

BEI DIGEST

SCHOOL NEWSLETTER - ISSUE #2



EXECUTIVE DEAN'S FOREWORD

Welcome to the second edition of the BEI Newsletter and to the Autumn term 2019. I want to begin this second edition by paying tribute to Professor Philip Powell, our former Dean. Philip joined Birkbeck as the inaugural Dean of BEI in 2009 and over the past ten years has put in place numerous developments that have enabled significant growth within the School. His ability to do this whilst at the same time recognising, understanding and supporting the organisational culture that we have at Birkbeck was testament to his leadership abilities and I am pleased that his contribution has been recognised through the award of a Fellowship of the College.

The summer period has, as ever, been a hive of activity for all colleagues across the Departments of Management; Organizational Psychology; Economics, Maths & Statistics; and Computer Science & Information Systems. In an increasingly competitive Higher Education environment, and amidst warnings that business education within the UK could be nearing the end of several decades of growth, our performance in recruitment has been extremely impressive.

On the research side, preparations for the REF continue and it is clear that we are in a stronger position this time around. Engaging in the process also demonstrates that across all four departments in BEI we have a lot of innovative research taking place that not only can

contribute to the academic debate but can also have a wider societal or organisational impact. In an era where the legitimacy of Business School research has been called into question, I firmly believe we need to proactively demonstrate how our research has implications for policy and/or practice. I also believe that we are well positioned to do this.

Our continuing strong performance in recruitment and the preparations for the REF are critical activities for BEI as we enter a new chapter in our ten-year history. The ongoing Strategic Review of BEI is also critical to this and will provide us with the scope to build on the historic successes of the School and to shape the future direction of BEI.

Dr Geoff Walters

Executive Dean, School of Business, Economics and Informatics

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SCHOOL HIGHLIGHTS

BEI GRADUATION CEREMONY



We were delighted to celebrate the successes of students graduating on 6 November 2019. Friends, family and staff members came together to congratulate graduates on their achievements in ceremonies held in the University of London's iconic Senate House.

Undergraduate students who had performed exceptionally well during their studies were recognised at the BEI Prizegiving Ceremony, where they were presented with their awards by Dr Geoff Walters, Executive Dean of the School of BEI.

Professor Phillip Powell was made a Fellow of Birkbeck in recognition of his contribution to the field of management and business and to the success of the School of Business, Economics and Informatics, where he held the post of Executive Dean for ten years. Our warmest congratulations to Philip and to all our graduates.



A decade-long partnership: Andi Schmidt, Director of Operations for the School of Business, Economics and Informatics alongside Professor Philip Powell.

BEI BREAKFAST SEMINAR

In early November, Professor Almuth McDowall, Head of the Department of Organizational Psychology, was joined by students, colleagues and professionals working in or with an interest in the performing arts for the first BEI seminar of the academic year.

Professor McDowall began by sharing key findings from [Balancing Act](#), a survey carried out by academics from the Department of Organizational Psychology in collaboration with Parents and Carers in the Performing Arts (PiPA). This was followed by a lively discussion on the precarious nature of work in the performing arts and suggestions on how to ensure the industry better reflects the society it serves. Chaired by Dr Rebecca Whiting, the seminar began and ended with a networking breakfast and the opportunity to make connections to continue the discussion.



Dr Rebecca Whiting and Professor Almuth McDowall at the BEI Breakfast Seminar.

BIRKBECK MENTORING PATHWAYS

The Mentoring Pathways programme offers the opportunity for final-year students and professional mentors to work together. Mentors are drawn from Birkbeck graduates and corporate partners working in a diverse range of professions and industries.

This year, 113 matches were made from BEI, which marks a 14% increase on last year, giving more students the opportunity to bridge the gap between study and the workplace.

AWARDS, HONOURS AND APPOINTMENTS

- **Professor Michael Zakharyashev, Dr Roman Kontchakov and Dr Vladislav Ryzhikov (CSIS)** were awarded £453,015 by the Engineering and Physical Sciences Research Council for a project on Ontology-Based Management for Many-Dimensional Quantitative Data.
- **Dr Rachel Lewis and Dr Jo Yarker (OP)** have been awarded £206,000 by the Department of Work and Pensions. Working with Kingston University, Loughborough University and Affinity Health at Work, they are developing a toolkit to help employees and employers navigate the return to work journey following sickness absence. Lewis's and Yarker's research on the psychological implications of business travel has also been shortlisted for a This Can Happen Award under the 'Best Targeted Mental Health Initiative' category.
- **Dr Alexandra Beauregard (OP)** was awarded a £34,000 research grant by the Social Sciences and Humanities Research Council of Canada for a project entitled Leveraging Data Science and Observed Internet Data to Understand the Role of Gender in the Work-Family Interface.
- **Dr Rebecca Whiting (OP)** was awarded a £9,060 research grant by the British Academy/Leverhulme for a research project applying a business ethics approach to gendered toy marketing.
- **Professor Maura Paterson (EMS)** was awarded a £1,000 research grant from the London Mathematical Society's Research in Pairs scheme to work on combinatorial authentication and algebraic manipulation detection with Prof Doug Stinson of the University of Waterloo.
- **Professor Kevin Ibeh (MGMT)** was appointed to the Editorial Review Board

