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## CURRICULUM VITAE

รองศาสตราจารย์ ดร.ณัฐฐนียา โตรักษา

**NUTTANEeya (ANN) TORUGSA**

*BEcon (Hons), MIB, PhD (Management)*

**Associate Professor (Business Administration)**

Director, Project of Institute Establishment for Sireeruckhachati Nature Learning Park

Lecturer, Faculty of Medicine Ramathibodi Hospital

Mahidol University, Thailand

ผู้อำนวยการโครงการจัดตั้งสถาบันอุทยานธรรมชาติวิทยาสิรินธร

อาจารย์ประจำคณะแพทยศาสตร์โรงพยาบาลรามาธิบดี

มหาวิทยาลัยมหิดล

**Expertise:** Innovation Management, Innovation Policy, Corporate Social Responsibility (CSR), Health/Disability Systems Management, Strategic Management

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

## SUMMARY OF CURRICULUM VITAE

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I am an Associate Professor (Business Administration), the Director of the Mahidol University's Project of Institute Establishment for Sireeruckhachati Nature Learning Park, and a Lecturer of Ratchasuda Institute at Faculty of Medicine Ramathibodi Hospital, Mahidol University in Thailand. Previously, I was an Adjunct Senior Researcher at the University of Tasmania in Australia from 2018-2021 and an Associate Dean for Academic and Student Affairs of Ratchasuda College from 2010-2021. Prior to that 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 Tasmanian School of Business and Economics at the University of Tasmania in Australia.

I hold a PhD in Management (2010) and a Master of International Business (2007) from the University of Tasmania, and a Bachelor of Economics with 2<sup>nd</sup> Class Honours (2005) from Thammasat University in Thailand. My PhD studies examined how proactive corporate social responsibility or “Proactive CSR” – which are responsible business practices adopted voluntarily by firms that simultaneously support *sustainable 'Economic, Social and Environmental' development* at a level above that required to comply with government regulations – can enable a firm with constrained resources to achieve superior financial performance. My research findings have been listed as ‘Top 10 CSR Research Findings of 2012’ (under the title *‘Small but mighty firms make Proactive CSR pay off’*) by the Network for Business Sustainability at the Richard Ivey School of Business, University of Western Ontario in Canada.

I have a strong multidisciplinary background in four research areas: (1) innovation in the public, private and non-profit sectors; (2) sustainable development and proactive CSR; (3) health service management; and (4) innovative research designs/methods that reconnect research to real-world relevance. With the four research areas combined, I have produced a total of 55 publications, of which most of them appear in top-quartile (Q1) journals. The impact of my research is demonstrated through a total of approx. 2,560 citations (Google Scholar) with an ‘h-index’ of 17 and an ‘i10-index’ of 19 on my publications in the 12-year period from 2012-2024.

During my academic career in Australia (2010-2018), I have been a Chief Investigator for seven contract research projects, attracting funding of approximately 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 education-research programs at the Masters level to ensure their high quality and industry relevance. I successfully supervised two PhD students to completion. One of them (studying *‘social innovation in disability nonprofit organizations’*) was from the Tasmanian School of Business and Economics whom I was the primary supervisor, and the other (studying *‘factors leading to Alfred Health’s trajectory of high performance and sustained performance improvement’*) was from the College of Health and Medicine whom I co-supervised with Professor of Pharmacy, Associate Professor of Medicine and Senior Lecturer in Nursing. Both students had their PhD degree awarded at the outstanding level (awarded without revision). In addition to this, I also successfully mentored a visiting PhD scholar from the Federal University of Rio Grande do Sul in Brazil (studying *‘innovation success recipes in low-technology firms’*), leading her to PhD completion and a joint publication at Q1 level.

Since joining Mahidol University in early 2019, I have initiated and prototyped several societal innovation projects aimed at improving the quality of life of persons with disabilities (PWDs) (especially better educational and employment opportunities through a non-degree *‘flexible education’* program) and at co-creating societal value and an inclusive society for all, notably the project *“Developing an ‘Inclusive Learning Program’ Prototype in Sensory Garden for the Wellbeing of Children with Disabilities”*. These projects have been co-designed in collaboration with business partners (such as Central Group, Centara Hotels and Resorts, Central Restaurant Group, PTT Public Company Limited, and Microsoft), nonprofit organizations (such as Thai Health Promotion Foundation), international organizations (such as the

United Nations Development Program), and social enterprises (such as Vulcan Coalition); and have so far attracted funding of more than THB 12 million.

My research publications appear in Q1 journals (SJR-Scopus), such as *Research Policy* (IF=5.35), *Journal of Business Research* (IF=4.87), *Public Management Review* (IF=4.22), *Journal of Business Ethics* (IF=4.14), *Human Resource Management Journal* (IF=3.82), *International Journal of Human Resource Management* (IF=3.04), *Nonprofit Voluntary Sector Quarterly* (IF=1.76), *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations* (IF=1.54), and *Australian Journal of Public Administration* (IF=1.06), and *Public Money and Management* (IF=2.09). I also published many book chapters with Wiley-ISTE, Springer, Edward Elgar, and IGI Global, as well as government reports.

I am an advisory member of the Senate's Sub-Committee on the Affairs of Persons with Disabilities of the Committee of Social Development and the Affairs of Children, Youth, Women, the Elderly, the Disabled and the Disadvantaged of the Senate of Thailand. I have also served as a member of the scientific panel of the International Society for Professional Innovation Management or 'ISPIM' (the largest international conference in the field of innovation management), a member of the Centre for Social Impact or 'CIS' (a collaboration between the University of New South Wales, Swinburne University of Technology and University of Western Australia), and as a reviewer on numerous occasions for 20 journals, of which 15 are at Q1 level (SJR-Scopus, refer to page 8 of this CV).

