

<p>Institution: Keele University</p>
<p>Unit of Assessment: C19 Business and Management Studies</p>
<p>a. Overview</p>
<p>Researchers in Business and Management Studies at Keele University are located in Keele Management School (KMS), which has its own Research Centre, the Centre for Economics and Management (CEM), one of five within the Faculty of Social Sciences. CEM is managed by the interdisciplinary Research Institute for Social Sciences (RISS) which is responsible for stimulating and supporting research, enterprise and knowledge transfer activities, and for the training, supervision and support of research students. A Faculty Research Committee (Dean, Director of the Research Institutes, and Heads of Centre) oversees the Faculty research strategy, approves applications for research leave, and monitors reports on leave. The University Research Committee has overall responsibility for research matters, while central Research and Enterprise Services provide legal and financial expertise for research, business engagement, European funding, governance and ethics.</p>
<p>b. Research strategy</p>
<p>As a research community, CEM combines a focus on the development of specialist management knowledge with an emphasis on broad interdisciplinary understanding as the basis for ethical scholarship. The School's research strategy builds on Keele's long standing reputation for interdisciplinary research rooted in the social sciences and humanities. KMS researchers address broad societal interests related to work and organizations, including issues faced by those who are disadvantaged or marginalized in society. Researchers are also oriented towards engagement and change within and beyond the academy.</p>
<p>The realisation of this strategy has been influenced by significant changes within KMS in the period. In RAE2008 38.4 FTE Category A staff were submitted under this UoA and 45% of research activity in the submission was judged to be 3* or above. The research strategy set out in 2008 involved strengthening 'the social science and humanities-informed programme of research' in the School by maintaining its distinctive 'methodological strengths' and promoting 'cross-disciplinary research'. In the early period after the RAE research capacity in the School was affected by a period of major restructuring and staff reduction. The University subsequently made a strategic commitment to the long-term development of KMS. This has been reflected in a programme of recruitment into the School with the appointment of 13 new Category A staff between January 2010 and July 2013, and an additional eight from July to October 2013. This commitment to improved staffing was accompanied by a major investment of over £2 million to provide new facilities for the School on campus, and by the appointment, in October 2012, of a new School Director. In addition to academic staff, KMS is also committed to growing PGR numbers, with the planned recruitment of 35 new FTE PGR students over the next five years. Growth here will be based on collaborations with outside bodies, including overseas partner universities, and through ongoing investment in Postgraduate Research Studentships and Graduate Teaching Assistantships. In sum, the renewed commitment to research in CEM is enabling the School to rebuild its internationally recognised profile and secure a distinctive niche based on a reputation for critical, interdisciplinary work.</p>
<p>Research in KMS is led by the Head of CEM (Bell), whose role is to promote an active research culture for staff and research students, working closely with the Director of KMS (Scarborough) and School PGR Director (Goulding). CEM is a community that nurtures research careers at all stages of the life course. This involves promoting a heterogeneous research culture that recognises and rewards diverse modes of high quality, peer-reviewed scholarship, including books as well as journal articles, insofar as they contribute to knowledge and impact. Five subject groups: Marketing, Management, Accounting, Economics and Finance, and Human Resource Management, provide a locus for disciplinary research. In addition, three cross-cutting research groups within CEM bring together researchers from different fields with shared interests.</p>

The **Culture, Organisation and Markets (COM)** group is dedicated to the critical study of cultures of work, markets and consumption in the context of social and economic change. There is a strong interest in studying culture using qualitative and ethnographic methods and using interdisciplinary perspectives. Goulding's work focuses on consumer identities and subcultures of consumption; Hamilton conducts interdisciplinary research at the intersection of organisation, cultural and human/animal studies; and Bell explores the relationship between culture, organisation and belief. A further focus is on issues relating to power, identity and ethics in organisations, interests which derive from the critical orientation of the group. Kazmi takes a critical, ethnographic approach to understanding business ethics; Raftopoulou considers the ideological function of marketing communications; Mangan analyses the discursive construction of identity in relation to work; and Oakes explores the impact of austerity on organisations from a critical accounting perspective. There is also an interest in research that explores the relationship between management theory and practice. Kelemen applies a pragmatist philosophical lens in her analysis of organisational theory and practice, and Scarbrough studies issues relating to innovation and knowledge translation in the context of communities of practice. Three recent appointments will further enhance the group. Demirag's methodologically pluralistic research in the area of accounting focuses on understanding cultures of accountability and their role in management processes. Tietze's qualitative research on the role of the English language in management practice and knowledge production will also contribute towards the research capacity of the group. Yanow works at the intersection of organisation studies and policy analysis, and her work on ethnography will complement the group's methodological strengths. The group hosts two international journals, *Gender, Work and Organisation* and the *Journal of Organizational Ethnography*.

