



**Dr Sunaina Gowan**  
Deputy Head - School of  
Business Excelsia College

### **BIOGRAPHICAL DETAILS**

Dr Sunaina Gowan is the Deputy Head, School of Business at Excelsia College. She is an experienced academic with over twenty-one years teaching experience, in the area of Management. Prior to her appointment as Deputy Head, she was Senior Lecturer and Coordinator Leadership and Management at Excelsia College. Previously, she has held a variety of academic positions at various institutions in Australia including Western Sydney University, Federation University and as Lead Lecturer Management at Curtin University, Sydney campus. Dr Gowan has a highly developed expertise in team leadership, curriculum development and design; with extensive experience in lecturing, guiding and supporting domestic and international students. She is currently teaching classes in Management and supervises PhD and Masters Students on projects spanning workplace spirituality as well as student well-being. Sunaina is a member of the Academic Board and Research Committee at Excelsia College.

Sunaina is also co-founder and ex-President of Lean In Incorporated - a not-for-profit, community based organisation dedicated to supporting newly arrived migrant women to Australia. She has been successful in securing a grant from the Minister for Multiculturalism, under the 2017/18 Multicultural NSW Grants Program – Unity. She is Director of the AIBC Internship Program for International students in Sydney.

### **EDUCATION**

Sunaina has a PhD in Management from Western Sydney University and also holds a Masters degree in Business Administration with specialisation in Human Resource Management and a Master of Information Systems from the University of Ballarat. She has done a Graduate Certificate in Tertiary Education from Federation University and a Graduate Certificate in Research from Western Sydney University. She also has a certificate in Foundations of Learning and Teaching from Curtin University and a Certificate IV: Training and Assessment (TAE40110) and (TAA40104) from Holmesglen Institute, Moorabbin, Victoria.

### **RESEARCH INTERESTS**

Her core research interests lie in Diversity and Inclusion, Cross-Cultural Management, Student Formation and Well-Being, as well as in Leadership and Emotional Labour.

### **CURRENT PROJECTS**

1. "Staff perceptions of student formation at Excelsia College"
2. "Investigation into the perception of South Asian international students related to satisfaction and well-being in Sydney"
3. "Relation between Workplace Spirituality, Empowering Leadership and Employee Motivation"
4. "The impact of Key Performance Indicators (KPIs) on Employee Turnover Intentions"

### **AWARDS AND HONOURS**

2018 Nominated for VC Learning & Teaching Award Federation University  
 2018 Outstanding commitment to Teaching & Learning Award UBSS  
 2018 Certificate for Outstanding Contribution to the USC program  
 2015 Outstanding Contribution to Student Learning Award, Curtin University  
 2014 Commendation Award for Exceptional Contribution to the delivery of Curtin University Programs, Curtin University  
 2013 Excellence in Learning and Teaching Award, Curtin University  
 2012 Commendation Award for Exceptional Contribution to the Delivery of Curtin University Programs, Curtin University

### **SELECTED PUBLICATIONS**

Student Formation at Excelsia College – Publication after the ACHA conference Gowan S & Teal G 2016, "Immigrant Indian Professional's Experiences with Perceived Discrimination in the Australian Workplace", International Journal of Social Science and Humanity, vol.6, no.5  
 Gowan S & Teal G 2013, "The Shifting Identity of the Professional Workforce in Australian Organisations: The Indian Migrant Experience", The International Journal of Organizational Diversity, vol.19