## QUALIFICATIONS

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- 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 (2<sup>nd</sup> Class 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 5<sup>th</sup> European Union Enlargement on Thailand's International Trade.*

## APPOINTMENTS

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- 08/2021-present      **Director, The Project of Institute Establishment for Sireeruckhachati Nature Learning Park**  
Office of the President, Mahidol University, Thailand
- 01/2022-present      **Advisory Member, The Senate's Sub-Committee on the Affairs of Persons with Disabilities**  
The Committee of Social Development and the Affairs of Children, Youth, Women, the Elderly, the Disabled and the Disadvantaged, The Senate of Thailand
- 11/2020-12/2021      **Member, The Senate's Sub-Committee on the Affairs of Persons with Disabilities**  
The Committee of Social Development and the Affairs of Children, Youth, Women, the Elderly, the Disabled and the Disadvantaged, The Senate of Thailand
- 07/2020-08/2021      **Associate Dean for Academic and Student Affairs**  
Ratchasuda College, Mahidol University, Thailand
- 02/2020-06/2020      **Assistant Dean**  
Ratchasuda College, Mahidol University, Thailand
- 02/2019-present      **Associate Professor (Business Administration)**  
Ratchasuda College, Mahidol University, Thailand
- 09/2018-12/2021      **Adjunct Senior Researcher**  
Tasmanian School of Business and Economics, University of Tasmania, Australia
- 10/2018-11/2018      **Lecturer**  
College of Management, Mahidol University, Thailand
- 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

## AWARDS and ACADEMIC RECOGNITION

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- 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 30<sup>th</sup> 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

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- 2017-2018      Member, Health Systems Global (HSG)
- 2015-present      Scientific Panel Member, The International Society for Professional Innovation Management (ISPIM)
- 2015-2017      Scientific Panel Member, Global of Innovation and Knowledge Academy (GIKA)
- 2015-present      Member, The Centre for Social Impact (CIS), University of New South Wales, Swinburne University of Technology and University of Western Australia
- 2015-2018      Member, The Institute for Social Change (ISC)  
University of Tasmania

## RESEARCH FUNDING AND GRANTS

### Australia from 2012-2018: Total funding: AUD\$ 2,935,567

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

## FUNDING OF SOCIETAL IMPACT PROJECTS

Thailand from 2019-2024: Total funding: THB 12,144,693

<b>2022-2024</b>	THB 2,984,933
<b>Funding body</b>	<b>สำนักงานกองทุนสนับสนุนการสร้างเสริมสุขภาพ (สสส.)</b>
<b>Subject</b>	พัฒนาต้นแบบโปรแกรมการเรียนรู้แบบรวมในสวนประสาทสัมผัสเพื่อสุขภาวะของเด็กพิการ ( <i>Developing an 'Inclusive Learning Program' Prototype in Sensory Garden for the Wellbeing of Children with Disabilities</i> )
<b>Chief Investigators</b>	<b>รองศาสตราจารย์ ดร.ณัฐฐินิยา ไตรรักษา</b>
<b>2021</b>	THB 2,284,900
<b>Funding body</b>	Central Group
<b>Subject</b>	หลักสูตรการฝึกงานการโรงแรมสำหรับผู้พิการ มหาวิทยาลัยมหิดล (ประจำปี 2564)
<b>Chief Investigators</b>	<b>รองศาสตราจารย์ ดร.ณัฐฐินิยา ไตรรักษา</b>
<b>2020</b>	THB 2,248,400
<b>Funding body</b>	Central Group
<b>Subject</b>	หลักสูตรการฝึกงานการโรงแรมสำหรับผู้พิการ มหาวิทยาลัยมหิดล (ประจำปี 2563)
<b>Chief Investigator</b>	<b>รองศาสตราจารย์ ดร.ณัฐฐินิยา ไตรรักษา</b>
<b>2019-2021</b>	THB 4,326,600
<b>Funding body</b>	<b>สำนักงานกองทุนสนับสนุนการสร้างเสริมสุขภาพ (สสส.)</b>
<b>Subject</b>	โครงการย่อย: “การพัฒนาโปรแกรมการเรียนรู้สำหรับพัฒนาสมรรถนะที่ตอบสนอง โจทย์ผู้เรียนและตลาดแรงงาน (Flexible Education Program)” - Objective 1.3 & “การเตรียมความพร้อมสู่การทำงาน การพัฒนาอาชีพ และการบ่มเพาะ ผู้ประกอบการธุรกิจคนพิการ (Career Development and Incubation Program)” - Objective 1.4  โครงการย่อย (2 Objectives) ภายใต้ชุดโครงการสร้างเสริมสมรรถนะด้านการ เรียนรู้เพื่อสุขภาวะที่ยั่งยืนของคนพิการ (15,995,960 บาท) มี พญ.วิชรา ธีวโพนุสย์ เป็นหัวหน้าชุดโครงการ
<b>Chief Investigator</b>	<b>รองศาสตราจารย์ ดร.ณัฐฐินิยา ไตรรักษา (โครงการย่อย Objectives 1.3-1.4)</b>
<b>2019</b>	299,860
<b>Funding body</b>	The United Nations Development Programme (UNDP) in Thailand
<b>Subject</b>	Transforming Future of Work for Gender Equality: Training Workshop on Digital Skills for Women Living with Disability
<b>Chief Investigator</b>	<b>Associate Prof Nuttaneeya Torugsa, PhD</b>

## ACADEMIC SERVICE

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### EDITORIAL BOARDS: Invited Member

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2015-2016	Journal of Business Research (Q1 level)
2015-2017	Journal of Innovation and Knowledge
2013-2018	Journal of Business Theory and Practice

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### INTERNATIONAL CONFERENCE REVIEW PANELS: Invited Member

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2015-present	International Society for Professional Innovation Management (ISPIM)
2015-2017	Global Innovation and Knowledge Academy (GIKA)

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### ACADEMIC JOURNALS: Invited Reviewer

