
CURRICULUM VITAE

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BEcon (Hons), MIB, PhD

Lecturer

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Google scholar: <https://scholar.google.com.au/citations?user=KSEILNQAAAAJ>

SUMMARY OF CURRICULUM VITAE

I am a Lecturer in Rehabilitation Administration at Ratchasuda College, Mahidol University in Thailand; and concurrently an Adjunct Senior Researcher at the Tasmanian School of Business and Economics (TSBE), University of Tasmania in Australia. Previously, I worked for 8 years as a (tenured) Research Fellow in Innovation at the Australian Innovation Research Centre (AIRC) and a Lecturer in Health Service Management at the Australian Institute of Health Service Management (AIHSM) – both are the Institutes of the TSBE. I hold a PhD in Management (2010) and a Master of International Business (2007) from the University of Tasmania, and a Bachelor of Economics (Honours) from Thammasat University in Thailand (2005).

I have expertise in four inter-linked research areas: (1) innovation management and policy in the public, non-profit and private sectors; (2) sustainable development, corporate social responsibility and strategic management; (3) health service management; and (4) innovative research designs, methods and analyses that make research intellectually relevant and meaningful for practice. I have extensive experience in analysing large-scale data obtained from international, national and regional sources, as well as in employing various statistical and modelling techniques.

In eight years into my academic career, I have been a Chief Investigator (CI) for seven contract research projects, attracting funding of nearly AUD\$3 million. Four of these projects were funded by the Commonwealth and State Governments; one involved research collaborations with Eurostat (i.e. the Statistical Office of the European Union); and the other two projects were funded by Sydney Local Health District and South Western Sydney Local Health District, and involved the development of (blended/online) education-research programs at the Masters level to ensure their high quality and industry relevance.

My publications appear in top-quartile (Q1) journals and attest to a diverse range of analytical skills and an interest in multidisciplinary approaches to research. I have produced 44 publications, including: 18 journal articles, 5 book chapters, 8 conference papers/ extended abstracts, and 13 government reports (as at 13/12/2018). One of my publications has been listed as 'Top 10 CSR Research Findings of 2012' by the Network for Business Sustainability at the Richard Ivey School of Business, University of Western Ontario in Canada. I published in 'high impact' journals such as *Research Policy*, *Public Management Review*, *Journal of Business Ethics*, *Journal of Business Research*, *International Journal of Human Resource Management*, *Human Resource Management Journal*, *Nonprofit Voluntary Sector Quarterly*, *Australian Journal of Public Administration*, and *International Journal of Innovation Management*.

The impact of my research is demonstrated through a total of 587 citations (Google Scholar) with an 'h-index' of 11 and an 'i10-index' of 11 on my publications in the 6-year period from 2012-2018 (as at 01/10/2019). I delivered 5 invited seminar presentations and 3 conference presentations. I was invited onto the Editorial Board of 3 journals, including: *Journal of Business Research* (innovation and knowledge domain), *Journal of Innovation and Knowledge*, and *Journal of Business Theory and Practice*. I have served as a member of the scientific panel of the International Society for Professional Innovation Management (ISPIM) – the largest international conference in the innovation-management field. I am also a member of the Health Systems Global and a member of the Centre for Social Impact (CIS), a collaboration of the University of New South Wales, Swinburne University of Technology and University of Western Australia.

I have served as a reviewer on numerous occasions for 18 journals (of which 11 are at Q1 level). These journals include: *Public Administration*, *Long Range Planning*, *Journal of Business Ethics*, *R&D Management*, *Public Management Review*, *International Journal of Production Research*, *Journal of Sustainable Tourism*, *Journal of Small Business Management*, *Journal of Business Research*, *International Journal of Human Resource Management*, *Internet Research*, *International Journal of Innovation Management*, *European Management Journal*, *Innovation: The European Journal of Social Science Research*, *Total Quality Management & Business Excellence*, *Management Research Review*, *Journal of Business Theory and Practice*, and *Sustainability*.

I have supervised PhD candidates in both the Business School and the Medicine School, and have been successful in mentoring them in writing and publishing their research in top-quartile journals.

