

## PROFESSOR JULIAN TEICHER

### CURRICULUM VITAE

PERSONAL DETAILS	
<b>Full name and title:</b>	Professor Julian Teicher
<b>Residential address:</b>	95 Fakenham Road Ashburton, Victoria, Australia 3147
<b>Positions:</b>	Adjunct Professor, School of Business and Law, Central Queensland University Honorary Professor, Deakin Business School, Deakin University
<b>Email address:</b>	<a href="mailto:julian.teicher@gmail.com">julian.teicher@gmail.com</a> <a href="mailto:jteicher@deakin.edu.au">jteicher@deakin.edu.au</a>
<b>Telephone:</b>	<b>M</b> +61 (0)401299174
<b>Citizenship:</b>	Australian

### EDUCATION, ACADEMIC AND PROFESSIONAL QUALIFICATIONS

- 1995** Bachelor of Laws, Monash University.
- 1990** Doctor of Philosophy, University of Melbourne, Thesis title: "Employee Participation and Industrial Democracy in Australian Government Employment: 1945-1989".
- 1978** Master of Economics, Monash University, Thesis title: "Labour Market Policy for Disadvantaged Workers: The Relevance of Overseas Experience to Australian Practice".
- 1974** Bachelor of Economics (Honours) Monash University

## APPOINTMENTS

- 2019-2** Chief Executive Officer, Melbourne Institute of Higher Education  
**023**
- 2016-2** Deputy Dean (Research), School of Business and Law, Central Queensland University  
**019**
- 2013-2** Director of Research, Department of Management, Faculty of Business and Economics,  
**019** Monash University
- 2010-2** Head, Centre of Commerce and Management, RMIT University, Viet Nam  
**012**
- 2006-2** Director Graduate School of Business, Monash University  
**010**
- 2002-2** Head, Department of Management, Monash University  
**008**
- 2001-2** Deputy Head, Department of Management, Monash University.  
**002**
- 2000** Acting Head, Department of Management, Monash University
- 1999** Deputy Head, Department of Management, Monash University.
- 1995-1** Executive Director, National Key Centre in Industrial Relations, Monash University.  
**998**
- 1995** Deputy Head, Department of Business Management, Monash University.
- 1993-1** Deputy Director, National Key Centre in Industrial Relations,  
**994** Monash University.
- 1990-1** Senior Lecturer, Department of Management and Graduate School of Management,  
**994** Monash University.
- 1986-1** Lecturer, Department of Administrative Studies and Graduate School of Management,  
**989** Monash University.
- 1984-1** Federal Industrial Officer, Australian Nursing Federation.  
**985**  
Lecturer (part-time), School of Business Administration, Swinburne University of Technology.
- 1982-1** Lecturer, Department of Economics, Faculty of Economics and Commerce, University of  
**983** Melbourne.
- 1980-** Senior Industrial Officer, Australian Institute of Marine and Power Engineers, Victoria  
**1982** Branch.
- 1978-1** Senior Tutor, Department of Economics, Faculty of Economics and Commerce, University of  
**979** Melbourne.
- 1975-1** Tutor, Department of Economics, Faculty of Economics and Politics, Monash University.  
**977**

## HONORARY POSITIONS RELATING TO PROFESSIONAL EXPERTISE

- 2023-2** President Industrial Relations Society of Victoria  
**024**
- 2014-** Committee Member, Industrial Relations Society of Victoria
- 2019-** Committee member, Australian Labour and Employment Relations Association)

- 2010-2012** Director, Australian Chamber of Commerce Ho Chi Minh City
- 2010** Member, Victorian State Council, Australian Human Resources Institute
- 2006-2011** Executive member, Australian and New Zealand Academy of Management
- 2002-2003** Executive member, Association of Industrial Relations Academics of Australia and New Zealand
- 1996-1997** Director, International Institute for Negotiation and Conflict Management

## PUBLICATIONS

### *Books, Monographs and CD-ROMs*

- 2019** Holland, P., Teicher, J. & Donaghey, J. eds., *Employee Voice at Work*, Springer doi.org/10.1002/hrm.21921
- Teicher, J., & Liang, X. (2019). The politics of voice: Voice and volunteering in a third sector organisation. In P. Holland, J. Teicher, & J. Donaghey (Eds.), *Employee voice at work* (pp. 217-229). Singapore: Springer. doi:[10.1007/978-981-13-2820-6\\_12](https://doi.org/10.1007/978-981-13-2820-6_12)
- 2016** Teicher, J., Holland, P., & Gough, R, eds., *Australian Workplace Relations*, Cambridge University Press
- 2013** Teicher, J., Van Gramberg, B., Profiroiu, M., & Neesham, C. eds., *Sharing Concerns Country Case Studies in Public-Private Partnership*, Cambridge Scholars Publishing, Newcastle, UK.
- Teicher, J., Holland, P. & Gough, R., eds. *Workplace Relations in Australia*, Cambridge University Press, South Melbourne, Australia.
- 2007** Holland, P, Teicher, J. & Gough, R., eds. 2007, *Employment Relations in the Asia-Pacific Region Reflections and New Directions*, Routledge, UK.
- 2006** Teicher, J, R. Lambert & A. O'Rourke, eds., *WorkChoices: The New Industrial Relations Agenda* Pearson, Sydney.
- Teicher, J, P. Holland & R. Gough, eds., 2006, *Employee Relations Management*, 2nd edn Pearson, Sydney.
- 2003** Anderson, E., R. Smith & J. Teicher, eds., *Toward Public Management? Management and Employment for Outcomes*, Department of Management, Monash University, Proceeding CD-ROM.
- Teicher, J., P.Holland & S. Turberville, eds., *Reflections and New Directions*, AIRAAN, Melbourne.
- 2002** Teicher, J., P. Holland & R. Gough, eds., *Employee Relations Management*, Pearson, Sydney.
- Fairbrother, P., M .Paddon&J.Teicher,eds., *Privatisation, Globalisation and Labour: Studies from Australia*, Federation Press, Sydney.
- 1999** Teicher, J. ed., *Public Sector Industrial Relations: Australian and International Perspectives* National Key Centre in Industrial Relations, Monash University, November, Monograph no. 12.
- 1998** Teicher, J. ed., *The Workplace Relations Act: Where Are We Now?*, National Key Centre in Industrial Relations, Monash University, Monograph no. 10.
- 1996** Teicher, J. ed., *Non-Standard Employment in Australia and New Zealand*, National Key Centre in Industrial Relations, Monash University, Monograph no. 9.

- 1992** Dabscheck, B., G. Griffin, & J. Teicher, eds., *Contemporary Australian Industrial Relations* Melbourne, Longman Cheshire.