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2020-present	Research Policy (Q1, A* level)
2011-present	Journal of Business Ethics (Q1, A level)
2018-present	Public Management Review (Q1, A level)
2019-present	Long Range Planning (Q1, A level)
2018-present	Journal of Sustainable Tourism (Q1, A* level)
2016-present	Public Administration (Q1, A level)
2019-present	Human Resource Management Journal (Q1, A level)
2016-present	Journal of Small Business Management (Q1, A level)
2013-present	International Journal of Human Resource Management (Q1, A level)
2015-present	Journal of Business Research (Q1, A level)
2016-present	International Journal of Production Research (Q1, A level)
2016-present	R&D Management (Q1, A level)
2016-present	Internet Research (Q1, A level)
2014-present	European Management Journal (Q1, B level)
2016-present	Total Quality Management & Business Excellence (Q1)
2013-present	International Journal of Innovation Management (Q2, B level)
2015-present	Innovation: The European Journal of Social Science Research (B level)
2013-present	Management Research Review (Q2)
2014-present	Sustainability (Q2)
2013-present	Journal of Business Theory and Practice

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Note: Q1 journals are based on SJR ranking (Scopus); A\*/A/B levels are based on the 2016 Australian Business Deans Council (ABDC) Journal Quality List.

### INTERNATIONAL CONFERENCES: Invited Reviewer

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2015-present	International Society for Professional Innovation Management (ISPIM)
2015-2018	Global Innovation and Knowledge Academy (GIKA)

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## SUPERVISION of PhD STUDENTS

	Candidate	Project Title	University, School/College	Supervisors	Completion
1.	Taylor, Rachel	An Abductive Study of Social Innovation in Nonprofit Organizations: Evidence from the Australian Disability Sector.	University of Tasmania, Tasmanian School of Business and Economics	- Torugsa, N. (80%) - Arundel, A. (20%)	PhD Awarded 07/2018 <i>(Outstanding)</i>
2.	Seccombe, Ellen	A HOSPITAL HIVE MIND? A Critical Realist Analysis of a High-Performing Hospital	University of Tasmania, College of Health and Medicine	- Peterson, G. (40%), - Quarmby, C. (20%) - Ford, K. (20%), - Torugsa, N. (20%)	PhD Awarded 09/2020 <i>(Outstanding)</i>

## SUPERVISION of MASTERS STUDENTS

	Candidate	Project Title	University, College	Supervisors	Commenced
1.	นส. ณัฐนรี แคนดาลดา	Understanding the Employment of Neurodivergent in Thai Companies: Evidence from Disabilities Employers Awards Winners	Mahidol University, Faculty of Medicine Ramathibodi Hospital	- รศ.ดร.ณัฐนียา ไตรรักษา (70%) - ดร. อิศวรา ศิริรุ่งเรือง (25%) - ผศ.บพ.อศวิน นาคพงศ์พันธุ์ (5%)	08/2563
2.	นส. จิตภา กฤษณา	A Study of the Provision of Vision Rehabilitation Services and the Needs of Low-Vision Patients in a Hospital-Based, Low-Vision Clinic in Thailand	Mahidol University, Ratchasuda College	- รศ.ดร.ณัฐนียา ไตรรักษา (80%) - ดร. อิศวรา ศิริรุ่งเรือง (15%) - รศ. (พิเศษ) บพ. ภาคภูมิ คัมภีร์พันธ์ (5%)	08/2562
3.	นส. จุฑามณี ทองสมบัติพาณิช	A Study of the Self-Management Ability to Perform Daily Living Activities of the Stroke Survivors Previously Received Rehabilitation from Phanatnikhom Hospital	Mahidol University, Ratchasuda College	- รศ.ดร.ณัฐนียา ไตรรักษา (70%) - พญ. วัชรารัตน์ ธีวโพบูลย์ (30%)	08/2562

## CAREER HISTORY

08/2021-present	<b>Director, The Project of Institute Establishment for Sireeruckhachati Nature Learning Park</b> <i>Office of the President, Mahidol University, Thailand</i>
01/2022-present	<b>Advisory Member, The Senate's Sub-Committee on the Affairs of Persons with Disabilities</b> The Committee of Social Development and the Affairs of Children, Youth, Women, the Elderly, the Disabled and the Disadvantaged <i>The Senate of Thailand</i>
11/2020-12/2021	<b>Member of the Senate's Sub-Committee on the Affairs of Persons with Disabilities</b> The Committee of Social Development and the Affairs of Children, Youth, Women, the Elderly, the Disabled and the Disadvantaged <i>The Senate of Thailand</i>
07/2020-08/2021	<b>Associate Dean for Academic and Student Affairs</b> <i>Ratchasuda College, Mahidol University, Thailand</i>
02/2020-06/2020	<b>Assistant Dean</b> <i>Ratchasuda College, Mahidol University, Thailand</i>
02/2019-present	<b>Associate Professor (Business Administration)</b> <i>Ratchasuda College, Mahidol University, Thailand</i> <u>Department of Rehabilitation for Persons with Disabilities:</u> <ul style="list-style-type: none"> <li>• กรรมการ, คณะกรรมการบริหารภาควิชาฟื้นฟูสมรรถภาพคนพิการ</li> </ul> <u>Doctor of Philosophy Program in Quality-of-Life Development for Persons with Disabilities</u> *หลักสูตรปรัชญาดุษฎีบัณฑิต สาขาวิชาการพัฒนาคุณภาพชีวิตคนพิการ (ภาคพิเศษ) <ul style="list-style-type: none"> <li>• กรรมการ, คณะกรรมการบริหารหลักสูตรปรัชญาดุษฎีบัณฑิต สาขาวิชาการพัฒนาคุณภาพชีวิตคนพิการ</li> <li>• Developing, coordinating and teaching the following course: <ul style="list-style-type: none"> <li>- RSRS 712 Disability, Globalization and Dynamic Context</li> </ul> </li> </ul> <u>Master of Arts Program in Rehabilitation Science for Persons with Disabilities</u> *หลักสูตรศิลปศาสตรมหาบัณฑิต สาขาวิชาวิทยาการฟื้นฟูสมรรถภาพคนพิการ (ภาคปกติและภาคพิเศษ) <ul style="list-style-type: none"> <li>• กรรมการ, คณะกรรมการบริหารหลักสูตรศิลปศาสตรมหาบัณฑิต สาขาวิชาวิทยาการฟื้นฟูสมรรถภาพคนพิการ</li> <li>• หัวหน้าวิชาเอก การบริหารงานฟื้นฟูสมรรถภาพคนพิการ</li> <li>• Developing, coordinating and teaching the following courses: <ul style="list-style-type: none"> <li>- RSRS 520 Project Planning and Evaluation</li> <li>- RSRS 521 Finance and Budget Management</li> <li>- RSRS 500 Statistics in Rehabilitation Services for Persons with Disabilities</li> </ul> </li> </ul>
09/2018-2021	<b>Adjunct Senior Researcher</b> <i>Tasmanian School of Business and Economics, UTAS, Australia</i>
10/2018-11/2018	<b>Lecturer</b> <i>College of Management, Mahidol University, Thailand</i>
09/2010-09/2018	<b>Research Fellow in Innovation (tenured)</b>

