

Professor BERNADINE VAN GRAMBERG
Curriculum vitae

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Citizenship Australian

Professor Bernadine Van Gramberg is Chair, Academic Board and Member of University Council at Federation University Australia. Previously, she held the position of Pro Vice Chancellor (Graduate Research and Research Training) at Swinburne University of Technology between 2015- 2020. In this portfolio, Bernadine had responsibility for the policies and practices for research training of the university's academic staff and Higher Degree by Research students along with oversight of Department of Graduate Studies. She was also Chair, Academic Senate, a body which oversees the quality of teaching and research at the University, and a member of Swinburne University Council. Prior to this, she was Dean, Swinburne Business School with responsibilities for managing staff, teaching operations and the quality of teaching and learning in the Business School. She was previously at RMIT International University as Director Learning and Teaching where she managed academic induction, the Graduate Certificate of Tertiary Learning and Teaching, Educational Technology, the University Library and the Organisational Research Development Quality Unit across RMIT's two Vietnam campuses. Bernadine also held management positions at Victoria University with three years as Chair, Academic Board, member of University Council and four years as Head, School of Management, Victoria University.

Bernadine holds a PhD from Monash University and degrees in Science and Law from Melbourne University and Victoria University respectively. She also has Graduate Diplomas in Dispute Resolution & Judicial Administration; Industrial Relations; and Education & Teaching. She holds appointments as an Adjunct Professor with Swinburne University and is a Distinguished Visiting Faculty member at Chinmaya Vishwavidyapeeth University, India. Bernadine has also held national and international leadership roles. She was a member of the International Advisory Committee of Babeş Bolyai University, Cluj, Romania between 2010-2019. In 2007 she was appointed by the Federal Member for Gorton as the Facilitator of two Local 2020 Summit areas: Governance and Australia's Future in the World. She has held non-executive positions with The International Research Society in Public Management (2011-2013), the Industrial Relations Society, Victoria (2009 – 2010), the Australian and New Zealand Academy of Management (2004 – 2010) and was a Director of the Family Planning Association Victoria between 1994 and 1998.

Bernadine's teaching, research and consulting are in the fields of dispute resolution and public sector management. In 2012 she was awarded an ARC Discovery Grant of \$340,000 to study: *Efficiency, justice and voice: a study of effective ways to prevent and settle workplace disputes*. She has extensive teaching experience, at post graduate level nationally and internationally, has graduated 15 HDR students and she currently supervises 2 PhD students. She has published two scholarly books, 24 book chapters and 35 refereed journal articles.

ACADEMIC QUALIFICATIONS:

2006	Bachelor of Laws (Victoria University)
2003	Doctor of Philosophy (Monash University) <i>'The Growth and Nature of Alternative Dispute Resolution in Australian Workplaces'</i>
1998	Post Graduate Diploma in Education & Training (Victoria University)
1996	Post Graduate Diploma in Dispute Resolution and Judicial Administration (Melbourne University)
1992	Post Graduate Diploma in Industrial Relations (Melbourne University)
1987	Master of Science (Melbourne University) <i>'The Effects of 6-Aminonicotinamide and 2'2-Dipyridyl on the Mouse Hind limb'</i> (Awarded a Melbourne University Post Graduate Scholarship)
1984	Bachelor of Science (HONS) (Melbourne University)

PROFESSIONAL QUALIFICATIONS/MEMBERSHIPS

- Member, Australian Chairs of Academic Boards and Senates
- Member, Association of Industrial Relations Academics of Australia and New Zealand
- Member International Labour and Employee Relations Association (ILERA)
- Member, Industrial Relations Society of Victoria
- Member, Australian Institute of Administrative Law
- Member, Victorian Alternative Dispute Resolution Association
- Member of Executive Committee, Industrial Relations Society Victoria (2009-2010)
- Institutional representative, Australian and New Zealand Academy of Management (2004-2010)
- Vice President and Member, International Research Society for Public Sector Management (2011-2013)
- Board of Directors, Family Planning Association of Victoria (1994-1998)

SUMMARY OF ALL APPOINTMENTS:**ADJUNCT ROLES (2020-CURRENT)**

2021 -	Non Executive Director, Texila College Australia
2021-	Adjunct Professor Federation University
2020-	Adjunct Professor Swinburne University of Technology

SWINBURNE UNIVERSITY OF TECHNOLOGY

2015-2020	Pro Vice Chancellor (Graduate Research and Research Training) and Chair, Academic Senate
2014- 2015	Dean, Swinburne Business School
2012-2014	Deputy Dean, Faculty of Business and Enterprise

RMIT INTERNATIONAL UNIVERSITY VIETNAM

2010-2012	Director Teaching and Learning, RMIT International University, Vietnam
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VICTORIA UNIVERSITY

2008-2010	Professor and Chair, Education and Research Board, Victoria University
2008 - 2008	Deputy Chair, Education and Research Board, Victoria University
2006 - 2008	Associate Professor and Head, School of Management, Victoria University
2004 - 2007	Head, School of Management, Victoria University
2003 - 2004	Senior Lecturer, Employee Relations, School of Management, Victoria University
1994 - 2003	Lecturer, Employee Relations, School of Management, Victoria University

