

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: Assistant in Nursing - Aged Care (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; participatory and community-based methods (including Participatory Action Research); 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 Methods: Survey design; mixed-methods research; quasi-experimental methods.

Research software expertise:

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

ACADEMIC EMPLOYMENT HISTORY

Lecturer

National Institute of Dramatic Art
2022 - Ongoing

- Lecturer in the MFA Cultural Leadership (postgraduate program).
- Course designed for cultural sector professionals aspiring to develop resilient, new leadership models

Freelance Consultant

Impact & Evaluation Strategist
January 2019 – Present

- Provide evaluation, policy, and strategy services to higher education, government, and community clients. Relevant project experience include:
 - Audited primary prevention initiatives for an Australian university against the National Higher Education Code to Prevent and Respond to Gender-Based Violence.
 - Authored a white paper on bystander intervention metrics, shaping institutional responses to gender-based violence.
 - Impact evaluation framework delivery for local government client to evaluate the cultural and creative economy strategy outcomes.
 - Policy and program review for community legal aid provider

Sessional Academic

(Teaching & Research)
University of Technology Sydney &
National Institute of Dramatic Art
2016 - 2025

- Current Research (Chief Investigator on funded projects):
 - Bystander Ally Project: Minimising Harm from SASH Bystander Responses
 - Effective Bystander Metrics: Evaluating Support Impact for GBV Victim-Survivors
 - Life-Centred Policy for the Holistic Care of Students Experiencing Bereavement
- Subject Coordination/Lecturing:
 - Postgraduate (PG): Managing Staff & Volunteers; Measuring Social Impact; Volunteer Management; Third-Sector Theory & Contexts; Evaluation Methodologies for Cultural Leaders
 - Undergraduate (UG): Social Value Creation (Indigenous BBA); Project Management; Management Consulting

Manager, Social Impact Toolbox

University of Technology Sydney
2016 - 2023

- Led cross-functional team delivering a sector-leading social impact evaluation platform. Managed developers, researchers, and partners to co-design evaluation tools and training.
- Oversaw creation of three online Measuring Social Impact micro-credentials, among UTS's highest-performing open courses.
- Chief Investigator: *NSW Aboriginal Land Council Indigenous Evaluation Hub*.

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RESEARCH OUTPUTS

PUBLICATIONS

From compliance to accountability: Strengthening gender-based violence evaluation under the National Higher Education Code. *Journal of the Australian and New Zealand Student Services Association*. Advance online publication. <https://doi.org/10.30688/janzssa.2026-1-08>.

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. <https://doi.org/10.5130/ccs.v13.i2.7729>

CONFERENCE PAPERS

Bertram, R. (2025). *Rethinking bystanders: Emerging findings from the Bystander Ally Project on the role of universities in preventing harm after GBV disclosures*. Australian Universities Safer Communities Symposium. Sydney, Australia.

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*. University of Technology Sydney.

Harrison, F., & Bertram, R. (2024). *Sorry For Your Loss: Human-centred approach to loss and bereavement in Special Consideration*. University of Technology Sydney

Wearing, A., Dalton, B. & Bertram, R. (2020). *Sector Briefing: Arts & Culture, The social impact of Australia's arts and cultural sector*. UTS Social Impact Toolbox, Nelson Meers Foundation and University of Technology Sydney.

Bertram, R., & Anderson, L. (2017). *Report on Current Trends in Employer Supported Volunteering*. Shopfront Community Program. University of Technology Sydney.

CREATIVE OUTPUTS

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

Bertram, R., Castellazzi, L., & Dalton, B. (2020). *Embracing Evaluation: Measuring the Social Impact of the Sydney Street Choir [Documentary]*. PAYCE Communities & University of Technology Sydney.

RESEARCH PROJECTS (FUNDED RESEARCH)

Bertram, R., Smith, A., & Pruscino, C. (2024). *The Bystander Ally Project: Effective bystander metrics for SASH victim-survivor support*. Universities Prevention Connection & UTS Centre for Social Justice and Inclusion.

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*. University of Technology Sydney.

Darcy, S., Bertram, R., Almond, B., & Dalton, B. (2023). *National expansion of SCIA Employment Service through virtual platforms and local community connections*. Funded by Australian Government Department of Social Services.

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*. Funded by 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*. Funded by 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)*. Funded by the Australian Communities Foundation, Steve Lawrence Social Innovation Fund.

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RESEARCH FUNDING & SCHOLARSHIPS

Year	Grant/ Funder	Project Title
2024	ACR-AMA Transformative Consumer Research Grant	Understanding Critical Behavioural Factors of Gender-Based Violence Bystander Responses
2024	Social Impact Grant, Centre for Social Justice & Inclusion	Bystander Ally Project: Minimising Harm from SASH Bystander
2024	Social Impact Grant, Centre for Social Justice & Inclusion	Effective Bystander Metrics for Victim-Survivor Support
2020	Nelson Meers Foundation & NSW Aboriginal Land Council	Indigenous Evaluation Hub: Building NFP Capacity to Integrate Indigenous Paradigms
2019	Innovative Community Grant Fund (2 Rounds)	Green Space Revitalisation Strategy, South-West Sydney
2017	PAYCE Communities	Arts & Cultural Hub, Social Impact Toolbox
2016	Bendigo Bank	Social Impact Evaluation Tool Repository: Building the capacity of the Not-for-Profit sector

Scholarships

- 2020 – UTS Research Excellence Scholarship (PhD Scholarship), UTS
- 2015 – Mark Lyons Not-for-Profit and Social Enterprise Management Scholarship, UTS

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