



THE UNIVERSITY OF
WAIKATO
Te Whare Wānanga o Waikato

NZIBR ANNUAL REPORT 2021



A note from the NZIBR team

Tēnā koutou katoa,

NZIBR celebrated its 10-year anniversary in 2021. Although COVID-19 curtailed some of our activities, we have learned to pivot and improvise to deliver research outcomes, host events and provide training while under COVID constraints. For example, the BUU China-NZ tourism research unit, led by Professor Chris Ryan, was not able to facilitate the physical exchange of staff, but active on-line communication was continued on WeChat, Zoom, and email.

All Management School staff and those from other Divisions who are involved in externally funded research projects and consultancies administered through NZIBR are considered to be associate researchers within NZIBR. Our clients range from private companies such as our partnership with AskYourTeam or government agencies such as the Commerce Commission.

Looking forward to 2022, we will align the work of NZIBR with the newly adopted WMS strategy (2022-2026) with the purpose of empowering people to grow thriving businesses, a thriving society and a thriving world.

NZIBR is the source for independent analysis and insights into issues impacting New Zealand and global business, government and society. An overview of our key research activities and accomplishments are provided in this 2021 annual report.



Professor Eva Collins
Director, NZIBR



Dr Vijay Kumar
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Amanda Wilson
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Our vision and mission

At the New Zealand Institute for Business Research (NZIBR), our business is adding value to your business or organisation.

NZIBR draws on the expertise of leading scholars from the University's Waikato Management School and across the University to deliver research projects of high value to the business community and wider society that will help drive long-term sustainability and shareholder value.

We work with industry, government agencies and other organisations to enhance their performance, productivity, and sustainable business.

Public policy projects are also an important part of our work programme. Our people have a wealth of knowledge in areas ranging from economic impact analysis, strategy and leadership, to marketing, innovation and entrepreneurship.

We publish high quality research in both professional outlets and in academic journals.

waikato.ac.nz/nzibr

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The year in perspective

NZIBR delivered and/or sponsored many successful events, seminars, workshops and collaborations in 2021. An overview of the Institute's key research activities and accomplishments are provided below.



In Action Comes Hope: Climate change and sustainable citizenship

The University of Waikato hosted an inspirational evening of discussion around the theme of sustainable citizenship, led by two of our leading professors, Debashish Munshi (Waikato Management School) and Priya Kurian (School of Social Sciences).

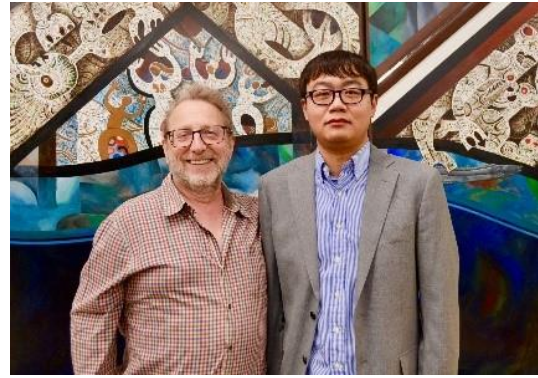
Featuring their latest books, 'Public Relations and Sustainable Citizenship: Representing the Unrepresented' (2021), and 'Climate Futures: Re-imagining Global Climate Justice' (2019), the evening re-imagined public relations as an "instrument of sustainable citizenship" by outlining how resistance movements seek to change the status quo of a world that is increasingly defined by exploitation, overconsumption, sectarianism, and faux nationalism.

Following the talk, an interactive panel discussion featuring guest speakers Heather Claycomb, Director of the public relations firm HMC Communications, Sandy Morrison, Acting Dean of the Faculty of Māori and Indigenous Studies, Jennifer Nickel, an elected Waikato Regional Councillor, who chairs the council's climate action committee, and Kemi Hughes, who is completing her PhD in climate change law and sustainable development.



Strange Times in Financial Markets: Covid-19, Cryptocurrencies and Negative Oil Futures Prices

Commemorating his WMS 2021 Early Career Researcher award, **Dr Yang Hu** gave a public lecture on his current research titled '*Strange Times in Financial Markets: Covid-19, Cryptocurrencies and Negative Oil Futures Prices*'.