V/LINE

1992 - 1994 Equal Employment Officer, V/Line
 1991 - 1992 Project Officer, Award Restructure, V/Line
 1987 - 1991 Project Officer, V/Line Yard Training, V/Line

OTHER APPOINTMENTS:

2013-2015 Adjunct Professor Ho Chi Minh Open University (Vietnam)
 2011-2013 Vice President Asia, International Research Society for Public Sector Management (IRSPM)
 2010-2015 Adjunct Professor Victoria University (School of Law and Justice)
 2010- International Reader, Australian Research Council
 2006- Member, International Advisory Board, Catedra de Administratie Publica, Babes-Bolyai University, Cluj-Napoca, Romania

KEY SKILLS AND ATTRIBUTES

- **High level negotiation, mediation and conflict management skills** gained from experience as a professional mediator and EEO consultant;
- **Sound communication skills, diplomacy and professional speaking skills** gained from experience as a Lecturer, Board positions and numerous speaking engagements;
- **Skills in organisational strategy and governance** gained from managerial and leadership experience through senior University leadership roles, University Council and Boards of Directors
- **Excellent staff management, project management and budgeting skills** gained from a range of managerial positions including PVC, Dean, Director Learning and Teaching and Head, School of Management
- **Excellent research skills** gained from experience and training in research report scoping, planning and writing; methodology; and from her work on editorial boards of journals.

POSITIONS HELD:**2015- 2020 PRO VICE CHANCELLOR (GRADUATE RESEARCH AND RESEARCH TRAINING)**

In this role I had oversight of the research training strategy for students and staff in line with the university's strategic research goals. I revised the Graduate Studies Statement of Practice to ensure greater quality of supervision and the PhD experience for our students. I developed a new research training program as part of PhD training which has been accredited as a Graduate Certificate (Research and Innovation Management). The course offers a pathway into the PhD while providing for high level research training. I also redesigned the accreditation and training required of Research Supervisors, benchmarking this against the standards required by the key Australian bodies (AQF, TEQSA and the ACOLA Report) as well as international standards (UK Research Development Framework and the EU principles for research supervision). I established professional development programs for Early Career Researchers, Mid Career Researchers and Senior Researchers along with an academic mentoring program and a scholarship scheme to encourage onboarding of ECRs as supervisors. I oversaw the development of international PhD partnerships, growing this from 3 enrolled students in 2015 to 250 in 2020.

2016 - CHAIR, ACADEMIC SENATE

In this role I facilitated the discussions of the 34 members (including the Vice Chancellor, Executives and staff representatives) on the quality of teaching and research at the university. I also oversaw Senate's four sub-committees and chaired the Senate Steering Committee. I led

the TEQSA governance review for Senate and its committees in 2017 and supervised the changes to committee structures, memberships and professional development of Senate members. As part of my role as Chair, Academic Senate I was a member of University Council. Together, these positions I help to guide the governance, strategy and risk management of the university both as a business as well as an educator. Evaluations of the performance of Senate steadily increased during my period of Chair.

2012-2014 DEAN, SWINBURNE BUSINESS SCHOOL

As Dean, Swinburne Business School I was responsible for some 170 staff through their four Heads of Department with the aim of delivering the University's 2020 Strategy. The Swinburne Business School provides undergraduate and postgraduate programs in Australia, Malaysia and China.

in this position I led the operational management of the Faculty under the direction of the Executive Dean. Key achievements in this position included:

- Assisting the Executive Dean in restructuring the Faculty and its teaching programs;
- project –managing compliance with the Australian Quality Framework;
- participating on the Transforming Swinburne project and in the implementation of the Integrated Services Model;
- Development of a student complaint management protocol; and
- Leading role with the University in developing an Academic Workload Framework.

2010-2012: DIRECTOR TEACHING AND LEARNING RMIT VIETNAM

In this portfolio I was responsible for the Learning and Teaching operations for the two RMIT Vietnam campuses in Ho Chi Minh City and Hanoi. This included directing: the University Library; Graduate Certificate of Tertiary Teaching; Academic Induction Program; Educational Technology; and the Organisational Research and Development Unit. Key achievements included:

- Transforming the Library into a Learning Commons on the Ho Chi Minh Campus entailing a \$AUD 10 million change management program;
- Establishing a Scholarship of Teaching and Learning Seminar series at both Vietnam campuses;
- Restructuring the Organisational Research and Development Unit to provide a greater focus on strategic research;
- Identifying the principles guiding equivalence and comparability of RMIT Melbourne course materials relevant to a Vietnamese context;
- Developing the Learning and Teaching strategy and its alignment with RMIT Melbourne strategy together with a set of Assessment Principles and Principles for Learning and Teaching;
- Introduction of the PhD for RMIT VN staff and eligible students including research training and mentorship.