of the Transnational Corporations Journal, the official journal of the United Nations Conference on Trade and Development (UNCTAD). He was also appointed external assessor for senior academic promotion by a number of international universities, including Lagos State University, Ojo, Nigeria (June 2019); and Kwame Nkrumah University of Science and Technology, Kumasi, Ghana (September 2019).

- **Professor John Kelly (MGMT)** was elected a Fellow of the Academy of Social Sciences in recognition of his contribution to science and society.
- **Professor Almuth McDowall (OP)** was appointed a Fellow of the International Society for Coaching Psychology.
- **Dr Paul Yoo (CSIS)** received funding from the Global Challenge Research Fund with Indonesian partners for research to protect the global environment using edge intelligence techniques.
- **Dr Rebecca Whiting and Samantha Evans (OP)** were awarded the Best Developmental Paper award in the Cultural & Creative Industries track at the British Academy of Management conference in September 2019.
- **Dr Alexey Pokrovskiy (EMS)** was awarded the European Combinatorics prize, which recognises excellent contributions in combinatorics, discrete mathematics and their applications by young European researchers aged 35 or under.



Dr Alexey Pokrovskiy receiving the European Combinatorics prize alongside his colleague Richard Montgomery.

IMPACT

Improving Diversity on Sport Boards

Dr Richard Tacon and Dr Geoff Walters (MGMT) have been working with Sport England on a new initiative intended to improve the diversity of board members in the sport and physical activity sector. The programme, unveiled in September, follows a series of studies demonstrating that sports governance lacks diversity, particularly with regards to ethnicity and disability.

Richard and Geoff have designed and implemented training materials as part of the initiative, which will identify and develop a pool of suitable candidates from under-represented groups. The intention is that sports organisations will then be able to turn to these people when recruiting for new board positions.

This activity builds on a broader programme of research that Richard and Geoff have conducted into governance in the sports and leisure sector. Their work has included the development of a set of governance standards that are now compulsory for all UK sports organisations hoping to receive public funding.

Building a Progressive Economy

Dr Sue Konzelmann (MGMT) was at the Labour Party conference in September with the Progressive Economy Forum (PEF), on whose Council she sits. Sue spoke about a PEF publication which she recently co-edited: *Rethinking Britain: Policy Ideas for the Many* (Policy Press, 2019). She appeared alongside fellow PEF members as well as the Shadow Minister for Sustainable Economics, Clive Lewis, and the Shadow Chancellor of the Exchequer, John McDonnell, who commended the work of the PEF and discussed its relationship to Labour policy.

Sue's work with the PEF comes as a consequence of her interest in the social and economic consequences of austerity, the subject of a monograph which she published this year (*Austerity*, CUP, 2019).



Dr Sue Konzelmann filmed a video entitled 'Does austerity actually work?' for the Birkbeck Explains series at the Euston Foodbank in October.

PUBLIC ENGAGEMENT

- **Professor Daniele Archibugi (MGMT)** presented the Second Report on Research and Innovation in Italy at the National Research Council Headquarters in Rome in front of the Italian Prime Minister, Giuseppe Conte and of the Minister for Education, University and Research, Lorenzo Fioramonti.
- **Dr Walter Beckert (EMS)** spoke at the Health Foundation roundtable on the Competition and Markets Authority empirical analysis of hospital mergers.
- **Professor Stephen Wright (EMS)** gave the Beesley lecture at the Institute of Directors on the subject of getting the cost of capital (and expected returns) right for UK regulated utilities.
- **Dr Alexandra Beauregard (OP)** represented the ABS4 journal *Work, Employment and Society* at the HKU-WES International Symposium "Worlds of Work: Implications of Urbanisation, Technology and Sustainability", which took place at Hong Kong University in September.
- **Professor Almuth McDowall (OP)** was on BBC World to debate the merits and demerits of a four-day week.

