VU RELEASES REPORT ON HOMOPHOBIA IN SPORT

The first comprehensive survey of the experience of gay, lesbian, bisexual and transgender (GLBT) people in community sport in Australia has found that despite improvements in attitudes over the past decade, discrimination and abuse is still widespread.

In a VicHealth co-funded survey of 307 adults who identify as GLBT, the research team from Victoria University and La Trobe University found:

- More men (26%) than women (9.9%) reported there were sports they would like to play but didn’t, fearing abuse.
- Almost half of the participants in mainstream sporting clubs were not “out” (46%), a third (33.5%) were “out” to some and 20.5% were “out” to all.
- Verbal homophobia was reported by 42% of those surveyed and of these, 87% reported this homophobia affected them in some way.
- Sexism was reported by 42.7% of those surveyed, more commonly women and particularly by the transgender participants.
- A majority of those in queer sporting clubs reported their clubs had policies to promote the safety and inclusion of LGBT people, but this was the case for just 12.1% of participants from mainstream clubs.

The report was launched on 20 May 2010 at VicHealth, 15-31 Pelham Street, Carlton, Victoria.

Lead author of the Come Out To Play report, Dr Caroline Symons, from the School of Sport and Exercise Science, said the study provided clear evidence that gay, lesbian, bisexual and transgender people need greater support from sporting clubs. “One of the key recommendations from this study is that clubs be assisted to develop codes of practice that respect, welcome and include GLBT people,” she said.

“We also need to develop greater awareness of the need for inclusion and support for the GLBT community from educators of teachers, coaches and sports managers.”

VicHealth chief executive Todd Harper said everyone had the right to enjoy the health and social benefits of sport without fear of persecution for their sexuality. “Not only is discrimination illegal, it is deplored by all fair-minded people who enjoy sport,” he said.

“It’s vital that more research is undertaken to further understand why this behaviour still occurs and to give us more ways to kick homophobia out of sport.”

Recommendations include:

- That further research be conducted Australia-wide that includes attitudes of sporting club leaders and members as well as the GLBT community.
- That the experiences of those under 18 also be investigated, as this group faces significant barriers.
- That the work of the Australian Sports Commission in promoting inclusive practices and challenging homophobia and sexism be supported and expanded.


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VFUS RESEARCHER DEVELOPMENT GRANTS SCHEME (RDGS) FOR 2010 - NOW OPEN

As you are aware the VU Research Office is now calling for applications for the VU Researcher Development Grants Scheme (RDGS) for 2010. The timelines, guidelines and application form can be found at: http://research.vu.edu.au/vu_rdgs.php

Please specifically take note of the following important dates and events:

* Expressions of Interest to Associate Deans: No later than 9 June 2010.
* Applications due to Associate Deans for review assistance and advice: No later than 28 June 2010.
* Closing date for applications with the VU Research Office: 13 August 2010 by 4 pm.

If you have any further questions, please do not hesitate to contact Zana Stefanovski, Grants Administration Officer, VU Research Office in the first instance on ext 4710 or your Associate Dean (Research & Research Training).

FORTHCOMING BOOK: ENHANCED DISPUTE RESOLUTION THROUGH THE USE OF INFORMATION TECHNOLOGY

On June 1 2010, Cambridge University Press (United Kingdom) will be publishing the legal research book Enhanced Dispute Resolution Through the Use of Information Technology by Arno R. Lodder Vrije Universiteit, Amsterdam and John Zeleznikow Victoria University, Melbourne.

The Cambridge University Press blurb says: Alternative dispute resolution has now supplanted litigation as the principal method of dispute resolution. This overview of dispute resolution addresses practical developments in areas such as family law, plea bargaining, industrial relations and torts. The authors elaborate on the necessary legal safeguards that should be taken into account when developing technology-enhanced dispute resolution and explore a wide range of potential applications for new information technologies in dispute resolution.

The book examines the use of online dispute resolution in the USA, Europe and Australia, giving readers an insight into both the legal and commercial problems involved. It proposes a new approach for the development of enhanced dispute resolution processes using information technology. It also evaluates techniques for providing decision support for negotiations.

