

Institution: University of Surrey

Unit of Assessment: UOA 19 Business and Management Studies

a. Overview

The 2014 submission reflects structural changes since RAE2008 – specifically, splitting the previous School of Management into the Surrey Business School (SBS) and the School of Hospitality and Tourism Management (SHTM) in 2011. This has enabled both schools to build on their strengths and develop their own distinctive profiles and ambitions. SBS, the organizational core of this submission, is part of the Faculty of Business, Economics and Law (FBEL) and is organized into six subject areas:

- Entrepreneurship and Innovation;
- Finance and Accounting;
- Health Care Management and Policy;
- International Business and Sustainable Systems;
- People and Organizations;
- Retail and Marketing Management.

Research originates within each of these areas and from internal and external collaborations beyond them. The School houses five cross-disciplinary Research Centres (detailed in Section b) that draw members from across the School, University and wider national and international research community.

Research highlights during the period include:

- A publication profile featuring top-tier international journals such as *Journal of Finance*, *Academy of Management Journal*, *Strategic Management Journal*, *Journal of Management*, *Human Resource Management*, *Entrepreneurship Theory and Practice*, *Organization Studies*, *Journal of Management Studies*, and *Social Science and Medicine*;
- A £1m Leverhulme Trust Research Leadership Award in 2013 to study the measurement and determinants of productivity and performance in public sector organisations.
- A £550k award for an Agile Innovation project in collaboration with the new Surrey 5G Innovation Centre;
- An investment in 2012 of £180k for financial databases to drive Finance and Banking research;
- The inauguration in 2013 of the Centre for Money, Banking and Institutions, supported by internationally-renowned Research Fellows.

The submission contains 3 individuals (Bird, Gage, and Mandilaras) who are members of the School of Economics within FBEL, included because their research, focusing on development economics, health economics, and international macro-economic policy respectively, more closely aligns with this submission than the econometric/economic theory focus of Surrey's UOA 18 submission. The School of Economics is part of FBEL and has growing collaborative links with the Business School in the areas of policy research and health care management.

b. Research strategy

The RAE2008 submission's key strategic objectives were to strengthen the standing of business and management disciplines and to increase research impact by strengthening collaborations. Significant investment has allowed the recruitment of top quality researchers, strengthened

Environment template (REF5)

research leadership and resourced the databases and computing power necessary to deliver exceptional research. Collaborations have been built with major corporates (e.g., IBM), with innovative SMEs (via the Surrey Research Park), with technology Research Centres (such as the 5G Innovation Centre and the Harwell Space Catapult), and with health services providers and research funders.

The Research Strategy of the new SBS sets the following objectives:

- a) To create an environment where business and management research is valued as an indicator of personal achievement, a contribution to disciplinary knowledge and a tangible benefit to society.
- b) To support and encourage staff to produce work of the highest possible calibre in relation to their international peers and of sufficient value to be worthy of external funding.
- c) To foster collaborations that bring intellectual vitality, insight and innovation to bear on consequential problems.
- d) To develop a world-class PhD programme that produces graduates who will be sought by top international business schools or businesses (see Section c).

The combination of high quality academic research and strong business engagement is necessary to meet the changing demands of business (coping with significant change and uncertainty), the institutional funding environment (reduced government support), and the needs of students (employability and entrepreneurialism). Research that attacks consequential problems for businesses and public organizations produces outcomes that enhance economic and social wellbeing, are intellectually interesting to peers, informative for students, and reputation-enhancing for individuals and the School.

Delivery of these strategic goals will be indicated by extensive publication in top quartile journals, strong engagement with the business and policy-making community, research-led teaching, and an income stream that indicates research quality (through peer review) and sustains an adequate level of infrastructure and research time.

To attain the publication goal, all research-active staff are expected to publish (not just submit) at least one Quartile One journal paper per year with a rolling pipeline of submissions planned for the coming three years. This is monitored through the career development and appraisal process. Ongoing support for all staff includes regular workshops on research and publication, mentoring by a senior colleague, and research leave. Early Career Researchers (ECRs) have additional development provision, outlined in Section c.

