

Eshani Beddewela

SUMMARY

A. EDUCATION AND SCHOLARSHIPS

- Commonwealth Scholar and recipient of Bradford School of Management Doctoral studentship.
- PhD and MA (Distinction) completed at the Bradford School of Management, University of Bradford (AACSB accredited)
- Fellow of the Higher Education Academy (FHEA) – PR055205

B. RESEARCH:

- Key research areas; (a) Governance of CSR (b) Cross-National Sustainability Disclosure and Corporate Transparency (c) Reevaluating Corporate Responsibility and (d) Responsible Management Education
- Three 4* and Nine 3* CABS publications to date, including three (03) papers in the Journal of Business Ethics, a Financial Times 50 Journal and an extensive pipeline of papers for REF 2029
- Editorship of two journal special issues (2* CABS)
- 08 completed PhDs as the primary/first supervisor at Huddersfield Business School and 05 on-going Doctoral Supervisions to date.

C. ESTEEM:

- Awarded the inaugural University of Huddersfield Research Supervisor of the Year Award in 2018.
- Invited Speaker and Participant at several workshops and conferences.
- Guest Editor for the International Journal of Business Governance and Ethics (2* CABS) and Sustainability Accounting, Management and Policy Journal (2* CABS)
- Proceedings Editor, International Association for Business and Society (IABS).

D. MANAGEMENT EXPERIENCE:

- Deputy Director of the Centre for Business and Society [2024 to date]
- Deputy Director of Graduate Education, Huddersfield Business School [2019-2024].
- Subject Group Leader, Research – Department of Management, Huddersfield Business School [2019-2024].

E. TEACHING EXPERIENCE:

- Extensive UK higher education teaching experience and expertise in international business, corporate responsibility and sustainability.
- Pedagogical expertise in blended learning and distance learning as well as traditional methods.

A. EDUCATION AND SCHOLARSHIPS

2012	University of Bradford, Bradford University School of Management, UK - PhD in International Business and Corporate Responsibility - 'An investigation of corporate responsibility practices amongst MNCs' subsidiaries in Sri Lanka: implementation and influencing factors'
2012	Post Graduate Certificate in Higher Education (PGCHE) , School of Education, University of Gloucestershire, UK
2007	University of Bradford, Bradford University School of Management, UK - Postgraduate Diploma in Research Methods (Management and Business) (<i>with Distinction</i>)
2005	University of Bradford, Bradford University School of Management, UK - Master of Arts in International Business and Management (<i>with Distinction</i>)
2002	University of Sri Jayewardenepura, Colombo, Sri Lanka - Bachelor of Science in Business Administration - <i>Honours (2:1)</i>
2002	Chartered Institute of Management Accountants (CIMA), UK – Management Level Certificate
1999	Institute of Chartered Accountants of Sri Lanka (CA Sri Lanka) – Intermediate Level Certificate
2006-2009	Bradford University Research Studentship , awarded by the Bradford University School of Management to pursue a PhD
2004-2005	Commonwealth Scholarship , awarded under the Commonwealth Scholarship and Fellowship Plan by the Association of Commonwealth Universities (ACU) in the UK to pursue a postgraduate degree by coursework in UK
July 2002	Presidential Scholarship for Post Graduate Studies , awarded by the Sri Lankan President to pursue postgraduate studies in business and management

B. RESEARCH

B-1 Research Areas and Theoretical Foundations

Research Area	Topics of focus	Theoretical Foundations
Reevaluating Corporate Responsibility	Principles of CSR, the 'Purpose' of Business, Corporate Social Irresponsibility.	Instrumental Stakeholder Theory Stakeholder Culture and Micro-Foundations of CSR Neo-Institutional Theory – Institutional Logics and De-Coupling
Governance of CSR	Governance of and for CSR in corporations (focusing on specific CSR practices such as Gender, Diversity, and Inclusion), Institutional actor interactions for Governing CSR (and non-market practices), and Transfer of CSR within MNCs	Neo-Institutional Theory – Institutional Duality and Institutional Work Legitimacy and Strategic organisational responses 'Gendered' organisational cultures and Resilience for Gender Inclusion (RGI) model
Cross-National Sustainability Disclosure and Corporate Transparency	Corporate Sustainability Disclosure and Corporate Transparency, ESG and Greenwashing	Neo-Institutional Theory – Isomorphism Agency and Stakeholder Theory
Responsible Management Education	Institutionalization of RME in Business Schools – Student, Staff and Management perspectives	Neo-Institutional Theory – Isomorphism and Institutional Logics Hidden Curriculum

B-2 Publications

Articles in Refereed Academic Journals

4* CABS Journals

Singha, V, Tran, M and **Beddewela, E** (2024) A multi-level perspective of organized and intentional corporate social irresponsibility, *Academy of Management Perspectives Journal* [Accepted]

Gerged, A., Tran, M. & **Beddewela, E.**, (2023) Engendering Pro-Sustainable Performance Through a Multi-Layered Gender Diversity Criterion: Evidence from The Hospitality and Tourism Sector, *Journal of Travel Research*, 62 (5), 1047-1076.