2008-2010 CHAIR ACADEMIC BOARD VICTORIA UNIVERSITY

As Chair, I had responsibility for facilitating quality discussion, fostering collegial relationships and ensuring evidence based decision making in a cross-sectoral Board of 44 members. My responsibilities also included heading the Academic Board Executive responsible for endorsement of courses and a range of matters necessary between meetings. I provided high level advice to the Vice Chancellor and maintained regular contact with key line managers as part of my commitment to greater consultation in quality decision making. I was a regular speaker at the University's leadership programs and a mentor for staff and students appointed to University committees. I regularly sat on senior appointment selection panels. This included

the appointment of the Chancellor and Vice Chancellor. I was an active contributor to University Council; Chancellor's Committee, Strategy Committee and presented a risk report on accreditation and courses to the University Audit and Risk Committee. I chaired the University Research Committee, Courses Committee and Teaching and Learning Committee. I engaged routinely in the life of the University including the Campus Food Futures Committee, the Emerging Leaders program, the Student Complaints and Feedback Policy, The Alternative Dispute Resolution Course Steering Committee (Law School) and was a member on all Quality Improvement Review committees undertaken as part of the AUQA audit process.

2004-2008 HEAD SCHOOL OF MANAGEMENT (selected achievements)

- I led and managed 30 academic, 45 sessional and 3 administrative staff across two Australian campuses
- Planned and managed the School's teaching operations in five international locations;
- Supervised and participated in the review of all teaching programs within the Schools including for an AUQA audit;
- I worked with the Faculty of Health, Engineering and Science and the Faculty of Arts, Education and Human Development to develop a joint Masters' degree in Project Management. It was the first cross faculty course of its kind and brought together the expertise in project management from across a number of disciplines;
- I participated in the development and implementation of the Associate Degree Enterprise Skills, the first Associate Degree program in the University;
- I took a leadership role in winning the contract between Victoria University and the Commonwealth Government to deliver the Public Sector Management Program (Graduate Certificate in Public Sector Management);

SUMMARY OF PUBLICATIONS SINCE 1998

DISSR CATEGORIES

A1: research book

B2: other book chapter

B1: research book chapter

C1: refereed journal article

C2: non-refereed journal article

E1: refereed conference

proceedings

E2: non-refereed conference

proceedings

** Anticipated outcome based on previous publication acceptance by the Department of Innovation, Industry, Science and Research - Higher Education Research Data Collection (DIISR HERDC)*

	A1	B1	B2	C1	C2	E1	E2	YEAR TOTAL
2019		1		1				2
2018		1				1		2
2017				2				2
2016				1				1
2015		1		1				2
2014		1		2				3
2013	1	4		2				7
2012								
2011				2		2		4
2010		1		2		1		4
2009		2		1		3		6
2008		1		3		3	2	9
2007		1	1	3		3	1	9
2006	1	3		7		7		18
2005		1	1			3	2	7
2004						1		1
2003		2		2		4	1	9
2002		3		1	1	3	1	9
2001		1		1		2		4
2000				2		2	2	6
1999		2		1		1	2	6
1998				1		1	1	3
DISSR TOTAL	2	25	2	34	1	37	12	115

LIST OF PUBLICATIONS

Year	Citation	Journal Rank
	BOOK (DISSR RATING A1)	
2013	Teicher, J., C. Neesham, B. Van Gramberg & M. Profiroiu, eds. 2013 <i>Sharing Concerns: Country Case Studies in Public-Private Partnership</i> . Cambridge Scholars Publishing, Newcastle on Tyne	
2006	Van Gramberg, B. 2006 <i>Managing Workplace Conflict: ADR in Australian Workplaces</i> , Federation Press, Sydney.	
	BOOK CHAPTER (DISSR RATING B)	
2023	Teicher, J., Van Gramberg, B. and Bamber, G. 2023 'Understanding Workplace Conflict and Its Management in the Context of COVID-19' in Avgar, A.C., Hann, D., Lamare, R. and Nash, D (eds) <i>Evolution of Workplace Dispute Resolution: International Perspectives</i> , Cornell University Press, NY.	
2019	Van Gramberg, B. 2018 'PhDs and future practice' in Higgs, J., Horsfall, D. & Cork, S. (eds) <i>Challenging Future Practice Possibilities</i> , Sense Brill Publishers: The Netherlands	
2016	Van Gramberg, B. and Teicher, J. 2016 'Reshaping the role of the Tribunal as a third party in in Australian workplace conflict resolution', in Saundry, R., Latreille, P. and Ashman (eds) <i>Reframing Resolution - Innovation and Change in the Management of Workplace Conflict</i> , Palgrave: London	
2014	Van Gramberg, B., Bamber, G.J., Teicher, J. & Cooper, B. 2014 Conflict Management in Australian Workplaces, in <i>Oxford Handbook of Conflict Management in Organizations</i> , Oxford University Press, London.	
2013	Neesham, C., Van Gramberg, B., Teicher, J & Keddie, J. 2013 Australia: Evaluating Performance in Public-Private Partnership Projects in <i>Sharing Concerns: Country Case Studies in Public-Private Partnership</i> . Cambridge Scholars Publishing, Newcastle on Tyne, pp 9-36.	
	Van Gramberg, B. 2013 Changing patterns of workplace conflict and dispute resolution in Teicher, J., Holland, P. & Gough, R. <i>Australian Workplace Relations</i> , Cambridge University Press, Melbourne, pp. 137-154	
	Van Gramberg, B., Teicher, J. & Nash, B. 2013 The Australian public service – the challenges ahead in Teicher, J., Holland, P. & Gough, R. <i>Australian Workplace Relations</i> , Cambridge University Press, Melbourne, pp. 252-266	
2009	Ferrer, J. & Van Gramberg, B. 'University Academics in the 21 st Century: Continued Issues of Organisational Attachment' in Lloyd-Walker, B., Burgess, S., Manning, K. & Tatnall, A. (eds), <i>The New 21st Century Workplace</i> , Heidelberg Press, Melbourne, pp87-100	
	Van Gramberg, B. & Teicher, J. 2009 'Reinventing Government in Australia: Whole-of-Government in a Federation' in <i>Federalism: A Bird's Eye View</i> , ICFAI Books, Hyderabad	
2008	Van Gramberg, B. 2008 'Consultants in Conflict: New Actors in Australia's Evolving Industrial Relations System' in Michelson, G., Jamieson, S. & Burgess, J. (eds) <i>New Employment Actors, Developments from Australia</i> , Peter Lang:Bern, pp245-266	
2007	Van Gramberg, B. and Teicher, J. 2007 'Industrial Relations' in De Cieri, H. and Kramer, R. (eds) <i>Human Resources Management in Australia 3E</i> , McGraw-Hill, Sydney, pp 148 – 174	
	Teicher, J., B. Van Gramberg & P. Holland, 2007 'Trade Union Responses to Outsourcing in a Neo-Liberal Environment: A Case Study Analysis of the Australian Public Sector' in P. Holland, J. Teicher, & R. Gough, eds., <i>Employment Relations in the Asia-Pacific Region: Reflections and New Directions</i> Routledge, UK.:120-134.	

