

CURRICULUM VITAE

Qualifications

Doctor of Philosophy, UNSW (1999); **Master of Science and Society** (UNSW); **Graduate Diploma in Education** (U of Sydney); **Bachelor of Science**, U of Sydney.

Professional/Scholarly Associations and Activities

Member, Centre for Corporate Governance, UTS; Member, Management Team, ICAN, UTS; Member, Australian New Zealand Academy of Management (current); Member, Academy of Management (current); Associate Member, Environment Institute of Australia.

Grants

- 2004**
 - ARC Discovery Grant 2003, 'Collaborating for Sustainability: Managing Tensions among Multiple Stakeholders', DP 0452501. \$65000
 - FOB Grant, 'Corporate Social Responsibility' \$9800.
 - Macquarie University/ Environment Australia \$5000
- 2003**
 - Application for ARC Linkage Grant 2003, unsuccessful
 - Application for Smith Family research tender, with L.Young and K. Daniel (School of Marketing), short listed.
- 2002**
 - FOB Curriculum Development grant, Sustainable Enterprise, \$6000
 - FOB Research grant, 'Contested Terrain', \$4000
- 2001**
 - ORCA research grant , 'Landcare as a Multistakeholder Arrangement', \$10000

Research Supervision

PhD/ Masters by Thesis: Acting principal supervisor: Tamsin Angus-Leppan; Co-supervisor: Suzanne Grob; Melissa Edwards

Honours: Co- supervisor Melissa Edwards (2002); Phillip Lee (2004); Supervisor Gemma Salteri (2004)

Employment history

- 2003 -2004** 0.6 Senior Research Associate, 0.4 Lecturer School of Management, UTS
- 2000-2003** 0.6 Senior Research Associate, part-time academic, UTS.

Employment history pre 2000

- 1997-1999** Environmental Education Coordinator; Institute of Environmental Studies, UNSW, Sydney.
- Pre 1997** Senior Business and Training Consultant, TAFE NSW and Aboriginal Development Division; Teacher of Chemistry TAFE NSW; Chemist and research biochemist Australian Diagnostics Corporation; Royal Prince Alfred Hospital, Sydney; St Mary's Praed St, London;UNSW, Sydney.

Publication list

Books

Dunphy, D., Griffiths, A. and Benn, S., *Organisational Change for Corporate Sustainability*, Routledge: London, 2003

Book chapters

Benn, S. and Griffiths, A. ' Changing Corporate Culture to an Environmental Ethos' in R. Staid, *Environmental Management and Decision Making for Business*, (Palgrave, 2004) in press

- Griffiths, A. Benn, S. and Dunphy, D. 'Corporate people and culture: staff roles and organisational structures' in R. Staid, *Environmental Management and Decision Making for Business*, (Palgrave, 2004) in press
- Benn, S, and Bubna-Litic, D., 'Is the MBA Sustainable? Degrees of Change', in C. Galea and S. Roberts (eds), *Teaching Sustainability*, Volume 1, Greenleaf Publications, London, in press, due May 2004 pp. 82-94.
- Benn, S. and Onyx, J., 'Negotiating Interorganisational Domains: the politics of social, natural and symbolic capital', in A. Dale and J. Onyx (eds), *Social Capital and Sustainability in Local Communities - What is the link?*, UBC Press, (in press).
- Benn, S. and Probert, J., 'Sustainability Initiatives in South Wales and New South Wales', in Stefan Schaltegger, Marcus Wagner and Walter Wehrmeyer, (eds), *Sustainability and Competitiveness*, Greenleaf Publishing, London (in press).
- Griffiths, A. Dunphy, D. and Benn, S. in M. Starik (ed), *New Horizons in Research on Sustainable Organizations*, Greenleaf Publications, London, (in press).
- Benn, S. Dunphy, D. and Griffiths, A. 'Integrating human and ecological factors: A systematic approach to corporate sustainability' in D. Marinova (ed), *International Handbook on Environmental Technology Management*, Edward Elgar, London (in press).
- Benn, S., (2000), 'Progress towards Education for Sustainability at UNSW', in W. van den Bor, P. Holen, A. Wals, and W. Leal Fihlo (eds.), *Integrating Concepts of Sustainability into Education for Agriculture and Rural Development*, Peter Lang Publishers, Frankfurt, pp. 231-244