Beddewela, E. (2019). Managing corporate community responsibility in multinational corporations: Resolving institutional duality. *Long range planning*, 52(6), 101911. doi.org/10.1016/j.lrp.2019.101911

3* CABS Journals

Gerged, A. M., Salem, R. & **Beddewela, E.**, (2023) (E-pub ahead of print), How does transparency into global sustainability initiatives influence firm value? Insights from Anglo-American countries, *Business Strategy and the Environment*.

Gerged, A. M., **Beddewela, E.** & Cowton, C., (2021) Does the quality of country-level governance have an impact on corporate environmental disclosure? Evidence from Gulf Cooperation Council countries, *International Journal of Finance and Economics*.

Gerged, A. M., **Beddewela, E.**, & Cowton, C. J. (2021). Is corporate environmental disclosure associated with firm value? A multicounty study of Gulf Cooperation Council firms. *Business Strategy and the Environment*, 30(1), 185-203. doi:10.1002/bse.2616

Beddewela, E., Anchor, J., and Warin, C (2020). Institutionalising Intra-Organisational Change for Responsible Management Education. *Studies in Higher Education Journal*, 1-19. doi:10.1080/03075079.2020.1836483

Aju, O., and **Beddewela, E.** (2020). Afrocentric Attitudinal Reciprocity and Social Expectations of Employees: The Role of Employee-Centred CSR in Africa. *Journal of Business Ethics*, 161(4), 763-781. doi:10.1007/s10551-019-04346-x

Gerged, A., Cowton, C. and **Beddewela, E.** (2018) 'Towards sustainable development in the Arab MENA region: a longitudinal analysis of environmental disclosure in corporate annual reports' *Business Strategy and the Environment*. doi:10.1002/bse.2021

Shirodkar, V., **Beddewela, E.**, and Richter, U. H. (2018). Firm-Level Determinants of Political CSR in Emerging Economies: Evidence from India. *Journal of Business Ethics*, 148 (3), 673-688. doi:10.1007/s10551-016-3022-0

Beddewela, E., and Fairbrass, J. (2016). Seeking Legitimacy Through CSR: Institutional Pressures and Corporate Responses of Multinationals in Sri Lanka. *Journal of Business Ethics*, 136 (3), 503-522. doi:10.1007/s10551-014-2478-z

Beddewela, E. and Herzig, C. (2013) 'Corporate social reporting by MNCs' subsidiaries in Sri Lanka' *Accounting Forum*, 37 (2), pp. 135-149. ISSN 0155-9982

2* and 1* CABS Journals

Gerged, A., Kehbura, K. and **Beddewela, E.** (2024) Corporate social responsibility disclosure and corporate social irresponsibility in emerging economies: Does institutional quality matter? *Business Ethics, the Environment & Responsibility* [Accepted]

Nuskiya, M. N. F., Ekanayake, A., **Beddewela, E.**, & Meftah Gerged, A. (2021). Determinants of corporate environmental disclosures in Sri Lanka: the role of corporate governance. *Journal of Accounting in Emerging Economies*, 11(3), 367-394. doi:10.1108/JAEE-02-2020-0028

Tran, M., **Beddewela, E.** & Ntim, C., (Accepted/In Press) Governance and Sustainability in Southeast Asia, *Accounting Research Journal*.

Tran, M., and **Beddewela, E.** (2020) Does context matter for sustainability disclosure? Institutional factors in Southeast Asia. *Business Ethics: A European Review*. doi:10.1111/beer.12265

Nana, R. K. H. M., and **Beddewela, E.** (2019). The politics of corporate social responsibility in the mining industry in Burkina Faso. *Africa Journal of Management*, 5(4), 358-381. doi:10.1080/23322373.2019.1676099

Alshbili, I., Elamer, A. and **Beddewela, E.** (2019), "Ownership types, corporate governance and corporate social responsibility disclosures: Empirical evidence from a developing country", *Accounting Research Journal*, Vol. 33 No. 1, pp. 148-166. <https://doi.org/10.1108/ARJ-03-2018-0060>

Beddewela, E., Warin, C., Hesselden, F. and Coslet, A. (2017) 'Embedding Responsible Management Education – Staff, Student and Institutional Perspectives' *International Journal of Management Education*, 15 (2), pp. 263-279. doi:10.1016/j.ijme.2017.03.013

