

ORGANIZATIONAL PSYCHOLOGY

DEPARTMENT NEWSLETTER - ISSUE #8



HEAD OF DEPARTMENT'S FOREWORD

Welcome to the summer 2022 edition of the OP newsletter. We have much to celebrate and be thankful for. Our summer seminar, research away day and a string of rescheduled conferences brought home how important human connection is. Genuine engagement combined with chance encounters are hard to replicate online. Our annual Alec Roger memorial lecture, the first in person for three years, lifted us right up as a joyful way of coming together to reflect on the history of our department. There's also sadness as Lilith Whiley will be leaving us at the end of summer to take up a post at the University of Sussex. We thank her for everything she has done for us and are glad she will continue as a doctoral supervisor. This is also my last newsletter as head of department, I am stepping down at the end of summer. It has been a joy and privilege to work with my colleagues over the last six years. Now it's time for fresh energy at the helm, and for me to publish my B-list (well, hoping for some A-sides, too). Mark Stringer will be taking over at the end of September with David Gamblin as his deputy. I could not wish for better successors - "you were born to run!"

*Professor Almuth McDowall
Head of Department*

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EVIDENCE-BASED PRACTICE & DIVERSITY IN RESEARCH: SUMMER SEMINAR AND ALEC RODGER MEMORIAL

How can we ensure that academic research is inclusive and impactful in the workplace? This was the key question tackled in our annual Summer Seminar and Alec Rodger Memorial Lecture on Wednesday 29 June 2022. Based on the theme of diversity and work-life balance, the Summer Seminar welcomed staff, alumni and current students

to share insights from their research. [Professor Alexandra Beauregard](#) gave the keynote address entitled 'The Diversity of Work-Life Balance'.



Professor Rob Briner delivering the 2022 Alec Rodger Memorial Lecture.

The Summer Seminar was followed by a drinks reception and the 2022 Alec Rodger Memorial Lecture, delivered by [Rob Briner](#), Professor of Organizational Psychology at Queen Mary, University of London and Visiting Professor at Birkbeck. The lecture explored the controversies around evidence-based practice and provided actionable guidance on how to begin implementing evidence-based practice in the workplace.

We would like to thank our speakers for their thought-provoking talks and all those who contributed to making the event a success.

[Read more.](#)

BEI PRIZEGIVING CEREMONY RECOGNISES STUDENTS' EXCEPTIONAL ACHIEVEMENTS

The long-awaited in-person graduations returned to Birkbeck on 4 May 2022 and we were delighted to celebrate the achievements of our postgraduate students. Prizewinners were presented their award by Professor Geoff Walters, Executive Dean of the School of Business, Economics and Informatics and had the opportunity to catch up with staff at a drinks reception. Congratulations to all our 2022 prizewinners:

- **Kirsty Lauder:** Philip Powell Award for Best PhD Thesis in the School of Business, Economics and Informatics
- **Shafag Garayeva:** Honourable Mention for Best PhD Thesis in the Department of Organizational Psychology
- **Franziska Seiler:** Best CIPD Accredited Programme Student
- **Misbah Qureshi:** Best Dissertation in Medical Leadership
- **Mariangel Arenas:** Best Management Consultancy and Organizational Change Student
- **Joanna Wiles:** Best Overall Student
- **Elisabeth Fuerniss:** Best Research Project Mark
- **Nomita Nair:** Special Alan Wingrove Award for the Most Outstanding Dissertation in Coaching

INCLUSIVE RESEARCH EXPLORED AT QUALITATIVE METHODS IN ACTION DAY 2022

In May, the Department's Qualitative Research Group hosted a Methods Day. This featured a mix of presentations and panel discussions by academic staff, recent PhD graduates and doctoral students from the department. Around a theme of 'Inclusive Research', the sessions examined what this means and entails from different perspectives and within a variety of occupational and organizational contexts. The day also featured poster presentations from recent MSc graduates Laura Ball, America Harris, Nomita Nair, Jenny Rose, and Joanna Wiles.

