



University of  
South Australia

# SHARING INFORMATION ON PROGRESS REPORT 2023

Principles for Responsible Management Education



**PRME** Principles for Responsible  
Management Education

an initiative of the 





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Antara 2017 Acrylic on line, 122cmx183cm

Image courtesy the artist and Mimili Maku Arts, University of South Australia Art Collection Artist, Ngupulya PUMANI b. 1948 Mimili, South Australia Pitjantjatjara

### ACKNOWLEDGEMENT OF COUNTRY

We respectfully acknowledge the Kurna, Boandik and Barngarla First Nations Peoples and their Elders past and present, who are the First Nations' Traditional Owners of the lands that are now home to the University of South Australia's campuses in Adelaide, Mount Gambier and Whyalla.

We are honoured to recognise our connection to the Kurna, the Boandik and the Barngarla lands, and their history, culture and spirituality through these locations, and we strive to ensure that we operate in a manner that respects their Elders and ancestors.

We also acknowledge the other First Nations lands across Australia with which we conduct business, their Elders, ancestors, cultures and heritage.

## OUR COMMITMENT TO THE PRINCIPLES FOR RESPONSIBLE MANAGEMENT EDUCATION



### Message from the Executive Dean

***I am pleased to confirm, on behalf of UniSA Business, that we continue to support the objectives of the United Nations Principles for Responsible Management Education.***

UniSA Business is committed to the Principles for Responsible Management Education; in this report we demonstrate and celebrate that commitment. Our staff continually innovate in both research and teaching to contribute to the attainment of the United Nations Sustainability Goals. Over the last two years UniSA Business has developed a new Mission, Purpose, and Vision. Our Mission is to cultivate the enterprising capabilities of our career-ready graduates and learners, preparing them to thrive as global citizens in the businesses of today and tomorrow, making meaningful contributions to the economy and society. Innovation, international collaboration, agility and market orientation are at the core of our strategy and operations. We are committed to high calibre research that not only enhances our teaching but also addresses real-world challenges and fosters the advancement of knowledge. Our engagement with industry and communities underscores our enduring ambition to advance inclusion, sustainability and justice. Our strategic alignment with PRME is imbedded in our Academic Unit Plan (2022-2024) and is demonstrated in our strong commitment to ethics, responsibility and sustainability.

I would like to extend my sincere gratitude to the UniSA Business PRME lead Dr Subha Parida, along with Dr Nicole Beaumont, Mrs Evonne MacMaster, Ms Olivia Hatzinikolakis, our dedicated student interns, and former PRME lead Associate Professor Sukhbir Sandhu. Their tireless efforts over the last two years have been instrumental in steering, managing, overseeing and advancing our PRME objectives with our staff. I would also like to acknowledge the contributions of Mrs Jessica Peake and the design skills of Ms Ashleigh Campbell in finalising this report. The accompanying image showcases some of our esteemed staff and their recent publications that span diverse topics including *A Global Analysis of Regulatory Frameworks for the Safety of Dams and Downstream Communities*; *Referees, Match Officials and Abuse*; and *Globalisation Planning and Local Economic Development*.

On behalf of UniSA Business at the University of South Australia, it is with great pride that I present our sixth Sharing Information on Progress (SIP) report, which reflects our continuing commitment to the United Nations Principles for Responsible Management Education (PRME) initiative.

Professor Andrew Beer  
Executive Dean, UniSA Business





## INTRODUCTION

UniSA Business, located in Adelaide, is an integral part of the University of South Australia, which is renowned as Australia's University of Enterprise on the global stage. Recognised for our agility, acumen, and commitment to relevance, equity and excellence, **UniSA Business proudly ranks in the top 10 Business Schools in Australia**, achieving the 6th position in 2023.

Since the publication of our last SIP report, we have developed a new Mission, Purpose and Vision for the future of UniSA Business. Our new Vision delineates our goals and our Purpose drives our performance and contributions. Our headline objectives are consistent with Enterprise 25, the University's Strategic Plan. Moreover, we are pleased to introduce our new PRME lead for UniSA Business and a new chair for our Sustainability Working Group. Both appointments have brought new vigour and enthusiasm, particularly in the wake of the challenges posed by the pandemic. At UniSA Business, we remain steadfast in our commitment to the Principles for Responsible Management Education, which are integral to our future direction.

### Our Vision

We have a global reputation for career-ready graduates who are at the cutting edge of business knowledge. Equipped with the necessary conceptual and technical skills, our graduates will transition seamlessly into employment, with the ability to navigate a lifetime career of opportunities and the moral imperative to contribute to society. Our research will shape both contemporary and future businesses, and we will engage with industry and communities to set a standard that surpasses others.

### Our Mission

At UniSA Business we develop the enterprising capabilities of our career-ready graduates and learners, preparing them to thrive as global citizens in both present and future business landscapes, while making meaningful contributions to the economy and society at large. Innovation, international engagement, agility and a focus on markets are at the core of our strategy and operations. Our dedication to high quality research is geared towards fostering an impact through our teaching, pushing the boundaries of knowledge, and tackling real world challenges. Our engagement with industry and communities supports our enduring ambition to advance inclusion, sustainability, and justice.

### Our Purpose

The purpose of UniSA Business is to develop graduates who will positively and significantly influence contemporary business environments at a local, national, and global level, guided by an ethically responsible business ethos. To fulfill this objective, we will facilitate:

- unique and authentic learning experiences with Career-Ready Skills at their core,
- equity, diversity and inclusion as key to organisational innovation and excellence, and
- research-informed curriculum capable of taking students to successful completion of a PhD.



UniSA Business staff co-creating for the merger with University of Adelaide

As we move toward 2026, we are in the process of establishing a new institution—Adelaide University. In 2024, both academic and professional staff are actively engaged in seven different high-level domains including the new University national accreditation (TEQSA), culture, and new curriculum development.

## ABOUT UNISA BUSINESS

**As a young, contemporary University, UniSA Business is competitive in the world nationally and locally, having been the only University in South Australia to be awarded both EQUIS and AACSB.**

### REPUTATION

In the QS World University Rankings by subject for 2023, UniSA's Hospitality & Leisure Management program was ranked #55.

UniSA Business is ranked #6 out of 40 Australian Business Schools.

UniSA achieved the prestigious #1 ranking in Business and Economics in the state, according to the Times Higher Education World University Subject Ranking for 2023.

In 2023, UniSA Business received recognition from AACSB International after joining forces with Accenture to develop an online Bachelor of Digital Business. This program equips students with advanced business and digital skills while emphasising real-world industry experiences—the future of Business is Digital.

Our MBA was ranked #8 in the QS Global MBA Ranking, Oceania, in 2023. Additionally, we boast Australia's #2 ranked online MBA and secured the #13 spot globally in the 2022 CEO Magazine Global MBA Rankings.

### RESEARCH

In 2023, UniSA Business generated \$21.7m in research income.

The Ehrenberg-Bass Institute in UniSA Business is the world's largest institute for research into marketing.

In 2023 UniSA Business produced 452 research outputs.

Dr Skye Akbar was appointed as an Aboriginal Enterprise Fellow in UniSA Business in 2023.

In 2023 UniSA Business had 79 aboriginal students studying with us, while the University as a whole had 560.