Business engagement and impact will be driven primarily through a new SBS facility: the Business Insight Lab. This has three strands of activity: i) the Surrey Test-bed (offering businesses and students the opportunity to run business model experiments and test innovations to accelerate and de-risk commercialisation); ii) Research Insight (bidding for policy-driven research contracts, delivering commissioned research, producing trend reports for policy-makers); iii) the Surrey Springboard (providing incubation facilities, access to business angel funding, and offering training to commercialise new innovations). The Lab has an expanding core staff of researchers and practitioners and has trialled work in each of its three areas. There will be overlap between staff based in the Lab (home to the International Business and Sustainable Systems and the Entrepreneurship and Innovation groups) and those outside it, especially in relation to Research Insight projects. The Lab will formally be launched in early 2014 in conjunction with the HEFCE Catalyst £3m Innovation Gateway award and associated industry co-funding. The Lab is structured

to provide major income streams to support present and future research, with a target to become self-funding within 5 years. This income will be supplemented by bidding for peer reviewed income within all subject areas (all research-active staff have bidding and income targets as part of their annual appraisal). In tandem there will be an expansion of the Health Care Management and Policy group, adding clinical informatics research to its established policy and economic focus. New leadership in this area has enabled synergies with the Lab's business analytics expertise and joint bidding is underway, spanning both the policy and implementation aspects of health information systems.

Further evidence of the realisation of these strategic objectives includes the following:

- i) A structured recruitment programme has strengthened research leadership in each subject area and secured talented early-career researchers. The School's demographic balance and mix of experience and energy has benefitted from this programme. This recruitment drive has produced a step-change in the quality of research within the School, evidenced in the status of the journals where work is published, the international standing of research collaborators (including the 2013 Nobel Prize winner for Economics, Robert Shiller – working with Wojakowski) and the industry partners prepared to support collaborative projects (such as IBM, the Royal Mail, Lloyds TSB, and the Irish Health Service Executive).
- ii) All research-active staff engage in a formal career-development process to align their aspirations with those of the School. With their line manager they articulate their career ambitions and produce a three year plan of work – projected outputs, funded research, collaborations – to realise these. The plans are reviewed and rolled forward through the annual appraisal process. For ECRs, a mentor is appointed; there is also a support-and-development group run by and for junior researchers.
- iii) Funds are made available for staff to visit collaborating institutions in the UK and overseas (e.g., entrepreneurship researchers have visited North Carolina State University to establish a joint experimental programme). Collaborative projects with other institutions are supported, recent instances being an EPSRC bid with Judge Business School Cambridge on digital platforms, and the successful collaboration with the 5G Innovation Centre to secure £3m of Catalyst funding. With the restructuring of the Faculty to incorporate a new School of Economics (formerly a department of the Faculty of Arts and Human Sciences) collaborative research is growing, especially in health policy areas and international trade.
- iv) Significant investment has been made in research infrastructure. Data storage, security and computing power have been upgraded to meet funders' quality standards (e.g., NHS). Over £180,000 has been invested in Finance databases (such as Bankscope, Bloomberg, BoardEx, Datastream, Lexis Nexis, Orbis, Thompson One Banker, and WRDS) giving provision equal to the world's best schools. All research-active staff can be funded to present at least one refereed paper per year at strategically-targeted conferences outside Europe (e.g., Academy of Management).
- v) Research income has grown to £470k in 2012-13 and will grow significantly in the coming period. Two major award successes were notified in 2013 but have not yet incurred spend: a £1 million Leverhulme Trust Research Leadership Award within the Health Care Management and Policy group, and a £500k share of the Catalyst award to develop Agile Innovation techniques.
- vi) A workload management system ensures that research-active staff are allocated teaching duties commensurate with their career plans. This can involve teaching in only one semester, research leave, and team-taught modules. The School employs a number of teaching fellows who undertake the bulk of academic administration.

Environment template (REF5)

The six subject areas, singly and in combination, will continue to inform strategic research priorities. Each area is at, or approaching, critical mass and starting to deliver the goals identified above. All groups are publishing work in journals rated as ABS 4*, including journals widely recognised as world leading in their field (e.g., *Journal of Finance*, *Academy of Management Journal*, *Strategic Management Journal*, *Journal of Management*, *Human Resource Management*, *Entrepreneurship Theory and Practice*, *Organization Studies*, *Journal of Management Studies*, *Social Science and Medicine*). Twenty three papers in this submission appear in the *Financial Times*' top 45 business journals.

The School encourages cross-disciplinary Research Centres that support its strategic objectives. Current centres include the following.

Business Clusters, Networks and Economic Development focuses on the impact of regional agglomerations of firms on global industries and value-chains. External members include Professor David Knocke of University of Minnesota, Professor Haico Ebbers of Nyenrode University, and Dan Rodriguez of Credit Suisse.

