

ACCG727

Current Issues in Accounting and Corporate Governance

S1 Evening 2019

Dept of Accounting & Corporate Governance

Contents

General Information	2
Learning Outcomes	3
Assessment Tasks	3
Delivery and Resources	8
Unit Schedule	9
Learning and Teaching Activities	12
Policies and Procedures	12
Graduate Capabilities	14
Changes from Previous Offering	16
Research and Practice, Global and Sus	taina
bility	16

Disclaimer

Macquarie University has taken all reasonable measures to ensure the information in this publication is accurate and up-to-date. However, the information may change or become out-dated as a result of change in University policies, procedures or rules. The University reserves the right to make changes to any information in this publication without notice. Users of this publication are advised to check the website version of this publication [or the relevant faculty or department] before acting on any information in this publication.

General Information

Unit convenor and teaching staff

Unit Convenor and Lecturer

Mrs Allyson Cox

allyson.cox@mq.edu.au

Contact via Dialogue via iLearn

E4A Level 2

See iLearn

Lecturer

Grant Richardson

grant.richardson@mq.edu.au

Contact via Dialogue via iLearn

E4A Level 2

See iLearn

Moderator

Rahat Munir

rahat.munir@mq.edu.au

Contact via via Email

Haiyan Jiang

haiyan.jiang@mq.edu.au

Credit points

4

Prerequisites

Admission to MRes

Corequisites

Co-badged status

ACCG927 Current Issues in Accounting and Corporate Governance

2

Unit description

This unit focuses on special topics in financial accounting and corporate governance. Topics include sustainability reporting, integrated reporting, intellectual capital, and models of corporate governance. Emphasis is placed on the importance of global harmonisation and the convergence of accounting and corporate governance. Students are encouraged to explore current issues and problems in complex contexts using social, ethical, economic, political and global perspectives, and to develop skills in analysis and investigation that are required to undertake more advanced research. A sound understanding of how to analyse relevant scholarly research papers, to critically evaluate accounting theories, governance policies and procedures, and to understand the implications of research findings. This unit provides students with essential research experiences that develop the concepts and skills necessary for advanced research in accounting and corporate governance.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at https://www.mq.edu.au/study/calendar-of-dates

Learning Outcomes

On successful completion of this unit, you will be able to:

Demonstrate an advanced level of theoretical accounting knowledge, including knowledge in financial and management accounting, and corporate governance Evaluate relevant quantitative research methods and principles applicable to accounting Conduct independent research to recommend appropriate solutions to complex business problems

Demonstrate communication skills relevant to an appropriate professional environment Demonstrate awareness of the need for corporate social responsibility and ethical behaviour

Assessment Tasks

Name	Weighting	Hurdle	Due
Presentations	30%	No	Weekly
Class quiz	10%	No	Week 6 Class session
Essay	30%	No	3 May 2019 1 pm
Final exam	30%	No	During examination period

Presentations

Due: Weekly Weighting: 30%

Task Description:

This assessment task has two parts:

Task Description

Part 1 - Individual Critical Reflections

For 7 of the 13 weeks you will be given two chapters and/or articles to read. You are asked to provide a written individual critical reflection of 250 words about the readings and argue how they apply to the nominated case company. This assessment is designed to introduce you to different contemporary accounting and corporate governance issues and how to apply them to real world cases. These form the basis of the material to be covered in the individual essay and as source material for the exam. The critical reflections allow you to develop writing skills and the ability to express your knowledge about the course content. This part of the assessment is graded individually in class using peer feedback and assessment. This contributes 15% of your grade for ACCG727. The first assessment in Week 3 will not count towards your grade as it is a trial assessment. However, it is still compulsory. Each Critical Reflection is required to be uploaded to Turnitin by the due date and a hard copy brought to your scheduled class for peer marking.

Part 2 - Presentations

For 8 of the 13 weeks you will be given two chapters and/or articles to read, and a case study or quantitative research critique. You will participate in **four** group case studies and **four** quantitative research critiques which are designed to help you and your group to develop skills for working together as you might in a work situation. The case studies are formative assessments that engage you directly with the concepts covered in the weekly readings and with a real life accounting and corporate governance situation. It allows you to develop skills to work together to analyse a real life accounting or corporate governance situation and argue for taking a particular course of action. The quantitative research critiques are formative assessments that allows you to appreciate the valuable insights provided by quantitative methods. The group will receive a grade and the group grade contributes 15% towards your grade for ACCG727. The assessments in Weeks 3 and 4 will not count towards your grade as they are trial assessments, however they are still compulsory.