[View the full programme.](#)

BEI WEEK 2022: RESILIENCE IN AN UNCERTAIN WORLD

Colleagues from the department shared their take on personal and organisational resilience via a number of online and in-person talks and workshops during BEI Week 2022, which took place from 11-15 July.

Dr Caroline Kamau-Mitchell discussed [the impact of COVID-19 on post-traumatic stress among healthcare staff](#), while MSc Medical Leadership graduate Dr Lucy Martin and Professor Gail Kinman discussed interventions to build resilience among health and social care workers.

There was also an opportunity to share insights into teaching and learning at Birkbeck. Students from our MSc Coaching programmes presented findings from their research projects and a collective of staff and students shared how collective writing has become a form of resistance and solidarity.

A highlight of the week was the evening lecture 'Uncertain Resilience in a Certain World', where panellists Mark Stringer, Dr Kevin Teoh, Dr Rashpal Dhensa-Kahlon and Dr Susan Kahn reflected on building personal resilience in the face of fixed societal structures.

BEI PHD CONFERENCE TACKLES KNOWLEDGE PRODUCTION AND DISSEMINATION

Our annual PhD student conference returned in 2022, bringing together all four departments in the School of Business, Economics and Informatics for the first time. Adopting the theme of knowledge production and dissemination, the conference welcomed keynote speakers Dr Paul Nulty, Lecturer in Computer Science at Birkbeck and Dr Mehdi Bagherzadeh Niri, Associate Professor of Innovation Management, NEOMA Business School.

The day featured presentations from PhD students across the four departments. We would like to congratulate our prizewinners Ben Morris, Margaret Ochieng and Carolann Edwards and to thank our organisers Merry Scott Jones and Evan Waggoner.

INVITED PRESENTATIONS

Prof Alexandra Beauregard

- Invited speaker for the session 'Conversations on collaborations between African and Global North work-family scholars' hosted by the Work and Family Researchers Network's Africa Regional Networking Community on April 6, 2022.
- Invited speaker for the session 'How to get your work published' at the Professional Development for Doctoral Students in the Work and Family Field workshop held in New York, NY on June 22, 2022.
- Invited speaker on a panel discussing the importance of equality, diversity and inclusion research and praxis at the Equity, Diversity, and Inclusion Student Initiative conference at the London School of Political Science on March 25, 2022.
- Co-presented 'Managing through Covid: Insights from parents who are managers' at the Working Families round table event for employers on May 23, 2022.

Dr Uracha Chatrakul Na Ayudhya was invited to speak at the 2022 Royal Academy of Engineering Annual Diversity and Inclusion Conference on 15 March. The theme of this year's conference was 'What works in diversity and inclusion'. Uracha took part in a panel discussion on 'How to measure diversity and inclusion success', chaired by Prof Sarah Hainsworth OBE FEng, Chair of the Royal Academy of Engineering Diversity and Inclusion Committee. [Watch a recording of the panel.](#)

Dr Yi-Ling Lai was invited by the Division of Coaching Psychology (DoCP), British Psychological Society (BPS) to join a podcast discussion about the latest research evidence in coaching.

Dr Kevin Teoh presented on 'Organizational Psychology, Wellbeing, and Psychological Safety' at the online Sage: Lunch & Learn Session on 24 March 2022.

Dr Rebecca Whiting presented 'Methodology to capture lost knowledge' at "Out of the Armchair! Exploring 'Uncomfortable' Qualitative Methods for a Changing World" A British Sociological Association Early Career Forum Regional Event in partnership with Swansea University School of Management, June 2022.

COACHING STUDENTS ACHIEVE RESEARCH EXCELLENCE

Two of our coaching students have been recognised for the calibre of their research. Cordelia Wise (MSc Career Coaching 2021) has been awarded first prize in the [Annual NICEC Bill Law Memorial Student Award for Career Research](#). Cordelia's Masters project researched a cohort of semi-retired workers and the positives and pay-offs involved in this unexplored and emerging life phase.