As part of a research team, Dr Hu has examined the role of cryptocurrency as a safe-haven during the Covid-19 pandemic, when large capital value cryptocurrencies acted as a store of value during this period of exceptional financial market stress. More recently, the research team also investigated the behaviour of Elon Musk in relation to the cryptocurrency Dogecoin. Their research shows that Elon Musk's tweets significantly affected the stability and volatility of Dogecoin.

Can Blockchain be an enabler for implementing the UNEP-FI-sponsored Principles of Responsible Banking?

In an online presentation, international guest **Professor Paul Griffiths - EM Normandie Business School** spoke of the *Principles for Responsible Banking (PRB)* showcasing how blockchain could contribute to achieving their implementation.

Main findings shed light on the importance of transparency, trust and the involvement of all stakeholders for the implementation of Blockchain solutions within banks. However, some barriers are raised such as the energy consumption of Blockchain, the misunderstanding and need for education on this disruptive technology, and the quality of data.



Bringing supply chain strategy to life with a homegrown case study

Dr Nadia Trent is a Senior Lecturer in Supply Chain Management at Waikato Management School and her research focuses on the resilience of national and global supply chain systems and how these systems affect quality of life and equity within communities.

To create industry-relevant graduates, it is essential to connect our teaching practice to real life scenarios. Using case studies is one way of doing that. There is no shortage of case study

material out there, but there are at least two benefits in publishing and using case studies that have been homegrown in the Waikato Management School.

Firstly, as educators we are more connected to the cases we were involved in and can teach with more authority from that position. We also have the opportunity to customise case studies that achieve our specific learning objectives instead of retrofitting someone else's case study.

Secondly, publishing case studies on widely accessed platforms is a fantastic way to market our school's connection with industry.

Dr Trent presented the process she and Dr Cécile L'Hermitte underwent to create and use a homegrown case study that spans both supply chain strategy and humanitarian logistics. So far, they have used the case study in an MBA paper and are now working on a draft to send to SAGE Business Cases for publication.

An introduction to the Blue/Green Nexus Research Unit

The workshop was coordinated by **Shane Stuart**, Innovation Manager Bay of Plenty, which is a joint position between the University and Priority One (the economic development organisation for Tauranga and the Western Bay of Plenty). Those who attended were most relevant to people who are active in research relating to the horticulture and aquaculture sectors, and with Bay of Plenty stakeholders.



The proposed unit has the working title of 'Blue/Green Nexus' and would be focussed on research and related activity supporting high value solutions in horticulture and aquaculture industries, environments and value chains.

NZIBR – What it is and why should I care?

The New Zealand Institute for Business Research (NZIBR) hosted a one-hour informal panel discussion on what NZIBR is and how academic staff can be supported with external research. PVC Matt Bolger shared his vision for NZIBR and Professor John Gibson and Assoc. Professor Maree Roche shared first-hand how they have benefitted from the services provided by the Institute.

Keeping goods moving in the wake of a major earthquake

Dr Cécile L'Hermitte is a senior lecturer in Supply Chain Management at the University of Waikato. Her research focuses on logistics operations in the aftermath of a disaster.



Natural hazards disrupt pre-existing transport networks and the deliveries of goods needed by businesses and individuals. When the infrastructure damage is significant, re-establishing critical connections may not be an option in the short term. To ensure the continuity of their supply chains, businesses need to swiftly adjust their freight operations across routes and transport modes.

Since New Zealand is prone to natural hazards, supply chain disruptions are to be expected. It is not a question of if, but when. However, little is known about the ability of the New Zealand freight system to adapt and recover when parts of the transport network fail.

Cécile presented her recent qualitative research work investigating the freight disruptions caused by the 2016 Kaikōura earthquake and the subsequent implementation of alternative transport arrangements.

BUU China-NZ tourism research unit



The BUU China-New Zealand Tourism Research Unit has been funded by Beijing Union University since 2020.

The purpose of the funding is to permit Professor Christopher Ryan to work with colleagues located in China, including colleagues at Beijing Union University to undertake research in China pertaining in tourism, support research contracts (Beijing University), to aid post-graduate students at both universities to undertake research; produce research articles in conjunction with those colleagues and help introduce Chinese scholarship to a western audience by publishing in well regarded (preferably SSCI) journals; and, to edit and publish articles of global interest in *Tourism Critique: Practice and Theory*

While no physical exchange of staff was possible, active on-line communication was continued on WeChat, Zoom, and email. Our partners through Associate Professor Zhang Xiaoyu (who gained her master's and doctoral degrees from WMS) renewed research contracts with the Fuxi Taohao Mausoleum in Henan and Danguanyuan in Beijing. The first academic publications from those contracts are beginning to emerge, while we have also been able to help master's students in China. The strength of belief in traditional folk belief systems is demonstrated in the attach video that shows people waiting to enter the grounds of the Mausoleum during one of the festivals. Members of the unit hold honorary advisory positions for the Mausoleum and hence advice on tourism issues not only for the Mausoleum but also wide developments in Huaiyang. The town is reinventing itself in the last three years with a massive investment in moving people into new accommodation and refurbishing the old town as a historic tourism destination.



