or out front). Most recently the Australian Financial Review's BOSS Magazine placed JCU equal 18th out of 37 business schools in Australia and 10th for career impact!

As we look forward, we are excited about moving our Townsville staff and students back into a refurbished Building 27 with new office and teaching spaces. We are also working to offer an increasing number of courses in our City Campuses in both Cairns and Townsville. Finally, as we close out our Roadmap we look forward to planning for the next stage of the College's journey.



Professor Stephen Boyle
Dean, College of Business, Law and Governance

2022 Highlights

February

Establishment of CBLG Industry Advisory Board to provide a conduit for advice from representatives of business, the professions, the not-for-profit sector, and the general community to maintain and improve the quality of teaching, research, professional practice and service to the community

March

Launch of new Graduate Certificate of Project Management, the first in Australia to emphasise skill development in Strategy, Risk and Asset Management



A/Prof of Project Management Carmen Reiache and Dr Saad Butt

April

CBLG joined the Principles for Responsible Management (PRME) as an Advanced Signatory as a commitment to supporting the PRME initiative and UN's Sustainable Development Goals

May

JCU opened its first Tax Clinic in Cairns, offering free services to the Far North Queensland region

June

Establishment of an MBA Alumni Advisory Board to maintain an active alumni network and to provide advice on strategies to improve the experience of students in the MBA Program

July

Bachelor of Commerce (Financial Advising) accredited by Treasury as an approved degree in the *Corporations (Relevant Providers Degrees, Qualifications and Courses Standard) Amendment Determination 2022*.

The Centre for International Trade and Business in Asia (CITBA) held its conference on Business, Economics, Management, and Sustainability — Re-imagining Economic Resilience and Urban Futures in Post-COVID 19 Era



September

JCU entered a MOU with the Institute of Project Management to build the expertise, knowledge and skills of existing and new Project Managers in regional Queensland and nationally.

October

CITBA workshop on Stock-Flow-Consistent (SFC) modelling, organised by Associate Professor Taha Chaiechi. SFC modelling experts Dr James Juniper, University of Newcastle, and Dr Adam Kaczynski, CSIRO, provided training components. The workshop, attended by 43 participants from 20 countries, provided tools for theory-building and practical examples of SFC models.

Aboriginal and Torres Strait Islander Constitutional Convention Zone, hosted by the Queensland Education Department and sponsored by CBLG. This event provides an opportunity for Aboriginal and Torres Strait Islander secondary school students to present upon a topic relating to the Australian Constitution as part of a nation-wide competition.

The JCU Mayo Lecture, hosted by CBLG and the JCU Law Students' Society, in honour of the late Mrs Marylyn Mayo, JCU's foundation law staff member. The Honourable Justice Crowley conducted the 2022 Mayo Lecture at JCU Townsville, Bebegu Yumba campus, Douglas, as part of the 30th Anniversary of the Mabo Decision. Justice Crowley was also the first former student, taught by Mrs Marylyn Mayo, to deliver the Mayo Lecture.

JCU Business Insider Networking Event, which brought together Townsville's Industry Professionals and upcoming JCU student talent within Business and Commerce.



Joan McKay, Education Queensland, and A/Prof Jamie Fellows with students at the Aboriginal and Torres Strait Islander Constitutional Convention Zone



Vice Chancellor Prof Simon Biggs, Head of Law A/Prof Jamie Fellows, Chancellor Bill Tweddell, the Hon. Justice Lincoln Crowley, Senator Susan McDonald, and Paul Tweddell



Gail Mabo with students at the Legal Studies Conference



Head of Law A/Prof Jamie Fellows, Bill Mitchell OAM, Gail Mabo, Lorelei Billing and Terry Stedman at the Legal Studies Conference.



Business Insider Networking Event held at A Touch of Salt

November

JCU is the first University in Australia whose graduates of the Graduate Certificate of Project Management will be directly admitted to the Institute of Project Management as Certified Project Officers and awarded advanced standing toward higher-level certifications.

JCU 2022 Cup — an intercampus innovation challenge for teams of students from Townsville, Cairns, Brisbane and Singapore campuses who actively learn how to turn their clever ideas into reality, connecting with and leveraging mentor expertise and insights, and participating in a pitch competition. One of JCU Brisbane's teams, Food 4 Thought (Duk Lendup Moktan, Sitora Soxibova and Chidananda Rao), took out the Cup!

Executive Team



Professor Stephen Boyle
College Dean



Assoc. Professor Kerry Russo
Associate Dean, Learning
& Teaching



Professor Sigg Gudergan
Associate Dean, Research



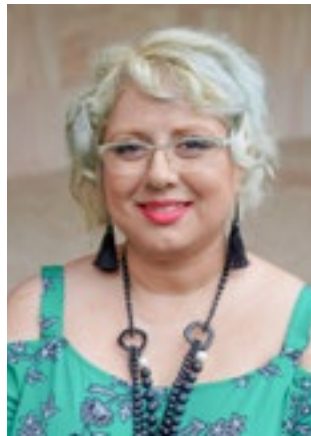
Professor Gianna Moscardo
Associate Dean, Research Education



Professor Arusha Cooray
Academic Head,
Accounting & Finance



Assoc. Professor Josephine Pryce
Academic Head,
Governance & Management



Assoc. Professor Taha Chaiechi
Academic Head,
Economics & Marketing



Assoc. Professor Jamie Fellows
Academic Head, Law



Dr. K. Thirumaran
Academic Head,
JCU Singapore Business School



Mr Kevin Anderson
Adjunct Associate Professor &
JCU Brisbane Campus Director



Mr Damian Scanlon
Manager, MBA and
Business Postgraduate Programs



Achievements & Awards

Mr Jamie Fitzpatrick, Board Member of Townsville Enterprise Limited, A/Prof Laurie Murphy and Ms Lisa Woolfe, Director, Visitor Economy & Marketing, Townsville Enterprise Limited

Professor Gianna Moscardo and Professor Arusha Cooray

Recognised amongst Stanford University's top 2% of the world's scientists.

Professor Sigg Gudergan

Recognised amongst the top 1% of authors of the academic field of Economics and Business based on citations received over the most recent 10-year period. Four of his papers are recognised amongst the top 1% of the academic field of Economics and Business based on citations received [InCites Essential Science Indicators (Web of Science)]. Sigg is also a Visiting Distinguished Professor at Aalto University in Finland and Visiting Professor at Vienna University of Economics & Business in Austria.

Associate Professor Laurie Murphy

The Richard Power Award for Outstanding Contribution by an Individual (North Queensland Tourism & Event Awards) in recognition of her extraordinary personal and professional achievement and contribution to the local tourism and events industry.

Dr Judith Rafferty

Chosen as one of the 12 recipients of the 2022 Dean's Award for Higher Degree by Research Excellence for her thesis titled *Analysing the justice needs of Rwandan female victim-survivors of conflict-related sexual violence and their experiences with the gacaca courts*

Dr Neil Dunbar, Dr Tracey Mahony and Dr Anthony Marinac

JCU Inclusive Practice Award in recognition of the efforts made to be flexible, consultative, proactive, and/or innovative in minimising the challenges for students studying with a temporary or permanent disability, injury, illness, or health condition.

Ms Julie Edwards and Mr Barry Yau

JCU Sessional Teaching Award, in recognition of the significant contributions made by sessional staff to the teaching and learning community of JCU.

Ms Jodie Maxwell, Ms Kerry Orr and Ms Natasha Buttler

Recognised by the JCU Business Student Association for their contributions to the learning experience in Commerce and Business.

