

<p>Institution:</p> <p>Royal Holloway, University of London</p>
<p>Unit of Assessment:</p> <p>C19 - Business & Management Studies</p>
<p>a. Overview</p> <p>Royal Holloway's School of Management was founded in 1990 with support from Nat West Bank. Continued strategic investment has enabled us to create the institutions and infrastructure of a top-tier School of Management, with the critical mass to foster cross-disciplinary and policy-relevant research across a broad and well rounded spectrum of functional subject areas (Accounting, Finance and Economics; Marketing; Organisation Studies and Human Resource Management; Strategy, International Business and Entrepreneurship; and Technology and Information Management). We currently have 67 research-active faculty (30 Professors, 7 Readers, 19 Senior Lecturers and 11 Lecturers).</p> <p>Our main strategic priority is to continually improve the quality of our research and the infrastructure that supports this research. The main purposes of this continual improvement are to benefit our teaching and our engagement with wider society – including a broad range of organisations and policy makers – along with our international academic communities.</p> <p>A crucial element of our success has been the development and maintenance of a highly collegial and supportive research environment, encouraging bottom-up initiatives consistent with our overall strategic direction. This environment has been successful in developing staff internally, attracting high-calibre academics to join the School, and integrating a growing number of PhD students into our research.</p> <p>A major development since RAE2008, designed to help us further achieve our strategic priorities, has been the establishment of six cross-disciplinary research theme groups. These cooperate in a matrix structure with the five functional-oriented research subject groups (as listed in the first paragraph above) that existed prior to establishment of the theme groups.</p> <p>Each academic in the School is a member of one functional group and one or more theme groups. Two research centres complement the above research groupings: the Centre for Research into Sustainability and the Centre for Public Services and Policy.</p>
<p>b. Research strategy</p> <p>Our core research strategy is to develop our capacity to undertake first-rate research as judged by the highest international standards within a vibrant intellectual environment. Our research portfolio covers a range of empirical and theoretical work targeted at outlets with robust peer review processes, along with more applied work (largely building on the empirical insights from our peer reviewed research) where the goal is to reach and impact upon non-academic communities.</p> <p>Since RAE2008, to help us further achieve our strategic aspirations for research we have developed six cross-disciplinary research themes to complement the five subject-specific groups representing the disciplinary areas where we have both strength and critical mass. Establishment of the research themes has been successful in adding vibrancy to the research culture within the School. Among the remit for each theme is: identification and nurturing of one or more niche areas in which we have potential to develop a world-class reputation; developing plans to ensure we build impact considerations into our long-term activities; capacity building of junior faculty; and developing externally funded research activities. Internal resource allocations are being gradually rebalanced towards greater support through the theme groups. Additional resources have also been secured to fund the theme groups in a sustainable manner. Initially each theme group was</p>

allocated £15,000 launch funding (this was in addition to the pre-existing research funding in the School), and subsequently part of the income from a successful external programme has been ring-fenced to fund the theme groups into the foreseeable future. Each theme group has a number of core members who most closely identify with its remit and determine its activities. Academics and PhD students are also encouraged to participate in theme groups of which they are not core members when specific issues of interest are presented.

The theme groups are:

Critical and historical perspectives on management (Professors Broadbent, Conway, Davison, Grey, Hackley, Kärreman, MacLaren, McSweeney, Napier, Symon and Tourish; 17 other academic staff members and 15 PhD students). This group has as its core the interrogation and challenging of established and mainstream perspectives in management research, recognising the plurality of ways in which critical and historical research may be conducted. As examples of current work in this area, **Grey** has been contracted by Stanford University Press to write a book on how secrets are kept in and by large organisations, **Broadbent** has continued research in public sector accounting, and **Hackley** has examined issues around ethics, consumption and regulation of television product placement and the UK government's approach to alcohol policy.

Entrepreneurship, innovation and leadership. (Professors Black-Branch, Davison, McSweeney, Robson, Spence, Tourish and Wang; 8 other academic staff and 16 PhD students). This group examines how new business ventures are created and sustained and how innovation is developed in businesses, along with leadership effectiveness and leadership development. Examples of research include **Doern's** developing study of how small businesses recover from major setbacks, such as riots in the cities where they operate, and **Tourish's** examination of leadership skills that professionals such as chartered accountants need to develop when managing change.