Photograph (left) show traffic congestion caused by pilgrims and tourists arrive to attend a festival at the Mausoleum, while photograph (right) shows the temple grounds made ready for yet another of the festivals.

In addition, work was also undertaken with Professor Li Yanqin who spent the greater part of a year with us in 2019. She leads a research programme at the Minzu University of the Ethnic Nationalities in Beijing, and Professor Ryan has been providing some lectures to her doctoral students and aiding in the analysis of data collected over a period of a decade at the Russian speaking minority area in Shiwei, a small agricultural community in Inner Mongolia. The conceptualisation being developed relates to social changes as measured through place attachment theory with temporal, inter-generational and cognitive dissonance. A paper is being rewritten for submission to a journal by Professor Ryan.

With former doctoral students Jin Yi and Professor Satin Huang of Shangdong University Chris has also been involved with research using eye tracking technology at one of the exhibitions in the University. After some false starts the research was rewritten and has been accepted for publication in *Tourism Management Perspectives*, a well-regarded tourism journal with a SSCI Impact factor of 6.7.

China has been following a COVID extermination policy but continues to struggle to succeed and international travel is significantly curtailed. This has meant some projects have been delayed, most notably with colleagues in Xi'an and in Hainan, both of whom have close connections with WMS through past WMS doctoral students occupying Professorial positions or similar status in academia or the private sector, and/or WMS having hosted academic staff. These relationships are of importance and also continue to create opportunities for our own master's students. In some instances, some agree to act as second assessors for master's degree dissertations and thus help to relieve pressure on WMS tourism staff.

In that sense we would wish to express our best wishes to Dr Zhang Yingsha who left WMS in late 2021 having accepted an Associate Professor's post at Sun Yat-sen University, certainly one of China's leading management and tourism universities. Another of our former doctoral students, Gao Jun, also obtained an Associate Professor's post at Sun Yat-sen University, thereby strengthening our relationship and renewing Waikato's MOU with SYSU.

Short training programmes

CELF Elevate Programme

After the graduation of the Class of 2021 in February 2022, CELF has 114 Alumni of the Elevate Leadership Programme in our community, continuing the expansion of the ripple effect and the impact these leaders have in the Waikato.

Elevate brings together established leaders from across multiple organisations and sectors (for profit, for purpose and public) to increase the elevation and social impact of all participants and their communities. The priority is to create a highly practical learning environment, which is pragmatic, action-oriented and supported by academic and subject matter experts.

Learnings are enhanced by interaction with industry and sector leaders in their own environments, providing context and relevance where conversation and perspective sharing builds knowledge and connection.

The Class of 2021 began their leadership journey in April 2021 at Waikato-Tainui Endowed College at Hopuhopu. A fitting place to begin their leadership journey. At the conclusion of the programme, the Class returns to Hopuhopu, after a tira hoe down the Waikato River, providing opportunity to reflect on their learnings, their time together and their future.



Online sessions complemented the programme stimulating robust conversation and thought leadership. A standout was a session hosted by Eva Collins & Matt Bolger on the topic of sustainability and leadership.

Workshops further supplemented learnings and insights and provided Alumni and the Class of 2021 valuable connection; an example: Patrick Lencioni's team genius. One of this year's cohort summed up her experience of CELF when asked what three words would describe the ELEVATE Leadership Programme: Reflective | Enlightening | Relevant.

The University of Waikato, Waikato Management School reconfirmed and strengthened the partnership with CELF, committing to the ongoing support of programme delivery, the resource of a programme director to work with the CELF team and the opportunity for graduates to access credits to contribute to an MBA.

Dr Peter Sun's significant contribution to the CELF programme and to leadership research was recognised this year by the WMS. We welcomed Prof. Brad Jackson, who has had a long affiliation and with the programme as Programme Director for the Class of 2022.