## QUICK FACTS

5005+ STUDENTS



232 STAFF



1592 INTERNATIONAL STUDENTS FROM 115 COUNTRIES



2400+ INDUSTRY PARTNERSHIPS



62,000+ ALUMNI



1422+ PARCHMENTS AWARDED

4 LEADING RESEARCH CENTRES

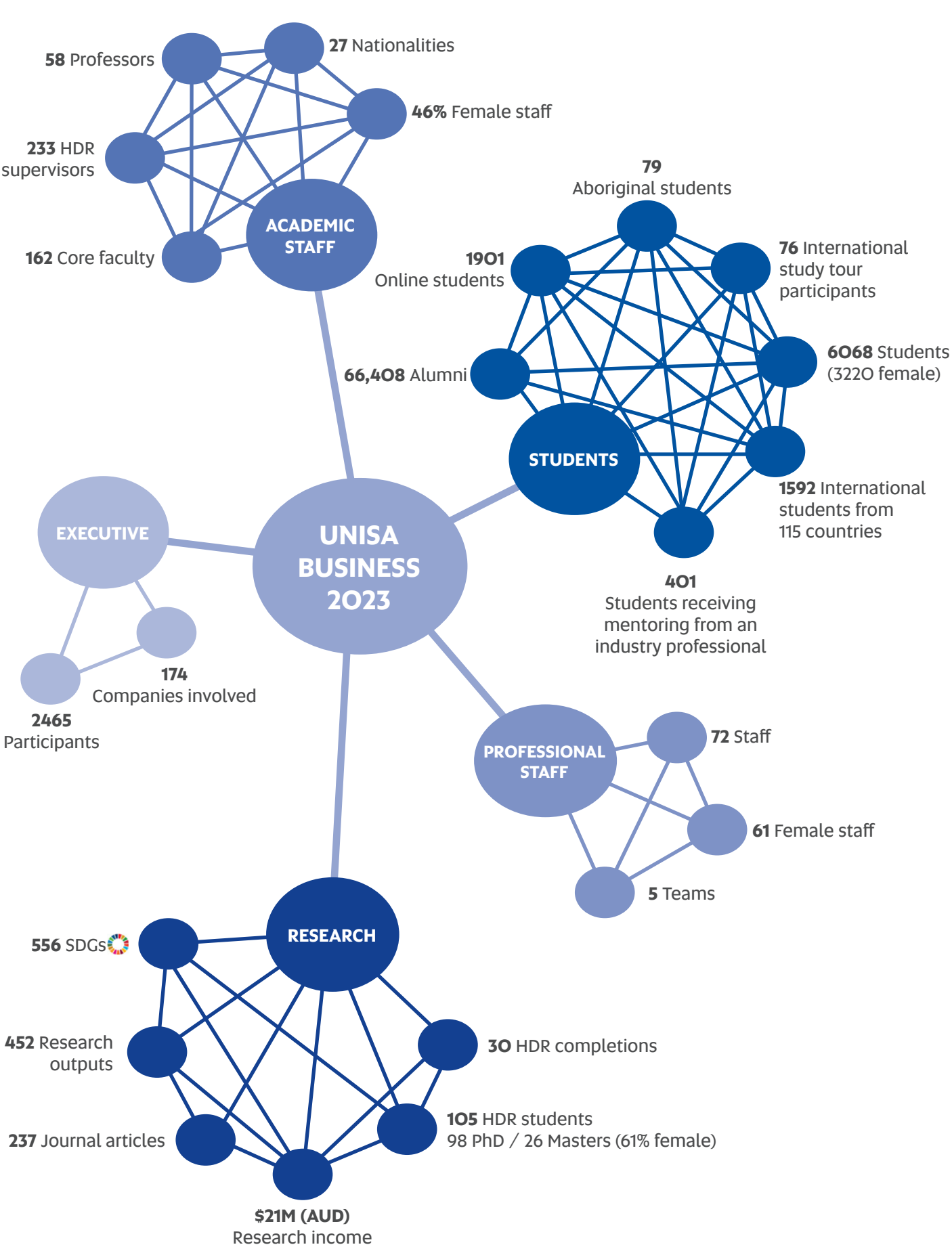




OUR TWELVE YEARS OF PRME ACHIEVEMENTS

2011 – 2013	The Business School at UniSA became a PRME signatory and revised its Mission, Vision and Values to align with the PRME. These statements affirmed the UniSA Business School's dedication to good governance, and its commitment to upholding the highest standards of ethics and integrity. In 2011, UniSA achieved the most significant improvement of any Australian university in the QS World University Rankings. In 2012, the China-Australia Centre for Sustainable Urban Development was established between UniSA and Tianjin University. In 2013, UniSA hosted Unijam, an innovative online brainstorming event, marking a pioneering initiative in the university landscape.
2014 – 2016	UniSA Business School clearly signposted its research priorities and launched the Institute for Choice, the Centre for Workplace Excellence, the Centre for Business Growth, and the Innovation and Collaboration Centre. The Ehrenburg-Bass Institute for Marketing Science continued to break new ground in evidence-based marketing as the largest centre for research into marketing science globally. In 2014, UniSA sponsored WOMAdelaide's plant talks, attracting an audience of 4000 people to our sustainability discussions over three days. UniSA Business celebrated its 20-year partnership with Hong Kong Baptist University. We initiated a partnership with Seeley International, providing students direct access to valuable industry experience. UniSA Business' Centre for Business Growth launched a partnership with ANZ aimed at assisting small and medium-sized companies to unlock their growth potential.
2016 – 2017	Dr Sukhbir Sandhu appointed as PRME Lead and PRME working party established to advise the UniSA Business School Executive on: our approach to sustainability and responsible leadership within the framework of our Mission and Vision; the progress we have made, the challenges encountered and strategies for overcoming them; and potential future strategies for the short, medium or long term. In 2016, Professor Irene Watson, First Nations representative, was appointed Head of Aboriginal Leadership and Engagement. UniSA is an active supporter of Universities Australia's <i>Respect. Now. Always</i> initiative to prevent sexual harassment and sexual assault at our universities and collaborated to enhance support for individuals who have experienced such incidents, sharing best practice to improve support and assistance.
2018 – 2019	UniSA Business increased the global and social impact of our research, teaching, and outreach activities. We achieved success, obtaining our initial AACSB accreditation and securing EQUIS accreditations for an additional five years—a testament to the quality, international relevance and professional standards of our programs and research. UniSA Business increased its commitment to leadership in ethics, social responsibility and sustainability, and to serving our local, national and international communities through new research engagement and leading initiatives. In 2018, UniSA was the first university in the state to unveil a Stretch Reconciliation Action Plan, aimed at expanding tertiary education opportunities for Aboriginal peoples. In 2019, UniSA led the world first Invictus Pathways program in training and fitness for veterans and first responders; providing experience and training for our allied health students.
2020 – 2021	The UniSA Council approved the ambitious target of reaching carbon neutrality by 2025. UniSA Business exemplified its commitment to PRME through the incorporation of all 17 UN SDGs into its <i>Business and Society</i> course. A key aspect of this course is fostering students' sense of global responsibility by immersing them in real-world contexts, including the recognition of human rights and responsible business behaviour. Each topic covered in the <i>Business and Society</i> course integrates the 17 SDGs encapsulating the qualities expected of any UniSA graduate. These encompass areas such as human rights, sustainable business practices, social sustainability, human and ecological wellbeing, and combating corruption and unethical labour practices.

2023 UNISA BUSINESS—BY THE NUMBERS



OUR ACHIEVEMENTS DURING 2022-2023—MEASURING AND DELIVERING

We achieve our SDGs the traditional ways through teaching and research (publications). Delivering on our sustainability development goals, UniSA Business published articles covering 519 SDGs since the last reporting period. Additionally, in this SIP we have also included some of the unique approaches that demonstrate our commitment to responsible management.

Sustainable Development Goals Publications (2022-2023)

No Poverty	16	Reduced Inequities	41
Zero Hunger	8	Sustainable Cities and Communities	24
Good Health and Wellbeing	28	Responsible Consumption and Production	60
Quality Education	15	Climate Action	11
Gender Equality	23	Life below Water	2
Clean Water and Sanitation	14	Life on Land	11
Affordable and Clean Energy	5	Peace, Justice, and Strong Institutions	26
Decent Work and Economic Growth	92	Partnerships for the Goals	101
Industry Innovation and Infrastructure	42		

Delivering on many of the Sustainable Development Goals in our unique way

	The MBA and Executive Education Team at UniSA Business participated in a walk to support the Hutt Street Centre and their annual Walk a Mile in My Boots Fundraiser. The Hutt Street Centre, which provides support for the homeless, has experienced a significant increase in demand for critical services, with numbers more than doubling in 2023.
	UniSA Business staff collected and donated food to Foodbank during the Easter and Christmas seasons, contributing a total of 104.12kg in December 2023. This donation provided meals to approximately 208 people in need.
	<p>The UniSA Business Sustainability Working Group organised the following for staff: yoga sessions and a meditation class; terrarium-making sessions with a focus on ecosystems and ecology; a terracotta pot painting class; and a R U OK? Day promotion for mental health awareness. Many UniSA Business staff also participated in the Australian Red Cross blood donation drive.</p> <p>UniSA Business researchers investigated insufficient housing regulations with under-investment in public housing services fuelling the problem, with substandard living conditions (inadequate heating and cooling, dampness and mould) affecting people's physical and mental health.</p>
	In September 2023, UniSA Business welcomed 108 Year 10 and 11 students from local high schools for a unique exploration of the world of business along the UniSA Blue Brick Road. This innovative initiative, a response to the declining domestic demand for business students, was a collaborative effort between the Secondary Teachers Committee and UniSA's Accounting and Finance Program Suite. Led by Heather Prider and Associate Professor Joanne Tingey-Holyoak, the project team devoted considerable effort to designing a student-centered event focusing on accounting, finance, economics, and marketing.
	<p>Gender diversity experts at UniSA Business advocated for governments to rethink their approach to gender targets as <a href="#">new UniSA research</a> showed that these targets do not lead to expected improvements in gender equity for women in leadership roles.</p> <p>The Centre for Workplace Excellence (CWeX), within UniSA Business, was commissioned to validate Wellbeing South Australia's Healthy Workplace Assessment Tool.</p>
	The UniSA Business Sustainability Working Group presented a DIY Cleaning and Personal Care Products Workshop for UniSA Business staff.
	<p>UniSA Business researchers examined the effect of energy poverty on health and education outcomes for 50 developing countries.</p> <p>In future, UniSA Business will also explore connecting with the UniSA Future Industries Institute that is developing technologies for highly efficient, renewable and safe devices.</p>