Intercultural and international perspectives on management. (Professors Gamble, Gold, Hagedoorn, Lam, McSweeney, Nobes, Van der Heijden and Wang; 7 other academic staff and 19 PhD students). This group pursues research in business and management in emerging and transitional economies, especially with respect to China and the Asia-Pacific regions but also Turkey and post-Soviet countries. For example, **Rui** is researching China's outward investment and China's multinational enterprises, while **Gamble** and **Oka** are analysing CSR of Japanese multinational enterprises in China.

Knowledge management and organisational learning: (Professors Exworthy, Gamble, Lam, O'Keefe, Sarker, Sen Gupta, Smith, Symon and Wang; 7 other academic staff and 20 PhD students). This group investigates how organisations learn, create and utilise knowledge, and how they respond to challenges of new technology and globalisation. As an example, **Tsai** is researching challenges faced by expatriate managers in adjusting their leadership style to different national cultures.

Public services and third sector management: (Professors Broadbent, Exworthy, Gabe, McSweeney, O'Dwyer, Smith, Spence, Unerman; 6 other academic staff and 14 PhD students). This group research decision-making, organisational change and learning in both the public sector and the 3rd sector (such as not-for-profit and social enterprises). The theme builds upon the established Centre for Public Services and Policy. For example, **Exworthy** has continued his work examining how public policy and decentralisation of health-care systems and health reforms has impacted upon government policy.

Sustainability, responsibility and ethics: (Professors Eckhardt, Exworthy, Gabe, Gold, Hackley, Napier, O'Dwyer, Spence and Unerman; 7 other academic staff and 16 PhD students). This group is engaged with issues relating to corporate social responsibility, business ethics and environmental sustainability in businesses and other organisations. The theme builds upon the established Centre for Research into Sustainability. Academics in this theme are, for example, developing research insights from on the Olympics through their hosting of the Commission for Sustainable London 2012 website (**Spence, Anastasiadis**), and contributing in defining and

analysing sustainability and accountability issues around non-financial reporting, NGOs, supply-chain sustainability and SMEs (**Unerman, O'Dwyer, Napier, Rinaldi, Agyemang, Spence**).

Research in the School is led by the Director of Research and the Research Committee (of which each research theme leader is a member). The Director of Research in turn has a close relationship with the institutional Research & Enterprise Office and the Vice Principal (Research) through the Faculty Research Committee. This structure ensures that our research strategy is in close alignment with the University research strategy, and that we make full use of the institutional support mechanisms available to us. University leadership from the Vice Principal (Research) and the Research & Enterprise Office helps us to achieve our research goals.

At the beginning of the REF period the School had a single seminar series covering all areas of research, with both internal and external speakers. Some subject groups also organised subject-specific seminars. With the development of our six research themes, and the gradual rebalancing of research support towards these themes, each theme now has its own seminar series enabling a greater focus on the needs and interests of its core academics. Strong resource allocation to the themes has enabled us to host a greater number of international seminar presenters, including world-leading scholars. Several of our subject groups also still organise subject-specific seminars. The inclusive research culture sees PhD research students encouraged to attend and participate in the theme and subject group seminar series.

Strategies outlined in our RAE2008 submission were to reinforce existing research strengths and encourage new strengths, drawing together overlapping research interests across the School and beyond. Examples indicated in 2008 were a new centre for workplace research in Asia Pacific societies, a new knowledge, innovation and society centre and an Information and Management Communications Group. We have successfully reinforced many of the research strengths we had in 2008 and have developed new strengths. In this respect, the launch of our cross-disciplinary research themes represents a major move to capitalise on the overlapping research interests across the School. For example, both our knowledge management and organisational learning research theme and our entrepreneurship, innovation and leadership theme encompass the knowledge, innovation and society research envisaged in our RAE2008 submission, while adding further dimensions to this research. Similarly our intercultural and international perspectives on management theme group in conjunction with our organisation studies and human resource management subject group provides a forum for our strength in workplace research in Asia Pacific societies. The Information and Management Communications Group was spun out into a separate academic unit within Royal Holloway, and was then reorganised following the retirement of its head.

The research centres existing at the time of RAE2008 continued to provide a strong focus for policy-relevant research, as reflected in the impact case studies that are part of this REF submission related to public sector management and government/public policy (**Hackley, Exworthy and Broadbent**) and sustainability and ethics (**Unerman, Spence, O'Dwyer and Rinaldi**). Likewise, the functional-oriented research subject groups that existed prior to establishment of the theme groups ((a) Accounting, Finance and Economics, (b) Marketing, (c) Organisation Studies and Human Resource Management, (d) Strategy, International Business and Entrepreneurship, and (e) Technology and Information Management) still exist as a focus for programmes, teaching, and other aspects of academic administration.