Dr Murray Prideaux

Federation Star Award in recognition of his commitment and dedication to the Australian Army for 40 years of service

Dr Tracey Mahony

Recognised as a Certified Professional Marketer by the Australian Marketing Institute

Mr Benjamin Schierhuber

Recognised as a registered Liquidator under the Corporations Act 2001

Dr Jamie Fellows

Promoted to Associate Professor

Dr Alf Kuilboer

Promoted to Senior Lecturer

Dr Li Xian Liu

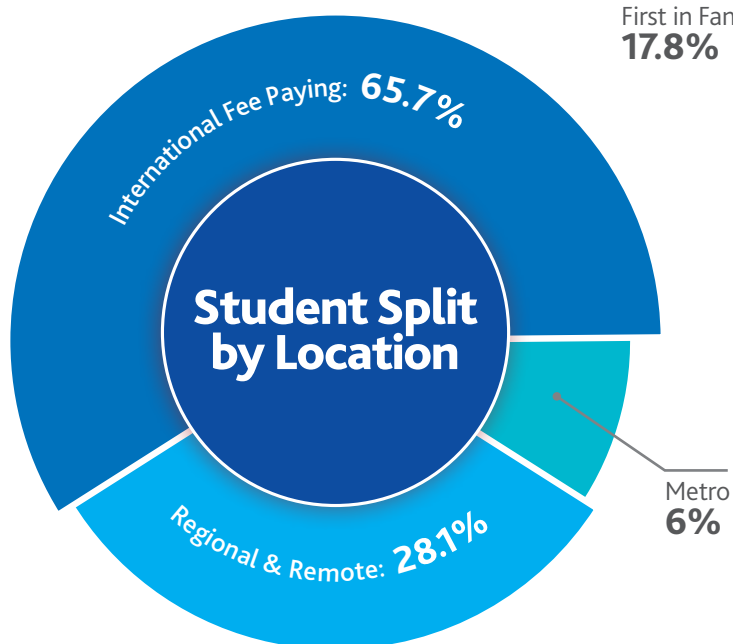
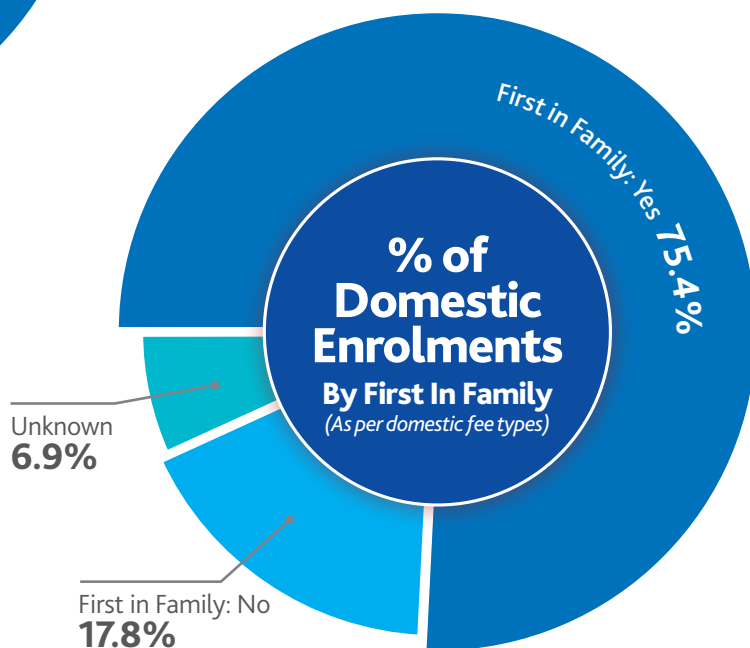
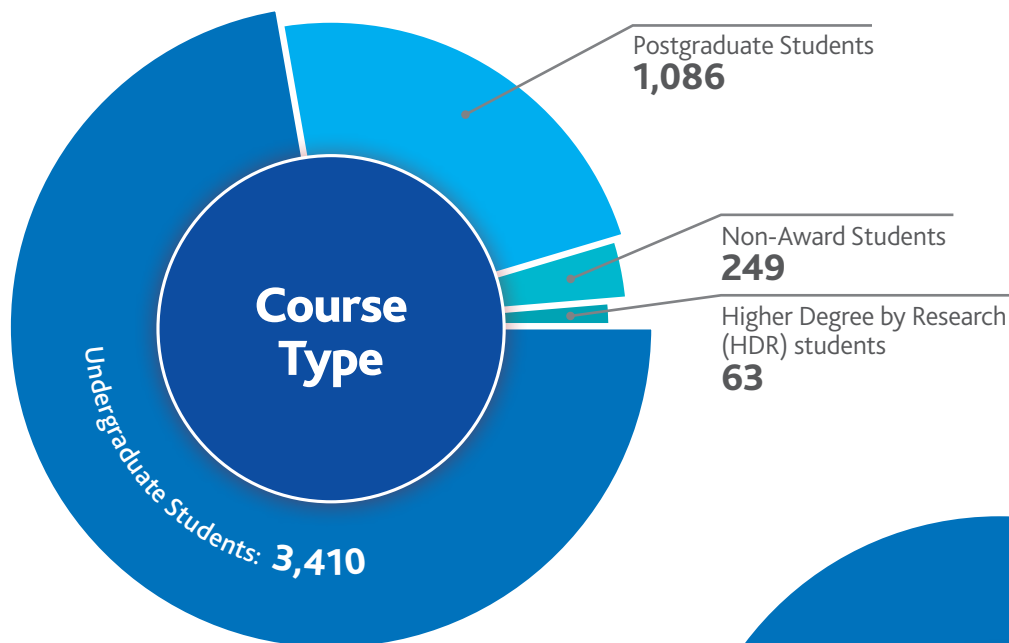
Promoted to Senior Lecturer

Dr Neil Dunbar

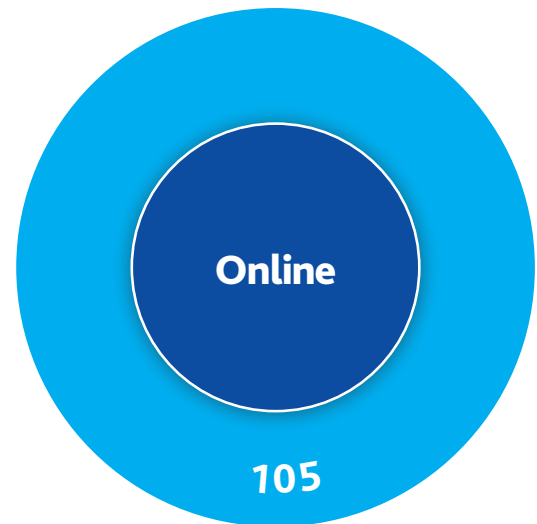
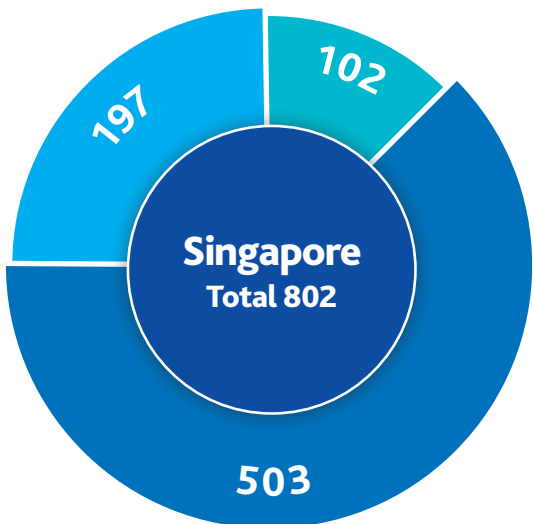
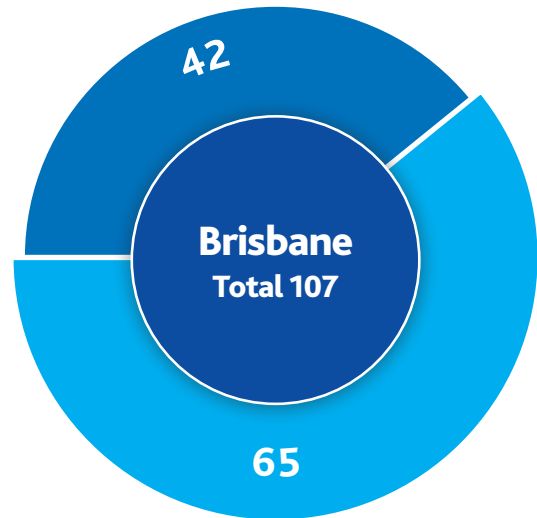
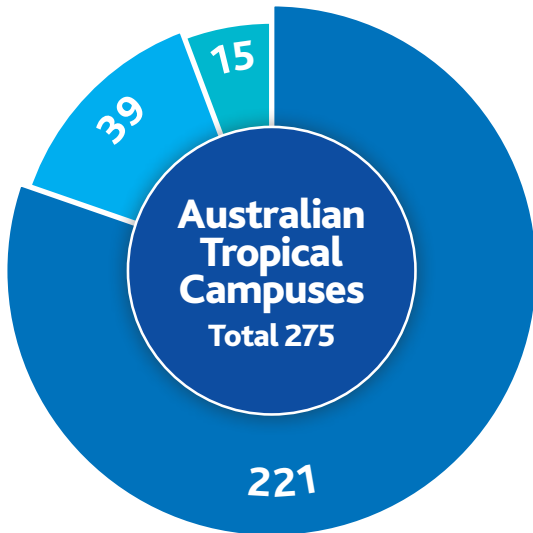
Promoted to Senior Lecturer

Facts & Figures*

2022 Enrollments



*all figures correct at time of printing



21,000+
 Number of Alumni

The Shanghai Global Ranking of Academic Subjects 2022 ranked JCU 76-100 in the world for Hospitality & Tourism Management which puts JCU in the top 11 in this field in Australia. And, based on the QS Subject Rankings 2022, JCU is ranked 51-100 in the world for Hospitality & Leisure, sharing 4-6th places in Australia.