"It has been another incredible experience to guide this cohort on their leadership journey. COVID continued to impact every aspect of our lives locally, nationally, and globally. Leaders and their leadership are critical if we are to grow capability in the Waikato and it is imperative leaders continue to grow their leadership capital, social, human, spiritual and reputational".

Published research and case studies



Market study into the retail grocery sector and consumer decision-making

Dr Steven Tucker | Associate Professor of Economics
Dr Michael Cameron | Associate Professor of Economics

Groceries are an essential purchase for all consumers as well as a major expense for most households. In the year to December 2020, more than \$22 billion was spent at supermarkets and grocery stores. In the year to June 2019, food was the second largest expense for New Zealand households, with an average spend of \$234 a week.

The Commerce Commission commissioned NZIBR to conduct research into how complexity affects consumers' decision making. In particular, the Commission asked for research where the contexts would mimic as much as possible the decision making that consumers face when considering supermarket promotional schemes. This research fed into the Commission's market study into the grocery sector.

The research was conducted using laboratory experiments conducted in the Waikato Experimental Economics Laboratory (WEEL) at the University of Waikato. Specifically, this research looked at how consumer purchasing decisions are influenced by the existence of multiple discounting schemes, and whether the existence of different schemes led to a reduction in consumer welfare compared to pricing with fewer, or no schemes. It also looked at whether displaying unit prices would mitigate any negative impacts on consumer welfare.

The study found that having multiple discounting schemes led to suboptimal decision making on the part of consumers. This could be interpreted as evidence for how difficult consumer decisions can be. Consumers find it difficult to identify the best choice. The difficulty of consumer decisions is compounded when the consumer is faced with a lot of complexity, such as when there are many different offers, with different pricing schemes, loyalty schemes, and options. That can lead consumers to make poor decisions, that leave them worse off. Reducing the complexity of consumer decision-making would likely lead to better outcomes.

The full report is available on the Commerce Commission website (see [here](#)).



The New Zealand Institute for Business Research (NZIBR) and AskYourTeam Partnership

AskYourTeam was established in 2014 as a new business empowerment practice providing insights and information for organisational leaders. It is trusted by organisations across New Zealand given its knowledge systems and analyses are based on evidence from robust academic and scholarly research. With over 14 million data points, AskYourTeam is one of the richest sources of business performance data in New Zealand.

The partnership between the New Zealand Institute for Business Research (NZIBR) and AskYourTeam started in 2014. At that time Associate Professor Asad Mohsin was Director of NZIBR. The relationship strengthened in 2015 when AskYourTeam contacted Professor Frank Scrimgeour to write blogs for AskYourTeam website. A number of blogs were written on different topics including leadership, performance management and social media. In late 2015, AskYourTeam and NZIBR signed a contract for a research project. The project was related to the validation of professional advice instruments of AskYourTeam. The project was successfully completed. Since then, on behalf of NZIBR, Professor Frank Scrimgeour and Dr Vijay Kumar has done more than ten research projects for AskYourTeam.

In 2019, NZIBR organised a one-day conference on the 'Future of Work'. The conference proved to be very successful over 150 paying delegates. AskYourTeam participated in the conference as a major sponsor. In the same year, NZIBR Director Associate Professor Eva Collins, Professor Frank Scrimgeour and Dr Vijay Kumar visited AskYourTeam Head Office in Havelock North to strengthen the partnership and to explore the possibilities of using AskYourTeam database for student projects and academic research.

Recently **Professor Frank Scrimgeour, Dr Vijay Kumar and Dr Nelwin Luo** completed a comprehensive research project for AskYourTeam. The project focused on the review of methodology and philosophy of AskYourTeam, the evaluation of base instrument and identification of the new themes that have emerged as a result of COVID-19 across major sectors in Australasia.

AskYourTeam is keen to continue to relationship with NZIBR. The AskYourTeam base instrument database contains more than 14 million datapoints from over 100,000 participants allowing validity and reliability analyses to be conducted. There is potential for NZIBR to do more work for AskYourTeam related to content and construction validation



Fertilizer expenditures in Philippines farms in Central Luzon

Dr Gazi Hassan | Senior Lecturer in Economics

The International Rice Research Institute (IRRI), based in Manila is an independent, non-profit, research and educational institute, founded in 1960 by the Ford and Rockefeller foundations with support from the Philippine government. The institute has offices in 17 rice-growing countries in Asia and Africa.

