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Institution: Bournemouth University
Unit of Assessment: UOA 19
a. Overview

Our research blends business and law focusing on areas of: corporate governance; financial reporting and regulation; taxation and intellectual property management; and emerging areas in consumer behaviour, foreign investment and statistical forecasting. It builds on core strengths reported in RAE2008, since which we have been successful in:

- Increasing the number of research active staff by 50%;
- Publishing in leading journals including: *American Review of Public Administration*, *Journal of the Royal Statistical Society*, *Journal of International Business Studies*, *International Small Business* and *Organisational Studies Journal*;
- Increasing our PGR student population by over 50%;
- Improving the completion rate (from an average of 3.6 per annum 2001-2007 to 7 per annum 2008-2013).

The Business and Management Studies submission to RAE2008 included Tourism, which having been successfully nurtured by the Business School, has now evolved into a separate submission to UOA26. The Business School experienced high staff turnover for a period following 2008, which has now been addressed and significant investment in new staff has been made post-2011 that has enabled the Business School to build on its RAE2008 research profile. This has been led by a new senior management team, Professor Roger Palmer (Dean), Professors Dean Patton (Deputy Dean Enterprise) and Professor Andy Mullineux (Deputy Dean Research), and supported by a further five professorial appointments and investment in thirteen early career researchers (ECRs).

This has led to a research strategy of developing the following research clusters:

- Organizational Analysis (OA);
- Centre for Intellectual Property Policy and Management (CIPPM);
- Influences on Consumer Behaviour (ICB);
- Foreign Direct Investment and Transition Economics (FDITE); and
- Regulation and Corporate Governance (RCG).

The clusters transcend the boundaries of the School’s four Departments: Law; Accounting Finance and Economics; Strategy and Marketing; and Human Resources and Organisational Behaviour. In addition, there is an emerging and very active Statistical Forecasting Research Group that has evolved following the appointment of Hossani in 2012 and a nascent interdisciplinary taxation research cluster (TRIBUTE, led by Kirkpatrick and Teather). The clusters are supported in developing their business engagement through the Centre for Entrepreneurship (CfE) that is hosted within the School.

b. Research Strategy

1. University Context

Over the past decade Bournemouth University (BU) has invested strategically in the research base, capacity and profile of its Business School. The most notable investment has been a new building (Executive Business Centre, EBC) based in the heart of Bournemouth’s business community costing £4.1m in 2008-09. In addition, the Business School continues to invest in senior academic staff and in fresh research talent. The executive team in the Business School has established a combined research and knowledge exchange strategy in line with the University’s aspirations, set out in BU2018, to achieve a *Fusion* of research, education and professional practice. In support BU has created a Fusion Investment Fund worth £3m per annum which offers competitively-awarded start-up grants, staff mobility awards, and doctoral studentships as well as study leave opportunities. One of the funding strands offers opportunities for academics to engage in business/industrial secondments, international exchanges and research activities and the Business School has benefited from investment in six projects, each of which has supported the building of external research networks including Aroean’s secondment to the BU Dementia

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Institute. BU2018's key research aim is to increase the quality and quantity of research undertaken and is underpinned by a set of Key Performance Indicators (KPIs), including achieving £18k research income per academic FTE and one PDRA per member of the Professoriate by 2018. To drive the achievement of these KPIs BU launched the Grants Academy in summer 2012, a cohort-based staff development programme which aims to equip researchers with the skills, knowledge and expertise required to write and submit high quality proposals. In the past year 12 Business School staff joined the Academy and notable successes so far include Mendis (ESRC, £21k; Intellectual Property Office, £60k), Homberg (British Academy, £7.5k) and Nordberg (British Academy, £10k).