2006	Van Gramberg, B. 2006 'Alternative Dispute Resolution and Grievance Procedures' in Teicher, J., Lambert, R. & Rourke, A. (eds) <i>WorkChoices: the New Industrial Relations Agenda</i> , Pearson Education, Melbourne, pp56– 73.	
	Van Gramberg, B. 2006 'Management of Workplace Conflict' in Teicher, J., Gough, R. and Holland, P. (eds) <i>Employee Relations Management</i> , Second Edition, Pearson Education, Melbourne, pp 171-197.	
	Van Gramberg, B., Gough, R. and McKenzie, D. 2006 'Legal Regulation of Employment' in Teicher, J., Gough, R. and Holland, P. (eds) <i>Employee Relations Management, Second Edition</i> , Pearson Education, Melbourne, pp 198-232.	
2005	Van Gramberg, B. and Teicher, J. 2005 'Industrial Relations' in De Cieri, H. and Kramer, R. (eds) <i>Human Resources Management in Australia 2E</i> , McGraw-Hill, Sydney, pp138-164	
	Van Gramberg, B. 2005 'Facilitation in the Workplace: Two Exploratory Case Studies' in Subbulakshimi, V. (ed) <i>Conflict Resolution Techniques</i> , ICFAI University Press, Hyderabad, pp41-57.	
2003	Van Gramberg, B. and Teicher, J. 2003 'Australia' in Frost, S, Omana, G. and Shepherd, E. (eds) <i>Asia Pacific Law Review Workers' Rights for the New Century</i> , Asia Monitor Resource Centre, Kowloon, pp29-46	
	Van Gramberg, B. and Teicher, J. 2003 'The Changing Industrial Relations Landscape' in De Cieri, H. and Kramer, R. (eds) <i>Human Resources Management</i> , McGraw-Hill, Sydney, pp 222 – 244	
2002	Van Gramberg, B. 2002 'Management of Workplace Conflict' in Teicher, J., Gough, R. and Holland, P. (eds) <i>Employee Relations Management</i> , Pearson Education, Melbourne, pp 207-234.	
	McKenzie, D. and Van Gramberg, B. 2002 'Legal Regulation of Employment' in Teicher, J., Gough, R. and Holland, P. (eds) <i>Employee Relations Management</i> , Pearson Education, Melbourne, pp 235-268	
	Teicher, J. & Van Gramberg, B. 2002 "Privatising Local Government: the Victorian Experience", in Fairbrother, P., Paddon, M. & Teicher J. <i>Privatisation and Globalisation: Australian Studies</i> , Federation Press, Sydney, pp. 183-208	
2001	Teicher, J. and Van Gramberg, B. 2001 'Implications for VET of the Changing Industrial Relations Environment' in Selby-Smith, C. and F. Ferrier (eds) <i>Stocktake of Vocational Education and Training</i> , National Council for Vocational Education Research, Adelaide	
1999	Van Gramberg, B. 1999 'Women, Industrial Relations and Public Policy' in Hancock, L. (ed) <i>Women, Public Policy and the State</i> , Macmillan Education, Sydney	
	Teicher, J. & Van Gramberg, B. "Economic Freedom': Industrial relations policy under the Kennett government' in Costar, B. & Economou, N. eds. <i>The Kennett Revolution, Victorian Politics in the 1990s</i> , University of New South Wales, Sydney, 1999, pp. 160-73.	
	REFEREED JOURNAL ARTICLES (DISSR RATING C1)	RANK
2019	Van Gramberg, B. Teicher, J., Bamber, G. & Cooper, B. 'Employee Voice, Intention to Quit, and Conflict Resolution: Evidence from Australia', <i>ILR Review</i> 73(2):395-410. doi.org/10.1177%2F0019793919876643	A*
2018	O'Rourke, A., Pyman, A., Teicher, J. and Van Gramberg, B. 2018 'Old wine in new bottles: Regulating employee social media use through termination of employment law, A comparative analysis, <i>Common Law World Review</i> , https://journals.sagepub.com/doi/10.1177/1473779518807155	A (ERA)
2017	Waheduzzaman, W., Van Gramberg, B. and Ferrer, J. (2017), Bureaucratic Readiness in Managing Local Level Participatory Governance: A Developing Country Context. <i>Australian Journal of Public Administration</i> .	A (ERA)
	Nguyen, H. T. L., & Van Gramberg, B. 2017. University strategic research planning: a key to reforming university research in Vietnam? <i>Studies in Higher Education</i> , 1-18.	A (ERA)