Significant strategic code re-alignment has taken place across the Physics/Chemistry/Engineering areas. Whilst we have some outstanding quality research in the optical physics and physical chemistry disciplines, we are unfortunately lacking in the quantity required to meet the publication volume threshold for assessment. We have therefore decided to, where appropriate, move this work into the Electrical or Chemical Engineering areas to ensure that we have our quality work assessed. This type of re-alignment is likely to occur with other cluster areas as we meet and work with VU Research Leaders.

CREATIVE WORKS

VURO staff are currently in the process of collating the Creative Works and preparing for peer-review. We anticipate this to be complete in the next few weeks, which will finalise all of our ERA data collection.

As always, thank you for all of your efforts so far and your contributions to our 2010 ERA Submission.

Any questions should be directed to Dr Melanie McGuire at VURO on x4704.

1ST ASIA-PACIFIC WORKSHOP ON CYBER SECURITY

Associate Professor Xun Yi, from the School of Engineering and Science together with Professor Lynn Batten (Deakin University) and Associate Professor Masahiro Mambo (Tsukuba University, Japan) will organize the first Asia-Pacific Workshop on Cyber Security (APWCS 2010). The workshop will be held in Melbourne from 1 to 3 September 2010, in conjunction with the 4th International Conference on Network and System Security (NSS 2010).

With the development of Internet, mobile communications, distributed computing, computer software and databases storing essential enterprise information, we are enabled to conduct business and personal communication. However, this has created many opportunities for abuse, fraud and expensive damage. Cyber security has become a critical subject of our times. Recently, U.S. President Barack Obama launched a cyber security initiative stating that, “From now on, our digital infrastructure - the networks and computers we depend on every day - will be treated as if they should be: as a strategic national asset. Protecting this infrastructure will be a national security priority. We will ensure that these networks are secure, trustworthy and resilient. * The president said, “Some 1.5 billion people around the world are already online, and more
are logging on every day. Groups and governments are sharpening their cyber capabilities. Protecting our prosperity and security in this globalized world is going to be a long, difficult struggle demanding patience and persistence over many years.

The aims of this workshop are to bring together researchers, industries and governments who are interested in cyber security, to exchange their research results, and to endeavor to build the secure cyberspace.

CTSR ENGAGES THE PEOPLE OF THE PACIFIC

The Centre for Tourism and Services Research (CTSR) already has a strong relationship with the Foundation of Peoples of the South Pacific International (FSPI) through their AusAID funded project around Tourism and Climate Change that is progressing under the leadership of Professor Terry De Lacy.

The leadership of FSPI recently visited VU to discuss further collaboration in other areas associated with the CTSR. The delegation from FSPI included the Chairman, LeLei LeLaulu, a former United Nations official, the CEO Rex Horoi, and Lionel Gibson the Regional Governance Manager. During the visit they met with the Dean of the Faculty of Business and Law, Professor David Lamond and they expressed their enthusiasm about building their relationship and developing new research opportunities with Victoria University.

GETTING PUBLISHED IN A RATED JOURNALS: IT CAN BE DONE - PROFESSOR PAULINE STANTON

I am a late career academic; I started my academic journey in 1995 and began to publish in 1999. Since that time I have accumulated over 30 refereed journal articles, a large number of book chapters and many refereed conference presentations. Over time my publications have moved from C ranked journals and conference papers to papers in more highly ranked journals. These are some of my thoughts and reflections about my journey.

Sometimes you get lucky - one of my first journal publications was a single authored paper in the prestigious Social Science and Medicine. I had written a report on a small scale project on Community Health Service Management (12 interviews). My PhD supervisor said that it was interesting and suggested that I write it up and send to SS&M. I was anxious, I had never written an academic paper by myself before, I was convinced that it would be rejected and that I would never recover. His comment was “don’t be silly I get papers rejected all the time – you just have to be tough” and ‘you will get good feedback and then you can send it somewhere else’. I submitted the paper in 1998. It went through a rigorous revise and resubmit process and the paper was eventually accepted and published in 2001.