Refereed journal articles/conference proceedings

- Angus-Leppan, T., Benn, S. Daniel, K. and Young, L., 'CSR: The Australian Consumer's Perspective', paper accepted in competitive papers section, *ANZMAC Conference*, 2004
- Benn, S. and Dunphy, D. 'Integrating Human and Ecological Sustainability: A Systematic Approach to Corporate Sustainability', in F. Solomon and E. Katz (eds) *Conference Proceedings on Social Sciences and Sustainability*, CSIRO, (in press).
- Benn, S., and Dunphy, D., 'A Case of Strategic Sustainability: the Fuji Xerox Eco Manufacturing Centre', Special issue, Corporate Sustainability and Innovation: Governance, Development, Strategy & Method (ISBN 0975043625), *International Journal for Innovation Research, Policy Analysis and Best Practice*, pp. 258-268).
- Benn, S and Dunphy, D., 'Can Democracy handle Corporate Sustainability: Constructing a Path Forward'. Special issue, Corporate Sustainability and Innovation: Governance, Development, Strategy & Method (ISBN 0975043625), *International Journal for Innovation Research, Policy Analysis and Best Practice*, pp. 141-155.
- Benn, S, Dunphy, D., Griffiths, A., Organisational Change for Corporate Sustainability: The Way Ahead, *Tela Paper*, Issue 12, Environment Australia and ACF, (in press).
- Benn, S, (2004), 'Managing Toxic Chemicals in Australia: a Regional Analysis of the Risk Society', *Journal of Risk Research*, Vol 7.4, pp. 399 - 412.
- Bubna-Litic, D. and Benn, S. (2003) 'The MBA at the crossroads: design issues for the future', *Journal of Australia & New Zealand Academy of Management*, Vol 9, issue 3, pp. 25-36.
- Benn, S., (1997), 'The EHCA 1985 (NSW): A Historical Perspective on Issues Arising in the Control of Toxic Chemicals', *Australian Journal of Political Science*, 32, pp. 49-64

Invited or keynote addresses

- Benn, S. and Berry, T. 'Actioning Corporate Sustainability', *Enterprise Sustainability: Managing TBL performance*, Sydney Harbour Marriott, 2 June 2004.
- Keynote address, 'Evaluating Corporate Citizenship: Rhetoric or Reality', *Sustainable Economic Growth for Regional Australia 6th Annual Conference*, 25-27 November, 2002, Queenbeyan, NSW

Keynote address, 'Leadership for Strategic Sustainability', *National Procurement Forum*, Sydney, 6 November, 2003.

Keynote address, 'Corporate Citizenry', *Sustainable Campuses Conference, Partnerships and Sustainability*, UTS, 27 September 2001

Refereed Conference papers

Benn, S., Dunphy, D. and Martin, A. 'Networks for Knowledge Creation: Interorganizational Collaborations for Sustainability', *18 th ANZAM Conference*, 8-11 Dec, 2004. Conference proceedings.

Benn, S, Angus-Leppan, T., Daniel, K. and Young, L. 'CSR: the Australian Consumers Perspective' *18 th ANZAM Conference*, 8-11 Dec, 2004, Conference proceedings

Benn, S., Dunphy, D. Griffiths, A. and Ross-Simth, A., *18 th ANZAM Conference*, 8-11 Dec, 2004, Conference proceedings.

Benn, S. and Dunphy, D. 'Collaborating for Environmental Sustainability: translating process into outcomes' *Paper presentation accepted for Academy of Management Conference*, New Orleans, August 2004.

