



Independent MBA Business School

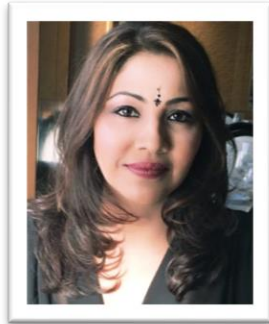
UBSS Academic Integrity Committee (AIC) Membership

The current membership of the Academic Integrity committee is at 7 members (6 internal & 1 external member) as at August 2024

Associate Professor Jotsana Roopram	Chair, Campus Director (Sydney), Deputy Dean (Academic)
Assistant Professor Natasha Jacques	Secretary, Student and Academic Experience Coordinator
Associate Professor Wayne Smithson	Program Director Undergraduate Program
Associate Professor Tom O'Connor	Acting Executive Dean
Adjunct Professor Andrew West	Lecturer (Post Graduate Program)
Minendra Sarathchandra	Student Representative (MBA)
Associate Professor Kris Nicholls	Head School of Business MIT (External)

A profile on each member is provided -

CHAIR



Associate Professor Jotsana Roopram - *Dip(Hospitality), DipEd., GradCertBusAdmin., GradCertHEd., M.Ed.*

Jotsana holds multiple qualifications including diplomas in Hospitality, Education, and Business Administration, a Master's in Education, and is currently a PhD candidate at Federation University. She has extensive experience lecturing in Hospitality Management in South Africa, collaborating with industry, and mentoring junior staff. She has also served in academic administration as Head of Department, managing a diverse faculty.

Before joining UBSS in 2016, Jotsana was the College Operations Manager at Navitas in Sydney. Her expertise spans academic systems development, policy implementation, online examination management, and campus operations.

She has also completed postgraduate qualifications in Higher Education Academic Practice and Business Administration. Her research focuses on online learning and its impact on international students, with published articles on related topics. Her research interests include leadership in higher education, student engagement in online learning, governance and quality assurance in higher education. Jotsana has published articles in the areas of online learning, remote proctoring and the student experience. She is the recipient of the best author award for the best academic article in the first UBSS Publication Series, July 2021. Jotsana has lectured the subject Team Leadership and Change Management in the Bachelor of Business program at UBSS.

She chairs the Threshold Standards Audit committee, Academic Integrity committee and is Secretary of the GCA Board of Directors and the Audit and Risk committee.

Jotsana is the Deputy Dean – Academic at UBSS and is the Campus Director of the Sydney campus. She is a professional member of the Institute of Managers and Leaders (IML) and a member of Australian Computer Society (ACS).

SECRETARY



Assistant Professor Natasha Jacques

Natasha holds a Bachelor of Arts in Communicative English from India and has nine years of corporate experience at HSBC Bank India, where she worked as a Customer Service Representative, subject matter expert, and Supervisor. She later became a Training and Development Specialist, focusing on training needs analysis and delivering soft skills and leadership training.

After moving to Australia, Natasha enhanced her qualifications by completing an MBA in Accounting at UBSS in 2019. She was actively involved at UBSS as a Student Volunteer, Student Assistant, Peer Assistant Student Support Representative (PASS), CPA Ambassador, and Student representative on the Academic Senate and Academic Integrity committee. She also represented UBSS at the TEQSA conference in 2019.

Currently, Natasha is employed as the **Student and Academic Experience Coordinator** in the Office of the Dean at UBSS and lectures in Undergraduate programs. She is a member of the International Managers and Leaders association (MIML) and the Australian Computer Society (ACS). Natasha also serves as Secretary of the Academic Senate, Academic Integrity, and Threshold Standards Audit committees.



Associate Professor Wayne Smithson

Wayne has held a number of senior finance positions including Finance Director for a number of national companies over a commercial career extending beyond 40 years. Most notable senior positions that include National Finance Director for Ernst & Young and Finance Director for the Bank of New Zealand in

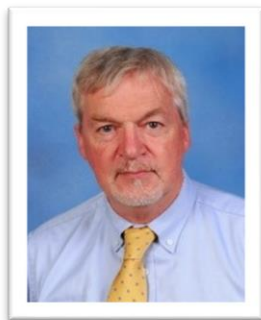
Australia. While his primary industry focus was in the financial services and insurance sectors, Wayne has experience across many industries including manufacturing, services and logistics.

Wayne has also had significant international experience in the Asia- Pacific region - where as Regional Finance Director for the region for a Swiss based professional services organisation - he was involved in a number of key business acquisitions. Most recently, he has owned and operated a successful Tax and Accounting practice.

As well as holding a Master of Business Administration and an undergraduate degree from Macquarie University in accounting, Wayne is a qualified CPA and is a graduate member of the Australian Institute of Company Directors and a Fellow of the Australian institute of Management.

In addition to 40 years of commercial experience, Wayne has had an extensive career in teaching at Higher Education level. Wayne began to focus on a teaching in 2008 accepting a sessional lecturer position at Sydney University in 2008. In 2010 Wayne turned his attention to Higher Education Teaching as his focus profession and has taught at a number of universities and Colleges including Western Sydney University, Charles Sturt University, Federation University and Charles Darwin University. Wayne has taught at both graduate and undergraduate levels across both Business and Accounting Disciplines, successfully combining a dynamic of theoretical and practical application drawing on his extensive years of commercial experience in particular at Board and Director Level.

