



**EXCELSIA
COLLEGE**
— Sydney —

Objects of Excelsia College

Motivated by the Christian faith, as expressed by the Apostles' Creed and Nicene Creed, with fidelity to the Scriptures as the Word of God, the Objects of the College are the advancement of the Christian faith and higher education.

Document Number

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Document Name

BOARD OF DIRECTORS PROFILES AND SKILLS MATRIX

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1 Purpose

The purpose of this document is to demonstrate the profiles and skills of Excelsia College's Board of Directors.

2 Scope

This document applies to all members of Excelsia's Board of Directors.

3 Responsibility

The following members of staff are responsible for updating this document: Chief Executive Officer.

4 Board Profiles

Mr Phillip Cave AM (Chair)

BBus FCPA

Mr Phillip Cave is Chair and founding member of Anchorage Capital Partners and has been investing in operational turnarounds for over 30 years, prior to the establishment of Anchorage. He is also Chair of Scott's Refrigerated Logistics and of the not-for-profit Ability First Australia.

Professor Alan Bowen-James

BA(Hons) BLitt(Hons) MBBS MBA MA MSc(Education) MInfoTech MBEEnv MCogSc LLM MJuris MPH MScComms MSc(Info Science) PhD ScEdD

As Chair of the Academic Board, Professor Alan Bowen-James provides leadership and direction for the College's senior academics in achieving Excelsia College's vision of transforming lives through excellence in Christian higher education.

Alan holds postgraduate qualifications in a number of disciplines, including medicine, philosophy, law, cognitive science, informatics, business, education and the history of ideas. Alan has held senior academic and managerial appointments with the University of Sydney, the University of Technology Sydney, the University of New South Wales, Deakin University, NextEd Ltd, Cengage Education (formerly Thomson Education), and Australian Catholic University.

Mr Neville Cox OAM

FPNA FCIS FFin GradDipCM

Mr Neville Cox has had an extensive and diverse commercial career, including numerous turnarounds. He was a member of the Executive Committee of the Commonwealth Bank and a director of 26 companies in the Commonwealth Bank Group. He was Chair of AMP Bank Limited and Australian College of Ministries, and is Chair of Christian Super, Advertiles Corporation Pty Ltd,, and

Vision Christian Media. He is a director of Focus on the Family Australia and Chair of the Sydney Prayer Breakfast.

Mr Richard J Grellman AM

FCA

Mr Richard J Grellman AM has been a professional non-executive director since 2000. Previously, he worked with accounting firm KPMG for 32 years. The majority of this time was spent in the Corporate Recovery Division, with the last 10 years more specifically focused on the provision of strategic advice and services to the financial services sector. In 2007, Richard was appointed a Member of the Order of Australia for service to the community, particularly through leadership roles with Mission Australia and fundraising with Variety – the Children’s Charity, and to the finance and insurance sectors. Richard is Chair of Robotic company FBR Ltd and Lead Independent Director of F45, a US listed public company. He is also Lead Independent Director of The Salvation Army in Australia.

Mr John Holt

FCA FAICD SAFin

Mr John Holt has held many senior roles in accounting and finance, property, performing arts, tourism, entertainment, medical and stevedore industries and has provided strategic and financial assessment of various projects in those industries. He holds director, treasurer and member roles including in not-for-profit companies and has done so over many years. After retiring as Chairman at Logosdor – a Christian arts company with partnership opportunities throughout the world, of which he is a founding member and was director for 20 years – he was appointed a Patron.

Emeritus Professor Rosemary Johnston AM

BA DipEd MA PhD

Emeritus Professor Rosemary Johnston AM was formerly Professor of Education and Culture at UTS and Director of the International Research Centre for Youth Futures. She serves or has served on the executive of a number of national and international Boards, including as Vice President of the Fédération Internationale des Langues et Littératures Modernes (affiliated to UNESCO). She is lead investigator on several large Commonwealth-funded research grants, including two working with remote Indigenous communities. She is also one of three chief investigators on a Leverhulme (UK) Grant. She led a growing number of projects which are funded by national and international corporates, and which aim to expand the horizons of thinking of disengaged youth and develop opportunities and pathways for their educational enhancement.

Mr Peter McKeon (CEO / Managing Director)

BBus

Mr Peter McKeon held the role of Managing Director Oceania at Sony. He has also held senior management roles in Australia and overseas for over 30 years with companies such as Sony, Telstra, Panasonic, Sharp, Bridgestone, Citizen and Philips. He is currently a Board Director at Gift of Life Foundation, former Board Director of Australia-Japan Society and AMTA (Australian Mobile Telecommunications Association) and a current Governor of the American Chamber of Commerce. Peter is a Member of the Australian Institute of Company Directors (MAICD).