Benn, S.(Chair), Dunphy, D., Griffiths, A., Gollan, P., Egri, C. and Ross-Smith, A. 'Actioning Corporate Sustainability', *Accepted for All-Academy Symposium at Academy of Management Conference*, New Orleans, August 2004 (nominated by ONE and OCD Divisions).

Benn, S. and Dunphy, D. 'Integrating Human and Ecological Factors: A Systematic Approach to Corporate Sustainability', *Paper presentation at Academy of Management Conference*, Seattle, August, 2003

Benn, Suzanne and Onyx, J, 'The Colonisation of the Local: The Power Relations of Landcare', *Paper presentation at Academy of Management Conference*, Seattle, August, 2003

Griffiths, A., Dunphy, D. and Benn, S. 'Can Democracy Handle Sustainability?', *Symposium at Academy of Management Conference*, Seattle 2003

Benn, S, 'Multistakeholder Arrangements in the 'Risk Society': Challenges for the Chemicals Industry', *Paper presentation at Academy of Management*, Denver, Colorado, 2002

Benn, S, Bubna-Litic, D., Eckstein, D., 'Is the MBA Sustainable? Degrees of Change', *ANZAM 2001 Conference*, Refereed paper section, 2001

Conference proceedings

Benn, S. and Dunphy, D. 'Democratic Systems and Sustainable Business Practices: Are they Compatible?', *EURAM Conference*, St Andrews, 5-8 May, 2004.

<http://www.st-andrews.ac.uk/~euram04/proceedings/contents.shtml>

Invited research presentations

Brown, P. and Benn, S. (2004) 'Environmental Risk Dispute Management: The Case of Hexachlorobenzene'; seminar presentation of special issue of *Risk Decision and Policy*, Research Forum, School of History and Philosophy of Science, UNSW, August 27.

Brown, P. and Benn, S. 'Environmental Risk Management: the Case of Hexachlorobenzene', *presentation to the UNSW School of History and Philosophy Research Forum*, August 27, 2004.

Brown, P. and Benn, S. 'Environmental Risk Management: the Case of Hexachlorobenzene', *presentation to the UTS School of Management Research Forum*, June 9, 2004.

Benn, S. (2003), 'Organisational Change for Corporate Sustainability: Integrating Human and Ecological Factors', *Paper presented at Research Forum, School of Business & Information Management*, The Australian National University, Canberra ACT 0200, September 19.

Benn, S. (2003), 'Organisational Change for Corporate Sustainability: *Paper presented at Research Forum, School of History and Philosophy of Science, Faculty of Arts and Social Sciences*, UNSW, 26 September.

Benn, S. (2002), 'Negotiating Multistakeholder Arrangements: The Politics of Social, Natural and Symbolic Capital', *Presentation Research Colloquium 2002-01-24 European Business Management School*, 13 February.

Working Papers

Benn, S. and Onyx, J. (2002), 'Landcare as a Multistakeholder Relationship', CACOM Working Paper Series No 59, UTS, Sydney.

Benn, S, Dunphy, D. and Wilson, S., (2002), 'Corporate Sustainability: A Case Study, Fuji Xerox Eco Manufacturing Centre', Sydney, Australia, UTS Working Paper series 25/02.

Other Publications/Presentations

Griffiths A., Dunphy, D. and Benn S. (2003), 'Building Corporate Sustainability' Australian Institute of Training and Development Journal, Vol 30 No 2 p 20-23.

Benn, S. and Dunphy, D., (2003), 'Integrating Human and Ecological Sustainability: A Systematic Approach to Corporate Sustainability', Social Sciences and Sustainability Roundtable, ISF, 12 December.

Benn, S., (2002), 'A New Age of Responsibility', *Waste Management and Environment*, Vol 13, No 3, pp. 23-25.