Other Information

The group case study will be assessed by the lecturer using the following criteria:

- How the argument and critique shows a good appreciation of the weekly readings.
- Shows evidence of an overall integrative view how the issues raised in the readings are
 used and applied to the case study with some reflection on past work.
- Evidence that the group has participated as a whole and no one member dominates.
- Evidence of individual contribution to the group via a peer evaluation.

Assessment Criteria

- 1. Presentation, communication & style (written)
- 2. Use of literature/ Knowledge of theory
- 3. Data/information gathering/processing
- 4. Conclusions
- 5. Critical reasoning / critical thinking
- 6. Time management/self management

Type of Collaboration: Submission: Format: Length: Inherent Task Requirements: Late Submission:

Extensions

There are no extensions for this assessment. Students must be present in Class when the critical reflection is peer marked or else they will receive a zero grade. Students must be present in Class when the presentation is prepared and given or else they will receive a zero grade.

Penalties

Students not attending the class to peer mark will be given a 0 grade. Students not attending the class to prepare the presentation will be given a 0 grade. This penalty does not apply for cases in which an application for special consideration is made and approved.

On successful completion you will be able to:

- Demonstrate an advanced level of theoretical accounting knowledge, including knowledge in financial and management accounting, and corporate governance
- · Evaluate relevant quantitative research methods and principles applicable to accounting
- Conduct independent research to recommend appropriate solutions to complex business problems
- Demonstrate communication skills relevant to an appropriate professional environment

Class quiz

Due: Week 6 Class session

Weighting: 10%

Task Description: Task Description

The class quiz is a one hour diagnostic summative assessment designed to let you demonstrate the knowledge and skills you have attained in the first formative assessment; Presentation.

Assessment Criteria

Use of literature/ Knowledge of theory

- Conclusions
- Conceptualisation

Type of Collaboration: Submission: Format: Length: Inherent Task Requirements: Late Submission:

Extensions

There are no extensions for this assessment. Students must be present in Class to sit for the class quiz.

Penalties

Students not attending the class quiz will be given a 0 grade. This penalty does not apply for cases in which an application for special consideration is made and approved.

On successful completion you will be able to:

 Demonstrate an advanced level of theoretical accounting knowledge, including knowledge in financial and management accounting, and corporate governance

Essay

Due: 3 May 2019 1 pm

Weighting: 30%

Task Description:

The purpose of the individual essay is to allow you to put accounting and corporate governance concepts into practice in a real life setting and allow you to demonstrate your research and writing skills on an individual basis. The assignment and the arguments you develop should help you reflect on your learning and link accounting theory to practice. This is a formative assessment designed to prepare you for the final exam.

Assessment Criteria

- Conforming with instructions (e.g. word length, font, other instructions)
- Clarity of expression (including grammar, spelling, referencing)
- · Presentation, communication & structure
- Use of literature/ Knowledge of theory
- Analysis / critical reasoning / evaluation
- Problem solving / synthesis or evaluation / reflection

Type of Collaboration: Submission: Format: Length: Inherent Task Requirements: Late Submission:

Extensions

No extensions will be granted. Late tasks will be accepted up to 72 hours after the submission deadline.

Penalties

There will be a deduction of 10% of the total available marks made from the total awarded mark for each 24 hour period or part thereof that the submission is late (for example, 25 hours late in submission – 20% penalty). This penalty does not apply for cases in which an application for special consideration is made and approved.

On successful completion you will be able to:

- Demonstrate an advanced level of theoretical accounting knowledge, including knowledge in financial and management accounting, and corporate governance
- · Evaluate relevant quantitative research methods and principles applicable to accounting
- Conduct independent research to recommend appropriate solutions to complex business problems
- · Demonstrate communication skills relevant to an appropriate professional environment
- Demonstrate awareness of the need for corporate social responsibility and ethical behaviour

Final exam

Due: During examination period

Weighting: 30%

Task Description:

The final exam is summative assessment designed to let you demonstrate the knowledge and skills you have attained in the previous three formative assessments.