The Centre for Advanced Research in Entrepreneurship bridges the gap between academic research and the needs of entrepreneurs, working with start-up businesses and SMEs via the Surrey University Business Park. Two high profile reports on UK SME performance have been produced for leading City Accountants Kingston-Smith (<http://www.kingstonsmith.co.uk/sectors/entrepreneurial-businesses/bank-finance-lost-in-translation/>).

The Centre for Money, Banking and Institutions encourages clusters of academics to engage in research with impact on academic knowledge and professional practice. External members include Professor Jean Dermine (INSEAD), Professor Iftekher Hasan (Fordham, NY), Professor Loretta Mester (EVP, Federal Reserve Bank of Pennsylvania), and Professor Anthony Saunders (Stern School of Business, NY).

The Centre for Trust Research is the world's first research centre dedicated exclusively to the study of trust in organisational and inter-organisational contexts. External members include professor Christel Lane (Cambridge) and Professor Guido Möllering (Max Planck Institute).

The International Consortium for Airline Research in Organization Studies explores ideas on the future of the airline industry, running workshops to engage practitioners and policy-makers. External members include Professor Christoph Dörrenbächer (Berlin School of Economics and Law) and Professor Arndt Sorge (University of Groningen).

The strategic development of the PhD programme is discussed below in Section c.

c. People, including:**i. Staffing strategy and staff development**

The School's strategy for the next five years envisages modest growth in academic staff and student numbers, to be matched by the expansion of administrative staff, particularly in research support and project management, the latter to help deliver the ambitious plans for improvement outlined above.

Pivotal to the School's research strategy has been the willingness to invest in attracting the most able and ambitious researchers in all fields and not compromising this principle to fill short-term teaching gaps (where necessary such gaps have been filled by Associate staff). This has brought a significant change in the culture of achievement and aspiration, a change welcomed by existing staff. 30 of the staff returned in this submission have joined the School since 2008. Over the same

Environment template (REF5)

period (and excluding staff who now belong to SHTM), 21 of those submitted in RAE 2008 have left the University through a combination of career progression and retirement. This has allowed the School, through a rigorous recruitment strategy, to grow and improve the research base significantly by consolidating research leadership and bringing in talented ECRs, 11 of whom are included in this submission.

The explicit commitment to high research expectations, serious strategic investment and the creation of a more diverse body of researchers has produced a sea-change in the vitality and sustainability of the research culture. The School is confident of realising its medium-term ambition to be recognised as a world class business school, reflected in its output profile and its rising research funding and impact profile.

The School's research strategy makes an explicit commitment to research leadership and staff development. All research-active staff are offered permanent contracts, either on a full-time or fractional basis. Fractional appointments carry the same quality expectations and commitments as full time appointments, commensurate with their contracts. The School hosts numerous visiting scholars who are provided with office and computing facilities and are attached to subject groups for the period of their stay. All subject areas have Professors and Readers who are responsible for setting the group's research priorities, mentoring less experienced staff, providing advice and guidance on publication and bidding and ensuring that group members are involved in appropriate academic networks. For example, in the Finance and Accounting group, these research leaders were able to secure the participation of world-renowned scholars and policy makers (such as John Schiff, Stern School of Business, New York, and Hans Degryse of KU Leuven) to their inaugural 2013 conference on 'Banking, Finance, Money and Institutions in the Post-crisis Era', ensuring that the event was over-subscribed and providing a platform to launch their Research Centre for Money, Institutions and Banking to an international audience.

Considerable work goes into supporting ECRs. At subject group level, all ECRs have a Senior Colleague who acts as a mentor for research and teaching support. ECRs have a three year probation period during which they undertake the University's teaching qualification, are given reduced teaching assignments and are set research publication and income targets commensurate with their career stage. The School facilitates an ECR Support and Development Group led by the ECRs themselves. This offers workshops on publication (with presentations from journal editors), bidding for external funds, research-led teaching, and career development strategies. These are well attended and positively received.

All staff can access development opportunities such as research leave (of up to 12 months), conference attendance, research 'pump-priming' competitions, seminar series and training workshops (on bid writing, data analysis software, bibliographic technologies, research-user engagement). Where appropriate provision is not available at School or University level, staff are often supported to attend external events.