Benn, S., (2002), 'Landcare as a Multistakeholder Arrangement: Social, Ecological and Symbolic Capital', *Paper presented at Australian and New Zealand Association of Ecological Economics*, Dec 4-7, Sydney.

Benn, S. and Jones, R., (2002), 'Risk and Identity', *ANZAM Conference*, Beechworth, October.

Benn, S., (2002), 'Landcare as a Multistakeholder Arrangement: Social, Ecological and Symbolic Capital', *Paper presented at the Greening of Industry Conference*, Gutenberg, Sweden, 22-26 June.

Benn, S. and Jones, R (2002)., 'Risk and Identity', *Greening of Industry Conference*, Gutenberg, Sweden, 22-26 June.

Benn, Suzanne, (2002), 'Landcare as a Multistakeholder Arrangement: The Politics of Social, Ecological and Symbolic Capital', *World Congress of Sociology*, Brisbane, July.

Benn, Suzanne, (2001), "Managing Toxic Chemicals in Australia: a Regional Analysis of the Risk Society" in '15 Years of the 'Risk Society' – Implications and Challenges for a Globalising Economy', *Paper presented at the Ninth International Conference of the Greening of Industry Network Conference*, Bangkok, Thailand, January 21-21.

Benn, S., (1999), *Education for Sustainability*, Institute of Environmental Studies, UNSW, Kensington.

Benn, S., (1996), 'The History of the Environmentally Hazardous Chemicals Act 1985, New South Wales, Australia: Report on Policy Reform Concerning Toxic Chemicals', *AMBIO*, Royal Swedish Academy of Sciences, 25, pp. 475-477.

Under review by refereed journals/ conference proceedings

Benn, S. and Brown, P., 'Decision-Making in the 'Risk Society': Challenges for Organizational Legitimacy', *Human Relations*.

Angus-Leppan, T., Benn, S. Daniel, K. and Young, L., 'CSR: The Australian Consumer's Perspective', paper submitted in April 2004 to competitive papers section, *Social Marketing Advances in Research and Theory (SMART) Conference* September 16-18, 2004, Alberta, Canada.

Brown, P. and Benn, S. (eds), 'Environmental Risk Management: the Case of Hexachlorbenzene', accepted as a special issue for *Risk Decision and Policy*. Manuscripts in preparation *Invited research reports*

Benn, S., Dunphy, D. and Enginertan, O, (2004) 'MBA Education for Sustainability at UTS', *MBA Inquiry Project Report for Graduate School of the Environment and Environment Australia*.

Consultancies

Ricegrowers Association of Australia, *Environmental Champions Change Workshop*, Leeton 28 September 2004

Westpac Chief Information Officer Action Learning Challenge Program, 2004.

Westpac Chief Information Officer Action Learning Challenge Program, 2003.
TBL Consultancy, Port Kembla Port Authority, 2002.

Work in progress

Benn, S., Dunphy, D., and Crittenden, P., 'Carlton United Case Study' -

Benn, S., 'IAG Case Study' -

Research grants

Shortlisted for ATN Research Challenge, 2004 – application under review.

\$4000 2004 Faculty of Business Curriculum Development Project Grant with David Bubna-Litic
- Development of Sustainability and Responsible Business sub-major in the MBA.

\$3728.36 School of Management research grant : A content analysis and deconstruction of
leading strategy texts. with David Bubna-Litic.

National Industry Research Forum on Education for Corporate Sustainability Invited
participant . ARIES, Macquarie University, 20 September 2004

Community activities

Selected by competitive process as a community trustee (five in total) of the Lake Liddell
Recreation Reserve by the NSW Department of Lands

Awards

Best paper award in the Stream of "Sustainability and Organisations in the Natural
Environment" for the paper entitled "Networks for Knowledge Creation: Interorganisational
Collaborations for Sustainability, ANZAM, Dunedin, 2004

Chair Anzam 2004