**Chapters in Books**

- 2022** Alam, Q, Rahman, S. & Teicher, J. 'Retracing Accountability in the Bangladeshi Public Administration' In H. Khondker, O. Muurlink, & A. B. Ali (eds.), *The Emergence of Bangladesh: Interdisciplinary Perspectives* (pp. 273-292). Singapore: Palgrave Macmillan. doi
- 2021** Khan, S.I. & Teicher, J. Sustainable global supply chain management model post-Covid-19. In M. A. Marinov, & S. T. Marinova (Eds.), *Covid-19 and international business: Change of era* (pp. 205-224). Abingdon, UK: Routledge. Retrieved from <https://www.routledge.com/>
- 2020** Teicher, J. & Khan, S. 'Working in "sweatshops" in Holland, P. & Brewster, C. (eds.) *Contemporary work and the future of employment in developed countries*: 151-170. Routledge, New York, doi.org/10.4324/97813510349
- Teicher, J. 'Wage theft and the challenges of regulation' in Holland, P. & Brewster, C. (eds.) *Contemporary work and the future of employment in developed countries*: 151-170. Routledge, New York, doi.org/10.4324/9781351034906
- 2019** Teicher, J. & Liang, C. 'The politics of voice and volunteering in a Third sector organisation', in Holland, P., Teicher, J. & Donaghey, J. *Employee Voice at Work*, Springer: 217-29.
- 2016** Van Gramberg, B. & Teicher, J., 'Reshaping the role of the Tribunal as Third Party in Australian workplace conflict resolution' in Saundry, R., Latreille, P. & Ashman, I., (eds) *Reframing Resolution - Innovation and Change in the Management of Workplace Conflict*, Palgrave-Macmillan: 237-63.
- 2014** Van Gramberg, B., Bamber, G., Teicher, J., & Cooper, B. 'Conflict Resolution in Australia' in Roche, W.K., Teague, P. & Colvin, A. (eds) *Oxford Handbook of Conflict Management in Organizations*, Oxford University Press: 425-448.
- Teicher, J. & Van Gramberg, B., 'Introduction' in Teicher, J., Van Gramberg, B., Profiroiu, M., & Neesham, C. (eds) *Sharing Concerns Country Case Studies in Public-Private Partnership*, Cambridge Scholars Publishing, Newcastle, UK: 1-8.
- Van Gramberg, B. Teicher, J., Keddie, J. & Neesham, C., 'Australia: Evaluating Performance in Public-Private Partnership Projects' in Teicher, J., Van Gramberg, B., Profiroiu, M., & Neesham, C. (eds) *Sharing Concerns Country Case Studies in Public-Private Partnership*, Cambridge Scholars Publishing, Newcastle, UK: 9-36.
- Teicher, J. & Van Gramberg, B. 'Conclusion' in Teicher, J., Van Gramberg, B., Profiroiu, M., & Neesham, C. (eds) *Sharing Concerns Country Case Studies in Public-Private Partnership*, Cambridge Scholars Publishing, Newcastle, UK: 115-118.
- Van Gramberg, B., Teicher, J. & Holland, P., 'Technological Innovations and the transformations of Australian HRM', in Philip, J. & Annamalai, S. (eds) *Human resource Practices and Labour Laws An international Perspective*, Xavier Institute of Management & Entrepreneurship, Bangalore: 8-29.
- 2013** Teicher, J. & Bryan, D., 'Globalisation, economic policy and the labour market' in Teicher, J., Holland, P. & Gough, R. (eds) *Workplace Relations in Australia*, Cambridge University Press, South Melbourne, Australia, pp, 11-25.
- Pyman, A., Holland, P., Teicher, J. & Cooper, B., 'The dynamics of employee voice in Australia' in Teicher, J., Holland, P. & Gough, R. (eds) *Workplace Relations in Australia*, Cambridge University Press, South Melbourne, Australia, pp. 118-136.

- Teicher, J., Holland, P. & Gough, R., 'Conclusion: the current state of Australian workplace relations' in Teicher, J., Holland, P. & Gough, R. (eds) *Workplace Relations in Australia*, Cambridge University Press, South Melbourne, Australia, pp. 267-275.
- 2009** Teicher, J & Watson, D. 'Business Education Now and in the Future: An Australian Perspective' in J. Phillip & C.P. Ravindranathan (eds), *Global Management Education*, Xavier Institute of Management & Entrepreneurship, Bangalore:157-189.
- Teicher, J & Douglas, E. 'Australian Business Education in a globalising World' in J. Phillip & C.P. Ravindranathan (eds), *Global Management Education*, Xavier Institute of Management & Entrepreneurship, Bangalore:190-215.
- 2008** Teicher, J & Van Gramberg, B 'Industrial Relations' in H. De Cieri, R Kramar, R.A. Noe, J.R. Hollenbeck, B. Gerhart, P.M. Wright (eds), *Human Resource Management Australia*, 3rd edn McGraw-Hill Irwin, Sydney: 148-174.
- 2007** Teicher, J, Holland, P, Pyman, A & Cooper, B. 'Australian Workers: Finding their Voice', in R. Freeman, P. Boxall & P. Haynes (eds), *What Workers Say: Employee Voice in the Anglo-American World*, ILR Press, Ithaca, NY:125-144.
- Gough, R, Holland, P & Teicher, J. 'Employment Relations in the Asia Pacific Region,' in P. Holland, J. Teicher & R. Gough (eds), *Employment Relations in the in the Asia-Pacific Region: Reflections and New Directions*, Routledge, UK:1-12.
- Teicher, J, Van Gramberg, B & Holland, P. '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), *Employment Relations in the Asia-Pacific Region: Reflections and New Directions*, Routledge, UK:120-134.
- Gough, R, Holland, P & Teicher J. 'Globalization, Labour Standards and Flexibility', in J. Holland, J. Teicher & R. Gough (eds), *Employment Relations in the in the Asia-Pacific Region: Reflections and New Directions*, Routledge, UK.xxx
- Teicher, J., P. Holland, A. Pyman, & B. Cooper, 'Employee Voice in Australia in R. Freeman, P. Boxall & P. Haynes, eds., *What Workers Say: Employee Voice in the Anglo-American world*. ILR Press, Ithaca, NY: 125-144.
- 2006** Teicher, J, Lambert, R & O'Rourke, A 'Introduction: The Work Choices Act as the Triumph of Neoliberalism', in J. Teicher, R. Lambert & A. O'Rourke (eds), *WorkChoices: The New Industrial Relations Agenda*, Pearson, Sydney: 1-9.
- Teicher, J, O'Rourke, A & Pyman, A. 'Abolishing the Independent Umpire: the Demise of Equity', in J. Teicher, R. Lambert & A. O'Rourke (eds), *WorkChoices: The New Industrial Relations Agenda*, Pearson, Sydney:142-159.
- Lambert, R, O'Rourke, A & Teicher, J. Conclusion: WorkChoices and the Struggle for Australian Society', in J. Teicher, R. Lambert & A. O'Rourke (eds), *WorkChoices: The New Industrial Relations Agenda*, Pearson, Sydney: 160-163.
- McKeown, T & Teicher, J. 'HRD in a deregulated environment' in P. Holland & H. De Cieri (eds) *Contemporary Issues in Human Resource Development: An Australian Perspective*, Pearson Prentice-Hall, Sydney: 25-53.
- Teicher, J & Bryan, D. 'The Australian state and the global economy', in J. Teicher, P. Holland & R. Gough (eds), *Employee Relations Management*, Pearson, Sydney: 15-34.
- Gough, R., P. Holland & J. Teicher, 'Employment Relations in the Asia Pacific Region,' in P. Holland, J. Teicher & R. Gough, eds., *Employment Relations in the in the Asia-Pacific Region: Reflections and New Directions*. Routledge. UK:

