

BEI DIGEST

SCHOOL NEWSLETTER - ISSUE #1



EXECUTIVE DEAN'S FOREWORD

I am delighted to introduce the inaugural issue of the BEI Newsletter, a new, termly round-up of activities and achievements across the School of Business, Economics and Informatics and its four constituent Departments of Management (MGMT), Organizational Psychology (OP), Economics, Maths and Statistics (EMS) and Computer Science and Information Systems (CSIS). Soon, the School will be ten years old. Some colleagues in the School have been in the College much longer than the School has existed, while many are more recent appointees. However, a lot has changed very quickly over the last few years.

Much of this change has been driven by the external environment such as funding changes, regulatory changes, and student expectations. Most of these changes have been unwelcome and few have achieved their aims – if they indeed ever had any. Nevertheless, we have had to respond to the changes, but we have stuck to Birkbeck's mission.

It is not always easy to be an open access institution at undergraduate level when league tables emphasise entry tariffs. It is not easy to try to provide opportunities for disadvantaged groups when tuition fees are very high and student support is cut. It is difficult to be an institution that is research-intensive, yet dedicated to widening participation in higher education. It is tough to have a largely in-work student body when employment has become more precarious. It is difficult to maintain a research-led post-graduate teaching portfolio when this is at odds with undergraduate provision. It can be problematic to attract international students to an institution that predominately teaches in the evening.

It can be difficult to thrive in a constrained central London location. In short, Birkbeck exhibits more complexity than just about any other UK HEI across all its dimensions – which makes working in it, and managing it, quite a challenge. But here we still are, almost 200 years after our founding and ten years into

the School's life. We have done well; though, of course, challenges remain.

We will continue to do what we have been doing for the last ten years – innovating in our teaching and research portfolios, seeking multi-stranded relationships with prestigious partners, and improving our staff and student experience. We need strong academic disciplines and upon these we can build new interdisciplinary activities, as much of the novel research and teaching lies at the intersections of what we currently do – and the School structure makes us well-placed to exploit these.

Professor Philip Powell

*Pro-Vice Master (Enterprise and Innovation)
Executive Dean, School of Business, Economics
and Informatics*

Postscript

Professor Philip Powell, the founding Executive Dean of the School of Business, Economics and Informatics, is leaving Birkbeck at the end of August, after ten very successful years. The College has recognised Philip's huge contribution by conferring upon him Fellowship of the College. At School level, the BEI award for the best PhD thesis will be renamed the Philip Powell Award. Thank you to Philip for his sterling leadership and service and very best wishes for the future.

Dr Geoff Walters, currently Assistant Dean of the Department of Management, has been appointed Interim Dean of the School. Geoff will be taking on the Interim Dean role from 1 September 2019 for one year. Congratulations to Geoff on his new appointment.

SCHOOL HIGHLIGHTS

RECENT EVENTS

School Memorial Lectures 2019

In June and July the School's four memorial lectures were held. The first to take place was the Andrew and Kathleen Booth Lecture delivered by Magda Piatkowska, Head of Data Science Solutions at BBC News, on 'Why BBC News needs data science'. In July Organizational Psychology's Alec Rodger Lecture was delivered by Professor Michelle Ryan on 'The Glass Cliff: Understanding the Precariousness of Women's Positions'. The Management Lord Marshall Memorial Lecture took the form of a conversation between Baroness Ruby McGregor-Smith CBE and Helen Barrett on 'Diversity in the Workplace'. Finally, the Ronald Tress lecture was delivered by Professor Silvana Tenreiro on 'Understanding Inflation: Expectations and Reality'.

Is Leadership Gender-Biased from Its Roots?

The TRIGGER (Transforming Institutions for Generating Concepts and Gaining Equality in Research) team based within the Centre for Innovation and Management Research hosted a networking event, on 19 March 2019, aimed at eliciting reflections on what leadership is and whether it is gender biased. The event targeted at business people and academic researchers featured Professor Almuth McDowall of the Birkbeck's Organizational Psychology Department, Nadia Nagamootoo of Avenir Consulting, Hamish Nicklin of The Guardian, and Paul Mais of Salesforce. It was moderated by Jeanne Le Roux.