The **Economics and Finance (EF)** group undertakes empirical and theoretical research in microeconomics, macroeconomics, monetary economics, public finance, empirical finance, applied economics, real estate economics, econometrics and the economics of ageing and retirement. There is an established grouping in applied finance and applied economics. Legrenzi publishes in the area of debt sustainability with work relevant to the financial crisis. Leece conducts complementary work on the role of household behaviour in the mortgage market and econometric models centring on the sub-prime debt issued in the financial crisis. Zhou studies the capital structure of family firms, while recent recruit, Heinlein, researches the effects of monetary policy on exchange rates. The research strengths of the group are further enhanced by the recruitment of Piga, whose work on dynamic air fare pricing models is relevant for economics as well as strategic management scholars. Finally, Khorana contributes to development economics through her work on customs unions and free trade.

The **Employment Policy and Equalities (EPE)** group brings together researchers interested in UK and international employment policy and practice, with a particular focus on issues relating to equality. A strong industrial relations tradition informs this research, complemented by human resource management, labour market studies, and political economy perspectives. Research spans private and public sectors and typically features high levels of engagement with employers, trade unions, and government bodies, enabled by the group's large Alumni network of practitioners. There is an established interest in precarious and vulnerable forms of employment through Thornley's research on low paid workers in the NHS, and French's research on the employment of migrant workers. Complementary work by Mather focuses on labour relations in the UK public sector, including education and the emergency services. A second major theme concerns comparative and international industrial relations and employment practices. This includes Koskina, who studies employment practices in multinational subsidiaries, notably the experience of call centre workers in Greece. The group hosts the journal *Historical Studies in Industrial Relations*.

Following the recruitment of new staff, we have now identified core research themes that reflect the breadth of research within the School and provide a focus for future strategy. These themes form the basis for establishing new research centres, reviewing existing research groups, and building cross-university communities of practice. They are as follows:

Knowledge production and translation – extends the work of KMS researchers in the areas of

Environment template (REF5)

knowledge production and translation, including relevance; key sectors include healthcare, co-operative and voluntary organisations.

Innovation in research methodology – builds on the expertise of KMS researchers in qualitative and quantitative modes of inquiry, including new developments in interpretive management research, e.g. ethnography and visual methods. This theme also builds on econometric expertise in exploiting publicly available databases and developing new data sources.

Social justice and accountability – draws on the reputation of KMS for critical work; topics include business ethics and corporate social responsibility, accountability and governance, employee voice and representation.

Market analysis, economic policy and regulation – extends the work of Keele researchers on contemporary economic and financial challenges facing policy makers and private companies including firms' international activities and their link to productivity enhancements. Includes research in the areas of transport, tourism, pensions, mortgage markets, fiscal policy and budget deficits.

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

As anticipated in RAE2008, there has been significant replacement of staff in KMS in the REF period. We have appointed eight professors since 2012, (Goulding, Scarbrough, Bell, Piga, Demirag, Leece, Tietze and Yanow), several coming from chairs at other universities. We have also attracted early and mid-career researchers from prestigious universities such as Copenhagen, Warwick and Cardiff. Eight Honorary Research Fellows/Emeritus Professors support research in the School and mentor early-career researchers towards publication. For example, in the EPE group, Honorary Fellow in HRM, Lyddon, is working with early-career researcher, Cao, on a paper about the strike movement in the Chinese car industry. Similarly, in the COM group, Honorary Fellow in Accounting, Heath, is working with a recently graduated KMS PhD student on a paper about managerialism in higher education.