Assessment Criteria

- Conforming with instructions (e.g. word length, font, other instructions)
- Presentation, communication & style (written)
- Clarity of expression (incl. accuracy, spelling, grammar, punctuation)
- Use of literature/ Knowledge of theory
- Conclusions
- Conceptualisation

Type of Collaboration: Individual Submission:

A two hour final examination for this unit will be held during the University Examination period. You are expected to present yourself for examination at the time and place designated in the University Examination Timetable. The timetable will be available in Draft form approximately eight weeks before the commencement of the examinations and in Final form approximately four weeks before the commencement of the examinations.

http://exams.mq.edu.au/

Format: The Macquarie university examination policy details the principles and conduct of examinations at the University. The policy is available at: http://www.mq.edu.au/policy/docs/examination/policy.htm Further details about the final exam for this unit will be available in the

final week of classes and also on the unit web page (iLearn). Length: Inherent Task Requirements: Late Submission:

The only exception to not sitting an examination at the designated time is because of documented illness or unavoidable disruption. In these circumstances you may wish to consider applying for Special Consideration. The University's policy on Special Consideration is available at

https://staff.mq.edu.au/work/strategy-planning-and-governance/universitypolicies-and-procedures/policies/special-consideration

If a Supplementary Examination is granted as a result of the Special Consideration the examination will be scheduled as per the Supplementary Examination timetable of the Faculty. Please note that the supplementary examination will be of the similar format as the final examination.

On successful completion you will be able to:

- Demonstrate an advanced level of theoretical accounting knowledge, including knowledge in financial and management accounting, and corporate governance
- Demonstrate awareness of the need for corporate social responsibility and ethical behaviour

Delivery and Resources

Required Text:

Required Texts and/or Materials

The text book for ACCG727 is Rankin M., Ferlauto K., McGowan S. and Stanton P. (2018) Contemporary Issues In Accounting (Second Edition) John Wiley and Sons, Milton, Qld. ISBN 9780730343530

Textbook can be purchased through:

https://www.wiley.com/en-au/Contemporary+Issues+in+Accounting%2C+2nd+Edition-p-9780730343530.

Please note: The 1st edition of the required text, either hard copy or ebook, is no longer appropriate for ACCG727.

It is essential that all students bring their device to access the E Book on a weekly basis as it will be used as a learning resource each week throughout the semester. Failure to bring your device and or copies of assigned readings to class will demonstrate that you are not prepared to participate in your weekly group work and will cause your group to lose marks. Individual students not coming to class prepared to participate in group work will not be able to share in the group mark for that week.

Unit Web Page:

Course material is available on Macquarie University's learning management system (iLearn). The unit web site (iLearn) is available via the link below: https://ilearn.mq.edu.au/login/MQ/

Technology Used and Required

· il earr

This unit will use Macquarie University's online technology for students to access course material, announcements as well as any other documents related to this unit. Students are required to regularly check the website for accessing up-to-dated information about this unit. The unit web site is available via the link below: https://ilearn.mq.edu.au/login/MQ/

Students need to have username and password to access to the unit web site. Please contact iLearn directly if you have any difficulties to access to the unit site. iLearn Student Help can be found from the following link: http://www.mq.edu.au/iLearn/help-pages/students.htm

Technology Used and Required:	
Delivery Format and Other Details:	Classes This unit is taught in the form of weekly three-hour class. Students are required to enrol in one class for this unit. You can also access details of scheduled classes through the university's timetable facility (https://timetables.mq.edu.au/2019/). Changes to lecture time are managed by the on-line enrolment system. Please note that it is students' responsibility to check your class time and venue and ensure that you attend your registered class each week. The attendance records will be kept by lecturers. On-line registration changes to lectures will be shut down at the end of Week 1 so all changes must be made by then. If you have unavoidable disruption during the session and need to change class, you must contact Unit Convenor to get written approval to attend an alternative class.
Recommended Readings:	
Other Course Materials:	

Consultation Times

The consultation timetable will be posted on the unit iLearn webpage at the beginning of the session. You are encouraged to seek help at a time that is convenient to you from a staff member teaching on this unit during their regular consultation hours. In special circumstances, an appointment may be made outside regular consultation hours. Staff will not conduct consultations by email. You may, however, phone staff during their consultation hours. In order to gain access to staff located at levels 2 and 3 of building E4A during their consultation hours please ring the staff member from the phones available in the lobby (phone numbers of relevant staff members will be provided on iLearn and are available next to the phones).

Students experiencing significant difficulties with any topic in the unit must seek assistance immediately.

Unit Schedule

Week 1	Introduction to Critical Thinking (Lecture)
	Enron Corporate Collapse videoclip The ABC of a Corporate Collapse videoclips Essay structuring using IDEALS framework (Handout) Academic writing and argumentation
Week 2	Research skills (Topic)
	Demonstration - End note and referencing (Handout) Library Databases (Handout)