Research Publications – Editorials

Beddewela, E. & Cowton, C., (2020) 'Governance of CSR: complexities within contexts – how does 'governance' at different levels influence the corporate responsibility agenda?', *International Journal of Business Governance and Ethics*. 14 (4), 337-343

Baboukardos, D., **Beddewela, E.** and Soobaroyen, T., Highlighting some 'blind spots': Mapping the theoretical underpinnings of sustainability accounting and management research in Emerging and Developing Economies. *Sustainability Accounting, Management and Policy Journal*

Research Publications – Book Sections

Warin, C. and **Beddewela, E.** (2016) The Drivers and Barriers of Institutionalizing PRME, In Sunley, R., Leigh, J. and Murray, A. (Eds),

Haloub, R. and **Beddewela, E.** (2014) 'Creating ethical awareness through interactive group work'. In: *Inspirational Guide for the Implementation of PRME*. Sheffield, UK: Greenleaf Publishing. ISBN 978-1-783531-24-0

Beddewela, E. (2013) 'Evaluating 'Honesty' When Implementing Corporate Community Initiatives: A Developing Country Perspective'. In: *Dishonesty in Management Manifestations and Consequences (Advanced Series in Management)*. Bingley, UK: Emerald Group Publishing Limited. pp. 271-292. ISBN 9781781906019

Research Publications – Academy of Management Proceedings

Beddewela, E. S. (2018). Corporate responsibility in multinational corporations: Institutional Perspectives. *Academy of Management Proceedings*, 2018(1), 13187. doi:10.5465/AMBPP.2018.13187abstract

Aju, O., & **Beddewela, E. S.** (2018). Exploring the dynamics of employee social expectations and employee-centred CSR. *Academy of Management Proceedings*, 2018(1), 15081. doi:10.5465/AMBPP.2018.15081abstract

Nana, R., & **Beddewela, E. S.** (2018). Corporate Community Initiatives and Sustainable Development: Extractivism in West Africa. *Academy of Management Proceedings*, 2018(1), 18241. doi:10.5465/AMBPP.2018.18241abstract

Tran, T. T. M., Aluko, O., & **Beddewela, E.** (2016). The Impact of Institutional Environment on Corporate Social Responsibility Disclosure. *Academy of Management Proceedings*, 2016(1), 17827. doi:10.5465/ambpp.2016.17827abstract

Aluko, O., & **Beddewela, E.** (2016). Governmentality and CSR: Exploring Governments Soft Power in CSR. *Academy of Management Proceedings*, 2016(1), 16406. doi:10.5465/ambpp.2016.16406abstract

Aluko, O., Pinilla-Urzola, A., & **Beddewela, E.** (2016). Role of power in multi-stakeholder relational governance model: Colombian Green Protocol. *Academy of Management Proceedings*, 2016(1), 17331. doi:10.5465/ambpp.2016.17331abstract

B-3 Publications in Progress

1. Journal of Management Inquiry (Preparing for Submission in 2025)

Exploring the antecedents of corporate responsibility: institutional and organisational perspectives

Eshani Beddewela

2. Long Range Planning (Preparing for Submission in 2025)

Resolving Institutional Voids through Corporate Community Responsibility: Institutional 'fragility' and the use of 'strategic' on-market CCR responses in West Africa

Rabake Nana and **Eshani Beddewela**

3. Journal of Business Ethics (Preparing for Submission in 2026)

Hypocrisy Vs Responsibility: A review of 'responsible' corporate actions during the Covid-19 pandemic.

Eshani Beddewela

4. Technological Forecasting and Change Journal (Preparing for Submission in 2026)

Evaluating Corporate Data Responsibility: A Measurement Model

Mi Tran and **Eshani Beddewela**

Referred Conference/Workshop Presentations

May 2024, 'Evaluating the Authenticity of firm-level CSR', presented at the International Association for Business and Society, held at Annapolis, Maryland, USA.

May 2024, 'Antecedents of Corporate Community Responsibilities', presented at the International Association for Business and Society, held at Annapolis, Maryland, USA.

February 2023, 'Interrogating the 'authenticity' of Corporate Social Responsibility', selected for Journal of Management Studies Publishing Workshop, 18th – 19th February 2023, Florida International University, Miami, USA.

May 2021, "Deconstructing Corporate Social Irresponsibility: A multi-level de-coupling perspective", selected for discussion at the PRME UK and Ireland Business and Society Research Development Workshop, May 14th, 2021, University of Bath, School of Management [Online].

August 2018, "Corporate responsibility in multinational corporations: Institutional Perspectives", presented at the Academy of Management Conference 2018, Chicago, USA.