SUSTAINABLE DEVELOPMENT GOALS

	UniSA Business staff mentored Work Integrated Learning (WIL) students enrolled in our Academic Unit, offering them opportunities to engage in projects such as this PRME report.
	Australian fintech company, Financy forged a strategic partnership with UniSA's Centre for Workplace Excellence (CWeX) to develop Impacter. This innovative new tech solution assists organisations in effectively managing and prioritising performance on diversity, equity and inclusion.
	UniSA research delved into human trafficking and modern slavery, shedding light on the complexities of trafficking networks, the vulnerabilities of those affected and the challenges in combatting these forms of exploitation. The research focussed on re-building the lives of survivors and the role of social enterprise in facilitating this process by providing opportunities for marginalised women to regain agency and autonomy.
	<p>UniSA Business marked World Environment Day with our #BeatPlasticPollution campaign. Throughout June 2023 we hosted an educational competition using Microsoft quizzes to raise awareness of the importance of combating plastic pollution.</p> <p>Celebrated and raised awareness of Planet Ark's National Tree Day.</p>
	<p>The UniSA Business Sustainability Working Group facilitated a 'Junk or Gem' clothes exchange event, to great success. To promote sustainability and encourage proper waste management practices the working group also produced a video focussing on plastic cup usage and waste disposal. This resource aimed to educate staff on sustainable practises and the correct use of various bins.</p> <p>To leverage UniSA's institutional partnership with the MIT Food and Climate Systems Transformation (FACT) Alliance, Director Dr Greg Sixt joined us for a UniSA Food Systems Roundtable addressing how we can facilitate new, solutions-oriented approaches to addressing the complex challenges facing food systems amidst global change.</p>
	<p>The Sustainability Working Group focused on the Beating Plastic Pollution initiative in June 2023.</p> <p>UniSA Business conducted research to enhance accountants' options for improving accounting practises related to long-lived and climate-exposed assets.</p>
	The UniSA Business Centre for Markets, Values and Inclusion (CMVI) is in a newly-established South Australian Blue Carbon Ecosystem Restoration Project, located in the upper Gulf St Vincent, South Australia. A suite of studies will investigate the benefits for the environment, its residents, and visitors, and will highlight affordable methods to measure these benefits to feed into a useable Environmental Economic Accounting (EEA) framework.
	<p>UniSA's contribution to an international social enterprise project, Transforming Irrigation in Southern Africa, which has supported more than 15,000 farm businesses in sub-saharan Africa, was honoured with the European Foundation for Management Development (EFMD)'s Excellence in Practice Gold Award in the Ecosystem Development category in 2022.</p> <p>A staff-led campaign encouraged colleagues to bring plants into the office to reduce stress and enhance air quality, and two terrarium-making sessions were held for staff with a strong focus on learning about ecosystems and ecology.</p>
	UniSA Business continued promotion of disability inclusive practices to demonstrate our ongoing commitment to both staff and students with disabilities. This ongoing promotion increases awareness about disability and encourages staff and students in the UniSA Business community to engage with, understand and respect differences and similarities between people.
	<p>UniSA Business became a member of Australasian Campuses Towards Sustainability (ACTS) Limited, a non-profit organisation with a mission to engage, empower and exemplify members to drive change and lead the transition to a sustainable future.</p> <p>At UniSA Business we have two staff awards (Research Impact Award, and Ethics and Social Responsibilities Award), which incorporate the UN SDGs as criteria for nomination.</p>



## PRINCIPLE 1: PURPOSE

*We will cultivate the capabilities of students to be future generators of sustainable value for both business and society, fostering their readiness to contribute to an inclusive and sustainable global economy.*

Our PRME Purpose commitments for 2022-2023, which are aimed at fostering students' abilities to become future generators of sustainable value for both business and society and to work for an inclusive and sustainable global economy, are evident in our range of offerings. These include the Business Career Mentor Program, UniSA Business Internship Program, UniSA Business Career Ready Activities, Work Integrated Learning activities, Global Citizen Program, International Study Tours and Internships, and Global Business Experience. But don't take just our word for it.

### Business Career Mentor Program

The Business Career Mentor Program (BCMP) is a pioneering initiative that pairs UniSA Business students and recent graduates with seasoned business professionals to enhance their employability. Throughout this program, participants have the opportunity to connect with and learn from industry mentors, expanding their professional network. Designed to cultivate career management skills, strengthen industry knowledge and facilitate workforce transition, the BCMP empowers students to thrive in their professional endeavours.

The UniSA Business Career Mentor Program has now been successfully running for over 10 years. Participants are paired in a 1:1 mentoring relationship with an industry mentor for a duration of 30-weeks for career development. Prior to being matched with a mentor, mentees complete an induction course designed to prepare them for the program and establish realistic expectations. This induction course equips mentees with the skills to set actionable goals for their mentoring journey, providing a framework for productive meetings with their mentor. Additionally, participants have access to various professional development and networking opportunities throughout the program, further enhancing their career prospects.

In 2022, The Business Career Mentor Program saw the start of 249 mentoring connections with over 90% of mentee participants indicating they felt their participation in the program enhanced their career development. By June 2023, we had 264 students with mentors and 304 mentors in total available. Notably, half of mentees were offered further opportunities beyond their mentorship—including paid employment.

*I wanted to add to my experience, networking connections and depth of understanding of my undergraduate bachelor's degree in property. Over the course of the program, my mentor (Matthew) and I had monthly meetings to discuss various topics such as resume writing, career pathways, networking events, as well as professional development including work-life management for a balanced life in the long run. This was highly beneficial as Matthew provided me with invaluable connections with professionals in the industry which I would otherwise not have access to. He provided me with his advice from experience in the industry and tailored it to my current study and work.*

*I highly recommend participating in the BCMP as it's a brilliant way of connecting with mentors, getting firsthand insight into your chosen industry, and the ability to learn and develop professional skills one-on-one.*



Jasmin, Property student



*The Business Career Mentor Program was an absolutely valuable resource that was offered by UniSA. The process in matching me with my mentor was faultless and I found Ian, who has been an amazing influence on helping me with my career change. The wealth of experience that he brought to this mentor relationship has given me the knowledge and skills to approach this new phase of my journey with confidence.*

*For anyone thinking of applying for this program, I cannot recommend it highly enough.*

Andres, Management student

### Business Internship Program

The UniSA Business Internship program is designed to provide students with a work-integrated learning experience, enabling them to apply the skills and knowledge gained from their studies in a professional environment, either in person (traditional), or virtually. This practical application ensures graduates are prepared for life-long learning, personal development, and excellence in professional practice. By combining university education with real-world experience, the program equips students with the readiness and confidence needed to enter and succeed in the workforce.

Significantly, over 15% of students gained employment as a result of their internship. This was the outcome for Katie, a Bachelor of Business (Human Resource Management) student: "One of the most positive things to come from my internship was a job offer to join the company. This was a real honour to be asked and I am thrilled to say I have now joined the team as a Human Resource Administrator. In the office, no day is ever the same, it is an exciting, professional and rewarding environment."

Jarrold undertook the internship project as one of his final subjects:

*The timing was ideal as I was able to fully utilise my theoretical knowledge and understandings gained throughout my courses. It put myself in good stead, as I was able to understand the scope and requirements that are expected within the professional workplace environment, it has further led to gaining an understanding of key areas across the bank, and how each is equally important to help our customers succeed. The internship was structured well, with the three-week placement providing enough time to gain pivotal industry knowledge.*

*The placement also was a great opportunity to connect with industry experts to hear about their careers progression and how it was important to stay connected, as their network may have looked at hiring in the future.*



Jarrold, International MBA student

### Additional Opportunities

Our students are well placed to become future leaders in generating sustainable business value for both industry and society. They benefit from additional opportunities such as the Biannual Student Industry Speed Networking events, Work Integrated Learning, internships, and highly sought-after international study tours.

UniSA offers various programs to enhance students' global business experience. Through inbound Study Abroad and Student Exchange programs, international students can study at any of the University of South Australia's campuses in Adelaide for six to twelve months. Short-term programs allow students to combine their formal education with travel opportunities before, during and after the study periods. Furthermore, UniSA provides courses such as Global Business Environment and Global Experience Professional Development to further enrich students' international perspectives.

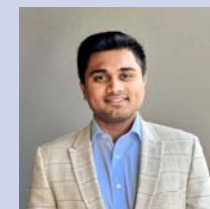
### PRME Report

We have great confidence in the capabilities of our students to be future generators of sustainable value for business. In 2022 and again in 2023 we enlisted the help of two UniSA Business students, Pranam and Shrish to assist the Accreditation and Quality Assurance team with the PRME report. UniSA Business was delighted to welcome Pranam and Shrish to the team, as their involvement provided a fresh perspective to the report. Their participation also reaffirmed the ongoing development of our students' enterprise skills and their commitment to sustainability.



*Through my internship placement with the University of South Australia, Business School in SP5 of 2022 my desire to develop my skills and expand upon real workforce knowledge within this area had grown and I was able to develop employability skills such as self-management, problem-solving, teamwork, ethical awareness, communication, and international perspective.*

Pranam, Information Strategy and Management student



*Over the course of my internship [in SP5 2022], I had the privilege of actively contributing to the completion of the PRME report, a task that demanded meticulous attention to detail and a nuanced understanding of responsible management education. This experience not only sharpened my analytical skills but also allowed me to engage with real-world challenges in the field.*

Shrish, International MBA student



## PRINCIPLE 2: VALUES

*We will incorporate the values of global social responsibility, as exemplified by the United Nations Global Compact, into our academic activities, curricula, and organisational practices.*

Through our Academic Unit Plan 2022-2024, UniSA Business aims to realise the aspirations outlined in the University's key planning documents, including Enterprise 25 (E25); the Academic Enterprise Plan (AEP); the Aboriginal Research Strategy; the Aboriginal Employment Strategy; and the Equity, Diversity and Inclusion Framework. This plan will guide UniSA Business in the delivery of key university-wide processes and support continuous improvements. It encompasses the Curriculum Innovation Process, the achievement of research metrics, and the delivery of Scale and Focus research concentrations.

UniSA Business has committed to:

- Progress the Aboriginal Research Strategy through the allocation of appropriate resources for recruitment and retention of Higher Degree by Research students, professional staff, and researchers.
- Support the University's ambitions of diversification of its academic and professional staff workforce through the continued application of equity principles and the Aboriginal Employment Strategy.
- Embed equity principles within core attributes for our staff and within enterprise skills for our students. Focusing on common courses within our core Bachelor of Business and its specialisations, we will redesign curriculum and pedagogy to include high-quality content. This content will be aligned with the perspectives, knowledge and learning preferences of our Aboriginal staff and students, ensuring inclusive and comprehensive programs.
- Targets: increase the number of UniSA Business staff who identify as Aboriginal by over 200%, and increase the number of UniSA Business students who identify as Aboriginal by over 50% by 2025.