- **Dr Kevin Teoh (OP)** spoke about organisational factors and interventions that impact doctors' wellbeing at the Royal College of Emergency Medicine Training Day.
- The Guardian newspaper wrote about research by **Dr Caroline Kamau (OP)** and UCL's Dr Asta Medisauskaite about how occupational distress raises the odds of doctors engaging in alcohol abuse, binge eating and having a variety of ill health symptoms.
- In September, **Dr Federica Rossi (MGMT)** gave a presentation entitled "How should policy adapt to knowledge co-creation in the digital age? Evidence from public innovation intermediaries in the UK and France" at an OECD-CREA event on Digital Innovation in Agriculture and Beyond, CREA, Rome.
- **Professor Kevin Ibeh (MGMT)** was a keynote speaker at an International Workshop on International Entrepreneurship held at the University of Greenwich, London.
- **Dr Jo Yarker (OP)** presented her work on Workplace Wellbeing at an event hosted by the Building Services Research and Information Association Wellbeing Conference, highlighting the need for a multidisciplinary approach to workplace wellbeing if we are to harness the benefits of the built environment, architecture and interior design of modern workplaces.

INTERNATIONAL

Internationalisation has proved to be vitally important to the School of Business, Economics and Informatics and this year is to be no different. For the academic year 2019/2020, Andrea Williams and William Richards have sought to create the best environment to foster and nourish the international student experience.

This year's autumn term began with the start of the One World Festival and a series of dedicated events within the School. Building upon the successes of last year, Academic English and British Cultural classes were also offered to this year's international intake.

The International Students' Forum was relaunched at the start of this term. From a series of World Cinema Screenings to an upcoming trip to Bletchley Park, this year's events calendar promises to provide students with an array of academic, cultural and social events.



BEI international students enjoying a stop-off on their red Routemaster bus tour, one of the activities organised by the international team.

In the weeks ahead, Birkbeck Futures will play a role in hosting tailor-made events for the School's international students. In light of the government's intention to extend the Tier 4 working visa, Birkbeck must strive to champion international student employability. It will always be in the School's interests to build upon the diverse alumni community within London and the wider UK. For a full follow-up of the events offered as part of the International Students' Forum, please visit the [Birkbeck events blog](#).

UPCOMING EVENTS

University of London Centenary Lecture

We are delighted to announce that Ed Davey MP, fellow of Birkbeck and MSc Economics alumnus will deliver a lecture to mark the centenary of the College joining the University of London. More details to follow in the new year.

BEI Seminar Series

After a great start to our BEI Seminar Series from Professor Almuth McDowall (OP), Dr Sue Konzelmann (MGMT) will take the helm in February with a discussion on the consequences of austerity.



The year 2020 marks the 100th anniversary of Birkbeck joining the University of London.

LATEST PROGRAMME INNOVATIONS

The following Masters programmes are open for applications for the first time this year:

- MSc Governance, Economics and Public Policy
- MSc Culinary Innovation Management (jointly delivered by Birkbeck and Le Cordon Bleu)

The Department of Organizational Psychology has also launched a new Professional Doctorate in Organizational Psychology that is the first UK alternative to the British Psychological Society's (BPS) Stage 2 Qualification in Occupational Psychology. The programme will also confer eligibility for registration with the HCPC as a practitioner psychologist (occupational). This innovative programme aims to change the way organisational psychologists engage with professional development and evidence-based practice.

LATEST PHD GRADUATES FROM BEI

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

- **Perna Tambay (MGMT)**, *Management and organizational analysis*
- **Jeremiah Koh (OP)**, *Psychological resilience in military training environments*
- **Austin Tay (OP)**, *Workplace bullying*
- **Zhongmin Luo (EMS)**, *Mathematical finance*
- **Adetola Adesina (EMS)**, *Economics*
- **Denis Mazières (EMS)**, *Mathematical finance*

NEW STAFF APPOINTMENTS AND PROMOTIONS

Computer Science and Information Systems

- **Dr Cen Wan**, Lecturer

Economics, Mathematics and Statistics

- **Dr Daniel Kaliski**, Lecturer
- **Dan McVeagh**, Associate Lecturer
- **Julia Bernhardt**, Team Leader (maternity cover)
- **Rupinder Bains**, Administrator

Management

- **Dr Manto Gotsi**, Senior Lecturer
- **Aledoyin Olorunfemi**, Graduate Teaching Assistant
- **Stephen Kataya**, Graduate Teaching Assistant
- **Liam Gannicliffe**, Administrator
- **Ben Gardner**, Administrator
- **Aisha Brown Colpani**, Administrative Assistant

Organizational Psychology

- **Dr Rachel Lewis**, Senior Lecturer
- **Dr Jo Yarker**, Senior Lecturer
- **Dr Susan Kahn**, Lecturer
- **Janet Sheath**, Lecturer
- **Lucinda Soon**, Graduate Teaching Assistant
- **Alyse Carney**, Administrator

School of BEI Centre

- **Isobel Edwards**, Communications Coordinator
- **Ana Hickman**, Finance and Research Administrator
- **Adam Penton**, Team Leader
- **Jenna Flye**, Administrator

STAFF LEAVERS

We say goodbye to the following staff members and wish them all the best in the future.