It is the world's premier research organisation dedicated to improving the health and welfare of those who depend on rice-based agri-food systems and contributing to the environmental sustainability of rice farming for future generations.

In March 2019, the Philippine government has promulgated a bill called the Rice Tariffication Law (RTL), which abandoned the quantitative restrictions on imports and replaced them with ad valorem tariffs. Today with RTL in place, there is more concern on how farmers would become more competitive in rice production in the face of lower prices of paddy.

The implications of the RTL on rice farmers are three-fold: 1) top farmers are already competitive and can continue to operate, but with lower profit in the short term due to lower farm prices, 2) mid-level farmers should be able to reduce production cost and increase income with suitable technological support and investment, and 3) less efficient farmers are unlikely to become competitive even with substantial government support.

Farmers under the third category may need to be transitioned out of rice production towards other higher value crops because they may lack capital for fertiliser. This project explores fertilizer use patterns using a unique panel data based on the Central Luzon Loop Survey collected by IRRI every 5 years since 1960. Since lack of working capital is considered as a major constraint for cultivating other crops, this project examines the impact of remittances which alleviates cash constraints of recipient households. The project's outputs were:

1. To explore a relationship between farm household total expenditure on fertilizer and overseas remittances inflow in the Philippines.
2. Create a database from the loop surveys in the Philippines, conducted in the wet and dry season every four to five years from 1966-67 to 2015-16.
3. The main finding is that remittances recipients' families invest more in fertilizer to enhance rice productivity.
4. The households with fertilizer expenditure in the mid-range tend to leverage the benefit of remittances the most.



How Collaborative Advantage Can Deliver Low Carbon Solutions

Professor Eva Collins | Associate Dean of Research & Postgraduate – WMS | Director of the New Zealand Institute for Business Research (NZIBR)

Collaborative advantage is the concept that a group acting collectively can deliver more than the sum of their parts. The importance of collaborative advantage is shown by its inclusion as the final United Nations' Sustainable Development Goal (SDG). Naming "Partnerships for the Goals" as a separate goal is a testament to the significance of collaboration, particularly for the type of systems change required by the other 16 SDGs.

Although forming collaborations is a powerful strategy to tackle complex problems such as climate change, it is notoriously difficult to implement in practice. Collaborations fail because of a lack of trust, competitive self-interest and failure to agree on shared objectives.

In May 2019, a group of stakeholders from the heavy transport sector was brought together by the Sustainable Business Council ([sbc.org.nz](https://www.sbc.org.nz)) to explore how to deliver low carbon solutions for the sector.

The group identified opportunities to transition the freight sector to net zero by 2050. Participants believed the ambitious goal could be achieved through true collaboration, sharing a vision, knowledge and resources.

The collaboration began in February 2020, completing its work in April 2021 with the launch of the Low Carbon Pathway Report (<https://www.sbc.org.nz/insights/2021/lowcarbon-freight-pathway>). The collaboration was documented so that the learnings could be shared to make future efforts more effective.

The researcher had access as an observer to all meetings and meeting documents. Collaboration participants were interviewed after the collaboration in November and December 2020 (before the report launch in April). Quotes in the report are from the collaboration participants.

The full report is available on the NZIBR website (see [here](#))



Impacts of Agricultural Domestic Supports on Developing Economies

Dr Anna Strutt | Professor of Economics

Agricultural price and trade policies were highly distortive of world food, feed and fibre markets in the latter half of the 20th century, but many reforms began in the 1980s and continued following the implementation over 1995-2004 of the Uruguay Round Agreement on Agriculture. Some import tariffs have since come down further, and export subsidies were outlawed by WTO members in 2015.

However, domestic support has replaced the assistance previously provided to farmers by tariff. Over the past 20 years, export subsidies have been largely abolished and import tariffs on farm products have fallen considerably, while domestic subsidies to farmers have more than doubled in OECD countries and are starting to emerge in emerging economies.

To inform discussions, the present study was commissioned by the New Zealand Ministry for Primary Industries. It seeks to estimate the impacts of agricultural domestic supports globally and in both farm-supporting countries and other – especially developing – economies. It does so by calibrating the database of the global economywide GTAP (Global Trade Analysis Project) model to 2019 and then simulating the removal of food and agricultural domestic supports globally.

The estimated impacts of globally removing domestic support are of course negative for supported farmers, who are primarily in Western Europe, Northeast Asia and South Asia, but they are positive for most farmers in the rest of the world (and for the global economy). Impacts vary across product groups, consistent with the considerable variations in levels of support across agricultural industries.