At UniSA, reconciliation means ensuring an environment where two-way knowledge sharing, and recognition for our collective histories and cultures are common practice. Since its founding, UniSA has been committed to being the University of Choice for Aboriginal People. Our founding act mandated Aboriginal engagement and significant initiatives such as the Aboriginal Taskforce, Australia's first Aboriginal Tertiary Program, and Aboriginal Studies programs have reinforced this commitment.

UniSA Business actively supports the University of South Australia's Reconciliation Action Plan (RAP). The 2023–2025 Stretch Reconciliation Action Plan was launched on 8 September 2023 and we have previously supported the Stretch RAP: 2018–2021 and the Innovative RAP: 2014–2017. Additionally, we mandate that all UniSA Business staff attend a full-day workshop—*Aboriginal Sensitivity and Respect*.



### University of South Australia Stretch Reconciliation Action Plan 2023–2025

UniSA's Stretch Reconciliation Action Plan (RAP) 2023–2025 was launched on Friday 8 September 2023.

The new plan was co-created with, and reflects the aspirations of, our University community. It presents an opportunity for Aboriginal and non-Aboriginal peoples to come together in the spirit of reciprocity, to celebrate Aboriginal Peoples, knowledges and cultures, and collectively build a respectful, culturally intelligent and inclusive community.

Everyone has a role to play in advancing reconciliation. By working together as a community to achieve our aspirations, we can ensure UniSA continues to be a University of Choice for Aboriginal Peoples and, in turn, create a better future for all.

*Yurirka: Proppa - Engagement with Aboriginal Peoples.* This guide has been prepared to assist users to engage respectfully with Aboriginal Peoples. Aboriginal Australia represents the oldest recorded histories and cultures known to the world, however, colonial histories do not acknowledge this fact. Instead, Aboriginal Peoples have been ignored and the terra nullius myth, has had a devastating impact. It is time to improve engagement with First Nations, and to redress past injustices; to decolonise.

### UniSA Business student's internship with United Nations Humanitarian Affairs

*I have always been interested in achieving the sustainability goals therefore I applied to become a United Nations Green Ambassador, through that experience I became passionate about inspiring others and evoking change in others, that is why I applied for the United Nations Humanitarian Affairs Internship.*

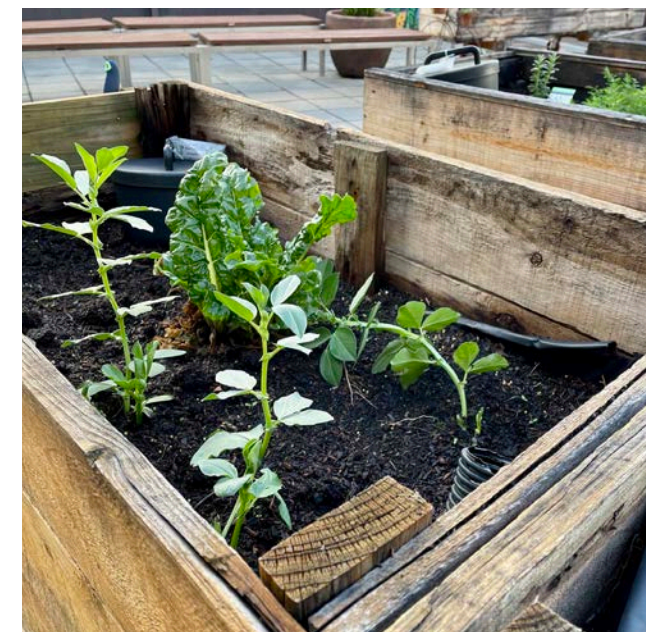
*This internship is typically run for 8 months in Bangkok, Thailand but due to health concerns they have decided to implement the first ever hybrid internship where I will conduct the first part of the internship in Australia and then join the team in Thailand to complete the second half. Through this internship, I will coordinate with Australian universities, and youth organisations to support youth in attending the 12th University Scholars Leadership Symposium (USLS) held in Bangkok for August 2024. Through this internship I want to give other youth the inspiration, passion, and experience to make a change, I want them to learn and grow from this conference just as I did after attending the Green Summit 2023.*

Ruby, International MBA student

### Community Garden

Wednesday, 3 May 2023 saw the re-planting of the edible Community Garden located on the walkway between the Hawke and Karna buildings at the City West campus. Six students from the 3rd Year Community Nutrition Promotion course (Food Science and Nutrition degree), together with a Year 4 student from a local primary school re-vitalised the garden with fresh soil and compost.

The team planted six different themes of herbs to reflect the type of herbs you would use in cooking dishes from around the world, as well as strawberries, mini cauliflowers spring onions and chamomile tea. The bay leaf and makrut lime trees are still going strong after being planted in 2022. The students also added worms to the soil and a compost bin so food scraps could be broken down and provide extra nutrients, as well as adding edible flowers including lavender, nasturtiums and marigolds to attract bees and butterflies to the area.



### Graduate Certificate in Aboriginal Studies

This postgraduate qualification is designed for students of any discipline who have an interest in Aboriginal history, culture, politics, and education. Through a combination of theoretical and practical learning, UniSA students will explore topics related to global, cultural, social, and political themes relevant to their area of interest. This graduate certificate enables UniSA students to delve into Aboriginal culture, society, and history as they pertain to a broad range of disciplines, including health, law, history, education, environment, policy, and research. It provides an in-depth knowledge and understanding of the economic, social, political, and cultural aspects of Aboriginal people in Australia.

UniSA also offers a Graduate Diploma in Aboriginal Studies and a Master of Aboriginal Studies, available on-campus or online.





PRINCIPLE 3: METHOD

We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.

Our new Vision sets our goals and our propose drives our performance and contributions. Our headline objectives are consistent with Enterprise 25, the University’s Strategic Plan.

**Objective One: We will be ranked among the very highest nationally for student satisfaction and graduate employment rates.**

UniSA Business has an enviable track record of supporting students from diverse backgrounds to reach their career aspirations, whether through paid employment, entrepreneurship, or volunteering. Our average graduate full-time employment rates have historically been the highest in South Australia, but more can be done. By 2025 UniSA Business will raise graduate full-time employment outcomes to exceed 80% as measured by the Quality Indicators for Learning and Teaching (QILT).

At the core of our commitment to graduate employment is the UniSA Career-Ready Skills (previously Enterprise Skills) framework. The Career-Ready Skills, monitored via the Assurance of Learning activities regularly undertaken to support our quality and accreditation standards, will be refreshed through our industry engagement and elevated in our curriculum design. This will sharpen the focus on digital literacy and cyber-security to align with contemporary demands. Our focus will also shift towards systematically enumerating the skill level of every student, from the commencement of their journey with UniSA Business through to their graduation, regardless of study mode. This will inform how and when we engage with students to provide the requisite support to realise their success. This will manifest in an increase in student and employer satisfaction across the board.

We will work closely with our colleagues in UniSA Online to ensure the same high-quality experience for our students regardless of whether they undertake their business degree via UniSA Business or UniSA Online.

Key aspirations to support Objective 1

- i. In collaboration with industry partners revamp Enterprise Skills into Career-Ready Skills that subsequently guide the spiralling of curricula, student intervention touchstones, and adaptive pathways for student advancement.
- ii. Ensure every undergraduate and postgraduate student is afforded a structured workplace learning opportunity and expand the role of clinics as part of learning.
- iii. Instigate a lifetime learning framework for students.

STUDENT EXPERIENCE	2019	2020	2021	2022	2023
BIS students participating in internships	339	299	546	373	370
BIS students having enriched global mobility experiences	279	18	37	85	54
BIS students receiving mentoring from an industry professional	240	294	273	305	401



It’s all in the design! UniSA Business Teaching Showcase

In 2023, Dean of Programs (Accounting and Finance), Professor Lin Crase led the UniSA Business Teaching Showcase. A jammed-packed program was designed to enable attendees to learn from colleagues and share best (or is it next?) practices. The showcase focused on teaching quality and student experience in-line with our core business—the provision of knowledge in serving the public good. For UniSA Business, good teaching is about integrating research, about the application of theory to practice, and about building learning communities. In fact, applied learning is what UniSA is known for.

Bachelor of Digital Business recognised as an ‘innovation that inspires’

In 2023, UniSA was recognised as one of 25 renowned institutions in the *Innovations That Inspire* spotlight program by AACSB International, the world’s largest business education alliance. The annual initiative spotlights global institutions that demonstrate leadership in redefining business education, creating value for students, businesses and society.

AACSB recognised UniSA’s partnership with global professional services company Accenture to create an online Bachelor of Digital Business, providing high-level business and digital skills. The degree addresses known and emerging skills gaps and will enhance productivity in Australia’s strategic growth areas. UniSA Provost Professor Joanne Cys says UniSA is “proud to have been recognised for our creative approach to providing an unparalleled learning experience with maximum impact”.

The Innovation Academy in Digital Business offers two custom programs—the Bachelor of Digital Business, and a course upskilling/reskilling established workforces in digital practices.



