Introduction

Welcome to the School of Business research and scholarship news letter!

This edition features short stories and updates about the impressive array of research, scholarship, knowledge exchange and impact activites that we have been engaged with over the past year.

I'd like to thank you all for your dedication to the pursuit of new knowledge and for always seeking to make your work have practical impact. I sometimes compare universities with media news rooms: both types of institutions have departments for politics, health, economics and business, etc. However, there is a very fundamental difference: the media summarises, discusses and critiques existing knowledge, but universities produce new knowledge. The advancement of new knowledge is central to every aspect of a university, be it research, impact or teaching! Indeed, the historic advancement of civic institutions and prosperous civilisations is in no small part driven by our collective commitment to investigating the world through science and scholarship: as such, your commitment to the advancement of new knowledge is by default having a substantive positive impact on society. For that I am thankful!

I would like to thank all colleagues who have contributed to the news letter. A special thanks to Linn McFarlane for pulling it all together and leading on this publication!

All the best.

Professor Thomas Anker, Associate Dean of Research





Good news stories

Leading strategic change in the NHS in Scotland: challenges and opportunities

The School of Business hosted a highly successful event on 23 March 2023, bringing together three of the most senior leaders in NHS Scotland to speak to an audience of around 120 people from healthcare, business and the University. The event also celebrated the honorary professorial appointments of Grant Archibald, Chief Executive of NHS Tayside, John Brown, CBE, Chair of NHS Greater Glasgow and Clyde, and Karen Reid, Chief Executive for NHS Education for Scotland (NES) to the School of Business. It took the form of a ninety-minute questionand-answer session with the three Professors of Practice. who forensically analysed the prospects for transformational strategic change in the NHS in Scotland, one of the most important policy challenges facing Scottish society. The evening was chaired by Professor Graeme Martin, of the Business School and former Vice Chair of NHS Tayside. Dr Jim McGeorge, Chief Operating Officer of UoD introduced the session and panellists, and Professor Morris Altman, Dean of the School of Business provided concluding comments.

In response to a series of questions from the Chair, Professors Archibald, Brown, and Reid gave highly reflective, honest, and penetrating accounts of the key strategic issues facing the largest and arguably most complex organisation in Scotland. Between them, these three leaders are responsible for over half of Scotland's 150.000 healthcare workforce, which gives them substantial warrant to speak on this topic. Their analysis began with an examination of the ever-increasing and changing demands for health and social care, including complex comorbidity among the elderly, the balance between health prevention and cure, health and social care integration and the endemic problems of health inequalities in Scotland. The panellists then turned their attention to the supply side, focusing on the problems of planning, recruiting, engaging, and retaining a professional workforce that can take up to a dozen or more years to train to full competence. The panel also reflected on possible changes needed in 'business models', structures,

and cultures if the NHS in Scotland was to transform itself. These included reflections on the obligations of the NHS, nationally and regionally, to act as an 'anchor institution' in the economy because of its great economic and social impact. Finally, the panellists provided key insights into the implications of these changes for clinical and non-clinical leadership development, especially in a context in which innovation and 'intrapreneurship' must be constantly balanced against priorities on patient safety and risk management.

The immediate feedback from the audience at the end of the event, and subsequent emails and texts sent to the organisers and panellists, provided a perfect testament to the individual and collective excellence of the three honorary Professors of Practice, who concluded by provided advice to university staff on addressing these grand challenges. As one highly experienced and senior member of the audience wrote:

"What a successful evening last night was... and the best use of my time. I'm as sure as I can be that you'll get responses which share my gratitude for allowing this event to take place...!"

He was spot on in his prophecy!



L-R: Grant Archibald, Karen Reid, Graeme Martin, John Brown, Jim McGeorge

E-scooters as cultural object and lived experience: a socio-cultural perspective on e-scooter trials in the UK

Thomas Anker is currently working on an impact case with RollSafe in connection with the UK e-scooter trials. Across several cities in the UK, rental e-scooters have been trialled in order to collect evidence on the risks and benefits of potentially legalising this form of micromobility.

RollSafe has developed the UK's first e-scooter training programme and the University of Dundee School of Business has supported the continued development of the programme through insights from participant interviews. Two research assistants recruited among our business school students carried out interviews with participants in London.