Meera Garratt (MSc Coaching Psychology alum) published her work in The Coaching Psychologist: Garratt, M., Whiley, L. & McDowall, A. (2022) Reflections on video-mediated coaching and a research agenda for Coaching Psychology. The Coaching Psychologist 18 (1), ISSN 1748-1104.

STAFF SPOTLIGHT DR URACHA CHATRAKUL NA AYUDHYA



Dr Uracha Chatrakul Na Ayudhya was awarded 'Colleague of the Year' by Birkbeck Student Union in May 2022 and in June was named one of this year's 'HR Most Influential' people by HR Magazine. We caught up with her to hear her Birkbeck story and find out what's next.

What's your #BBKStory?

I'm currently Assistant Dean for Equalities and Diversity in Birkbeck's School of Business, Economics, and Informatics and Senior Lecturer in the Department of Organizational Psychology. I joined Birkbeck in February 2019 as Lecturer in Organizational Psychology, after working for 11 years as Senior Lecturer in Organizational Behaviour and HRM at Middlesex University Business School.

I was born and raised in Bangkok, Thailand, until the age of 10. Then my family moved

to Indonesia, Australia, and Malaysia. By the age of 14, I decided that I wanted to become a psychologist and that one day I would get a PhD, following the footsteps of my dad, Dr Decho Chatrakul Na Ayudhya, who was the first in his family to get a PhD from the UK. In 1998, I moved to the UK as an international student to study for BSc (Hons) Psychology at the University of Manchester. I moved from Sydney, Australia, where I was completing the first year of my BSc Science degree at the University of New South Wales. Moving to rainy Manchester from sunny, beach-side Sydney was an initial shock, but I acclimatized and felt like a proper Northerner after a few months. I then stayed in Manchester to complete the MSc in Organizational Psychology at UMIST in 2002. In 2003, I secured a PhD studentship to study with Prof. Suzan Lewis and Dr Janet Smithson at Manchester Metropolitan University. Both are renowned feminist scholars in the work-life interface field, and I was excited to conduct my PhD study looking at university students' conceptualization of work-life balance before fully entering the labour market.

I have been a full-time academic for 15 years and I continue to learn every day, from and with my amazing colleagues and students. During my time at Birkbeck, I have been empowered by my peers and my students to develop as a scholar-activist and I'm proud to be able to do this as Assistant Dean for Equalities and Diversity and as an educator, a researcher, and a fellow human being.

What are you currently working on?

I write and speak about unequal working lives and careers, with a particular focus on workers' lived experience at the intersection of gender, race, ethnicity, immigration

status, and nationality. I draw on critical approaches to concepts of 'diversity' and 'inclusion' and I am committed to advancing meaningful diversity and inclusion in the workplace through solidarity and collective action.

My latest research focuses on the practice and methodologies of 'writing differently' and collective writing as resistance against hegemonic norms of knowledge production. I'm privileged to be part of two writing collectives. The first collective is with a group of students (who are also working professionals) in the Department of Organizational Psychology, who studied with me on the Selection and Assessment module. We have produced a journal manuscript based on our collective writing sessions around 'responsibility learning' in Organizational Psychology and more broadly in Business Schools. The second collective brings professional service women together with academic women to write together on our lived experience of 'office housework'. We are also working on a journal manuscript, drawing on our collective writing pieces to explore hope and healing in the neoliberal university.

What do you like to do in your free time?

When I'm not working, I'm caring and engaging in reproductive labour – for my 9-year-old daughter and 5-year-old son, Areeya and Adisai and I do this with my wonderful partner. I think the biggest 'luxury' for me is to connect with friends and family, through good food and good conversation. Doing these things keep me energised and humanised. It reaffirms my commitment to collectivisation and solidarity in all aspects of my life.

