

BEI DIGEST

SCHOOL NEWSLETTER - ISSUE #11



EXECUTIVE DEAN'S FOREWORD

Welcome to the autumn 2022 edition of the BEI newsletter. It has been a challenging start to the academic year on a number of fronts, so I feel it is important to begin by celebrating some of the key success stories over recent months. First and foremost, it has been wonderful to host the graduation ceremonies for our undergraduate students and to share in their achievements. This cohort has been impacted by the pandemic, so it has been a challenging period for them, so to see them in person and share in their special day is a privilege. Graduation also brought home how special an institution Birkbeck is and how we remain committed to widening participation and to supporting a very diverse cohort of students to meet their educational aspirations. I was fortunate to present numerous prizes to the very best graduates from each department, which again was a privilege. It is these sorts of occasions that are uplifting and remind us why we are here.

The diversity of our student body is one reason underpinning our ongoing partnership with Goldman Sachs that seeks to improve racial equity and tackle barriers to education. The latest initiative to come from this is the Goldman Sachs and Birkbeck Diversity Scholarship Programme. This launched in April 2022 with the aim of providing three years' worth of funding for

30 students (ten students a year) to study an undergraduate degree in Finance and Economics. This is the first academic year in which the initial cohort of ten students have started on their respective programmes and I really believe this is the next step in what will be a very productive partnership.

Moving back to graduations, colleagues and I recently attended the graduation for the third cohort of students on the UEFA MIP Executive Masters Programme, a joint programme between UEFA, CDES Limoges and Birkbeck. The programme is for ex-international footballers seeking to transition into the business and governance of football following the end of their professional playing careers. The graduation was the culmination of their hard work and effort at which we saw the UEFA President, Alexander Ceferin begin the proceedings.

Whilst there have been, and will continue to be, many reasons to celebrate the success of students and colleagues from across the School of BEI, I also fully appreciate that the impending academic restructure is at the forefront of everyone's minds and of course, we are living through a period of uncertainty. We are currently in the midst of the consultation on the restructure and we are waiting to hear what will come from this. One thing we do know however is that from the beginning of August 2023, the structure of Birkbeck will look very different to how it does today. We know that we will see the creation of a Birkbeck Business School in the new Faculty of Business and Law. We also know that we will see colleagues from Computer Science and Mathematics and

Statistics move over to the new Faculty of Science. These colleagues will be sorely missed but it will not be a firm goodbye – there will continue to be opportunities for collaboration across research and teaching that we will explore and develop over the coming months. I firmly believe that the creation of the Birkbeck Business School offers opportunities that will come from the ability to create a stronger brand that we can leverage to create an identity for our students and build stronger partnerships – be it research or educational in focus. What is critical is that we identify a clear vision for the Business School and this is what I will be focusing on in more detail once the consultation reaches a conclusion. This is what we need to give us clear direction and purpose and I believe is critical to the future success of the Business School.

Professor Geoff Walters
Executive Dean, BEI School

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SCHOOL HIGHLIGHTS

CELEBRATING OUR CLASS OF 2022



On Wednesday 9 November, we celebrated the graduation of undergraduate students from across our four departments. Graduates, their families and friends attended ceremonies in the iconic University of London headquarters, Senate House, where they were addressed by Professor David Latchman CBE, Vice-Chancellor; Baroness Joan Bakewell, President; Professor Joanna Bourke, College Orator; alongside staff and four Fellows of the College.

Graduates who performed exceptionally well during their studies received awards from Professor Geoff Walters, Executive Dean of the School of BEI, at the School’s prizegiving ceremony. In an address to the group, Professor Walters commented on the magnitude of their achievements having completed a large part of their studies during the COVID-19 pandemic. A [list of our prizewinners](#) can be found on our website.

AUTUMN EVENTS: TACKLING UNCERTAINTY AND GENERATING SOCIAL IMPACT

This term has seen a return to a busy programme of in-person events alongside our online offering to bring our community together. In October, we were delighted to

welcome authors Dr Bruce Garvey and Dowshan Humzah to discuss the launch of their new book co-written with Storm La Roux: '[Uncertainty Deconstructed: A Guidebook for Decision Support Practitioners](#)'. Evidence-based decision making was also a theme running through our recent webinar on the history of evidence-based human resource management, organised by Organizational Psychology's Professor Julie Gore and chaired by Mark Stringer.

In November, we brought our sport business community together with a series of events celebrating the launch of new research into social capital and sport organisations (Dr Richard Tacon) and sport economics (Professor Klaus Nielsen).