QUALIFICATIONS and APPOINTMENTS

- 02/2019-present **Lecturer**
Ratchasuda College
Mahidol University, Thailand
- 10/2018-11/2018 **Lecturer**
College of Management
Mahidol University, Thailand
- 09/2018-01/2021 **Adjunct Senior Researcher**
Tasmanian School of Business and Economics
University of Tasmania, Australia
- 2010-09/2018 **Research Fellow in Innovation (tenured)**
Australian Innovation Research Centre, AIRC
Tasmanian School of Business and Economics
University of Tasmania, Australia
- 2017-09/2018 **Lecturer in Health Service Management (tenured)**
Australian Institute of Health Service Management, AIHSM
Tasmanian School of Business and Economics
University of Tasmania, Australia
- 2008-2010 **Doctor of Philosophy**
School of Management, Faculty of Business
University of Tasmania, Australia

Research title: Proactive Corporate Sustainability Practices and Performance in Small and Medium Enterprises.
- 2007 **Master of International Business (80% average)**
Faculty of Business
University of Tasmania, Australia
- 2001-2005 **Bachelor of Economics (Honours)**
Major in International, Monetary and Industrial Economics
Minor in Political Science
Faculty of Economics
Thammasat University, Thailand

Research title: Evaluating the Impact of the 5th European Union Enlargement on Thailand's International Trade.

AWARDS and ACADEMIC RECOGNITION

- 2016 **Best Paper Award** in the Public Management and Not-for-Profit Stream
- Taylor, R., Torugsa, N., and Arundel, A. 2016, 'Exploring a pre-theoretical management phenomenon: promising ways forward for researching social innovation in organisations', the 30th Australian and New Zealand Academy of Management (ANZAM) Conference, QUT Business School, Brisbane, QLD, 6-9 December.*
- 2013 **Top 10 CSR Research Findings of 2012**
Network for Business Sustainability (NBS), Richard Ivey School of Business, University of Western Ontario, Canada.
<http://nbs.net/knowledge/top-10-csr-research-findings-of-2012/>
- Torugsa, N., O'Donohue, W., and Hecker, R. 2012. 'Capabilities, proactive CSR and financial performance in SMEs: Empirical evidence from an Australian manufacturing industry sector', Journal of Business Ethics, 109(4): 483-500. This article been featured on the NBS's website under the title 'Small But Mighty Firms Make Proactive CSR Pay Off', published in both English and French versions.*
<http://nbs.net/knowledge/small-but-mighty-firms-make-proactive-csr-pay-off/>
- 2010 **PhD Scholarship**, Faculty of Business and Graduate Research Office, University of Tasmania, Australia
- 2007 **Tasmanian International Scholarship**, University of Tasmania, Australia

PROFESSIONAL MEMBERSHIPS

- 2017 - Member, Health Systems Global (HSG)
- 2015 - Scientific Panel Member, The International Society for Professional Innovation Management (ISPIM)
- 2015-2017 Scientific Panel Member, Global of Innovation and Knowledge Academy (GIKA)
- 2015 - Member, The Centre for Social Impact (CIS), University of New South Wales, Swinburne University of Technology and University of Western Australia
- 2015 - Member, The Institute for Social Change (ISC)
University of Tasmania

RESEARCH FUNDING AND GRANTS

Total funding: \$2,935,567

2017-2018	\$1,250,000
Funding body	Sydney Local Health District
Subject	Studying the impact of the SLHD health services management program
Chief Investigators	Greenfield, D., Butler-Henderson, K., Eljiz, K., Siddiqui, N., Milne, J., Low, S., Warwick, S.M. and Torugsa, N.
2017-2018	\$540,000
Funding body	South Western Sydney Local Health District
Subject	Investigating the SWSLHD transforming your experience program
Chief Investigators	Greenfield, D., Eljiz, K., Siddiqui, N., Butler-Henderson, K., Milne, J., Low, S., Warwick, S.M. and Torugsa, N.
2014-2015	\$9,000
Funding body	University of Tasmania's Research Enhancement Grant Scheme
Subject	Factors explaining the relationship among firm technological innovation capacity, obstacles and performance: evidence from the European Community Innovation Survey 2010.
Chief Investigator	Torugsa, N.
2012-2013	\$46,333
Funding body	Commonwealth Department of Innovation, Industry, Science, Research and Tertiary Education
Subject	Developing a datacard for public sector innovation
Chief Investigators	Arundel, A. and Torugsa, N.
2011-2013	\$867,285
Funding body	Commonwealth Department of Regional Australia, Regional Development and Local Government
Subject	Developing a framework for a place-based approach to economic diversification in Tasmania
Chief Investigators	West, J., Arundel, A., O'Brien, K., Torugsa, N. , McCall, T.J. and Adams, D.W.
2011-2012	\$150,000
Funding body	Department of Economic Development, Tourism and the Arts
Subject	Baseline survey of the cost of administrative and regulatory compliance to Tasmanian businesses and the level of engagement of Tasmanian businesses with digital economy
Chief Investigators	Arundel, A., O'Brien, K. and Torugsa, N.
2011-2012	\$48,284
Funding body	Department of Economic Development, Tourism and the Arts
Subject	Export and innovation indicators extension project
Chief Investigators	Arundel, A., O'Brien, K. and Torugsa, N.
2012-2017	\$24,665
Funding body	Research Performance Scheme & University/Faculty Research Conference Support Schemes
Chief Investigator	Torugsa, N.