	<p><i>Australian Innovation Research Centre, AIRC</i> <i>Tasmanian School of Business and Economics, UTAS</i></p> <p>Research projects:</p> <ul style="list-style-type: none"> <li>• Factors explaining the relationship among firm technological innovation capacity, obstacles and performance: evidence from the European Community Innovation Survey 2010 (2014).</li> <li>• Business-level strategies using large-scale data from the 2009 Survey of Innovation and Business Strategy (SIBS), Statistics Canada.</li> <li>• Innovation strategies using large-scale data from the European Commission's Innobarometer surveys</li> <li>• Tasmanian Innovation Census (2013)</li> <li>• Developing a datacard for public sector innovation (2012)</li> <li>• 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)</li> <li>• Export and innovation indicators project (2011)</li> <li>• Developing a framework for a place-based approach to economic diversification in Tasmania (2011).</li> <li>• Tasmanian Innovation Census (2010)</li> </ul>
07/2017-09/2018	<p><b>Lecturer in Health Service Management (tenured)</b> <i>Australian Institute of Health Service Management, AIHSM</i> <i>Tasmanian School of Business and Economics, UTAS</i></p> <p>Responsibilities:</p> <ul style="list-style-type: none"> <li>• Developing, coordinating and teaching the new online unit BAA722 Research Methods in Health Management for Semester 1, 2018 (77 students).</li> <li>• Developing the new online unit BAA751 Evidence Informed Decision Making for Semester 2, 2018 (70% contribution to unit development).</li> <li>• Developing the new online unit BAA753 Health Ethics, Law and Governance for Semester 2, 2018 (70% contribution to unit development).</li> <li>• Developing and teaching the online unit BAA607 Safety in Health Service Management for Semester 2, 2017 (17 students).</li> <li>• Developing the online unit BAA721 Health Economics for Semester 2, 2018 (30 students – 35% contribution to unit development).</li> <li>• Developing the online unit BAA754 Health Finance, Economics and Accounting (50% contribution to unit development).</li> <li>• Contributing to the development of two units: BAA737 Health Management Research Plan, and BAA738 Health Management Research Thesis.</li> <li>• 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.</li> </ul>
08/2009-08/2010	<p><b>Research Assistant</b> <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"> <li>• Collecting employees' data via online survey</li> <li>• Identifying and developing appropriate online survey instruments</li> <li>• Implementing and managing survey processes</li> <li>• Controlling the cost of survey distribution</li> <li>• Performing data quality controls</li> </ul>

	<ul style="list-style-type: none"> <li>Analysing survey data using various statistical techniques</li> <li>Using SPSS for multivariate modelling purposes</li> </ul>
<b>08/2009-11/2009</b>	<p><b>Research Assistant</b>  <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"> <li>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</li> <li>Performing descriptive analysis</li> </ul>
<b>07/2008-11/2008</b>	<p><b>Teaching Assistant (Tutor)</b>  <i>School of Management, Faculty of Business, UTAS</i></p> <p>Responsibilities:</p> <ul style="list-style-type: none"> <li>Teaching the unit BMA101 'Introduction to Management'</li> <li>Conducting tutorial classes with a group of 50 students</li> <li>Assessing assignments of undergraduate students</li> </ul>
<b>10/2005-04/2006</b>	<p><b>Business Development Officer</b>  <i>Phatra Leasing Public Limited Company, Thailand</i></p> <p>Responsibilities:</p> <ul style="list-style-type: none"> <li>Developing the company's strategic policies and plans</li> <li>Evaluating the company's competitive advantage over other firms in the same industry</li> <li>Setting and controlling pricing &amp; credit approval rules</li> </ul>
<b>06/2005-09/2005</b>	<p><b>Research Assistant</b>  <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"> <li>Collecting data at the industry level &amp; analysing market structures</li> <li>Undertaking literature-based research</li> <li>Liaising with the Department of Internal Trade of the Ministry of Commerce of the Royal Thai Government</li> </ul>

## ACADEMIC OUTPUTS

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### OVERVIEW: PUBLICATIONS

Category	Number
Publications in peer reviewed journals	22
Book chapters	12
Peer reviewed conference papers/ extended abstracts	8
Reports	13
<i>Total</i>	<b>55</b>

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### OVERVIEW: ARTICLES UNDER REVIEW