Dr Richard Tacon and Dr Pamela Yeow in conversation for the launch of 'Social Capital and Sport Organisations'.

We've continued the conversation on climate change and sustainability with the City of London, hosting two roundtable debates this term addressing topics such as the link between financial sustainability and environmental sustainability; whether interplanetary resources could solve the energy crisis; and environmental science diplomacy.

[Sign up to our mailing list to hear about upcoming events.](#)

MARKETING GRADUATE WINS WORSHIPFUL COMPANY OF MARKETORS DISSERTATION PRIZE

MSc Management with Marketing graduate Sophie Attard has won the Worshipful Company of Marketors award for her dissertation 'Listening to Branding: Proposing a method to evaluate consumers' perceptions of sound in branding.' The prize recognises Sophie and dissertation supervisor Dr Benedetta Crisafulli, who were both invited to attend the Ceremonial Court & Bowden Charter Dinner on 30 November 2022 at Mansion House, where the prize is awarded.

WORKSHOP SERIES CONNECTS SCHOOL RESEARCH COMMUNITY

An [academic workshop series](#) organised by Dr Olivier Sibai is connecting BEI's research community, supporting colleagues to overcome academic isolation and gain a greater sense of satisfaction and fulfilment from their research. Workshops so far have explored academic isolation and why it matters and creativity for research. Book your place on an upcoming workshop:

- [Networking for researchers](#) – Thursday 8 December 2022, on campus
- [Personal branding for researchers](#) – Thursday 12 January 2023, online
- [Together we are stronger: why and how to develop your own research collective](#) – Thursday 9 February 2023, online
- [Seizing the helping research hand: leveraging your research community's integration systems](#) – Thursday 9 March 2023, online

FORMER INTERNATIONAL FOOTBALL PLAYERS CELEBRATE UEFA EXECUTIVE MASTERS GRADUATION



On 2 November 2022, we celebrated the graduation of our third cohort of students on the [UEFA MIP Executive Masters Programme](#). The UEFA MIP is a joint programme between UEFA, CDES Limoges and Birkbeck that supports ex-international footballers to make the transition into the business and governance of football following the end of their professional playing careers. Among this year's graduates are Lise Klaveness, now President of the Norwegian FA and Aaron Hughes, former Premier League footballer and now Technical Director at the Irish Football Association.

Over the course of the programme, students have studied a range of modules that have explored the way that professional sports are run from a business perspective. We would like to congratulate our graduates on their success and wish them all the best for their future in sport management.

CIMR AUTUMN WORKSHOPS EXPLORE THE FUTURE OF INNOVATION

The Centre for Innovation Management Research has hosted online workshops on '[Creative Entrepreneurship and Skills Development in Liverpool City Region](#)' and '[Innovation Policy and the COVID-19 Pandemic](#)' as part of its Autumn programme of events. The workshops are an opportunity for academics, students, policy makers and practitioners to come together and learn from each other to improve future practice. Learn more about upcoming events from the CIMR [on their website](#).

PUBLIC ENGAGEMENT

- **Dr Luca Andriani (MGMT)** was interviewed by Dr Asimina Christoforou (Panteion University, Greece) for the Segment 'Dialogos: A Corner for Dialogue and Change' for the Fall Association for Social Economy Newsletter on issues regarding the relationship between current global crisis and institutions.
- **Professor Alexandra Beauregard (OP)** co-organised and (remotely) co-chaired the hybrid stream 'Disrupting work-family universalisms' at the Equality, Diversity and Inclusion international conference in Cape Town, South Africa, 24 July 2022.
- **Professor Helen Lawton Smith (MGMT)** took part in a panel on inclusive entrepreneurship at Global Entrepreneurship Week UK's Official Launch Event, 14 November 2022.
- **Dr Kevin Teoh (OP)** delivered the webinar 'Organisational Wellbeing Interventions: It's not only about Yoga and Resilience', North Bristol NHS Trust, 24 August 2022.