PhD Completions

NAME	DISCIPLINE	GRADUATED	THESIS TITLE	SUPERVISOR
Wilson, Carrie-Ann (MPhil)	Management and Commerce	2022	Understanding the motivations and barriers to adoption and effective use of connectivity technologies by SMEs in RRR Australia	Dr Rachel Hay, Prof Ian Atkinson
Mwamba, John (MPhil)	Management and Commerce	2022	Indigenous Perspectives on evaluating community development programs in Indigenous Communities: A case study of Palm Island	Professor Gianna Moscardo, A/Professor Theresa Petray
Cotter, Graeme	Economics and Marketing	2022	Mining the Future: Post-Market Society and the Capital-labour Conflict.	A/Prof Taha Chaiechi, Dr Narayan Gopalkrishnan
Xu, Ding (Carter)	Tourism	2022 Cum Laude	Behind Tourist Scams: Understanding Practice and Decision Making	Prof Philip Peace, A/Prof Laurie Murphy, Dr Tingzhen Chen
Turnour, James	Economics and Marketing	2022	Indigenous Economic Development and Sustainable Livelihoods for Northern Australia	Prof Hurriyet Babaca, A/Prof Riccardo Welters, and Dr Anne Stephens



Advisory Boards*

To strengthen relationships with industry, community and alumni, CBLG established the following Advisory Boards in 2022. These Boards offer a diversity of experience and perspectives and are a valuable source of advice on the College's strategic direction, the effectiveness of academic program offerings, the future needs of employers, and potential industry and consultancy opportunities. This guidance supports our College to implement quality improvements to ensure graduates have the knowledge and skills necessary to meet the needs of the workforce and society.

CBLG Industry Advisory Board

- **Raelene Eves** — Director of People and Culture, Mater Private Hospital, Townsville (Chair)
- **Claudia Brumme-Smith** — CEO, Townsville Enterprise Limited
- **Adjunct Professor Colin Dwyer** — Economist, Founder of 'Our Fair Share' Economic Method
- **Hon Judge Gregory Lynham** — Judge, Northern Circuit Chambers
- **Ross McLennan** (until September 2022) and **Michael Kern** (from October 2022) — CEO, Townsville Chamber of Commerce
- **Aaron Newman** — Group Chief Executive Officer (CEO) at Queensland Country Bank
- **Carl Valentine** — Managing Partner at PVW Accountants
- **Jacqui Francis** — Executive Director at Townsville Catholic Education
- **Joel Buchholz** — Executive Principal – Pimlico State High School
- **Dr David Craig** — Director, Marketing, Future Students and Admissions
- **Mica Martin** — CEO at Cairns Regional Council
- **Sarah Mort** — Company Director at MiHaven
- **Adjunct Professor Paul Sparshott** — Founder and Futurist, Katarno Pty Ltd | Sustainable Cities | Infrastructure
- **Joshua Treviño KC** — Barrister, Trinity Chambers
- **Martin Woodcock** — Principal at Trinity Bay State High School
- **Kathleen Newcombe** — CEO at Sarina Russo Group of Companies
- **Florence Drummond** – CEO at Indigenous Women in Mining and Resources Australia (until 23 January 2023)

MBA Alumni Advisory Board

- **Angela Freeman** – Group Director of Sales and Marketing, Hartley's Crocodile Adventures (Chair)
- **Tala Amhaz** – Digital Growth Manager, Grassrootz
- **Amal Lal** – Claims Specialist, Sarina Russo Job Access
- **Mark Clarke** – Founder & Principal Consultant, EPC Solutions
- **Mathew Craig** – Managing Director, MAC & Co Professional Services
- **Margaret Reilly** – Head, Veterinary Sciences, James Cook University
- **Sreejesh Balan** – OSR Advisor, Rio Tinto Iron Ore
- **Natasha Buttler** – Marketing Strategist, Boost Marketing Services
- **Geoff Scott** – One Network Subject Matter Expert, TAFE QLD
- **Kevin Schultz** – Business Owner, Box Property Brokers
- **Kirk Demotte** – Profit Centre Manager, Metroll
- **Arvie Purnomo** – PhD Candidate, James Cook University
- **Zoltan Vandulek** – Practice Manager, Bottoms English Lawyers
- **Ken Hooper** – Business Development Manager, Bluescope Australia
- **Mitch Wyper** – Head of Operations, TasNetworks
- **Andrew Siu** – Corporate Partnerships Manager-Sydney Living Museums
- **Matthew Crossley** – Government Affairs Manager, Great Southern Bank
- **Brendon Daniels** – Manager, ANZ
- **Margaret Marty** – Principal, The People Principle
- **Paula La Rosa** – CEO, Althea Projects Inc.
- **Tammy Ali** – Manager, Customer and Community, Energy and Water Ombudsman Queensland
- **Belinda Nuske** – Business Development Manager, Business Events at Brisbane Economic Development Agency

*current as at February 2023

Responsible Management Education

CBLG aspires to develop graduates who have the knowledge, skills and disposition to succeed in a global workforce, a goal achieved through our focus and commitment to the principles of sustainability, authentic learning experiences and global citizenship.

As an Advanced Signatory of the United Nations Principles for Responsible Management (UN PRME), CBLG has committed to embedding the principles of ethics, sustainability, and social responsibility into its operations, teaching and research.



In order to advance our sustainability and inclusion, equity and diversity goals, two CBLG Committees were established in 2022:

Sustainability Committee — to guide the College's approach to Ethics, Responsibility and Sustainability and to lead the implementation of the six PRME Principles.

Inclusion, Diversity, Equity and Action (IDEA) Committee — to facilitate and create initiatives, guidelines, and activities to empower all staff and students to feel included and respected.

Business Deans Issue Declaration on Climate Action

As an Australian Business Deans Council (ABDC) member, CBLG joined in endorsing a Declaration on Climate Action on 25 February 2022 and has committed to identifying opportunities to collaborate with other ABDC Business Schools on several initiatives between 2022 and 2025.

JCU Tax Clinic

Tax Clinics on the Townsville and Cairns campuses, coordinated by Kerrie Mellick, are run by student volunteers, and assisted by leading tax practitioners: Coutts Redington, Chartered Accountants (Townsville), and Pacifica Chartered Accountants (Cairns). The clinics offer free advice to assist unrepresented individuals, small businesses and not-for-profit organisations in the North Queensland region who may not otherwise be able to obtain tax advice. The clinics provide Business and Law students with the opportunity to gain practical experience in a controlled and supportive environment under the supervision of experienced tax practitioners, preparing them for future practice. They also provide local legal and tax practitioners with an opportunity to engage in pro bono service.

In October, the Tax Clinic, in conjunction with Small Business Financial Counselling NQ, presented a workshop on tax obligations and financial advice to the migrant and refugee community of Townsville, as part of the Department of Employment, Small Business and Training's Back to Work Program.





Engagement

Deputy Vice Chancellor, Education, Prof Maree Dinan-Thompson and Courtney Hansen

CBLG partners with local industry bodies to share expertise and to facilitate connections between students and the business community.

Townsville Chamber of Commerce

- CBLG staff regularly engage with the business and local community via Chamber on Tap — a public lecture series — and fortnightly Chamber Coffees. CBLG also participates in the Townsville ChamberCast — a podcast conversation series covering a variety of topics, industries and events focused exclusively on the Townsville business community.
- The Young Chamber Mentor Program aims to increase skills and career development opportunities of Business and Law students by connecting them to industry professionals for a shared learning experience. Mentees can learn from an industry mentor, while mentors develop their leadership and coaching skills by providing guidance to ambitious learners who are at the start of their career journey.
- CBLG sponsored the Best Major Enterprise Award (won by Alliance Rehabilitation) at the Chamber's 2022 Business Awards.