The main research objectives for the next six years are to continue to develop strong researchers and research outputs, while further expanding the practical impact and influence of our research and the amount of externally funded research projects. Our goal is to be in the top tier of UK management schools renowned throughout the world for using our agenda-setting research for theory, policy and practice, addressing some of the biggest cultural, social, economic and management challenges of the day. The research theme groups are expected to evolve as their activities and identities develop, resulting in a greater volume of high quality policy-relevant research that will help us to achieve our main goals. We are committed to investing at least £30,000 per annum in the research themes over the next six years. In size we envisage the next

six years will be a period of consolidation, recruiting where necessary selectively to strengthen existing research strengths and build critical mass in other emerging areas where we have some expertise. We are seeking to grow our number of academics proportionately greater than our growth in student numbers. The PhD programme, having expanded rapidly in the last few years, will now expand at a more modest rate in order to maintain a high quality level of supervision.

c. People, including:

i. Staffing strategy and staff development

Our staff development programme and carefully targeted hiring strategy have been crucial elements in achieving our research goals. Our staff development strategy has continued to be successful in seeing many junior academics progress internally to senior positions. We have also continued to recruit in each area to build and maintain a critical mass of high calibre researchers while aiming for balance between senior and junior faculty. We have sought to appoint faculty based on their capacity and potential as researchers, and have hired a blend of established academics and newly minted PhDs with a range of nationalities. Our collegial, supportive and inclusive research culture has translated into a very high staff retention rate.

28 new research-active staff have joined since RAE2008. The School's ambition in the RAE2008 submission was to expand to about 70 academic staff over the following 3 years. In October 2013 we have 67 research-active academic staff and a further 11 permanent teaching-focused staff.

Eight Lecturers have been recruited as Early Career Researchers since 2008 to provide headroom for future development to Senior Lecturer and Readership positions. Three of the ECRs are included in this return. Seven of these Lecturers are still in post and are pursuing research in Technology and Information Management (**Yingqin Zheng**), Asian Business and HRM (**Oka, Yu Zheng**), Marketing (**Cappellini**), Accounting (**Hilson**), Sustainability (**Anastasiadis**) and Business Economics (**Li**). We have also recruited two Senior Lecturers in Strategy and International Business (**Vazquez**) and Information Systems (**Elbanna**).

Senior level recruitment has centred upon the appointment of 10 full time and four part-time Professors to provide leadership and mentoring of both research and academics (helping to develop the capacity and careers of these other academics), while externally increasing the profile and visibility of our research and its impact plus our international collaborative links. The research culture has thus been strengthened by recruiting full time Professors in Organisation Studies (**Grey, Symon, Tourish**), Organisational Psychology (**Conway**), Marketing (**Eckhardt**), Entrepreneurship (**Robson**), Information Management (**Van der Heijden, O'Keefe**, currently Vice-Principal), Human Resource Management (**Sen Gupta**). In Accounting, **Unerman** returned after a short spell at Manchester.

The decision to appoint four permanent part time (20%) Professors followed the successful long-standing model of complementary and additional leadership and engagement with the School provided by our other part time (25%) Professor **O'Dwyer**. Since 2006 he has carried a full 25% teaching and PhD/PGT supervision workload and played an important role in mentoring and working on research projects with full time academics (such as **Unerman, Agyemang, Rinaldi**).

The targeted appointment of our four new 20% Professors to permanent positions, each with full 20% teaching and supervisory workloads, has significantly augmented academic leadership and international experience in specific areas of importance. **Sarker** and **Kärreman** provide additional and complementary leadership in existing areas of strength (Information Management and Organisation Studies respectively) while **Hagedoorn** was hired to boost leadership in International Business, an area where we were not successful in appointing an additional full-time Professor. **Broadbent** has returned to Royal Holloway following retirement from Roehampton to complement leadership in accounting and the public sector. While the patterns of attendance of each part time professor vary according to the location of their full time posts (our US-based professor attends for fortnightly blocs every few months; our Dutch-based professors fly over regularly for a day or two

at a time) each are required to be (and are) present in the School to undertake their mentoring, leadership, supervisory and/or teaching duties for a period of time each year proportionate to their fractional contract.

Several of the above Professorial appointments have enabled us to develop our range of expertise in use of quantitative methods, and to augment our continuing distinct presence in use of qualitative methods. Thus, while maintaining and further enhancing the quality of our interpretive qualitative research base, we have been able to engage in addressing a greater range of compelling research questions by adding those that are most suited to quantitative study.

