

## Curriculum Vitae - Katherine Ravenswood

### Academic Qualifications

---

2012	PhD (Management)	AUT University
2008	BBusHons(First Class)	AUT University
2006	GradDipBus (HRM)	AUT University
1998	MA with First Class Honours (Languages & Literature)	University of Auckland
1996	BA in English and Spanish	University of Auckland

### Academic Employment History

---

2019 onwards	Associate Professor in Employment Relations, Faculty of Business & Law, AUT University
2014 - 2018	Senior Lecturer in Management ('Above the bar'), Faculty of Business & Law, AUT University
2012 - 2014	Senior Lecturer in Management, Faculty of Business & Law, AUT University
2008 – 2011	Contract lecturer and research assistant, Faculty of Business & Law, AUT University

### Research Areas

---

Employment relations/industrial relations:

- Care/work regimes (e.g. paid work, unpaid care work, work-life balance)
- Gender and diversity in work
- Wellbeing, voice and power

### Teaching Areas

---

- Employment Relations
- Research Design & Methodology
- Gender & Diversity at Work

### Appointments and Memberships, service to the external community

---

2019 to 2020	Member of the 'Inbetween Time Settlement Parties Action Group (Workstream 2), Ministry of Health
2018	Appointed as an AUT Leading Researcher for Postgraduate Supervision
2017	Appointed Fellow of the Higher Education Academy (UK)
2017 onwards	Member of the steering committee of the Global Carework network (University of Massachusetts)
2016 onwards	Member of the Observatoire International de l'Emploi et du Développement Economique de Polynésie Française. <i>Rohi nō te ora maita'i – Work for well-being</i> [Research Centre based in Tahiti]
2016 onwards	Member of the Caring Counts Coalition, Human Rights Commission
2015 onwards	Member of the Kaiāwhina [careworker] Workforce Action Plan Workforce Intelligence Workstream
2015 -2017	Elected Secretary of the Association of Industrial Relations Academics of Australia and New Zealand
2014 onwards	Professional Member of the Royal Society of New Zealand
2013 - 2015	Advisory Group member to MPower (Massey University research centre)
2013 -2017	Member of the Lifewise Trust Board
2011 - 2014	Elected member on the executive committee of the Association of Industrial Relations Academics of Australia and New Zealand
2011 - 2014	Elected Treasurer of the New Zealand Employment Relations Society
2008 – 2011	Elected postgraduate representative on the executive committee of the Association of Industrial Relations Academics of Australia and New Zealand

## **Awards and scholarships**

---

- 2019 Shortlisted for AUT University Research Impact Award (team)  
Faculty of Business, Economics & Law Excellence in Engaged Research Award(team)
- 2016 Faculty of Business, Economics & Law Excellence in Teaching Award
- 2015 Faculty of Business, Economics & Law Excellence in Engaged Research Award
- 2013 Faculty of Business, Economics & Law Emerging Researcher Award
- 2011 AUT Vice-Chancellor's Award for Emerging Research Team (Gender & Diversity Research Group)
- 2011 Faculty of Business, Economics & Law nomination for the Vice-Chancellor's Award for Emerging Research Team (Gender & Diversity Research Group)
- 2010 Faculty of Business, Economics & Law Research Team Award (NZWALMI), AUT University
- 2010 AUT University Summer Research Assistant Award
- 2010 24<sup>th</sup> AIRAANZ (Association of Industrial Relations Academics of Australia and New Zealand) Conference Postgraduate Scholarship
- 2009 Faculty of Business, Economics & Law Research Team Award (NZWALMI), AUT University
- 2009 AUT University Occupational Health and Safety Research Centre Postgraduate Scholarship
- 2009 23<sup>rd</sup> AIRAANZ Conference Postgraduate Scholarship
- 2008 – 2011 AUT University Vice Chancellor's Doctoral Scholarship (fees and stipend)
- 2008 AUT Faculty of Business Graduate Assistantship
- 1997 University of Auckland Study Abroad Scholarship