Unfortunately I then thought that it was easy to get into good journals – I soon learnt that was not the case when a paper from my PhD thesis in 2002 was not only rejected but savaged by the British Journal of Industrial Relations. In fact it was 2007 before I got another paper accepted in an A grade journal. Since that time I have had one every year. The Human Resource Management Journal in 2007, the Journal of Industrial Relations in 2008, the British Journal of Industrial Relations in 2009 (after two lots of savaging) and the International Journal of Human Resource Management in 2010. The difference between all of these more recent papers and SS&M is that they all come out of team based research projects. These are innovative projects in that they haven’t been done before, they are based on excellent data – both quantitative and qualitative - that has been gathered over a long period of time. The research questions are clear and cutting edge, the literature reviews are thorough but succinct and they tell a good story to the right audience. They are also the result of perseverance and good planning and not always a great deal of funding. For every A journal paper, there are at least five C and B journal papers and numerous conference papers where I have honed my skills. The lessons that I have learnt over the past 10 years are:

- You need a good project that breaks new ground – so you need to know your literature and build your expertise in a particular area
- The ‘so what’ question is essential – what do your findings say that we didn’t already know?
- Target the right journal – both in terms of method and paradigm - there is no point in sending a quantitative paper to a qualitative journal and vice versa
- Do some networking at conferences and workshops – remember that some journals have very high desk rejection rates, in other words they don’t even get sent out to reviewers. If the editor knows who you are you have a greater chance of getting it through the narrow entrance.
- Make sure that every project has a publication plan – target your journals carefully and read these journals
- Make sure that your PhD students are working in your area of expertise – you will know the literature and the cutting edge questions that you can put them to work on
- If you are lucky enough to get a revise and resubmit get some advice and some help from colleagues or the RFU’s publications syndicates
- Don’t take rejection personally – remember every paper has a home
- Finally I am often asked how I manage to keep publishing when I have a busy Head of School position. First of all, I work in great productive teams where we always have a few pots on the boil and we share the work around. Second, I prioritise my work and make sure that I do have some time out of the office to write and finally I realised early on in my academic career that if I wanted to progress I needed to play the game and if I wanted to win the game I had to learn the rules. It is not so difficult once you get started – the important thing is to have confidence to have a go, get some good feedback and take it in good grace. Good Luck!

NEWS FROM THE FACULTY OF BUSINESS AND LAW

SUSTAINABILITY RESEARCH GRANTS FOR TWO RESEARCH TEAMS

Associate Professor Anne-Marie Hede in the School of Hospitality, Tourism and Marketing was recently awarded a $49,180 grant to research ways of promoting sustainable household practices in the Western Region of Melbourne. Anne-Marie designed this project with a former VU postdoctoral research fellow, Dr Judith Mair. The project entitled ‘Encouraging sustainable environmental behaviour in low income migrant
households’ was commended for its capacity to address the goals of the Victorian Government’s Sustainability Agenda and is funded by the Victorian department of Environment and Climate Change through the Sustainability Fund.

Another sustainability research grant has been awarded to Professor John Breen, Head of the Centre for Tourism and Services Research. Professor Breen has been allocated $90,000 from the Sustainability Fund Climate Change and Victorian Households Funding Round 2009, for a project titled: ‘Sustainable Resource Usage in Households with Businesses’. The project connects with Professor Breen’s research background in home based businesses and the stream of CTSR research which focuses on small business. The funding letter states: ‘Your project stands out as an innovative and practical solution to help foster sustainable resource use and deliver a real environmental benefit to Victorian households’.

RESEARCH MASTERS STUDENT WINS ENDEAVOUR FELLOWSHIP

Heath Grow, a Masters by Research student in the School of Hospitality, Tourism and Marketing, has been awarded an Endeavour Research Fellowship. The fellowship was awarded in a competitive national field for research awards provided by the Department of Education, Employment and Workplace Relations. Heath is a current Masters candidate whose thesis is titled: Praeesse in Hospitio: an investigation into leadership styles of hotel managers. Heath will be spending his $20,000 fellowship money visiting Hong Kong Polytechnic during 2010 and linking with scholars in his field of research. He is the second research student from Victoria University to receive the Endeavour Research Fellowship.

BEST PAPER AWARD TO PROFESSOR DAVID LAMOND

In other good news on the research front, our newly appointed Executive Dean of Business and Law, Professor David Lamond, has been advised that he and co-author Peter Woods from Griffith University have had their paper included in the 2010 Academy of Management Conference Best Paper Proceedings. The paper is entitled A Confucian approach to developing ethical self-regulation in management. This recognition is accorded to only 10% of papers accepted for presentation (with an acceptance rate in turn currently between 30% and 40%). A further developed variant of this paper is currently under consideration by the Journal of Business Ethics (an A journal).