Our staff development programme has seen the following staff progressing to more senior posts through internal promotion: Lecturer to Senior Lecturer (**Agyemang; Bradshaw; Chatzidakis; Ciravegna; Coronado; Doern; Foley; Hosany; Moore, F; Moore, S.; Reppel; Tsai**); Senior Lecturer to Reader (**Jashapara; Moore, F; Ozcan; Preuss; Reppel; Wang**); Reader to Professor (**Clark**, since retired; **Exworthy; Wang**); and Senior Lecturer to Professor (**Davison; Gold; Oborn**, since moved to Warwick).

Every faculty member, including the professoriate, undergoes an annual appraisal that provides further research (and teaching) advice and suggestions, including developing formal training plans. The profiles of all staff under professorial level are considered annually by the professoriate to identify those ready to be put forward for promotion and to provide feedback to these and all other academics on areas they should consider developing to progress their careers and to identify and offer staff development and additional mentoring as necessary. This feedback and additional development allows colleagues to revise and progress their activities to advance their profiles.

We follow Royal Holloway's equal opportunities statement in regard to equality and diversity. Royal Holloway actively endorses the seven principles outlined in the Concordat to Support the Career Development of Researchers and has policies and practices at both institutional and departmental level designed to facilitate full implementation of these principles, for example: mandatory training for all members of selection panels including equal opportunities training, equitable treatment for part-time and fixed-term staff, clear and an equitable promotions process. Extensive staff development opportunities are offered including a centrally administered mentoring programme (supplemented by departmental mentoring for early career staff) which is open to all research staff and a comprehensive annual equality and diversity data monitoring and review exercise. The only fixed term academics we employ in the School of Management are researchers working on time limited externally funded research projects and some teaching focused staff covering for longer periods of absence of permanent academics or where we have a permanent vacancy we intend to fill the following academic year. All other academics are employed on permanent contracts.

Where we have lost staff to other institutions, this has primarily been because of pull factors such as a larger critical mass of researchers in a leading research unit. Success of former colleagues in these moves is considered a further testament to the strong staff development provided by the School. For example, **Oborn** joined as a lecturer since RAE2008, was developed and promoted rapidly within the School to professorial level before leaving to join a specialist high profile health care management unit at Warwick.

A key part of our staff development strategy is recognition that academic staff need generous periods of study leave to undertake more intensive research. Academic staff are eligible for one sabbatical term of leave after six teaching terms service.

We also recognise that key to the production of first-rate research is dissemination and feedback on work in progress. We provide £2,000 per annum for conference attendance for each research-active academic, together with a further £1,000 per annum per academic to spend on books, travel, research expenditures and to top up their conference attendance budget. This combined £3,000 per academic represents a substantial investment, largely funded by our QR funding. The exposure of our staff to larger international audiences also helps promote external collaboration.

The encouragement of junior research-active faculty is also an important element of our research environment. Formal probation mentoring for new lecturers covers development and monitoring of both teaching and research. In addition, all new non-professorial faculty are encouraged to seek one or more informal mentors who are usually professors. The research theme groups have proved to be a valuable additional source of this less formal research mentoring that covers advice on research and dissemination strategies (such as the most appropriate journal outlets, how to address editorial suggestions on revise and resubmit papers, grant applications, and building impact into research design), individual strategies to grow and develop research skills and portfolios, and career planning. On an equally practical level junior faculty have a reduced teaching load for their first three years and are not expected to undertake any of the School's major administrative duties.

Succession planning is an integral part of our staff recruitment strategy. Although we have a relatively young complement of staff, in the next six years several accounting faculty will reach normal retirement age. An important element of our staffing strategy for the next few years is to continue to build senior faculty in this area of considerable current strength for the School.

ii. Research students

We regard PhD students as a core element of our research culture, and place the highest priority on maintaining and enhancing a strong PhD programme which has grown in size since RAE2008 and where submission rates have improved. This key achievement addresses feedback from RAE2008. The number of research students has more than doubled from 29.36 FTE (25FT and 12PT) in 2007 to 84.5 FTE in October 2013. Internally funded scholarships have increased from £72,733 in 2007 to £75,110 in 2013. The number of doctoral degrees awarded has also improved substantially from 3 in 2008/9 to 8 in 2012/13.