To implement the *Concordat to Support the Career Development of Researchers*, in 2011 the University undertook an institution-wide gap analysis, developing an action plan for additional investment. The resulting Researcher Development Programme (RDP) is a source of University-wide research and transferable skills training. In line with the Vitae Researcher Development Framework it incorporates the precepts of the *Concordat* and is delivered by a specialist team (5 FTEs) working with the Careers Service, Staff Development, Research and Enterprise Services, Languages Centre and the Department for Higher Education. The team is involved in regional, national and international projects, including hosting the first South-East Regional GRAD School in

2010. It offers a growing workshop programme for ECRs as well as experienced researchers, covering topics such as research project management, publication, funding and impact. A new Research Staff Lunchtime Series has been developed for research staff to discuss topics with experienced staff from all areas of the institution.

As a public body, the University is committed to meeting its legislative responsibilities under the Equality Act 2010. An Athena SWAN Bronze University award was granted in 2013. The *HR Excellence in Research Concordat* encourages the recruitment and retention of researchers from the widest pool of available talent, including those from diverse backgrounds. The University endorses this and actively monitors diversity in the workplace, as well as operating a flexible working policy. Each Faculty has its own HR team who assist in the design, management, execution and monitoring of recruitment, promotion and development.

ii. Research students

The School is recognised by the ESRC's South East Doctoral Training Centre and, since the latter's inception, has secured 2 full-time (one CASE) awards; it previously held 2 ESRC Quota awards. The School has initiated a new Integrated PhD programme with a first year of assessed research training modules. These taught modules are delivered by specialists in relevant areas of theory and methodology. This programme is the forerunner of a planned 2+2 scheme that is under development. The latter programme will run alongside the traditional +3 and 1+3 modes but will involve different progression requirements (comprehensive and qualifying examinations). The programme's aim is to ensure that Surrey PhDs can compete with the best international graduates to find employment in the world's best schools and elsewhere, enhancing reputation and forging relationships with top international scholars.

Over the assessment period the School has provided a running total of 8 full-time scholarships (fees and living expenses) in each year, supplemented by awards from the ESRC (Quota awards and South East Doctoral Training Centre). From 2014-15 the School has allocated a budget of £250k pa for PhD scholarships, representing a significant increase on the current £130k pa provision. Entry standards have been raised (particularly English language capability) and a strengthened system of 6 monthly progress reporting and appraisal introduced. The programme now recruits higher calibre students who progress to completion in a timely and effective manner. The School's DBA programme will be re-launched in a more dynamic form as part of its review of MBA provision and business engagement strategy. Table 1 shows the graduation rates for PhDs and DBAs associated with the new SBS unit. It should be noted that over the REF assessment period 34 completions have been credited to the newly formed School of Hospitality and Tourism. If the RAE2008 structure had been maintained these would have been added to the Table 1 total. Completions for the current Business School over the assessment period stand at 54. In November 2013 there are 47 PhD and 29 DBA students registered in SBS.

PGR students have dedicated work space in newly refurbished shared offices with individual ICT provision and storage space. They participate fully in the School's academic life, being attached to a subject group and having representation on the Faculty Research Committee. Where appropriate, and with University-provided training, they undertake limited and carefully monitored teaching duties. Funds are available from the School for field work, materials (including literature), travel and conference attendance. Progress is monitored by a Board of Studies via 6 monthly Progress Reviews. Transfer from MPhil to PhD involves a Progression Report evaluated by two independent academics. Staff-student seminars are run by groups with slots allocated specifically for PGR presentations. The Business School joins with the School of Hospitality and Tourism Management to run an annual residential PhD Summer School in Worcestershire which is free to

Environment template (REF5)

PGR students (including DBAs) and features intensive training sessions and high levels of interaction between staff and students. This has received exceptionally positive feedback from participating staff and students.

Table 1.

Academic Year	Doctoral Degrees Awarded	
	PhD	Research-based professional doctorate (DBA)
2008/09	6	3
2009/10	4	1
2010/11	12	4
2011/12	8	5
2012/13	6	5

In addition to the School-level provision, the University, as part of the Researcher Development Programme, will offer c. 200 workshops in 2013-14. Core compulsory components include a Welcome programme and online training needs analysis ('Surrey Action Planner'). Nearly 90% of first year PGRs reported the Action Planner helpful and that it had a positive impact on their first experiences of being a PhD student. Further courses include preparation for the PhD Confirmation and the Viva. PGRs have frequent opportunities to engage with researchers from other disciplines, the intensive two-day Thesis Writing Retreat being especially popular. PGRs also interact with other peers at the annual University-wide PGR Conference which focuses on knowledge-transfer to broad audiences. Support for PGRs based off-campus makes use of online resources, Skills Portal links to open educational resources and social/digital media.