- Teicher, J., B. Van Gramberg & P. Holland, 'Outsourcing in Electricity Generation and Union Responses,' in P. Holland, J. Teicher, & R. Gough, eds., *Employment Relations in the Asia-Pacific Region: Reflections and New Directions*. Routledge. UK:
- Gough, R., P. Holland & J. Teicher, 'Globalization, Labour Standards and Flexibility', in J. Holland, J. Teicher & R. Gough, eds., *Employment Relations in the in the Asia-Pacific Region: Reflections and New Directions*, Routledge. UK:
- Gough, R, Holland, P & Teicher, J.. 'Theory in employee relations', in J. Teicher, P. Holland & R. Gough, (eds), *Employee Relations Management*, Pearson, Sydney: 35-47.
- Teicher, J & Barton, R. 'The vanishing public sector', in J. Teicher, P. Holland & R. Gough (eds), *'Employee Relations Management'*, Pearson, Sydney: 138-169.
- Gough, R, Teicher, J & Park, B. 'Working in teams', in J. Teicher, P. Holland & R. Gough (eds), *Employee Relations Management*, Pearson, Sydney: 317-359.
- 2005** Teicher, J. & B. Van Gramberg, 'Industrial Relations,' in H De Cieri & R Kramar eds., *Human Resource Management in Australia*, McGraw-Hill, 2nd edn. Sydney, Australia: 222-244.
- 2003** Teicher, J. & B. Van Gramberg, 'Australia 2002', in *Asia Pacific Labour Law Review: Workers Rights for the New Century*, Asia Monitor Resource Center, Hong Kong: 29-46.
- 2002** Van Gramberg, B., & J. Teicher,. 'Industrial relations', in H. De Cieri, R. Kramar & P. Dowling eds., *HRM in Australia. Strategy – People – Performance*, McGraw-Hill Australia, Melbourne: 222-243.
- Teicher, J. & D. Bryan,. 'The Australian state and the global economy', in J. Teicher, P. Holland & R. Gough eds., *Employee Relations Management*, Pearson Education, Sydney: 15-35.
- Gough, R., P. Holland, & J. Teicher, 'Theory in employee relations', in J. Teicher, P. Holland & R. Gough eds., *Employee Relations Management*, Pearson Education, Sydney: 37-56.
- Teicher, J. & R. Barton, 'The vanishing public sector', in J. Teicher, P. Holland & R. Gough eds. *'Employee Relations Management'*, Pearson Education, Sydney: 175-204.
- Gough, R., J Teicher & B. Park, 'Working in teams', in J. Teicher, P. Holland & R. Gough eds. *Employee Relations Management*, Pearson Education, Sydney: 342-381.
- Spicer, A., J.W. Selsky, & J. Teicher, 'Paradox in symbols and units: The politics of constructing "The Wharfie"', in S. R. Clegg ed., *Management and Organization Paradoxes*, John Benjamins Publishing Company, Amsterdam: 87-118.
- Fairbrother, P., M. Paddon J. Teicher, 'Corporatisation and privatisation in Australia', in P. Fairbrother, M. Paddon & J. Teicher eds., *Privatisation, Globalisation and Labour: Studies from Australia*, Federation Press, NSW: 1-24.
- Teicher, J. & B. Van Gramberg, 'Privatising local government: The Victorian experience', in P. Fairbrother, M. Paddon & J. Teicher eds., *Privatisation, Globalisation and Labour: Studies from Australia*, Federation Press, NSW: 183-208.
- 2001** Teicher, J. & B. Van Gramberg, 'The changing nature and patterns of employment', in C. Selby Smith, F. Ferrier, D. Anderson, G. Burke, S. Hopkins, M. Long, L. Maglen, L. Malley, P. McKenzie & C. Shah, *The Economics of Vocational Education and Training in Australia*, National Centre for Vocational Education Research, South Australia: 8-24.
- 1999** Teicher, J. & B. Van Gramberg, "Economic freedom": Industrial relations policy under the Kennett government', in B. Costar & N. Economou, eds., *The Kennett Revolution, Victorian Politics in the 1990s*, University of New South Wales, Sydney, 1999: 160-173.

- Barton, R. & J. Teicher, 'The consequences of deregulation and privatisation for industrial relations in Telstra', in J. Teicher, ed., *Public Sector Industrial Relations: Australian and International Perspectives*, National Key Centre in Industrial Relations, Monash University, Melbourne: 161-193.
- Teicher, J., J. Testi & G. MacArthur, 'Local government reform in Victoria: Implications for management and labour', in J. Teicher, ed., *Public Sector Industrial Relations: Australian and International Perspectives*, National Key Centre in Industrial Relations, Monash University, Melbourne, pp. 344-386.
- 1998** Teicher, J. 'The Australian Vocational Training System pilots: Implications for demand driven approaches to skill formation', in F. Ferrier & D. Anderson eds., *Different Drums, One Beat: Economic and Social Goals in Education and Training*, National Centre for Vocational Education Research Ltd & Monash University-ACER Centre for the Economics of Education and Training, Melbourne: 197-207.
- 1997** Griffin, G. & J. Teicher, 'Workplace flexibility: Changing industrial relations', in P. James, W. Veit & S. Wright eds., *Work of the Future: Global Perspectives*, Allen & Unwin, Sydney: 239-258.
- 1996** Teicher, J. 'Consultation and participation in the Australian Public Sector', in E. Davis & R. Lansbury, eds., *Managing Together – Consultation and Participation in the Workplace*, Longman, Melbourne: 115-129.
- Teicher, J. & A. Grauze, 'Enterprise bargaining, industrial relations and training reforms in Australia', in C. Selby-Smith & F. Ferrier, eds., *The Economic Impact of Vocational Education and Training*, Australian Government Publishing Service, Canberra: 254-272.
- 1995** Teicher, J., 'The training guarantee, a good idea gone wrong', in F. Ferrier & C. Selby-Smith eds., *The Economics of Education and Training*, Australian Government Publishing Service: 105-112.
- Atkin, S. & J. Teicher, 'Electrico 1', in A. Smith et al. *Enterprise Training: The Factors that Affect Demand, Final Report to the Office of Training & Further Education, Victoria and the Australian National Training Authority*, State Training Board, Victoria, vol. 3: 3-14.
- 1992** Teicher, J. & D. McKenzie, 'Penalties and award enforcement provisions in Australian industrial relations', in B. Dabscheck, G. Griffin & J. Teicher eds., *Contemporary Australian Industrial Relations*, Melbourne, Longman Cheshire: 127-152.
- Teicher, J. 'Theories of employee participation and industrial democracy: Towards an analytical framework', in B. Dabscheck, G. Griffin, & J. Teicher eds., *Contemporary Australian Industrial Relations*, Melbourne, Longman Cheshire: 476-494.
- Teicher, J. 'A branch of the Australian Taxation Office', in *Progress at the Workplace, Workplace Reform and Award Restructuring*, Public Sector, Canberra, Department of Industrial Relations: 21-43.
- 1989** Teicher, J. 'Industrial democracy and employee participation in Australian Government employment progress and prospect', in D. Corbett, C. Selby Smith & R.F.I. Smith, eds., *Public Sector Personnel Policies for the 1990s*, Public Sector Management Institute, Monash University, Clayton: 137-149.
- Teicher, J., 'Unions and wages policy', in B. Ford & D. Plowman, eds., *Australian Unions: An Industrial Relations Perspective*, Melbourne, Macmillan, 2<sup>nd</sup> edn: 225-250.
- 1987** Romeyn, J. & J. Teicher, 'The role of state and special tribunals', in G. W. Ford, J. M. Hearn & R. D. Lansbury eds., *Australian Labour Relations Readings*, 4th edn, Melbourne: Macmillan: 147-178.