2. Research Clusters

Within this wider context Business School research strategy has developed around fluid and dynamic research clusters which aim to bring researchers together to collaborate, foster a stronger research culture, establish a track record for informed and impactful research and provide less experienced staff with mentoring and guidance. The longer-term aim is that the clusters will grow into larger groups networked nationally and internationally to form critical masses capable of winning larger grants, and thereby into financially sustainable, nationally and internationally recognised research centres. The strategy of generating research activity around the clusters is being implemented under the leadership of the Deputy Deans and is informed by the two cross-University research themes of Entrepreneurship and Economic Growth and Communities, Culture and Conflict. Researchers are encouraged to join one or more of the School's research clusters and contribute to at least one of the University themes. The clusters enable them to develop critical mass in key topic areas and, via their engagement with the themes, they contribute to much larger research questions, interacting with researchers from other disciplines (for example, colleagues from accounting, law and strategy have built research collaborations in the field of Corporate Governance) and working with colleagues from other Schools within the University. The CIPPM, for example, has worked closely with the Media School to analyse the use and implementation of intellectual property (IP) within media platforms. The Business School is particularly well known for CIPPM, which has an outstanding track record of undertaking policy relevant work for the UK Intellectual Property Office and this is evidenced by wider interaction with the Cabinet Office, the Swiss federal IP Institute and recent awards from the AHRC (£146k, Towse) and the ESRC (£21k, Mendis).

3. Research Support & Business Engagement

The Business School has created an inclusive, supportive and vibrant research environment where issues can be raised and policy debated openly. We have a number of forums to support this; for example, the weekly Research Discussion Forum which attracts a high proportion of ECRs as well as PGRs. The environment is also underpinned by two core values derived from the Fusion concept: (1) the recognition of a clear relationship between theory and practice in law, management, economic and business research; and (2) the importance of building research narrative that enables dissemination to a wide range of audiences providing the potential for societal impact. The School is committed to public/business dissemination and our commitment to open access reflects this. Green open access is strongly encouraged for all research outputs via BURO, the University's internet based repository, which currently contains around 300 full-text outputs from the Business School; and the gold route has been supported by a central budget since 2011 (c. £100k per annum). This fund is available to all academics and has enabled open access publications by Business School academics in journals including: *Human Resource Management*, *Organization Studies*, and *Group and Organization Management*.

Engagement and network building has been supported by hosting over 20 events in the last three years attended by over 500 external business stakeholders, who are provided with the opportunity to engage with Business School staff and students. Many of these initiatives are undertaken through our CfE in conjunction with external stakeholders, including the Chartered Institute of Marketing (three events in 2013 with 79, 60 and 75 attendees) and the Institute of Directors (Lecture with 45 attendees and conference with 76 attendees in 2012; Leadership event in 2013 with 75 attendees). The CfE has also supported Dorset Local Enterprise Partnership (LEP) in the development of its regional growth strategy; in particular, in its focus on business creation and

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development within the digital technology sector. In addition, the Business School is heavily involved with BU's flagship public engagement event, the annual Festival of Learning, which was inaugurated in 2013 and attended by over 4,000 delegates and made a contribution to more than fifteen of the 100 events. Examples include 'Equipping the Business Leaders of the Future' and 'Marketing for SMEs', and many attendees were from local businesses. ESRC Festival of Social Sciences funding was awarded in both 2012 and 13 for CIPPM (Mendis) and FDITE (Holscher) events relating to IP and SME funding, respectively. The Business School's profile within the Dorset region and the location of the Executive Business Centre in central Bournemouth means that it is increasingly being recognised as a business-friendly place; often used as a meeting space by local businesses. This has resulted in networking opportunities for staff and students, and increased business engagement for the School with the Dorset Chamber of Commerce and Dorset LEP and the Bournemouth and Poole offices of accounting firms and financial firms, such as the LV insurance company and the J.P. Morgan bank, which has its major back office and training facility in Bournemouth.