Category	Number
Articles under review by journals	1
<i>Total</i>	<b>1</b>

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### OVERVIEW: INVITED SEMINAR/ CONFERENCE PRESENTATIONS

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

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## PUBLICATIONS

### PUBLICATIONS IN PEER REVIEWED JOURNALS

1.	<b>Torugsa, N.</b> and Puapansawat, T. 2023. 'Rethinking the way the public university does business', <i>Public Money and Management</i> , 43(8): 811-815 DOI: 10.1080/09540962.2022.2057704 [Q1, SJR]. <a href="https://www.tandfonline.com/doi/abs/10.1080/09540962.2022.2057704">https://www.tandfonline.com/doi/abs/10.1080/09540962.2022.2057704</a>
2.	Taylor, R., <b>Torugsa, N.</b> and Arundel, A. 2020. 'Transformed management scholarship and ways forward for exploring social innovation in organizations', <i>International Studies of Management and Organization</i> , 50(2), 107-129 [Q2, SJR]. <a href="https://doi.org/10.1080/00208825.2020.1758420">https://doi.org/10.1080/00208825.2020.1758420</a>
3.	Taylor, R., <b>Torugsa, N.</b> and Arundel, A. 2020. 'Social innovation in disability nonprofits: An abductive study of capabilities for social change', <i>Nonprofit and Voluntary Sector Quarterly</i> , 49(2), 399-423, DOI: 10.1177/0899764019873965 [Q1, SJR]. <a href="https://journals.sagepub.com/doi/full/10.1177/0899764019873965">https://journals.sagepub.com/doi/full/10.1177/0899764019873965</a>
4.	Taylor, R., <b>Torugsa, N.</b> and Arundel, A. 2020. 'Organizational pathways for social innovation and societal impacts in disability nonprofits', <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 31, 995-1012, DOI: <a href="https://doi.org/10.1007/s11266-019-00113-8">https://doi.org/10.1007/s11266-019-00113-8</a> [Q1, SJR]. <a href="https://link.springer.com/article/10.1007/s11266-019-00113-8">https://link.springer.com/article/10.1007/s11266-019-00113-8</a>
5.	<b>Torugsa, N.</b> and O'Donohue, W. 2019. 'Managing knowledge-related barriers to technological innovation through exploitative and explorative organisational strategies', <i>International Journal of Innovation Management</i> , 23(4), 1-20 [Q2, SJR]. <a href="https://www.worldscientific.com/doi/abs/10.1142/S136391961950035X">https://www.worldscientific.com/doi/abs/10.1142/S136391961950035X</a>
6.	<b>Torugsa, N.</b> , 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> , 22(6), 1-23 [Q2, SJR]. <a href="https://www.worldscientific.com/doi/abs/10.1142/S1363919618500494">https://www.worldscientific.com/doi/abs/10.1142/S1363919618500494</a>
7.	Taylor, R., <b>Torugsa, N.</b> 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 [Q1, SJR]. <a href="https://journals.sagepub.com/doi/full/10.1177/0899764017718635">https://journals.sagepub.com/doi/full/10.1177/0899764017718635</a>
8.	Yawised, K., <b>Torugsa, N.</b> 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. <a href="https://www.inderscienceonline.com/doi/abs/10.1504/IJGSB.2017.089899">https://www.inderscienceonline.com/doi/abs/10.1504/IJGSB.2017.089899</a>
9.	<b>Torugsa, N.</b> and Arundel, A. 2017. 'Rethinking the effect of risk aversion on public sector innovation', <i>Research Policy</i> , 46(5), 900-910 [Q1, SJR]. <i>Ranked A* [ABCD]</i> <a href="http://www.sciencedirect.com/science/article/pii/S0048733317300598">http://www.sciencedirect.com/science/article/pii/S0048733317300598</a>
10.	Reichert, F.M., <b>Torugsa, N.</b> , 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 [Q1, SJR]. <a href="http://www.sciencedirect.com/science/article/pii/S0148296316303551">http://www.sciencedirect.com/science/article/pii/S0148296316303551</a>
11.	<b>Torugsa, N.</b> , 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 [Q2, SJR]. <a href="http://www.worldscientific.com/doi/abs/10.1142/S136391961650050X">http://www.worldscientific.com/doi/abs/10.1142/S136391961650050X</a>

12.	<b>Torugsa, N.</b> 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 [Q1, SJR]. <a href="http://www.sciencedirect.com/science/article/pii/S014829631500449X">http://www.sciencedirect.com/science/article/pii/S014829631500449X</a>
13.	O'Donohue, W. and <b>Torugsa, N.</b> 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 [Q1, SJR]. <a href="http://www.tandfonline.com/doi/abs/10.1080/09585192.2015.1063078?journalCode=rjih20">http://www.tandfonline.com/doi/abs/10.1080/09585192.2015.1063078?journalCode=rjih20</a>
14.	<b>Torugsa, N.</b> 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 [Q1, SJR]. <a href="http://onlinelibrary.wiley.com/doi/10.1111/1467-8500.12095/abstract">http://onlinelibrary.wiley.com/doi/10.1111/1467-8500.12095/abstract</a>
15.	<b>Torugsa, N.</b> 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 [Q1, SJR]. <a href="http://www.tandfonline.com/doi/abs/10.1080/14719037.2014.984626?journalCode=rpxm20">http://www.tandfonline.com/doi/abs/10.1080/14719037.2014.984626?journalCode=rpxm20</a>
16.	O'Donohue, W., Martin, A. and <b>Torugsa, N.</b> 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 Resource Management Journal</i> , 25(1): 131-147 [Q1, SJR]. <a href="http://onlinelibrary.wiley.com/doi/10.1111/1748-8583.12055/abstract">http://onlinelibrary.wiley.com/doi/10.1111/1748-8583.12055/abstract</a>
17.	Yawised, K. and <b>Torugsa, N.</b> 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.
18.	<b>Torugsa, N.</b> 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 [Q2, SJR]. <a href="http://www.worldscientific.com/doi/abs/10.1142/S1363919613400112?journalCode=ijim">http://www.worldscientific.com/doi/abs/10.1142/S1363919613400112?journalCode=ijim</a>
19.	<b>Torugsa, N.</b> , 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. <a href="http://www.emeraldinsight.com/doi/abs/10.1108/shr.2013.37212caa.003?journalCode=shr">http://www.emeraldinsight.com/doi/abs/10.1108/shr.2013.37212caa.003?journalCode=shr</a>
20.	<b>Torugsa, N.</b> , 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 [Q1, SJR]. <a href="http://link.springer.com/article/10.1007/s10551-012-1405-4">http://link.springer.com/article/10.1007/s10551-012-1405-4</a>
21.	<b>Torugsa, N.</b> , 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 [Q1, SJR]. <a href="http://link.springer.com/article/10.1007/s10551-011-1141-1">http://link.springer.com/article/10.1007/s10551-011-1141-1</a>
22.	O'Brien, K. and <b>Torugsa, N.</b> 2011. 'Supply-side determinants of energy consumption and efficiency (ECE) innovations', <i>Journal of Business Chemistry</i> , 8(3): 115-122. <a href="http://www.businesschemistry.org/article/?article=143">http://www.businesschemistry.org/article/?article=143</a>

Note: Q1 journals are based on SJR ranking (Scopus); A\*/A/B levels are based on the 2016 Australian Business Deans Council (ABDC) Journal Quality List.