Dr Sarah Chua, Program Director for the Bachelor of Digital Business (2021-2023)



Business Internship Program Networking Events

UniSA internship programs result in enhanced career outcomes for students and myriad benefits for industries. UniSA Internships Industry to Student Speed Networking events are an opportunity for students to engage directly with Industry Partners seeking to host interns. The April 2023 event was a great success where 220+ students engaged with 110+ industry for 159 matches to date. Another successful event was held in September 2023.







Students from the first cohort of the Global Executive MBA (Defence and Space)

### GEMBA—an innovative program with international partnership and government involvement

Throughout 2022 and 2023, UniSA Business developed the Global Executive Master of Business Administration (Defence and Space) (GEMBA) program to meet the workforce development needs of the defence and space industries. This program brings together expertise and experience from the University of South Australia, Carnegie Mellon University's Tepper School of Business, and the University of Exeter Business School.

This unique program is delivered across three countries: Australia, the UK and the USA, where students undertake intensive in-person residentials interspersed with online learning. The in-country experience is immersive with access to industry experts and invaluable networking opportunities with industry peers.

The first GEMBA UK residential included a welcome by High Commissioner, Stephen Smith; a visit to UK parliament; and a field trip to BAE Systems and Airbus facilities at Portsmouth. The first USA residential will include a welcome event at the new Australian Embassy in Washington DC and activities at the Carnegie Mellon University (CMU) Pittsburgh campus, where CMU undertakes significant work with the US Department of Defence. The second GEMBA intake in mid-2024, with students from new and returning industry partners, will include a field trip to the ASC submarine-building site at Osborne in the Adelaide residential.

This GEMBA program is educating our future leaders in defence and space and, along with or partners, UniSA Business is imbuing our future leaders with a strong sense of social and global responsibility.



Left: Representatives from the University of South Australia, Carnegie Mellon University and University of Exeter  
Right: Students and instructor during the first Adelaide residential

### UniSA Social Enterprise Case Competition

These courses, BUSS 2087 and BUSS 5445, aim to develop students' skills through participation in cross-cultural teams and presentation of a case for a business idea that has social benefit. In this course, students draw on their previous studies to develop an innovative business idea that has a social impact outcome.

UniSA students work with students from a partner University in India, Sri Lanka or Bangladesh to explore an area of disadvantage and propose either:

- A business case for an appropriate social enterprise. The idea can be designed to work as a start-up or in conjunction with an existing not-for-profit organisation, or
- A business case for an innovative idea, product, or service with social benefit, that could be pitched to an existing enterprise.

### HDR Thesis Topics and SDGs

Our Higher Degree by Research (HDR) students' thesis topics set a high standard for our Sustainable Development Goals (SDGs). The future is bright; with 61% of their research projects covering SDGs.

UNISA BUSINESS HDR THESIS TITLE EXAMPLES	SDGs
Building the transformational power of water and food systems collaboration	2, 6
The effect of full-day schooling on learning outcomes: evidence from Vietnam	4, 17
Modern slavery in the Ghanaian cocoa industry	8
What works best in co-creating services in aged-care homes: the applications, benefits and theory	9
Towards optimising innovation-entrepreneurship outputs in knowledge intensive precincts	8, 17
Networking as a means of securing employment in South Australia: an analysis of female skilled migrants' experiences	5, 8
The role of emerging transport technologies for regional development	9, 11
How blockchain is impacting accountability and sustainability in a developing country	1
The interplay of identities: strategies of migrant women entrepreneurs in high-growth sectors	5, 8
Identifying opportunities for land use trade-off by recognising carbon farming co-benefits in NSW	7, 13
The economics of crime, corruption and discrimination	5, 16
Aligning water resource management and policies with Indigenous Peoples' vision of sustainable development: a case study of the Martuwarra (Fitzroy) River catchment, West Kimberley, WA	6, 12, 15
Accounting for modern slavery in corporate supply chains: the case of Kenya	8, 17
Inclusivity & equity of contemporary Aboriginal art in the global art market and the application of blockchain and other digital technologies	10, 15, 16
Assessing the welfare impacts of alternative strategies targeting farmer households in Bangladesh: possible strategies for better governance	8, 10, 17
Integration of corporate social responsibility CSR activities into business strategy at professional sporting clubs	3, 16
Role of management accounting in circular economy business models: evidence from the manufacturing industry in Sri Lanka	8, 17
Valuing the social return on investment of Aboriginal-led economic development in remote areas of Australia	3, 10, 15
Senior entrepreneurship for economic and societal wellbeing: innovative policy frameworks and the best practices	3, 8
The role of sustainable entrepreneurs in advancing corporate social responsibility in India	8, 17
Modern slavery in Ghana: a gender perspective	5, 8, 17
Financial inclusion, gender, wellbeing and economic development	1, 3, 5, 9
Government-led touristification of community cultural events and stakeholder dynamics: the case of the Pasola Festival, Indonesia	8, 10, 17
Sustainability accounting and reporting (SAR) practices in achieving the sustainable development goals (SDGs): a case study on regional-owned enterprises (ROEs) in Indonesia	8, 9, 12, 17



2022 UniSA Three Minute Thesis Finalists



## PRINCIPLE 4: RESEARCH

*We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental and economic value.*

### Sustainable development goals and topics

- |  |   |   |   |
|--|---|---|---|
|    | Income management of government payments on welfare: the Australian cashless debit card<br><a href="#">Read the article</a>   |    | Urban Indigenous homelessness: much more than housing<br><a href="#">Read the article</a>   |
|    | Lawn with a side salad: rainwater harvesting for self-sufficiency through urban agriculture<br><a href="#">Read the article</a>   |    | Ending homelessness in Australia: a redesigned homelessness service system<br><a href="#">Read the article</a>  |
|    | Building community connections: supporting enterprise development in regional Australia post-COVID 19<br><a href="#">Read the article</a>   |    | How can bicycle-sharing have a sustainable future? A research based on life cycle assessment<br><a href="#">Read the article</a>  |
|    | Work-integrated learning for international students: developing self-efficacy through the Australian National Tax Clinic Program<br><a href="#">Read the article</a>  |    | Environment friendly takeaway coffee cup use: individual and institutional enablers and barriers<br><a href="#">Read the article</a>  |
|    | Gender (in)equality in Australia: good intentions and unintended consequences<br><a href="#">Read the article</a>   |    | Corporate social responsibility at lux* resorts and hotels: satisfaction and loyalty implications for employee and customer social responsibility<br><a href="#">Read the article</a> |
|  | Exploration of public stereotypes of supply-and-demand characteristics of recycled water infrastructure - evidence from an event-related potential experiment in Xi'an, China<br><a href="#">Read the article</a> |  | Sensitivity analysis in economic evaluation of payments for water and carbon ecosystem services<br><a href="#">Read the article</a>   |
|  | Energy poverty, health and education outcomes: evidence from the developing world<br><a href="#">Read the article</a>   |  | Quality of voluntary modern slavery disclosures: top Australian listed companies<br><a href="#">Read the article</a>  |
|  | Accounting for modern slavery: an analysis of Australian listed company disclosures<br><a href="#">Read the article</a>   |  | Blockchain technology and modern slavery: reducing deceptive recruitment in migrant worker populations<br><a href="#">Read the article</a>  |
|  | The use of social media as a legitimization tool for sustainability reporting: a study of the top 50 Australian Stock Exchange (ASX) listed companies<br><a href="#">Read the article</a>                         |   |   |

### Academics recognised for outstanding contributions to student learning

The Australian Awards for University Teaching celebrate excellence in university teaching, rewarding academics and programs that improve the student experience and enhance learning. The awards are highly recognised Australia wide.

Program Director for Marketing, Mrs Vivien Chanana (project lead), alongside Marketing Professor, John Dawes received national awards for outstanding contributions to student learning in the 2022 awards.

### Climate-proofing accounting standards



#### Objective

UniSA Business researchers Joanne Tingey-Holyoak, Bethany Cooper, Lin Crase and John Pisaniello have partnered with CPA Australia (funder) in developing a guidebook of options for accountants to improve the accounting for long-lived and climate-exposed assets in the food sector.

This project is part of the 2022 CPA Australia Global Research Perspectives Program with the objective of directly addressing the role of the accountancy profession in tackling climate change by identifying and investigating a range of approaches for linking climate risks to accounting for long-lived assets.

Through identification of such techniques, engagement with practitioners, isolating links to current approaches, and exploring asset accounting decision making, preliminary guidance has been developed that can assist accountants. In the interests of parsimony, we focus on the food sector as it moves toward climate accounting for long-lived assets. Nonetheless, some of the findings are likely applicable to other sectors.

The accounting community is concerned about how to practically follow guidance on accounting for long-lived assets in a changing climate. Standards and guidance are emerging and becoming closer to being mandatory, however, they have not provided the level of clarity required by the profession on the uncertainty of future climate and how this impairs some assets.

#### Outcomes

Results from global literature and standards review found that whilst frameworks and standards are emerging, guidance at the more specific level has been limited. It is acknowledged in the review, that very few organisations hold expertise, data, and modelling capability to integrate climate scenarios into their long-lived asset accounting, posing an additional risk to accountants. The review draws upon the emerging regulatory frameworks for climate accounting and highlights the additional knowledge and tools from other disciplines that might help shape a response by the profession.

The study found a spectrum of available approaches for incorporating climate risk and uncertainty into financial accounting for climate change impacts on long-lived assets. Key accounting and financial services actor interviews reveal the current lack of engagement with climate change accounting for long-lived assets and the barriers and opportunities for the future. This includes the need for clear decision criteria, improved data collection and sharing, and accessible risk models. The feasibility of the measurement models was tested with results finding the spectrum of approaches appealing and necessary. Shared data and shared meaning around databases were of importance. To explore risk models in use around the world, a desk based global company scan and three case studies were undertaken to consider how such tools are being used internationally. Results found that across three countries at various stages of TCFD framework implementation, climate impacted asset accounting is relatively rare, but an emerging field where models presented are in effective use.