June 2017, "Realizing 'authentic' CSR in organisations: managerial discretion and stakeholder culture" presented at the Business and Society Research Seminar 2017, held at IÉSEG School of Management, Lille, France.

July 2016, "Integrative Perspectives of Non-Market Strategy: Corporate Political Activity and CSR", presented at the International Association for Business and Society, held at Park City, Utah, USA.

September 2015, "CSR as a developmental tool: Multinational Enterprises and Development in Sri Lanka", presented at the Corporate Responsibility Research Conference, held at the KEDGE Business School, Marseille, France.

July 2015, "Antecedents of corporate social responsibility: Institutional and Organisational perspectives, presented at the 31st European Group of Organisation Studies (EGOS) Colloquium, held at ALBA Graduate Business School, The American College of Greece, Athens, Greece.

July 2015, "Managing Corporate Responsibility in Multinational Corporations: Resolving Institutional Duality" presented at the 31st European Group of Organisation Studies (EGOS) Colloquium, held at ALBA Graduate Business School, The American College of Greece, Athens, Greece.

December 2013, *"Managing and Controlling Corporate Social Reporting in Subsidiaries: Legitimacy, Institutional Control, Resource-dependency"*, presented at the 39th Annual Conference of the European International Business Academy (EIBA), held at the University of Bremen, Germany.

April 2012, *"Gaining Legitimacy through Corporate Community Initiatives: A national perspective"*, presented at the 'CSR Futures', 10th Anniversary Conference held at the International Centre for Corporate Social Responsibility (ICCSR) at the Nottingham University Business School, Nottingham, UK

April 2010, *"Corporate Responsibility Practices of Multinational Subsidiaries – Frameworks of Implementation"*, presented at the Academy of International Business (UK and Ireland Chapter), 37th Annual Conference, Trinity College Dublin, Dublin, Ireland

April 2010, *"Gaining External Legitimacy through Corporate Responsibility by subsidiaries: An emergent model"*, presented at the Doctoral Colloquium at the Academy of International Business (UK and Ireland Chapter), 37th Annual Conference, Trinity College Dublin, Dublin, Ireland

April 2010, *"Implementing Societal Community Corporate Responsibility by Multinational Subsidiaries: The key forces shaping the agenda in developing countries"*, presented at the 7th Annual Symposium held at the International Centre for Corporate Social Responsibility (ICCSR) at the Nottingham University Business School, Nottingham, UK

April 2010, *"Investigating the Implementation of Corporate Responsibility Practices within subsidiaries of Multinational Corporations: A qualitative case study research"*, presented at the Doctoral Workshop held at the International Centre for Corporate Social Responsibility (ICCSR) at the Nottingham University Business School, Nottingham, UK

September 2008, *"Business responses to social responsibility: A study of Multinational Corporations in Sri Lanka"*, presented at the 2008 PhD Sustainability Academy, organised by the Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada

May 2008, *"Implementing corporate social responsibility practices in less developed countries: a study of subsidiaries of multinational corporations in Sri Lanka"*, presented at the **Doctoral Colloquium** of the Academy of International Business (UK and Ireland Chapter), 35th Annual Conference, University of Portsmouth, Portsmouth, United Kingdom.

B-4 Research Grants/Income Generation

Completed Projects

Project I: Redefining the principles of a 'responsible' corporation: Evaluating corporate behaviour during the Covid-19 pandemic- £3500.

I was the Principal Investigator for a project which aimed at evaluating 'responsible' behaviour of corporations during the Covid-19 pandemic. It aimed to address the following research problem; How can the principles of a 'responsible' organisation be 'redefined' based upon corporate behaviour during a global pandemic? The project had three specific outcomes; Outcome 1: Categorise corporate responses to Covid-19 pandemic, based upon a stakeholder and sectoral analysis, Outcome 2: Compare corporate responses across the G8, thereby developing insights into how businesses have upheld their stakeholder responsibilities and Outcome 3: Develop a set of 'principles' of a responsible organisation during a global pandemic.

The project was funded by the University of Huddersfield Research Fund.

Project II: Engendering Pro-Sustainable Performance through Sustainability Committee Diversity: Evidence from the Hospitality and Tourism Sector - £3500.

I was the Principal Investigator for this project, which examined whether the presence of gender diversity within different corporate-level management committees (for example, board of directors, sustainability committee, CSR committees) would result in the adoption and implementation of corporate sustainability strategies, ultimately leading to pro-sustainable performance outcomes of corporations operating within the Global Hospitality and Tourism sector. In order to find the solutions to the above research questions, we examined the presence of gender diversity, across different corporate-level management committees across a longitudinal sample of global H&T sector companies from 2010 to 2020.