4. Research Strategy Post 2014

The School's on-going research strategy is to focus on the continued development of applied and policy oriented research that fosters knowledge exchange and provides clearly identifiable impact. Its focus is to continue to support PGRs and ECRs, a high proportion of which are submitted in this REF, and to build a research culture and context that promotes: revenue generation through grant applications; the dissemination of research through publication; and delivers evidence of impact by aligning individuals and their work with the activities of external stakeholders. Towards these ends, we will do the following:

Develop a sustainable academic reputation. We will use the cluster structure to build sustainability within the research model. An emphasis has been placed upon the mentoring and development of PGRs and ECRs to grow research teams with the support of senior research staff to enhance the reputation of the disciplines, the group and the individual researchers within its defined research community. Through the clusters the School will prioritize: relevant stakeholder engagement, the development of international research networks and the enhancement of revenue generation to allow clusters to become self-sustaining entities with a degree of autonomy. To achieve this degree of autonomy, each cluster will need to be an integral element of the wider community that it informs; accordingly we will expect research leads within identified clusters to continue to deliver high profile outputs (e.g. Homberg, Hossein, Mullineux, Piesse) while creating a culture and environment that fosters new research talent. On a broader front, the Business School will support the hosting of conferences (e.g. Academy of Marketing 2014) and we will continue to engage with BU's International Task Force which forges strategic links with international partners (e.g. in Columbia – Hossein; in China – Hossein and Rong; and in Sub-Saharan Africa and the EU - Mullineux).

Enhance Research Networks. The cluster initiatives facilitate the development of key areas of expertise within the Business School that promote excellence and distinctiveness, which can be shared across Schools within the University and expedite research links with researchers at other Universities in the UK and overseas, promoting the cross-fertilisation of ideas and joint working on research projects and their dissemination. The School provides seed corn funding to clusters to facilitate visiting speaker invitation, workshops, networking and conference paper presentations, and the University supports open access publishing.

Promote business engagement. In November 2013, the School's Research Committee was split to form a PGR Committee, to deal with PGR student affairs and training, and a School Research and Enterprise Committee (SREC), to strategically develop research, enterprise engagement and KTP activity with a view to enhancing the quality and impact for research for the next REF. Future strategy will embed links between research and enterprise utilising the CfE to create, build and sustain close working relationships with external stakeholders that facilitate research that can inform the policy, practice and processes of their organisations. The SREC will approve new clusters and receive annual reports from existing clusters aiming to justify their continuing relevance to the research strategy based on stakeholder engagement.

Leveraging expertise. Whilst the research strategy aims to promote excellence within clusters, the Business School will aim to seek opportunities where individual strengths and expertise that have been developed within the clusters can be employed to support cross-disciplinary activity where research gaps are identified. Recent examples within the School include the use of expertise developed in CIPPM employed to investigate the use and implementation of IP policy within Media platforms and to evaluate the implications of 3D printing for IP policy relating to industry. The Business School will seek to promote the leveraging of the expertise of established and nascent researchers by fostering engagement through research seminars and workshops, thereby promoting cross-disciplinary research funding bids and supporting inter disciplinary PhDs.

c. People, including:

I. Staffing strategy and staff development

The School's staffing strategy is underpinned by the University's HR policies and practices which reflect the seven principles of *The Concordat to Support the Career Development of Researchers*. BU has been awarded the EC HR Excellence in Research award in recognition of on-going work to improve the working conditions and career development of its staff. This is overseen by the University's Research Concordat Steering Group, membership of which includes two academics from the School (Farquharson and Hassani). In addition, HR policies are in place that permit flexible working and career breaks and provide generous maternity/ paternity/ adoption leave. BU is committed to ensuring the proper use of fixed-term contracts and clear guidelines are available on their deployment; such contracts are only used in exceptional circumstances and BU is committed to the transfer of fixed-term staff on to established contracts after four years, reflected by three term staff contracts within this UOA. In addition, BU is committed to achieving equality of opportunity for academic staff to develop as researchers and to recognising the requirement to take account of gender and diversity.

This unit is composed of 13 male and 10 female FTEs and 9 ECRs. The Deputy Dean Research and other members of the School management team have undertaken equality and diversity training and BU is in the process of applying for an Athena Swan Bronze Award. In 2013 the Women's Academic Network (WAN) was launched and two of its steering group members are from the School (Robson and Xian). BU also provide a research ethics e-module to enable all academic staff and PGRs to undertake training in research ethics. This ensures that all members of staff who conduct their own research and supervise students are proficient in basic principles of research ethics.