## **External Research Funding**

---

- 2018 \$200,000 (AI), Te Taura Whiri i te Reo Māori, 'Subjective Motivation'.  
\$27460.81 + GST (Co-PI), Home & Community Care Association, 'OHS in home based care'.  
\$15,000 (Co-PI), Careerforce, 'Evaluating the impact of the 2017 Equal Pay Settlement'.  
\$10,000 (AI). Ministry for Women, 'Gender Equity in the Public Sector'. Collaboration with Victoria University of Wellington & Massey University
- 2016 \$5,750 (Co-PI), Human Rights Commission, 'Evaluating the impact of the 2017 Equal Pay Settlement'.  
2016 15,000 euros (AI). French Ministry of Foreign Affairs: Pacific Fund. 'Projet No 1577: Echanges économiques entre l'Australie, la Nouvelle-Zélande et la Polynésie Française. Collaboration with James Cook University (Australia).
- 2016 \$17,400 (AI). Lifewise. 'Scoping the Costs of homelessness in New Zealand'. AI.
- 2016 \$AUS 2000 (Co-Investigator). Association of Industrial Relations Academics Australia & NZ (AIRAANZ). 'The Old Girls' Network: Women in IR Scholarship' symposium.
- 2015 \$NZ 5000 (PI). Careerforce. 'The NZ Aged Care Workforce Survey 2016'.
- 2015 \$NZ 20360 (PI). Confidential consultancy. Commissioned research in my area of expertise.
- 2015 \$AUS 1,200 (Lead Investigator). Association of Industrial Relations Academics Australia & NZ (AIRAANZ). Wellbeing in Aged Care: Multiple Perspectives Symposium.
- 2014 \$NZ 28,933 (Associate Investigator). Ministry of Business, Innovation & Employment. Led by Professor David Peetz (Griffith). 'Productive and high wage workplaces and regulatory levers in New Zealand'.
- 2013 \$AUS 2,000 (Co-Investigator). Association of Industrial Relations Academics Australia & New Zealand (AIRAANZ). 'Women, Work & Collectivism Symposium'.
- 2012 \$NZ 17,250 (Associate Investigator). Auckland Women Lawyers' Association. Led by Professor J. Pringle (AUT). 'Women's Career Progression in Law'.

## **Internal Competitive Research Funding**

---

- 2017 \$NZ 4,500 (Lead Investigator). Faculty of Business, Economics and Law. 'Transition from school into secure and decent work for young Polynesians in French Polynesia', with Drs Lynette Reid and Nimbus Staniland.

- 2014 \$NZ 8,900 (Lead Investigator). Faculty of Business, Economics and Law Industry Partnership Grant. 'The New Zealand Aged Care Workforce Survey 2014', with Dr Julie Douglas.
- 2013 \$NZ 9,500 (Associate Investigator). Faculty of Business, Economics and Law Industry Partnership Grant. Led by Professor J. Pringle. 'Women's Career Progression in Law'.
- 2012 \$NZ 6,000 (Lead Investigator). Faculty of Business, Economics and Law Summer Research Assistant Awards (granted to researchers to employ students). 'Women & work in the NZ Women's Weekly'.