Cairns Chamber of Commerce

The Cairns Chamber of Commerce and Cairns Young Chamber partners with JCU to offer an Emerging Leaders Program for 35-year-olds and under. The 12-month targeted leadership program pairs emerging leaders with a key business or industry leader, enabling both emerging leaders and mentors to foster a strong professional connection, and for the cohort to learn key lessons to further develop themselves and their career.

CBLG sponsored the Emerging Leadership Award (won by Courtney Hansen) at the Chamber's 2022 Business Excellence (BEX) Awards. These awards recognise organisations and individuals that have achieved outstanding results in their industry, field of expertise and/or contribution to the Far North Queensland community.

Queensland Country Bank

- CBLG's partnership with Queensland Country Bank provides local high school students with a unique opportunity to explore a career in business, gain advice from industry leaders and learn about the role of business in the community. The one-day Heroes in Business Program is held annually in Cairns, Townsville, Mt Isa, Rockhampton and Mackay and Year 11 or 12 students in these regions can apply to be a part of the program. JCU Advisors are also on hand to provide information about courses and university life.
- CBLG contributed to the Townsville Regional Scorecard Report 2021–2022, a reporting system that recognises the crucial connections between the environment, economy and society. All funds raised through the report are donated to CBLG to engage learners in regional research and regional reports.

Townsville Enterprise Limited and AEC Group

CBLG partners with Townsville Enterprise Limited and the AEC Group on the Townsville North Queensland Economic Snapshot, which provides a regional economic outlook and commentary with key quarterly statistics including (un)employment, business confidence, property and tourism.



Chamber on Tap: Senior Lecturer, Entrepreneurship Management, Dr Marcus Powe



Chamber Coffee: Sai Santos-Miller, Kym Davis, Josh Roberts and Elisabeth Lette

Far North Queensland Law Association (FNQLA)

The FNQLA Mentoring Program connects local practitioners with students, providing students with an introduction to the legal industry as well as tips and strategies to assist them in their future studies and into their careers.

Townsville Business Women's Circle

JCU sponsors JCU Business Bites, a series of monthly educational presentations delivered to members and the public, on topics such as Conflict Management Resolution.

Cairns Business Women's Club

JCU is a platinum partner and sponsor of the Businesswoman of the Year (Business Owner) Award.

Tangalooma Island Resort

JCU Brisbane's (JCUB) long-standing partnership with Tangalooma Island Resort makes it possible for students to observe and experience how a business can operate sustainably in an ecologically sensitive area. Eszter Kiss, Lecturer and Coordinator of the Leading to Work Program at JCUB, has used the resort as a case study in topics such as sustainability, change management, Human Resources and leadership, and Master of International Tourism and Hospitality Management students can opt to work on this business as a case study for their assignment.

Business Liaison Association, Cairns

JCU sponsors an annual Mediation Competition where two secondary student teams mediate a set issue between two disputants after hearing each party's statements. The competition assesses each team's ability to direct a discussion between disputants in a neutral and supportive manner. JCU also sponsors the Keith Goodwin Memorial Scholarship in Accounting and Business, open to Accounting students from Cardwell to the Cape.

Certified Practising Accountant (CPA) Australia & Chartered Accountants (CA) ANZ

CBLG has been a long-term sponsor of the annual CPA Schools Breakfast event, held in October as part of Business Professionals Week, which aims to profile accounting as a career designation for high achieving business and accounting students. CPA and CA ANZ also support CBLG's Business Insider Network Event, both financially and in the promotion of the event to business professionals.



JCU Brisbane students at Tangalooma Island



Law Senior Lecturer, Claire Holland, presented at the NQ Law Association Annual Conference in Townsville on Conflict Analysis, Tools and Practices.



CEO, Townsville Chamber of Commerce, Michael Kern, Young Chamber Committee Member & HR Officer, Queensland Country Bank, Shaina Leo, BBus Graduate Tara Currin and Prof Stephen Boyle

Teaching, Learning and Student Support



Lecturer Brett Vance with students at JCU Brisbane

CBLG's teaching and learning strategic approach is highlighted in the figure below. The four pillars of Student support, Active Learning Delivery Mode, Digital Learning Environment and Industry & Future Focus, work in unison to meet the aim of an immersive learning experience that is active, engaging, and dynamic.

Student support is embedded throughout CBLG's undergraduate degrees. With a significant cohort of first in family and low to medium socio-economic status, contextualised support is integral to student success.

Our two Student Support Officers (SSO) Natasha Garvey and Rachel Saunders monitor 1st year students' engagement with LearnJCU and support students through a range of activities, referrals and established links with the wider university community.

The SSOs coordinate the College's Be Ready orientation and induction program. In 2022, more than 150 students participated in the one-day workshop with academics, librarians, learning advisors and student mentors. The Be Ready program seeks to build students' academic skills and create a sense of belonging within the college and university. BBQs, The Amazing Race, yoga, getting-to-know-you sessions and trivia nights provide an opportunity for students and staff to interact in an informal setting.

During 2022 the College's Active Learning Delivery Model become integral to our student success and integrated into all subjects. The model, together with a transition to trimesters, has improved student

results. A 10% increase in pass rates and improved distinctions and high distinctions results demonstrates the success of the immersive learning experience created by the College.

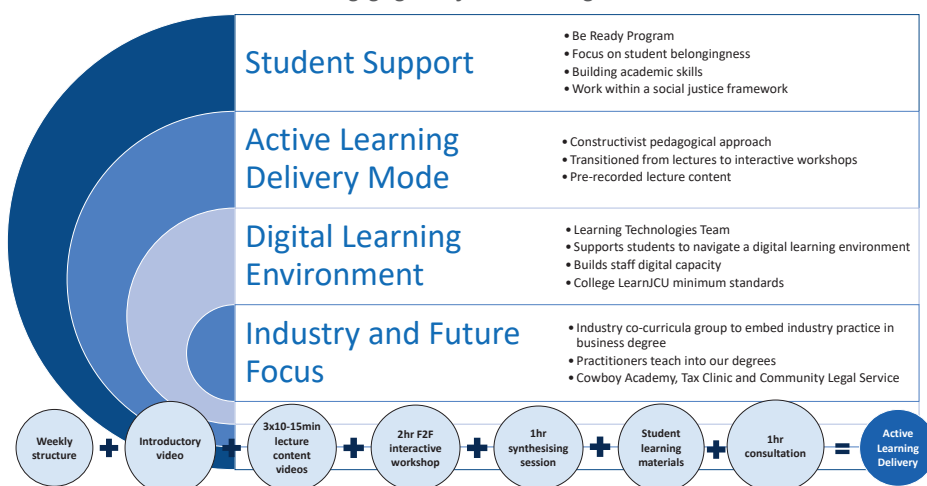
CBLG's Teaching and Learning Week was held in September. Professor Peggy Hedges, University of Calgary, Dr Alice Brown, University of Southern Queensland, Dr Sherre Roy, JCU Academic Developer, and Greg Walsh, Team Leader, Learning Technology, presented on a range of topics from learner-centred approaches, online engagement and technology toolkits to authentic assessments.

The Business Online Team continues to introduce new digital learning tools, supporting both staff in increasing digital capabilities and students in navigating a digital learning environment. The team, led by Greg Walsh and supported by Sophie Kempson, shares and promotes innovative and best practice, and provides formalised professional development for online teaching.



Diana Castorina, Associate Lecturer in Economics, was the first staff member within JCU to implement the use of Learning Glass, an innovative educational technology that is a powerfully effective tool to engage learners. Diana was invited to provide an academic's perspective on the use of Learning Glass, which is published on JCU's website.

CBLG immerses students in an active, engaging and dynamic learning environment



A/Prof Kerry Russo and Prof Peggy Hedges

JCU was the first university in Australia to use the Owl 360 camera, and this technology was implemented in CBLG in 2020. Lectures and workshops are livestreamed using the intuitive Owl camera, which allows lecturers to move around the classroom. This ensures a richer hybrid learning environment, as the camera connects online students to the lecturer and peers in the on-campus class, creating an immersive experience.