Since 2011 the School has contributed to the **ESRC South East Doctoral Training Centre**, which Royal Holloway shares with Kent, Surrey and Reading. 4 students have been funded through DTC bursaries, largely in the area of health studies and management, and all of our PhD students engage in DTC activities. Care has been taken to improve not just the quantity of PhD students but also the quality of the PhD experience. We have further developed a coherent set of methodology courses, both quantitative and qualitative, and overhauled the methods of tracking and evaluating PhD student progress. We have an annual PhD conference where early stage PhD students give poster presentations and more advanced students present papers relating to their research. All students have at least one formal review per annum with the PhD Director or Deputy Director to monitor progress and set goals. Graduating PhD students have gone on to junior academic positions at Lancaster University Management School; Queen Mary University; Brunel University; Newcastle Business School, Northumbria; The American University in Cairo; and The Indian Institute of Technology (IIT) in Delhi; and have progressed to mid-level academic positions of Senior Lecturer/Associate Professor at The National Defence University of Malaysia; National Chengchi University, Taiwan; the University of Westminster and Oxford Brookes University.

A full programme of research training and career development workshops is provided, based on Vitae's Researcher Development Framework. A varied mix of workshops delivered by both internal experts and external facilitators, as well as a number of online courses, are provided. The University subscribes to the Epigeum 'Research Skills Master Programme' which offers 18 on-line courses on diverse topics and is especially valued by students remote from the University. The Generic Skills Programme has separate discipline strands where appropriate and is supplemented by provision at Faculty and Department level. Our INSTIL programme enables research students who wish to make a career in HE to develop skills as a university teacher, to share ideas with peers, and to determine what approaches will work in teaching situations. The course is accredited by the Higher Education Academy.

PhD students are encouraged to present their papers to other PhD students, as well as to attend and participate in activities of the School's research themes and research seminars of subject groups. Over the course of their doctoral programme each PhD student has access to £1,500 to

spend on research-related activities. Many use this funding to attend and present a paper at one or more conference(s). PhD students are mentored and helped by their supervisors to disseminate their research findings in good quality research outlets. For example, one of our current PhD students, Jenny Chan, has had two papers accepted and published in *New Technology, Work and Employment*. Several of our students are the future academics of overseas universities and are in receipt of government scholarships, including 14 of our current students.

d. Income, infrastructure and facilities

Academics and research students have access to first-rate libraries: our own, University of London Senate House Library and libraries of other Colleges of the University of London. Royal Holloway is investing £35m in a new 10,000m² library building at the heart of the campus, with 24/7 access, dedicated postgraduate research spaces, environmentally controlled archive spaces and IT infrastructure able to meet current and future demands. This is scheduled for completion in 2015.

We have invested substantially in software for academic staff, for example for those whose work requires econometric software for large scale data analysis and/or qualitative research packages to analyse transcripts of interviews. In virtually all instances we have been able to support and supply all software requests.

We invested approximately £90,000 in the six research themes in 2012/13 to fund activities such as: research away days to better stimulate cross-disciplinary partnership and communication, travel and subsistence for visiting academics to present research papers, and seed corn funding.

In 2012 the School also funded 13 pump priming applications totalling approximately £38,000. This initiative was designed to advance our developing research funding application culture through piloting research methodologies and/or facilitating the writing and completion of research papers which are conducive to developing ideas integral to future funding applications.

Funded research projects include the following:

Jashapara was a Co-Investigator on a National Institute for Health Research (SDO Programme) in 2010 worth £149,449 with external collaborators, Ferlie and Crilly, entitled "Research utilisation and knowledge mobilisation in NHS organisations: synthesising evidence and theory using perspectives of organisational form, resource based view of the firm and critical theory".

Jashapara was also a Co-Investigator on a NIHR (SDO Programme) in 2008 worth £70,463 with **Ferlie** (who subsequently left the School) looking at 'Research Utilisation and Knowledge Mobilisation – A Scoping Review'. In 2009 **Jashapara** was awarded an ESRC Research Fellowship worth £140,910 which was jointly funded by NIHR SDO and South East Coast Ambulance NHS Trust.

Wang was Principal/Sole Investigator on a £189,000 ESRC funded project between 2008-2010 entitled "Entrepreneurial capacity to exploit opportunities, new product development and firm performance: A comparative study of UK and Chinese high-tech firms". **Wang** was also a Co-Investigator with external collaborator, Altinay, on another £99,000 (at FEC) ESRC funded project from 2006 to 2008 entitled, "Socio-cultural factors, entrepreneurial orientation and firm growth: A comparative study of Turkish and Chinese entrepreneurs in London".

Symon is a Co-Investigator on a EPSRC funded project with Whittle (Principal Investigator, Lancaster University), Ang (CI, Kent), and Roby (CI, Open University). The EPSRC contribution is £722,485 of which over £125,000 will come to Royal Holloway. This project started in May 2013 and will run for 22 months.