Unit guide ACCG727 Current Issues in Accounting and Corporate Governance

Week 3 CH 1: Contemporary issues in accounting CH 5: Theories in Accounting Presentation 1- Case Study Week 4 CH 4: Measurement CH6: Products of the financial reporting process Presentation 2 - Quantitative Research Critique Amar and Zeghal (2016) Week 5 CH7: Corporate Governance Christensen, Kent and Stewart (2010) Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz Group Critical Reflection		Critical thinking reflection - Introduction Review of common quantitative methods in research
Presentation 1- Case Study Week 4 CH 4: Measurement CH6: Products of the financial reporting process Presentation 2 - Quantitative Research Critique Amar and Zeghal (2016) Week 5 CH7: Corporate Governance Christensen, Kent and Stewart (2010) Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz	Week 3	CH 1: Contemporary issues in accounting
Week 4 CH 4: Measurement CH6: Products of the financial reporting process Presentation 2 - Quantitative Research Critique Amar and Zeghal (2016) Week 5 CH7: Corporate Governance Christensen, Kent and Stewart (2010) Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz		CH 5: Theories in Accounting
CH6: Products of the financial reporting process Presentation 2 - Quantitative Research Critique Amar and Zeghal (2016) Week 5 CH7: Corporate Governance Christensen, Kent and Stewart (2010) Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz		Presentation 1- Case Study
Presentation 2 - Quantitative Research Critique Amar and Zeghal (2016) Week 5 CH7: Corporate Governance Christensen, Kent and Stewart (2010) Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz	Week 4	CH 4: Measurement
Amar and Zeghal (2016) Week 5 CH7: Corporate Governance Christensen, Kent and Stewart (2010) Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz		CH6: Products of the financial reporting process
Week 5 CH7: Corporate Governance Christensen, Kent and Stewart (2010) Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz		Presentation 2 - Quantitative Research Critique
Christensen, Kent and Stewart (2010) Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz		Amar and Zeghal (2016)
Christensen, Kent and Stewart (2010) Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz		
Presentation 3 - Case Study Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz	Week 5	CH7: Corporate Governance
Week 6 CH7: Corporate Failure Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz		Christensen, Kent and Stewart (2010)
Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz		Presentation 3 - Case Study
Carnegie and O'Connell (2014) Hamilton and Micklethwaite (2006) Class Quiz		
Hamilton and Micklethwaite (2006) Class Quiz	Week 6	CH7: Corporate Failure
Class Quiz		
		Hamilton and Micklethwaite (2006)
Group Critical Reflection		Class Quiz
		Group Critical Reflection
Week 7 CH8: Capital market research and accounting CH9: Earnings management	Week 7	
Presentation 4 - Quantitiative Research Critique		Presentation 4 - Quantitiative Research Critique
Capkun, Collins and Jeanjean (2016)		Capkun, Collins and Jeanjean (2016)

Unit guide ACCG727 Current Issues in Accounting and Corporate Governance

Semester break	Work on Essay (13/04/2019 - 28/4/2019)
	Essay due 3 May 2019 1pm
Week 8	CH10: Fair value accounting
	Malone, Tarca and Wee (2016)
	Presentation 5 - Quantitative Research Critique
Week 9	CH12: International accounting
	Morris, Gray, Pickering and Aisbitt (2014)
	Presentation 6 - Quantitative Research Critique
Week 10	CH11: Sustainability and environmental accounting
	Milne and Gray (2014) & GRI Guidelines
	Presentation 7 - Case Study
Week 11	Integrated reporting (Topic)
	Dumay, Bernardi, Guthrie, and Demartini (2016) & Integrated Reporting Framework 2013
	Presentation 8 - Case Study
Week 12	Essay feedback workshop
	Exam structure
Week 13	Exam preparation and review

Essay revision and critical reflection

Learning and Teaching Activities

Delivery

This unit will be taught in the form of weekly three-hour class. Students are required to enrol in one class for this unit. The weekly three-hour class includes three components: Critical Reflection, Group Case Study/Quantitative Research Critique and a Lecture.

Group Case Study/Quantitative Research Critique.

The Group Case Study/Quantitative research component will take1 hour. This component provides an opportunity for students to engage in group critical thinking exercises to formulate responses to real life business scenarios utilising required readings.

Critical Reflection Component.

The critical reflection component will be up to 45 minutes. Students will peer review and assess a Critical reflection submission using a predetermined marking rubric. This component provides the opportunity for students to discuss the suggested solutions and evaluate submitted responses against suggested solutions.

Lecture Component

The lecture section will include a 1hour presentation of the main concepts and content for the following weeks Critical Reflection and Group Case Study/Quantitative Research Critique requirement. E.g Week 2 lecture will cover main concepts and content for Week 3 Critical Reflection and Group Case Study. Students need to download their lecture slides from theunit web page (iLearn) prior to attending the lecture. Students should complete their prescribed reading for the week prior to attending the lecture.

Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (https://staff.m.g.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- Academic Appeals Policy
- Academic Integrity Policy
- Academic Progression Policy
- Assessment Policy
- · Fitness to Practice Procedure
- Grade Appeal Policy
- Complaint Management Procedure for Students and Members of the Public

Special Consideration Policy (Note: The Special Consideration Policy is effective from 4
 December 2017 and replaces the Disruption to Studies Policy.)

Undergraduate students seeking more policy resources can visit the <u>Student Policy Gateway</u> (htt <u>ps://students.mq.edu.au/support/study/student-policy-gateway</u>). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit Policy Central (https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/study/getting-started/student-conduct

Results

Results published on platform other than eStudent, (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in eStudent. For more information visit ask.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

Student Support

Macquarie University provides a range of support services for students. For details, visit http://students.mg.edu.au/support/

Learning Skills

Learning Skills (mq.edu.au/learningskills) provides academic writing resources and study strategies to improve your marks and take control of your study.

- Workshops
- StudyWise
- Academic Integrity Module for Students
- Ask a Learning Adviser

Student Services and Support

Students with a disability are encouraged to contact the <u>Disability Service</u> who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at ask.mq.edu.au

If you are a Global MBA student contact globalmba.support@mq.edu.au

IT Help

For help with University computer systems and technology, visit http://www.mq.edu.au/about_us/ offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the <u>Acceptable Use of IT Resources Policy</u>. The policy applies to all who connect to the MQ network including students.

Graduate Capabilities

PG - Discipline Knowledge and Skills

Our postgraduates will be able to demonstrate a significantly enhanced depth and breadth of knowledge, scholarly understanding, and specific subject content knowledge in their chosen fields.

This graduate capability is supported by:

Learning outcome

 Demonstrate an advanced level of theoretical accounting knowledge, including knowledge in financial and management accounting, and corporate governance

Assessment task

Final exam

PG - Critical, Analytical and Integrative Thinking

Our postgraduates will be capable of utilising and reflecting on prior knowledge and experience, of applying higher level critical thinking skills, and of integrating and synthesising learning and knowledge from a range of sources and environments. A characteristic of this form of thinking is the generation of new, professionally oriented knowledge through personal or group-based critique of practice and theory.

This graduate capability is supported by:

Learning outcomes

- Demonstrate an advanced level of theoretical accounting knowledge, including knowledge in financial and management accounting, and corporate governance
- Evaluate relevant quantitative research methods and principles applicable to accounting
- Conduct independent research to recommend appropriate solutions to complex business problems
- Demonstrate awareness of the need for corporate social responsibility and ethical behaviour

Assessment tasks

- Presentations
- · Class quiz
- Essay
- Final exam

PG - Research and Problem Solving Capability

Our postgraduates will be capable of systematic enquiry; able to use research skills to create new knowledge that can be applied to real world issues, or contribute to a field of study or practice to enhance society. They will be capable of creative questioning, problem finding and problem solving.

This graduate capability is supported by:

Learning outcomes

- Demonstrate an advanced level of theoretical accounting knowledge, including knowledge in financial and management accounting, and corporate governance
- · Evaluate relevant quantitative research methods and principles applicable to accounting
- Conduct independent research to recommend appropriate solutions to complex business problems
- Demonstrate communication skills relevant to an appropriate professional environment
- Demonstrate awareness of the need for corporate social responsibility and ethical behaviour

Assessment tasks

- Presentations
- · Class quiz
- Essay

PG - Effective Communication

Our postgraduates will be able to communicate effectively and convey their views to different social, cultural, and professional audiences. They will be able to use a variety of technologically supported media to communicate with empathy using a range of written, spoken or visual formats.

This graduate capability is supported by:

Learning outcomes

- Evaluate relevant quantitative research methods and principles applicable to accounting
- Conduct independent research to recommend appropriate solutions to complex business

problems

· Demonstrate communication skills relevant to an appropriate professional environment

Assessment tasks

- Presentations
- · Class quiz
- Essay
- Final exam

Changes from Previous Offering

Changes from previous offering, S2 2017 include:

- 1. An E-version and updated edition of the assigned text book.
- 2. The e-textbook will no longer be able to be accessed in the Final Examination.

Research and Practice, Global and Sustainability

This unit addresses global and sustainability issues as direct areas of study and as necessary implications arising from the materials, assessment and academic discussion and debate in classes/seminars. We promote sustainability by developing ability in students to research and locate information within accounting discipline. We aim to provide students with an opportunity to obtain skills which will benefit them throughout their career.

The unit materials have a reference list at the end of each chapter/module/text containing all references cited by the author. These provide some guidance to references that could be used to research particular issues.