Associate Professor Carmen Reaiche has co-authored four zero-dollar textbooks on Project Management, available on JCU Open EBooks. Each book links with one of the subjects in JCU's Graduate Certificate of Project Management

An industry co-curricular group, comprising 41 industry representatives, has been established to embed industry practice into the business curriculum with a focus on employability outcomes. A \$47,000 grant was received from the Higher Education Participation and Partnerships Program (HEPPP) for the Embedding Employability Project. As students from disadvantaged backgrounds and geographic areas are less likely to have access and/or connections to professional business settings, this project offers controlled and supported exposure to the business sector. The program builds students' capabilities, employability skills, confidence, industry knowledge and networks to enable a smoother transition to graduate employment.



As an industry-focused and flexible teaching campus, JCU Brisbane (JCUB) recognises the significance of business professionals' presence in the classroom to enhance the learning experience. Small businesses such as Exyra Eyewear and Labyrinth Consulting have played a crucial role in student learning. The directors of these businesses regularly visit the classroom to demonstrate contemporary business leadership and project management. This collaboration, in addition to other industry guest speakers in the construction, mining, entertainment and hospitality industries, builds a bridge between coursework and employment.



Law Lecturer Dr Anthony Marinac's focus on the development of high-quality video teaching materials has led to the development of Australia's biggest legal education YouTube channel, with over 20,000 subscribers and 1.6M+ views, from students all around the world. The materials include short "two-minute case notes" that summarise key cases, through to "two-hour law courses" that summarise an entire law course. Anthony's pedagogical research focus is on increasing the educational potential of online video material.

Ms Eszter Kiss, Lecturer and Coordinator, Leading to Work Program, JCUB, has undertaken a research project to refresh the program, presenting a paper at a recent Higher Education Advances Conference in Spain. The conference provided a forum for researchers and educators to exchange ideas and share best practices on innovative tools and resources for teaching and learning experiences, assessments, emerging technologies, new teaching models and theories, education reforms, employment, and competency-based learning.

Student Support

13 Student events

151 Be Ready participants

1288 Student support interactions

Active Learning Delivery Model

24 Transitioned

29 LearnJCU sites audited

105 PD participants

Digital Learning Environment

15 Staff PD sessions delivered

187 Online exams supported

5849 points of contact

2876 tech solutions provided

Industry & Future Focus

40 industry representatives

50 students internships

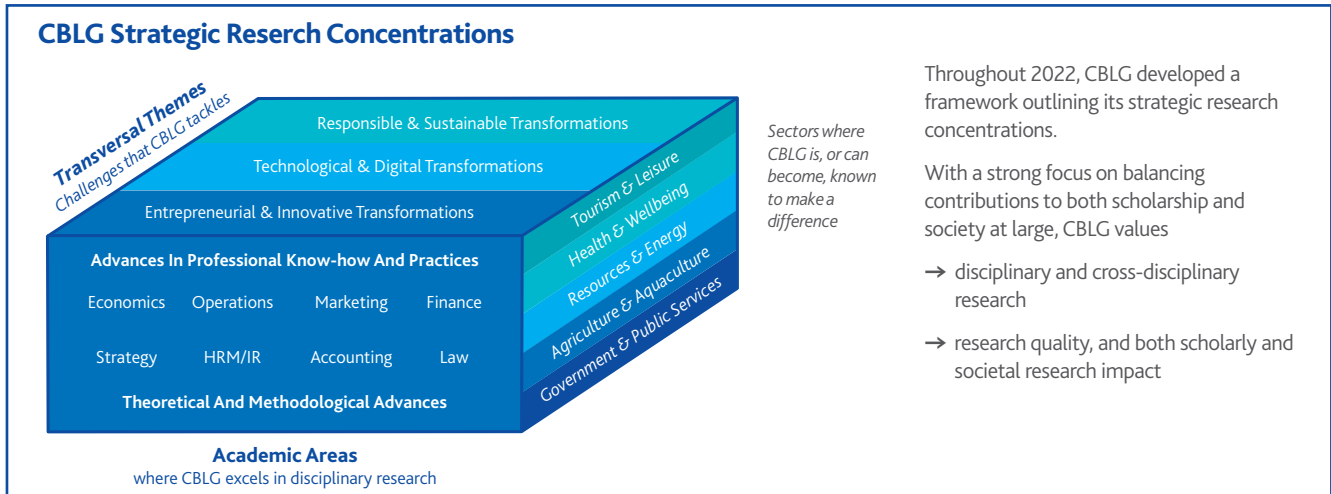
17 tax student volunteers

129 Tax Clinic clients

Research

CBLG invests in engaged research that produces high-quality insights and has significant scholarly and societal impacts, with a particular emphasis on the Tropics.

Because business transformation is at the core for private and public sector organisations in dealing with the challenges they face in the Tropics, transformation underpins much of CBLG’s research. The underlying challenges are not only numerous but also momentous in scope and scale. Many organisations are seeking to reimagine themselves and advanced technologies, digitisation, and other forms of tech-enabled disruption are upending the sectors in which they operate. Dealing with these challenges demands entrepreneurial systems and behaviours, and innovative fit-for-purpose business models that rest on and leverage new technologies.



How CBLG research makes a difference and generates societal impact

CBLG produces knowledge along three transversal research themes to help private and public sectors deal with the challenges they face. Each theme draws on CBLG’s research expertise in its disciplinary areas, within and across these discipline areas.

The **Responsible & Sustainable Transformations** theme promotes exploring ways for organisations and societies to operate sustainably and responsibly in the Tropics.

Organisations and societies in the Tropics face many issues of sustainability in their operations, which are often complex. CBLG explores psychological and organisational practices for sustainable behaviour and decision-making, which provides a basis for addressing such issues. Research includes, but is not limited to the following:

- Supporting the blue economy enabling the sustainable use of ocean resources for economic growth, improved livelihoods, and jobs while preserving the health of marine ecosystems.
- Shedding light on ethical concerns in business and law and advancing practices to address them.
- Promoting an understanding of and practices for more sustainable and responsible production and use of materials.
- Advancing practices that concurrently support environmental protection, social justice, and economic/financial responsibility.

This research theme has the overall objective of promoting human and ecological well-being for present and future generations. In doing so, CBLG aims to make a discernible difference in helping private and public sectors achieve the United Nations’ Sustainable Development Goals.

The **Technological & Digital Transformations** theme promotes exploring ways for organisations and societies in the Tropics to shape or embrace technological and digital advances.



Dr Diane Jarvis is the JCU representative on the Research Executive Committee (REC) for the National Environmental Science Program (NESP) Resilient Landscapes hub. The hub has \$47.08m of funding from the Federal Department of Environment for the period 20/21 to 26/27 to support research that informs the management of Australia’s terrestrial and freshwater habitats to promote resilience and sustainability.

Associate Professor Taha Chaiechi led a Sustainable Financing project, funded by the UN Development Program Global Environmental Facility in Papua New Guinea (PNG), to recognise the value of ecosystem services in PNG. The project illustrated that if expenditure for environmental protection increased from 0.5% to 1.8% p.a., the Government would be able to finance the implementation of the Protected Area Policy in its entirety, as well as expand the country's Protected Area network to achieve PNG's international targets under the Convention for Biological Diversity.



Advanced technologies, digitisation, and other forms of tech-enabled changes are disrupting sectors, pressuring incumbent companies not only to scratch out stronger financial returns but also to remake who and what they are as organisations. CBLG is dedicated to developing solutions to foster technological and digital transformations in the areas of:

- Leveraging Big Data, Internet of Things, Industry 4.0 and blockchain.
- Benefiting from social media and augmented or virtual reality.
- Exploiting changing use habits, resource-saving potential for increasing efficiency, and automation
- Advancing legal structures related to emerging technologies such as whether/how to delegate responsibilities to technologies and how to cope with new powers of manipulation.

The Entrepreneurial & Innovative Transformations theme identifies ways for organisations and societies in the Tropics to use entrepreneurial and innovative practices to create new economic, environmental and/or social value.

CBLG advances understanding and practices about how individuals and organisations create new value in existing organisations or through new ventures by exploring and shaping opportunities and by accepting social and financial uncertainties. Research topics include:

- Developing strategic management frameworks that enable organisations to better transform (eg through designing and implementing substantial changes that lead to better margins and potential new fit-for-purpose business models such as productivity and/or differentiation improvement covering product, service, and/or business model innovations)
- Developing frameworks to guide major resource/capital reallocations to support substantial shifts in organisations' product and/or market portfolios
- Producing legal advances to better deal with, for example, ensuing data protection, confidentiality, IP, liability, and compliance issues.