## ARTICLES UNDER REVIEW

1.	<b>Torugsa, N.</b> and Arundel, A. 'Societal innovation and public universities: strategizing pathways to societal impact', <i>Public Money and Management</i> [Q1, SJR].
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## BOOK CHAPTERS

1.	<b>ณัฐนียา ไตรรักษา</b> และ ธิตติคม พัวพันสวัสดิ์, 2567. "ความสัมพันธ์ระหว่างธรรมชาติ (Nature) การเล่น (Play) และสุขภาพ: (Well-being) ในเด็กปฐมวัย และสิทธิในการเล่นของเด็กทุกคน", บทที่ 1 หน้า 1-24 (24 หน้า), ในหนังสือ Edited Book <i>เรียนรู้ร่วมกันผ่าน "การเล่น" ในสวนประสาทสัมผัสเพื่อสุขภาพของเด็กทุกคน</i> , บรรณาธิการ: <b>ณัฐนียา ไตรรักษา</b> , บริษัท อมรินทร์ คอร์เปอเรชั่นส์ จำกัด (มหาชน), กรุงเทพฯ, ISBN 978-616-393-417-8, ISBN (e-book) 978-616-393-418-5, ( <a href="https://sr.mahidol.ac.th/sensory-garden/">https://sr.mahidol.ac.th/sensory-garden/</a> ).
2.	<b>ณัฐนียา ไตรรักษา</b> และ ธิตติคม พัวพันสวัสดิ์, 2567. "สวนประสาทสัมผัส (Sensory Garden) และการกระตุ้นการรับรู้ทางประสาทสัมผัส 7 ด้าน", บทที่ 2 หน้า 25-48 (25 หน้า), ในหนังสือ Edited Book <i>เรียนรู้ร่วมกันผ่าน "การเล่น" ในสวนประสาทสัมผัสเพื่อสุขภาพของเด็กทุกคน</i> , บรรณาธิการ: <b>ณัฐนียา ไตรรักษา</b> , บริษัท อมรินทร์ คอร์เปอเรชั่นส์ จำกัด (มหาชน), กรุงเทพฯ, ISBN 978-616-393-417-8, ISBN (e-book) 978-616-393-418-5, ( <a href="https://sr.mahidol.ac.th/sensory-garden/">https://sr.mahidol.ac.th/sensory-garden/</a> ).
3.	<b>ณัฐนียา ไตรรักษา</b> และ ธิตติคม พัวพันสวัสดิ์, 2567. "การเล่นเพื่อกระตุ้นประสาทสัมผัส (Sensory Play) ในสวนประสาทสัมผัส (Sensory Garden)", บทที่ 3 หน้า 49-82 (34 หน้า), ในหนังสือ Edited Book <i>เรียนรู้ร่วมกันผ่าน "การเล่น" ในสวนประสาทสัมผัสเพื่อสุขภาพของเด็กทุกคน</i> , บรรณาธิการ: <b>ณัฐนียา ไตรรักษา</b> , บริษัท อมรินทร์ คอร์เปอเรชั่นส์ จำกัด (มหาชน), กรุงเทพฯ, ISBN 978-616-393-417-8, ISBN (e-book) 978-616-393-418-5, ( <a href="https://sr.mahidol.ac.th/sensory-garden/">https://sr.mahidol.ac.th/sensory-garden/</a> ).
4.	<b>ณัฐนียา ไตรรักษา</b> และ ธิตติคม พัวพันสวัสดิ์, 2567. "วิธีการและกลยุทธ์ส่งเสริมการเล่นเพื่อกระตุ้นประสาทสัมผัสที่สร้างการเข้าถึงและมีส่วนร่วมได้โดยเด็กทุกคน (Inclusion)", บทที่ 4 หน้า 83-104 (22 หน้า), ในหนังสือ Edited Book <i>เรียนรู้ร่วมกันผ่าน "การเล่น" ในสวนประสาทสัมผัสเพื่อสุขภาพของเด็กทุกคน</i> , บรรณาธิการ: <b>ณัฐนียา ไตรรักษา</b> , บริษัท อมรินทร์ คอร์เปอเรชั่นส์ จำกัด (มหาชน), กรุงเทพฯ, ISBN 978-616-393-417-8, ISBN (e-book) 978-616-393-418-5, ( <a href="https://sr.mahidol.ac.th/sensory-garden/">https://sr.mahidol.ac.th/sensory-garden/</a> ).
5.	วรรณรัตน์ กีบแก้ว, ธาณี แสงอ่อน, พิมพ์นิ หานนนะ และ <b>ณัฐนียา ไตรรักษา</b> , 2567. ตัวอย่างการจัดโปรแกรมการเรียนรู้ร่วมกันผ่านการเล่น (Sensory Play) ในสวนประสาทสัมผัสเพื่อสุขภาพของเด็กทุกคน, บทที่ 5 หน้า 105-162 (58 หน้า), ในหนังสือ (Edited Book) <i>เรียนรู้ร่วมกันผ่าน "การเล่น" ในสวนประสาทสัมผัสเพื่อสุขภาพของเด็กทุกคน</i> , บรรณาธิการ: <b>ณัฐนียา ไตรรักษา</b> , บริษัท อมรินทร์ คอร์เปอเรชั่นส์ จำกัด (มหาชน), กรุงเทพฯ, ISBN 978-616-393-417-8, ISBN (e-book) 978-616-393-418-5, ( <a href="https://sr.mahidol.ac.th/sensory-garden/">https://sr.mahidol.ac.th/sensory-garden/</a> ).
6.	<b>ณัฐนียา ไตรรักษา</b> และ ปวีณา พิวประเสริฐ, 2567. การประเมินผลทางสุขภาพของเด็กจากการเข้าร่วมโปรแกรมการเรียนรู้ร่วมกัน (Inclusive Learning) ผ่านการเล่น (Sensory Play) ในสวนประสาทสัมผัส (Sensory Garden), บทที่ 6 หน้า 163-194 (32 หน้า), ในหนังสือ <i>เรียนรู้ร่วมกันผ่าน "การเล่น" ในสวนประสาทสัมผัสเพื่อสุขภาพของเด็กทุกคน</i> , บรรณาธิการ: <b>ณัฐนียา ไตรรักษา</b> , บริษัท อมรินทร์ คอร์เปอเรชั่นส์ จำกัด (มหาชน), กรุงเทพฯ, ISBN 978-616-393-417-8, ISBN (e-book) 978-616-393-418-5, ( <a href="https://sr.mahidol.ac.th/sensory-garden/">https://sr.mahidol.ac.th/sensory-garden/</a> ).
7.	Taylor, R. and <b>Torugsa, N.</b> 2019. 'Building theories-in-practice on social innovation in disability nonprofit organizations', In C. Dogru (Ed), <i>Leadership Styles, Innovation, and Social Entrepreneurship in the Era of Digitalization</i> , IGI Global (ISBN: 9781799811084), pp. 212-250. DOI: <a href="https://doi.org/10.4018/978-1-7998-1108-4.ch009">10.4018/978-1-7998-1108-4.ch009</a>
8.	<b>Torugsa, N.</b> , Yawised, K. and O'Donohue, W. 2019. '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 (ISBN: 9783030132286), pp. 157-181. DOI: <a href="https://doi.org/10.1007/978-3-030-13229-3_7">https://doi.org/10.1007/978-3-030-13229-3_7</a>