ACADEMIC SERVICE

EDITORIAL BOARDS: Invited Member

2015-2016	Journal of Business Research (A level)
2015-2017	Journal of Innovation and Knowledge
2013 -	Journal of Business Theory and Practice

INTERNATIONAL CONFERENCE REVIEW PANELS: Invited Member

2015 -	International Society for Professional Innovation Management (ISPIM) https://www.ispim-innovation.com/scientific-panel
2015-2017	Global Innovation and Knowledge Academy (GIKA) http://www.gika-academy.com/legates/

ACADEMIC JOURNALS: Invited Reviewer

2011 -	Journal of Business Ethics (A level)
2018 -	Public Management Review (A level)
2019 -	Long Range Planning (A level)
2018 -	Journal of Sustainable Tourism (A* level)
2016 -	Public Administration (A level)
2016 -	Journal of Small Business Management (A level)
2013 -	International Journal of Human Resource Management (A level)
2015 -	Journal of Business Research (A level)
2016 -	International Journal of Production Research (A level)
2016 -	R&D Management (A level)
2016 -	Internet Research (A level)
2013 -	International Journal of Innovation Management (B level)
2014 -	European Management Journal (B level)
2015 -	Innovation: The European Journal of Social Science Research (B level)
2016 -	Total Quality Management & Business Excellence
2013 -	Management Research Review
2013 -	Journal of Business Theory and Practice
2014 -	Sustainability

Journal ranking based on the 2016 Australian Business Deans Council (ABDC) Journal Quality List (see <http://www.abdc.edu.au/master-journal-list.php?download>, top-quartile journals with high-impact factor are ranked at A and A levels).

INTERNATIONAL CONFERENCES: Invited Reviewer

2015 -	International Society for Professional Innovation Management (ISPIM)
2015 -	Global Innovation and Knowledge Academy (GIKA)

SUPERVISION of PhD STUDENTS

	Candidate	Project Title	University, School	Supervisors	Commenced & Expected Completion
1.	Taylor, Rachel	An abductive study of social innovation in non-profit organisations: evidence from the Australian disability sector.	University of Tasmania, Tasmanian School of Business and Economics	Torugsa, N. (80%) and Arundel, A. (20%)	PhD Awarded 07/2018
2.	Seccombe, Ellen	Capabilities in context: an analysis of the conditions for hospital performance improvement, recovery and renewal.	University of Tasmania, College of Health and Medicine	Peterson, G. (40%), Quarmby, C. (20%) and Ford, K. (20%), Torugsa, N. (20%)	08/2014-11/2018 (full-time)
3.	Kleiman, Carissa	Evaluating paediatric allied health service efficiencies within a constrained health budget environment.	University of Tasmania, Tasmanian School of Business and Economics	Greenfield, D. (60%) and Torugsa, N. (40%)	09/2016-09/2022 (part-time)