The Business School recognises that its key assets are the intellectual skills of its academic staff and that the solution to achieving the strategic aims is to capitalise on these via a robust staffing strategy which aims to: (1) increase the number research-active staff; (2) recruit senior members of staff to provide research leadership; and (3) increase opportunities and participation in staff development and research activity with a view to increasing the quality and quantity of research output and grant applications and awards.

1. Increase the FTE of research-active staff. Following a staffing review in 2011, a substantial investment (c. £750k) has been made in academic posts within the Business School to reduce the staff/student ratio (from over 1:30 at its peak to 1:25 in 2013) and increase the ability and capacity of staff to undertake research within the School. This investment has seen five appointments at professor/associate professor grade and 13 staff that can be identified as ECRs. The strategy followed during this recruitment phase has been two-pronged: (1) to appoint a healthy group of ECRs to increase the sustainability and vibrancy of the environment; and (2) to recruit senior academics to provide strong research leadership. Overall, the strategy has been to employ individuals with an aptitude for research. This recruitment strategy is also consistent with the School's staff/student ratiotarget of 1:20 by 2015, which will ensure that those with an aptitude for research have sufficient time to fulfil their research objectives.

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2. Recruit senior members of staff to provide leadership. The strategy required and continues to require recruitment of senior researchers (Associate Professor, Reader or Professor) to lead our emerging research clusters and mentor our continuing investment in ECRs. Senior academics employed since 2012 who are currently leading the School's research agenda include: Mullineux (DDR) and Borghi, Memery and Bachman, as Departmental Research Leads. The School's workforce plan to 2018 shows a further increase of seven professors and other senior posts (Readers and Associate Professors), two Principle Lecturer or Grade 9 posts, 11 Senior Lecturer appointments, seven Lecturers, and up to eight Associate Lecturers and Research Assistants, across the School to meet demands for teaching expertise and bring down the student/staff ratio to 1:18 by 2018..

3. Increase opportunities and participation in staff development and research activity. Since 2011 BU has introduced a number of central initiatives to support the development of research staff such as the Grants Academy (Section b), EU Academic Development Scheme, seed corn funding for pilot projects, and the BRAD (BU Researcher/Academic Development) framework, based on Vitae's Researcher Development Framework. A BU-wide internal peer review scheme has been in operation since 2011 that supports the improvement of bid quality and develops staff expertise in bid writing. The BU Research Blog (HEIST 2012 Awards) has been excellent in providing a conduit by which information can be transferred and research outcomes disseminated, and a platform for internal and external networking. The School's Balanced Workload System (BWS) was launched in 2012 to provide a framework for the School's workload planning. It assesses individual staff aspirations alongside the School's overall priorities and KPIs and supports staff development and requests for study leave. The School recognises that teaching and research are inextricably linked and that the vitality of both undergraduate and postgraduate curricula requires a teaching contribution from active-researchers. To achieve this, active-researchers teach at all levels and teaching activities are directly linked to areas of research expertise and are also provided with a reduced teaching load to undertake research. Research allowances are also allocated to newly appointed members of staff and ECRs to help them develop their research portfolios and study leave support schemes are available at both School and University level. Citizenship duties are now also reviewed regularly and a process has been implemented to cycle inexperienced staff into programme management roles, relieving more experienced staff for other senior roles or to refresh their research activity.

c. II. Research students

The Graduate School is responsible for research student experience and oversees the development, implementation and quality assurance of studentship provision. BU has invested over £5m in fully- and match-funded PhD studentships since 2008, and has committed to fund 50 per year to 2018 in addition to 50 doctoral (fee waive) scholarships per year. BU has recently invested c. £290k in state-of-the-art PGR monitoring software (ResearchPAD, provided by Converis).