Coronado is Principal Investigator on a £500,565 project on Supply-Chain Management in advanced manufacturing. This project is funded by BIS and the Technology Strategy Board, and Birmingham City Council, and runs from December 2013 to July 2016.

Environment template (REF5)

In addition, REF4 includes a number of research projects funded by professional bodies such as ACCA and CIMA. Academics also undertake consultancy from which the School receives income. For example, **Unerman** is a member of the Key Opinion Leaders panel of one of the top 10 global food companies advising on issues related to management of environmental sustainability.

The trajectory of our funding evidences a commitment to developing the highest quality of research funding applications. The substantial TSB award to **Coronado** and the EPSRC award to **Symon** is the result of a more strategic approach to engaging with varied funding bodies. The Director of Research and the Professoriate take a hands-on approach in helping colleagues to develop research applications. We have recently formalised our processes in ensuring all applications for external funding are internally reviewed by one or more professors to offer suggestions on how to improve the applications. Revised applications are then scrutinised and further refined if necessary before being approved for submission.

e. Collaboration and contribution to the discipline or research base

We are firmly committed to fulfilling our duties to the wider academy, and therefore actively encourage academics in the School to undertake substantial amounts of collaboration and contributions within and beyond the disciplines underpinning Business and Management, including industry. Although providing details of all such collaboration and contributions would far exceed the space available in this document, below we give a flavour of our activities in this regard by outlining some of our main national and international academic collaborations, journal editorships, guest editorships of journals and membership of editorial boards of journals, selected convenorships of international research conferences, plenary addresses at international conferences, contributions to professional bodies and learned societies, and participation in the work of advisory, review, funding, standards or planning bodies.

National and International Academic Collaborations

Broadbent: Visiting Professor, University of Sydney (2008, 2010); **Grey:** Associate Fellow, ESRC Centre on Skills, Knowledge and Organisational Performance (SKOPE), Oxford and Cardiff Universities (2000-); Visiting Research Fellow, Judge Business School, University of Cambridge (2007-); Velux Foundation Visiting Professor, Copenhagen Business School (2011-); **Moore, S.:** Visiting Fellow, Centre for Cultural Sociology, Yale University (2009); **Nobes:** Visiting Professor, University of Sydney (2011, 2012); **Robson:** Associate of St Chads College Durham Policy Group (2008-); **Spence:** Visiting Professor, csrCBS, Copenhagen, (2012); **Sarker:** Visiting Distinguished Professor, Aalto University, Helsinki, (2012-); Visiting Professor, University of Mannheim, Germany (2012); **Tourish:** Fellow of the Leadership Trust Foundation at Ross-on-Wye (2010-).

Journal Editorships

Bradshaw: Associate Editor, *Journal of Marketing Management* (2010-); Associate Editor, *Journal of Macromarketing* (2010-); **Broadbent:** Associate Editor, *British Accounting Review* (2001-12); Deputy Editor (2004-10) then Editor (2010-13), *Public Money and Management*, Associate Editor, *Accounting Auditing and Accountability Journal* (2008-); **Conway:** Associate Editor, *Human Relations* (2012-); **Doern:** Consulting Editor, *International Small Business Journal* (2012-); **Gabe:** Co-editor, *Sociology of Health and Illness* (2006-12); **Grey:** European Co-editor, *Journal of Management Inquiry* (2003-); Associate Editor, *Organization* (2011-); **Napier:** Co-editor, *Accounting Historians Journal* (2009-11); **O'Dwyer:** Associate editor, *Accounting, Auditing and Accountability Journal* (2007-); **Spence:** Section Editor, *Entrepreneurship and Social Enterprise, Journal of Business Ethics* (2004-); **Symon:** Co-editor, *Qualitative Research in Organizations and Management* (2006-); Associate Editor, *Journal of Occupational and Organizational Psychology* (2012-); **Sarker:** Editor-in-Chief, *Journal of the AIS* (2013-); Associate Editor (2006-09) then Senior Editor (2010-12), *MIS Quarterly*; Editor-in-Chief *Journal of Information Technology Cases and Applications Research* (2011-); **Tourish:** Associate Editor, *Leadership* (2010-12); Associate Editor, *Management Communication Quarterly* (2009-12); Co-editor, *Leadership* (2013-); **Unerman:** Associate editor, *Accounting, Auditing and Accountability Journal* (2007-);

Selected Guest Editorships of Journals – Special issue guest co-editorships:

Broadbent: *Accounting, Auditing and Accountability Journal*, (21/4, 2008); *Critical Perspectives on Accounting* (24/3, 2013); **Cordoba-Pachon:** *Journal of Business Ethics* (91, 2010); **Davison:** *Accounting Auditing & Accountability Journal* (22/6, 2009); **Eckhardt:** *Journal of Macromarketing* (33/1, 2013); *Consumption, Markets and Culture* (13/4, 2010); **Hackley:** *Scandinavian Journal of Management* (27/2 2011); **Maclaran:** *Journal of Historical Research in Marketing* (5/3, 2013); **Preuss:** *Business Strategy and the Environment* (19/4, 2010); **Spence:** *Business Ethics Quarterly* (21/2, 2011); **Tourish:** *Leadership* (4/3, 2008).

Selected Membership of Editorial Boards of Journals

Agyemang: *Accounting, Auditing and Accountability Journal* (2011-); **Bradshaw:** *Marketing Theory* (2011-); **Broadbent:** *Accounting Auditing and Accountability Journal* (1993-08); *Critical Perspectives on Accounting* (1998-); *Alternative Perspectives on Finance and Accounting* (1999-); *Accounting and the Public Interest* (2002-); **Conway:** *Human Relations* (2006-); *Journal of Organizational Behavior* (2006-); *Journal of Occupational and Organizational Psychology* (2012-); **Davison:** *Accounting Auditing & Accountability Journal* (2011-); *Accounting and Business Research* (2013); **Eckhardt:** *International Journal of Consumer Research* (2010-); **Grey:** *Organization* (2000-); *Journal of Management Studies* (2000-12); *British Journal of Management* (2001-08); **Hackley:** *Journal of Marketing Communications* (2001-); *Marketing Theory* (2007-); **Hagedoorn:** *Journal of Management Studies* (2008-12); *Technovation* (2001-); **Hosany:** *Journal of Business Research* (2011-); **Kärreman:** *Organization* (2006-); *Organization Studies* (2006-); *Human Relations* (2009-); **Maclaran:** *Journal of Marketing Management* (2011-); **McSweeney:** *British Accounting Review* (2009-); **Napier:** *Accounting, Organizations and Society* (2007-2013); *Accounting, Auditing & Accountability Journal* (2001-); **Nobes:** *Accounting and Business Research* (1981-); *British Accounting Review* (1993-); *Abacus* (1997-); **O'Dwyer:** *Accounting, Organizations and Society* (2011-); *Contemporary Accounting Research* (2010); *British Accounting Review* (2004-); **Robson:** *Entrepreneurship and Regional Development* (2010-); *Family Business Review* (2013-); **Preuss:** *Business and Society* (2008-); *Business Strategy and the Environment* (2008-); **Spence:** *Business and Professional Ethics Journal* (2010); *Business Ethics: A European Review* (2004-); **Symon:** *Journal of Organizational Behavior* (2008-); **Sarker:** *Journal of Management Information Systems* (2011-); *IEEE Transactions on Engineering Management (IEEEEM)* (2008-); **Tourish:** *Human Relations* (2008-); *Management Communication Quarterly* (2009-); **Unerman:** *Accounting, Organizations and Society* (2010-); **van der Heijden:** *Behavioral Research in Accounting* (2013-); *European Journal of Information Systems* (2013-).

Selected Convenorships of International Research Conferences

Bradshaw: Joint Chair *European Association for Consumer Research*, London, 2010; Joint Chair *Ephemera Conference*, Dublin, 2012; **Gabe:** Co-organiser of the *US-UK Medical Sociology Conference*, Belfast, 2012; **Hackley:** Joint conference chair *European Association for Consumer Research*, London, 2010; **Maclaran:** Joint conference chair *European Association for Consumer Research*, London, 2010; **Moore, F.:** Co-organiser, *Women and Gender in Chinese Studies Network Graduate Conference*, January, 2010; **Unerman:** Co-organiser *British Accounting and Finance Association Annual Conference* each year since 2007; Co-organiser of 'accounting for sustainability academic conference', December 2009, ICAEW London; **van der Heijden:** Research Chair, *European Conference on Information Systems (ECIS)*, 2008; Research-in-Progress Chair, *European Conference on Information Systems (ECIS)*, 2011;

Selected Plenary Addresses at International Conferences

Bradshaw: Plenary at *Macromarketing Conference*, Toronto, 2013; **Broadbent:** BAA Distinguished Academic 2009 plenary at the *British Accounting Association Annual Conference*, 2010; **Gabe:** Plenary at *European Sociological Association midterm conference*, Aalborg, Denmark, 2012; Plenary at *the Swiss, German and Austrian Sociological Associations joint*