The Dark Sides of International Business

The third annual Birkbeck International Business Seminar supported by the Worshipful Company of World Traders (WCWT) was hosted by the International Business Group on 20 March 2019. The well attended seminar brought together scholars, industry, policy and third-sector practitioners to share insights and ideas on the criminal aspects of international business, including the need for legitimate companies to be aware of some of the unsavoury aspects of doing business abroad. The event, respectively chaired and moderated by the WCWT's Past Master John Burbidge-King and Birkbeck's Dr Paz Estrella Tolentino, featured panel speakers, including Dr Alexander Trautrim of Nottingham University and a Senior Officer from the National Crime Agency.

AWARDS, HONOURS AND APPOINTMENTS



Professor Almuth McDowall presents research at Parliament.

- **Dr Andrea Cali (CSIS)** won the 2019 ACM PODS Alberto O. Mendelzon Test-of-Time Award for the paper, 'General Datalog-Based Framework for Tractable Query Answering over Ontologies' (with co-authors Georg Gottlob and Thomas Lukasiewicz).
- **Professor Almuth McDowall (OP)** won a prestigious French Government grant for a one-month long visiting professorship at the University of Aix en Provence in May 2019. The objective is to co-author publications using French and UK data on musicians, while collecting new data from French Volunteer Firefighters. Professor McDowall also recently delivered her Inaugural Lecture on how businesses can make their people happy.

- **Professor Sarah Hart (EMS)** was appointed to the Peer Review College for the UK Research and Innovation (UKRI) Future Leaders Fellowships scheme, where she will help to shape how the next generation of life-changing discoveries are made.
- **Charles Shaw (EMS/MSc Financial Risk Management)** and **Daniel Pycock (EMS/Graduate Diploma in Economics)** won a prize at an Institute of Economic Affairs competition to find a 'free market breakthrough' to solve the UK housing crisis.
- **Dr Benedetta Crisafulli (MGMT)** won the best paper award for a research paper exploring the impact of social influencers' presence in crisis responses on corporate reputation.
- **Dr Carsten Fuhs (CSIS)** recently organised and hosted the 10th South of England Regional Programming Language Seminar (S-REPLS 10).
- **Professor Kevin Ibeh (MGMT)** was among a select group of global visionaries and experts invited to speak at the latest World Trade Symposium co-organised in London by the Financial Times and Finastra. He was also recently appointed track chair for the 45th European International Business Academy Conference holding at the University of Leeds, Dec. 2019.
- **Dr Sue Konzelmann (MGMT)** was appointed to the Council of the Progressive Economy Forum (PEF), a group of economists who have come together to launch a new macroeconomic programme founded on the values of equality and sustainability.
- **Professor Peter Wood (CSIS)** was appointed to a major new international research hub that aims to further our understanding of the causes of child stunting.
- **Dr Alastair Ball (EMS)** £40,000 from the Wellcome Trust Institutional Strategic Support Fund for early-career researchers, to study the causal effects of exposure to atmospheric pollution on measures of mental health.
- **Dr Federica Rossi (MGMT)** was awarded a £10,000 research grant by the British Academy/Leverhulme for a research project on Innovation Intermediaries and the Fourth Industrial Revolution. The project will run until April 2020.

IMPACT

- **Dr Libby Drury (OP)** submitted evidence as an expert witness to the House of Lords' Select Committee on Intergenerational Fairness and Provision, focusing on her work on intergenerational tensions and issues within the workplace.
- **Professor Almuth McDowall, Dr Kevin Teoh and Mr David Gamblin (OP)** presented their research for Parents in Performing Arts (PiPA) at an event hosted in Parliament to consider the work-life balance of carers in the performing arts.
- **Mr Mark Stringer and Professor Almuth McDowall (OP)** spoke to HR leaders in a Talent and Leadership Club on their research from the 'Women in

Leadership' project, capturing the narratives and stories of women aspiring to move into senior/board organisational positions.

- **Dr Kevin Teoh (OP)** published a report for the Society of Occupational Medicine and the Louise Tebboth Foundation on the current state of UK doctors' mental health.
- **Dr Rebecca Whiting (OP)**, together with **Professor Gillian Symon (Royal Holloway, University of London)** ran an interactive session at the School for Social Entrepreneurs in Winchester based on their findings from the Digital Brain Switch project. This was to help social entrepreneurs understand better how to manage and negotiate their own work-life boundaries.