As the analysis of the qualitative data progressed, the team realised that e-scooters are more than a particular form of transportation: it is a cultural object imbued with symbolic meaning. Frequently, research participants referred to negative stereotypification of e-scooter riders, particularly among male users from ethnic minorities. This is an interesting finding in and of itself, but especially significant because different user groups are using e-scooters for different purposes. Whereas most users are riding e-scooters only a few times just for the fun of it, a sub-segment is relying on e-scooters as their primary means of transportation to education, work and other daily activites. Especially young men from low-income, ethnic-minority households are likely to use e-scooters as a primary means of transportation.

This is an important finding because it changes the way in which we should evaluate the relative risk of e-scooters. If e-scooters are seen as an occasional joy-ride, then our tolerance of risk should be very low. However, if this is a form of mobility that empowers a significant social group to travel independently to and from essential daily activities, our evaluation of risk should be different as there is much more at stake. It is no longer just about fun and entertainment, but about giving meaningful agency to people.

In this way, the project gradually changed focus to an exploration and critical reflection of the cultural perception of risk. The project has received funding from the Foundation for Integrated Transport and has also benefitted from generous support from the business school's Stragic Development and Impact Fund.

The findings are presented and discussed in the white paper "E-scooters as cultural object and lived experience: A socio-cultural perspective on e-scooter trials in the UK."



E-SCOOTERS AS CULTURAL OBJECT AND LIVED EXPERIENCE



A socio-cultural perspective on e-scooter trials in the UK

Anker TB, Sewell J, Fitchett J, Schyns R and Nuatror J (2023): E-scooters as cultural object and lived experience: A socio-cultural perspective on e-scooter trials in the UK. University of Dundee, University of Leicester and Unique Talent.

Ahmed Hassan Ahmed appointed a member of the BAFA Scotland Executive Committee

Dr Ahmed Hassan Ahmed was appointed as a member in the executive committee of the Scottish BAFA. BAFA Scotland aims to advance knowledge and understanding of education and research in all areas of accounting and finance and promote closer relations among academics, accounting practitioners and others in the development of accounting and finance. Recently it organised a PhD Colloquium at the University of Queen Margaret.



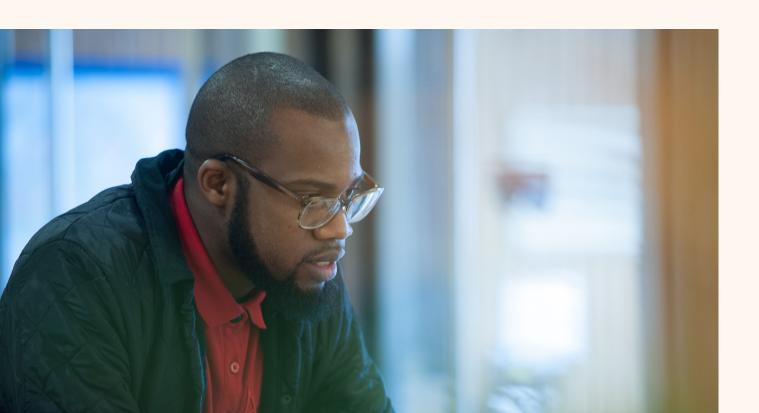
PhD Colloquium at the University of Queen Margaret

International Financial Reporting Standards (IFRS)

Dr Ahmed Hassan Ahmed, Prof Power, Prof Colin Dey, Prof Shamima Haque, Dr Yang Wang and Dr Lee Roberts submitted a comment letter to the International Financial Reporting Standards (IFRS) responding to ISSB Consultation for Information on Agenda Priorities. Our letter is now listed on the IFRS foundation website, please find attached the letter the screenshot to our letter and below is the link. Number 355 on the following page ifrs.org/projects/work-plan/issb-consultation-on-agenda-priorities/rfi-cls-agenda-priorities/#view-the-comment-letters

Editorial board of Studies in Microeconomics

Dr Stavros Kourtzidis has recently joined the editorial board of 'Studies in Microeconomics' journal as an Associate Editor. journals.sagepub.com/editorial-board/MIC



Inclusive curriculum design workshop September 2023

The Inclusive Curriculum Design Workshop, held on September 18th, was a significant event organized by Dr. Seemab Farooqi, Professor Colin Dey, and Dr. Martin Jones. The workshop facilitated by a distinguished panel of speakers from Edinburgh Napier University, the workshop featured the following experts:

Professor Nazira Karodia MBE is a renowned figure in inclusive curricula, with a wealth of experience spanning over two decades in Chemistry, STEM education, and university leadership. Her commitment to widening access to higher education, especially for students from marginalized communities, has earned her recognition from The Royal Society.