The project was funded by the HBS Research Pump-priming Fund, with Dr Ali Gerged (De Montford University) and Dr Mi Tran (Huddersfield Business School) as Co-Investigators.

Project III: Shaping Corporate Digital Responsibility: The role of innovative business models - £3500.

I was the Co-Investigator for this project, which focused on Corporate Digital Responsibility (CDR), the set of shared values and norms guiding an organization's operations with respect to the creation and operation of digital technology and data'. As extant research providing guidance for corporations to act responsibly in the digital age remains scarce, this project aimed to evaluate the extent to which technology corporations have developed and upheld their digital responsibility within their business models.

The project was funded by the HBS Research Pump-priming Fund, and was carried out with Dr Mi Tran (Huddersfield Business School) as Principal Investigator.

Project IV: Consultant (Work Package 5), for the Ni3 Research Centre [Completed] - £10000

I acted as a consultant for Business Engagement Strategy Development at the None in Three (Ni3) Research Centre, University of Huddersfield.

None in Three is a global trans-disciplinary Research Centre based at the University of Huddersfield. Its current £4.5million project (2017 – 2021), funded by the Global Challenges Research Fund (through UK Research and Innovation), and the University of Huddersfield.

The Ni3 Research Centre, takes its name from the global statistic that 1 in 3 women and girls will be subjected to physical or sexual assault in their lifetime. The global and interdisciplinary centre is developing and evaluating serious, immersive computer games for use in schools and other institutions to prevent gender based violence (GBV). With research offices in Africa, the Caribbean, India and Europe, qualitative research is carried out to understand the causes and nature of different forms of gender-based violence (GBV).

My work was focused on developing a business engagement strategy geared towards establishing sustainable collaborative partnerships with the private sector to implement the centre's research projects in partner countries.

British Academy of Management (BAM) Management Knowledge & Education (MKE) Grants Scheme: 2017-2018 [Unsuccessful]

Project Title	: UK Business Schools for Responsible Management Education
Project Collaborator	: Dr Charlotte Warin, Newcastle University, UK
Bid Amount	: £1782.

British Academy of Management (BAM) Researcher Development Grants Scheme: 2013-2014 [Unsuccessful]

Project Title	: Managing Responsible Business in the Multinational Corporation
Project Collaborator	: Professor Christian Herzig, Nottingham Trent University, UK
Bid Amount	: £2955.

B-5 Research Supervision and Examinations

PhD Completions

1. Corporate Social Responsibility Disclosure in Libya (Student – Ibrahim Alshbili) – Passed, September 2016.
External Examiner: Prof. Ataur Belal, Aston Business School
2. Institutionalising Responsible Management Education; An Investigation of UK business schools (Student – Charlotte Warin) – Passed, March 2017.
External Examiner: Prof. Alan Murray, Winchester University.
3. Corporate Social Responsibility Disclosure in Southeast Asia (Student – Mi Tran) Passed, September 2017.
External Examiner: Prof. Teeroven Soobaroyen, University of Essex.
4. Corporate Environmental Disclosure in the MENA Region: Institutional Perspectives (Student – Ali Gerged) Passed, October 2017.
External Examiner: Prof. Musa Mangena, Nottingham Trent University.
5. University Governance & Performance: An empirical investigation into UK Higher Education (Student – Faisal Basha) Passed, January 2020
External Examiner: Prof. Kemi Yekini, University of London
6. Employees' Social Expectations: The Reciprocity of Fulfilment and Neglect in the Nigerian Workplace (Student – Oluseyi Aju) Passed, April 2020
External Examiner: Dr Mark Loon, Bath Spa University
7. Corporate Community Involvement Implementation Process in Least Developed Countries: The Case of MNCs Subsidiaries Operating in Burkina Faso and Mali (Student – Rabake Nana) Passed, April 2020
External Examiner: Dr Dieu Hack-Polay, University of Lincoln
8. Multinational Corporations (MNCs) legitimization within Multi-stakeholder Initiatives (MSI): an investigation into Oil MNCs in the Nigerian Extractive Industries Transparency Initiative (Student – Olubukola Aluko) Passed, January 2024
External Examiner: Professor Amanze Ejiogu, Sheffield Hallam University

Current PhDs

Main Supervisor of the following students:

1. An evidence-based framework for implementing sustainability risk management practices. (Student – Godswill Osemeke)
2. Academics' Engagement in Responsible Management Education: The Interplay Between Institutional Logics and Hidden Curriculum (Student – Huong Chu)
3. Factors influencing the micro level implementation of corporate sustainability practices in FTSE 100 companies: an integrative approach (Student – Dona Wahalathanthree)
4. Entrepreneurial Dynamics in the Evolution of Smart Cities (Student – Imesha Perera)
5. Influencing Roles of Institutions in Maintaining a Sustainable Business Model: The Case for Coffee, Honey, and Spice Cooperatives in Southwest Ethiopia (Student – Kasahun Alato)