Dr Rachel Hay is the Adoption Stream Leader in the JCU Agricultural Technology and Adoption Centre (Ag-TAC). The Centre conducts work to ensure that digital technologies are fit-for-purpose and more accessible in the agricultural sector. Within an overall intent to lead innovation and adoption of technologies in the Northern Australia Ag sector to tackle industry relevant issues and remain globally competitive, Ag-TAC places a strong emphasis on technology adoption and green finance mechanisms.

CBLG co-designs and co-produces research with stakeholders in several sectors, including:

Tourism & Leisure (including events and hospitality)

Dr Denis Tolkach, Dr Jenny Panchal and Dr Hera Oktadiana led the “Cultural tourism recovery: sharing best practices” project, funded through an Australia-ASEAN Council grant from Department of Foreign Affairs and Trade. With commercial and academic partners from Malaysia, Indonesia and the Philippines, the team has delivered several workshops to over 400 online and face-to-face participants. The project will inform future research and collaborations on cultural tourism in Southeast Asia.

Health Services

Dr Rafiuddin Ahmed works on a BUPA funded health management research project on ‘Telemedicine: New Horizon in Management of Diabetic Foot Ulcer in Rural/Remote Australia’. This research seeks to assess the clinical and economic impact of telemedicine in the management of foot ulcers in rural/remote Australia. This research will improve health outcomes of those in regional and rural areas.

Resources & Energy (including mining, hydrogen)

Dr Breda McCarthy was the 2022 recipient of a CEO Grant award from Energy Consumers Australia (ECA). The research focuses on rooftop solar, battery storage, ‘prosumers’ and energy-related cognitions and behaviours of homeowners. It is designed to assist policy makers and the business sector in the context of renewable energy technologies.

Agriculture & Aquaculture

Dr Rachel Hay, through the Tropical North Queensland (TNQ) Hub, works on supporting farmers, in agriculture industries including sugar, beef, dairy, vegetable, citrus and tropical fruit, to become more drought resilient.



Dr Breda McCarthy was a keynote speaker and panelist at the Australian Consumer and Competition Authority National Consumer Congress in June 2022. The session was on sustainability, covering environmental claims and greenwashing, consumer behaviour and opinions and helping consumers be sustainable.

Professor Sigg Gudergan’s research on digital customer engagement and business model innovation underpins the design of a commercial engagement platform to improve engagement of prospective international students and counsellors: a SaaS student recruitment systems service. Selected as one of the HolonIQ ANZ top 50 most promising EdTech start-ups, the company has clients in Australia, New Zealand, North America, Europe, Middle East, and Asia.





2022 BEMAS Conference

Publications, research presentations, conferences, and workshops

CBLG academics have their research accepted for publication in many international and top-tier journals. Their works have also received substantial citations, placing some CBLG's academics amongst the top in the world in terms of the scholarly impact of their research.

CBLG academics have been invited to present their research at top universities around Australia and the globe, including invited seminars at the University of Western Australia Business School, the Aalto University School of Business (Finland), and the Munich School of Management within Ludwig-Maximilians-Universität München (Germany). They have also presented at a number of major national and international conferences including the Academy of Management Meeting in Seattle, Academy of International Business conference in Miami, European International Business Academy conference in Oslo, Industrial and Workplace Relations Conference in Melbourne and Australian and New Zealand Marketing Academy conference in Perth.

CBLG and the Centre for International Trade and Business in Asia (CITBA) hosted its second conference in July on Business, Economics, Management and Sustainability (BEMAS) in Cairns. Chaired by Associate Professor Taha Chaiechi, the theme was Re-Imagining Economic Resilience and Urban Futures in Post-COVID 19 Era. Opened by our Vice Chancellor and President, Professor Simon Biggs, the conference attracted participants from Europe, North America, Asia, and Australia.



Associate Professor Louise Floyd is an International Visiting Fellow at Cornell University, New York. 2022 saw her fourth visit to the School of Industrial and Labour Relations where she spent time researching academic freedom.

Students

Each year CBLG students connect with a community of peers, academics, clubs and societies, alumni, and industry partners to enhance their learning experience. Following is a snapshot of 2022 events



JCU Brisbane Student Association

The JCU Brisbane (JCUB) Student Association hosted several events, including business lunches with engaging industry speakers, multicultural lunch series, Tourism and Hospitality Breakfast, and a Career Kickstart networking event which took place at Customs House in September. This was the Student Association's largest networking event to date and confirmed JCUB's influence by linking 60 leading academic students with representatives from 17 corporations, including Anglo American, Arrow Energy, BHP, Corporate Travel Management, Gallagher Bassett, PricewaterhouseCoopers, Master Plumbers' Association of Queensland, Robert Walters and Rio Tinto. JCUB strives to stand out as a provider of choice, particularly in the placement of students into industry-relevant, rewarding internships and casual employment.

JCU Law Students' Society

The Law Students' Society hosted a multitude of both social and professional networking events, including Practical Legal Training, an Advocates Path Night, The Connolly Suthers Law Ball, and a Ladies in Law High Tea.

JCU Education Award

Congratulations to JCU Bachelor of Business student and North Queensland Cowboys fullback Scott Drinkwater on receiving the 2022 JCU Education Award.



JCU Business Student Association Ball – image supplied by JCUBSA; photographed by Josephine Carter

JCU Business Student Association

CBLG, in association with Co. Habit Co-Working Space and XRX Business Centre, sponsors the JCU Business Student Association. The Business Student Association hosted several events, including a Townsville Female Business Leaders Event, and a ball.



Inter Alia Cairns JCU Law Society

The Inter Alia Cairns JCU Law Society joined with Holding Redlich for a panel discussion to provide Inter Alia members with an insight into the life of working professionals, and to build connections. The Society also hosted several social events, including Boathouse Bingo, Justice Jones Cup Trivia Night, Middy Movie and Yoga and a Law Ball.



College Ambassadors

College Ambassadors positively represent CBLG events by providing an opportunity for prospective students to have direct contact with successful role models currently studying within our College. As College Ambassadors they inspire others to consider tertiary education as an option for their future and to assist with University activities including career expos, recruitment events, and College functions.



Moot Court

JCU's Moot Court provides a mock trial scenario where students learn and practice the skills to be a real-life lawyer as part of Torts B, a subject taken by many first year Law students.

Australian HR Institute Undergraduate HR Student Award

Congratulations to Simone Vinton who won the 2022 Australian HR Institute Undergraduate HR Student Award. This award recognises an undergraduate HR student who demonstrates excellence through submission of a formal response to an essay topic focussed upon a current challenge facing the HR profession

Business Insider Networking Event

CBLG hosted the JCU Business Insider Networking Event, where we had a fantastic panel sharing perspectives on graduate employability and job readiness across various industries. A massive thank you to Aaron Newman – Group CEO of Queensland Country Bank, Jacqui Francis – Executive Director at Townsville Catholic Education Office, Sarah Bowrey – Partner, PVW Partners, Declan Rush – Investment Analyst Menninger Capital and Associate Professor Kerry Russo. We thoroughly enjoy opportunities to connect our Business and Commerce students with key industry professionals in Townsville.



Holding Redlich Indigenous Law Scholarship

Congratulations to Caitlin Watson and Rikisha Phineasa, the two recipients of the 2022 Holding Redlich Indigenous Law Scholarship. Rikisha and Caitlin were awarded this scholarship for their community involvement, academic achievements, and firm aspirations to shape the future law profession in Queensland.

Work Integrated Learning & Career Development

CBLG offers a Work Integrated Learning (WIL) Program designed to develop and integrate employability skills into programs of study by increasing the interaction of industry and students through placement experiences.



Through WIL, both undergraduate and postgraduate students can apply their learning in a real-world professional environment, while working with employers to gain invaluable experience that assists with their transition into graduate employment.