INVITED TALKS AND PRESENTATIONS

- **Dr Luca Andriani (MGMT)** presented 'Life Satisfaction and Tax Preferences in Transition Economies' at the [63rd Annual Conference of the Italian Economic Association](#), University of Torino, 20-22 October 2022, Italy.
- **Dr Konstantinos Chalkias (MGMT)** was a [keynote speaker on impactful research](#) at the Academy of Management Paper Development Workshop in August.
- **Dr Libby Drury (OP)** was invited to present her paper 'Intergenerational programmes: Bridging the gap between theory and practice' at the policy and practice conference, Ageing Connects, 2022, Gereontology Institut, Prague.
- As a result of her funded decision research with the CRUISSE network, **Professor Julie Gore (OP)** was invited to attend the scientific meeting 'Confronting Radical Uncertainty' hosted by The Royal Society. Julie was also co-presenter of the webinar 'Naturalistic Decision Making and Applied Psychology in Defence', The British Psychological Society, 27 October 2022 and presenter on 'The Psychology of Decision Making & Executive Reward', Vlerick Business School, Ghent, Belgium, September 2022.
- **Professor Almuth McDowall (OP)** gave a keynote address at the '[Celebrating Neurodiversity at Work 2022](#)' conference, 27 October, online. Almuth was also a keynote speaker at Cyprus Institute of Marketing September 2022: 'Worklife Balance through a Diversity Lens' and International Society of Coaching Psychology 2022: 'Worklife

Balance Coaching through a Diversity Lens'.

- **Dr Federica Rossi (MGMT)** organised a workshop with the Higher Education Statistics Agency (HESA) on '[Research Uses of HEBCI Survey Data and Future Development of the HEBCI](#)', 16 September 2022. Federica also chaired the [NCACE Festival: Social and Cultural Knowledge Exchange in the HE-BCI Review](#), 13 October 2022.
- **Dr Lukas Wallrich (OP)** presented initial results from his British Academy-funded project on mega-analyses and intergroup contact at the conference of the Social Psychology section of the British Psychological Society. The presentation was titled 'Improved evidence synthesis in the era of open data: an intergroup contact mega-analysis'.

LATEST PHD GRADUATES FROM BEI

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

- **Paula Fitzgerald (OP)**, *Turning Pointe: the lived experience of embodied occupational identity in professional ballet dancers.*
- **Richard Irving (MGMT)**, *Sustainability in Football: The Community Ownership Model.*
- **Meg Kiseleva (OP)**, *Are decisive and rational people more likely to be at the top of the career ladder? A quantitative investigation of cognition and behaviour in decision making as predictors of career outcomes.*

AWARDS, HONOURS AND APPOINTMENTS

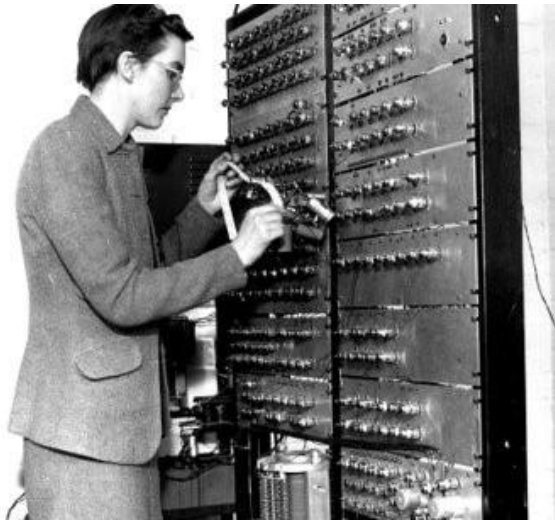
- **Dr Luca Andriani (MGMT)** and his co-author Dr Gaygysyz Ashyrov received The Best Conference Paper Award from the Transition 2022 International Scientific Conference. The conference was held on 22-23 September, Ljubljana, Slovenia, and the paper's title is 'Life Satisfaction and Tax Preferences in Transition Economies'.
- **Dr Luca Andriani (MGMT)** has been appointed External Evaluator of the Government of Ireland Postgraduate Scholarship and Postdoctoral Fellowship Schemes within the research areas of Political Economy and Institutional Economics. Luca has also served as External Examiner (MSc Dissertations) for the International Masters in Economy, State and Society, University College London, October 2022.
- A paper co-authored by **Professor Alexandra Beauregard (OP)** and published in Human Relations, titled 'Contextualising intersectionality: A qualitative study of East Asian female migrant workers in the UK' was accepted into the [Honor Roll of Responsible Research in Business and Management](#).
- **Dr Benedetta Crisafulli (MGMT)** won a British Academy Small Grant on the topic of influencer marketing and its impact on digital users' wellbeing.
- A paper co-authored by **Dr Yi-Ling Lai** and **Professor Almuth McDowall (OP)** was awarded Research Paper of the Year 2022 at the Henley Centre for Coaching, Henley Business School, October 2022. Paper reference: Wang, Q., Lai, Y. L., Xu, X., & McDowall, A. (2022). The effectiveness of workplace coaching: a

meta-analysis of contemporary psychologically informed coaching approaches. *Journal of Work-Applied Management*, 14(1), 77-101.