Research Examiner Experience

External Examiner

PhD External Examiner

2024-

Thesis: Sustainable public transportation at the crossroads: A study of technological choice dilemmas for bus operators from shareholders' and other stakeholders' perspectives

University of Glasgow

2022-

Thesis: For Me, for Profit or More? Teaching and Learning Altruism and Prosocial Behaviours: a Higher Education Case Study of Teaching and Learning Business

University of Greenwich

2020-

Thesis: Corporate social responsibility and socio-environmental reporting practices: Evidence from an exploratory study in the Greek context.

Essex Business School, University of Essex, UK

Thesis: Role of Corporate Social Responsibility (CSR) Perception in Sales Professional's Performance

Indian Institute of Management, Lucknow, India

2018-

Thesis: Controlling for Sustainability Strategies: Evidence from the UK

Nottingham Business School, Nottingham Trent University, UK

Thesis: The importance of environmental scanning in the decision-making under perceived environmental uncertainty: The case of the National Oil Corporation of Libya

Salford Business School, University of Salford, UK

2016 - MA by Research in Management

Thesis: "The relationship between Political Ideology and Ethical Consumption"

Kent Business School, University of Kent, UK

2015 - DBA

Thesis: "The role of directors in Corporate Governance"

University of Newcastle, Australia.

PhD Internal Examiner

2024

Thesis: 'In and out of the Ecovillage' Huddersfield Business School, University of Huddersfield, UK

Thesis: 'Fishing for welfare improvements: how non-governmental organisations in the United Kingdom and Poland civilise cruelty against farmed animals' Huddersfield Business School, University of Huddersfield, UK

2020

Thesis: "The International Strategies of UK Universities: The Impact of External Changes", Huddersfield Business School, University of Huddersfield, UK

2018

Thesis: "Influence of Institutional Environment and Development of Social Enterprises in Nigeria", Huddersfield Business School, University of Huddersfield, UK

2017

Thesis: "Islamic Corporate Social Responsibility Disclosure in Organization of Islamic Cooperation Countries", Huddersfield Business School, University of Huddersfield, UK

2016

Thesis: "Political Risk Assessment by Multinational Firms in Nigeria", Huddersfield Business School, University of Huddersfield, UK

B-6 Research Training

- 2009 **QSR Hosted Two Day Workshop: NVivo 8** - Two-day workshop on analysing qualitative data using QSR NVivo 8
- 2008 **Case Based Methods: Classifying and Comparing** - Two-day workshop held at the Van Mildert College, of the University of Durham - organised by the ESRC National Centre for Research Methods.
- 2007 **Qualitative Comparative Analysis (QCA)** - One day workshop held at the Cathy Marsh Centre for Census and Survey Research at the University of Manchester - organised by the ESRC National Centre for Research Methods.

C. ESTEEM

C-1 Editorships, Conference Track Chairs and Referring for Peer-reviewed Journals

Editorship

Co-editor for a special issue on *Sustainability Accounting, Management and Policy in Emerging & Developing Economies* to be published in the ***Sustainability Accounting, Management and Policy Journal* (CABS 2*)**, together with Dr Diogenis Baboukardos and Professor Teerooven Soobaroyen, Essex Business School, University of Essex in 2021.

Co-editor for a special issue on *The Global Governance of Corporate Social Responsibility* (2020) in the ***International Journal of Business Governance and Ethics* (CABS 2*)**, together with Prof. Chris Cowton [A paper development workshop, with invited participants was organised and held on the 12th of January 2017, with over 10 international participant registrations]

Proceedings Editor – International Association for Business and Society (IABS) from 2021 – 2024

Referring for peer-reviewed journals

- Academy of Management Review (CABS 4*)
- Tourism Management (CABS 4*)
- Long Range Planning (CABS 4*)
- Journal of Business Ethics (CABS 3*)
- European Management Review (CABS 3*)
- International Business Review (CABS 3*)
- Journal of Management Inquiry (CABS 3*)
- Business Strategy and Environment Journal (CABS 3*)
- Business Ethics a European Review Journal (CABS 2*)
- International Journal of Business Governance and Ethics (CABS 2*)
- Africa Journal of Management (CABS 2*)

C-2 Other Esteem Indicators

- 2020 **Invited Speaker** at the Centre of Research in Accountability, Governance and sustainability, Leicester Castle Business School, De Montfort University, UK
- 2020 **Invited Reviewer** for Society for the Advancement of Management Studies/British Academy of Management Research and Capacity Building Grant Scheme 2019/20
- 2018 **Awarded** the Inaugural ***Huddersfield Research Supervisor of the Year*** Award, by the Graduate School of the University of Huddersfield.