LATEST PROGRAMME INNOVATIONS

The School will be offering the following new programmes for the first time in 2019/20:

- BSc Data Science (CSIS)
- BSc Computing with Foundation Year (CSIS)
- BSc Information Systems and Management with Foundation Year (CSIS)
- BSc Mathematics with Foundation Year (EMS)
- MRes Economics (EMS)
- MRes Financial Economics (EMS)
- BSc International Business (Management)
- BSc Business with Foundation Year (Management)
- MRes Professional Doctorate (Organizational Psychology)

There were also new international Partnership developments, as follows:

New Birkbeck-SWUFE Dual Degree Programme inaugurated in Chengdu

The new dual degree undergraduate programme recently introduced by Birkbeck and Southwestern University of Finance and Economics (SWUFE) was formally inaugurated on Friday 28 September 2018 in Chengdu, China. Professor Kevin Ibeh attended the event, which also featured SWUFE's Deputy Director of the Office of International Exchange and Cooperation, the Dean of School of International Business, and other staff and students of SWUFE. bit.ly/BEI2019News01



Professor Kevin Ibeh at SWUFE in Chengdu, China.

BEI Partners with UIC Barcelona to Deliver Dual Degree Programmes

The School of Business, Economics and Informatics has formed a new partnership with *Universitat Internacional de Catalunya* (UIC Barcelona). The five-year undergraduate programme will enable students to receive a Bachelor's award in Business Administration from UIC Barcelona and either a BSc in Financial Economics or BSc in Economics from Birkbeck. This new initiative reflects the School's continuing commitment to strengthen its international reputation and provide a more enriching global experience for Birkbeck students. bit.ly/BEI2019News02

LATEST PHD GRADUATES FROM THE BEI

Congratulations to the PhD candidates who have successfully defended their theses:

- **Marcus Poulton (CSIS)**, *Modelling Blue-Light Ambulance Mobility in the London Metropolitan Area.*
- **Ishak Demir (EMS)**, *Economics & Finance.*
- **Lasse Simonsen (EMS)**, *Economics & Finance.*
- **Piotr Zegadło (EMS)**, *Econometrics & Quantitative Economics.*
- **Katie Balaam (MGMT)**, *The Relationship Between Capital structure and corporate governance in a UK context.*
- **Yuanyuan Liu (MGMT)**, *Organizational culture, employee resilience and performance in the international banking industry.*
- **Maxim Wolf (MGMT)**, *Value creation through strategic Social Media Use in HR Management.*
- **Victus Beniyenah (OP)**, *Conflict Perspectives and their Management in International Business Organisations.*
- **Adrian Ward (OP)**, *How Senior Leaders Make Sense of Organisational Politics.*

NEW STAFF APPOINTMENTS

- **Dr Jessica Hindes** joined the School as Impact Officer. She will work academic colleagues to strengthen the impact of their research and to produce case studies for the Research Excellence Framework (REF).
- **Dr Felix Reidl** is a Lecturer in the Department of Computer Science and Information Systems. His research interests are algorithmic graph theory, complex networks, structural sparsity, and parameterised complexity.
- **Dr Paul Yoo** is a Senior Lecturer in the Department of Computer Science and Information Systems. His research interests are data analytics, machine learning, next-generation cyber secure systems, and smart manufacturing.

- **Ms Susan Nouhan, Dr Martha Omolu and Dr Michael Pandazis** have joined the Department of Economics, Mathematics and Statistics as Associate Lecturers in Economics. **Dr Alexey Pokrovskiy** is a Lecturer in Mathematics.
- **Dr Amy Rungpaka Hackley** is a Senior Lecturer in the Department of Management. She is a renowned expert on Asian perspectives in interpretive consumer research. Her work has generated unique insights into Asian cultures, values and contradictions from a consumer perspective. She is also interested in digital sociology, promotional strategy, media regulation, creative production, and marketing ethics in international markets.



- **Dr Panagiota Makrchoriti** joined the Department of Management as Lecturer in Financial Management. Her research interests lie in the areas of monetary policy, credit risk, international macroeconomics, behavioural finance, economic modelling, quantitative financial analysis and financial econometrics.
- **Mr Arron Phillips** joined the Department of Management as Lecturer in Corporate Governance and Business Ethics. He is interested in whistleblowing, trade unionism, supply chain ethics, and corporate social responsibility.
- **Dr Fred Yamoah** joined the Department of Management as Senior Lecturer in Marketing. His research focuses on how sustainability and stakeholder marketing will foster interdependence between business and society.
- **Dr Uracha Chatrakul Na Ayudhya** joined the Department of Organizational Psychology as Lecturer. Dr Ayudha is interested in diversity, work-life balance, and qualitative methodology.
- **Mr David Gamblin** joined the Department of Organizational Psychology as Lecturer. Mr Gamblin is interested in judgment and decision-making with a focus on intuition, heuristics, and processing fluency.
- **Ms Melanie Green** was appointed Events Coordinator for the School.