- **Dr Julie Dickinson** (OP)
- **Dr Andreas Liefoghe** (OP)
- **Erica Levy** (OP)
- **Dr Bruno Schivinski** (MGMT)
- **Melanie Green**, School Events Coordinator. New appointment to be announced shortly.



NEW STARTER SPOTLIGHT



DR MANTO GOTSI
**Senior Lecturer
in Marketing,
Department of
Management**

Q: What is your #BBKStory?

My academic career to date could have been entitled “A Greek’s adventure around the UK”, if only Northern Ireland featured in my appointments. Born in Athens, I travelled to Glasgow to study a BA(Hons) in Marketing at the University of Strathclyde. I’ve always loved writing, so my 18-year old self thought that a degree in Marketing would help secure a job as a copywriter. While studying, I worked in the Marketing department of a bank and in a PR agency, only to realise that writing marketing material was not the creative endeavour I envisaged. So, I decided to embark on a PhD in Marketing at Strathclyde – and join the creative freedom of the academic community.

Since then, I’ve held Lectureships at the University of Aberdeen and Brunel University, a Senior Lectureship at Cardiff University and a Readership at the University of Westminster. I’ve always been looking for an opening at Birkbeck. I strongly believe in the transformative power of education, to open horizons, improve job prospects and trigger new careers - and Birkbeck seems to be the perfect ambassador.

Q: What are you currently working on?

My research focuses on the management of paradoxes – how organizations, teams and individuals respond to competing demands and resulting tensions. At the moment, I am working

on two exciting research projects. The first has been an eye opener. It is an exploratory study of the formalisation of informal entrepreneurs – waste pickers in Colombia – which has recently been funded by a British Academy/Leverhulme Small Research Grant. Findings reveal the struggles that waste pickers experience in disengaging from their informal role and transitioning into a formal entrepreneurial identity. The study ultimately argues that formalisation is a process rather than a destination. The second is in the corporate realm, exploring how different types of team goal orientation are linked to radical innovation outcomes in a corporate research lab in the USA.

I also lead the development of the new online MSc in Marketing to be launched in September 2020 in collaboration with the University of London. This is an exciting initiative for many reasons. Firstly, I strongly view online learning as part of the future of education – and I am delighted that Birkbeck plays a role in this new era. Secondly, I believe that online learning sits very closely to Birkbeck’s ethos and values of enhancing access to education. Beyond part-time learning in our on-the-ground programmes, online programmes thus seem like a natural extension. Lastly, on the personal front, this programme is an opportunity for me to learn new skills, which I am very much enjoying!

Q: What do you do in your spare time?

I have always enjoyed writing poetry and short stories and recently I’ve been flirting with the idea of publishing my work. Beyond writing, I adore travelling. I spend most of my disposable income travelling around the world with my family and friends. I love exploring new places, understanding how people live and trying out new cuisines. I am an avid reader of novels and poetry, and also follow international news with a passion. I also enjoy hanging out in the Victoria and Albert Museum and having endless coffees with my friends.