To host a final year Business or Law student, contact dtesplacements@jcu.edu.au or phone 4781 6333

2022 WIL Program Hosts:

Adhesive

Arup Australia Services Pty Limited

Aspire Business Solutions NQ Pty Ltd

BDO

Bellco Law

Cairns Quality Accounting

Cairns Regional Council

Carey Group

CLEON Legal

Cohen Legal

Collier Family Law

Crystalbrook Cairns

Damien Greer Lawyers

Data AU

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Get Branded

Grant Thornton

Industry Training Queensland

James Cook University

JCU Tax Clinic

Jessups

Jim's Tax

John Hartigan & Associates

KPMG

LegalsenseNQ Lawyers

Mater Private Hospital Mackay

McKays Solicitors

Millyard Family Lawyers

ML Partners Pty Ltd

North and West Remote Health

Northreach Baptist Church

Pandanus Catering

Philip Bovey Lawyers

PNG Immigration & Citizenship Authority

Powered by Possibility

Preston Law

PVW Partners

Qld Country Bank Stadium

Queensland Country Bank

Quest Creative

Ramm Corporate Services Pty Ltd

Regional Economic Advisory

Ruddy Tomlins & Baxter Solicitors

Shangri-La The Marina

Shine Lawyers

Society by Design

Speak & Write Speech Pathology, Sydney

Support Local Townsville

The Ville Resort-Casino

Townsville Chamber of Commerce

Townsville City Council

Townsville Community Law

Townsville Enterprise Limited

Whitsunday Regional Council



TOWNSVILLE COMMUNITY LAW



“The subject had such a profound impact on me that I now practise primarily in human rights law.”

There’s no substitute for hands-on experience, which is why JCU’s work-integrated-learning (WIL) program is so successful. Just ask JCU alumni like Michael Murray, who’ve gone on to achieve their dream careers as a result.

As a Supervising Solicitor at Townsville Community Law, JCU alumni Michael Murray is living his dream of defending the vulnerable.

“We represent vulnerable clients in a range of areas, including family and domestic violence law, consumer protection and insurance law, elder abuse and coronial investigations and inquests,” Michael says.

“I completed Work Integrated Learning (WIL) at Townsville Community Law through the fourth-year subject Clinical Legal Studies. My experience introduced me to the intersection between poverty and the justice system, and to areas of law I’d never considered working in, such as human rights law.

“The subject had such a profound impact on me that I now practise primarily in human rights law and, after a brief run in private practice, I returned to work at Townsville Community Law. I now also lecture at JCU and supervise the next generation of Clinical Legal Studies students.”

“Students have the opportunity not only to learn legal theory around practice legal work, but also conduct interviews with real clients and perform legal work under the supervision of experienced lawyers. You see real and tangible outcomes with the clients you’re assisting and learn a range of essential legal skills, such as drafting legal or Court documents.

“While good results at university are important, in my experience as both a junior lawyer and now an employer—experience is key. Approximately 75 per cent of our staff are JCU graduates.”

JCU’s Head of Law, Associate Professor Jamie Fellows, says students have a wide variety of placement opportunities available to them. These range from private law firms to Legal Aid, government departments such as Queensland Police and State/ Commonwealth prosecutions, as well as legal practice in a community legal centre.

“I can’t count the number of firms who’ve hired our graduates after they’ve completed their WIL program with them. Many of these students are now senior practitioners.

The same is true for JCU Business and Commerce students, who complete a minimum of 100 hours of work with a real-world company aligned with their future employment interests.

Career Development

JCU Brisbane students have access to Sarina Russo Institute programs such as Joblinx, which is a dedicated student employment agency assisting with employment support, work experience opportunities, internship opportunities, training programs and workshops that facilitate the development of skills necessary for success in a global workplace. Joblinx has successfully secured internships, work experience and remunerated positions for students, in line with students’ course and career pathway:

30

Internships

4

Work Experience Placements

57

Paid Positions

15

Graduate Placements

98

Part-Time Positions

21

RSA courses provided to students

Alumni Highlights



The Honourable Justice Lincoln Crowley

Justice of the Supreme Court of Queensland

Bachelor of Laws, 1996

2020 JCU Outstanding Alumni Award Recipient

Lincoln grew up in Charters Towers and studied on the JCU Townsville, Bebegu Yumba campus, Douglas, graduating from JCU with a Bachelor of Laws in 1996. After practicing for several years as a Solicitor in Townsville, Brisbane and Sydney, including as a Solicitor Advocate with the Aboriginal and Torres Strait Islander Legal Service, he was appointed to the NSW Bar in 2003.

In 2007, Lincoln served as a Principal Crown Prosecutor for the Queensland Office of the Director of Public Prosecutions. In 2018, he became the first Indigenous Queen's Counsel to graduate from JCU. Lincoln was a member of the Queensland Bar from 2009, and specialised at the private bar in crime, both defence and prosecution, and in related areas of law. Lincoln's practice involved prosecuting complex trials and appeals involving offences related to serious organised crime, terrorism, insider trading, market manipulation and other Corporations Act offences and defending a range of matters under State Law involving fraud and corruption, and violent offences.

"Studying a Law degree at JCU has always imparted students and graduates with more than simply knowledge about the letter of the law. I certainly know that a strong work ethic, a passion for the law, together with the ability to analyse and think critically about legal issues were central skills and attributes that I gained and developed from studying Law at JCU. Even more so than the academic and theoretical knowledge of the law, those skills stood me in good stead when I commenced practice as a lawyer and helped me to succeed in the legal profession."

On 13 June 2022, Lincoln was sworn in as a Judge of the Supreme Court of Queensland, becoming the first Indigenous Australian to be appointed to a Superior Court in any State or Territory in Australia. The Honourable Justice Crowley also serves as an Adjunct Professor with CBLG.



Bree Milkovic

Senior Vice President, Head of Digital

Flight Centre Travel Group - Corporate

Bachelor of Business & Communications, 2004

Bree graduated from James Cook University in 2004 and spent over a decade working in digital marketing in the B2B, B2C, e-commerce and government sectors in Townsville. After moving to Brisbane and working in various digital roles, Bree joined Flight Centre in 2019 as Digital Marketing Manager for Australia. She has a proven track record of leading high performing teams, executing digital marketing strategy, social innovation, UX design and development, content production and marketing automation.

Recently appointed to the role of Senior Vice President, Head of Digital for Flight Centre Travel Group's corporate travel division in 2022, Bree is responsible for developing and implementing the group's digital strategy, with a focus on creating omni-channel digital acquisition and retention programs that drive revenue and growth for the company.

Based in Toronto, where she heads up the company's best-in class digital hub to connect and support the company's digital marketing teams across the world, Bree has been tasked with strengthening the Flight Centre Travel Group's digital capabilities for its corporate brands.

"My degree in Business and Communications gave me a strong grounding in business principles and marketing practices that I went on to develop over my career. More than this though, my four years of study at JCU taught me how to think critically, ask questions and seek to understand, which has helped me not only succeed in the workforce, but also guided me to a career that I am passionate about, in a company that I am proud to be part of."



Aaron Newman

**Group Chief Executive Officer, Queensland Country Bank
Director, Board of Members Health Fund Alliance**

MBA, 2004

2022 Outstanding Alumni, CBLG

With more than 20 years of employment in Financial Services across Retail Banking, Lending, and Health Insurance, Aaron has diverse experience in developing long-term strategy, leading large-scale teams, and delivering major projects, as well as customer experience, mergers, partnerships, and digital capability.

Aaron completed a Master of Business Administration in 2004, which he credits with enhancing his ability to think more strategically about business as a whole.

Since his appointment as Group CEO at Queensland Country Bank, Aaron has led the organisation through some of the most rewarding and challenging times of its 50-year history, such as the Townsville 2019 monsoon, COVID-19 pandemic, and Southeast Queensland bushfires and floods. Aaron has embodied the organisation's values of putting people first by maintaining clear communication and support for staff and members when needed most.

Through his guidance and leadership, the organisation has achieved several key milestones including the transition from credit union to a member-owned bank, securing the naming rights to Queensland Country Bank Stadium and instigating a business banking team. Despite the global pandemic, the Queensland Country Bank experienced record-breaking lending growth. Aaron's strategic thinking and leadership has had far-reaching impact for Queensland Country Bank as well as the Queensland communities, families, and individuals that the organisation serves.



Karlya Parnell

Assistant Director, Inclusive Strategic Policy, ACT Government

Bachelor of Business majoring in Human Resource Management and Management and Entrepreneurship, 2011

Karlya graduated from JCU with a Bachelor of Business with a double major in Human Resource Management and Management and Entrepreneurship in 2011. Since then, she has worked across several countries and industries in the commercial, not-for-profit and government sectors. Among other things, her endeavours have seen her working in Human Resources in consulting and architectural firms, working alongside people facing homelessness in London, developing education programs in Tanzania, leading community and refugee projects for the Australian Red Cross and working for the United Nations Development Programme in Tbilisi, Georgia.

