



Business School Research and Knowledge Exchange News

University
of Dundee



June 2021

Message from the Editors

Welcome to the fourth Business School Research and Knowledge Exchange Newsletter from Linn McFarlane, who has taken the lead in producing this news item, Norin Arshed, Theresa Dunne and myself.

In this edition, I want to bring to your attention our developing 'engaged' research agenda, which is very much focused on undertaking research that has an impact on policy and practice and is often developed in conjunction with policy makers and practitioners. There is no doubt that the knowledge exchange and impact agenda is becoming ever more important in business schools, and is a key theme in much of the work we do.

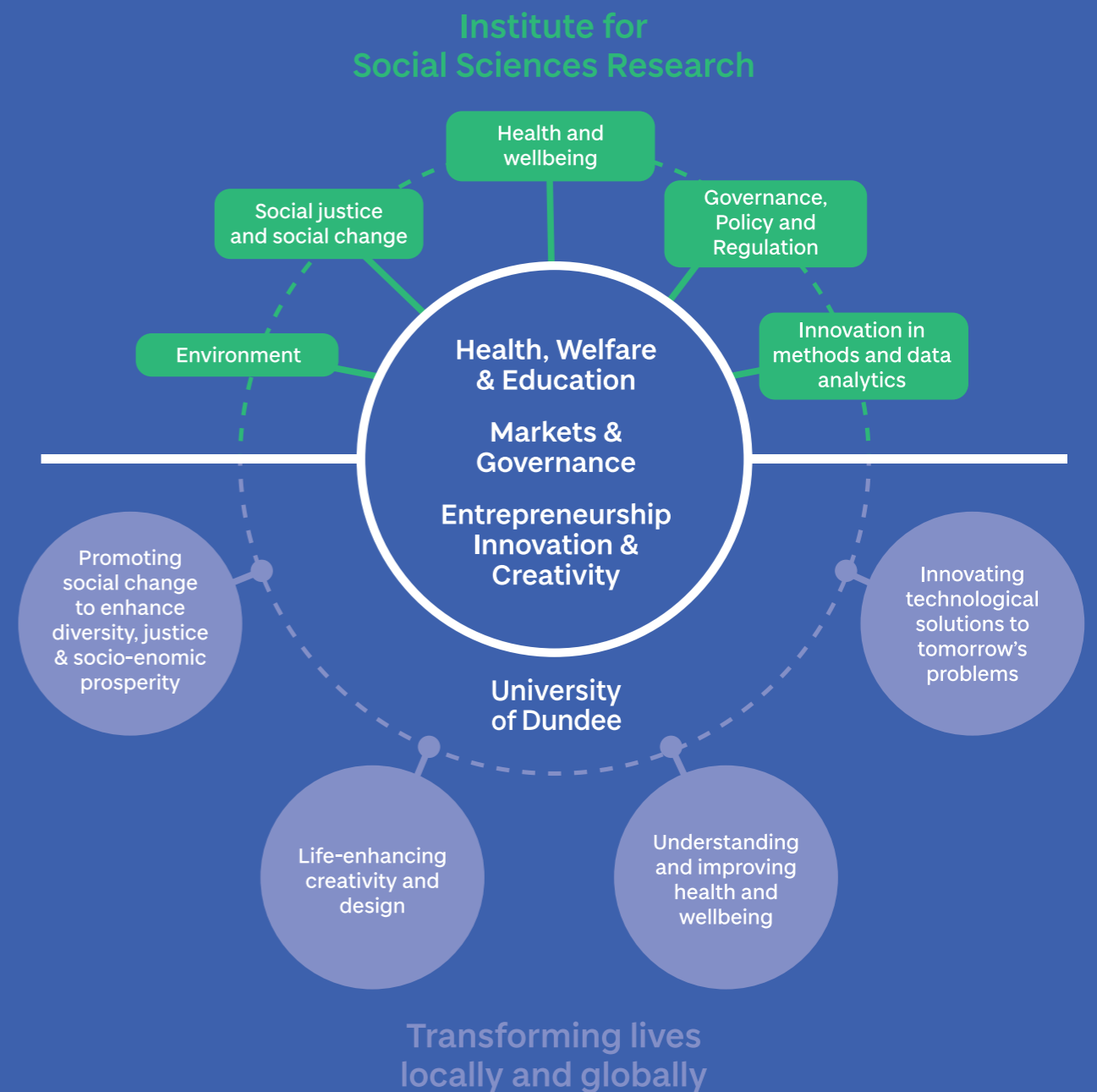
You will see from the Good News Stories section we have some excellent examples of external impact activity and public engagement. These include a CQRF-run conference relevant to the COP26 agenda, supporting and bid for grants in connection with impact, student research, impact case development awards, public engagement locally and globally and interdisciplinary impact activity. All of these projects show just how far we have developed as a School in demonstrating knowledge exchange and impact. Such progress bodes well for our AACSB and EQUIS accreditation prospects and lays down a solid foundation for potential impact cases to be submitted to the next Research Excellence Framework exercise.