NEW MPhil/PHD STUDENTS

- **Alex Bowyer** (MPhil, Economics)
- **Akif Ince** (MPhil, Mathematics & Statistics)
- **Ezio Lauro** (MPhil, Mathematics & Statistics)
- **Ben Marshall** (MPhil, Mathematics & Statistics)
- **Shahzeb Mohammed** (MPhil, Economics)
- **Mathieu Mole-Manoncourt** (MPhil, Mathematics & Statistics)
- **Paulo Rosario** (MPhil, Economics)
- **Di Zhu** (MPhil, Economics)
- **Sharv Apte** (MPhil, Management)
- **Konstantinos Athanasiadis** (MPhil, Management)
- **Maximillian Giehl** (MPhil, Management)
- **Yangyang He** (MPhil, Management)
- **Panagiotis Iliopoulos** (MPhil, Management)
- **Jingjing Liang** (MPhil, Management)
- **Zehra Serman** (MPhil, Management)
- **Bethan Taylor** (MPhil, Management)
- **Philip Turbutt** (MPhil, Management)
- **Jon Bailey** (MPhil, Organizational Psychology)
- **Isabel Beydag** (MPhil, Organizational Psychology)
- **Margarita Kiseleva** (MPhil, Organizational Psychology)

NEW STARTER SPOTLIGHT



“Birkbeck's values led me here. As a career-changer, I know how important it is to have a place like Birkbeck, where you can transform your career without leaving the workplace.”

DAVID GAMBLIN *Lecturer, Organizational Psychology*

Q: WHAT IS YOUR #BBKStory?

After completing my undergraduate degree in Psychology and Cognitive Neuroscience at the University of Nottingham, I started an audit career at Grant Thornton. The training and exposure were fantastic, but I fell in love with the business strategy experience. The combination of psychology and business strategy meant that organisational psychology really appealed to me, so I took the decision to leave accountancy and re-route my career by doing a postgraduate degree.

I did my MSc in Occupational and Organisational Psychology at the University of Surrey, where the programme was taught by superb lecturers, including Professor Almuth McDowall. Afterwards, I spent a year consulting at a performance management firm, where I primarily worked in talent assessment (psychometrics, 360 interviews), and then returned to Surrey for a PhD.

During my PhD, which I am currently writing up, I was fortunate to work with Almuth McDowall once again, as well as several others from Birkbeck including Kevin Teoh and Jeremiah Koh from OP, and Tiggey May and Gil Hunter from ICPR. It was collaborating with these academics that really drew me to Birkbeck, and I am excited by the prospect of working with more Birkbeck people in the future. Birkbeck's values also led me here. As a career changer myself, I know how important it is that we have somewhere like Birkbeck, where people can change their role or boost their career without having to drop out of the workplace. As lecturers, I think it is inspiring to be able to help students take control of their career development in this way.

Q: WHAT ARE YOU CURRENTLY WORKING ON?

Presently, I am writing papers for two projects. The first project was a large Home Office Police Innovation Funded study, spearheaded by the Mayor's Office for Policing and Crime (MOPAC), examining degree-holder entry routes to the police. As part of the Birkbeck team, we worked alongside academics from ICPR, UCL, and LSE, and together published the main

report, which is available on the MOPAC website. We gathered a lot of data here, so we have an additional paper on evidence-based policing published with Policing. I am currently working on a resubmission of a paper looking into the emotional intelligence of police graduate trainees and writing up a 3-wave study looking at trainee attitudes over time.

The second project is with Almuth McDowall and Kevin Teoh, alongside Parents and Carers in Performing Arts (PiPA), looking into the pressures that people face working in the performing arts, with a focus on those who are balancing a career with caring responsibilities. This is a valuable piece of research, as the performing arts are not well represented in traditional workplace surveys.

My PhD topic is on the mechanisms behind intuition, and I am interested in judgement and decision making, behavioural economics, and the heuristics and biases approach. For my thesis, I have worked with lab studies (behavioural and fMRI) but have also worked on research projects with a more applied focus. One such piece of research was in collaboration with Adrian Banks, at the University of Surrey, examining military decision making under time pressure, for which we had the opportunity to work with officers at HMS Sandhurst and the Infantry Battle School at Brecon.