An advocate of lifelong learning, Karlya has also completed a Master of Applied Anthropology and Participatory Development, a Certificate IV in Community Services, and is currently undertaking a Bachelor of International Studies, with a minor in Arabic. While she uses all her education in her day-to-day work, she credits her first degree in Business as the foundation for her professional journey. She has used her knowledge of people management and business in all her roles and expects it to continue to provide guidance in the future, believing that leadership is about people, championing their skills and collaborating to inspire change.

Having put her international work on hold for the time being due to COVID, she is currently the Assistant Director for Inclusive Strategic Policy in the ACT Government, working to ensure the inclusion and social participation needs of current and former serving members of the Australian Defence Force are embedded in the Australian Capital Territory.

Karlya is passionate about humanitarian work and is making a remarkable contribution to our global community by actively working to make a difference to the lives of marginalised and disempowered people.



David Johnstone

Executive Director KordaMentha

Bachelor of Commerce, 2007

2022 Early Career Outstanding Alumni, CBLG

Growing up in Cairns, David completed his Bachelor of Commerce in 2008 before joining KPMG. Appointed as Manager at Vincents Chartered Accountants, David relocated to Brisbane and was a senior leader on some of the company's largest relationships.

David's expertise spans numerous divisions of large national and international organisations and incorporates experience in finance, information technology, health and safety, sales and supplier procurement, human resources, risk & compliance, legal, and asset utilisation. Focusing on people, efficiencies, and accountability to improve business processes, David's experience has allowed him to become a proficient leader in negotiations, corporate strategy and operational management.

David gives back to the community through education programs, mentoring, guest lectures and moderation activities. He has been a committee member of the Queensland Chapter for the International Women's Insolvency & Restructuring Confederation and a member of the Young Professional Committee for CAANZ.

In March 2022, David was elected by fellow professional members to the Queensland committee for the Australian Restructuring Insolvency & Turnaround Association. He also embarked on the gruelling Chain Reaction Cycling Challenge in Tasmania to raise money for local charity partners AEIOU Foundation and Traction. After seven days, 1,000 km, and over 13,000 meters of climbing, David's team set the record for a Chain Reaction event and raised over \$1.5 million.

David is experienced in corporate restructuring and was recognised for his efforts when he was promoted to Executive Director at KordaMentha.



Bianca Rapisarda

Associate to a District Court Judge

Bachelor of Business/Bachelor of Laws (Honours), 2021

Bianca grew up on a farm in Clare, in the Burdekin Shire, and commenced at JCU Townsville in 2017. In 2021 she undertook full-time work as Legal Secretary to Mr Justin Greggery KC as well as completing a dual degree of Bachelor of Business/Bachelor of Laws (Honours) Class I at JCU and a Graduate Diploma of Legal Practice at Bond University.

At the cessation of her degrees, Bianca was awarded the Una Prentice Award by the Women Lawyers Association of Queensland, recognising her as the highest achieving graduate female law student from JCU's Law School. Bianca also received several other prizes during her studies at JCU, including the North Queensland Bar Association Prize for achieving the best results in Criminal Law A and Criminal Law B, the Thomson Reuters Prize A for achieving the highest grades in Succession Law, the Connolly Suthers Prize for achieving the best results in the subjects Law of Contract 1 and 2, the Coutts Redington Chartered Accountants Prize for achieving the highest GPA in the second year of her Business/Law degree and the CPA Australia Prize C for achieving the best overall result in a level three accounting and finance subject, along with the Walker Business Bursary.

In early 2022, Bianca was admitted to the legal profession and appointed Associate to a Judge of the District Court at Brisbane for 2023. Ahead of her commencement with the Judge, Bianca relocated to Brisbane in the latter half of 2022 and accepted an interim position with the Royal Commission assisting Mr Greggery KC and the counsel assisting team in the Royal Commission into the Robodebt Scheme.

"My advice to current students would be to take your degree seriously and do your best to achieve the greatest results you can because future employers will look at this. Use your hard work to your advantage and put yourself out there and get some experience in the profession as soon as you can as it will open up an array of other opportunities for you going forward in your career."



Mike Webley

General Manager, Pinnacle Tourism Marketing

*Bachelor of Business majoring in Marketing & Communication Design, 2012
2020 Early Career Outstanding Alumni, CBLG*

Mike joined Pinnacle Tourism Marketing in 2015 as the Business Development Manager — Americas, Domestic and Online — and in January 2022 moved into the role of General Manager. He is responsible for sales and marketing for over 25 tourism business clients in Australia and New Zealand and engages with trade partners in the Americas, New Zealand and the domestic markets on their behalf. Mike also works with online travel agents both in the accommodation and touring space, and assists clients to work effectively with these agents, optimising their connections and driving sales to ensure they are making the most of the seasonal destinations in which they are located.

Mike has completed the Australian Tourism Export Council's Emerging Leaders of Inbound Tourism Excellence Program and is the former Branch Chair of the Young Australian Tourism Export Council North Queensland Committee. Mike was part of the Queensland Government's Young Tourism Leaders 2018/19 cohort and in 2019 was awarded the Len Taylor Award for outstanding leadership by an under 35-year-old in the tourism industry.

"The only reason I am in this role now is due to a reference provided by a JCU Lecturer for my first job in tourism. Along with the course content and effort you put into your own learning and development, the relationships you establish at university are vital to your employment outcomes. JCU lecturers have both real-world experience and industry contacts, and I was fortunate enough to get to know them well enough that they were comfortable providing me with a reference."

JCU College of Business, Law & Governance

There's no substitute for hands-on experience to accelerate a student's career.

If you're interested in advancing your career through a Post Graduate or Undergraduate Program there's a place for you at JCU.

For all enquiries contact
enquiries@jcu.edu.au
1800 246 446

To learn more about our programs scan this QR code.

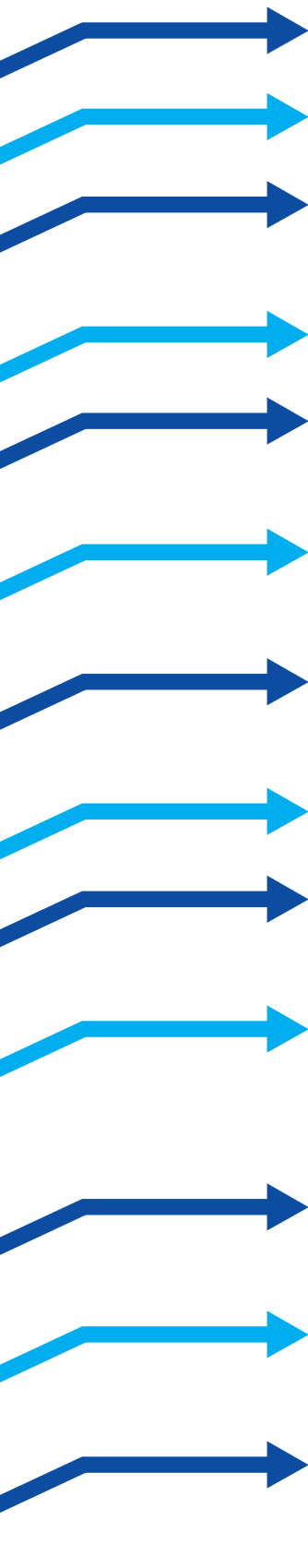


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Future Focus

- 
- Completing actions in CBLG's 2021-2023 Roadmap
 - Developing new Strategic Plan for 2024 and beyond
 - Relocating to refurbished Building 27 at the JCU Townsville, Bebegu Yumba campus, Douglas
 - Opening of JCU student Financial Trading Laboratory
 - Building our presence and links with the professions through delivery of teaching and learning in the CBD campuses in Townsville and Cairns.
 - Hosting Student Trips to Sri Lanka, Indonesia and Vietnam, funded by the New Colombo Plan
 - Re-launching Master of International Tourism and Hospitality Management and MBA/Master of Professional Accounting in Cairns
 - Establishing a professional development series for MBA Alumni
 - Hosting the Association of Industrial Relations Academics of Australia & New Zealand Conference, Magnetic Island, February 2023
 - Centre for International Trade and Business in Asia (CITBA) Sustainability, Economics, Innovation, Globalisation and Organisational Psychology (SEIGOP), JCU Singapore, March 2023
 - Hosting national seminar on Governance for the Burdekin Basin, 2 March 2023
 - Hosting the 16th Australasian Trade Workshop, JCU Cairns CBD, Bada-jali campus, Smithfield March 2023
 - CITBA's 3rd International Conference on Business, Economics, Management, and Sustainability, (BEMAS), JCU Australia, September 2023





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