Developing ethical and sustainable research is also one of our key aims. With this in mind, we invited Dr Kristina Axtova to tell us more about her role in leading UDSB in joining [Principles for Responsible Management Education \(PRME\)](#) network and the [Responsible Research for Business and Management \(RRBM\)](#) network of business schools and partners dedicated to responsible research practices for better business and a better world.

Finally, when reading about the items in this newsletter, you will see how closely our emerging research, knowledge exchange and impact themes of improving health, welfare and education, improving markets and governance, and improving entrepreneurship, innovation and creativity map onto the University's mission to Transform Lives Locally and Globally and to cognate work sponsored by the Institute for Social Science Research (see Figure 1). It is essential we play our part in supporting the University agenda and in working closely across disciplinary boundaries.

Many thanks to all who have contributed this quarter.

Graeme Martin,
Associate Dean Research and Knowledge Exchange



Good New Stories

Elaborating on our introduction, we have a number of good news stories this quarter:

Conference Organization Activity

The COP26 agenda and the Centre for Qualitative Research in Finance. To mark the upcoming COP26 summit in Glasgow in November 2021, the UDSB's Research Committee has provided £1000 to the Centre for Qualitative Research in Finance (CQRF) to support exploratory qualitative research in the 'Green Finance' area. This initiative reflects the Centre's growing focus on issues related to sustainability and the global climate. The qualitative green finance research agenda is an example of debate around the design of financial systems that reflect a wider public purpose; these discussions typically incorporate the greening of financial transactions, markets and financial firms, including their many interactions. In so doing, it complements an emerging stream of research and thought that challenges the current social contract between financial firms and civil society, as well as being part of a larger debate about the future direction of capitalism. The funding call is emphasising applications that reflect this agenda in the context of, inter alia, Green Transactions (e.g. loans, bonds, index portfolios); Green Financial Firms (e.g. banks, insurance, fund managers); and Green Financial Markets (e.g. green bonds, securitised green loans and green crowdfunding processes). The Centre is currently building a Board of Directors/Scientific Committee and this will be involved in the assessing of applications. Current membership is Bruce Burton (Director of the CQRF), William Forbes (University of Dundee); John Holland (University of Glasgow); Sheila O'Donohoe (Waterford Institute of Technology). The Centre's re-launched website, containing details of current initiatives in the field, is developing rapidly and can be found at: dundee.ac.uk/business/centre-qualitative-research-finance

Enabling Income Generation for Impact

Funeral Poverty in Scotland. As a result of his high-profile work on funeral poverty in Scotland, Dr Carlo Morelli was invited to tender for a Scottish Government grant to evaluate its Funeral Support Payment. The need for the development of a devolved Funeral Support benefit derived from the growing recognition of funeral poverty in Scotland. Stagnating real-term benefit levels in the Department of Work and Pensions Social Fund and rapidly rising costs within the funeral industry has led to the widespread emergence of funeral poverty within Scotland. Moreover, the existing Social Fund system was identified as the poor experience of next-of-kin seeking support under the Social Fund. Carlo's research bid, if successful, is to evaluate how far funeral poverty has been reduced. This project aligns closely with our PRME agenda and a core theme of the University to address Social Justice.

Developing Strategies for Tackling Hepatitis C in Ethiopia (DESTINE) funded by the National Institute for Health Research's Global Health Group. Professor Graeme Martin has been invited to act as an advisor on strategic change management on one of the work packages of a four year project to implement and scale up testing and treatment, and develop effective preventative strategies for the Hepatitis C Virus in Ethiopia. This research project, led by Professor John Dillon from the School of Medicine, will inform strategic health decision-making throughout Ethiopia. Work Package 3, which Graeme is to help with, will co-develop pathways of care with stakeholders to improve the diagnosis and access to treatment of HCV, test the feasibility and pilot these care pathways. This project is an important one for UDSB in demonstrating interdisciplinary working with UoD's Medical School on a large-scale, international project with enormous potential for impacting on lives in Ethiopia, so it closely with the School's PRME agenda and a key University research theme to improve healthcare and well-being globally.