2016	Eden, Dzuzalani and Van Gramberg, Bernadine 2015 Workplace Dispute Resolution In Malaysia: The Quest For Organisational Justice. <i>Malaysian Labour Review</i> , 11 (2). pp. 107-122. ISSN 1985-1952	
2015	Higgins, C., Milne, M. & Van Gramberg, B. 'The uptake and spread of sustainability reporting in Australia' <i>Journal of Business Ethics</i> , 129(2): 445-468	A (ERA)
2014	Schriavastava, S., Jones, R., Selvarajah, C., & Van Gramberg, B. 2014 'Organisational Justice: A Senian Perspective' <i>Journal of Business Ethics</i> (early online http://link.springer.com/article/10.1007%2Fs10551-014-2466-3)	A (ERA)
	Van Gramberg, B. Teicher, J. & O'Rourke, A (2014)'Managing Electronic Communications: A New Challenge for Human Resource Managers' <i>International Journal of Human Resource Management</i> 25(16): 2234-2252	A (ERA)
2013	Van Gramberg, B., Teicher, J., & Nguyen, T. 2012 'Industrial Disputes in Vietnam: The Tail of the Wild Cat' <i>Asia Pacific Journal of Human Resources</i> , 51(2):248-268	B (ERA)
2011	Shee, H., Van Gramberg, B. & Foley, P. 2011 Capability and Practices enhance Firm Competitiveness under Competitive Intensity: A SEM Approach <i>International Journal of Global Business and Competitiveness</i> , 6(1): 1-13	C (ERA)
	Demediuk, T. & Van Gramberg, B. 2011 'Quality Teaching in a Managerialist Setting: Higher Education Challenges in Australia' <i>Transylvanian Review of Administrative Sciences</i> , issue 32, E/2011: 98-113	C (ERA)
2010	Shee, H., Van Gramberg, B. & Foley, P. 2010 'Antecedents to Firm Competitiveness: Development of a Conceptual Framework and Future Research Directions' <i>International Journal of Global Business and Competitiveness</i> , 5(1):14-24	C (ERA)
	Wahab, A.A & Van Gramberg, B. 2010 'Court-Annexed and Judge-Led Mediation in Civil Cases: the Malaysian Experience' <i>Australasian Dispute Resolution Journal</i> , 21:251-258	B (ERA)
2009	Pathak, R.D., Chauhan, V.S., Dhar, U. & Van Gramberg, B. 2009 'Managerial Effectiveness as a Function of Culture and Tolerance of Ambiguity: A Cross-Cultural Study of India and Fiji' <i>International Employment Relations Review</i> , 15(1): 73-91	C (ERA)
2008	Van Gramberg, B. 2008 'Investigating Meaning in the Workplace: The Potential of Adaptive Theory' <i>Journal of Science, Technology and Management</i> , 1(1): 69-78	C (ERA)
	Shee, H., Foley, P. & Van Gramberg, B. 2008 'The Relationship between Operations Capability and Firm Competitiveness' <i>International Journal of Global Business and Competitiveness</i> 3(1):19-30	C (ERA)
	Teicher, J., Van Gramberg, B., Neesham, C, Keddie, J. 2008 'Public-Private Partnerships: Silver bullet or Poison Pill for Transition Economies?' <i>Administration and Public Management Review</i> , 11(2): 66- 82	C (ERA)
2007	Weller, S. & Van Gramberg, B. 2007 'Attitudes towards Workplace Change in the Australian Higher Education Sector: A tale of divergence and a case for reform' <i>New Zealand Journal of Employment Relations</i> , 32(2): 53-68	B (ABDC)
	Weller, S. & Van Gramberg, B. 2007 'Management of Workplace change in the Australian Higher Education Sector: A Study of Australian Higher Education Workplace Agreements' <i>Journal of Higher Education Policy and Management</i> , 29(2) 173-186	B (ERA)
	Kumar, N., Pathak, R. D. & Van Gramberg, B. 2007 'Innovation in governance: The case of the Fiji Nursing Associates Credit Union', <i>Journal of Administration and Governance (JOAAG)</i> , 2(1): 92-100	C (ERA)
2006	Alam, Q., Teicher, J. & Van Gramberg, B. 2006 'Managing Trust and Relationships in PPPs: Some Australian Experiences' <i>International Review of Administrative Science</i> , 72(1): 83-98	C (ERA)
	Teicher, J., Van Gramberg, B. and Holland, P. 2006 'Trade Union Responses to Outsourcing in a Neo liberal Environment: A Case Study Analysis of the Australian Public Sector' <i>Asia Pacific Business Review</i> , 12(2): 243-256	B (ERA)
	Van Gramberg, B. 2006 'The Rhetoric and Reality of Workplace Mediation' <i>Journal of Industrial Relations</i> 48(4):175-191	A (ERA)