### **Research Publications: Academic Journal Articles (ABDC 2016 Ranking List)**

1. Douglas, J. & Ravenswood, K. (2019). 'We can't afford pay equity': examining pay equity and equal pay policy in a neoliberal environment'. *New Zealand Sociology*, 34 (2), pp. 175 – 200.
2. Clarke, M. & Ravenswood, K. (2019). Constructing a career identity in the aged care sector: overcoming the 'taint' of dirty work. *Personnel Review*, 48 (1), 76-97. [A]
3. Harris, C., Myers, B., & Ravenswood, K. (2019). Academic careers and parenting: Identity, performance and surveillance. *Studies in Higher Education*, 44(4), 708 – 718. [A]
4. Ravenswood, K. & Markey, R. (2018). Gender and voice in aged care: embeddedness and institutional forces. *International Journal of Human Resource Management*, 29(5), 725-745. [A]
5. Ravenswood, K., Douglas, J. & Haar, J. (2018). Physical and verbal abuse, work demands, training and job satisfaction amongst aged-care employees in the home and community sector. *Labour & Industry*, 27(4), 302-318. [B]
6. Ravenswood, K. (2017). Gender and class in Aotearoa/New Zealand work/care regimes. *Women's Studies Journal*, 31(1), 108-109.
7. Williamson, D., Rasmussen, E., & Ravenswood, K. (2017). Power in the darkness: Taking a historical and critical employment relations approach in hospitality. *Journal of Hospitality and Tourism Management*, 33, 134-141. [B]
8. Pringle, J., Harris, C., Ravenswood, K., Giddings, L., Ryan, I. & Jaegar, S. (2017). Women's career progression in law firms: Views from the top, views from below. *Gender, Work & Organisation*, 24 (4), 435 – 449. [A]
9. Ravenswood, K. & Harris, C. (2016). Doing gender, paying low: gender, class and work-life balance in aged care. *Gender, Work & Organisation*, 23 (6), 614-628. [A]
10. Le Queux, S. Rasmussen, E., Lamm, F. & Ravenswood, K. (2016). Nouvelle-Zélande – « Steady as she goes », l'austérité du politique. *La Revue de L'IREs (Institut de Recherches Economiques et Sociales)*, 154 (June) 49 - 60.
11. Ravenswood, K. & Kaine, S. (2015). The role of government in influencing labour conditions through the procurement of services: Some political challenges. *Journal of Industrial Relations*, 57 (4), 544-562. [A]
12. Markey, R., Ravenswood, K., & Webber, D. J. (2015). Quality of work environment and quitting intention: A dilemma. *New Zealand Journal of Employment Relations*, 40(1), 35-52. [B]
13. Harris, C., Ravenswood, K., & Myers, B. (2014). The Quest Games: A Tale of Career Advancement. *The Journal of Corporate Citizenship*, (54), 61-74. [C]
14. Markey, R., Harris, C., Ravenswood, K., Simpkin, G, & Williamson, D. (2014). Employee participation and quality of the work environment: Cases from New Zealand. *New Zealand Journal of Employment Relations*, 40 (2), 47-66. [B]
15. Kaine, S., & Ravenswood, K. (2013). Working in residential care: A Trans-Tasman comparison. *New Zealand Journal of Employment Relations*, 38(2), 33-46. [B]
16. Harris, C., Ravenswood, K., & Myers, B. (2013). Glass slippers, Holy Grails and Ivory Towers: gender and advancement in academia. *Labour & Industry*, 23(3), 231-244. [B]
17. Markey, R., Ravenswood, K., Webber, D. J., & Knudsen, H. (2013). Influence at work and the desire for more influence. *Journal of Industrial Relations*, 55(4), 507-526. [A]
18. Ravenswood, K., Harris, C., Williamson, D., & Markey, R. (2013). Missing in action: building a case for culturally diverse OHS committees in New Zealand hotels. *Policy and Practice in Health and Safety*, 11(1), 45-60. [C]
19. Ravenswood, K., & Kennedy, A. -M. (2012). From unpaid maternity leave to paid parental leave in New Zealand: Changing approaches in legislation. *Labour History*, 102(1), 197-214. [A]

20. Markey, R., & **Ravenswood, K.** (2011). The impact of MNEs and FDI on aspects of working conditions as contained in the ILO 1977 Tripartite Declaration of Principles Concerning Multinational Enterprises & Social Policy. *New Zealand Journal of Employment Relations*, 35(3), 27-39. [B]
21. **Ravenswood, K.** (2011). Eisenhardt's impact on theory in case study research. *Journal of Business Research*, 64(7), 680-686. [A]
22. **Ravenswood, K., & Markey, R.** (2011). The role of unions in achieving a family-friendly workplace. *Journal of Industrial Relations*, 53(4), 486-503. [A]
23. **Ravenswood, K.** (2008). The role of the State in family-friendly policy: An analysis of Labour-led government policy. *New Zealand Journal of Employment Relations*, 33(3), 34-44. [B]