Research excellence and specific research expertise are key criteria for the recruitment of all academic staff into KMS and for the promotion of existing researchers. Recent appointments have been based on an assessment of research priorities in the School and have included senior staff capable of mentoring and providing leadership for early-career staff in different parts of the School. These appointments have also enabled the development of new research areas and themes. Future staffing strategy will concentrate on enhancing existing research capacity through development, mentoring, progression, probation and research opportunities.

KMS supports and develops new staff by providing strong and effective mentorship for researchers at all stages in their research careers and developing future research leaders. Research advice (e.g. on high-quality publication and developing research networks) is provided through individual mentoring within subject groups, particularly for early-career staff. Mentoring is provided by experienced and senior staff, including those such as Yanow, who has been recruited specifically for this purpose, and by the School's Honorary Research Fellows. Since a significant proportion of KMS staff are early-career researchers, maintaining clear support for the development of their research is a key strategic priority. The School allocates protected time for research under the University's workload allocation model, with increased research time for early-career staff. Research performance is monitored through a systematic annual process for planning, monitoring and reviewing individual research performance. Staff at all levels complete an annual report on research activity, outputs and future plans, which is reviewed by the Head of CEM and approved by the Research Institute Director. This informs the research element in the University's formal annual appraisal process. The School operates a scheme to enable all active researchers who meet a threshold of research performance to take regular periods of research leave. Staff who meet the threshold are eligible to apply for research leave on a one semester in eight basis, or, for

staff appointed to their first research-related open-ended academic post, no later than the seventh semester after appointment. Research leave is subject to the approval of the Faculty Research Committee. Since January 2008, 21 staff in the School have taken research leave, the majority for a period of one semester.

A School Research Support Fund of £30,000 annually (2012/13) enables staff attendance at international conferences, external seminars and workshops. Applications from staff and research groups are considered quarterly by a working group comprised of subject group representatives, and chaired by the Head of CEM. The intention is to ensure all active researchers can attend at least one international conference a year in their field to present their research. Additional funding is made available on a priority-plus-merit based system of application with a focus on early-career researchers. The Research Support Fund also resources an annual programme of open seminars with invited guest speakers, organised by each of the three research groups (COM, EF and EPE). Research groups also organise reading groups, one-day workshops linked to publication of books or journal special issues, and research away-days where researchers come together to develop their research plans and discuss work-in-progress with more experienced colleagues. Recent examples include a two-day conference on 'Trade Union Responses to the Global Crisis' (organised by EPE in 2012, with guest speakers from Universities of Manchester and Leeds), a one-day workshop on 'Death, Memory and Loss' (with Janne Tienari, Aalto University, Finland and Örebro University, Sweden) and a symposium and book launch 'From Greed to Responsibility? The Corporation in an Era of Responsibility', organised by COM in 2012.

The RISS provides advice and training on ethical and governance issues. Further ethics training is available as part of the University's staff development programme and from the University's Research Governance Officer. All research conducted by staff and PGR students involving human participants or subjects must be approved by a recognised research ethics review committee before research can commence. This usually involves one of the University's two Ethical Review Panels (ERPs) which meet monthly, or the NHS Research Ethics Committee. The ERPs are responsible for ensuring high standards of ethical practice are upheld across all Schools and Centres and that the relevant codes of practice are adhered to.

Maintaining equality and diversity of research opportunity is an important priority in KMS. Policies relating to research management are subject to equality impact assessment at University level. All members of appointing committees and all staff who carry out appraisals are trained in equality and diversity issues, and receive periodic updates on legislative changes. Staff employed on a part-time basis are provided with equivalent research support, and entitled to research leave on the same (pro-rata) basis, as full-time colleagues. Keele has recently achieved the European Commission HR Excellence in Research Award and is signed up to the Concordat to Support the Career Development of Researchers. The University is also actively involved in the Research Careers Initiative which sets standards for the career management and conditions of employment of university researchers on fixed-term contracts.

ii. Research students

KMS provides a high quality environment for training and developing research students and for producing doctoral graduates who are internationally recognised within the discipline. In the REF period, 13 Postgraduate Research Studentships or Graduate Teaching Assistantships were awarded to students in KMS using Faculty or School funding. There are currently 25 PGR students in the School.