	Van Gramberg, B. and Teicher, J. 2006 'Managing neutrality and impartiality in workplace conflict resolution: The dilemma of the HR manager' <i>Asia Pacific Journal of Human Resources</i> , 44(2): 197-210	B (ERA)
	Baharim, S. & Van Gramberg, B. 2006 'The Influence of Knowledge Sharing on Transfer of Training: A Proposed Research Strategy' <i>ICFAI Journal of Knowledge Management</i> , 4(1): 47-58	B (ERA)
	Van Gramberg, B 2006 'What does Work Choices mean for ADR practitioners?' <i>ADR Bulletin</i> , 9(1): 4-10	
	Van Gramberg, B. 2006 'Some Strategies for Strengthening Research and Teaching in the Era of the Bologna Process' <i>Transylvanian Review of Administrative Sciences</i> , 18E/2006: 42-49	C (ERA)
2003	Van Gramberg, B. 2003 'The Emergence of Private ADR in Australian Workplaces' <i>The Arbitrator and Mediator</i> , 22(2): 53-66.	C (ERA)
	Van Gramberg, B. 2003 'ADR and Workplace Justice: Just Settlement?' <i>Australasian Dispute Resolution Journal</i> , 14(3): 233-242	B (ERA)
2002	Van Gramberg, B. 2002 'Alternative dispute resolution at Metals: A case of mistaken identities' <i>Management Case Study Journal</i> , 2(1):1-36.	C (ERA)
2001	Van Gramberg, B. 2001 'Facilitation in the Workplace: An Exploratory Case Study' <i>Australasian Dispute Resolution Journal</i> , 12(3):171-179	B (ERA)
2000	Van Gramberg, B. and Teicher, J. 2000 'Managerialism in Local Government – Victoria, Australia' <i>International Journal of Public Sector Management</i> , 13(5): 476 - 492.	B (ERA)
	Van Gramberg, B., Teicher, J. and Griffin, G. 2000 'Industrial Relations in 1999: Workplace Relations Legalism and Individualism' <i>Asia Pacific Journal of Human Resources</i> , Vol. 38(1): 4-22	B (ERA)
1999	Teicher, J. and Van Gramberg, B. 1999 'A Brave New World of Workplace Relations: a Review of the Ministerial Implementation Discussion Paper and other Documents' <i>International Employment Relations Review</i> , Vol.5, No.1, pp. 75-87	C (ERA)
1998	Teicher, J. and Van Gramberg, B. 1998 'Industrial Relations and Public Sector Reform: The Victorian Case' <i>Australian Journal of Public Administration</i> , Vol.57, No.2, June, pp.60-68	A (ABDC)
	OTHER JOURNAL ARTICLE (DISSR RATING C2)	
2002	Van Gramberg, B. 2002 'Alternative Approaches to Dispute Resolution' <i>HR Manager</i> , issue 18, www.hrmanager.com.au	
	CONFERENCE PUBLICATIONS- FULL PAPER REFEREED (DISSR RATING E1) available on request	
	CONFERENCE PUBLICATIONS- FULL PAPER NON-REFEREED (DISSR RATING E2) available on request	

RESEARCH GRANTS RECEIVED:

- 2015 Nguyen, H., Van Gramberg, B.; Adi Badiozaman, I.F., and Voon, M.L. Barriers to and facilitators of female academic promotions in Australian and Malaysian higher education institutions: an exploratory comparative case study, Awarded \$10,000 Swinburne Sarawak Fund
- 2011 Bamber, G.; Van Gramberg, B.; Teicher, J. & Cooper, B. Efficiency, justice and voice: a study of effective ways to prevent and settle workplace disputes, Awarded \$340,000, ARC Discovery Grant DP120103054

- Teicher, J. and Van Gramberg, B *Civil Service Unions In Thailand*, Awarded \$US 25,000 (\$35,309) AUD World Bank
- 2008 Teicher, J., Van Gramberg, B & Alam, Q. *Assessment of the State of E-Governance in Bangladesh Public Administration*, UNDP grant Awarded USD \$29,434 (\$AUD36,369)
- Higgins, C., Van Gramberg, B., Milne, M. & Muetzelfeldt, M. *Tracking sustainability reporting in Australia and New Zealand: An examination of trends and experiences*. VU Researcher Development Grants, Awarded \$28, 165.
- 2007 Shee, H., Van Gramberg, B. & Foley, P. *'Organisational Capabilities, Leadership and Competitiveness of Private and State owned Enterprises in the Developing and Developed World'* VU Early Career Researcher Grant, December 2006 Awarded \$25,000.
- 2005 Van Gramberg, B. *'Whole of Government Initiatives: An Investigation of Australian Initiatives in an International Context'* submission for funding, VU Discovery Grants, August, 2004 AWARDED \$10,500 in Dec 2004
- 2004 Francis, R (CI) Van Gramberg (PI) *Ethics for Managers, VicRoads*, \$28,875 (Awarded a VC research citation in 2005)
- 1999 Victoria University Seeding Grant (\$6,500) to investigate *'Employer demand for mediation services'* (principal researcher).
- 1996 ACCIRT grant (\$6,800) to investigate *'Quality Assurance methods in Australian universities offering Industrial Relations/Human Resource Management Courses'* (co-researcher).