Findings were synthesized which included refining and finalisation of a Decision Criteria Framework for Accounting for Long-Lived Assets in a Changing Climate. The guidebook demonstrates how results can start to assist accountants to navigate the uncertainties and risks that come with climate change and create the opportunity to improve decision making for the profession operating in that sector.



Associate Professor Joanne Tingey-Holyoak, Dr Bethany Cooper, Professor Lin Crase and Professor John Pisaniello



PRINCIPLE 5: PARTNERSHIP

We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

Industry-Driven Curriculum—the GEMBA Program

UniSA Business developed the Global Executive Master of Business Administration (Defence and Space) (GEMBA) program to meet the workforce development needs of the rapidly expanding defence and space industries. UniSA is renowned as one of Australia’s top universities for defence research. Through industry-informed teaching and partnerships with over 2,500 international collaborators, we tackle defence and space capability challenges by uniting industry professionals and multidisciplinary researchers to achieve impactful results. With seven globally recognised defence companies based in South Australia, UniSA is ideally situated to offer a specialised MBA program with a curriculum shaped by leading industry experts.

A New Tech Solution for Diversity, Equity and Inclusion

Emerging Australian fintech company, Financy is committed to accelerating gender equality and partnered with UniSA’s Centre for Workplace Excellence (CWEx) to develop Impacter – a new tech solution that helps organisations manage and prioritise performance on diversity, equity and inclusion.

Gender Target Research for the Public Sector

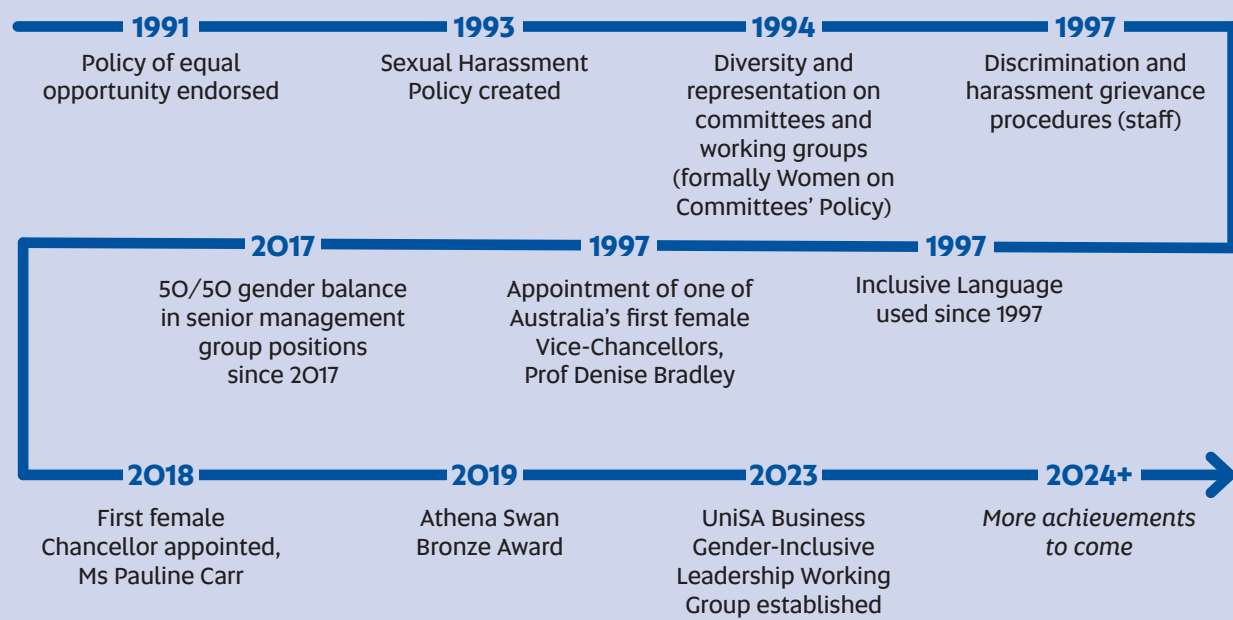
Gender diversity experts at the University of South Australia conducted [research into gender targets and trickle-down effects](#). From their results, researchers urged governments to rethink their approach as gender targets they do not lead to the expected improvements in gender equity for women in leadership.

Gender Equity

UniSA’s commitment to equality of opportunity for women is long held. The Equal Opportunity Policy committed the University to taking positive steps to remove any barriers that have prevented women from doing certain jobs, or from taking the chance to advance to higher levels within the University. A range of other policies designed to protect women against workplace discrimination and to support their full and active involvement in all aspects of the University community subsequently complemented the EO policy.

Because of these commitments, the University has benefited from the energy, involvement, and inspiration of women in all levels of our workforce, from junior roles to the most senior levels of university leadership. While much has been achieved, more remains to be done to ensure genuine equality of opportunity exists at all levels and in all domains of university activity.

UniSA and UniSA Business Gender Equity Timeline



PRINCIPLE 6: DIALOGUE

We will facilitate and support dialogue and debate among educators, students, business, government, consumers, media, civil society organisations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

Gender equality in organisations: the dynamics of space

Carol T. Kulik, Sukhbir Sandhu, Sanjeeva Perera and Sarah A. Jarvis



Professor Carol Kulik

Gender equality goals have proven to be difficult for organisations to achieve. Management scholars attribute gender equality’s intractability to decoupling: organisations adopt structures, policies and programs that fail to deliver their intended outcomes.

UniSA researchers presented a conceptual framework drawing on recent developments in institutional logics, acknowledging that stakeholders are diverse and care about different things at different times.

This framework portrayed organisational activities as operating across three distinct metaphorical spaces (physical, mental, and social). Physical space describes the organisation’s formal structures, policies and programs. Mental space is the organisational members’ shared meaning about the organisation’s identity (including what management researchers have called diversity climate). Social space is the external stakeholders’ shared perception of the organisation’s identity (including what management researchers have called diversity reputation).

Management literature has historically emphasised activities originating in the physical space. We use case examples to illustrate how organisations might avoid decoupling by simultaneously attending to all three spaces. The framework identifies opportunities for organisations to harness cross-space dynamics, embrace divergent institutional logics, and enable progress toward gender equality.

[Read the chapter](#)

UniSA’s prestigious award for innovative social enterprise project in Africa

The University of South Australia’s contribution to an international social enterprise project, which has supported more than 15,000 farm businesses in sub-Saharan Africa, has been recognised by the European Foundation for Management Development (EFMD). UniSA took home an EFMD Excellence in Practice Gold Award in the Ecosystem Development category on 19 May 2022 for its work on the project ‘Transforming Irrigation in Southern Africa’ (TISA), which was established in 2013.

Funded by the Australian Centre for International Agricultural Research and led by the Australian National University in collaboration with UniSA and a number of international partners, the project now works with 15,500 farm businesses and 42 irrigator corporations across three countries.

Under the project, rice mills, storage facilities, farm equipment, oil presses and packaging facilities, have been introduced to communities—opening opportunities for more small business, creating jobs and increasing prosperity.

UniSA Business was honoured to be recognised in the awards, which showcase some of the most innovative and impactful partnerships being driven by business schools around the world. The award highlighted the complex learning and development project UniSA undertook in collaboration with international partners.

This project was research with significant global impact, where UniSA researchers worked together across disciplines to provide enterprising solutions that support inclusive and sustainable communities globally.





PRINCIPLE 7: ORGANISATIONAL PRACTICES

We understand that our own organisational practices should serve as example of the values and attitudes we convey to our students.

A few of our examples...

**Support for the Hutt St Centre during National Homelessness Week**

The UniSA Business MBA and Executive Education Team walked to support the Hutt Street Centre and their annual Walk a Mile in My Boots challenge. More than 7,000 people are experiencing homelessness in South Australia and this challenge raises funds to provide nourishing meals, laundry facilities, medical care and hot showers to help people doing it tough in our community.

**Foodbank Christmas Food Drive**

Hunger is one of Australia's best kept secrets, yet it impacts more than 135,000 South and Central Australians every month. UniSA Business ran a Christmas food drive in 2023 to support those in need and donated a total of 104.12 kg of non-perishable food.

**#BeatPlasticPollution Campaign**

Throughout June 2023, the Sustainability Working Group focused on the #BeatPlasticPollution initiative to raise awareness amongst staff and students by sharing informative videos and hosting competitions to win hand-crafted pens made from twice-recycled bread tags.

The Sustainability Working Group also produced a video focusing on plastic cup usage that aims to educate staff on sustainable practices and the correct use of different bins. The video also included suggestions for viewers to reduce their carbon footprint and how these actions are linked to the Sustainable Development Goals.

**Junk or Gem Clothes Exchange**

In support of Slow Fashion September, the UniSA Business Sustainability Working Group facilitated a clothes exchange event called *Junk or Gem* to great success in 2023. Staff brought in pre-loved clothing items for other attendees to take and learnt more about sustainable clothing.

Sustainable Decorations Competition for Staff

UniSA Business have a proud culture of sustainability and altruism. Staff are keen to get involved in initiatives that unite the broader team and bring us together in support of worthy causes.