### Research Publications: Reports

---

1. Douglas, J. & **Ravenswood, K.** (2019). *The Value of Care: Understanding the impact of the 2017 pay equity settlement on the residential aged care, home and community care and disability support sectors*. Auckland: New Zealand Work Research Institute. Funded the Human Rights Commission and Careerforce New Zealand.
2. Haar, J., Ka'ai, T., **Ravenswood, K.** & Smith, T. (2019). *Ki te tahatū o te rangi: Normalising te reo Māori across non-traditional Māori language domains*. Auckland: Te Taura Whiri i te reo Māori.
3. **Ravenswood, K., & Douglas, J.** (2018). *Workplace health and safety in the home and community care sector. A literature review*. Home and Community Health Association.
4. Donnelly, N., Parker, J., Douglas, J., **Ravenswood, K., & Weatherall, R.** (2018). *The role of middle managers in progressing gender equity in the public service*. Wellington: Victoria University of Wellington.
5. **Ravenswood, K. & Douglas, J.** (2017). *The New Zealand Aged Care Workforce Survey 2016*. The New Zealand Work Research Institute: Auckland, New Zealand. Retrieved from [www.work-research.aut.ac.nz](http://www.work-research.aut.ac.nz)
6. Bouchard, I., **Ravenswood, K. & Pacheco, G.** (2016). *Scoping the cost of homelessness in New Zealand. Scoping the costs of homelessness in New Zealand for Lifewise*. The New Zealand Work Research Institute: Auckland, New Zealand.
7. **Ravenswood, K., J. Douglas, and S. Teo** (2015). *The New Zealand Aged Care Workforce Survey 2014*. The New Zealand Work Research Institute: Auckland, New Zealand. Retrieved from [www.work-research.aut.ac.nz](http://www.work-research.aut.ac.nz)
8. Peetz, D., Muurlink, O., & **Ravenswood, K.** (2014). *Productive and high wage workplaces and regulatory levers in New Zealand*. Commissioned by the Ministry of Business, Innovation and Employment.
9. Pringle, J., Giddings, L., Harris, C., Jaeger, S., Lin, S., **Ravenswood, K., & Ryan, I.** (2014). *Women's career progression in Auckland law firms: Views from the top, views from below*. Auckland, New Zealand: Auckland Women Lawyers' Association.
10. Harris, C., & **Ravenswood, K.** (2012). *AUT Academic Gender Equity Study Report: AUT Academic Gender Equity Study Report*. Gender and Diversity Research Group, AUT University.
11. Markey, R., Pacheco, G. A., **Ravenswood, K., & Webber, D. J.** (2011). *Quitting behaviour in good (and bad) work places: Quitting behaviour in good (and bad) work places* (FMIS-12065001). Auckland University of Technology.
12. Markey, R., & **Ravenswood, K.** (2009). *The Effects of Foreign Direct Investment and Multinational Enterprises on the areas covered by the 1977 MNE Declaration of the ILO. A Global Holistic Scan*. Geneva: International Labour Organisation Office.

### Research Publications: Book Chapters

---

1. Kaine, S., Flanagan, F. & **Ravenswood, K.** (in press). The Future of Work and Gender. In A. Wilkinson and M. Barry (Eds.), *The Research Agenda for the Future of Work*. Edward Elgar Publishing.
2. Kaine, S., & **Ravenswood, K.** (2019). Employee voice in practice: Aged care in Australia and New Zealand. In P. Holland, J. Teicher, & J. Donaghey (Eds.), *Employee voice at work* (pp. 183-197). Singapore: Springer Singapore. doi:[10.1007/978-981-13-2820-6](https://doi.org/10.1007/978-981-13-2820-6)

3. **Ravenswood, K.**, & Smith, B. (2017). Aotearoa/New Zealand: Caring for women or women caring? In M. Baird, M. Ford, L. Hill & N. Piper (Eds), *Women, Work and Care in the Asia-Pacific*. Oxford, United Kingdom: Routledge.
4. **Ravenswood, K.**, Le Queux, S., French, E., Strachan, G. & Burgess, J. (2016). Managing diversity in the South Pacific. In A. Klarsfeld, Ng, E. Booysen, L. A. E., Castro Christiansen, L. & Kuvaas, B. (Eds), *Research Handbook of International and Comparative Perspectives on Diversity Management*. Oxford, United Kingdom: Routledge.
5. Ryan, I., **Ravenswood, K.**, & Pringle, J. (2014). Equality and diversity in Aotearoa (New Zealand). In A. Klarsfeld, Booysen, L.A, Ng, E, Roper, I, & Tatli, A. (Eds.), *International Handbook on Equality and Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment* (2nd ed., pp. 175-194). Cheltenham, UK: Edward Elgar Publishing.
6. **Ravenswood, K.** (2013). Small to Medium Size Enterprises – What Do their HRM and ER look like?. In J. Parker, & J. Arrowsmith (Eds.), *The Big Issues in Employment: HR Management and Employment Relations in NZ* (pp. 95-110). Auckland, New Zealand: CCH New Zealand.