Professor Richard Whitecross serves as the Head of Law in the Business School at Edinburgh Napier University. His leadership in enhancing student experiences and professional development, particularly in the field of law, reflects his deep interest in access to justice and clinical legal education. He is also a National Teaching Fellow, honoured in 2023.

Professor Catriona Cunningham leads the Department of Learning & Teaching Enhancement at Edinburgh Napier University, where she spearheads strategic learning and teaching priorities across the institution. Her passion for higher education is evident in her work, which encompasses interculturalism in higher education, student engagement, and academic identities.

The workshop aimed to foster discussions, share best practices, and inspire innovative approaches to curriculum design that prioritize inclusivity. Participants had the opportunity to engage with these experts and gain valuable insights into creating learning environments underscore the importance of inclusive curriculum design in advancing higher education's commitment to equity and excellence.

Critical Social Marketing Symposium - summer 2023

Critical social marketing investigates the use of marketing methods and business thinking to address societal and environmental issues. It is also concerned with the wider impact of marketing and business on society. In June 2023, the University of Dundee School of Business hosted a Critical Social Marketing Symposium. It featured several top scholars, including Professor Ross Gordon, Queensland University of Technology, Dr Nadia Zainuddin, University of Wollongong, and Dr Nadina Luca, University of York, who is also Chair of the European Social Marketing Assocation.

All talks were delivered in-person with a combination of on-campus and online audiences. The hybrid format was very successful and attracted participation from several continents. 147 people signed up for the event.

The organisation and execution of the event was in the capable hands of Linn McFarlane and David Millar and it was delightful to receive positive feedback on the smooth and professional running of the hybrid event!



What a good employment experience looks like - past, present, and future

Graeme Martin, Stephanie Schreven, and Norin Arshed completed a large-scale, qualitative research study funded by NHS Tayside on "What a Good Employment Experience Looks Like – Past, Present, and Future". The findings from the study were written up in a 60-plus page research report, sense-checked with four groups of over a 100 nurse leaders, presented to the NHS Tayside Board on two occasions and to its Area Clinical Forum, all during the first half of 2023. The work of the research team is being used as the evidence base to produce a new people, culture, and leadership strategy at NHS Tayside, as documented in Board minutes and testimonials from the Workforce Director and NHS Tayside Board.

This qualitative approach to understanding what employees value and experience about their work – past, present, and future – is seen by the Workforce Directorate as providing an in-depth complement to their employee surveys and is to be extended through longitudinal research over the next year. Kaushalya Herath has recently been appointed a post-doctoral research fellow in the School to work alongside the research team to undertake this extended study. The methodology and the insights provided by qualitative research of this nature is interesting NHS Education for Scotland and two large mental health trusts in NHS England, all of whom which have expressed an interest in undertaking similar work.

Institute for Social Sciences Research Global Scholar visit

In May and June 2023, Prof Alfonso Miranda of CIDE (Centro de Investigación y Docencia Económicas A.C.), Mexico, visited University of Dundee for six weeks, under the prestigious Institute for Social Sciences Research Global Scholar Programme. His visit has been very productive, as evidenced by a Master Class on Survey Sample Design to PhD students, a research seminar to all ISSR members, and a joint British Academy grant application with Prof Yu Zhu of UDSB and Prof Alissa Melinger of School of Humanities, Social Sciences and Law. Moreover, Alfonso has been appointed as an Honorary Fellow by the UDSB for three years from September 2023.

Funeral poverty - Carlo Morelli

Dr Carlo Morelli has been appointed as a Trustee to the Board of Funeral Link Dundee. It is the social enterprise established by the Scottish Government and Dundee City Council to help support families with the cost of funerals in the city.

funerallink.org.uk/2020/03/funeral-link-response-to-covid-19

Prestigious Rising Star Award in Academia and Journalism - Sisi Sung

Sisi has been awarded the prestigious Rising Star Award in Academia and Journalism. This highly esteemed award recognizes visionary women leaders under 40 who are making a significant impact in US-China industries. This is great achievement for her, Economic Studies and the School. thechinaproject.com/2023/02/14/nominate-a-rising-star-forthe-supchina-womens-gala-2023/

The award ceremony and conference was held on May 18 in New York City and featured high-profile world leaders from academia and industry. Sisi attended the event to represent our team and the School, as well as learn from these esteemed professionals.