The Business School has increased the number of enrolled PGRs from 36 in 2008 to 57 in 2012-3; of the 57 students ten are fully funded from Graduate School bursaries, seven fully funded from the Vice-Chancellor's Doctoral Scholarships Scheme and eight funded by Business School bursaries. The application flow remains strong with twelve new enrolments in September for 2013-14. The BU-supported studentships have contributed significantly to the School's PGR community because a number of the support activities would not be viable without this critical mass of PGRs. The current PGR community is drawn from diverse national and cultural backgrounds including the UK and other EU countries, Africa, Asia and Latin America. The Research Discussion Forum facilitates cross-cultural exchanges between students and academics and helps to broaden understanding and interpretation of research findings. The PGR training programme is well established and is being enhanced in collaboration with the central Graduate School, which increasingly provides the generic research training (based on Vitae's Researcher Development Framework). The Graduate School also manages student research facilities and administrative support and has a PGR Development Fund, which provides support to PGRs wishing to present papers at domestic and international conferences. In 2013, for example, three students from the business school were

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able to take advantage of this facility. All BU-funded students are required to undertake at least two public engagement activities during their studies and have access to a dedicated budget for this.

The School provides a range of specialist training opportunities for PGRs. These can vary from seminars of one or two hour duration to short courses over several days. Examples of the type of subjects offered recently include: quantitative techniques; qualitative techniques; software for quantitative and qualitative research (e.g. R, STATA, EViews7, NVIVO); data sources for specific subject areas (e.g. labour markets); and key journals in specific subject areas such as Foreign Direct Investment (FDI). In addition to the more formal training programme, the School's Research Discussion Forum holds weekly two hour sessions (run by Secchi and Homberg). This forum provides a mixture of informal and formal support sessions offered to both PGRs and ECRs on topics of relevance across the various disciplines of the School, including literature searches, and quantitative and qualitative data analysis, often delivered by visiting speakers funded by the School. Within the forum there is also the opportunity for the discussion of particular research problems faced by individual researchers and for PGRs and ECRs to present their work to peers to enhance skills and confidence. The School also funds attendance at external training courses for NVIVO, grounded theory and quantitative techniques at the Centre for Microdata Methods and Practice (Cemmap). Participation at conferences and the submission of papers to reputable academic journals is encouraged as part of skills development for PGRs. Over the last 18 months a total of 25 papers have been presented by our PGRs at academic conferences and a total of 22 papers submitted by our PGRs to refereed journals, of which six have been accepted for publication to date.

All PGRs are housed in an open-plan environment in the EBC close to their supervisors and active-researchers to facilitate the sharing of ideas, create a sense of community and maximise communication between PGRs and their supervisory teams. This close proximity, along with the coffee shop and refectory in the EBC, contributes to a vibrant and supportive research culture. The BU Research Blog includes a dedicated PGR section to provide a focal point for information of interest to PGRs and to create a sense of community, particularly across different disciplines and Schools. PGRs have the chance to present their work at the School's weekly academic seminar series; the Postgraduate Research Forum and the annual PGR Conference run by the Graduate School. There is also an opportunity to disseminate research through a new eBU working paper series, which provides internal peer review and guidance on how to get papers ready for journal submission.

d. Income, infrastructure and facilities

Income

Research income accruing to the Business School has traditionally been consistent although modest (£474k since 2008). These research monies have been drawn from a wide range of sources and reflect an emphasis upon applied research and working with external stakeholders to employ research to resolve problems, inform practice and evaluate policy. Established clusters evidenced in RAE2008 have been most successful in winning research awards; for example, CIPPM has received more than £600k in research awards over the last ten years since its inception. Within this REF period Kretschmer (2008) received an ESRC Placement Fellow enabling him to work closely with the Intellectual Property Office. An indirect outcome of the ESRC placement was the receipt of further industry awards of £12k in 2009 to investigate the publishing contracts of artists and visual creators in the UK; this was extended through further funding from the ESRC to provide a comparative analysis with the European context in 2010. Other CIPPM colleagues were also successful in research bids: Weston in 2012 was commissioned to write a report on Open Standards for the Cabinet Office and Erickson was awarded funds from the Intellectual Property Office evaluate the implementation of the Hargreaves report. This body of work has built a strong reputation within the sector, which is evidenced by further substantial awards in 2013: £146.5k from the AHRC to Towse and Weston in the area of music and copyright; and £60k from the IP Office to Mendis in the area of 3D printing. In addition, the Business School is beginning to see a return on its investment in ECRs with a number recently obtaining small grant

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awards that will hopefully pump prime further, more substantial, opportunities. A list of the key awards follows.

