

ORGANIZATIONAL PSYCHOLOGY

DEPARTMENT NEWSLETTER - ISSUE #9



HEAD OF DEPARTMENT'S FOREWORD

It is with great pleasure that I can write and update you all on what has been taking place so far this Autumn here in our Department of Organizational Psychology. As you will read below, our students and colleagues continue to learn, create and collaborate to enviable standards - and I say this from the difficult contexts within which we all find ourselves, both here in the UK and across the world. A casual flick through any news provider attests to this. Much is changing and much more needs to change. And as you may have seen, Birkbeck itself, as an institution, and those of us here in OP, are not immune to these stresses.

It has been wonderful to see our community connecting through our in-person Saturday sessions, webinars and autumn graduation celebrations. Congratulations to Christopher Griffiths and Shanon O'Donnell, who received awards for academic excellence at the school's undergraduate prizegiving ceremony – a particular achievement having completed their studies in the context of the COVID-19 pandemic. Wishing all our fantastic graduates the best for their next steps, and we hope you'll come back and visit us soon.

Mark Stringer, Head of Department

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CELEBRATING OUR CLASS OF 2022



On Wednesday 9 November, we celebrated the graduation of undergraduate students on our BSc Business Psychology. 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 academic 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.

Congratulations to our 2022 prize-winners from our BSc Business Psychology:

- Christopher Griffiths (Best Module Result)
- Shanon O'Donnell (Best Project and Best Overall Student).

AUTUMN EVENTS LINKING RESEARCH TO PRACTICE AND RECONNECTING OUR COMMUNITY

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 host our first in-person Saturday session of the year for current students on the topic of neurodiversity. These extra sessions are part of our extra-curricular activities offering additional interaction between students and staff over topics of interest.

On Friday 11 November, we welcomed colleagues who are applying research in practice to discuss the history of evidence based HRM at our webinar chaired by Mark Stringer. Panellists Jonny Gifford, Senior Advisor for Organisational Behaviour at the CIPD, Professor Rob Briner, Co-Founder and Scientific Director of the Center for Evidence-Based Management, and current Professional Doctorate student Jackie Westerman discussed the complex reality of

evidence-based decision making with colleagues from the department and over 50 attendees.

Also in November, Professor Alexandra Beauregard shared insights into her role as Editor of Work, Employment and Society for the School of BEI's popular 'Meet the Editor' series. Alongside her editorial role, Alex is currently guest-editing special issues on new ways of working for Human Resource Management Journal and on human resource management in times of turbulence for International Journal of Human Resource Management.

ERADICATING SEXISM AND SEXUAL HARASSMENT IN MEDICINE

On Saturday 12 November we welcomed over 50 medical doctors and healthcare professionals to an online conference focused on eradicating sexism and sexual harassment in medicine. Dr Caroline Kamau-Mitchell, Reader in Occupational Health, received funding from the [Wellcome Trust Institutional Strategic Support Fund](#) to organise this free, international conference, collaborating with Khalid Bin Waleed, MD, and Mark M. Gallagher, MD. The organisers recently completed a systematic review and meta-analysis of sexism and sexual harassment in medicine. The conference gave doctors the opportunity to speak about the problem of sexism and sexual harassment of doctors by patients, other doctors, and other staff and provided a platform through which to share their views about what they believe hospitals, medical schools, and practice contexts should do to eradicate the problems.

PUBLIC ENGAGEMENT, INVITED TALKS AND PRESENTATIONS

- **Professor Alexandra Beauregard** 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.
- **Dr Libby Drury** was invited to present her paper 'Intergenerational programmes: Bridging the gap between theory and practice' at the policy and practice conference, Ageing Connects, 2022, Gerontology Institut, Prague.
- As a result of her funded decision research with the CRUISSE network, **Professor Julie Gore** 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** 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 Kevin Teoh** delivered the webinar 'Organisational Wellbeing Interventions:

It's not only about Yoga and Resilience', North Bristol NHS Trust, 24 August 2022.

- **Dr Lukas Wallrich** 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'.

