

Distinguished Professors of Research Environment

Professor David Allen

Professor David Allen's appointment at WBS is shared with the University of Memphis where he is currently Distinguished Professor of Management in the [Fogelman College of Business and Economics](#).

His primary research interests include the flow of people into and out of organizations and global talent management. His research has been published in leading journal such as *Academy of Management Journal*, *Academy of Management Perspectives*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Human Relations* and *Human Resource Management*.

He is a member of the [Applied and Organisational Psychology Research Network](#) at WBS and has a number of research collaborations with other WBS faculty, including:

- A joint project and research collaboration, funded by the Department for Business and Innovation Skills (BIS), with [James Hayton](#), [Andy Lockett](#), and [Deniz Ucbasaran](#) (*Management & Leadership Skills/Practices in SMEs*).
- A joint research project with James Hayton and WBS PhD student Gabriella Cacciotti (*Development and Validation of an Entrepreneurial Fear of Failure Scale*).
- A joint project with [Sebastiaan van Doorn](#) (*Talent Management and Innovation in the Financial Services Industry*).

Professor Ido Erev

Professor Ido Erev's appointment at WBS is shared with the Technion, Israel Institute of Technology, where he is a Professor in the [William Davidson Faculty of Industrial Engineering and Management](#). He has previously held appointments at Harvard Business School and Columbia Business School.

His research interests centre on the effects of the economic environment on human behaviour. Recent studies have examined: the value of descriptive models with general parameters over games; adaptation, maximisations and reinforcement learning among cognitive strategies; decisions from experience and their limited correspondence to decisions from experience; perceptual games and safety dilemmas; the economics of small decisions; the coexistence of overconfidence and conservatism. He has published in leading journals such as *American Economic Review*, *Games and Economic Behavior*, *Journal of Risk and Uncertainty*, *Management Science* and *Psychological Science*.

Professor Erev is working with faculty in the [WBS Behavioural Science group](#) on a research project on decision-making in a changing world. The research team includes [Nick Chater](#), [Zvi Safra](#) and [Jerker Denrell](#) in WBS and several researchers in the [Psychology Department at the University of Warwick](#).

He also contributed to the initiation and design of the programme for WBS Behavioural Science group's first summer school, *Decision-making under Uncertainty*, which was held in August 2013 and attended by over 40 junior researchers, including WBS doctoral students, from 21 different countries.

Professor Nicolai Foss

Professor Nicolai J. Foss has a shared appointment with WBS and the [Bocconi University, Milan](#) where he is a Professor of Organization Theory and Human Resource Management.

Encompassing 142 journal articles, 87 book chapters and 22 books (edited as well as monographs), his work has been published in *the Academy of Management Review*, *Academy of Management Journal*, *Organization Science*, *Strategic Management Journal*, *Journal of International Business Studies*, *Journal of Management Studies*, *Organization Studies* and other leading journals.

Professor Foss has a number of research collaborations with other WBS faculty including:

- A research project with [Gerard Hodgkinson](#) (*Sorting Out Cross-Level Mechanisms: The Interaction of Organizational Structure, Emotion and Cognition*) leading to an article to be submitted to the *Academy of Management Review*.
- A research project with James Hayton examining HRM Practices, Human Capital, and Firm Performance.
- A research project with [Michael Mol](#) (*In Search of the Management Innovation Production Function*) leading to an article to be submitted to *Research Policy*.

Professor Foss also provides advanced research training for WBS PhD students on writing for academic publishing and on theory building in management research.

Professor Edi Karni

Professor Edi Karni's appointment is shared with [Department of Economics at the Krieger School of Arts and Sciences, Johns Hopkins University](#).

His research interests include: individual decision making under uncertainty; the foundations of Bayesian decision making; the representation of beliefs by subjective probabilities; mechanism designs and incentive contracts; the ethical meaning of utilitarianism. He has published in leading journals such as *American Economic Review*, *Econometrica*, *Games and Economic Behavior* and *Journal of Risk and Uncertainty*.