#### **Refereed Journal Articles**

- 2024** Aktar, R. Teicher, J & Alam, Q. 'Gender-Based Violence and Harassment in Bangladesh's Ready-Made Garments (RMG) Industry: Exploring Workplace Well-Being Issues in Policy and Practice', *Sustainability* 16(5), 2132; <https://doi.org/10.3390/su16052132> (SCIMAGO Q2)
- 2023** Rahman, S., Teicher, J., Wolfram-Cox, J. & Alam, Q. 'Slipstreaming for Public Sector Reform: How Enterprising Public Sector Leaders Navigate Institutional Inertia', *Journal of Public Administration Research and Theory* 33(1)4-18, <https://doi.org/10.1093/jopart/muac006> (ABDC A; SCIMAGO Q2)
- 2020** Van Gramberg, B. Teicher, J., Bamber, G. & Cooper, B. 'Employee Voice, Intention to Quit, and Conflict Resolution: Evidence from Australia', *ILR Review* 73(2):395-410. [doi.org/10.1177/0019793919876643](https://doi.org/10.1177/0019793919876643) (ABDC A\*)
- 2019** Amarakoon, U., Weerawardena, J., Verreynne, M. & Teicher, J. 'Entrepreneurial behaviour: a new perspective on the role of the HR professional', *Personnel Review* 48 (7): 1809-1829. [doi.org/10.1108/PR-03-2018-0087](https://doi.org/10.1108/PR-03-2018-0087) (ABDC A)
- Newman, A., Cooper, B., Holland, P., Mao, Q. & Teicher, J., How do industrial relations climate and union instrumentality enhance employee performance? The mediating effects of perceived job security and trust in management', *Human Resource Management* 58(1): 35-44. [doi.org/10.1002/hrm.21921](https://doi.org/10.1002/hrm.21921) (ABFDC A\*)
- 2018** O'Rourke, A., Pyman, A., Teicher, J., & Van Gramberg, B. "Old wine in new bottles? Regulating employee social media use through termination of employment law: A comparative analysis", *Common Law World Review* 47(4): 1-24. [doi/10.1177/1473779518807155](https://doi.org/10.1177/1473779518807155) (ABDC B)
- Newman, A., Cooper, B., Holland, P., Miao, Q. and Teicher, J. 'How to industrial relations climate and union instrumentality enhance employee performance? The mediating effects of perceived job security and trust in management' *Human Resource Management: 35-44*. [doi.org/10.1002/hrm.21921](https://doi.org/10.1002/hrm.21921) (ABDC A\*)
- 2017** Pyman, A., Teicher, J., Cooper, B. Holland. P. 'The Predictors of Unmet Demand in Non-Union Workplaces: Lessons from Australia', *Relations Industrielles* 72(2):270-293 [ABDC A]
- Smith, E. & Teicher, J. Re-thinking skill through a new lens: evidence from three Australian service industries, *Journal of Education and Work* 30(5): 515-30. [ABDC B]
- 2014** Van Gramberg, B., Teicher, J. & O'Rourke, A. 'Managing Electronic Communications: A New Challenge for Human Resource Managers', *International Journal of Human Resources Management* 25(16): 2224-2252. [ERA A; ABDC A]
- 2013** Van Gramberg, B. Teicher, & J, Nguyen, T., 'Industrial disputes in Vietnam: the tale of the wildcat', *Asia Pacific Journal of Human Resources* 51:248-268 [ABDC B; ERA B]
- 2012** Holland, P., Cooper, B., Pyman, A., & Teicher, J. 'Trust in Management: the role of Employee Voice Arrangements and Perceived Managerial Opposition to Unions', *Human Resource Management Journal* 22(4): 377-391 (ABDC A; ERA A)
- Alam. Q. & Teicher, J. 'State of Governance in Bangladesh: the Capture of State Institutions' *South Asia: Journal of South Asian Studies* 35(4): 858-884. [ABDC A; ERA A]
- A. O'Rourke, Teicher, J. & Pyman, A. 'Internet and E-mail Monitoring in the Workplace: Time for an Alternative Approach', *Journal of Industrial Relations* 53(4): 522-533. [ABDC A; ERA A]
- 2011** Holland, P, A. Pyman, B.K. Cooper & Teicher, J. 'Employee voice and job satisfaction in Australia: The Centrality of Direct Voice', *Human Resource Management* 50: 95-111. ) [ABDC A; ERA A\*]
- 2010** Pyman, A, Holland, P, Teicher, J & Cooper, B.K. 'Industrial relations climate, employee voice and managerial attitudes to unions: An Australian study', *British Journal of Industrial Relations* 48(2): 460-480. [ABDC A; ERA A\*]