CAREER HISTORY

02/2019-present	Lecturer <i>Ratchasuda College, Mahidol University, Thailand</i>
10/2018-11/2018	Lecturer <i>College of Management, Mahidol University, Thailand</i>
09/2018-01/2021	Adjunct Senior Researcher <i>Tasmanian School of Business and Economics, UTAS, Australia</i>
09/2010-09/2018	Research Fellow in Innovation (tenured) <i>Australian Innovation Research Centre, AIRC</i> <i>Tasmanian School of Business and Economics, UTAS</i> Research projects: <ul style="list-style-type: none"> • Factors explaining the relationship among firm technological innovation capacity, obstacles and performance: evidence from the European Community Innovation Survey 2010 (2014). • Business-level strategies using large-scale data from the 2009 Survey of Innovation and Business Strategy (SIBS), Statistics Canada. • Innovation strategies using large-scale data from the European Commission's Innobarometer surveys • Tasmanian Innovation Census (2013) • Developing a datacard for public sector innovation (2012) • Baseline survey of the cost of administrative and regulatory compliance to Tasmanian businesses and the level of engagement of Tasmanian businesses with digital economy (2011) • Export and innovation indicators project (2011) • Developing a framework for a place-based approach to economic diversification in Tasmania (2011). • Tasmanian Innovation Census (2010)
07/2017-09/2018	Lecturer in Health Service Management (tenured) <i>Australian Institute of Health Service Management, AIHSM</i> <i>Tasmanian School of Business and Economics, UTAS</i> Responsibilities: <ul style="list-style-type: none"> • Developing, coordinating and teaching the new online unit BAA722 Research Methods in Health Management for Semester 1, 2018 (77 students). • Developing the new online unit BAA751 Evidence Informed Decision Making for Semester 2, 2018 (70% contribution to unit development). • Developing the new online unit BAA753 Health Ethics, Law and Governance for Semester 2, 2018 (70% contribution to unit development). • Developing and teaching the online unit BAA607 Safety in Health Service Management for Semester 2, 2017 (17 students). • Developing the online unit BAA721 Health Economics for Semester 2, 2018 (30 students – 35% contribution to unit development). • Developing the online unit BAA754 Health Finance, Economics and Accounting (50% contribution to unit development). • Contributing to the development of two units: BAA737 Health Management Research Plan, and BAA738 Health Management Research Thesis.

	<ul style="list-style-type: none"> Contributing to curriculum development for the Master of Health Service Management (incl. BAA758 Leading and Managing Healthcare Organisations, and BAA756 Healthcare Systems, Safety and Quality) as well as for the Doctoral programs.
08/2009-08/2010	<p>Research Assistant <i>School of Management, Faculty of Business, UTAS</i></p> <p>Research project: Managing the psychological contract of volunteer workers to improve performance and retention.</p> <p>Responsibilities:</p> <ul style="list-style-type: none"> Collecting employees' data via online survey Identifying and developing appropriate online survey instruments Implementing and managing survey processes Controlling the cost of survey distribution Performing data quality controls Analysing survey data using various statistical techniques Using SPSS for multivariate modelling purposes
08/2009-11/2009	<p>Research Assistant <i>School of Economics and Finance, Faculty of Business, UTAS</i></p> <p>Research project: The influence of logistics outsourcing on performance of Australian exporters.</p> <p>Responsibilities:</p> <ul style="list-style-type: none"> Searching and collecting time series on average weekly earnings, labour market, import and export using the Australian National Accounts, and Input and Output Tables published by the Australian Bureau of Statistics Performing descriptive analysis
07/2008-11/2008	<p>Teaching Assistant (Tutor) <i>School of Management, Faculty of Business, UTAS</i></p> <p>Responsibilities:</p> <ul style="list-style-type: none"> Teaching the unit BMA101 'Introduction to Management' Conducting tutorial classes with a group of 50 students Assessing assignments of undergraduate students
10/2005-04/2006	<p>Business Development Officer <i>Phatra Leasing Public Limited Company, Thailand</i></p> <p>Responsibilities:</p> <ul style="list-style-type: none"> Developing the company's strategic policies and plans Evaluating the company's competitive advantage over other firms in the same industry Setting and controlling pricing & credit approval rules
06/2005-09/2005	<p>Research Assistant <i>Faculty of Economics, Thammasat University, Thailand</i></p> <p>Research project: Industrial structure and supply chain in Thailand's SMEs.</p> <p>Responsibilities:</p> <ul style="list-style-type: none"> Collecting data at the industry level & analysing market structures Undertaking literature-based research Liaising with the Department of Internal Trade of the Ministry of Commerce of the Royal Thai Government

ACADEMIC OUTPUTS

OVERVIEW: PUBLICATIONS

Category	Number
Publications in peer reviewed journals	18
Book chapters	5
Peer reviewed conference papers/ extended abstracts	8
Reports	13
<i>Total</i>	44