Recruitment, supervision, training and examination of research students in the School are governed by the University's Code of Practice on Postgraduate Research Degrees. Policy is the responsibility of the University Postgraduate Research Committee on which the PGR Director for KMS (Goulding) sits. Formal progression and examination matters are approved by the University Research Degrees Committee. A University-wide Research Student Liaison Committee meets three times a year to review the needs of postgraduate students, including library and IT issues. The Postgraduate Committee for Social Sciences (comprising PGR Director, associate Directors

Environment template (REF5)

for each Research Centre and student representation) establishes policies for training and support, approves supervisory and examination arrangements, monitors progress and administers funds for training and research. PGR Directors are responsible for admissions and arranging appropriate supervision. All students have a main and second supervisor. Academic staff must undergo supervisor training as part of their professional development, which includes ethical training, and can only act as main supervisor once they have seen a student through to completion.

PGR student training needs are identified at an early stage and kept under regular review through the development of a Personal Development and Learning Plan (PDLP). This is underpinned by the RCUK/Vitae Researcher Development Framework and informed by the student's existing capacities and an initial needs audit, based on student self-assessment, and the advice of the supervisory team. A credit-based system has recently been replaced by one that reflects needs-based principles and is more responsive to individual student learning needs. Training and general progress are reviewed formally by the Social Science PGR Committee at six-monthly intervals, with a formal independent doctoral progression review after ten to twelve months registration (for full time students) to confirm that the student has met the criteria necessary for successful completion of a doctorate.

Training is delivered through a suite of Faculty-wide Master's level modules such as Research Skills (covering project management, ethics and research governance); Research Design; Philosophy of Social Science; and Qualitative and Quantitative Methods. The RISS, in collaboration with the University's Learning and Professional Development Centre, offer shorter courses and workshops on specific methods (e.g. NVivo, Grounded Theory), career development sessions (e.g. on public engagement and impact, conference presentation, publication strategies, and introduction to teaching for postgraduates). KMS staff regularly contribute to postgraduate research training at Faculty level, for example on grounded theory and ethnography. Keele is also a member of the Economic and Social Research Council (ESRC) Northern Advanced Regional Training Initiative (NARTI), which enables research students to access and contribute to specialist advanced training workshops and seminars on a wide range of specialist research topics related to business and management studies. They can also attend the biennial NARTI Doctoral Conference, which in 2014 will be held at Keele. PGR students are also invited to all CEM seminars and events.

Internal funding from the Faculty PGR Research Support Fund (2012/13 budget, £3,900) is available on application for individual research student expenses including conference attendance. This is allocated on a case-by-case basis and facilitates individual student attendance at specialist training events (e.g. British Academy of Management Seminars and Workshops, and ESRC North West Doctoral Training Centre events).

d. Income, infrastructure and facilities

KMS is situated at the centre of campus in the Darwin Building. These facilities were refurbished in 2012/13 at an overall cost of £2.6 million, enabling all KMS staff to come together under one roof for the first time. The refurbishment also provided dedicated, high-quality office space and IT facilities beyond Research Council minima for KMS PGR students, based on a survey of individual student needs, at a cost of £86,000. The IT infrastructure for staff and postgraduate students supports research software, such as SPSS and NVivo, and provides additional software where needed to support individual researchers. The School has also recently acquired the Bloomberg Professional Services Platform which will be used by researchers in Economics and Finance. Additional resources include a dedicated School library budget (£89,000 in 2012-13).