RCUK During the REF period bids submitted by Business School academics had a 60% success rate with AHRC and 27% with ESRC. Key AHRC grants were awarded on music publishing (Towse; £146k; 2013-2015) and the financial crisis (Mullineux; £33k; 2013-2015). Key ESRC grants were awarded on copyright and reward (Kretschmer; £42k, 2010-2011), IP and TV Formats (Kretschmer; £16k; 2008) and commercial use of public domain works (Mendis; £21k; 2013).

Knowledge Transfer Partnerships: KTP projects have been conducted with SMEs (Darnton; £180k; 2007-2010) (Ghosh; £173k; 2006-2009) (Wilkinson; £103k; 2010-2012) (Day; £10k; 2008).

Other grants and contracts: British Academy grants for Homberg (£8k) and Nordberg (£10k), a Nuffield Foundation grant (Davis; £21k; 2012-2013), research on open standards undertaken on behalf of the Cabinet Office (Weston; £15k; 2012), research for the Institute of Chartered Accountants for England and Wales (Fearnley; £117k; 2007-2012), research for Price Waterhouse Coopers LLP (Fearnley; £160k; 2007-2012), leading two projects to inform the Hargreaves Review on behalf of the Intellectual Property Office (Homberg; £32k; 2012-2013, and Erickson; £17k; 2012), and a grant from the Design and Artists Copyright Society (Kretschmer; £23k; 2009-2010).

Infrastructure and Facilities

BU's Research and Knowledge Exchange Office provides excellent support for Business School staff submitting proposals including information about funding opportunities, advice on presenting and costing proposals, and specialist advice on matters such as public engagement, impact and ethics. The School's strategy for increasing grant income is: to provide mentoring and leadership and encouragement for bid application and publication through the research clusters; to set targets and assure support through the appraisal system; and to engage as many staff as possible with BU-wide staff development schemes such as the Grants Academy.

BU's investment in the **Executive Business School building** (see Sections B and C) has provided quality research facilities, including: office space for academics and PGRs; state-of-the-art meeting rooms; a high quality lecture theatre; dedicated IT labs; a specialist Law library and associated information services investment; a board room; and plenty of social space, including a café and refectory. The EBC is increasingly seen as a hub of BU research activity, with the Graduate School planning to move some of its functions to the first floor of the building towards the end of 2013. Staff and PGRs have access to the well-resourced BU library services; the winner of the Times Higher Education Leadership and Management Award for 'Outstanding Library Team' in 2009. It has state-of-the-art facilities, including 'techno-booths' and dedicated postgraduate areas for silent and group study. During the REF period, BU has invested c. £3m per annum on library staffing and information provision, including books, journals and online resources. In addition, Staff and PGRs have access to a number of excellent online databases to support their research including Research Professional, Scopus and Web of Knowledge.

e. Collaboration and contribution to the discipline or research base

The strategic approach of the Business School is to build national and international collaboration and impact through the development of its Research Clusters (as listed in Section a). These clusters emphasise inclusivity and actively look for opportunities of cross-over both within the School and the University. All clusters, both established and emerging, have been supported by School and University initiatives to grow and support network building and research strengths (Section 5b). Evidence of success is then realised through awards, honorary/elected positions, collaborative outputs and applied research as well as societal impact (REF3a).