OVERVIEW: ARTICLES UNDER REVIEW

Category	Number
Articles under review by journals	4
<i>Total</i>	4

OVERVIEW: INVITED SEMINAR/ CONFERENCE PRESENTATIONS

Category	Number
Invited seminar presentations	5
Conference presentations	3
<i>Total</i>	8

PUBLICATIONS

PUBLICATIONS IN PEER REVIEWED JOURNALS

1.	Torugsa, N. and O'Donohue, W. 2018. 'Managing knowledge-related barriers to technological innovation through exploitative and explorative organisational strategies', <i>International Journal of Innovation Management</i> [B level].
2.	Torugsa, N. , Arundel, A. and Robertson, P.L. 2018. 'Applying configurational thinking to identify recipes for producing service innovation in the service sector', <i>International Journal of Innovation Management</i> , DOI: 10.1142/S1363919618500494 [B level]. http://www.worldscientific.com/doi/abs/10.1142/S1363919618500494?src=recsys
3.	Taylor, R., Torugsa, N. and Arundel, A. 2018. 'Leaping into real-world relevance: An 'abduction' process for nonprofit research', <i>Nonprofit and Voluntary Sector Quarterly</i> , 47(1), 206-227 [A level]. http://journals.sagepub.com/doi/full/10.1177/0899764017718635
4.	Yawised, K., Torugsa, N. and O'Donohue, W. 2017. 'Exploring social customer relationship management in small and medium enterprises', <i>International Journal of Globalisation and Small Business</i> , 9(4), 222-251.
5.	Torugsa, N. and Arundel, A. 2017. 'Rethinking the effect of risk aversion on public sector innovation', <i>Research Policy</i> , 46(5), 900-910 [A* level] http://www.sciencedirect.com/science/article/pii/S0048733317300598
6.	Reichert, F.M., Torugsa, N. , Zawislak, P.A. and Arundel, A. 2016. 'Exploring innovation success recipes in low-technology firms using fuzzy-set QCA', <i>Journal of Business Research</i> , 69(11), 5437-5441 [A level]. http://www.sciencedirect.com/science/article/pii/S0148296316303551
7.	Torugsa, N. , Arundel, A. and O'Donohue, W. 2016. 'Inter-firm collaboration and innovation performance for new-to-market products: The moderating role of technological and skilled knowledge assets', <i>International Journal of Innovation Management</i> , 20(4): 1-22, DOI: 10.1142/S136391961650050X [B level]. http://www.worldscientific.com/doi/abs/10.1142/S136391961650050X
8.	Torugsa, N. and O'Donohue, W. 2016. 'Progress in innovation and knowledge management research: From incremental to transformative innovation', <i>Journal of Business Research</i> , 69(5), 1610-1614 [A level]. http://www.sciencedirect.com/science/article/pii/S014829631500449X
9.	O'Donohue, W. and Torugsa, N. 2016. 'The moderating effect of 'Green' HRM on the association between proactive environmental management and financial performance in small firms', <i>International Journal of Human Resource Management</i> , 27(2): 239-261 [A level]. http://www.tandfonline.com/doi/abs/10.1080/09585192.2015.1063078?journalCode=rjih20
10.	Torugsa, N. and Arundel, A. 2016. 'The nature and incidence of workgroup innovation in the Australian public sector: Evidence from the Australian 2011 State of the Service survey'. <i>Australian Journal of Public Administration</i> , 75(2): 202-221 [A level]. http://onlinelibrary.wiley.com/doi/10.1111/1467-8500.12095/abstract
11.	Torugsa, N. and Arundel, A. 2016. 'Complexity of innovation in the public sector: a workgroup-level analysis of related factors and outcomes'. <i>Public Management Review</i> , 18(3): 392-416 [A level]. http://www.tandfonline.com/doi/abs/10.1080/14719037.2014.984626?journalCode=rpxm20
12.	O'Donohue, W., Martin, A. and Torugsa, N. 2015. 'Individual responses to perceptions of failure by the organisation to meet its obligations to the worker-organisation relationship: Examining the influence of psychological capital and psychological contract type', <i>Human</i>