Visit Dundee Funding Award. As a Non-Executive Director on the Board of Visit Dundee Ltd, Dr Keith Dinnie, Head of

the Management and Marketing Team at UDSB, played a leading role in Visit Dundee's successful application to the Sector & Destination Operational & Market Readiness Fund administered by VisitScotland on behalf of the Scottish Government. On Monday 15 February 2021, Visit Dundee was awarded £50,000 from the fund, the maximum amount available. The purpose of the Sector & Destination Operational & Market Readiness Fund is to support established Scottish Tourism Sector Groups and Destination organisations that are facing funding challenges, to support them in their core operational functions to ensure organisations are sustainable and in a position to actively promote Scotland as and when Covid-19 restrictions are lifted. Keith said, 'We are delighted that Visit Dundee has been awarded this funding. Like many other sectors, tourism and hospitality has been hit hard by Covid-19. This funding will enable Visit Dundee to be in a strong position to achieve its core mission of increasing overnight stays in the city.... We look forward to continuing that collaboration as well as strengthening Visit Dundee's relationships with other tourism and hospitality organisations and businesses in the city and surrounding region.'

Impact Development

Impact Case Funding. Daniel Clarke and Keith Dinnie have been awarded £2500 from the UoD Innovation and Impact Development Fund (IIDF). Working with a Dundee-based micro-brewer, Danny Cullen, founder-owner of Law Brewing Co, the funding for a project titled "Exploring the possibilities of upcycling spent grain from brewing to develop innovative sustainable products" will culminate in a workshop bringing together Zero Waste Scotland, the James Hutton Institute, Circular Tayside, Community First UK and local retailers with a sustainability mission to scope the possibility of doing more with the grain leftover from the brewing process

Impact Case Funding. Graeme Martin, Keith Dinnie and Stephanie Schreven have won an award of £2500 from the UoD Innovation and Impact Development Fund (IIDF) to

undertake research into factors influencing, and the impact of, the employer brand of NHS Tayside. Working with the Directors of HR and Corporate Communications, they will undertake an investigation this summer into existing employees' perceptions of how they view NHS Tayside as a place to work and what might help the region's largest employer become more attractive and engaging for prospective and existing employees.

Impact Case Funding. Norin Arshed won two awards of £2,500 each. The first award is for work with Women's Business Station (WBS). The aim of the project is to explore how the social enterprise can be scaled to ensure impact. Also work and collaborate with WBS to build impacts for the year 2021-22. The outputs will be a short report toolkit for women entrepreneurs seeking to grow in the post-pandemic environment. The second award is based on invitation to submit an application with Ecoanolytes. The project aims to understand the company's activities, particularly its 'Schools and Colleges' project. This project seeks to further understand the how older school students can establish entrepreneurial businesses using environmentally friendly cleaning and sanitising materials, and in doing so, gain valuable knowledge, experience, and an entrepreneurial skill sets.

Institute of Social Sciences Research Grant. Stephanie Schreven and Kristina Auxtova have been awarded an Interdisciplinary Incubator Grant of £1,080 from the Institute for Social Sciences Research (ISSR) for their project 'Stigma of smell: The co-evolution of social exclusion and the legitimacy of the deodorant industry'. 'Stigma of smell' is a pilot study that explores how the deodorant industry capitalises on our sensorial impressions by stigmatising those who are 'smelly'. In particular, it aims to analyse how deodorant advertising balances the stigmatisation of smell with a de-stigmatising solution - the use of deodorant. Combined, this dynamic establishes boundaries for exclusion and inclusion, making inclusion possible, but also conditional, while simultaneously legitimising a product and industry.

Good New Stories cont.

Fundamentally interdisciplinary in nature, this study draws on social theory originating in the sociology around stigmatisation and social exclusion, which frames the marketing activities researched, focusing on advertising practices. In addition to aligning with the University's Transformation Agenda, this project also supports and enacts the School's efforts in embedding Principles of Responsible Management Education (PRME) and UN Sustainable Development Goals (SDGs). In leading to social exclusion, stigmatisation is well documented to negatively affect well-being.