In 2023, UniSA Business held a Sustainable Christmas Decoration competition encouraging small groups within the wider team to collaborate and develop innovative ideas of festively decorating their areas using entirely sustainable, recycled or repurposed materials. The resulting creativity was astounding, with wreaths made from aluminium coffee capsules or painted cardboard egg cartons, gingerbread houses and fireplaces built from packaging cardboard and brown paper, hanging decorations made from bird seed, and Christmas trees built from books or folded from twenty-year-old textbooks.

Executive Dean, Professor Andrew Beer, noted that this competition encapsulated so much of the values and capacity of this business school: creativity, enthusiasm, a desire to work with others as part of a team, the embrace of a competitive ethos, care for the environment and sustainability, and a willingness to try new things—for fun and development.





APPENDIX—DELIVERING ON OUR COMMITMENTS

2022–2023 COMMITMENT	RESULT
<b>PRINCIPLE 1: Purpose</b>	
Ensure every undergraduate and postgraduate student is afforded a structured work-place learning opportunity and expand the role of clinics as part of learning.	<p>Placements, internships, and sector-leading networking events have continued during 2022-2023. Significantly, all UniSA Business programs offer students the opportunity to participate in internship placements. Students can choose voluntary placements outside of their program of study, or enrol in a placement elective, which is available in all Business programs. In 2022, 373 students participated in placements, increasing to 383 in 2023. Impressively, 97% of host organisations indicated they would or will host another student placement in the future. Additionally, 49% of students who complete a placement are offered a position immediately or shortly after their placement. For those not offered a position, nearly 46% maintain a mentoring relationship with their host organisation, and 83% of host organisations would act as a referee for the student.</p> <p>Additionally, undergraduate students in the marketing programs have the opportunity to complete the Marketing Clinic course, which has students working with local business clients on actual marketing strategy or communication tasks.</p> <p>The UniSA Tax clinic also extended placement opportunities to UniSA Online students, which were previously only offered to on-campus students. This Tax Clinic enables students to gain real experience with taxpayers in the community.</p> <p>Industry partner relationships have also strengthened, particularly with Accenture through the co-designed Bachelor of Digital Business. This program incorporates guaranteed industry projects, and internship opportunities to students.</p> <p>UniSA Business also increased student internship and overseas experience enrolments overall.</p>
More commitment to graduate employment with the UniSA Enterprise Skills in collaboration with industry partners.	<p>UniSA Business Enterprise skills were formally discussed, and feedback provided by several of UniSA Business Advisory Boards in 2022.</p> <p>The UniSA Internships Industry to Student Speed Networking event in April 2023 was another success. More than 220 students engaged with over 110 industry representatives, for an 87% overall satisfaction rating.</p>
We will be ranked among the very highest nationally for student satisfaction and graduate employment rates.	<p>Employers have ranked UniSA graduates number one in Australia for employability, up from number two last year, further demonstrating how the University is helping students launch unstoppable careers.</p> <p>UniSA remains as South Australia's number 1 University for student experience in the 2022 Employer Satisfaction Survey.</p> <p>QILT results have placed UniSA first in South Australia for student and employer satisfaction. 2021-2022 rated #1 in South Australia for student satisfaction in Course Experience Questionnaire. Overall satisfaction indicator (domestic Undergraduate); in the ComparED (QILT) survey. 2020-2022 UniSA was rated #1 in South Australia for graduate careers; Full time Employment Indication (domestic Undergraduate); in the ComparED (QILT) survey.</p>
<b>PRINCIPLE 2: Values</b>	
Bring life to the Aboriginal Research and Employment Strategies and the equity, diversity and inclusion framework.	<p>Discussions have commenced with Professor Irene Watson regarding Aboriginal research and employment strategies.</p> <p>Continuous growth and actions have continued to develop in accordance with the Aboriginal Research Strategy 2019-2025. The Enterprise Hub is working to support the Aboriginal Leadership and Strategy vision including the Aboriginal community and Elders. The University still maintains a minimum 2% Aboriginal persons employment rate.</p>
Resource the recruitment and retention of HDRs and staff under the Aboriginal Research Strategy.	<p>UniSA launched a new scholarship aimed at increasing the representation of Aboriginal Peoples in research degrees and academia, and continuous growth and actions have continued to develop in accordance with the Aboriginal Research Strategy 2019-2025.</p> <p>Four Aboriginal PhD Student Scholarships valued at \$20,000 each were awarded in early 2022. The scholarships aim to support student progression and research during candidature, and to incentivise and recognise degree completion.</p> <p>UniSA launched the Aboriginal Enterprise Research Scholarship (AERS) in July 2022 to increase the representation of Aboriginal Peoples in research degrees and academia. Valued at \$45,076 annually, AERS is open to any Australian Aboriginal applicant who received an offer of admission into a research degree at UniSA.</p> <p>In 2023, UniSA Business also developed the Aboriginal Business Study Tour to show students approaches to business skills and activities relevant now and in the future from Aboriginal perspectives. This course, led by Dr Skye Akbar, provides students with an innovative in situ approach to learning that incorporates real world experiential learning aligned with insights into contemporary Aboriginal business.</p>

2022–2023 COMMITMENT	RESULT
<b>PRINCIPLE 2: Values (continued)</b>	
UniSA Business Sustainability Group (SWG) to continue to engage the staff in ways to improve the environmental footprint.	<p>Over the course of 2022–2023, a sustainable and environmental acts plan has been developed.</p> <p>The UniSA Business SWG have continued to initiate and provide opportunities for staff to engage in sustainability and environmental and health and wellbeing initiatives including: a community staff library, bread tags for wheelchairs, plastic lid collection bins, community garden, yoga sessions, terrarium workshop, Guide Dogs morning tea, Junk or Gem clothes swap, and DIY personal cleaning and personal care product workshop.</p>
We will embed equity principles within core attributes for our staff and within enterprise skills for our students.	<p>Ethical awareness imbues all aspects of UniSA Business, and equity principles were at the core of the creation of the Gender Equity Working Group.</p> <p>Every course within the Business curriculum has an Enterprise Skills course objective statement, specifying the skills (and the levels) being developed and assessed within the course. Students are also made aware of where these skills are being assessed within their curriculum.</p>
<b>PRINCIPLE 3: Method</b>	
Continue to monitor and review mapping of ethical action across programs and integration into courses.	The Ethical Awareness Enterprise Skill is integrated into all UniSA Business courses. This skill is assessed in all core courses, and if achievement rates in this area decline, measures are promptly taken to address the issue. It is expected that all UniSA graduates will carry this skill with them into the workforce.
Continue to engage and support students and staff in Enterprise skills framework.	All core courses within Business programs incorporate the Enterprise Skills framework, with student achievement of these skills assessed through the Assurance of Learning (AoL) process. The AoL outcomes are reviewed quarterly by an academic board, and improvements are implemented in the rare instances where student achievement falls below the 70% threshold.
UniSA-Yunus Social Business Centre will grow and strengthen our commitment through networking and by joining and establishing relationships.	<p>The UniSA-Yunus Social Business co-organised the Social Enterprise Complexity and Systems Change Day held in March 2022. The event was co-hosted by the UniSA-Yunus Social Business Centre, UniSA Centre for Markets, Values and Inclusion, Catalyst 2030 and Wicked Lab. Leading national and global experts from the University of Oxford, Griffith University, UniSA/Wicked Lab, Good Market, Moving Feast/STREAT, English Family Foundation, Social Enterprise National Strategy, SENVIC, Catalyst 2030, and the Government of South Australia spoke on a range of topics concerning how social enterprises can address complex ‘wicked’ problems. The event attracted 225 registrations and material from the event will continue to be promoted in the future through a partnership with Digital Storytellers.</p> <p>The Indigenous systems thinking, SDGs interconnectedness &amp; funding systems change day was held on May 9, 2022, with 240 national and international registrants from social enterprise, government, business, philanthropy, and business. The event was co-hosted by the UniSA-Yunus Social Business Centre and the Centre for Markets, Values, and Inclusion along with Catalyst 2030 and WickedLab, with Dr. Sanjaya Kuruppu and Dr Sharon Zivkovic being the UniSA co-organisers. The event received international attention as part of the Australasia launch for Catalyst 2030 Catalysing Change Week.</p>
We will support and promote teaching that includes all 17 UN sustainability development goals.	<p>While teaching that includes the UN Sustainability Development Goals is present across numerous UniSA Business courses, the course Business and Society includes teaching that encompasses all 17 SDGs. Business and Society is a core first year course in all Business degrees and aims to develop students’ understanding of the relationship between society, business, government, and the not-for-profit sector, as well as enabling students to identify a range of professional capabilities necessary for participation in a sustainable society.</p> <p>Within the topic ‘The UNGC, Social Sustainability, and the 10 Principles’ this course develops students’ understanding of the United Nations Global Compacts and the SDGs within a business context. Students are required to select two or three of the SDGs and identify links between social and environmental sustainability issues for each of the goals. Students then examine why businesses should support these SDGs and evaluate how they can apply this understanding in their future professional careers.</p>
<b>PRINCIPLE 4: Research</b>	
Research from UniSA Business will be known as the sector's most industry-engaged university.	<p>The four research centres within UniSA Business continued to increase their research profiles with industry and the broader community, and focused on outreach and consolidation of industry partners and contacts during 2022-2023. Advisory Boards, including external industry representatives, were also established in the Centre for Enterprise Dynamics in Global Economies (C-EDGE) and the Centre for Markets, Values and Inclusion (CMVI). The Ehrenberg-Bass Institute for Marketing Science, which has three Advisory Boards in Europe, Australiasia, and North America, continued its high level of engagement with industry,</p> <p>The Bachelor of Digital Business was created in conjunction with industry partner, Accenture. While 2023 data is currently being finalised, UniSA Business had 203 new project lines with a contract value of over \$12m as of the end of November 2022.</p>