	<i>Resource Management Journal</i> , 25(1): 131-147 [A level]. http://onlinelibrary.wiley.com/doi/10.1111/1748-8583.12055/abstract
13.	Yawised, K. and Torugsa, N. 2014. 'An exploration of factors influencing social CRM adoption: Evidence from Australian firms', <i>Academy of Taiwan Business Management Review</i> , 10(1): 24-31 [B level].
14.	Torugsa, N. and Arundel A. 2013. 'Private-public collaboration and innovation performance: Does training matter?', <i>International Journal of Innovation Management</i> , 17(3): 1-20, DOI: 10.1142/S1363919613400112 [B level]. http://www.worldscientific.com/doi/abs/10.1142/S1363919613400112?journalCode=ijim
15.	Torugsa, N. , Yawised, K. and O'Donohue, W. 2013. 'Use web 2.0 tools for employee-driven innovation', <i>Strategic HR Review</i> , 12(3): 153-154. http://www.emeraldinsight.com/doi/abs/10.1108/shr.2013.37212caa.003?journalCode=shr
16.	Torugsa, N. , O'Donohue, W. and Hecker, R. 2013. 'Proactive CSR: An empirical analysis of the role of its economic, social and environmental dimensions on the association between capabilities and performance', <i>Journal of Business Ethics</i> , 115(2): 383-402 [A level]. http://link.springer.com/article/10.1007/s10551-012-1405-4
17.	Torugsa, N. , O'Donohue, W. and Hecker, R. 2012. 'Capabilities, proactive CSR and financial performance in SMEs: Empirical evidence from an Australian manufacturing industry sector', <i>Journal of Business Ethics</i> , 109(4): 483-500 [A level]. http://link.springer.com/article/10.1007/s10551-011-1141-1
18.	O'Brien, K. and Torugsa, N. 2011. 'Supply-side determinants of energy consumption and efficiency (ECE) innovations', <i>Journal of Business Chemistry</i> , 8(3): 115-122. http://www.businesschemistry.org/article/?article=143

Journal ranking based on the 2016 Australian Business Deans Council (ABDC) Journal Quality List (see <http://www.abdc.edu.au/master-journal-list.php?download>, top-quartile journals with high-impact factor are ranked at A and A levels).

BOOK CHAPTERS

1.	Torugsa, N. , Yawised, K. and O'Donohue, W. (in-press). 'Social customer relationship management in small and medium enterprises: overcoming barriers to success', In C. Machado & J.P. Davim (Eds), <i>Management Science – Foundations and Innovations</i> , Springer, pp. 1-25.
2.	Taylor, R., Torugsa, N. and Arundel, A. (in-press). 'Thriving within the chaos: A complexity theorizing approach to social innovation by nonprofit organizations', In C. Dogru (Ed), <i>Handbook of Research on Contemporary Approaches in Management and Organizational Strategy</i> , IGI Global, pp. 1-25.
3.	O'Donohue, W. and Torugsa, N. 2014. 'The role of responsible HRM practices and a culture-related capability on the CSR-performance association: A small firm perspective', In C. Machado & J.P. Davim (Eds), <i>Work Organization and Human Resource Management</i> , Springer (ISBN: 9783319063751), pp. 1-25.
4.	Torugsa, N. and O'Donohue, W. 2013. 'Strategic capabilities for successful engagement in proactive CSR in small and medium enterprises: A resource-based view approach', In C. Machado & J.P. Davim (Eds), <i>Management and Engineering Innovation</i> , Wiley-ISTE (ISBN: 9781848215542), pp. 37-69.
5.	Arundel, A., O'Brien, K. and Torugsa, N. 2013. 'How firm managers understand innovation: Implications for the design of innovation surveys', In F. Gault (Ed.), <i>Handbook of Innovation</i>

	<i>Indicators and Measurement</i> , Edward Elgar Publishing Ltd (ISBN: 9780857933645), pp. 88-108.
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PEER REVIEWED CONFERENCE PAPERS/ EXTENDED ABSTRACTS