- In her role as secretary of the Naturalistic Decision Making Association (NDM), **Professor Julie Gore (OP)** was part of the Scientific research committee for the 16th International NDM Conference Oct, 2022, Florida USA/Online. As a result of the conference, Julie is now guest editing with colleagues a [Research Topic for Frontiers in Psychology](#).
- **Professor Helen Lawton Smith (MGMT)** was appointed Academic Lead for the Innovate UK and Innovation Caucus 'Road to Wonder' research award September 2022 – April 2023. Helen was also appointed Member, Editorial Board, De Gruyter Studies in Knowledge Management and Entrepreneurial Ecosystems (November 2022) and Member, Editorial Board, Progress in Economic Geography (October 2022).
- **Professor Almuth McDowall (OP)** has been commissioned to do an industry-wide survey for Neurodiversity in Business (NiB) with the Centre for Neurodiversity Research at Work.
- **Dr Horen Voskeritsian (MGMT)** has been appointed member of Greece's National Scientific Committee for Skills Development, which advises the National Bureau of Employment on public policy.



REMEMBERING PROFESSOR KATHLEEN BOOTH 1922 - 2022



We were deeply saddened to hear of the passing of Professor Kathleen Booth (née Britten) on Thursday 29 September 2022. Kathleen was one of the founding members of Birkbeck's Department of Computer Science in 1946 and she is internationally recognised for her contribution to the field. Together with her husband Andrew Booth, Kathleen designed and built the College's first computer, which was followed by increasingly sophisticated models. Kathleen was a skilled software developer and published a book entitled 'Programming for an Automatic Digital Calculator' in 1958.

The Booths left Birkbeck in 1962 to pursue academic careers in Canada and their legacy is remembered each year at the [Andrew and Kathleen Booth Memorial Lecture](#). In 2022, the lecture was an opportunity to celebrate Kathleen's 100th birthday, and we were delighted to share a recorded message from Kathleen with the audience.

Kathleen's legacy as a pioneering woman in computer science lives on through the [Kathleen Booth Anniversary PhD Studentship](#), which aims to increase diversity in an industry that continues to be male-dominated.

We are grateful for Kathleen's contribution to computing and to Birkbeck. Obituaries which cover her work at Birkbeck can be read in [The Times](#) and [The Guardian](#) online.

NEW STAFF APPOINTMENTS AND PROMOTIONS

A warm welcome to the following new staff members in the Department of Management:

- Mu Yang – Senior Lecturer
- Ellen Whitcutt – Administrator
- Imogen Stirland – Administrator

STAFF LEAVERS

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

- Jide Gbadamosi – Administrator
- Eleanor Cook – Administrator
- Ingrid Kroeber Sodre – Administrator
- Beth Payne – Administrator
- Claudia Rehm – Administrator



LATEST PUBLICATIONS

JOURNAL ARTICLES

- Adisa, T. A., Antonacopoulou, E., **Beauregard, T. A.**, Dickmann, M., and Adekoya, O. D. (2022). [Exploring the impact of COVID-19 on employees' boundary management and work-life balance](#). British Journal of Management, 33(4), 1694-1709.
- Antonetti, P. and **Crisafulli, B.**, (2022) Revisiting power messaging in service failures: pitfalls and proposed solutions. Psychology & Marketing ISSN 0742-6046. (In Press).
- Baines, N., Klangboonkrong, T. and **Lawton Smith, H.**, (forthcoming) Exploring product/service innovation process in UK University spin-offs from practice-based lens, Journal of Technology Transfer.
- Basile, K. A., **Beauregard, T. A.**, Canonico, E., and Gause, K. (2022). [Better work-life balance through Digital Parenting](#). Strategic HR Review.
- Black, A., Brown, O., Utunen, H., Gamhewage, G., **Gore, J.**, (2022) [Insights on Public Health Professionals Non-technical Skills in an Emergency Response \(Multi-Team System\) Environment](#). Frontiers in Organizational Psychology.
- **Crisafulli, B.**, Singh, J. and Quamina, L.T. (2022) Competence is power: how digital influencers impact buying decisions in B2B markets. Industrial Marketing Management 104, pp. 384-399. ISSN 0019-8501.
- Darken, R. P., Peterson, B., **Gore J.**, (2022) [Virtual Reality Applications in Military and Veteran Medicine and Healthcare](#), Frontiers in Organizational Psychology.
- **Drury, L.**, Abrams, D., and Swift, H.J. (2022). Intergenerational contact during and beyond COVID-19. Journal of Social Issues. doi: 10.1111/josi.12551.
- Dunning, A., **Teoh, K. R. H.**, Martin, J., Spiers, J., Buszewicz, M., Chew-Graham, C., Taylor, A. K., Gopfert, A., van Hove, M., Appleby, L., and Riley, R., (2022). [The relationship between working conditions and psychological distress experienced by junior doctors in the UK during the COVID-19 pandemic: A cross-sectional survey study](#). BMJ Open, 12(8), e061331.
- **Ghorbankhani, M.** and **Rossi, F.** (2022). [Intrinsic and strategic complementarity of research and knowledge transfer activities as determinants of knowledge transfer management: evidence from public research organisations](#), The Journal of Technology Transfer. [Read a short blog about this paper](#).
- Jelfs, P. and **Lawton Smith, H.** (2022) [A Comparative Study of the Survival of University Spin-Off Companies \(USOs\) in the post-industrial UK West Midlands region](#), Studies in Higher Education.
- Lauder, K., **McDowall, A.** and **Tenenbaum, H.** (2022) 'A systematic review of interventions to support adults with ADHD at work—Implications from the paucity of context-specific research for theory and practice.' Frontiers in psychology 13. DOI: 10.3389/fpsyg.2022.893469
- **Teoh, K. R. H.**, **Kinman, G.**, Harriss, A., and Robus, C., (2022). [Recommendations to Support the Mental Wellbeing of Nurses and Midwives in the United Kingdom: A Delphi Study](#). Journal of Advanced Nursing.
- **Teoh, K.R.H.**, Vasconcelos, A., and Lima, E., (2022). [Work and Nonwork Contributory Factors to Health Care](#)