Student Research

A third year Bachelor of Accountancy (Hons) student at the University of Dundee, Mr Harry Davidson, has been successful with his application for an Undergraduate Vacation Scholarship from the Carnegie Trust for the Universities of Scotland. The award will fund Harry to undertake 5 weeks of research on Country-by-Country Reporting over the Summer under the supervision of Dr Renzo Cordina and Professor David Power. As part of this research, Harry will gather country-by-country information for a relatively large sample of approximately 40 EU banks over a period 4 years to identify trends in the novel data which listed banks are now required to disclose. Harry hopes to investigate whether such trends may be useful for regulators and the general public in seeing if banks are declaring profits in those country where tax rates are lowest.



Editorial Appointments

I-Shuo Chen has been a review editor for the journal since 2018. He was invited to be a research topic editor for the journal at the beginning of 2021 and is currently working on developing a proposal for further approval by the journal. He has recently been invited by the journal to be its handing/ associate editor and has accepted the invite. "Frontiers in Psychology" is the largest journal in its field, publishing rigorously peer-reviewed research across the psychological sciences, from clinical research to cognitive science, from perception to consciousness, from imaging studies to human factors, and from animal cognition to social psychology." (ref: www.frontiersin.org/journals/psychology)

Katie Sinclair, one of our final year PhD students, is completing her third year as Editorial Associate of one of the leading European HR journals, the Journal of Organizational Effectiveness: People and Performance. Katie effectively manages the journal on behalf of the Editorial Team and has learned a great deal about academic publishing from her time working on the journal. This experience will stand her in good stead should she chose to follow an academic career on completion of her PhD, which focuses on strategic HR, employer branding and employee identification.

Public Engagement

Women in Entrepreneurship. Dr Norin Arshed has been invited speaker for the Feminist Research Network 2021-22 Strathclyde University (30 Jun. 2021): "Women entrepreneurs in Scotland: Surviving the Pandemic and its Aftermath.". Norin was also interviewed by Rachel McTavish for the Business Women Scotland virtual roadshow (18 Mar. 2021): "Scottish women entrepreneurs and COVID-19" and was an Invited speaker at The Nottingham University Business School (3 Mar. 2021): "How can we inform better policy-making for women entrepreneurs?"

Presenting Research into COVID. As Research Director at 89Initiative London, Dr Norin Arshed presented her report to LSE, policy-makers and academics: "Understanding the Effects of COVID-19 on SMEs in the UK: Case Studies of Promising Practices". The event took place on Thursday 29th April titled: *The Innovative Europe?* which had Prof Andrea Renda (Senior Research Fellow and Head of GRID CEPS) and Dr. Andreas Aktoudianakis (Digital Policy Lead Analyst at the European Policy Centre) as key experts at the presentation.

Public Engagement Awards. Linn McFarlane (Administrative Lead for Research and one of the co-authors of the Research News) was invited to become a panel member for the Stephen Fry Public Engagement project of the year awards. The 2021 Public Engagement Project of the Year was won by The Educational Comics team, who have created educational comics for partners including charities, creative economies, and the health and education sectors. The comics tackle misunderstood medical conditions, complex scientific issues, and matters of public interest, increasing awareness of issues for a range of audiences. The project has also supported the development of 23 comics artists, as well establishing new community and project partnerships.

Linn said "it was a pleasure to be invited as a panel member for these prestigious awards. It was very interesting and amazing to see how much ongoing public engagement activity there is within the University. I really enjoyed being involved with this and I have certainly gained further knowledge for my growing public engagement role."

Refreshing the Tayside Brand. Dr Keith Dinnie gave a presentation on Friday 14 May to the Tay Cities Culture & Tourism Thematic Advisory Board. The title of Keith's presentation was 'Refreshing the Tay Country brand: Opportunities and challenges'. Members of the Board are drawn from the four local area authorities comprising Fife Council, Dundee City Council, Angus Council, and Perth & Kinross Council, as well as members from Historic Environment Scotland, Creative Scotland, and

VisitScotland. The purpose of the Board is to develop and maintain oversight of the Tay Cities Regional Culture and Tourism Investment Programme. Keith's presentation gave an overview and assessment of the Tay Country brand, illustrated good practice from elsewhere on how to land a place brand, and provided a series of recommendations for refreshing the Tay Country brand. 'I would like to thank Keith Winter, Chair of the Board, and Aileen Lamb of Scottish Enterprise for the invitation to give this presentation,' said Keith. 'The Tay Country brand has great potential to deliver economic and social benefits for this part of Scotland.... I look forward to continuing my relationship with the Board in the future.'