1.	Taylor, R., Torugsa, N. and Arundel, A. 2017. 'Disruptors in a time of disruption: Social innovation in the Australian disability sector', <i>Proceedings of the 9th International Social Innovation Research Conference (ISIRC): Beyond Boundaries? Organisations, Systems and Social Innovation</i> , Swinburne University of Technology, Melbourne, 12-14 December 2017.
2.	Siddiqui, N., Torugsa, N. , Greenfield, D. and Butler-Henderson, K. 'Straddling both sides of the barbed wire-fence: Enhancing the working student experience', <i>Proceedings of the Teaching Matters 2017: Making a Difference</i> , University of Tasmania, Sandy Bay, 28 November 2017.
3.	Taylor, R., Torugsa, N. and Arundel, A. 2016. 'Exploring a pre-theoretical management phenomenon: Promising ways forward for researching social innovation in organisations', <i>Proceedings of the 30th Australian and New Zealand Academy of Management Conference</i> , QUT Business School, Brisbane, QLD, 6-9 December 2016.
4.	Torugsa, N. and Arundel A. 2013. 'Multidimensional innovation in the public sector: An analysis at the workgroup level', <i>Proceedings of the 27th Australian and New Zealand Academy of Management Conference</i> , Tasmanian School of Business and Economics, Hobart, TAS, 4-6 December 2013.
5.	Arundel, A., Roberson, P. and Torugsa, N. 2013. 'The development and adoption of product and process innovations in European firms', <i>Proceedings of the R&D Management Conference 2013: Skills for Future Innovation - Implications for R&D Management</i> , 26-28 June 2013, Manchester, UK.
6.	Torugsa, N. and Arundel, A. 2012. 'Private-public collaboration and innovation performance: Does training matter?', <i>Proceedings of the 5th ISPIM Innovation Symposium: Stimulating Innovation: Challenges for Management, Science & Technology</i> , 9-12 December 2012, Seoul, Korea.
7.	Arundel, A., O'Brien, K. and Torugsa, N. 2012. 'Errors in the interpretation of innovation: results from an innovation survey in Australia', <i>Proceedings of the 7th International Conference on Interdisciplinary Social Sciences</i> , 25-28 June 2012, Barcelona, Spain.
8.	O'Brien, K. and Torugsa, N. 2011. 'Supply-side determinants of energy consumption and efficiency (ECE) innovations', <i>Proceedings of the 12th International Society for Professional Innovation Management Conference</i> , 12-15 June 2011, Hamburg, Germany.

REPORTS

1.	O'Brien, K., Torugsa, N. and Polkan, E. 2014. 'Technical and methodological issues for the 2013 Tasmanian Innovation Census', <i>Australian Innovation Research Centre</i> , pp. 1-33
2.	Arundel, A. and Torugsa, N. 2012. 'Datacard and success factors for innovation in the Australian public service', <i>the Commonwealth Department of Innovation, Industry, Science, Research and Tertiary Education</i> , pp. 1-24.
3.	Arundel, A., O'Brien, K. and Torugsa, N. 2012. 'Measuring innovation in the Australian public sector', <i>the Commonwealth Department of Innovation, Industry, Science, Research and Tertiary Education</i> , pp. 1-87.

4.	O'Brien, K. and Torugsa, N. 2012. 'Regulatory burden for smaller businesses in Tasmania: Report from the 2011 baseline survey', <i>the Department of Economic Development, Tourism and the Arts</i> , pp. 1-53.
5.	O'Brien, K. and Torugsa, N. 2012. 'Data on small business Internet usage in Tasmania: Report from the 2011 baseline survey', <i>the Department of Economic Development, Tourism and the Arts</i> , pp. 1-65.
6.	Arundel, A., Torugsa, N. and O'Brien, K. 2012 'Innovation in difficult times: Results of the 2010 Tasmanian Innovation Census: Dealing with difficult times', <i>Tasmanian Innovation Census, Australian Innovation Research Centre</i> , pp. 1-42.
7.	Torugsa, N. and O'Brien, K. 2012 'Technological and methodological issues for the 2010 Tasmanian Innovation Census', <i>Australian Innovation Research Centre</i> , pp. 1-26.
8.	West, J., Arundel, A., Adams, D., Bowen Butchart, D., O'Brien, K., Gatenby, S., Polkan, E, Smart, R., Taylor, L. and Torugsa, N. 2012. 'Diversifying Tasmania's economy: Analysis and options', <i>the Commonwealth Department of Regional Australia, Regional Development and Local Government</i> , pp. 1-819.
9.	Torugsa, N. 2011. 'Patterns of collaboration for innovation amongst innovating firms in Tasmania', <i>Tasmanian Innovation Census Working Paper TIC/0511, Australian Innovation Research Centre</i> , pp. 1-39.
10.	O'Brien, K., Torugsa, N. and Arundel, A. 2011. 'Export and innovation indicators for priority sectors in Tasmania: Report from the 2010 Tasmanian Innovation Census', <i>the Department of Economic Development, Tourism and the Arts</i> , pp. 1-88.
11.	O'Brien, K., Torugsa, N. and Arundel A. 2011. 'Data on the digital economy in Tasmania: Report from the 2010 Tasmanian Innovation Census', <i>the Department of Economic Development, Tourism and the Arts</i> , pp. 1-35.
12.	O'Brien, K. and Torugsa, N. 2011. 'A profile of research and development and innovation in the Tasmanian Economy', <i>the Commonwealth Department of Innovation, Industry, Science, Research and Tertiary Education</i> , pp. 1-63.
13.	O'Brien, K., Torugsa, N. and Arundel, A. 2010. 'Export and innovation indicators in Tasmania', <i>the Department of Economic Development, Tourism and the Arts</i> , pp. 1-50.