LATEST PUBLICATIONS

Journal Articles

- **Archibugi, D.**, Bavastrelli, M., Cellini, M. (2019). Does Discussion Lead to Opinion Change within Political Science Students?, *Journal of Political Science Education*, DOI: 10.1080/15512169.2019.1667808.
- **Archibugi, D., Filippetti, A., Frenz, M.** (2019). Investment in innovation for European recovery: a public policy priority, *Science & Public Policy*. In press.
- Barnes, C., **Lewis, R.**, Wiley, L., **Yarker, J.** (2019). Women directors on FTSE company boards: an exploration of the factors influencing their appointment. *Cogent Psychology*. In press.
- **Beckert, W.** (2019). “A note on specification testing in some structural regression models”, Centre for Microdata Methods and Practice (cemmap) working paper CWP 22/19. *The Oxford Bulletin in Economics and Statistics*. In press.
- Chun, C., Moffatt, I., **Noble, S. D.**, Rueckriemen, R. (2019). Matroids, delta-matroids and embedded graphs. *Journal of Combinatorial Theory A*, 167, 7-59.
- Chun, C., Moffatt, I., **Noble, S. D.**, Rueckriemen, R. (2019). The e-exchange basis graph and matroid connectedness. *Discrete Mathematics*, 342, 723-725.
- Chun, C., Moffatt, I., **Noble, S. D.**, Rueckriemen, R. (2019). On the interplay between embedded graphs and delta-matroids. *Proceedings of the London Mathematical Society*, 118, 675-700.
- **Crisafulli, B.** Joining hands for the greater good: examining social innovation launch strategies in B2B settings. *Industrial Marketing Management*. In press.
- **Crisafulli, B.**, Wasil M., Singh, J., Benoit, S. (2019). Understanding how patients and their network cope with threats in healthcare service experiences. *British Journal of Medical Practitioners*, 12(2).
- Doyle, N. E., & **McDowall, A.** (2019). Context matters: A review to formulate a conceptual framework for coaching as a disability accommodation. *PloS one*, 14(8), e0199408.
- Fontaine, I., Galvez-Iniesta, I., **Gomes, P.**, Vila-Martin, D. (2019). Labour market flows: accounting for the public sector. *Labour Economics*, ISSN 0927-5371. In Press.
- **Gomes, P.**, Machado, M.P. (2019). Literacy and primary school expansion in Portugal: 1940–62. *Revista de Historia Económica - Journal of Iberian and Latin American Economic History*, ISSN 0212-6109. In Press.
- **Kamau, C.** (2019). Five ways media training helped me to boost the impact of my research. *Nature*, 567, 425-426.
- K. J. Edwards, **S. D. Noble.** (2019). The complexity of solution-free sets of integers. *Discrete Applied Mathematics*, 270, 115-133.
- **Mackenzie Davey, K.**, Jones, C. Refugees’ narratives of career barriers and professional identity. *Career Development International*, doi 10.1108/CDI-12-2018-0315. In press.
- Medisauskaite, A., **Kamau, C.** (2019). Reducing burnout and anxiety among doctors: randomized controlled trial. *Psychiatry Research*, 474, 383-390.
- Medisauskaite, A., **Kamau, C.** (2019). Does occupational distress raise the risk of alcohol use, binge eating, ill health and sleep problems among medical

doctors? A UK cross-sectional study. *BMJ Open*, 9:e027362.

- Pritchard, K., **Mackenzie Davey, K.**, Cooper, H. (2019). Aesthetic labouring and the female entrepreneur: 'Entrepreneurship that wouldn't chip your nails' *International Small Business Journal*, 37(4), 343-364
doi.org/10.1177/0266242618823408.
- **Teoh, K.**, Hassard, J., Cox, T. (2019). Doctors' perceived working conditions and the quality of patient care: a systematic review. *Work & Stress*, 33(4), 385-413.
- Willis, D., **Yarker, J.**, **Lewis.** (2019). Lessons for leadership and culture when doctors become second victims: a systematic literature review. *BMJ Leader*, 2019;0:1-11.
doi:10.1136/leader-2018-000117.

Books, Chapters and Reports

- **Beauregard, T. A.**, Basile, K. A., & Canónico, E. (2019). Telework: Outcomes and facilitators for employees. In R. N. Landers (Ed.), *The Cambridge handbook of technology and employee behavior* (pp. 511-543). Cambridge: Cambridge University Press.
- **Beauregard, T. A.** (2019). Diversity in teams. In H. Mensi-Klarbach & A. Risberg (Eds.), *Diversity in organizations: Concepts and practices* (2nd ed.) (pp. 152-180). London: Red Globe Press.
- **Beauregard, T. A.** (2019). Diversity change and resistance. In H. Mensi-Klarbach & A. Risberg (Eds.), *Diversity in organizations: Concepts and practices* (2nd ed.) (pp. 269-300). London: Red Globe Press.
- **Beauregard, T. A.** (2019). Equality, diversity and intersectionality. In I.

Roper, R. Prouska, & U. Chatrakul Na Ayudhya (Eds.), *Critical issues in Human Resource Management: Contemporary perspectives* (2nd ed.) (pp. 227-245). London: Red Globe Press.

Conference Output

- A paper by **Dr Benedetta Crisafulli (MGMT)** entitled 'Caring while Sharing': How CSR mitigates customer anger following unsatisfactory experiences with sharing services' has been accepted at the 2020 American Marketing Association winter conference.
- A paper by **Professor Kevin Ibeh** and **Idika Awa (MGMT)** was presented at the 46th Academy of International Business UK & Ireland Chapter Conference at the University of Sussex. The paper is entitled 'Regional Economic Integration, Appropriated Assets and Cross-border expansion of African MNEs.'

BEI DIGEST



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