- S. Johnson & Teicher, J. 'Is Diversity Management Past its 'Use-By-Date' for Professional and Managerial Women', *International Journal of Employment Studies* 18 (1): 34-62.[ABDC C]
- 2009** Holland, P, Pyman, A, Cooper, B & Teicher, J 2009, 'The Development of Alternative Voice Mechanisms in Australia: The Case of Joint Consultation', *Economic and Industrial Democracy* 30(1): 65-90. [ABDC B; ERA A]
- Pyman, A, Teicher, J, Cooper, B & Holland, P 2009, 'Unmet demand for union membership in Australia', *Journal of Industrial Relations*.51 (1): 5-24. [ABDC A; ERA A\*]
- 2008** Samaratunge, R, Alam, Q & Teicher, J 2008, 'Public Sector Reforms and Accountability: The Case of South and South East Asia', *Public Management Review* 10 (1): 101-126. [ABDC A; ERA B]
- Haynes, P, Holland, P, Pyman, A & Teicher, J, 'Free-Riding in Australia', *Economic & Industrial Democracy* 29 (1): 7-34. [ABDC B; ERA B]
- Samaratunge, R, Alam, Q & Teicher, J 2008, 'The New Public Management Reforms in Asia', *International Review of Administrative Sciences* 74(1): 25-46. [ABDC C; ERA C]
- Pyman, A, O'Rourke, A & Teicher, J 2008, 'Information privacy and employee records in Australia: which way forward?', *Australian Bulletin of Labour*34( 1): 28-46 [ABDC C; ERA B]
- 2007** Teicher, J & Watson, D 2007, 'Business Education now and in the Future', *Journal of Management and Entrepreneurship*1(4): 12-38.[ABDC C; ERA B]
- O'Rourke, A.H., Pyman, A & Teicher, J 2007, 'The right to privacy and the conceptualisation of the person in the workplace: a comparative examination of EU, US and Australian approaches', *International Journal of Comparative Labour Law and Industrial Relations* 23(2): 161-194. [ABDC B; ERA B]
- Anderson, E., A. Pyman & J. Teicher 'Cultural Tensions – exploring call centres in the public sector', *International Journal of Human Resources Development and Management*: 6(4): 279-296.[ABDC C;ERA C]
- Gough R., P Holland & J. Teicher, 'Employment Relations in the Asia-Pacific Region: Reflections and New Directions', *Asia Pacific Business Review* 12(2): 119-130.[ABDC B; ERA B]
- Teicher, J., B. Van Gramberg & P. Holland, 'Trade Union Responses to Outsourcing in a Neo liberal Environment: A Case Study Analysis of the Australian Public Sector', *Asia Pacific Business Review*, 12(2): 243-256. [ABDC B; ERA B]
- Gough R., P. Holland & J. Teicher. 'Globalization, Labour Standards and Flexibility in the Asia Pacific Region', *Asia Pacific Business Review* 12(2): 257-225.[ABDC B; ERA B]
- Pyman, A., B. Cooper, J, Teicher. & P. Holland,. 'A comparison of the effectiveness of employee voice arrangements in Australia', *Industrial Relations Journal* 37(5): 543-559.[ABDC A; ERA A]
- 2006** Van Gramberg, B. & J. Teicher, 'Managing Neutrality and Impartiality in Workplace Conflict Resolution: The Dilemma of the HR Manager', *Asia Pacific Journal of Human Resource Management*, 44(2), 197-210. [ABDC B; ERA B]
- Teicher, J., Q. Alam. & B. Van Gramberg, 'Managing trust and relationships in PPPs: Some Australian experiences', *International Review of Administrative Sciences*, 72(1): 85-100. {ABDC C; ERA C]
- Pyman, A, Cooper, B, Teicher, J & Holland, P., 'A Comparison of the Effectiveness of Employee Voice Arrangements in Australia', *Industrial Relations Journal* 37(5): 543-559. [ABDC A; ERA A]
- Teicher, J, Van Gramberg, B & Holland, P 2006, 'Trade Union Responses to Outsourcing in a Neo liberal Environment: A Case Study Analysis of the Australian Public Sector', *Asia-Pacific Business Review* 12(2): 243-256. .[ABDC B; ERA B]

- Van Gramberg, B & Teicher, J 2006, 'Managing Neutrality and Impartiality in Workplace Conflict Resolution: The Dilemma of the HR Manager', *Asia Pacific Journal of Human Resources* 44(2):197-210. [ABDC B; ERA B]
- Teicher, J, Alam, Q & Van Gramberg, B 2006. 'Managing trust and relationships in PPPs: Some Australian experiences', *International Review of Administrative Sciences* 72(1): 85-100. [ABDC C; ERA C]
- Anderson, EA, Pyman, A & Teicher, J 2006, 'Cultural tensions – exploring call centres in the public sector', *International Journal of Human Resources Development and Management* (2-4): 279-296. [ABDC C; ERA C]
- Gough, R, Holland, P & Teicher, J 2006, 'Employment relations in the Asia-Pacific region: reflections and new directions', *Asia-Pacific Business Review* 12(2): 119-132. [ABDC B; ERA B]
- Holland, P, Gough, R & Teicher, J 2006, 'Conclusion: globalisation, labour standards and flexibility in the Asia-Pacific Region', *Asia-Pacific Business Review* 12(2): 257-260. [ABDC B; ERA B]
- 2005** Holland, P., A. Pyman & J. Teicher 'Negotiating the Contested Terrain of Drug Testing in the Australian Workplace', *Journal of Industrial Relations*, 47(3): 326 –338[ABDC A; ERA A]
- 2004** Anderson, E, J. Teicher & G. Griffin, 'From Industrial Relations to Workplace Relations in the Australian Taxation Office: An Incomplete but Strategic Transition', *Journal of Industrial Relations*, 47(3): 339-354 [ABDC A; ERA A]
- Teicher, J., A. O'Rourke & A. Pyman, 'Spy society', *Monash Business Review*, 1(1): 14-21
- Teicher, J. 'Industrial Relations and the Law: The New Industrial Relations (Issues)', *Labour and Industry*, 15(4): 113-125. [ABDC B; ERA B]
- 2003** Rich, J. & J. Teicher, "Wage-fixing behaviour of managers in Australia", *British Journal of Industrial Relations* 40(2): 177-195. [ABDC A\*; ERA A\*]
- Teicher, J., C. Shah, & G. Griffin, "Australian Immigration: The Triumph of Economics over Prejudice?", *International Journal of Manpower* 23(3): 209-236. [ABDC A; ERA B]
- 2002** Selsky, J., A. Spicer, & J. Teicher, "Totally Un-Australian!": Discursive and Institutional Interplay in the Melbourne Port Dispute of 1997-98', *Journal of Management Studies*, 40(7): 1723-1754 [ABDC A\*; ERA A\*]
- Dow, N., O. Hughes & J. Teicher, "E-government: A new route to public sector quality" *Managing Service Quality* 12(6): 384-393. [ABDC A; ERA B]
- Anderson, E., G. Griffin & J. Teicher, "The changing roles of public sector unionism" *International Journal of Employment Studies*, 10(2): 47-82. [ABDC C; ERA C]
- Anderson, E., G. Griffin & J. Teicher, "Managerialism and the Australian public service: Valuing efficiency and equity?", *New Zealand Journal of Industrial Relations*, 27(1): 13-31.[ABDC B; ERA C]
- 2000** Rich, J. & J. Teicher, "Wage-fixing behaviour of managers in Australia", *British Journal of Industrial Relations* 40(2): 177-195. [ABDC A\*; ERA A\*]
- Teicher, J., C. Shah, & G. Griffin, "Australian Immigration: The Triumph of Economics over Prejudice?", *International Journal of Manpower* 23(3): 209-236. [ABDC A; ERA B]
- 1999** Van Gramberg, B. & J. Teicher, "Managerialism in local government - Victoria, Australia" *International Journal of Public Sector Management*, 13(5): 476-492. [ABDC B; ERA C]
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- Svensen, S. & J. Teicher, 'Restructuring the Australian state: A bipartisan agenda?', *Public Management* 1(3): 329-348. [ABDC A; ERA B]
- 1997** Teicher, J. & B. Van Gramberg, "A brave new world of workplace relations: A review of the Ministerial implementation discussion paper and other documents", *International Employment Relations Review*, 5(1): 75-87. [ABDC C; ERA C]
- Teicher, J. & B. Van Gramberg, "Industrial relations and public sector reform: The Victorian case", *Australian Journal of Public Administration*, 57(2): 60-67. [ABDC A; ERA B]
- Griffin, G., Svensen, S., & Teicher, J. "Trade Union Non-industrial Services: Membership Attitudes", *Labour & Industry* 8(13): 31-41 [ABDC B; ERA B]
- Fairbrother, P., S. Svensen, & J. Teicher, "The withering away of the Australian state: Privatisation and its implications for labour", *Labour & Industry* 8(13): 1-29. [ABDC B; ERA B]
- 1994** Teicher, J. & K. Spearitt, "From equal employment opportunity to diversity management: The Australian experience", *International Journal of Manpower* 17(4/5):109-113. [ABDC A; ERA B]
- 1988** Teicher, J. & A. Grauze, "Enterprise bargaining, industrial relations and training reforms in Australia", *Australian Bulletin of Labour* 22(1): 59-80. [ABDC B; ERA B]
- 1986** Fox, C. & J. Teicher, 'Victoria's Employee Relations Act: The way of the future?', *Australian Bulletin of Labour* 20(3): 191-210
- 1985** Teicher, J. 'Breakaway unions: An Australian case', *New Zealand Journal of Industrial Relations* 11(3): 149-159. [ABDC B; ERA C]
- 1982** Teicher, J. 'Breakaway unions: An Australian case', *New Zealand Journal of Industrial Relations* 11(3): 149-159. [ABDC A; ERA A]
- 1978** Teicher, J. 'Industrial militancy among elite workers in high technology industries: Victorian power station operators', *Journal of Industrial Relations* 26(3): 315-334. [ABDC A; ERA A]
- Teicher, J. 'Worker involvement: An analysis of the SECV working parties — A comment', *Journal of Industrial Relations* 24(4): 578-582. [ABDC A; ERA A]
- Teicher, J. 'NEAT - A Little More than an Acronym', *Journal of Industrial Relations* 20(1): 1-21 [ABDC A; ERA A]

