

Resume: Marion Cornish JP

Academic Qualifications

PhD Candidate 2022

UWS Inspire Leadership Program 2011

Master of Commerce (Hons) UWS, 2009

Company Directors Course Diploma (GAICD), 2009

Master of Management: International Business (Macquarie University), 2005

Graduate Diploma in Communication Management: Human Resource Development
(University of Technology Sydney) 1992

Bachelor of Business: Management/Employee Relations (Kuring-gai College of Advanced
Education) 1988

Publications:

Mitchell J & Cornish M. (2008) Taking Care of Business: A Constructivist Framework for Managing Change in an Undergraduate Business Degree, *The International Journal of Learning*, pp.17-24.

Cornish M, 2013, Exploring social networks of non-executive directors in Australian third sector organisations, *Third Sector Review*, vol 19, no 1, pp 51-73, [ORS ID: 232046]

Grants:

2015 New Colombo Plan grant \$33,000

2016 New Colombo Plan grant \$66,000

Western Sydney University

March 2001 to present

Lecturer, Organisation Studies

School of Business

Subject Co-ordinator:

- Coordinate, prepare and deliver relevant units, including feedback and assessment.
- Contribute to further curriculum development of undergraduate and postgraduate units and programs within the discipline area.
- Ensure that the design, development, delivery, and assessment of units offered and the learning resources associated with these, are contemporary.
- Actively participate in research and supervision of undergraduate and postgraduate research students in collaboration (where relevant) with other academic staff.
- Identify, attract, and develop quality honours and research students in collaboration (where appropriate) in research that builds strength in the areas of organisation studies.

March 2007 to 2010

Associate Head of School,

School of Management

Learning and Teaching

Organisation Studies and Employment Relations disciplines

Responsible for the line management of Organisation Studies and Employment Relations staff and for the Learning and Teaching strategic priority area for the School of Management.

The Associate Head of School Learning and Teaching:

Head of Program, Organisation Studies, School of Management May 2006- March 2007

*Bachelor of Business (Management) &
Bachelor of Business (International Management) &
Bachelor of Business and Commerce – major in Management Analysis and Change
Bachelor of Business and Commerce – major in International Management and
Development
Master of Management
Management majors in Master of Business and Commerce*

- Managed the development of the curriculum for the course(s), including new units, new pathways, new majors, cross-school initiatives, incorporation of UWS policy objectives (such as Graduate Attributes);
- Co-ordinated assessment policy and procedures, and implementation of quality assessment across the courses, including attendance at the school assessment committee meetings;
- Provided academic leadership and direction for the courses which was consistent with the expressed aims of the courses, within the School and College contexts;
- Established and met annually with the External Advisory Committee;
- Represented the courses, and related issues, at broader UWS forums and provide ongoing updated information relating to the development and direction of the courses;
- Held regular Course meetings in conjunction with the Associate Head of School, for all relevant staff and provided minutes of these meetings to School forums and the Associate Dean Academic;
- Advised the Head of School, Associate Head of School or the nominated staff supervisor, where issues affecting individual staff performance were concerned;
- Advised the Head of School and Associate Head of School on staffing requirements and issues;
- Advised administrative staff, technical staff, and Course Advisers on expenditure of pre-allocated budgets for non-salary expenditures for the courses;
- Co-ordinated and advised staff on matters affecting the delivery of the courses. This included advice to the Head of School on specific tasks and projects, which should have been carried out by individual staff for quality management and planning.
- Co-ordinated quality control for unit outlines and curriculum materials across the courses;
- Co-ordinated external relations communication with schools and potential students, the profession, employers, other stakeholders, both within and beyond UWS. Information was forwarded to the Associate Dean Academic, Head of School and/or relevant school forums.
- Provided contemporary information on the courses for all relevant UWS purposes, such as marketing course offerings;
- Ensured that student issues in all areas of the courses were handled appropriately.
- In conjunction with the Course Adviser, liaised with staff teaching in each semester to ensure that professional experiences are planned, implemented and evaluated in accordance with the course design.

January-May 2006

Course Adviser

Programs as in Head of Program above

Campus Adviser Bachelor of Business (Management) 2001-2006

Active involvement in undergraduate and postgraduate course reviews for organisation management group;

Lecturing/ Co-ordination Experience 1991-2022

Extensive co-ordination of undergraduate units and lecturing/tutoring in undergraduate and postgraduate management units since 1991

Industry Experience:

Qantas Airways Limited, Mascot NSW (1980-1991)

1985-1991

Internal Consultant/ Acting Employee Relations Manager Marketing (Australia and New Zealand)

- Team member (8) facilitating the redundancy of approx 3,000 staff as a result of downsizing.
- Management of Employee Relations for the Marketing and Corporate Branches (including CEO office) of Qantas.

Employee Relations Manager Mascot (Line Management)

- Concurrently with above position:
- Coordination of Employee Relations issues and policies on *company's main base at Mascot (8,000 staff)*, including international postings.
- Responsible for reduction of company sponsored catering services by \$2 mill.
- Provision of specialist advice to line management on the interpretation of 7 *awards* and various industrial agreements.
- Negotiation of *Award restructuring* agreements (property maintenance: all building trades, printing services, engineers, security, administrative and clerical staff)
- Extensive *Skills Auditing* of administrative and industrial staff.
- Responsibility and accountability for 800 line personnel.
- Management development participation on a regular basis.

Employee Relations Controller Airline Logistics (Airline Planning)

- Advice on all Human Resource and Industrial Relations issues relating to a *major organisational change* involving identification of uneconomic practices involving all members of the airline's Aircrew (Pilots and Cabin Crew) scheduling and planning.
- Directly involvement in negotiations with Pilots Federation and Cabin Crew Association.
- Company saving identified: \$5 million initially plus ongoing economies.

Employee Relations Officer Support Services

- Advice on implementation of personnel policies and courses, including EEO, salary administration, position description writing, performance appraisal and counseling, training, workers compensation and rehabilitation, recruitment, induction.
- Advise, participate and facilitate the settlement of *industrial disputes and grievances* in conjunction with line management.