Wayne is currently the **Program Director** for the Undergraduate programs at UBSS Sydney campus, an Associate Professor, a member of the Academic Senate and Chair of the Academic Integrity Committee at UBSS.



Associate Professor Tom O'Connor

Dr. Tom O'Connor has an extensive academic background, including a Bachelor of Arts, a Diploma of Education, multiple graduate diplomas, three master's degrees, and a Doctorate in Postmodern Theory. He began his career teaching English, Drama, and Media Studies in secondary schools across Australia, the UK, Ireland, and the US. In Australia, he served as English Coordinator at CRC St Albans and held leadership positions at CRC Sydenham and Caroline Chisholm Catholic College, where he played a key role in the school's amalgamation and development of the first VCE English curriculum.

Transitioning to higher education, Dr. O'Connor lectured at Griffith University and Central Queensland University, developed business curricula for the Saudi VET sector, and served as Head of Business at Ras Al Khaimah Women's College in the UAE. He also led the Victoria International School Sharjah project,

bringing Australian pedagogy to the UAE.

Returning to Australia, he became Curriculum Director and Acting Principal at Thomas Carr College, initiating partnerships to deliver the VCE in China. At Firbank Grammar School, he expanded offshore VCE programs to ten schools, making it the largest provider of VCE offshore.

Dr. O'Connor has a passion for musical theatre, writing and directing productions performed internationally, including in Melbourne, California, the Middle East, and Northern Ireland. He is currently a Fellow of the UBSS Centre for Scholarship and Research, a consulting Principal at Shanghai Normal University Tianhua High School, and holds roles as Associate Director of Postgraduate Studies and Director of Special Projects at UBSS Melbourne.



Dr Andy West

Dr Andy West was the Dean of UBSS from 2020 to 2022, after previously holding the role of Director of the Centre For Entrepreneurship from 2016. He is currently an Adjunct Professor in the MBA Information Technology stream. He is now a full time Lecturer at the University of Technology Sydney in Marketing Analytics and Digital Marketing. He has extensive published research with twenty-six published works in seven peer reviewed journals including the A level journal Strategic Change, two books, five book chapters and thirteen conference papers. These are in the fields of strategic management, marketing and higher education management.

With twenty years of experience in higher education management, Andy's expertise has been called on to assist universities and independent higher education providers with their provider registration and course accreditation. He is currently on three academic boards and two course advisory boards of independent providers. Since its inception in 2015, Andy has been on the steering committee of the Higher Education Private Provider Quality Network (HEPP-QN). HEPP-QN is a quality forum for independent providers, with two conferences a year, providing benchmarking, guidance and a community of practice for independent providers.

He has made conference presentations in his fields of expertise across Australia and internationally in Barcelona, Gujarat, London, New York. He has been commissioned by industry bodies, state government and national not for profit organisations to provide strategic reports in the Australian finance, health and sporting industries to provide strategic reports, benchmarking and impact studies.



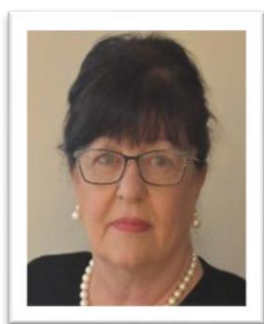
Minendra Sarathchandra – Marketing and Advertising Specialist, B.A. in Business Administration, currently pursuing an MBA in IT Management at U.B.S.S.

Student Representative

Minendra brings a wealth of experience in advertising, having joined the globally renowned agency J.W.T. (part of the W.P.P. group) in 2012. Throughout his career, he has successfully launched several marketing campaigns both locally and internationally, helping brands find relevance in a digital era where attention spans are fleeting.

The challenges he faced managing multiple brands have honed his ability to adapt to new skills in digital and technological domains, enabling him to resolve client issues through innovative, non-traditional approaches.

Minendra currently freelances in advertising, serving clients in Sri Lanka and Australia, while also working as a Marketing Associate at Gold Buyers Central.



Associate Professor Kris Nicholls (External)

Associate Professor Nicholls holds multiple qualifications, including a Doctor of Business Administration from Victoria University, a Master of Business Marketing from RMIT University, a Graduate Certificate of Learning and Teaching from Torrens University Australia, and she is a graduate of the Australian Institute of Company Directors.

Kris began her career as an art teacher with the Victorian Education Department before transitioning to the hospitality and tourism industry, where she managed an award-winning hotel in Melbourne and won several national industry awards. She served on the Council of the Australian Hotels Association for

four years.

In the education sector, Kris has held various roles, including Head of Hospitality, Tourism, and Cookery at Gordon Institute TAFE, Lecturer in Marketing and Management at RMIT (teaching in Hong Kong and Singapore), and National Lecturer in Charge of Marketing, Management, and HR at Kaplan Business School. She also served as National Academic Director at Kaplan, Director of Quality & Compliance, and General Manager of Learning and Development.

Most recently, Kris was the Director of Academic Integrity at Torrens University Australia, where she initiated the Australian Academic Integrity Network Forum 2021 and won the 2023 Tracey Bretag Academic Integrity Award. She previously held the position of Associate Dean, Business and Hospitality at Torrens University.

Currently, Kris is the Head of the School of Business at Melbourne Institute of Technology. Her educational philosophy emphasizes that students are clients whose learning journey should be personally rewarding and industry relevant. Kris enjoys light aircraft touring, entertaining, and live theatre. She supports the Fight Cancer Foundation, is a member of Women on Boards, and is a graduate of the Australian Institute of Company Directors.