Q: WHAT DO YOU DO IN YOUR SPARE TIME?

During my time working as an accountant, I would spend my lunch breaks reading psychology books, particularly those on judgement and decision making. I am therefore fortunate enough to be able to say that my hobby has become part of my work. My role also means I get to meet with academics and practitioners for coffee and hear all about their research, which I love being able to do. When I'm not doing anything psychology-related, I like to swim and go for walks. Now that my wife and I have moved to London, I enjoy the access to museums and theatres. I would also say watching football, but as a Sunderland fan, this brings me as much pain as it does pleasure.

LATEST PUBLICATIONS

Journal Articles

- Singh, J., Crisafulli, B., & Quamina, LT. (2019). 'Corporate image at stake': The impact of crises and response strategies on consumer perceptions of corporate brand alliances. *Journal of Business Research*. (In Press)
- Evans, R., Walters, G., and Tacon, R. (2019). Assessing the effectiveness of financial regulation in the English Football League – 'The dog that didn't bark'. *Accounting, Auditing & Accountability Journal*. (In Press)
- Ibeh, K., Crick, D. and Etemad, H. (2019). International Marketing Knowledge and International Entrepreneurship in a Multi-speed Global Economy. *International Marketing Review*, 36(1): 2–5
- Kumar, A. (2019). A Race from the Bottom? Lessons from a Workers' Struggle at a Bangalore Warehouse. *Competition and Change*. (In Press)
- Brown, J., McDowall, A., Gamblin, D., & Fenn, L. (2019). Assessing Transmission and Translation of Learning about Evidence-Based Policing by Graduate Trainee Police Officers. *Policing: A Journal of Policy and Practice*.
- Gore, J., Banks, A. P., & McDowall, A. (2018). Developing cognitive task analysis and the importance of socio-cognitive competence/insight for professional practice. *Cognition, Technology & Work*.
- de la Torre, E., Rossi, F., & Sagarra, M. (2018). Who benefits from HEIs engagement? An analysis of priority stakeholders and activity profiles of HEIs in the United Kingdom. *Studies in Higher Education*.
- Teoh, K. R., Hassard, J., & Cox, T. (2018). Individual and organizational psychosocial predictors of hospital doctors' work-related wellbeing: a multilevel and moderation perspective. *Health Care Management Review*.
- Symon, G., & Whiting, R. (2018). The sociomaterial negotiation of social entrepreneurs' meaningful work. *Journal of Management Studies*.
- Whiting, R., & Pritchard, K. (2018). Reconstructing retirement as an enterprising endeavor. *Journal of Management Inquiry*.

Books, Chapters and Reports

- Beaugregard, T. A., Canónico, E., & Basile, K. A. (2019). "The fur-lined rut": telework and career ambition. In C. Kelliher & J. Richardson (Eds.), *Work, Working and Work Relationships in a Changing World* (pp. 17–36).
- Konzelmann, S. (2019) *Austerity*. (In Press)
- Kelly, J. (2018) *Contemporary Trotskyism: parties, sects and social movements in Britain*.
- Konzelmann, S., Deakin, S., Fovargue-Davies, M. and Wilkinson, F. (2018). *Labour, Finance and Inequality*.

- McDowall, A., & Lai, Y. L. (2018). Evidence, measurement and evaluation in coaching. In the *Complete Handbook of Coaching* (pp. 483–499).
- McDowall, A. & Whysall, Z. (2018). A Behavioural Perspective on Executive Rewards. In S. J. Perkins (Ed.). *The Routledge Companion to Reward Management*.
- Kinman, G. & Teoh, K. (2018). What could make a difference to the mental health of UK doctors? – *A review of the research evidence. Report prepared for the Louise Tebboth Foundation and the Society for Occupational Medicine*.

Conference Output

- Two articles by Dr Hubie Chen have been accepted in the 2019 ACM SIGMOD/PODS Conference taking place in Amsterdam.
- Three alumni presented their research at the Division of Occupational Psychology Annual Conference in January 2019.

FORTHCOMING EVENTS

Professor Maura Paterson's Inaugural Lecture

Department of Economics, Mathematics and Statistics.
More details will be published closer to the date.



BEI DIGEST

GENERAL CORRESPONDENCE

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