International Public Engagement. Graeme Martin has recently been appointed as Chair of the Academic Advisory Board of the Centre for Global HRM, based at the University of Gothenburg's School of Business. The Centre for Global HRM is an academic-industry collaboration involving the University of Gothenburg and a number of Western Sweden's largest companies who fund the Centre, including Volvo, AstraZeneca, IKEA and Essity, and public sector organizations, including the City of Gothenburg, Skåne Regional Council and the Swedish Migration Agency. The Advisory Board comprises some of the foremost scholars in HRM in Europe, including the UK-based editors of the three leading European HR journals, and academics from Sweden, Germany, the Netherlands and Norway. The Centre acts as a model for establishing relations between local and global organizations and a leading University seeking to make an impact beyond the Academy. The Centre has its own international conference every two year, has PhD students embedded into the collaborating partner organizations to undertake engaged research, and hosts regular meetings on research issues relevant to the partner organization's HR directors and managers with academics from the Advisory Board presenting.

Impact Update – Dr Norin Arshed

We kicked off the 2021 Impact seminar series with two excellent presentations from highly experienced Advisory Board members, Professor Ben Thomson and Professor Alan Boyter, who led discussions on what industry would like to see from academics and how they should work together. This was followed with Lorna Watson from Interface highlighting how Interface can help link academic with SMEs across different sectors. Our third seminar was hosted by James Muldoon and Tom Craig, two senior officials from the Scottish Government discussing how academic research can influence and inform policy.

In the next couple of months we have Angus Evans who is a senior researcher at The Scottish Parliament who will be following on from the Scottish Government's session. This will be followed by a session in June by Paul Hughes who can help open doors for academics into the world of news and media and in June we have Colin Mason delivering a session in what a winning impact case study looks like and the work behind the scenes.



USDB Highlight: Developing an Ethical Research and Impact Agenda

USDB partners with Responsible Research in Business & Management – Dr Kristina Auxtova. As a natural step forward in USDB's efforts in delivering societal impact and embedding ethics, responsibility and sustainability in business education, we have joined the **Responsible Research for Business and Management (RRBM)**, a global network of business schools and partners dedicated to responsible research practices for better business and a better world. The RRBM network, initially developed by a group of 24 leading scholars, has developed into a much larger community with many partners, including **Advanced Collegiate Schools of Business (AACSB)**, **European Foundation for Management Development (EFMD)**, **Principles for Responsible Management Education (PRME)**, **Aspen Institute's Business and Society Program**, **Globally Responsible Leadership Initiative (GRLI)**, and over 100 business schools worldwide. USDB is the second business school in Scotland to join the RRBM network, preceded only by the University of Strathclyde Business School. The RRBM is dedicated to inspiring, encouraging and supporting credible and useful research in the business and management disciplines. It focuses on a vision of a future in which business schools and scholars worldwide have successfully transformed their research toward responsible science, producing useful and credible knowledge that addresses problems important to business and society.

This partnership further strengthens our mission to produce high quality research and knowledge exchange which stimulates enterprise and innovation in the local and global community and has a positive impact on our stakeholders, society and the environment. Our vision and core values are already well aligned with RRBM's principles, so this partnership is a natural fit. It allows us to be a part of a global community that aims to make a positive difference by undertaking research that is credible, useful and a force for good.

The partnership also aligns with the School's existing PRME membership focused on embedding ethics, responsibility and sustainability into all of the School's activities, as well as with our accreditation ambitions currently focused on Advanced Collegiate Schools of Business (AACSB) accreditation. Just as RRBM, AACSB believe that business can be a force for good in the society and integrate their focus on positive societal impact throughout their standards.

RRBM is a very important movement within business education that aims to address the crises of integrity and credibility of science and to refocus the business research ecosystem from research oriented toward scholarly impact to research that has societal relevance. It makes a call to action for directing research toward achieving humanity's highest aspirations and sets out a vision for 2030 where business and management schools are widely admired for their contributions to societal well-being. Seven principles of responsible research guide the RRBM community in realising this vision.

This new partnership is a further demonstration of USDB's commitment to playing a positive role in the Dundee local community, but also nationally and globally. We are proud to be part of this important initiative.



Principles of Responsible Research:

Principle 1

Service to Society: Business research aims to develop knowledge that benefits business and the broader society, locally and globally, for the ultimate purpose of creating a better world.