The Claus Moser Research Centre for Humanities and Social Sciences, built with HEFCE Science Research Investment Fund and University funding (£3.5 million) and completed in 2008, acts as a central hub for the Faculty's research and underpins the University's inter-disciplinary approach to research. In addition to providing office space and facilities for research projects, visiting scholars, meeting and conference rooms, the Claus Moser Centre houses the Faculty Research Office. The Faculty Research Office comprises ten staff who give expert guidance to support the School's

Environment template (REF5)

research activities. This includes all aspects of external funding application, research project management and finance, postgraduate research students, events, marketing, strategy and impact. They also ensure that researchers in KMS are informed of relevant funding sources and support the framing of grant applications to meet Research Council and European strategic priorities. For example, Kelemen's recent awards relating to the Arts and Humanities Research Council (AHRC) 'Connected Communities' Programme were supported by Faculty Research Office staff who facilitated meetings with the AHRC, met with community partners, and supported the initial scoping application process. All six grant applications were successful. Support for external grant application is also enabled by peer review; all applications are reviewed by the Research Institute Director or Head of CEM and applications of more than £40,000 (full economic costing) go through a Faculty peer-review process. The Faculty Research Office, in conjunction with the University's Learning and Professional Development Centre, offers comprehensive research skills training. The Centre also serves as a social and intellectual hub for PGR students in the School, encouraged by weekly social events and drop-in sessions. £50,000 of HEFCE research capital funding was provided in 2012/13 to support the provision of ICT and other facilities for PhD students across the Faculty.

Significant research funding in the period includes Kelemen and Mangan's recent awards under the AHRC 'Connected Communities' Programme. The six awards, totalling £205,256, focus on co-designing and co-creating knowledge with local communities on the issue of volunteering. This research builds on Kelemen's development of an American Pragmatist agenda in organisation studies, and provides a methodology for bridging the divide between research and practice by focusing on issues related to organisational and community leadership. The first project established the central role that volunteering plays in the making of 'personal communities'. A further project involves academic partners (Edinburgh, Open and Brunel Universities, and Seinan Gakuin University, Japan) and community partners (New Vic Borderlines, Glass-House Community Led Design and Mondo Challenge Foundation) in addressing issues of language translation, power, and cultural capital. A further project, in collaboration with researchers at Leicester University and the National Council for Voluntary Organisations, uses a cultural animation approach to co-create knowledge about volunteering. These projects illustrate the commitment of Keele researchers to forming industry, public and third sector research collaborations that enable the process of knowledge translation.

Future strategy for generating grant income will draw on the expertise of newly-recruited Keele researchers in gaining funding from prestigious sources. This expertise will inform mentoring of other colleagues and improve future grant activity in the School. For example, Scarbrough's work on knowledge translation and innovation, funded by the SDO/National Institute for Health Research (principal investigator, £600,000) involves the study of CLAHRCs (Collaboratives for Leadership in Applied Research and Care), a major initiative to promote knowledge translation between research and practice in the UK NHS. He has also recently been co-investigator on two projects funded by the ESRC; one exploring innovation in computer game development (£160,000), and the other on the use of evidence for managerial decisions and knowledge utilization in NHS commissioning (£418,509). Piga received a £37,000 grant from the Leverhulme Trust in 2011, is co-investigator on a £63,000 project funded by the UK Department of Innovation and Skills, and has been appointed as a UK representative on the Managing Committee of an EU COST action worth over half a million Euros. Demirag has recently been co-investigator on an ESRC funded project (£180,000), and has also received funding from the Scottish Accountancy Trust for Education and Research. Khorana has secured funding and managed research projects for the British Foreign and Commonwealth Office, UNCTAD-Government of India and the Swiss federal government. She is currently a co-investigator on a European Commission Framework Programme-7 project worth €2.49 million. The expertise provided by these researchers will provide the basis for internal staff workshops and peer review of grant applications.

e. Collaboration and contribution to the discipline or research base

KMS researchers have organised a number of major international conferences in their fields in the period, several of which were hosted at Keele. Kerfoot organised the biennial, interdisciplinary