9.	Taylor, R., <b>Torugsa, N.</b> and Arundel, A. (2018). '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 (ISBN: 9781522563013), pp. 1-25. DOI: <a href="https://doi.org/10.4018/978-1-5225-6301-3.ch003">10.4018/978-1-5225-6301-3.ch003</a>
10.	O'Donohue, W. and <b>Torugsa, N.</b> 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.
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2.	Siddiqui, N., <b>Torugsa, N.</b> , 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., <b>Torugsa, N.</b> and Arundel, A. 2016. 'Exploring a pre-theoretical management phenomenon: Promising ways forward for researching social innovation in organisations', <i>Proceedings of the 30<sup>th</sup> Australian and New Zealand Academy of Management Conference</i> , QUT Business School, Brisbane, QLD, 6-9 December 2016.
4.	<b>Torugsa, N.</b> and Arundel A. 2013. 'Multidimensional innovation in the public sector: An analysis at the workgroup level', <i>Proceedings of the 27<sup>th</sup> 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 <b>Torugsa, N.</b> 2013. 'The development and adoption of product and process innovations in European firms', <i>Proceedings of the R&amp;D Management Conference 2013: Skills for Future Innovation - Implications for R&amp;D Management</i> , 26-28 June 2013, Manchester, UK.
6.	<b>Torugsa, N.</b> and Arundel, A. 2012. 'Private-public collaboration and innovation performance: Does training matter?', <i>Proceedings of the 5<sup>th</sup> ISPIIM Innovation Symposium: Stimulating Innovation: Challenges for Management, Science &amp; Technology</i> , 9-12 December 2012, Seoul, Korea.
7.	Arundel, A., O'Brien, K. and <b>Torugsa, N.</b> 2012. 'Errors in the interpretation of innovation: results from an innovation survey in Australia', <i>Proceedings of the 7<sup>th</sup> International Conference on Interdisciplinary Social Sciences</i> , 25-28 June 2012, Barcelona, Spain.

8.	O'Brien, K. and <b>Torugsa, N.</b> 2011. 'Supply-side determinants of energy consumption and efficiency (ECE) innovations', <i>Proceedings of the 12<sup>th</sup> International Society for Professional Innovation Management Conference</i> , 12-15 June 2011, Hamburg, Germany.
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1.	O'Brien, K., <b>Torugsa, N.</b> 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 <b>Torugsa, N.</b> 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 <b>Torugsa, N.</b> 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 <b>Torugsa, N.</b> 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 <b>Torugsa, N.</b> 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., <b>Torugsa, N.</b> 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.	<b>Torugsa, N.</b> 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 <b>Torugsa, N.</b> 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.	<b>Torugsa, N.</b> 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., <b>Torugsa, N.</b> 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., <b>Torugsa, N.</b> 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 <b>Torugsa, N.</b> 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., <b>Torugsa, N.</b> and Arundel, A. 2010. 'Export and innovation indicators in Tasmania', <i>the Department of Economic Development, Tourism and the Arts</i> , pp. 1-50.