The global economic welfare benefit from removing all domestic support to farmers is conservatively estimated to be US\$4.7 billion per year. The most assisted farmers would be worse off if not compensated, but all other farmers would gain from higher output prices, including those in supporting countries who currently receive little or no support.

A side benefit of removing domestic supports is that it boosts government budgets in reforming countries. That allows society to re-purpose that spending to achieve more socially desirable objectives. Examples include investing in growth-enhancing rural public goods such as education, health, agricultural research, and transport and communication infrastructure. It could also include paying farmers for their provision of ecosystem services. Targeted income supplements fully decoupled from production, via generic social safety nets/trampolines, are another possible use of savings from removing distortionary domestic supports and instead reducing poverty and inequality directly.

The full report is available on the NZIBR website (see [here](#))

NZIBR gratefully acknowledges supporting researchers:

Kym Anderson | University of Adelaide, Adelaide and Australian National University, Canberra, Australia
Erwin Corong | Center for Global Trade Analysis, Purdue University, West Lafayette IN, United States.
Ernesto Valenzuela | Federation University, Berwick, Victoria, Australia

Externally-funded research and training programmes

In 2021, NZIBR generated total revenue of **\$230K¹** from externally-funded projects and short-term training programmes. A brief overview of each project and programme is listed below.

EXTERNALLY FUNDED PROJECTS

INTERNATIONAL PROJECTS

Project Period	Principal Investigator	Name of Project	Sponsor	Revenue in 2021 (NZ\$)
2021	Dr Gazi Hassan	IRRI Impact Evaluation, policy and fore sighting unit	International Rice Research Institute (IRRI)	\$10,450
2021	Professor Ric Scarpa	Demand analysis of energy customers (AIM)	University of Padua - Dipartimento TESAF	\$16,835
2021	Professor Ric Scarpa	Relationship analysis between perception of the "Verified Quality" system & consumer choices	University of Padua	\$8,583
2021 – 2022	Professor John Gibson	Urbanisation and rural poverty reduction in Indonesia (project cont. in 2022)	Asian Development Bank	\$8,900

DOMESTIC PROJECTS

Project Period	Principal Investigator	Name of Project	Sponsor	Revenue in 2020 (NZ\$)
2021	Professor Ric Scarpa	Project review of the decision versions of WRC Healthy Rivers Wai Ora process	Waikato Regional Council	\$4,400
2021	Professor Frank Scrimgeour and Dr Vijay Kumar	Evaluation of data collection instruments of AskYourTeam	AskYourTeam	\$20,000
2021	Professor Frank Scrimgeour	He Waka Eke Noa Pan-sector Modelling Peer Review	Beef+Lamb NZ	\$4,800
2021	Professor Frank Scrimgeour	Evaluation of data collection of Fieldays 2021	Fieldays	\$16,000

¹ The total revenue will not match the total revenue of listed projects as some projects are confidential

2021	Assoc. Professor Steven Tucker and Assoc. Professor Michael Cameron	Understanding the effects of consumer decision making when considering supermarket promotional schemes	Commerce Commission New Zealand (CCNZ)	\$38,610
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SHORT-TERM TRAINING PROGRAMMES

In 2021 NZIBR supported the following short-term training programme over 8 months and generated an overall revenue of approximately **\$35k**

Year	Programme Director	Name of Project	Sponsor
2021	Assoc.Professor Peter Sun	CELF Elevate Programme	Community & Enterprise Leadership Foundation

Examples of research publications

AFTAB A; AHMED A; **SCARPA R** (2021). Farm households' perception of weather change and flood adaptations in northern Pakistan. *Ecological Economics*, 182

CAMERON M; DUNSTAN K; COOK L (2021) The development of uncertainty in national and subnational population projections: A New Zealand perspective, *Labor Markets, Migration, and Mobility: Essays in Honor of Jacques Poot*, Springer, pp.197-217

Chen, Z., Ryan, C., Zhang, Z (2021) Transgenerational place attachment in a New Zealand seaside destination. *Tourism Management*. 82, 104196

CORBET S; **HOU Y**; **HU Y**; **OXLEY L** (2021) An analysis of investor behaviour and information flows surrounding the negative WTI oil price futures event, *Energy Economics*, 104