AWARDS, HONOURS AND APPOINTMENTS

- A paper co-authored by **Professor Alexandra Beauregard** 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](#).
- A paper co-authored by **Dr Yi-Ling Lai** and **Professor Almuth McDowall** 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** 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 Almuth McDowall** has been commissioned to do an industry-wide survey for Neurodiversity in Business (NiB) with the Centre for Neurodiversity Research at Work.

RESEARCH SPOTLIGHT BITTERSWEET SYMPHONY



The report finds classical music industry at risk of losing talent and decreasing diversity.

A new report sharing research conducted by the department with charity Parents and Carers in Performing Arts (PiPA), supported by Help Musicians and Musicians' Union, has found that the Classical Music industry is at risk of losing talent and decreasing in diversity. This signposts an urgent need to improve employment practices to be more inclusive of its parents and carers, and in particular women.

The first report of its kind, 'Bittersweet Symphony' reveals that parents and carers pay a significant penalty in terms of well-being, work opportunities and remuneration to maintain a career in classical music. They struggle given outdated working practices in the industry.

The findings highlight:

- Self-employed women, over 85% of whom have caring responsibilities, reported a pay penalty of £8,000, earning the least, at £12,000, compared to £20,000 for freelance men.
- Outdated work and caregiving structures that are highly gendered, with women twice as likely to turn down work due to caring responsibilities.
- 50% of respondents are unsatisfied with their work-life balance and 82% reported managing work and family commitments as moderately to extremely stressful.
- 40% of respondents are thinking of leaving their careers in music.

Additional findings reiterate the urgent need for positive change in employment culture in the sector. The report found that:

- Only 4% of respondents referenced a supportive employer, with the majority relying on a network of support from family, partners or friends to help them manage work and family.
- 65% of respondents revealed that income from music never or rarely covers unexpected costs, while almost half (48%) said that income from music never or rarely covers basic needs.
- Nine out of ten musicians, composers, opera singers and conductors reported turning down work due to caring responsibilities, indicating a significant risk to the longevity of the classical music workforce.

PiPA will now establish a working group of sector bodies and employers across the industry to design a Best Practice Charter to support the sector to work towards family friendly working practices.

[Read the report.](#)

LATEST PHD GRADUATES

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.*
- **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.*

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.
- 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.
- 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.
- 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
- Nielsen, K. and **Yarker, J.** (2022), '[What can I do for you? Line managers' behaviours to support return to work for workers with common mental disorders,](#)' Journal of Managerial Psychology (In press).
- **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.
- Weber, C., Golding, S., **Yarker, J.**, **Lewis, R.**, Ratcliffe, E., & Munir, F. et al. (2022). Future Teleworking Inclinations Post-COVID-19: Examining the Role of Teleworking Conditions and Perceived Productivity. Frontiers In Psychology, 13.

Books, Chapters and Reports

- **Lewis, R.**, **Yarker, J.**, Godfree, K., Bowerman, C., & Agate, A. (2022). [Learnings from the COVID-19 pandemic: Management approaches to support employee health and wellbeing](#). Institution of Occupational Health and Safety.
- **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.
- Jo Yarker and Rachel Lewis contributed to BITC (2022) [Your job can be good for you](#). BITC, London.
- Jo Yarker also contributed to the report '[Long COVID and Return to Work – What Works? A position paper from the Society of Occupational Medicine,](#)'

published by the Society of Occupational Medicine.

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** 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.
- **Lewis, R.**, **Yarker, J.**, Godfree, K., Bowerman, C., & Agate, A. (2022). Learnings from the Covid-19 pandemic: Management approaches to support employee health and wellbeing.
- Nielsen, K., **Yarker, J.** (2022). "It's a rollercoaster": The recovery and return to work experiences of workers with long COVID. Conference of the European Academy of Occupational Health Psychology.
- **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.

- **Yarker, J.,** Nielsen, K. (2022). Long Covid Experiences of HR and allied health professionals. Conference of the European Academy of Occupational Health Psychology.
- **Yarker, J.,** Nielsen, K. (2022). The good the bad and the ugly: The role supervisors play in sustainable return to work. Conference of the European Academy of Occupational Health Psychology.



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