#### **Invited Journal Articles**

- 1995** Teicher, J. "Employment relations in 1994: From managed to mandatory decentralism", *International Employment Relations Review*, 1(1): 65-73
- 1989** Teicher, J. "Industrial relations in 1988", *Asia Pacific Journal of Human Resource Management*, 27(2): 26-41

#### **Review Articles**

- 1998** Teicher, J. 'National Competition Policy' in J. Shafritz, *International Encyclopedia of Public Administration and Policy*, Westview Press, Boulder, Colorado

#### **Selected Refereed Conference Papers**

- 2017** Van Gramberg, B., Teicher, J., Bamber, G., & Cooper, B. A Changing World of Workplace Conflict Resolution and Employee Voice: An Australian Perspective, Paper presented to Conflict and its Resolution in the Changing World of Work: A Conference and Special Issue, Cornell University ILR School, 6 November.

- 2010** Van Gramberg, B, Teicher, J & Bamber, G., Using Adaptive Theory to Investigate Conflict in the Workplace. Paper presented at the *2010 Annual Meeting of the Academy of Management* Montréal, Canada, 8-10 August
- 2009** Pyman, A, Holland, P, Cooper, B & Teicher, J 2009, *The Contours of Joint Consultation in Australia: Updating the Empirical Evidence*. Paper presented at the International Industrial Relations Association 15th World Congress, Sydney, Australia, 24-27 August.
- Holland, P, Cooper, B, Pyman, A & Teicher, J 2009, *Employee Voice and Job Satisfaction in Australia*. Paper presented at the International Industrial Relations Association 15th World Congress, Sydney, Australia, 24-27 August.
- 2007** Pyman, A, Holland, P & Teicher, J 2007, *Managing Human Resources in a Complex World Exploring Employee Voice in Australia and the Critical Themes for HR Managers*. Paper presented to the 9th International Human Resource Management Conference: Changes in Society, Changes in Organizations, and the Changing Role of HRM: Managing International Human Resources in a Complex World', Tallinn, Estonia, 12-15 June, ISBN: 978-9985-9342-8-9.
- 2006** Haynes, P, Holland, P, Pyman, A & Teicher, J 2006, *Free Riding in Australia*. Paper presented at 'Socially responsive, socially responsible approaches to employment and work' hosted by ACREW and The Department of Management, Kings College, London, July 1-4, Prato, Italy.
- 2005** Pyman, A., B. Cooper J. Teicher & P. Holland. 'Industrial relations climate, employee voice and managerial attitudes toward unions', in H. De Cieri & C. Costa (eds.) *Shifting the Boundaries of Employment and Work*, Proceedings of the inaugural conference for the Australian Centre for Research in Employment and Work, published by Events Management Office, Monash University: Melbourne, June 23-25: ISBN 0-7326-2278-6.
- 2004** Pyman, A., P. Holland & J. Teicher 'Trade Union Strategies in a Sophisticated Human Resource Management Environment', in M. Barry & P. Brosnan eds., *New Economies: New Industrial Relations*, Proceedings of the 18<sup>th</sup> AIRAANZ Conference, 3-6 February, Noosa, QLD, vol. 1: 430-438.
- As-Saber, S., P. Holland. & Teicher, J. 'Managing call centres in India: An international business perspective', First Annual Conference of the Monash Asia Institute, Conference Proceedings Monash University Press, CD ROM 9-13 February, Mumbai ISBN 1 876924 31 4.
- Pillay, S & J. Teicher 'ICT – Social Control through E.mail: An Australian Experience, in E. Anderson, R. Smith & J. Teicher eds., *Toward Public Management? Management and Employment for Outcomes*, Department of Management, Monash University, Proceedings CD-ROM.
- 2003** Anderson, E., G. Griffin & J. Teicher 'The evolution of industrial relations in the ATO: Managing for performance', in J. Teicher, P. Holland & S. Turberville eds., *Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference 2003: Reflections and New Directions*, 4-7 February, Melbourne, vol. 1: 1-12.
- Pyman, A., P. Holland. & J. Teicher 'Drug testing in the workplace: It ain't what you do it's the way that you do it', in J. Teicher, P. Holland & S. Turberville eds., *Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference 2003: Reflections and New Directions*, 4-7 February, Melbourne, vol. 1: 263-272.
- Teicher, J. & J. Williams 'Occupational health and safety in local government – Decisions on the management of risk' in J. Teicher, P. Holland & S. Turberville eds., *Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference 2003: Reflections and New Directions*, 4-7 February, Melbourne, vol. 2: 599-611.
- Alam, Q. & J. Teicher, 'Management by public-private partnerships: The Australian experience' 17<sup>th</sup> ANZAM Conference, 2-5 December, Perth.