d. Income, infrastructure and facilities

The School has developed a funding strategy to grow research income, resulting in an income of £470k in 2012-13, up substantially from £124k the previous year. It should be noted that the income levels in 2010-11 and 2011-12 are attributed substantially to the institutional restructuring that split the then School of Management into two entities, along with the overall income streams. Prior to this, income was rising steadily. This has now been recovered and current annual income for the Business School alone exceeds that of the earlier combined entity (£374k). Recent large awards (over £1.5m secured in 2013 but not yet commenced) will see this increase significantly in coming years. Most of this funding has been from RCUK and research charities, although the area of Health Care Management and Policy has secured funding from private and public health-related bodies. Awards have ranged from major projects supporting replacement staff to smaller awards that have enabled to completion of important pieces of individual investigation.

Recent large awards associated with research areas submitted to this UOA and against which spending has occurred include a £231k FP7 award (Health Care Management), £132k from the Health Foundation (Health Care Management), £98k from the British Academy (Sustainable Systems), and £220k from National Institute for Health Services Research (Health Care Management). Over the assessment period the Unit has supported KTPs with private and third sector organizations, the most recent valued at £127k with the Royal Mail. New awards in 2013 not yet commenced include £1m from Leverhulme Trust to research public sector performance (Health Care Management) and a £550k share in the recently announced Catalyst award to apply agile innovation research to digital technologies (Entrepreneurship and Innovation)

The School's approach to research income is to target diverse sources. The focus on ESRC and research charities, traditionally providing the bulk of funding, continues but the growth of the Health Care Management and Policy group, the establishment of the Business Insight Lab and the recruitment of staff with specialisms in policy research opens up new funding opportunities. Success has been achieved with EPSRC (e.g., the NEMODE initiative) linked to the Business Insight Lab's collaborations with digital economy researchers. Work on sustainability and development has attracted significant awards from the British Academy with likely further successes with international funding agencies. Engagement is being built with policy-makers, such as a collaborative EPSRC bid (with Judge Business School, Cambridge) to develop government digital platforms (supported by the Cabinet Office and other major public and private sector bodies). The School has been active in engaging with bodies such as BIS, TSB, NAO and regional authorities to identify ways in which its business research capacity can help to drive their agendas. This is part of the process of strategic targeting of opportunities and securing the engagement of end-users and co-funders.

The School is housed in a purpose-built facility. All staff have individual offices with high quality IT facilities and online access to all key management journals. Servers and data security have been upgraded to meet processing and legislative requirements for research delivery. Offices are clustered into subject group areas to allow frequent communication and interaction. Administrative support for research, HR, finance, marketing, events management, and IT is located within this building, together with common rooms, a café and a restaurant. In addition to this effective working environment, the School has invested in specialist research software, including over £180k (not including renewal subscriptions) to secure financial databases comparable with the UK's top finance schools. Centrally, the University has invested in developing research training facilities at the Library, within a new £13.2m Library extension which opened in 2011. The Library provides off campus access to the majority of online research information, including over 140 databases of bibliographic and other information, 42,000 subscribed e-journal titles, and over 300,000 e-books.

e. Collaboration or contribution to the discipline or research base

The School has a legacy of inter- and cross-disciplinary activity that it continues to nurture. Such collaborations are a pre-condition for most major funding awards and a source of intellectual stimulation. Funding is available from the School's budget for staff to visit collaborators (in the UK and overseas). The University's Research and Enterprise Support Unit provides support to set up the frequently complex arrangements between collaborating institutions. Recent successful collaborations include the Innovation Gateway (with the 5G Innovation Centre and numerous industry partners), a FP7 study of vaccine outcomes (with contributions from health economics), a study into satellite space debris removal (contributions from finance specialists), and investigations into tourism entrepreneurship and finance.

Current overlapping research interests with other disciplines include, but are not restricted to: Hospitality and tourism management (Di Domenico); Retail geography and retail history (Alexander; Wood); Organizational behaviour and business ethics (Sadler-Smith); Sustainable management of extractive industries (Hilson) and of the natural environment (Aragon-Correa; Diestre); Entrepreneurship and physiology (Han); Health policy and clinical informatics (Jones); Organization studies and medical practice (Doherty; Hendy); health care effectiveness and economics (Gage); Business networks and mathematics (Agneessens); International trade and economics (Mion; Carluccio; Bird; Mandilaras). New recruits are extending these interests into the fields of digital science and space science.