Principle 2

Valuing Both Basic and Applied Contributions: Business school deans, journal editors, funders, accrediting agencies, and other stakeholders respect and recognize contributions in both theoretical and applied research.

Principle 3

Valuing Plurality and Multidisciplinary Collaboration: Business school deans, senior leadership, journal editors, funders, and accreditation agencies value diversity in research themes, methods, forms of scholarship, types of inquiry, and interdisciplinary collaboration to reflect the plurality and complexity of business and societal problems.

Principle 4

Sound Methodology: Business research implements sound scientific methods and processes in both quantitative and qualitative or both theoretical and empirical domains.

Principle 5

Stakeholder Involvement: Business and management research values the involvement of different stakeholders who can play a critical role at various stages of the scientific process, without compromising the independence or autonomy of inquiry.

Principle 6

Impact on Stakeholders: Business and management schools, funders, and accrediting agencies acknowledge and reward research that has an impact on diverse stakeholders, especially research that contributes to better business and a better world.

Principle 7

Broad Dissemination: Business and management schools value diverse forms of knowledge dissemination that collectively advance basic knowledge and practice.



Published Outputs: February 2021 – April 2021

April 2021

Contributors	Title
Sudharshan Paramati	Ahmed, K, Apergis, N, Bhattacharya, M & Paramati, SR 2021, 'Electricity consumption in Australia: The role of clean energy in reducing CO2 emissions', Applied Economics.

March 2021

Contributors	Title
Graeme Martin, Norin Arshed	Martin, G & Arshed, N 2020, 'How and When Can HR Actions, Behaviours, and Capabilities Transform Start-Ups into Scale-Ups?', Academy of Management Proceedings, vol. 2020, no. 1. Link here.
Suzanne Fifield, David Power	Khan, M, Fifield, SGM, Tantisantiwong, N & Power, DM 2021, 'Changes in Co-movement and Risk Transmission Between South Asian Stock Markets Amidst the Development of Regional Co-operation', Financial Markets and Portfolio Management. Link here.
Evangelia Fragouli	Fragouli, E 2020, 'Leading in Crisis: Exploring Leadership Behavior & Leadership Style', Hellenic Open Business Administration Journal, vol. 6, no. 1, pp. 17-32.
Evangelia Fragouli	Fragouli, E 2021, 'Internationalisation of the curriculum: Challenges & opportunities', International Journal of Higher Education Management, vol. 7, no. 2, 3, pp. 24-30. Link here.
Evangelia Fragouli	Fragouli, E 2021, 'Postgraduate supervision: A practical reflection on how to support students' engagement', International Journal of Higher Education Management, vol. 7, no. 2, pp. 1-11. Link here.
Bruce Burton, Theresa Dunne	Asare, E, Burton, B & Dunne, T 2021, 'Natural Resource Governance, Accountability and Legitimising Propensity: Insights from Ghana's Oil and Gas Sector', Journal of Accounting in Emerging Economies.
Theresa Dunne	Saha, AK, Dunne, T & Dixon, R 2021, 'Carbon Disclosure, Performance and the Green Reputation of Higher Educational Institutions in the UK', Journal of Accounting & Organizational Change.
Stephen Knox	Knox, S & Casulli, L 2021, 'Exploring founder identity tension, resolution and venture pursuit', Journal of Small Business Management.

February 2021

Contributors	Title
Stephen Knox	Knox, S, Casulli, L & McLaren, A 2021, 'Identity work in different entrepreneurial settings: dominant interpretive repertoires and divergent striving agendas', Entrepreneurship and Regional Development.
Bruce Burton	Chan, SG, Aktan, B, Burton, B & Koh, EHY 2021, 'The Impact Of Soft Information And Institutional Quality On Foreign Bank Efficiency: Evidence From Asean-5 Countries', International Review of Economics & Finance.

Conference Attendance and CMI Business

Academy of Management (AOM) Paper Acceptances

Dr Qian Li has had two peer-reviewed full papers, titled "*Derivative or Puzzle Piecing: Forming Nascent Strategy in Emerging Insurance Technology Ventures*" and "*Constructing Mode-enhanced Transcriptions to Facilitating Theorizing from Interview Data*" accepted for presentation at the virtual 81st Annual Meeting of the Academy of Management. Both will be published in the AOM Annual Meeting Proceedings.