McWilliams, A., "Work groups, participation and commitment ¾ A review"

Munday, A., "The Employee Relations Act and industrial relations in Victorian licensed clubs".

Murray, B., "Employment ideologies in legislation: The Employee Relations Reform Act 1992 (Vic.) and the Industrial Relations Reform Act (Cth) ¾ A comparative analysis of employee and industrial relations legislation".

Tulloch, I., "The 1989/1985 public service dispute".

Turnbull, A., "Legislative options for enterprise bargaining in Victoria ¾ The case of the RACV".

Truter, J., "The right to strike".

Coll, M., "An analysis of unionisation rates incorporating an assessment of declining membership in the State Public Services Federation (Victoria) following the change of Government in October 1992".

Bennett, J., "Supervisors, business strategy and workplace reform in TCF".

McLelland, D., "Lessons from Australia and beyond on the effective implementation of part-time work".

Micallef, K., "A state public sector union and the change of government - The Victorian Secondary Teachers Association's strategies to survive".

#### **Master of Environmental Science**

Japp, I., "Genetic engineering and the workplace: Are unions ready?"

Nicolaides, M., "The MCC Waste Minimisation Scheme: Organisational issues".

#### **B.Com (Honours)**

Segman, A., 'An examination of the proposed 'deregulation' of the building industry. Is there a case for industry-specific legislation' .

Sweatman, K., "Managing the employee right to privacy in the workplace" (co-supervisor).

Williams, J., "Pilot study of the management of OHS in outsourced service provision".

Mrkic, P., "Teams and innovation: A case study of an Australian Automotive Components Manufacturer" - H1.

Jiang, E., "An investigation into discrimination in the Australian Stock broking Industry" - H2A.

Proimos, G., "Occupational health and safety and enterprise bargaining, Honours Thesis" - H2A.

### **ADMINISTRATION AND MANAGEMENT**

#### **Higher Education**

**2019-** Member, Academic Board, Melbourne Institute of Higher Education

**2010-20** Member, Business Board, College of Business, RMIT Melbourne

**12**

Member, Business Executive Management Committee, College of Business, RMIT Melbourne

Member, Executive Committee (EXCO), RMIT Vietnam

Member, University Management Group (UMG), RMIT Vietnam

**2008-** General Library Committee

**2010**

**2008-** Teaching and Learning Quality Committee Learning Spaces Network

**2009**

**2006** **Advisory Board, European and EU Centre, Faculty of Arts, Monash University**

**2005-** South Asia Steering Group, Monash University

2006	
Faculty	2004-
	Steering Committee, Academic Board, Monash University
<b>2013-</b>	<b>2008</b> Member, Faculty of Business and Economics Research Committee Monash University
	<b>1997-2008</b> Academic Board, Monash University
	<b>1994-1999</b> Occupational Health and Safety Policy Committee, Monash University
	<b>1994-1996</b> National Tertiary and Education Union, Monash University, Clayton Campus Advisory Committee, Monash University
	<b>1992</b> Chair, Main Library Users Committee, Monash University
	<b>1991-1993</b> Member, Department of Management Executive Committee
	<b>1991</b> Staff Association representative on Traffic Sub-committee, Monash University
	<b>1991</b> Main Library Users Committee, Monash University
	<b>1989</b> Joint University-Staff Association Working Party on Appraisal, Monash University
	<b>1989</b> Chair, Centre of Commerce and Management Group, RMIT University Vietnam
	<b>1993</b> Committee of the Staff Association of Monash University, Federation of Australian Universities Staff Associations Branch
<b>2010-2012</b>	Member, College of Business Executive, RMIT University Melbourne
<b>2010</b>	Dean's nominee, Board of the Faculty of Economics and Politics
<b>2008-2010</b>	Member, Equity and Diversity Committee
<b>2007-2009</b>	Chair, Academic Progress Committee
<b>2006-2009</b>	Chair, Graduate Operations Committee
	Chair, Graduate School of Business Management Committee
	Dean's Strategy Group
	Steering Committee, Faculty Board
<b>2005-2007</b>	Monash Centre for Regulatory Studies Board of Management
<b>2004-2005</b>	Graduate School of Business Management Committee
<b>2003</b>	Review of Wine Technology and Marketing, Agribusiness and Tourism programs.
	Faculty Remuneration Working Party
<b>2002-2006</b>	Associate Professor Promotion Committee
<b>2002-</b>	Faculty Executive
<b>2002-2004</b>	Faculty Internalisation Committee
<b>2002-2003</b>	Faculty of Business and Economics Review of Gippsland Organisational Structure

- 2001-2003** Centre for the Economics of Education (CEET) and Training Vocational Education and Training (VET) Advisory Committee
- 2002** E- Commerce Strategy Working Party  
MBA Strategy Working Party
- 2002** B.Com Honours Review Working Party
- 2001** Research Committee, Faculty of Business and Economics, Monash University (alternate)  
Clayton Advisory Committee and Bcom Advisory Committee
- 2000-** Faculty Board, Monash University  
Research Committee, Faculty of Business and Economics, Monash University  
Steering Committee, Faculty Board, Faculty of Business and Economics  
Graduate Studies Committee/Graduate Operations Committee
- 2000-2004** Undergraduate Studies Committee  
Faculty Library Advisory Committee
- 1995-2009** Faculty Board of the Faculty of Business and Economics, Monash University
- 1992** Regulations and Degree Structure Committee
- 1990-1991** Faculty of Economics, Commerce and Management Steering Committee
- 1988** Faculty of Economics and Politics Education Committee, Monash University  
MBA Unsatisfactory Progress Committee, Monash University  
Faculty of Economics and Politics Later Years Unsatisfactory Progress Committee, Monash University
- 1987-2009** Faculty Library Advisory Committee, Monash University
- 1987-1988** Periodicals Review Committee, Main Library Users Committee, Monash University
- 1987** Faculty of Economics and Politics Regulations and Degree Structure Committee, Monash University (Alternate)
- 1986-1990** Main Library Users Committee, Monash University

## COMMUNITY AND PROFESSIONAL SERVICE

### *Service to the Wider Community within Discipline*

- 2013** 'E-Government Implementation in Vietnam', staff seminar, Centre of Commerce and Management, RMIT University Vietnam, 03 May.  
'Writing Literature Reviews' Staff seminar, Ho Chi Minh City Open University, 02 May  
'Managing an Academic Career: Research Teaching and More', Staff seminar, RMIT University, Ho Chi Minh City, Vietnam"
- 2011** J. Teicher, 'The Vietnamese Economy and Infrastructure', AusTrade-AusCham Briefing, Queensland Government Mission, 14 November.  
J. Teicher, 'ANZAM Research and Publication Colloquium', Organizer and Keynote Speaker, RMIT Vietnam, 22-23 September
- 2010** J. Teicher 'Writing for Personnel Review', 2010 ANZAM Doctoral Workshop, 10-11 Dec.