2018	Invited Speaker at the Faculty of Management of the University of Peradeniya, Sri Lanka 'Corporate Responsibility and Sustainability Research; the importance of 'contextual factors'
2017	Invited Assessor for the 'The Unilever Global Development Award', Business In the Community (BiTC) Annual Responsible Business Awards 2017 in London.
2014	Invited Participant - 10th Global Business Ethics Symposium and Faculty Development Teaching Workshop, organised by the Center for Business Ethics and the Bentley Alliance for Ethics and Social Responsibility, University of Bentley, Waltham, Massachusetts, USA. <u>Participation sponsored by the State Street Foundation.</u>
2013	Invited Participant – 2013 Global PRME Summit and 05 th Annual Assembly, Bled School of Management, Bled, Slovenia.
2008	Invited Participant - 2008 PhD Sustainability Academy, organised by the Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada. Participation sponsored by the Richard Ivey School of Business, The University of Western Ontario.
2013 - 2018	Business School Representative for UN Principles for Responsible Management Education (PRME) • Responsible for conducting a PRME based audit of the Huddersfield Business School's curriculum (2015-2017) • Responsible for writing the 2015 and 2017 PRME Sharing Information on Progress (SIP) reports on behalf of the Huddersfield Business School.
2015 to date	Business School Liaison for Business in the Community (BiTC) – • Invited Assessor for the 'The Unilever Global Development Award', Business In the Community (BiTC) Annual Responsible Business Awards 2017 in London • Responsible for submitting an awards application on behalf of the Huddersfield Business School for the BiTC's Responsible Business Awards 2018

D. MANAGEMENT EXPERIENCE

2024 – to date
Deputy Director, Centre for Business and Society
Huddersfield Business School

Key Responsibilities

- Responsible for organising and managing research seminars for centre members including PGRs
- Responsible for submitting targeted research bids from the centre for selected research funds
- Responsible for mentoring research staff with the aim of achieving institutional KPIs for REF 2029

2019 – 2024
Subject Group Leader, Research
Department of Management, Huddersfield Business School

Key Responsibilities

- Responsible for implementing the REF 2021 and REF 2027 strategies of the Huddersfield Business School (HBS), including the achievement of staff output targets and targeted staff publications.
- Responsible for overseeing doctoral supervision teams in the department, including ensuring that student-staff responsibilities in relation to doctoral supervision is maintained.
- Responsible for the line management of staff members in the the department, including managing Staff Research Workloads.

Key Initiatives/Actions Undertaken in role

- Periodic monitoring and evaluation of research activity, including research outputs and research projects within the department and reporting to the Associate Dean for Research on quarterly achievement of research KPIs.
- Line Management of 10 academic staff members, which includes periodic meetings, review and approval of external research engagement activities, conducting of Annual Appraisals
- Periodic 'Research Meetings' with departmental staff members to explore potential challenges/issues encountered by them when engaging with research
- Implementation of a quarterly, Department of Management Research Newsletter to capture the research activities undertaken by the staff member.
- Implementation of a series of periodic 'Research Chat' sessions across the department, to sustain momentum for research engagement to support the achievement of the research KPIs of HBS.
- Implementation of a Research and Skills Seminar series, to enhance PGR students writing and research skills, with the aim of engendering co-writing of journal articles with their supervisors.

2020 – 2024

Deputy Director of Graduate Education, Huddersfield Business School (HBS)

Key Responsibilities

- Responsible for evaluating Post-Graduate (PGR) students and supporting them to engage with teaching at HBS – i.e. PGR Academic Development.
- Responsible for Staff Development activities related to PGR Supervisions
- Responsible for supporting academic integrity investigations in relation to PGR students and in acting as a secondary reviewer for those investigations occurring in other Schools and Faculties at the University of Huddersfield.
- Responsible for liaising with PGR representatives and PGR students to establish and sustain a progressive learning environment for PGR activities in the school

Key Initiatives/Actions Undertaken in role

- Implementation of PGR Teaching Mentorship programme in 2021, to systemise the demand from PGR students to contribute and engage in teaching at HBS
- Implementing a 'revised' Training programme for PhD Supervision for new/existing staff at HBS.
- Revision of the Progression Monitoring System for PGRs to ensure more equitable selection of reviewers and to improve the quality of evaluations
- Reviewing the PGR Development programmes conducted by Departments and/or Subject Groups across HBS

E. TEACHING

E-1 Teaching Experience

February 2013 – September 2019,
Senior Lecturer in Corporate Social Responsibility