In addition to collaborative activity, individual members of this submission can demonstrate significant contributions to the wider business and academic communities. Key recent contributions (not exhaustive) are listed below. In terms of significant contributions, seven individuals have editorial roles with high impact factor journals, five play key roles in academic professional associations, four hold prestigious fellowships and visiting positions, eight have received prizes and awards for their work, and four hold significant advisory positions.

Individual Contributions of Note (alphabetical order)

Akinci (ECR): Best paper awards: BAM 2012; 2008. Surrey PG Researcher of the Year Award 2010

Alexander: Advisory Group, British Retail Consortium. Best Paper Prize, Academy of Marketing, 2012. Member of editorial advisory boards of the *Journal of Historical Research in Marketing*, and the *Journal of Place Management and Development*.

Aragon-Correa: Editor in Chief of *Organization Environment* (IF 1.209). Chair of the Academy of Management's *Organizations and the Natural Environment Division* (ONE). President of the *Group of Research on Organizations and the Natural Environment* (GRONEN), one of the biggest independent academic organizations in the field of environmental management. Visiting Professor at University of California Los Angeles, the ETH-Zurich, and the University of California Berkeley.

Bird: Visiting Professor at Claremont McKenna College, California. Expert adviser to the IMF, the Institute for International Economic Studies in Stockholm, the Harvard Institute for International Development and the Overseas Development Institute in London.

Chen: Editorial board member for *Corporate Governance: An International Review* (IF 1.4), and *China Journal of Accounting Studies - A Publication of the Accounting Society of China*. Associate Editor of *Nankai Business Review International*.

Chu (ECR): Tore Browaldh Foundation Award 2010 (working at Stockholm School of Economics).

Delis: Included in the top 200 young economists in the world (ranked 141st as of January 2012). Young researchers Best Paper award at *Euro Working Group on Efficiency and Productivity Analysis*, 2010.

Doherty: University of Surrey Researcher of the Year award, 2013.

Gage: Research Adviser leading on health economics for the NHS Research Design Service in Kent Surrey and Sussex.

Gore: Best paper award, European Institute for Advanced Studies in Management's *European Reward Management Conference*, Brussels, 2012. Member of ESRC Peer Review College.

Guest: Research Associate at the Centre for Business Research, University of Cambridge, and at the London Centre for Corporate Governance and Ethics, University of London.

Hendy: Visiting Fellow, Imperial College Business School.

Environment template (REF5)

Hilson: Sir Walter Murdoch Distinguished Adjunct Professor, Murdoch University, Australia (2013-15). Consultant to World Bank, Royal Institute for International Relations, Alliance for Responsible Mining. Executive Board member of the Diamond Development Initiative. Editor-in-Chief and Founding Editor, *The Extractive Industries and Society* (Elsevier Science); Subject Editor (Environmental Management in the Extractive Industries), *Journal of Cleaner Production* (IF 3.587).

Mion: Highly Cited Author Award from the *Journal of Urban Economics*. Mundell Prize from the *Canadian Journal of Economics*. Fellow of the *Centre for Economic and Policy Research* and the *Centre for Economic Performance*.

Pal: IZA (Institute for the Study of Labor) Research Fellow and Research Affiliate at CSAE, University of Oxford. Editorial Board member for the *Journal of Development Studies* (IF 1.08) Member of ESRC Peer Review College.

Pasiouras: Co-Coordinator of the EURO Working Group on Efficiency & Productivity Analysis, part of the European Operational Research Society. General Secretary of the Financial Engineering and Banking Society. Founding Editor and one of the Editors-in-Chief of the *International Journal of Banking, Accounting and Finance*.

Petmezas: Best paper award Southwestern Finance Association, USA, 2009

Sadler-Smith: *The Intuitive Mind* (Wiley) short-listed for the CMI Management Book of the year Award 2011. Joint Editor-in-Chief of *Management Learning* (IF 1.58).

Saka-Helmhout: Regular Co-convenor of tracks on aspects of institutional theory at EGOS international conferences.

Tambvuma (ECR): Visiting Professor at Ryerson University in Toronto, Canada.

Teller: Best Paper Prize, Academy of Marketing, 2012. Best Paper Award, American Marketing Association, 2012

Wojakowski: co-authored paper with 2013 Nobel Prize winner, Yale University's Professor Robert J. Shiller, building on Wojakowski's earlier published research on a new type of 'Continuous Workout Mortgage'. The paper's findings were summarised in the *Financial Times*. The paper with Shiller is listed by Elsevier on their Nobel 2013 webpage.