Katie Sinclair and Graeme Martin have also had a peer reviewed, full paper accepted for the above AOM conference entitled "*Through the Looking Glass: How Employees can Influence Employer Branding in Multinational Companies.*" The full paper will be published in the AOM Annual Meeting Proceedings.

CMI Business

We have to thank Dr Evangelia Fragouli for organising the following CMI events:

1. CMI management workshop, 8 April, titled "*Management Transformed: managing in a marathon crisis*" with guest speaker Daisy Hooper (Head of Public Affairs at Chartered Management Institute). Staff, PhDs, PG/UG students attended.
2. The following CMI business workshops took place in collaboration with the Business School and the Scottish Institute for Business Leaders:
 - **Geoff Marlow:** How to create a culture of continuous value creation, 13 April at 14.00-17.00
 - **John Housego:** How to create employee engagement in challenging times, March 9 at 14.00-17.00

3. New CMI workshops:

- A workshop on 29 April with guest speaker Dr. Ioanna Akoumianaki (Senior Policy, James Hutton Institute, UK) with presenting the topic "*The science-policy-practice interface and water sustainability.*"
- A workshop on 18 May with guest speaker Professor Yehuda Baruch (Southampton University), editor & co-editor in many top management journals presenting his research topic "*Integrating psychological contracts and ecosystems in career studies and management, Academy of Management Annals*", are research based management workshops.
- A workshop with the Scottish Institute for Business Leaders in May:
 - Alex MacPhie:** Keep it simple... Really, 11 May at 14.00-17.00.

Evangelia also participated in the following events:

- BAM 2021 British Academy of Management, research workshop on '*New frontiers in management research: A practical approach to doing grounded theory*', 26 February 2021.
- BAM 2021 British Academy of Management, research workshop on "*The role of translation and interpretation in qualitative research*", 27 April 2021.
- BAM 2021 British Academy of Management, research workshop on "*Understanding theorising in qualitative research*" for publication 8 March 2021

Doctoral News: an update from Dr Theresa Dunne

Successful Awards

We welcome two new entrants to our successful roll call of PhD graduates over the past few months.



Congratulations to Abdullah Alesmaiel who successfully defended his thesis titled *“The Informational Efficiency of the Saudi Stock Market”* supervised by Suzanne Fifield and Justin Hof on 10 May 2021.

We asked Abdullah for a few words on his experience of his PhD journey:

“Completing a PhD was certainly not an easy task. It was challenging, but I have enjoyed it a lot. I learned many interesting new things. I had a very good relationship with my supervisors, Dr. Suzanne Fifield and Dr. Justin Hof, who guided my work from the beginning with a high level of patience and dedication. I met many Ph.D. students and academics who have similar research interests as mine. The best aspect of doing my PhD was when I try to explore things on my own and get deeper into knowledge. And of course, the happiest moments were when I submitted my thesis and passed my viva”



Congratulations to Bob Young who successfully defended his thesis titled *“Strategy at the periphery: Combining theoretical lenses for a clearer perspective”*, supervised by Graeme Martin and Norin Arshed on 3rd March 2021.

We asked Bob for a few words on his experience of his PhD journey:

“I came to my PhD studies somewhat late in life, about 35 years after I considered doing one in polymer science at Strathclyde. My research interest, essentially about how less-heralded actors in large organisations have more influence on strategy than they are given credit for, was one that had been brewing in my mind over many years working around the world in private and public organisations. In Graeme and Norin I had wonderful supervisors and they facilitated what was an almost entirely enjoyable experience. My field research was a participant action ethnography embedded for a year in a local authority; they were highly cooperative and hopefully I also helped them along the way. I am now teaching on the University of Dundee Professional Doctorate and hope to be able develop my research further”.



Fahad Alrobai (supervised by Dr Theresa Dunne & Dr Gizella Marton) presented his research at the British Accounting & Finance Association Annual online conference in April. His presentation was entitled: ‘An exploration of Intellectual Capital Disclosure practices amongst non-financial listed companies in Saudi Arabia.’



Katie Sinclair (supervised by Graeme Martin in Dundee and Stacey Bushfield who now works at Napier University) participated in the Centre of International Human Resource Studies (CIHRS): Virtual Paper Development Workshop hosted by Penn State School of Labor and Employment Relations on May 21st where she delivered a presentation on ‘Employer brand development in global organisations: an identity perspective.’ Katie also acted as a discussant for another participant’s work.



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Feedback? Questions?

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