Collaborations

Global and National Organisations. Significant involvement between **CIPPM** and external public and private organisations (including the European Commission, the Intellectual Property Office, the Cabinet Office, the Authors Licensing Copyright Society and Design and Artists Copyright Society) has resulted in providing advice on copyright and trademark law, geographical indications and digital privacy (Kretschmer). **CIPPM** was commissioned in 2012 by the UK Cabinet Office to

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review issues surrounding the adoption of Open Standards. The report was published by the Cabinet Office as part of the Open Standards Principles in 2013. **RCG** has made input into developments in Company Law (Copp, Maugh and McGuinness) and delivered a Department for Trade and Industry sponsored research project (Letza, Hardwick and Ashton), one of three such research studies on corporate governance which informed the development of the Modern Company Law Review, as well as a range of Joint ICSA and BU projects resulting in representations to inquiries in corporate governance in all the jurisdictions where ICSA are active

Universities. Examples include Universities of Zurich and Erasmus Rotterdam with **OA** enabling joint working across PhD programmes and joint research projects. **ICB** has established and evolving research links with a number of universities, both in the UK (University of Birmingham; Cardiff University; Plymouth University) and overseas (Suffolk University, Boston; RMIT University in Melbourne; University of the Sunshine Coast in Queensland, Australia). **SFRG** collaborates and engages in Asia (University of Malaya, Chinese Academy of Science), in Europe (Uppsala University, Sweden and University of Peloponnese, Tripoli, Greece), and in the USA (University of Wisconsin-Platteville)

Industry and Business. Effective networking with regional, national and international businesses contributes to the ongoing development of consultancies, applied research and associated impact. **ICB** has a good business network and is involved with a number of industry groups/practitioners (Australian Seafood Cooperative; Dorset e-Traders Group; Mintel Group). **FDITE** has both international and UK based networks including Managing Economic Transition (cofounded by Hölscher in 2002) and its contacts with the local community including Dorset Chamber of Commerce and Bournemouth Borough Council. **SFRG** engages locally with Poole Hospital and LV (Bournemouth), and nationally with the Office of National Statistics (ONS).

Contribution to the Discipline

Awards and Honorary Positions. **RCG** has received the first Institute of Chartered Secretaries and Administrators sponsored chair in Corporate Governance (Letza), and Fearnley received a British Accounting and Finance Association (BAFA) Lifetime Achievement Award in 2013 to recognise her contribution to UK academic accounting and finance over the course of her career.

Editorial Positions. **CIPPM** (*Script-ed*, A Journal of Law, Technology and Society; Journal of Cultural Economics); **OA** Guest Editorships (International Journal of Organization Theory and Behaviour (Secchi, 2013-4); and Evidence-based Human Resource Management Homburg, 2014); **ICB** International Journal of Market Research (Sekhon); and **SFRG** International Journal of Energy and Statistics (Editor-in-Chief); the International Journal of Scientific and Statistical Computing (Associate Editor-in-Chief); and the Journal of the American Statistical Association (Review Board Membership) (all Hassani).

Learned Society Memberships. **CIPPM** Society of Legal Scholars (Mendis, Weston); Strategic Advisory Board on Intellectual Property Policy (Mendis, Borghi); British and Irish Law Education and Technology Association (Mendis); Association for Cultural Economics International (Towse); International Society for the History and Theory of Intellectual Property (Borghi); Global Internet Governance Academic Network (Karanasiou); Socio-Legal Studies Association (Karanasiou)

Conference Organisation. **CIPPM** hosts Annual Symposia and Annual Spring Lectures with high profile speakers. **FDITE** organised an international conference on 'Poland and the Eurozone' in September 2013 sponsored by the European Association for Comparative Economic Studies and a workshop on 'Finance for SMEs' as part of the 2013 ESRC Festival of Social Sciences. **SFRG** provided a Workshop on Singular Spectrum Analysis at the world renowned International Symposium of Forecasting's 2013 conference in Seoul, Korea.

Keynote Lectures. **ICB** Academy of Marketing (Aroean, 2011, 2012; Bolat, 2012, 2013), CRAWs (Sekhon, 2011), EMAC (Memery, 2007) and ANZMAC (Memery, 2008; Birch, 2010, 2011), as well as other business/management conferences, e.g. BAM (Memery, 2009; Bolat, 2011).