Moral versus pragmatic legitimacy and corporate anti-bribery disclosure: evidence from Australia

Professor Shamima Haque's publication (together with the co-authors) entitled "Moral versus pragmatic legitimacy and corporate anti-bribery disclosure: evidence from Australia" has won the 'Highly Commended Paper' award for 2022 from the journal Accounting Forum (ABS 3*).

Senior hospital doctors' intentions to retire in NHS Scotland

An extensive survey and qualitative study, undertaken by Graeme Martin and former UDSB colleagues, Stacey Bushfield and Harry Staines, on "Senior Hospital Doctors' Intentions to Retire in NHS Scotland", was published on the 26 April 2023. The joint funders of the research - the NHS Employers in Scotland, BMA (Scotland) Consultants Committee, and the Academy of Medical Royal Colleges in Scotland - publicly stated a commitment to accept the findings and mandate all health boards in Scotland to take action to mitigate the premature exit of senior doctors from NHS Scotland. The report attracted significant media attention from the national Scottish press, radio and TV media, and the work of the School in this regard was cited in a Scottish Parliament select committee as evidence of a major problem facing the health service. Further research into the issues raised in the report, especially the implications for younger doctors experience of work and recruitment is underway.

Graeme's report titled "Senior hospital doctors' intention to retire in NHS Scotland" was published on several websites yesterday including BMA Scotland the University of Dundee (dundee.ac.uk/corporate-information/senior-hospital-doctors-intentions-retire).

Graeme was also interviewed by STV news on 26 April 2023 and by local radio stations on the same day. Several media outlets also picked up the report:

The Herald: heraldscotland.com/news/23480825.halfsenior-doctors-scotland-plan-retire-early/

STV News: news.stv.tv/scotland/almost-half-of-senior-hospital-doctors-over-50-plan-to-retire-early-dundee-university-survey-finds

The Scotsman: scotsman.com/health/nhs-scotland-crisis-half-of-older-doctors-plan-to-retire-before-pension-age-4118970

This is really great news for the School's reputation and for putting us on the map. Congratulations Graeme!

Highly Cited Researcher 2023

Dr Sanjay Singh was awared the 'Highly Cited Researcher for the year 2023' by the Clarivate (Web of Science). Clarivate gives this award annually to one who authored multiple "Highly Cited Papers" which rank in top 1% by citations for filed and publication year in the Web of Science over the past decade.



The impact of global clothing retailers

Professor Shamima Haque collaborated on a research project on the impact of global clothing retailers' practices on Bangladeshi suppliers, funded by the University of Aberdeen's Global Challenges Research Fund (GCRF). The full research report has now been published:

Islam, M. A., Abbott, P., Haque, S and Gooch, F. (2023), Impact of Global Clothing Retailers' Unfair Practices on Bangladeshi Suppliers during Covid-19, University of Aberdeen, Aberdeen. aura.abdn.ac.uk/bitstream/handle/2164/19814/Impact_of_Global_Clothing_Retailers_Unfair_Practices_on_Bangladeshi_Suppliers_During_COVID_19_VOR.pdf;jsessionid=C0883452438466E5C12018F26485E700? sequence=1

On 24th April 2023, the team organized an event at the University of Aberdeen on the 10th anniversary of "Rana Plaza disaster" in Bangladesh, where we presented our research findings. abdn.ac.uk/news/in-brief/16961/