September 2019 – Present
Reader in Corporate Social Responsibility.
Department of Management,
Huddersfield Business School
University of Huddersfield, UK

Previous Teaching

BFS0012 – Responsible Business (Undergraduate Level 4 - Core Module) – **Module Leader**

BHS0032 - Business Responsibility and Sustainability (Undergraduate Level 6 – Core Module) – **Module Leader**

Year Tutor (Course Tutor), BA Business Studies Programme (Year One)

Present Teaching

BHS0040 – Business and Climate Change (Option Module for BBA Programme) – **Module Leader**

BMS0073 – Circular Economy and Resource Management (Core and Option Module for MSc/MBA Programme) – **Module Leader**

BMS0077 – Managing Sustainable Challenges (Core and Option Module for MSc/MBA Programme) – **Module Leader**

September 2011 to February 2013

Lecturer in Business and Management

School of Business and Management,
University of Gloucestershire

BMN 213 - Managing Corporate Responsibility (Undergraduate Level 5 module) – **Module Leader**

MBA 405 - Global Business Environment & Strategy (MSc/MBA Programme) – **Module Leader**

Personal Tutor for Bachelor of Business Studies Programme (Year One)

December 2002 to August 2006

Lecturer in International Business

Faculty of Management and Finance,
University of Colombo,
Sri Lanka

Module Leader for International Business Management, International Business Environment, Sustainability and CSR, Principles of Business Strategy modules at undergraduate and post-graduate levels.

E-2 National/International profile for Teaching, Learning and Assessment

September 2009 - 2018

Associate Lecturer in International Business

Marketing, Strategy and International Business Group, School of Management, Faculty of Management and Law, University of Bradford, UK

Teaching Responsibilities in the Distance Learning MBA – Ranked 03rd in the UK and 11th in the world by Financial Times Rankings in 2016)

Module Leader

MAN 4304M - Business Ethics and Sustainability

MAN 4083M - International Business Strategy

MAN 4310M - International Business in Emerging Economies

2013 – 2017

External Examiner for MBA Leadership and Sustainability (Online)

The Business School, Faculty of Education, Arts and Business, University of Cumbria, Lancaster, UK

March 2006 to August 2006

Visiting Lecturer in Business and Organisational Studies, **Australian College of Business and Technology (ACBT)**, Sri Lanka [Affiliated to Edith Cowan University, Western Australia]

March 2006 to August 2006

Visiting Lecturer in Business Studies, **Asia Pacific Institute of Information Technology (APIIT)**, Sri Lanka [Affiliated to the University of Staffordshire, United Kingdom]

E-3 Innovation in Teaching and Teaching Philosophy

New Module Development

BMS0077 Managing Sustainable Business

New module developed for the MSc/MBA as a core and option module. The module provides students with an integrative understanding of the role of business in overcoming the challenges of sustainability. Using both theory and practice-based frameworks related to business responsibility, corporate sustainability and sustainable development, it will enable students to identify, and assess the challenges associated with the responsibilities of business. More specifically students will be introduced to United Nations Sustainable Development Goals (SDGs), with a view towards developing skills related to examining how businesses could collaborate to achieve the SDGs.

BFS0012 Responsible Business

New module developed for the Level 4 BA Business Management programme as a core module. The module introduces students to ethical and social responsibility issues encountered by contemporary business enterprises, and aims to develop students' skills in identifying and addressing business challenges related to social responsibility, and develop viable business solutions which address economic, social and environmental concerns of a business enterprise.

BHS0032 Business Responsibility and Sustainability

The module is offered as an Elective Module for Level 6 and provides students an opportunity to engage in a debate about corporate social responsibility and sustainability. It adopts a complementary approach towards business strategy, and examines the integration of CSR and sustainability within the strategic framework of multinational corporations.

MAN4310M International Business in Emerging Economies [Bradford DL MBA]

This module was developed to provide students with an in-depth understanding of the business environment in emerging economies, focusing specifically on the BRICS and new frontier economies and to examine foreign firms operations in these countries in relation to their strategy and operationalisation. Students are required to analyse the business environment in emerging economies and evaluate its influence on firm-level strategy and operations, by developing a viable internationalisation plan for a selected western multinational corporation.

E-4 Training in Pedagogy

2012	Post Graduate Certificate in Higher Education (PGCHE) , School of Education, University of Gloucestershire.
2006	Staff and Educational Development Certificate - Awarded by the Staff and Educational Development Association (SEDA) of the United Kingdom on completion of its Professional Qualification Course on Learning, Teaching and Assessing.
2006	Certificate in Teaching in Higher Education , - Awarded by the Staff Development Centre of the University of Colombo, Sri Lanka, on completion of its staff training programme in teaching in higher education.