LATEST PUBLICATIONS

Journal Articles

- Attoe, C., **Matei, R.**, Thompson, L., **Teoh, K.**, Cross, S., & Cox, T. (2022). [Returning to clinical work and doctors' personal, social and organisational needs: a systematic review](#). *BMJ open*, 12(5), e053798.
- Brandes, B., & **Lai, Y. L.** (2022). [Addressing resistance to change through a micro interpersonal lens: an investigation into the coaching process](#). *Journal of Organizational Change Management*, 35(3), 666-681.
- **Drury, L.**, Birtel, M., Randsley de Moura, G., & Crisp, R.J. (2022). [Remembrance of Contact Past: When Intergroup Contact Meta-Cognitions Decrease Outgroup Tolerance](#). *Group Processes and Intergroup Relations*.
- **Drury, L.**, **Frasca, K. J.**, Schellaert, M., Derous, E. (2022). [Age stereotyping in resume screening: Don't throw the baby out with the bathwater](#). *Work, Aging and Retirement*.
- Fletcher, L., & **Beauregard, T. A.** (2022). [The psychology of diversity and its implications for workplace \(in\)equality: Looking back at the last decade and forward to the next](#). *Journal of Occupational and Organizational Psychology*.
- Jain, A., Torres, L., **Teoh, K.**, & Leka, S. (2022). [The impact of national legislation on psychosocial risks on organisational action plans, psychosocial working conditions, and employee work-related stress in Europe](#). *Social Science & Medicine*. doi:10.1016/j.socscimed.2022.114987

- **Lai, Y. L.,** & Cai, W. (2022). [Enhancing post-COVID-19 work resilience in hospitality: A micro-level crisis management framework](#). Tourism and Hospitality Research (in press).
- Pritchard, K., and **Whiting, R.** (2022). [Tyred out: Natural aging and aesthetic labor in Pirelli's 2017 calendar](#). Gender, Work & Organization, 1– 16.
- Roper, I. and Prouska, R. and **Chatrakul Na Ayudhya, U.** (2022) The rhetorics of 'agile' and the practices of 'Agile Working': consequences for the worker experience and uncertain implications for HR practice. International Journal of Human Resource Management ISSN 0958-5192. (In Press).
- **Whiley, L.,** Walasek, L. & Juanchich, M. (2022) Contributions to reducing online gender harassment: social re-norming and appealing to empathy as tried-and-failed techniques. Feminism & Psychology ISSN 0959-3535.

Conference Output

- **Prof Alexandra Beauregard** presented 'Degendering flexible work arrangements? Father's changing expectations for work and family lives post-pandemic' at the Work and Family Researchers Network biennial conference in New York, NY on June 24, 2022.
- Clinton, M., Bindle, U. K., **Frasca, K. J.,** & Martinescu, E. (2022). Dynamic, Reciprocal Relationships Between Job Crafting, Self-Concordant and Organizational Goals. Accepted as part of a symposium at the 82nd Annual Meeting of the Academy of Management.
- Roper, I., Shulzhenko, E., **Chatrakul Na Ayudhya, U.,** Brookes, M., & Prouska, R.

(2022, 12-14 June) 'A Just Recovery and a Just Transition. The Workplace Change Agenda after Covid19 and the IPCC 2021 Agenda'. Paper presented at the British Academy of Management HRM Special Interest Group Conference 2022, Prato, Italy.

- **Teoh, K.** (2022). Maintaining the Wellbeing of Doctors: It's not only about Yoga and Resilience. Society for Acute Medicine (SAM) Conference. Bristol, 24 March 2022.
- **Teoh, K.** (2022). Organisational Interventions to Support the Mental Wellbeing of Frontline Clinicians. Health and Wellbeing at Work Conference. Birmingham, 15-16 March 2022.
- The Gender, Work and Organization Specialised Network on Gender and Health at Work that is co-led by **Dr Lilith Whiley** and Dr Sarah Sutterheim from Maastricht University held a session at the 2022 GWO conference in Bogota, Colombia.



Department of Organizational Psychology

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