Rev Rex Rigby

BA(Min) DMin

Reverend Rex Rigby is currently the District Superintendent South Queensland and the National Superintendent of the Wesleyan Methodist Church of Australia. He is the first Indigenous National Head of a denomination in Australia. Rex has been in pastoral ministry for 28 years, serving in Brisbane, Melbourne and country Queensland. He has planted four churches and overseen the planting of a further 10.

Associate Professor Rachel Wilson

BSc GradDipAud GradDipHEd PGCE MSc DPhil

Associate Professor Rachel Wilson teaches and researches at the Sydney School of Education and Social Work at the University of Sydney. Rachel is currently Director of the Master of Education – Management and Leadership program and researcher at the Centre for Educational Measurement and Assessment. She has particular expertise in educational assessment, research methods and program evaluation. As such, she has broad interests across educational evidence, policy and practice, and she leads policy-relevant research on a diverse range of educational issues. She is interested in system-level reform and innovation and has been involved in many university and education sector-wide reforms. Rachel holds multiple qualifications, including a psychology degree, teaching qualification, and a PhD in educational psychology and child development from Oxford University. She is a distinguished researcher with more than 100 academic publications, an education advisor at the ABC, and a frequent keynote speaker and media commentator on Australian education.

Dr David Wright

BA MA PhD

Dr David Wright has served as President at Indiana Wesleyan University since 2013. Prior to this, David was Provost and Chief Academic Officer for five years at Indiana Wesleyan University, and Dean of the School of Theology at Azusa Pacific University. Previously at Indiana Wesleyan University he served as Associate Professor of Intercultural Studies, Chair of the Department of Graduate Studies in Ministry, and Vice President for Adult and Graduate Studies.

Dr Beng Yeoh

MA MSc PhD

Dr Beng Yeoh has served as World Vision's regional leader in the Middle East and Eastern Europe after having led the international development and humanitarian organisation in the East Asia region. Previously, he served as Asia Pacific Vice President of Leading The Way, a not-for-profit Christian media and broadcasting organisation, and held several CEO and managing director roles in international telecommunications, information technology services and IT education in Asia and Australia. He has postgraduate degrees in engineering, management, and theology.

Ms Sophie York

BA LLB GDLP

Ms Sophie York is a barrister and legal philosopher who lectures in both jurisprudence and legal ethics at the Faculty of Law of the University of Sydney. She was admitted as a legal practitioner in 1991 and was called to the Bar in 1995. She is an Officer in the Royal Australian Naval Legal Reserves, author, and public speaker. She is a Red Cross trained instructor in International Humanitarian Law. She is an active member of a number of community clubs and associations, and together with her husband is a sponsor of the School of St Jude in Tanzania. Sophie served on the Board of Campion College for eight years prior to joining the Board of Excelsia College.

5 Board Skills Matrix

Governance Competencies	Phillip Cave	Alan Bowen James	Neville Cox	Richard Grellman	John Holt	Rosemary Johnston	Peter McKeon	Rex Rigby	Rachel Wilson	David Wright	Sophie York	Beng Yeoh
Director - medium organisation (10 to 99 employees)	*	*	*	*	*	*	*	*	*	*	*	*
Director - large organisation (100+ employees)	*	*	*	*	*	*	*	*	*	*	*	*
Financial literacy	*	*	*	*	*	*	*	*	*	*	*	*
Strategic thinking/planning from a governance perspective	*	*	*	*	*	*	*	*	*	*	*	*
Executive performance management	*	*	*	*	*	*	*	*	*	*	*	*
Governance related risk management experience	*	*	*	*	*	*	*	*	*	*	*	*
Compliance focus	*	*	*	*	*	*	*	*	*	*	*	*
Profile / Reputation	*	*	*	*	*	*	*	*	*	*	*	*
Industry Knowledge / Experience												
Higher Education Industry experience	*	*	*	*	*	*	*	*	*	*	*	*
Knowledge of sector	*	*	*	*	*	*	*	*	*	*	*	*
Knowledge of broad public policy direction	*	*	*	*	*	*	*	*	*	*	*	*
Understanding of government legislation/legislative process	*	*	*	*	*	*	*	*	*	*	*	*
Technical skills/experience												
Accounting / Finance	*		*	*	*							
Academic		*				*			*	*		*
Marketing / PR							*					
Legal											*	
Information technology			*		*		*		*			*
Risk Management	*	*	*	*	*	*	*	*	*	*	*	*
Human Resource management		*	*		*	*		*		*	*	
CEO/Senior management experience	*	*	*	*	*	*	*	*	*	*	*	*
Strategy development and implementation	*	*	*	*	*	*	*	*	*	*	*	*

6 Related Documents and References

Corporations Act 2001 (Cth)

Higher Education Standards Framework 2021

National Code of Practice for Providers of Education and Training to Overseas Students 2018

7 Mapped to HESF

The content of this document is mapped to the HESF Domain 6 Governance and Accountability

8 Document History

This policy has been amended as follows:

Version	Amendments / Date / Notes
2	Additional Board members added
3	Additional Board members added
4	Minor editorial changes to biographies

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