

DR RACHEL BERTRAM

PHD (UTS), M.MGT (UTS), B.SC & B.ARTS (USYD)

Pronouns: She/Her/Hers

Citizenship & residency: Australian

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EDUCATION

PhD (Management, Social Impact), University of Technology Sydney, August 2025

Masters of Management (Community & Not-for-Profit), University of Technology, Dec 2015

B.Science (Psychology and Economic Geography), University of Sydney, February 2010 - June 2014

B. Arts (Studies in Religion), University of Sydney, February 2010 - June 2014

Certificate III: Aged Care Work, Assistant in Nursing (CHC30102) - December 2008

RESEARCH PROFILE, INTERESTS AND EXPERTISE

ORCID ID: 0009-0005-7260-0560

Topics: Gender-based violence (GBV); Bystander intervention and prevention; Institutional accountability; Higher education governance and policy; Relational leadership; Social impact and evaluation frameworks; Place-based evaluation; Evaluation theory and practice.

Methodological knowledge:

- Qualitative & Participatory: Appreciative inquiry; Community and participatory methods (including Participatory Action Research – PAR); Relationally responsive practice; Ethnographic interviews; Focus groups.
- Analytical Approaches: Thematic analysis; Document and policy analysis; Web content analysis; Geospatial analysis of community assets using GIS and demographic overlays.
- Quantitative & Mixed: Survey design; Mixed-methods research; Quasi-experimental methods.

Research software expertise:

- Research management: Qualtrics, Excel, Prolific
- Data analysis: NVivo, SPSS, Tableau

ACADEMIC EMPLOYMENT HISTORY

Lecturer

National Institute of Dramatic Art
2022 - Ongoing

Lecturer in the MFA Cultural Leadership (post-graduate). A course designed specifically for those who have active roles in the cultural sector who aspire to facilitate resilient, new leadership models.

Sessional Academic (Teaching & Research)

University of Technology Sydney & National Institute of Dramatic Art
2016 - 2025

- Current funded research projects:
 - Bystander ally project: Minimising harm from SASH bystander responses
 - Effective bystander metrics: Evaluating support impact for GBV victim-survivors
 - Policy review: Life-centred policy for the holistic care of students experiencing bereavement.
- Subject Co-ordination/Lecturing: Social Value Creation (Indigenous BBA); Managing people & Volunteers; Measuring Social Impact; Third-Sector Theory & Contexts; Project Management.

Manager, Social Impact Toolbox

University of Technology Sydney
2016 - 2023

Led cross-functional team delivering a sector-leading social impact evaluation platform. Managed team of developers, researchers, and partners to co-design evaluation tools and training:

- Oversaw creation of three 'Measuring Social Impact' micro-credentials, among UTS's highest-performing online modules.
- CI: NSW Aboriginal Land Council Indigenous Evaluation Hub.

UTS Impact Evaluator

Centre for Social Justice & Inclusion
University of Technology Sydney
2017 - 2019

Led institution-wide evaluation capacity building activities to operationalise UTS's Social Impact Framework, embedding impact metrics in data systems, research, and governance.

Community Coursework & Special Projects Co-ordinator

UTS Shopfront Community Program
University of Technology Sydney
2017 - 2018

Conducting not-for-profit sector research, as well as assisting with program evaluation and strategy. Oversaw the award winning Student Community Coursework Projects, which adopted a work integrated learning approach to see quality student projects delivered to community partners.

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RESEARCH OUTPUTS

PUBLICATIONS

Bertram, R. (2024). Reenchanting evaluation: Relationality and the role of place in reclaiming neglected values in evaluation [Doctoral thesis, University of Technology Sydney]. UTS OPUS.
<https://opus.lib.uts.edu.au/handle/10453/190095>

Wearing, A., Dalton, B., & Bertram, R. (2020). The social impact of Australia's Arts & Cultural sector. *Cosmopolitan Civil Societies: An Interdisciplinary Journal*, 13(2), 44–59. <http://dx.doi.org/ccs.v13.i2.7729>

CONFERENCE PAPERS

Bertram, R. (2024). Between luxury and need: A geospatial study of urban community gardens at the extremes of the socioeconomic spectrum. European Group of Organisation Studies, 40th EGOS Colloquium. Milan, Italy.

Bertram, R. & Hudson, S. (2022). Completing the picture: building the tools to weave Indigenous paradigms into evaluation practice. Australian Evaluation Society Conference. Adelaide, Australia

RESEARCH REPORTS

Jarrett, D., Bertram, R., Hudson, S., & Dalton, B. (2024). Decolonising the metrics of success: Celebrating and integrating Indigenous paradigms into evaluation practice.