## INVITED SEMINAR/ CONFERENCE PRESENTATIONS

### INVITED SEMINAR PRESENTATIONS

1.	<b>Torugsa, N.</b> 2020. 'เทคนิคการทำสื่อ Infographic ด้วยโปรแกรม CANVAS', มุมมอง 100 การศึกษา ทัวไปเพื่อการพัฒนาคนยุคใหม่, MUGE 100, มหาวิทยาลัยมหิดล, 16 กันยายน 2563.
2.	<b>Torugsa, N.</b> 2017. 'Introduction to 'Routine to Research' (R2R)', Research and Development Institute, Nakhon Sawan Rajabhat University, Thailand, 20 December 2017.
3.	<b>Torugsa, N.</b> 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.
4.	<b>Torugsa, N.</b> 2016. 'Embedding abductive reasoning in data analysis: Same data - better results', the Faculty of Public Health, Mahidol University, Thailand, 25 March 2016.
5.	<b>Torugsa, N.</b> 2015. 'Tips for writing scholarly articles and reviews: Hands-on experience', the Faculty of Public Health, Mahidol University, Thailand, 20 July 2015.
6.	<b>Torugsa, N.</b> 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.	<b>Torugsa, N.,</b> Arundel, A., Robertson, P.L. 2016. 'Recipes for producing service innovation in service firms: Applying configurational theory and crisp-set QCA to large-N data', <i>the 6<sup>th</sup> Global Innovation and Knowledge Academy</i> , Valencia, Spain, 20-23 March 2016.
2.	<b>Torugsa, N.</b> and O'Donohue, W. 2015. 'Progress in the innovation and knowledge management literature 1980-2014: Incremental to transformative Innovation', <i>the 5<sup>th</sup> Global Innovation and Knowledge Academy</i> , Valencia, Spain, 14-16 July 2015.
3.	<b>Torugsa, N.</b> and Arundel, A. 2012. 'Private-public collaboration and innovation performance: Does training matter?', <i>the 5<sup>th</sup> ISPIM Innovation Symposium</i> , Seoul, Korea, 9-12 December 2012.

### SERVICE TO UNIVERSITY

2020-2021	กรรมการ, คณะกรรมการพัฒนานโยบายด้านการศึกษา มหาวิทยาลัยมหิดล
2019-2021	กรรมการ, คณะกรรมการบริหารฝ่ายกิจการนักศึกษา มหาวิทยาลัยมหิดล
2020-present	กรรมการ, คณะกรรมการโครงการพัฒนาบทเรียนออนไลน์
2020-2021	กรรมการ, คณะกรรมการบริหารฝ่ายกิจการนักศึกษาบัณฑิตวิทยาลัย มหาวิทยาลัยมหิดล
2020	กรรมการ, คณะกรรมการพิจารณาคัดเลือกนักศึกษามหาวิทยาลัยมหิดล เพื่อรับรางวัลพระราชทานระดับอุดมศึกษา เขตภาคกลาง ประจำปีการศึกษา 2563
2019-2020	สมาชิกสภาคณาจารย์ประเภทผู้แทนทั่วไป สภาคณาจารย์มหาวิทยาลัยมหิดล
2019-2020	ประธาน, คณะกรรมการฝ่ายกิจการนักศึกษา สภาคณาจารย์มหาวิทยาลัยมหิดล
2019-2020	กรรมการ, คณะกรรมการฝ่ายกิจการบริหารและธรรมาภิบาล สภาคณาจารย์มหาวิทยาลัยมหิดล

- 2019-2020 กรรมการ, คณะกรรมการดำเนินการเลือกตั้งกรรมการสภามหาวิทยาลัยจากคณาจารย์ประจำ, สภามหาวิทยาลัยมหิดล
- 2019-2020 กรรมการ, คณะอนุกรรมการตรวจสอบคุณสมบัติผู้สมัครรับเลือกตั้งกรรมการสภามหาวิทยาลัย จากคณาจารย์ประจำ, สภามหาวิทยาลัยมหิดล
- 2015 Member of the University Publications Audit Committee  
*Office of Research Services, University of Tasmania (UTAS), Australia*

## SERVICE TO FACULTY/ DEPARTMENT

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- 2021-present กรรมการและเลขานุการ, คณะกรรมการนโยบายโครงการจัดตั้งสถาบันอุทยานธรรมชาติวิทยาสิรินธรฯ
- 2020-2021 กรรมการ, คณะกรรมการประจำวิทยาลัยราชสุดา
- 2020-2021 กรรมการ, คณะกรรมการบริหารวิทยาลัยราชสุดา
- 2020-2021 ประธาน, คณะกรรมการด้านการศึกษา วิทยาลัยราชสุดา
- 2020-present ประธาน, คณะกรรมการกลั่นกรองหลักสูตรประจำวิทยาลัยราชสุดา
- 2020-2021 กรรมการ, คณะกรรมการงบประมาณ วิทยาลัยราชสุดา
- 2020-2021 กรรมการ, คณะกรรมการบริหารความพร้อมต่อสภาวะวิกฤตอย่างต่อเนื่อง: COVID-19 วิทยาลัยราชสุดา
- 2020 ประธาน, คณะอนุกรรมการพิจารณาเลื่อนการขอตำแหน่งทางวิชาการ (ตำแหน่ง ศาสตราจารย์) ของพนักงานมหาวิทยาลัย วิทยาลัยราชสุดา
- 2020 ประธาน, คณะกรรมการดำเนินการเลือกตั้งกรรมการสภามหาวิทยาลัยจากคณาจารย์ประจำ หน่วยเลือกตั้งวิทยาลัยราชสุดา
- 2013-2017 Alternate Member of the Faculty Research Committee (for AIRC Director)  
*Tasmanian School of Business and Economics, UTAS, Australia*
- 2013-2017 Academic Coordinator (WARP)  
*Australian Innovation Research Centre, UTAS, Australia*
- 2013-2017 Publication Entry Officer (PES)  
*Australian Innovation Research Centre, UTAS, Australia*
- 2015 Member of the Selection Committee for a post-doctoral researcher position in financial econometrics  
*Tasmanian School of Business and Economics, UTAS, Australia*
- 2015 Member of the Selection Committee for a lecturer position in management  
*Tasmanian School of Business and Economics, UTAS, Australia*
- 2015 Member of the Selection Committee for a post-doctoral researcher position in innovative business models  
*Australian Innovation Research Centre, UTAS, Australia*
- 2015 Member of PhD and Masters Examining Committees  
*Tasmanian School of Business and Economics, UTAS, Australia*
- 2011 Member of the Selection Committee for a research assistant position  
*Australian Innovation Research Centre, UTAS, Australia*
- 2011-2017 Fire Area Warden  
*Australian Innovation Research Centre.*
- 2010-2013 Health and Safety Representative  
*Australian Innovation Research Centre.*