RESEARCH SUPERVISION

PRIMARY SUPERVISION	AWARD	THESIS TITLE
Jin Huang	PhD	Enhancing graduate employability of internationally educated, Chinese graduates: A graduate capital approach
Sandani Perera	PhD	Joint Doctoral Program Delivery: Challenges and Issues in the context of Quality Assurance
COMPLETED THESES		
Richard Rawling	PhD	Human Resource Flexibility in Inter-Organisational Networks
Nicola Fish	PhD	Is preparedness of graduates for industry a critical and contemporary issue: Industry and Graduates perceptions of 'work-readiness' and gravity of the situation
Thi Vu	PhD	CSR practices of Multi National Corporation subsidiaries operating in Vietnam
Alwi Abdul Wahab (VU)	PhD	Investigating the Potential for Court Annexed Mediation in Malaysia

Steven T Reynolds (VU)	DBA	Effective corporate governance in not-for-profit organizations
Richard T Kasperczyk (VU)	PhD	Systemic Aspects of Occupational Stress
Dzulzalani Eden (VU)	PhD	Conciliation of Workplace Disputes: Analyzing the effect of Trust towards Effective and Fair Dispute Resolution Process
Subha Chandar (VU)	PhD	A Framework for Negotiating Information Technology Outsourcing Agreements
Justine Ferrer	PhD	Refining Employee Engagement for Academics at Work
Chokchai Suwetwattanakul	PhD	Developing Knowledge Sharing Model for the Implementation of the Learning Organization in Thailand.
Stephen Weller	PhD	Participative management of organisational change in the Australian higher education sector
Shahril Bahrim	PhD	The Influence of Knowledge Sharing On Transfer of Training: A Malaysian Public Sector Context
Patrick Sharbaugh	M Arts	What's mine is yours: An exploratory study of attitudes and conceptions of online personal privacy in the Socialist Republic of Vietnam
Joanne Murray	MRes	Best Practice in Performance Measurement: A Case Study
Tanya Stewart	MRes	The Rationale for Implementing Employee Assistance Schemes in Medium to large Organisations

SELECTED PROFESSIONAL ACTIVITIES

INVITATIONS TO SPEAK	DATE	ORGANISATION
Keynote Address	25 Sept, 2021	Dhaka University, Bangladesh Virtual Conference: Business and Economy in the New-Normal Landscape
Workshop: Effective University Councils in Vietnam	29 Oct, 2020	AusAid, Aus4Skills and Australian Embassy Vietnam, Webinar for Vice Chancellors and senior personnel of 30 Vietnam National Universities
Publishing from your thesis: Writing your article and understanding the journal review process	17-18 Sept, 2020	1 st Swinburne Sarawak Postgraduate Research Conference, Swinburne Sarawak (Virtual Conference)
Certification: Graduate Certificate in Research and Innovation Management	1 Nov, 2018	Australian Council of Graduate Studies
Academic boards - What is their role and what is your role as a staff representative?	23 May, 2018	Open Forum on Democracy and University Governance Today, National Tertiary Education Union, 120 Clarendon St, South Melbourne
Preparing our PhD students for the global workforce	28 August, 2017	Graduate Employability Forum Melbourne, 28 – 29 August 2017, Crowne Plaza Melbourne
What has employee voice got to do with the organisational performance?	25 June, 2015	Fair Work Commission, Australian Workplace Relations Survey Conference, 11 Exhibition Street, Melbourne
Efficiency, Justice and Voice: A Study of Effective Ways to Prevent and Settle Workplace Disputes in Australia	25 February, 2015	Fair Work Commission Conference, Grange Cleveland Winery, Macedon