Harrison, F., & Bertram, R. (2024). Sorry For Your Loss: Human-centred approach to loss and bereavement in Special Consideration. UTS Students as Partners Project.

Wearing, A., Dalton, B. & Bertram, R. (2020). Sector Briefing: Arts & Culture, The social impact of Australia's arts and cultural sector, University of Technology Sydney.

Bertram, R., & Anderson, L. (2017). Report on Current Trends in Employer Supported Volunteering. Shopfront Community Program, UTS.

RESEARCH PROJECTS (FUNDED RESEARCH)

Bertram, R., Smith, A., & Pruscino, C. (2024). The Bystander Project: Effective bystander metrics for SASH victim-survivor support. Universities Prevention Connection & UTS partnership.

Dalton, B., Darcy, S., Petrakis, D., Hemsley, B., Bertram, R., & Almond, B. (2023). Settlement Services International – Economic and Community Participation Program, Economic Participation Stream Impact Evaluation.

Darcy, S., Bertram, R., Almond, B., & Dalton, B. (2023). National expansion of SCIA Employment Service through virtual platforms and local community connections.

Jarrett, D., Bertram, R., & Dalton, B. (2020). Indigenous Evaluation Hub: Building the capacity of Not-for-Profit organisations to integrate Indigenous paradigms into evaluation practice. Nelson Meers Foundation & NSW Aboriginal Land Council.

Dalton, B., & Bertram, R. (2017). Social Impact Evaluation Tool Repository: Building the capacity of the Not-for-Profit sector. Bendigo Bank, PAYCE Communities & UTS Centre for Social Justice and Inclusion.

Dalton, B., Blundell, J., & Bertram, R. (2015). Sustaining social enterprises over the long term (Phase II). Australian Communities Foundation (Steve Lawrence Social Innovation Fund).

CREATIVE OUTPUTS

Bertram, R. & Hudson, S. (2024). Measuring What Matters: The Story of Rivergum Community Garden [Documentary], University of Technology Sydney.

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GRANTS & PHILANTHROPIC PARTNERSHIPS

2024 – ACR-AMA Transformative Consumer Research (TCR) Grant

- Understanding critical behavioural factors of gender-based violence bystander responses. CI: Smith, A. & Bertram, R.

2024 – Social Impact Grant (Centre for Social Justice and Inclusion)

- Bystander Ally Project: Minimising Harm from SASH Bystander. CI: Bertram, R., Smith, A., & Pruscino, C.
- Effective bystander metrics for victim-survivor support. CI: Bertram, R., Smith, A., Wright, C.E & Pruscino, C.

2020 – UTS Research Excellence Scholarship, UTS Business School

- Relational paradigms in social impact evaluation (PhD Scholarship).

2020 – Philanthropic Partnership (Nelson Meers Foundation & NSW Aboriginal Land Council)

- Indigenous Evaluation Hub: Building the capacity of Not-for-Profit organisations to integrate Indigenous paradigms into evaluation practice. CI: Jarrett, D. & Bertram, R.

2019 – Innovative Community Grant Fund (2x projects)

- Green Space Revitalisation Strategy, South-West Sydney.

2017 – Philanthropic Partnership (Bendigo Bank, PAYCE Communities & UTS Centre for Social Justice & Inclusion)

- Social Impact Evaluation Tool Repository. CI: Dalton, B., & Bertram, R.

2015 – Mark Lyons Not-for-Profit and Social Enterprise Management Scholarship, University of Technology Sydney.

UNIVERSITY GOVERNANCE

Gender-Based Violence Steering Committee
University of Technology Sydney
2023-2025

- Vice-chancellor appointed Steering Group Member
- Secured funding for the Bystander Ally Project, a research team examining effective evaluation metrics for gender based violence bystanders.

Faculty Board Member
UTS Business, 2022-2024

- UTS Business School Faculty board member for 2 year term.
- University Academic Board presenter on behalf of faculty (2022).

AWARDS

- UTS Business School Achievement Award for External Engagement, University of Technology Sydney, 2021
- Research Excellence Award (PhD) UTS Business (Management), 2020
- Mark Lyons Not-for-Profit and Social Enterprise Management Scholarship, University of Technology Sydney, 2015
- Order of Australia Association Certificate of Commendation, Community Service, 2009
- Bankstown Young Citizen of the Year, 2008
- Zonta Club of Sydney West Inc. Young Woman in Public Affairs, 2007

REFERENCES

Written references can be provided upon request.