### Research Publications: Editorials

---

1. **Ravenswood, K.**, Harris, C. & Wrapson, W. (2017). Gender and Wellbeing at Work. *The New Zealand Journal of Employment Relations*, 42 (3), 1 – 6.
2. **Ravenswood, K.**, Douglas, J., Rasmussen, E., & Haworth, N. (2015). Editorial: Special issue on Pacific employment relations. *Labour and Industry: a journal of the social and economic relations of work*, 25(3), 163-166.
3. Sayers, J., Parker, J., Douglas, J., **Ravenswood, K.**, & Cooper, R. (2015). Introduction to Special Collection: Women's agency at work. *The Economic and Labour Relations Review*, 26(3), 384-392.
4. **Ravenswood, K.** (2014). Precarious work, vulnerable workers and the living wage. *New Zealand Journal of Employment Relations*, 38(2), 1-3.
5. Parker, J., Douglas, J. F., **Ravenswood, K.**, Sayers, J., & Cooper, R. (2014). Editors' introduction [Women, work and collectivism: revisited]. *Labour and Industry*, 24(4), 249-257.

### Research Publications: Published Book Reviews

---

1. Ravenswood, K. (2019). Book Review: Transitions from education to work: Workforce ready challenges in the Asia Pacific, *Journal of Industrial Relations* doi 10.1177/0022185619875364
2. Ravenswood, K. (2019). Book Review: A Victory to Remember: The 1976 Equal Pay Strike at Trico Folberth, *Labour History*, 177, PP. 244-246.
3. **Ravenswood, K.** (2017). Book review: Caring on the clock. The complexities and contradictions of paid care work. *Labour and Industry*, 27(4), pp.368-370.
4. **Ravenswood, K.** (2013). Work and Employment Relations: An Era of Change. *Work, Employment and Society*, 27(5), 904-905.
5. **Ravenswood, K.** (2007). Barbara Pocock, The labour market ate my babies. In G. Patmore (Ed.), *Labour History* (Vol. 92, pp. 185-186). Labour History. A Journal of Labour and Social History.

### Research Publications: Conference Proceedings publications

---

I have over 60 refereed and non-refereed conference papers and abstracts. These are listed in research elements and a full list can be made available upon request.

### Contribution to the research environment: Invited Presentations

---

2018 Invited to present workshop on research methodology at the Australia New Zealand Academy of Management Doctoral symposium (forthcoming December), AUT, Auckland.

- 2017 Invited to be a panellist on 'Improving work conditions for paid care workers around the world at the *Global Carework Summit*', 1-3 June, University of Massachusetts, Lowell, USA.
- 2016 Invited to be keynote panellist on a panel 'Gender, generation and Care: Inequalities and Interdependencies' at the annual Women's Studies Association Conference, Auckland, 2-3 September
- 2015 Invited to be the keynote speaker for the Gender and Power in Politics and Management research group at the Institute of Management Research, Radboud University, The Netherlands.
- 2014 Invited expert panel member at the *Healthcare Management Symposium*, Wellbeing & Performance Research Group, AUT.
- 2012 Invited to speak to the Paid Care Research Network, University of Sydney