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conference, Switzerland, 2012; **Hagedoorn**: Keynote at *NSF conference on Global Science and Engineering*, Washington DC, 2012; **Napier**: Plenary at *Accounting History International Conference*, New Zealand, 2010; **Nobes**: Plenary at *European Accounting Association*, Rotterdam, 2008; Plenary at *European Financial Reporting conference*, Italy, 2009; **O'Dwyer**: Plenary at *Alternative Accounts Conference*, Toronto, 2010; Plenary at *European Accounting Association Annual Conference*, Rotterdam, 2008; **Sarker**: Keynote at *Scandinavian Conference on Information Systems*, Denmark, 2010; **Spence**: Plenary at *European Federation of Accountants and Auditors (EFAA)*, 2012; **Tourish**: Keynote at *Developing Leadership Capacity Conference*, Bristol, 2009; **Unerman**: Plenary at *Canadian Academic Accounting Association Annual Conference*, 2012, Canada; Plenary at *The Asia Pacific Interdisciplinary Research in Accounting Conference*, Japan, 2013; **Van der Heijden**: Keynote at *International Conference of the Association of Global Management Studies*, Las Vegas, 2010; **Vaquez**: Plenary at *APUGSM International Winter Conference on Business & Economics Research*, Japan, 2013;

Selected Contributions to Professional Bodies and Learned Societies

Agyemang: Trustee, *British Accounting and Finance Association* (2012-); **Bradshaw**: Board member, *Macromarketing Corporation* (2009-); **Broadbent**: Member *CIMA Research Advisory Panel* (2004-); Member *Research Board of ACCA* (2005-12); **Gabe**: President, *RC 15 Sociology of Health, International Sociological Association* (2011-); Chair, *Foundation of Sociology of Health and Illness* (2013-); **Hagedoorn**: Fellow of *EIBA* (2005-); **Nobes**: Academic Panel member, *Accounting Standards Council* (formerly Board) (2001-); Member of *Financial Reporting Committee of the Institute of Chartered Accountants in England and Wales* (1991-Present); Vice-chairman of accounting working group of the *Fédération des Experts Comptables Européens* (1993-Present); **Spence**: Vice President of *International Society for Business, Economics and Ethics (ISBEE)*, (2008-12); Trustee, *Institute of Business Ethics* (2011-); **Unerman**: President of *The British Accounting and Finance Association (BAFA)* (2012-); Vice-chair of *BAFA* (2010-12); General Secretary of *BAFA* (2007-10); Member *Research Board of ACCA* (2005-12).

Selected Participation in the work of advisory, review, funding, standards or planning bodies

Broadbent: *ESRC* Reviewer (First Grants Competition) (2008-10); *ESRC* Peer Review Panel, (2010-); **Davison**: Member, *ESRC* Peer Review College (2010-); **Exworthy**: Member of Programme Development Group (Tackling obesity: working with local communities) of the *National Institute for Health and Clinical Excellence (NICE)* (2009-12); Member of Task Group (7: Delivery systems and mechanisms) of the Marmot Review for the *Dept of Health* (2009-10); Policy advisor to the *WHO* (European office) (2006-10); **Gabe**: Panel Assessor *Research Council of Norway*, Research Programme in Public Health (2011-); Advisory Group Member, *Innovations Research Programme*, King's NIHR Patient Safety and Service Quality Research Centre, (2011); External Assessor for Research Quality at the Australian National University (2009-2010); **Grey**: Member, Global Futures Forum (a *CIA/ US State Department/UK Cabinet Office* forum on security/intelligence issues) (2007-); **Hagedoorn**: Member of advisory board *Flemish Science Foundation* (2007-11); **Jashapara**: Trustee of the *Joseph Rowntree Foundation* (2003-); **Moore, F**: Consultancy for *Oxford Analytica*, 2009; Consultancy for *Tesco*, 2011; **Nobes**: Consultant to *PricewaterhouseCoopers* (2008-); Expert witness for the *Dubai Financial Services Authority* (2011-12); **Rui**: Experts Committee Member of *International Poverty Reduction Centre in China* (2012-); **Sarker**: Reviewer, *National Science Foundation (NSF)*, USA, 2012; **Unerman**: 'Key Opinion Leader' Board Member – sustainability strategy of one of the ten largest global food groups (2011-); **van der Heijden**: Reviewer for *Inter-American Institute for Global Change Research (IAR)* (2012-); **Wang**: Award panel member for *Sage Group Innovation Awards* (2008).