[Workers' Mental Health](#). American Journal of Public Health, 112(5), 703-705.

- Weber, C., Krieger, B., Häne, E., Yarker, J., and **McDowall, A.** (2022). [Physical workplace adjustments to support neurodivergent workers: a systematic review](#). Applied Psychology.

BOOKS, CHAPTERS, REPORTS

- **Lawton Smith, H.** and **Mansour, D.**, (2022) Addressing regional inequalities in innovation opportunities for ethnically diverse and disabled entrepreneurs. Project Report. CIMR, Birkbeck, University of London, London, UK. (Unpublished).
- **McDowall, A.**, Raine, C., **Gamblin, D.**, and **Teoh, K.** (2022). [A Bittersweet Symphony: the Experience Of Working Lives and Caring Duties in Classical Music](#). Report prepared for Parents in Performing Arts.
- **Teoh, K.**, Frost, F., Singh, J., Charalampous, M., & Muñoz, M. (Eds.) (2022). [Book of Proceedings from the 15th Conference of the European Academy of Occupational Health Psychology: 'Supporting Knowledge Comparison to Promote Good Practice in Occupational Health Psychology'](#). Nottingham, EAOHP. ISBN: 978-0-9928786-6-5.
- **Dr Horen Voskeritsian (MGMT)** has completed two reports for the European Trade Union Institute (ETUI) on Greece and Cyprus's Job Retention Schemes during the pandemic. [The full report is available online](#).

CONFERENCE OUTPUT

- Black, S., Foster, J, and **Gore, J.**, (2022) The Ethics of Data Governance:

Qualitative Explorations. British Academy of Management, Manchester Business School, UK.

- Brown, O., Power, N., and **Gore, J.** (2022) [Cognitive Task Analysis: Eliciting Management Cognition](#). Academy of Management Conference Seattle, USA.
- **Dr Libby Drury (OP)** was Invited to present her paper 'Old-age discrimination in resume-screening: A systematic review and research agenda' at the Ageing as Future Conference, University of Jena, Germany.
- **Lawton Smith, H.** and **Oawala, B. (MGMT)**, 'Ethnic minority women entrepreneurs' support networks: An inclusive entrepreneurial ecosystems approach', Paper presented at 16th edition Regional Innovation Policies Conference 2022 September 21-23 2022.
- **Teoh, K.** (2022). A Meta-Analysis of the Relationship between Perceived Working Conditions, Doctors' Psychological Health and Patient Care. In Lovseth, L. & K. Teoh (Chair) "Healthy Healthcare": A more holistic perspective in understanding and managing healthcare staff wellbeing and patient care. 15th European Academy of Occupational Health Psychology Conference, Bordeaux. 6-8 July, 2022.
- Sheri (Wei) Huang, **Gamblin, D.** and **Gore, J.** (2022). Eliciting cyber security narratives. [Discribe](#) All Hands Event, Grand Station, October. Wolverhampton.

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