Funding news

- → The School of Business participated in a successful application to the Wellcome Trust for institutional funding to "Progress a Positive and Inclusive Research Culture". Graeme Martin is a co-applicant, alongside colleagues in Life Sciences, Medicine, Science and Engineering, and Humanities, Social Sciences and Law, and will lead/co-lead on the 'Breaking Barriers for Leadership Transition' and the Evaluation stages. The award is for £982,724 over a two-year period and is notable for involving the School of Business in genuine interdisciplinary research with some of the University's key research-intensive schools.
- → Dr Lee Roberts and Dr Yang Wang have been successful in securing funding from the PRME UK & Ireland Seed Funding Awards 2023. The proposed project seeks to examine the impact of the relationship between the vice chancellors (VCs) career horizon on the UK higher education institutions (HEIs) sustainability ranking? VCs are instrumental in steering the university for future sustainable development in challenging circumstances. UK HEIs face increasing pressures to address sustainability challenges and to perform well against other global HEIs. In the proposed project, we aim to examine the VCs personal attributes of tenure, gender, and educational background in relation to the UK HEIs sustainability ranking
- → Professor Paul Allanson was part of a University of Dundee team that were successful in securing a £171, 432 ESRC Data Infrastructure research grant to develop a set of evidence-based recommendations to update ESRC's research data policy in the light of changes to both the legal and data landscape since it was first formulated in 2014. The interdisciplinary team is led by Prof Angela Daly from the Leverhulme Centre for Forensic Science (LRCFS)/Law, also comprises Dr Alistair Geddes (Human Geography), Mrs Maeve Malone (Law) and Professor Niamh Nic Daeid (LCRFS) and with support from PDRA Dr Lucille Tetley-Brown and Awais Elahi. The multi-phase study will adopt a mixed methods approach consisting of a robust review of the current ESRC research data policy and legal landscape and a consultation exercise involving a survey and focus groups/interviews with a range of stakeholders involved in the use, deposit and management of research data. Best practice in social science research data policies from international examples will also be identified to inform our work, so as to produce an updated ESRC data policy that is fit-for-purpose, easily implementable and future-proofed. The recommendations for an updated policy will be in line with the highest legal, ethical and best practice standards in the UK and internationally, and cohere with wider UKRI data policies and those of other relevant organisations in the UK and internationally. Finally, we will suggest reasonable and feasible resources needed to implement the updated policy in practice.

Conference attendance

- → Dr. Yang Wang and Dr. Renzo Cordina attended the ENROAC 2023 Conference held at Mälardalen University in Västerås, Sweden from the 13th to the 15th of June 2023. At the conference, they presented a paper titled "Disclosures about Corporate Culture in the Annual Reports of UK Companies: The Impact of the Corporate Governance Code, 2018." The paper investigates how the provisions of the 2018 Corporate Governance Code influence the monitoring and reporting of corporate culture within FTSE 100 firms. In addition to Dr. Cordina and Dr. Wang, the paper has been co-authored by Professor David Power, Professor William Nixon, and Mr. Jack Pringle.
- Mälardalens universitet

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- → Accounting and Finance staff (Dr Ahmed Hassan Ahmed, Dr Renzo Cordina, Dr Egor Kiselev, Dr Alison Fordyce, Professor David Power, Dr Xia Shu, Dr Yang Wang) and PhD students (Zaid Alzgoul; Ayah Dahboor) attended the British Accounting and Finance Conference in Sheffield on the 17-19th April 2023. All staff and PhD students presented working papers in the parallel sessions which took place during this event.



- → Dr Stavros Kourtzidis presented two papers "Karagiannis G, Kourtzidis S and Tzeremes. 2023. A Generalised Additive Two-Stage Network DEA Model: The Case of an External Single Constant Input" and "Karagiannis G and Kourtzidis S. 2023. A New Class of BoD Models Accommodating Forward and Reverse Component Indicators" At the International Conference on Data Envelopment Analysis, University of Surrey, Guilford, UK, September 4-6.
- → Dr. Yang Wang attended the 2023 British Accounting & Finance Association (BAFA) Financial Markets and Institutions Special Interest Group Conference held at Nottingham Business School, Nottingham Trent University from the 13th to the 14th of September 2023. At the conference, Dr. Wang presented a paper titled "Does the state ownership and political connections influence the incidence of financial statement fraud?" The paper investigates how different forms of state ownership and government connections affect financial fraud commission and detection separately among listed firms.
- → Dr Stavros Kourtzidis presented his paper "Karagiannis G, Kourtzidis S, Tzeremes and Fifield S. 2023. Investigation of Decomposition Weights in the Additive Two-Stage Network Data Envelopment Analysis Model An Application to UK Investment Trusts" at the 11th North American Productivity Workshop (NAPW XI), University of Miami Business School, Miami, USA, June 12-15.



Research seminar series

The purpose of the Research seminars is to (i) foster cross-discipline relationships within the School of Business research community; (ii) provide a platform for guest seminars with national and international external speakers; (iii) enhance the experience of research students.