'Gender, Work and Organization Conference' in 2010 and 2012, both at Keele. This conference provides an international forum for debate and analysis of a variety of issues in relation to management, work and organisation, and gender studies. The 2010 conference welcomed over 330 scholars from 37 nations. The 2012 conference welcomed 379 delegates from 38 nations, with 350 papers organised in 20 streams. She also organised or co-organised the 'Gender, Work and Organization International Workshop Series' (University of Western Australia, 2008; Vrije University, Netherlands, 2011; Rutgers University, USA, 2014), which provides themed discussion amongst small groups of international scholars. Bell is current Co-Chair of the US Academy of Management Critical Management Studies Division, which has over 700 members. The Division runs a full conference programme as part of the annual Academy of Management Meeting, which attracts over 10,000 delegates. Audzeyeva was co-organiser of the 'Actuarial Teachers' and Researchers' Conference', hosted by Keele in July 2013.

KMS researchers also contribute to the research base through their editorial work for international journals. Kerfoot has been joint Editor in Chief of *Gender, Work and Organization* throughout the period. Brannan launched the *Journal of Organizational Ethnography* in 2012 and is currently Co-Chief Editor. Hamilton is an Assistant Editor of the journal *Ethnography* and sits on the Editorial Board of *Journal of Organizational Ethnography*. Thornley is an Associate Editor of *Gender, Work and Organization*, and sits on the Editorial Board of *Industrial Relations Journal*. Goulding is on the Editorial Boards of *European Journal of Marketing*, *Journal of Consumer Behaviour*, *Marketing Theory*, *Journal of Place Management and Consumption*, *Markets and Culture*. Bell is an Associate Editor of *Gender, Work and Organization* and sits on the Editorial Boards of *Human Relations*, *Organization*, *Management Learning*, *Management & Organizational History*, and *Scandinavian Journal of Management*. Kelemen is an Associate Editor of *Gender, Work and Organization* and is on the Editorial Boards of *Leadership* and the *International Journal of Organizational Analysis*. Leece sits on the Editorial Board of *Managerial and Decision Economics* and Piga is on the Editorial Board of the *Eurasian Business Review*. Demirag is an Associate Editor of *Accounting Forum*, and has been an Associate Editor of the *European Journal of Finance* since its launch in 2000.

In addition, KMS researchers have helped to shape the discipline by editing special issues of international journals. Surman edited an issue on gender and the study of emotion for *Gender, Work and Organization* (2008); Scarbrough on managing projects in knowledge-based environments for *Long Range Planning* (2008); and Thornley edited special issues on state employment and the gender pay gap, both for *Gender, Work and Organization* (2009, 2011). Kelemen edited a special issue on pragmatism and heterodoxy in management research for *International Journal of Organizational Analysis* (2012); her editorial introduction received an Emerald Literati Highly Commended Award for Excellence. Bell edited a special issue on organisational death for the journal *Culture and Organization* (2013).

Researchers in KMS have contributed significantly to the methodological development of the discipline through their published work in this area. This includes work on philosophies of knowledge and approaches to knowledge creation and dissemination, and qualitative and reflexive methodologies, including ethnography. This includes Kelemen's co-authored textbook, *An Introduction to Critical Management Studies* (Sage, 2008), Bell's co-authored textbook *Business Research Methods* (Oxford University Press, 3rd ed. 2011) and her co-authored *A Very Short, Fairly Interesting and Reasonably Cheap Book about Management Research* (Sage, 2013). Bell co-founded the International Network of Visual Studies in Organization, was co-investigator on an ESRC Researcher Development Initiative, 'Advancing Visual Methodologies in Business and Management' (2010-12), and co-edited the *Routledge Companion to Visual Organization* (2013). Keele researchers are also regularly invited to contribute to field-defining methodological guides and handbooks, such as the *Sage Handbook of Organizational Research Methods* (2009), containing chapters on grounded theory by Goulding, and by Bell on research ethics. The reputation of the School for methodological expertise and contribution is further reinforced by the arrival of Yanow, whose extensive work in this area includes the co-edited books *Interpretive Research Design: Concepts and Processes* (Routledge, 2012) and *Organizational Ethnography: Studying the Complexities of Everyday Life* (Sage, 2009), and the co-authored *Interpretation and*

Method: Empirical Research Methods and the Interpretive Turn (ME Sharpe, 2nd ed. 2013).