APPENDIX—DELIVERING ON OUR COMMITMENTS

2022—2023 COMMITMENT RESULT

PRINCIPLE 4: Research (continued)

Grow research income and grow the scale of research centres.	<p>With the inclusion of sponsorships through the Ehrenberg-Bass Institute for Marketing Science, UniSA Business achieved over \$18m in research revenue in 2022. 2023 research revenue data is currently being finalised.</p> <p>Ten new postdoctoral positions have been created annually for the past five years, increasing our research capacity and budget.</p> <p>The Centre for Workplace Excellence; the Centre for Markets, Values and Inclusion; and the Centre for Enterprise Dynamics in Global Economics have continued engagement through key industry events and public lectures.</p>
Recruit visiting fellows tied to our research centres that advance our reputation.	<p>The UniSA Visiting Research Fellows Scheme has brought some of the world's most talented minds and practitioners to work in partnership with our researchers, business and the community. The scheme is designed to find solutions to complex issues we face as a global society and use our collaborative discoveries to help our local businesses, communities and society to grow and prosper.</p> <p>In 2022 Professor Jim Cavaye, Emeritus Professor Regional Partnerships Cradle Coast at the University of Tasmania visited UniSA Business under the Regional Development Australia Murraylands and Riverland Visiting Research Fellowship. In 2023, UniSA Business was visited by Professor S. Tamer Cavusgil, Executive Director at the Center for International Business Education and Research in the J. Mack Robinson College of Business at Georgia State University, USA. Professor Cavusgil visited under the Seeley International Visiting Research Fellowship.</p> <p>With the support of UniSA Advancement Services, the UniSA Business Dean of Research is actively following up leads of prospective Visiting Fellows along with potential industry donors, which has included field trips and business meetings across various sectors.</p>
Embed HDR recruitment strategies into industry sponsorship and research partnerships and foster collaboration in ERS across our network of partner institutions and the global network of universities with social enterprise initiatives.	<p>Researchers in UniSA Business (BIS) are encouraged to request stipends in competitive grant applications to national funding bodies like the Australian Research Council (ARC) to attract, recruit and support higher degree by research students (HDRs). This provides an excellent recruitment pathway for high performing HDRs. Currently, a number of BIS HDRs are supported through external stipends and top-up scholarships from sources including an ARC Linkage grant, the Australian Housing and Urban Research Institute and Korean Studies Promotion Services Seed Program.</p> <p>At UniSA, HDRs are admitted through our Project-based Research Degree (PBRD) approach, which enables researchers to work closely with industry partners and funders to design impactful, industry-relevant research projects for prospective HDRs. Our Enterprise Partnerships Unit also support researchers to identify potential industry partners.</p>
Leverage other university-industry partnerships by fostering inter-centre collaboration across Academic Units and engagement with industry-based business development.	<p>The UniSA Enterprise Hub is central to this commitment. UniSA's Enterprise Hub is dedicated to fostering inter-centre collaboration across Academic Units, enhancing engagement with industry-based business development and leveraging university-industry partnerships. The Enterprise Hub works with organisations of all sizes to overcome challenges, innovate, and add value by leveraging the expertise and energy of their staff, research, and collaborators.</p> <p>UniSA's collaboration with global professional services company Accenture is a prime example of university-industry partnership and demonstrates how industry-based business development can transform education. The Innovation Academy, born from this collaboration, combines Accenture's global expertise with UniSA's leadership in industry-informed business education and research to deliver bespoke, innovative curriculum and training programs. This partnership addresses both known and emerging skills gaps, enhancing productivity in Australia's strategic growth areas.</p>

PRINCIPLE 5: Partnership

Design and develop the Bachelor of Digital Business and Professional Development courses in partnership with Accenture, and the Global Executive MBA in partnership with University College London.	<p>Launched in collaboration with our industry partner Accenture in 2022, the Bachelor of Digital Business has already attracted, and enrolled students into this cutting-edge program. UniSA Business has also established pathways from the Bachelor of Digital Business to Master of Management programs in Marketing, Human Resource Management and Business Analytics.</p> <p>UniSA's new Global Executive MBA in Defence and Space, designed to address skills gaps and support the AUKUS alliance has been recognised by the AACSB International's Innovations that Inspire spotlight program. The program was launched in September 2023 and the inaugural cohort completed their first residential visit to the UK in February 2024. This pioneering program, the first of its kind in Australia, is conducted in partnership with Carnegie Mellon University and the University of Exeter. We concluded our partnership with University College London (UCL) due to challenges in resource allocation, ensuring our ability to meet our goals and deliver optimal outcomes for our students.</p>
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2022—2023 COMMITMENT RESULT

PRINCIPLE 5: Partnership (continued)

Leverage other university-industry partnerships by fostering inter-Centre collaboration across Academic Units and engagement with industry-based business development.	<p>As part of the prestigious Global Executive MBA (Defence and Space) (GEMBA), we have secured international partnerships with Carnegie Mellon University in the US and the University of Exeter in the UK. The partnership was in part driven by AUKUS, the trilateral security partnership between Australia, the UK and the US. UniSA has developed the program in consultation with the Department of Defence and continues to work closely with our partners who work with their respective defence departments to ensure a global experience with cutting edge technology.</p> <p>In 2022 UniSA introduced a new degree in digital business in a unique joint venture with Accenture, a leading global professional services company, with the aim of of transforming business education and digital skills education in Australia. The program leverages Accenture's global workforce and UniSA's strong background in online education to address emerging skills gaps and boost productivity in Australia's strategic growth areas. This collaboration between UniSA and Accenture has established the Innovation Academy in Digital Business.</p>
Grow the number of multiple projects and top 5% research income through identifying high yield partners and leveraging industry partnerships established across Academic Units.	<p>UniSA Business continued to achieve significant levels of research income through repeat clients and high-yield partners. In 2023, UniSA Business won \$19.8m (up from \$18m in 2022) in research and development income across all funding categories (Higher Education Research Data Collection) including large national competitive grants, international and national industry and contract research, and Cooperative Research Centre projects. For example, the Ehrenberg-Bass Institute for Marketing Science continued to work with long-standing international sponsors including Mars, Colgate-Palmolive and Nestle, many of whom have expanded their membership to cover multiple regions, while also adding new sponsors each year.</p>
Establish preferred international partners from globally reputable institutions for our research centres to activate productive research, teaching, and industry exchanges.	<p>UniSA currently has more than 2500 industry partners worldwide and over 28 exchange country partners. The University also has more than 500 international research collaborations across 45 countries, with this only being developed further with the opening of a new Enterprise Hub in 2023. UniSA's Enterprise Hub is an innovative initiative that harnesses UniSA's extensive industry partnerships and world-leading research to offer expert advice and customised solutions for complex challenges to produce mutually beneficial outcomes for industry and society.</p> <p>UniSA Business also established two new international partners in Carnegie Mellon University in the US and the University of Exeter in the UK through the launch of the Global Executive MBA.</p>
Further diversification of our student cohorts, achieved by leveraging existing and developing new relationships with international and industry partners, both on and offshore.	<p>The New Colombo Plan (NCP) has given UniSA students the opportunity to explore various Indo-Pacific locations, including Sri Lanka, a newer relationship that the University has formed. In the 2023 round of NCP scholarships, six UniSA students from various academic units received funding. This included two UniSA Business students (an Accounting student, and a Marketing student) who will study with Beijing Normal University.</p> <p>The University has an ongoing goal of further developing international internships for domestic students, a plan that will be investigated further in coming years.</p> <p>Despite the impact of COVID-19 on international travel, industry partner relationships have continued to develop through email and student webinars, with some face-to-face meetings recommencing. These included trips to industry partners in Taiwan, Malaysia, Sri Lanka, and India. As noted above, the New Colombo Plan has also helped many students who may not otherwise have been able to afford to experience international study tours.</p> <p>UniSA Business has been highly successful with a diverse cohort of students increasingly choosing to study with us. UniSA had also been taking steps toward study centres based in Vietnam, however this initiative is on hold until the new Adelaide University is operational.</p>

PRINCIPLE 6: Dialogue

Continue to participate and support the PRME Chapter AUS/ NZ as a focal point for coordination and communication across the region to facilitate the growth and engagement with PRME, and exchange effective practices and foster collaboration in ERS across our network of partner institutions and the global network of universities with social enterprise initiatives.	<p>Discussions regarding engagement with ongoing PRME commitments occurred during monthly meetings between the PRME Lead and the Manager, Accreditation and Quality Assurance.</p> <p>To facilitate further growth and engagement with PRME, regular updates regarding PRME-related activities have been featured in the UniSA Business Bulletin that is circulated to all Business staff.</p>
Sustainability Group will promote and foster PRME values to UniSA Business staff.	<p>As indicated above, regular updates regarding PRME and associated activities were provided in the UniSA Business Bulletin. In April 2023 we promoted PRME and the 17 SDGs to all UniSA Business staff, seeking to showcase our research, collaborations, pictures, stories and comments that support PRME. We also welcomed our new PRME lead, Dr Subha Parida and thanked Associate Professor Sukhbir Sandhu for her past leadership and inspiration. Engagement with the Sustainability Working Group is continuing throughout 2024.</p>





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