Date	Time	Type of seminar	Title
Wednesday 27 September	16:00-17:00	Impact seminar	REF2028, Engagement and Impact: the new rules and lessons from REF2021
Tuesday 3 October	11:00-16:00	UDSB research seminar (A&F slot) (organised and chaired by Prof Shamima Haque)	Prof Lee Parker (Adam Smith Business School, University of Glasgow) "The hybrid office: reflecting emergence through productivity, cost and management control discourse"
Wednesday 11 October	15:00-16:00	Economic studies research seminar (organised and chaired by Dr Sisi Sung)	Prof Jing Cao (Harvard University/Tsinghua University) "Management practices and fuel efficiency: evidence from firms in China"
Wednesday 18 October	15:00-16:00	PRME seminar (organised and chaired by Prof. Colin Dey)	Prof Ian Thomson (University of Dundee) "Towards sustainable management education: the potential of vertical integration strategies"
Wednesday 25 October	13:30-14:30	Management and marketing seminar (organised and chaired by Dr. Felippe de Medeiros Oliveira)	Jihye, Kim (University of Dundee), Jiwon, Song (University of Edinburgh), Dhruba, Borah (University of Liverpool) "Towards a typology of governance mechanisms in cross-sector partnerships based on multiple agency theory"
Wednesday 25 October	16:00-17:00	Economic studies research seminar (organised and chaired by Dr. Sisi Sung)	Dr Lorenzo Neri (University of St. Andrews) "Should you meet the parents? The impact of information on non-test score attributes on school choice"

Wednesday 1 November	16:00-17:00	Impact seminar (organised and chaired by Prof Graeme Martin)	Impact seminar 2
Wednesday 8 November	15:00-16:00	UDSB research seminar (Economics slot) (organised and chaired by Dr. Sisi Sung)	Prof Miklós Rosta (Corvinus University of Budapest) "Political capitalism in Central and Eastern Europe"
Wednesday 15 November	12:00-13:00	UDSB research seminar (M&M slot) (organised and chaired by Dr. Felippe de Medeiros Oliveira)	Dr Ana-Paula Fonseca (University of Dundee) and Prof. Nobuiuki Costa Ito (IBEMEC, Brazil) "Enhancing the smallholder farmers' production and incomes: unravelling solutions aligned with producer profiles"
Wednesday 22 November	15:00-16:00	Economic studies research seminar (organised and chaired by Dr. Sisi Sung)	Prof. Smriti Rao (Assumption University)
Wednesday 29 November	16:00-17:00	Management and marketing seminar (organised and chaired by Dr. Felippe de Medeiros Oliveira)	Dr Jing Ma (University of Dundee) and Professor David Ian Perrett (University of St. Andrews) "The many faces of leadership"
Wednesday 6 December	16:00-17:00	Impact seminar (organised and chaired by Prof. Graeme Martin)	Impact seminar 3

PhD successful awards and news

Congratulations to Katie Sinclair who successfully defended her thesis titled:

"Integrating employee's experiences into employer brand development through organisational identify work"

Supervisors: Professor Graeme Martin and

Dr Stacey Bushfield

External Examiner: Dr Susan Kirk, Reader in International HR

Management, Newcastle University Business School. **Internal Examiner:** Dr Stephanie Schreven

Convenor: Professor Thomas Anker

Congratulations to Masoud Al Haider who successfully defended his thesis titled:

"Examining talent management practices in multinational and local companies"

Supervisors: Professor Bill Russell and Dr Jihye Kim

External Examiner: Dr Sa'Ad Ali, Senior Lecturer in Leadership

and Management, College of Business, Law and Social

Sciences, Derby Business School.

Internal Examiner: Professor Sanjay Singh Convenor: Professor Susan Kinnear Congratulations to Umar Sadaat who successfully defended his thesis titled

"The impact of country risk ratints on south Asian stock markets"

Supervisors: Dr Suzanne Fifield and Dr Stavros Kourtzidis **External Examiner:** Dr Peter Macmillan, Senior Lecturer,

University of St Andrews Business School.

Internal Examiner: Dr Andrzej Kwiatkowski

Convenor: Dr Gizella Marton

→ PhD student Mohammed Omran and recent graduate from the school of business, Dr Mohammad Yaaqbeh, have published a study entitled "Climate change and business accountability, empirical evidence on the roles of environmental strategy and environmental accounting" in the "Business Ethics, the Environment & Responsibility" journal. They carried out the research as part of their academic activity at the University of Dundee and the published paper is affiliated with the University of Dundee.



Feedback? Questions?

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