CORBET S; **HOU Y**; **HU Y**; LARKIN C; LUCEY B; **OXLEY L** (2021) Cryptocurrency liquidity and volatility interrelationships during the COVID-19 pandemic, *Finance Research Letters*, online

GIBSON J; BAILEY RL (2021) Seasonal labor mobility in the pacific: Past impacts, future prospects, *Asian Development Review*, 38(1): 1-31

GIBSON J; **OLIVIA S**; **BOE-GIBSON G**; LI C (2021) Which night lights data should we use in economics, and where? *Journal of Development Economics*, 149

GINOSSAR T; DIAZ FUENTES C; **OETZEL J** (2020). Understanding willingness to participate in cancer clinical trials among patients and caregivers attending a minority-serving academic cancer center. *Journal of Cancer Education*, online, 9 pages

GOH S; **RYAN C**; FAISAL A; QI H (2021) Mega events, disruptions, and arts entrepreneurs: Reconceptualising the creative transformation of urban spaces, *Annals of Tourism Research*, online

HASAN I; **HASSAN G**; KIM SJ; WU E (2021) The real impact of ratings-based capital rules on the finance-growth rates, *International Review of Financial Analysis*, 73

HEWA WELLALAGE N; BOUBAKER S; HUNJRA AI; VERHOEVEN P (2021) The gender gap in access to finance: Evidence from the COVID-19 pandemic, *Finance Research Letters*, online

HEWA WELLALAGE N; **KUMAR V**; HUNJRA A; AL-FARYAN M (2021) Environmental performance and firm financing during COVID-19 outbreaks: Evidence from SMEs, *Finance Research Letters*, online

KEMPSTER S; **JACKSON B** (2021) Leadership for what, why, for whom and where? A responsibility perspective, *Journal of Change Management*, 21(1): 45-65

LAM IKV; **RYAN C** (2021) Destination attractiveness and place attachment: A multi-group

analysis of visitors from the Greater China Region, *Tourism Recreation Research*, online

Li, Z., Li, F., & Ryan, C. (2021). Perceiving North Korea through Chinese tourists' eyes. *Tourism Review* 76(1), 150-163.

MUNSHI D; KURIAN P (2021) *Public Relations and Sustainable Citizenship: Representing the Unrepresented*, Routledge, 102pgs

Pan, Y., Wang, X., & Ryan, C., (2021). Chinese seniors holidaying, elderly care, rural tourism and rural poverty alleviation programmes. *Journal of Hospitality and Tourism Management*, 46(March), 134-143.

ROCHE M; TUCKEY M; HULSHEGER U (2021) Cautions for mindfulness research in organisations: Taking stock and moving forward, *A Research Agenda for Workplace Stress and Wellbeing*, Edward Elgar Publishing, pp. 173-190

SOURD R; BEAUMAIS O; MAHIEU P-A; MARTINEZ-CAMBLOP P; **SCARPA R** (2021) A contingent valuation test for measuring the construct validity of willingness-to-pay estimates derived from choice-experiments, *Land Economics*, online

SOUZE R; WOOD Jr, T; **JACKSON B** (2021) What favelas can teach about leadership: The importance of shared-purpose and place-based leadership, *Reimagining Leadership on the Commons: Shifting the Paradigm for a More Ethical, Equitable and Just World*, Emerald Publishing, pp. 119-135

TUCKER S; **CAMERON M** (2021) Consumer Decision-Making Under Complexity, *Commissioned by Commerce Commission*, 37pgs

WALMSLEY T; **STRUTT A** (2021) A comparison of approaches to modelling non-tariff measures, *Journal of Global Economic Analysis*. 6(1)

WILLIAMSON A; BATTISTI M; POLLACK J (2021) Capturing passion expressed in text with artificial intelligence (AI): Affective passion waned, and identity centrality was sustained in social ventures, *Journal of Business Venturing Insights*, 17

XU X; JIANG L; HONG P; **ROCHE M** (2021) Will mindful employees benefit from positive work reflection triggered by transformational leadership? A two-study examination, *International Journal of Stress Management*, 28(1): 61-73

Yi, J., Ryan, C., & Wang, D. (2021). China's Village Tourism Committees: A Social Network Analysis. *Journal of Travel Research*, 60(1), 117-132.



Zhang, X., Ryan, C., Fu, S.J, & Chen, W.B. (2021). Visitors' understanding of a film and cultural site, and reflections on contemporary China. *Tourism Management Perspectives* 40, 100909



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