As a result of their expertise, Keele researchers are regularly invited to give talks and workshops to other researchers in the discipline. Goulding's publications on grounded theory, including her 2002 book, have resulted in regular speaking invitations (e.g. British Academy of Management, 2009; Academy of Marketing, 2011). Kelemen's expertise on American Pragmatism, critical management research and using a cultural animation approach in management studies has also resulted in invited presentations (e.g. British Academy of Management Research Methodology Special Interest Group; Nantes Audencia School of Management, 2012; Tampere University Finland, 2012; Meji University Tokyo Japan, 2013; Western Ontario University Canada, 2013). Bell was a keynote speaker at the '7th Qualitative Research Conference' in 2008, and has given invited presentations on ethnography, research politics and ethics and visual research (e.g. Stockholm University School of Business, 2013; Edinburgh Business School 2012, Cass Business School 2013). Scarbrough's interdisciplinary research expertise was recognized by an invitation to join an international panel commissioned by the Quality Assurance organisation of Netherlands Universities to undertake a research assessment exercise in October 2013. This assessment addresses the research of the Faculty of Economics and Business Administration in VU Amsterdam and the Faculty of Economics and Business at the University of Amsterdam. The recent appointment of Yanow, who has given nine plenaries and keynote addresses at international conferences and workshops since 2008, including at the 'Organizational Learning, Knowledge and Capabilities Conference' in 2012, will further enhance the reputation of Keele researchers as interesting scholarly speakers at the forefront of their field.

Researchers at Keele have also played an active role in organising ESRC Seminar Series in the period, many of which were hosted at Keele. French was principal investigator on an ESRC Seminar Series on 'The Impact of Migrant Workers on the Functioning of Labour Markets and Industrial Relations' (2009-11). This comprised six one-day seminars that explored diverse disciplinary and methodological approaches to the study of migration and industrial relations. Presentations included inputs from career-young researchers and end-users and disseminated the latest research findings on the utilisation of migrant workers, their conditions of work and the regulating of their jobs. Brannan was co-investigator on ESRC Seminar Series in 2008 on 'Emotion and Embodiment in Research'. The aim of the series was to bring together research active scholars, research users and early-career researchers to explore and theorise the impact of emotions and embodiment on the research process. Before joining Keele, Bell was co-investigator for a series of five ESRC seminars (2008-9) to establish and develop the International Network of Visual Studies in Organization, *InVisio*, a research community dedicated to the visual analysis of management and organisation. Also prior to joining Keele, Tietze was principal investigator on an ESRC Seminar Series on 'Language, Communication and Knowledge in International Business and Management' (2008-10), which addressed the academic and practical challenges of working in international contexts that involve multilingual communication networks. Finally, Goulding is currently co-investigator on an ESRC Seminar Series on 'Marketplace Exclusion, Representation, Resistances and Responses', which involves academics, practitioners and policy makers exploring issues of consumerism, disadvantage and exclusion from the marketplace and the kinds of responses adopted by excluded consumers.

Finally, Keele researchers contribute to the knowledge base through interdisciplinary investigation into important and emerging topics in business and management studies, many of which are published as books. Brannan's edited book, *Branded Lives* (Edward Elgar, 2011), is illustrative of this type of work. Other examples include Bell's single-authored book *Reading Management and Organization in Film* (Palgrave, 2008), Scarbrough's edited book, *The Evolution of Business Knowledge* (Oxford University Press, 2008), Thornley's co-authored book *Globalization and Varieties of Capitalism: New Labour, Economic Policy and the Abject State* (Palgrave Macmillan, 2009) and her edited book, *Globalization and Precarious Forms of Production and Employment: Challenges for Workers and Unions* (Edward Elgar, 2010), Tietze's single-authored book *International Management and Language* (Routledge, 2008) and Yanow's co-edited volumes *Organizational Spaces: Rematerializing the Workaday World* (Edward Elgar, 2010) and *Organizational Culture* (Edward Elgar, 2011).