ARTICLES UNDER REVIEW

1.	Taylor, R., Torugsa, N. and Arundel, A. 'Social innovation in disability nonprofits: An abductive study of capabilities for social change', <i>Nonprofit and Voluntary Sector Quarterly</i> [A level]
2.	Taylor, R., Torugsa, N. and Arundel, A. 'Transformed management scholarship and ways forward for exploring social innovation in organizations', <i>International Studies of Management and Organization</i> [B level].
3.	Taylor, R., Torugsa, N. and Arundel, A. 'Multifarious means: Organizational pathways for social innovation and societal impacts in disability nonprofits', <i>Group and Organization Management</i> [A level].

INVITED SEMINAR/ CONFERENCE PRESENTATIONS

INVITED SEMINAR PRESENTATIONS

1.	Torugsa, N. 2017. 'Introduction to 'Routine to Research' (R2R)', Research and Development Institute, Nakhon Sawan Rajabhat University, Thailand, 20 December 2017.
2.	Torugsa, N. 2016. 'Designing research using an 'outcome-oriented' approach: Minimising production time and maximising productivity', the Faculty of Public Health, Mahidol University, Thailand, 25 March 2016.
3.	Torugsa, N. 2016. 'Embedding abductive reasoning in data analysis: Same data - better results', the Faculty of Public Health, Mahidol University, Thailand, 25 March 2016.
4.	Torugsa, N. 2015. 'Tips for writing scholarly articles and reviews: Hands-on experience', the Faculty of Public Health, Mahidol University, Thailand, 20 July 2015.
5.	Torugsa, N. 2015. 'Transformative innovation in research and theory', Department of Public Health Administration, the Faculty of Public Health, Mahidol University, Thailand, 21 July 2015.

CONFERENCE PRESENTATIONS

1.	Torugsa, N., Arundel, A., Robertson, P.L. 2016. 'Recipes for producing service innovation in service firms: Applying configurational theory and crisp-set QCA to large- <i>N</i> data', <i>the 6th Global Innovation and Knowledge Academy</i> , Valencia, Spain, 20-23 March 2016.
2.	Torugsa, N. and O'Donohue, W. 2015. 'Progress in the innovation and knowledge management literature 1980-2014: Incremental to transformative Innovation', <i>the 5th Global Innovation and Knowledge Academy</i> , Valencia, Spain, 14-16 July 2015.
3.	Torugsa, N. and Arundel, A. 2012. 'Private-public collaboration and innovation performance: Does training matter?', <i>the 5th ISPIM Innovation Symposium</i> , Seoul, Korea, 9-12 December 2012.

SERVICE TO UNIVERSITY

- 2015 Member of the University Publications Audit Committee
Office of Research Services, University of Tasmania.
- 2013-2017 Alternate Member of the Faculty Research Committee (for AIRC Director)
Tasmanian School of Business and Economics.
- 2013-2017 Academic Coordinator (WARP)
Australian Innovation Research Centre.
- 2013-2017 Publication Entry Officer (PES)
Australian Innovation Research Centre.
- 2015 Member of the Selection Committee for a post-doctoral researcher position in financial econometrics
Tasmanian School of Business and Economics.
- 2015 Member of the Selection Committee for a lecturer position in management
Tasmanian School of Business and Economics.
- 2015 Member of the Selection Committee for a post-doctoral researcher position in innovative business models
Australian Innovation Research Centre.
- 2015 Member of PhD and Masters Examining Committees
Tasmanian School of Business and Economics.
- 2011 Member of the Selection Committee for a research assistant position *Australian Innovation Research Centre.*
- 2011-2017 Fire Area Warden
Australian Innovation Research Centre.
- 2010-2013 Health and Safety Representative
Australian Innovation Research Centre.