- J. Teicher 'Writing Literature Reviews', 2010 ANZAM Doctoral Workshop, 10-11 Dec.
- 2006** Address to Fabian Society, WorkChoices and Australian Industrial Relations 25<sup>th</sup> October  
 J. Teicher 'Writing for Personnel Review', 2010 ANZAM Doctoral Workshop, 10-11 Dec.  
 J. Teicher 'Writing Literature Reviews', 2010 ANZAM Doctoral Workshop, 10-11 Dec.  
 Address to The Australian Principals Federation – "The Workplace Relations Act after Workchoices", 26<sup>th</sup> October
- 2005** Inaugural Doctoral Research Students Conference, Keynote Address, Victoria University, 29 November  
 Australian Democrats Conference on the Work Choices Industrial Relations Changes, 19 November  
 City of Glen Eira, 'Industrial relations – what's in it for you?' (speech) 27 October  
 International Reader, Australian Research Council Discovery and Linkage Grants Schemes.
- 2003** Establish on-going links and collaboration with the Victoria Police. A PDSIG leadership seminar was organised in June for the Victoria Police with a further session scheduled for November  
 Talk on the Changing Nature of Public Sector Management to the E-Business and Community Division, Multi-Media Victoria, Department of Infrastructure Planning Day, 1 July
- 2001** Provided advice to Vehicle Division of the Australian Manufacturing Workers' Union on dispute resolution procedures to be included in an enterprise bargaining agreement, August
- 1999** Teicher, J. & B. Van Gramberg 'Industrial Relations under the Kennett Government', Kennett: The Scorecard Conference, Department of Politics, Monash University, 4 September  
 Teicher, J. & B. Van Gramberg, Submission to the Senate Committee Inquiry on the Workplace Relations Legislation Amendment (More Jobs, Better Pay) Bill  
 Australian Research Council, Assessor for Small and Large Grant Applications
- 1998** Referee report for the Productivity Commission on Draft Report on Labor Costs in the Australian Stevedoring Industry. Australian Research Council, Assessor for Small and Large Grant Applications
- 1997** Advice to Esso Australia on the changing workplace environment, February
- 1996** Australian Research Council, Assessor for Small Grant Applications  
 Address to Victorian Commercial Teachers Association, 'Industrial Relations in a Rational Age', 26 November  
 Advice provided to Australia Post in the formulation of its Strategic Plan 1997-98, August  
 Address to Department of Defence Industry Study Course, 'Why Does Australia Have Industrial Relations and Does it Really Matter?', 30 July  
 Address to Victorian Commercial Teachers Association, Human Resource Management Issues, 'Into the Looking Glass & Industrial Relations after Labor', 14 March  
 Director and member of the Academic Board, International Institute for Negotiation and Conflict Management, ACN 074 871 337
- 1995** Australian Research Council, Assessor for Small Grant Applications  
 Address to Sri Lankans in Australian Affairs, 'Workplace Agreements and Job Security in Victoria', 2 July



Address to Australian Nursing Federation Occupational Health and Safety Special Interest Group, 'Occupational Health and Safety and Enterprise Bargaining', 20 February

**1994** Advice sought by the Industry Commission on issues related to the Reference on Occupational Health and Safety

Seminar delivered to Postgraduate Students in Industrial Relations, University of Melbourne, 'The Victorian State Government and industrial Relations', 12 May

Organised and contributed to delivery of a two-day seminar, Enterprise Bargaining and Best Practice for Corrs Chambers Westgarth. The audience were Corrs' solicitors and senior managers of Telstra, February

	<b>1993</b>	Invited to deliver lectures in the undergraduate unit, Industrial Relations, in the Faculty of Economics and Commerce, University of Melbourne
<b>CONFERENCE &amp; TRAINING PROGRAM ORGANISING</b>	<b>1992</b>	Address to Rotary Club of Caulfield, 'Lessons from the Coode Island Fire', July
		Submission to the Joint Committee of Public Accounts Inquiry into the Australian Taxation Office, April
<b>2023</b>	Member of the <b>1990</b> Organising Committee, Australian Labour and Employment <b>1989</b> Relations Conference, Hobart.	Seminar on employee participation presented to students undertaking the Graduate Diploma in Industrial Relations at Gippsland Institute of Advanced Education, February
		Presentation to the Joint Council of the Australian Public Service Industrial Democracy Sub-committee on Progress with Employee Participation in Management, June
		Address to the Annual Conference of the Victorian Hospitals Association, Hilton Hotel, Melbourne, 30 November
		Visitor, Industrial Relations Centre, Victoria University of Wellington, September
<b>2021</b>		Member of the Organising Committee, Australian Labour and Employment Relations Conference, Melbourne.
<b>2015</b>		Organiser, 'Falling through the gaps': Employment Regulation and the protection of international students, migrant and other vulnerable workers', 27 October, Melbourne
<b>2013</b>		Member, Organising Committee, 28 <sup>th</sup> Conference of the Association of Academics of Australia and New Zealand
<b>2011</b>		Organiser, ANZAM Research and Publication Colloquium, Ho Chi Minh City, Vietnam
<b>2009</b>		Member, Organising Committee, Australia and New Zealand, Academy of Management Conference, Melbourne.
<b>2005</b>		Organiser, New Industrial Relations Agenda Briefing, 23 October
		Organiser, Impact of the Workplace Relations Act Workshop, 23-24 October.
		Member, Organising Committee, Shifting the Boundaries of Employment and Work Conference, Inaugural Conference of the Australian Centre for Employment and Work, 23-24 July.
		Co-organiser, Managing Across Boundaries Conference, Monash University, 11-12 July
<b>2003</b>		Convenor, Public Sector Conference: Toward Public Value?, Management and Employment for Outcomes, Melbourne, 24-25 November.
		Convenor, Association of Industrial Relations Academics of Australia and New Zealand, Twentieth Anniversary Conference, Melbourne, 4-7 February.

- 2002** Co-organiser, seminar on 'The First International Conference on Training, Employability and Employment', National Key Centre in Industrial Relations and the Department of Management, Monash University with the Centre for Industrial Relations and Human Resource Management, Leeds University Business School, London, 11-12 July.
- 2001** Co-organiser and presenter of 'Monash-Ericsson Human Resources Management Program, 22 October-9 November.
- Co-organiser, Workshop on 'Employee Training and Employment Relations in Australia', National Key Centre in Industrial Relations (NKCIR) and the Department of Management, 20 April.
- 1998** Co-organiser, 'Public Sector Restructuring and Industrial Relations', 10-11 December.