Negotiation and Mediation skills for Managers	30 Sept 2013	Copeland Leadership Program, CEDA, Melbourne
Towards building Organisational Conflict Resolution Systems	15-17 May 2013	Australia Higher Education Industry Association, <i>Navigating the Employment Maze Conference</i> , Circular Quay, Sydney
'Efficiency, Justice and Voice in workplace dispute resolution'	26 Oct 2012	Industrial Relations Society of Victoria, Annual Convention, MCG Victoria
'Mediation in the Public Sector'	5-6 Apr 2012	Department of Public Administration, Babes Boylai University, Cluj Romania
'Emerging HR issues in Australia'	30-31 Jan 2012	HR Practices and Trends: An International Comparison, XIME Campus, Bangalore
'Science, Technology and Management: Cross Disciplinary Futures'	17-20 June 2010	International Conference on Mathematical Computing and Management, Mar Athanasios College for Advanced Studies Tiruvalla Tiruvalla, Kerala
'Managing Workplace Conflict and the Dispute Resolution Process'	26 Mar 2009	Australian Higher Education Industry Association HR Conference, Hotel Realm, Canberra
'Leadership and Management in Mental Health'	5 Feb 2008	Eastern Health Mental Health Division, Koonung House, Carrington Road, Box Hill
Discussant: "Who Mediates, How and Why? Reluctant, Informal and Formal Mediators"	3-5 Aug 2007	US Academy of Management, Philadelphia.
'Alternative Dispute Resolution - Beyond Conciliation and Arbitration'	27 Feb 2007	Australian Industrial Relations Commission Members Conference Sofitel Mansion and Spa, Werribee Park
'Business Education Challenges: Global Issues'	1 Feb 2007	Institute of Public Enterprise, Hyderabad, India
'Consultants in conflict and the WorkChoices legislation'	2 Nov 2006	University of Sydney, Department of Management
'Mediation and the WorkChoices Act'	4 Sept 2006	University of Western Australia, Department of Management
'The New IR Legislation: Opportunities for Practitioners'	11 Jul 2006	LEADR: Lawyers Engaged in Alternative Dispute Resolution, Victoria, St Michaels, 120 Collins St Melb.
'Getting acquainted with the major qualitative traditions'	20 Jun 2006	ANZAM Mid Year Doctoral Conference, Melbourne University
'Whole of Government in a Federation'	17 Aug 2005	Centre for International Corporate Governance, Victoria University
Seminar: 'Issues in Preparing a PhD Thesis'	3 Feb 2004	18 th AIRAANZ Conference, Noosa
Senior staff seminar: 'Managing Workplace Grievances'	28 Feb 2004	Banyule City Council
Media interview: Ross, E. 'Power to the People'	28 Oct 2004	<i>Business Review Weekly</i> , http://www.brw.com.au/freearticle.aspx?docId=28793
Media interview: Harvie, J. 'No Freeloaders',	7 March 2003	My Career Sydney Morning Herald, p 3
Internal disputes and complaints procedures	2 April 2003	Victoria Police
Plenary Speaker: 'Growth and Nature of Alternative Dispute Resolution'	23 April 2003	Lawyers Engaged in Alternative Dispute Resolution, Melbourne

CONSULTANCIES	YEAR	ORGANISATION	OUTCOMES
Ethics Workshops	2004	VicRoads	With Professor Ronald Francis, delivered a series of workshops on ethics and codes of practice to all senior staff
Equal Employment Opportunity Consultant	2000-2001	CityWide Services, Jolimont	EEO awareness training delivered to all 150 'Outdoor' staff

Principal Equal Employment Opportunity Consultant	1994 –1997	City of Yarra Council	EEO committee established Training of all EEO Advisors Training of all staff in EEO Handover of EEO function to City of Yarra
Lecturer, Diploma of Meat Management (privately operating course offered to managers employed in the meat processing industry)	1994-2000	Victoria University, Werribee Campus	Teaching and workshop activities carried out for managers of abattoirs and meat processing plants, Australia wide
Commissioned to undertake a cultural audit and training recovery report	Oct 1995	Gundagai Meat Processing Company, NSW	Cultural audit completed training review completed Handover to management for implementation of recommendations
Commissioned for an overview of Australian Industrial Relations and unfair dismissal to a delegation of the Ministry of Labour from China.	Nov 1995	Workplace Studies Centre, Victoria University	Short course developed and conducted
Equal Employment Opportunity Consultant	Nov 1995	Ajax Fasteners Pty Ltd, Richmond	Consultative Committee in EEO established

PREVIOUS POSITIONS

1992-1994 Equal Employment Opportunity Manager, VLINE, Victoria

In this position I was responsible for the development of the organisation's EEO policy, programs and the management of the EEO consultative committee. A major part of this role involved the investigation and resolution of employee grievances across a staff base of 12,000 employees; the management of a register of complaints; the conduct of industrial research; management of the EEO Office and budget, and the preparation and delivery of training courses. I spearheaded the development and implementation of a large-scale counselling program aimed at workers targeted for retrenchment to cope with organisational and personal change.

1991 -1992 Project Officer, Award Restructure, VLINE, Victoria

In this position I was responsible for representing VLine in the negotiation and development of changed work practices and organisational restructure in the Rail Operations Area; management of the working party; research and analysis of training needs, work-flow and job design. This work was successfully carried out in an industrially sensitive, multi-union environment. I developed the Concept Statement which established Enterprise Bargaining for the Corporation and developed industry training for Train Control and VLINE Yard Staff

1987-1991: Project Officer, Yard Training, VLINE, Victoria

In this position, I was responsible for developing job-training programs for all Shunting Yard positions in Victoria. General research tasks included audit and determination of recovery strategies for Department projects; preparation of Ministerial Briefing Notes; and consultation on matters of VLine Policy affecting Project activities. Specifically, I was responsible for Project budget, control and documentation; and management of the Project Team culminating in the research, development and implementation of state-wide job training courses. These courses are nationally accredited, competency-based and founded on a Total Quality Management methodology.