### ***Contribution to the research environment: Conference Leadership Activities***

---

- 2020 Organising Committee of the Annual Conference of the Association of Industrial Relations Academic Australia and New Zealand, Queenstown, New Zealand.
- 2019 Organising Committee of the Global Carework Summit held at The University of Toronto, Canada, 9 – 11 June.
- 2018 Co-convenor of a stream 'Women, collectivism and wellbeing' at *Gender, Work & Organisation (Sydney)*. Co-convenors were Julie Douglas (AUT), Gill Kirton (Queen Mary, London), Cathy Brigden (RMIT, Melbourne), Trine Pernille Larsen (FAOS, Denmark).
- 2017 Co-organiser of a Symposium 'Wellbeing and Performance: Which comes first?', 6 September, Auckland New Zealand.  
Co-organiser of a Symposium 'The Old Girls' Network: Women in IR scholarship', 6 February, Canberra, Australia.  
Organiser of a postgraduate seminar 'Critical methodologies for Gender & Diversity Research' facilitated by Dr Nimbus Staniland and featuring a panel of recent postgraduates, 17 August, AUT, Auckland.
- 2016 Co-convenor of a stream 'Gender, resistance and the collective at work' at *Gender, Work & Organisation (England)*. Co-convenors were Douglas, J., Sayers, J. (Massey), Pernille Larsen, T. (Copenhagen), Rodriguez, J. (Manchester), & Brigden, C. (RMIT, Australia).  
Organiser of a Symposium 'Hard Candy: Women in Trade Unions. A historical approach' with international speak Professor Cathy Brigden (RMIT, Australia) and labour historian David Verran, 9 November, Auckland, New Zealand.
- 2015 Lead organiser of the 29<sup>th</sup> Annual Conference of the Association of Industrial Relations Academic Australia and New Zealand, Auckland. Co-organisers were J. Douglas, E. Rasmussen, N. Haworth (Auckland).  
Organiser of a symposium 'Wellbeing in Aged Care: Multiple Perspectives Symposium', September, AUT, Auckland.
- 2014 Co-convenor of a stream 'Crafting the graft: women's agency in the workplace' at *Gender, Work & Organisation (England)*. Co-convenors were Dr J. Douglas (AUT), Prof J. Parker and Dr J. Sayers (Massey), Assoc Prof R. Cooper (Sydney), Assoc Prof G. Kirton (University of London), Assoc Prof L.L. Hansen (Roskilde), Sue Ledwith (Ruskin College, UK).
- 2014 Co-convenor of a stream 'The research practice of intersectionality in work and organisations' at *Gender, Work & Organisation (England)*. Co-convenors were Eve Ewington (Newcastle University, England); Elisabeth Anna Günther (Vienna University of Technology, Austria and Dr J. K. Rodriguez (Newcastle University, England).
- 2013 Co-organiser of an international Symposium (attracting external funding) Women, Work and Collectivism, AUT University. Co-organisers: J. Douglas, J. Parker (Massey), J. Sayers (Massey), R. Cooper (Sydney)
- 2013 Chaired a session at the Precarious work and the living wage in our communities, AUT University
- 2012 – 2016 Chaired various sessions at the annual conferences of the Association of Industrial Relations Academics Australia and New Zealand
- 2012 Co-chaired Postgraduate Forum at the 26<sup>th</sup> annual conference of AIRAANZ in Surfers Paradise.
- 2011 Co-ordinated the Postgraduate symposium for the 25<sup>th</sup> annual conference of AIRAANZ in Auckland.

- 2011 Member of the organising committee for the 4<sup>th</sup> Equality, Diversity and Inclusion conference in Auckland.
- 2009 Organising committee member for the ANZAM 2009 Gender and Diversity Pre-conference Workshop *Beyond gender and diversity? Yeah, right!*

### ***Contribution to the Research Environment: Reviewing Activities***

---

Regularly reviews in academic articles (from 2011 onwards: six to 12 reviews per year on average) in a range of well-ranked international journals:

- Asia Pacific Journal of Human Resources
- Australian Journal of Labour Economics
- Australian Journal of Social Issues
- Community, Work and Family
- Economic and Industrial Democracy
- Equality, Diversity and Inclusion
- Gender in Management: an International Journal
- Gender, Work & Organisation
- International Journal of Human Resource Management
- Journal of Corporate Citizenship
- Journal of Industrial Relations
- Journal of Management & Organization
- Journal of Organizational Change Management
- Labour & Industry
- Pacific Accounting Review
- Personnel Review
- Relations Industrielles/Industrial Relations
- The Economic and Labour Relations Review
- The Journal of Social Policy

### ***Contribution to the Research Environment: Postgraduate Student Supervisions***

---

#### Completed Doctoral Supervisions

2017 Williamson, D. *'Hospitable Employment? A History of Employment Relations in the New Zealand Hotel Sector: 1955 to 2014'*. Third supervisor, with Professors Candice Harris and Erling Rasmussen.

#### Completed Masters Supervisions

2019

Haddad, M. 'Green Human Resource Practices: A study of the current green practices of human resource managers within the New Zealand wine industry' (dissertation). Primary supervisor.

Lopakitea Mesui, M. 'Pacific women managers' experience of the 'brown glass ceiling' in New Zealand' (dissertation). Primary supervisor.

Nodesco, L. 'An exploration of the international career experiences of Argentinean women in New Zealand' (dissertation). Second supervisor.

Shum-Kuen-Ip, L. 'How does media report on changes to immigration law and policy and how do they portray migrant workers in New Zealand? (dissertation). Primary supervisor.

2018

Lama, M. Migrant Acculturation: A study of the experiences of Indian professionals in New Zealand (dissertation). Primary supervisor.

2017

Vainikolo, K. 'Women's career paths in the Construction Industry in New Zealand' (thesis). Primary supervisor, first supervisor with Dr Nicola Naismith as second supervisor.

Tha, S. 'Coping with fear of failure: experiences of young start-up entrepreneurs' (thesis). Second supervisor, with Dr Smita Singh as first supervisor.

2016

Coleman, V. '*Ministers' Experience of Performance Review*' (thesis). Second supervisor, with Prof Candice Harris as first supervisor.

2012

Nguyen, A. 'How does adaptation affect the work-life balance of East Asian people in New Zealand' (dissertation). Primary supervisor.

### ***Contribution to the Research Environment: Postgraduate Examinations***

---

#### *Doctoral Examinations*

- 2019 Doctor of Philosophy (Auckland – Nursing) entitled 'An investigation of occupational health and safety workplaces and working conditions in comparison to nursing care quality in Residential Aged Care Facilities (RACFs) in New Zealand'
- 2016 Doctoral Provisional Year Review, School of Nursing, University of Auckland: 'A comparison of occupational health & safety workplaces and working conditions with nursing care quality in residential aged care facilities in New Zealand.'
- 2015 Doctoral Thesis, Victoria University of Melbourne, 'Recruitment and Retention Practices in Multinational Corporations in Saudi Arabia: A Focus on Women'.

#### *Masters Examinations*

- 2019 AUT, dissertation (BBusHons), "Autism and Work Employment: Understanding autism spectrum disorder (ASD) and how it affects the employment prospects of individuals diagnosed with it. A scoping review".  
University of Otago, Thesis, 'For Love, Not Money!' [Residential Aged Care].  
Massey University, Thesis, 'How policewomen's experiences of 'male construct' interact with sustainability of career development and promotion practices'.
- 2017 Victoria University of Wellington, Thesis, 'Navigating the tensions of flexible work: An exploration of the individual strategies employed by flexible working parents'.  
AUT, Thesis, 'New Zealand Scholar Mamas: The Influence of Motherhood on Academic Careers'.  
AUT, Dissertation, 'An Exploration of Fatigue Amongst Caregivers'.
- 2016 Massey University, Thesis, 'An exploration of the influences on careers of professional women planners'.  
AUT, Dissertation, 'Female pilots: Career experiences and recruitment discourses'.  
AUT, Dissertation, 'Exploring the Impact of a More Sex Integrated Environment of Saudi Male and Female Employees at Prince Mohammed bin Abdul-Aziz Hospital'.
- 2013 AUT, Dissertation, 'The influence of organizational culture-related factors on voluntary turnover in SMEs'.  
AUT, Dissertation, 'The effects of Paid Parental Leave and pay/employment equity legislation in New Zealand: how can they help close the gender wage gap and increase gender equity in the labour force?'.  
AUT, Dissertation, 'Graduate Teaching Assistants' Experiential Learning and Academic Career Impressions'.
- 2012 Victoria University of Melbourne, Thesis, 'Sole Parents and Transition back to the Workforce: Catered for or not?'