Professor Karni's research collaboration with Zvi Safra began in the 1980's. Their joint research interests encompass the fields of individual decision making under risk and under uncertainty, applications of non-expected utility models to the theories of auctions and sequential search, and the modelling and analysis of individual sense of justice. The collaboration has resulted in numerous publications in leading journals and conference volumes.

Professor Karni contributed to the WBS Behavioural Science group's first summer school, *Decision-making under Uncertainty*, in August 2013.

He also played an instrumental role in the decision to host the May 2014 Risk, *Uncertainty and Decision* conference at WBS and is helping with the organisation of the conference.

Professor April Klein

Professor April Klein's appointment is shared with [New York University Stern School of Business](#).

Her primary research interests include: audit committees; corporate governance; earnings management; hedge fund activism; financial accounting; and securities law. Professor Klein has been published in leading journals including *The Journal of Accounting & Economics*, *The Accounting Review*, *Journal of Law and Economics*, *The Journal of Finance* and *The Journal of Financial Economics*

She has long-standing research collaborations with [Richard Taffler](#) and is currently working with him and Asad Kausar of Nanyang Technological University in Singapore, on a project entitled *The Economics of Trust*.

She teaches a module on Corporate Governance on the [WBS PhD in Finance](#) programme and was involved in organising an interdisciplinary conference on corporate governance to be held at WBS in Spring 2014.

Professor Alok Kumar

Professor Alok Kumar's appointment is shared with the School of Business Administration at the University of Miami.

His main research interests are in behavioural finance, empirical asset pricing, corporate finance and computational economics. His papers have been published in many leading journals including: *Journal of Financial and Quantitative Analysis*, *Journal of Finance*, *Journal of Financial Economics*, *Review of Financial Studies*, *Management Science*, *Journal of Accounting Research*, *Games and Economic Behavior*, *Information Systems Research*.

He has a number of research collaborations with faculty in the Finance Group and the Behavioural Sciences Group, including:

- Two joint working papers with Professor Richard Taffler a) Why the Going-Concern Anomaly: Gambling in the Market? (<http://ssrn.com/abstract=2249029> acceptance at the *Journal of Accounting and Economics*, b) Bankruptcy Sells Stocks. . . But Who's Buying (and Why)? (http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2427770)
- A project with Dr Chendi Zhang and a doctoral student (Yao Chen)
- A joint working paper on 'Terrorism, Emotions, and Corporate Policies' with [Dr Constantinos Antoniou](#) and Anastasios Maligkris (doctoral student)

He also contributes to the Advanced Training in Finance module on the PhD in Finance programme by teaching seminars in Behavioural Finance and is currently co-supervising a number of PhD Finance students, together with [Professor Taffler](#), Dr Antoniou, and [Dr Zhang](#).

Professor Natalia Levina

Professor Natalia Levina's appointment at WBS is shared with [New York University's Stern School of Business](#).

Her main research interest is in understanding how people span organisational, professional, cultural, and other boundaries in the process of building and using new technology. She uses qualitative and quantitative methods and a range of social and organisational theories in her work. She currently studies boundary spanning in the context of open innovation, crowdsourcing, and offshoring of professional services. Her research has been published in leading journals such as *ISR*, *MIS Quarterly*, *Organization Science*, *Journal of Management Information Systems* and *Academy of Management Journal*.

She is currently working with [Dr Emmanouil Gkeredakis](#) on a research project funded by the National Science Foundation in the US, and has supported a number of junior faculty through the Revise and Resubmit process for papers submitted to leading journals.

She provides advanced research training for PhD students on case study. Additionally, Professor Levina chairs PhD student presentation workshops. She also provides one-to-one support for a number of PhD students in the [WBS Information Systems Management group](#).

She has fully redesigned a Masters-level module on Global Sourcing and Innovation which has made WBS one of a handful of pioneering business schools offering such a module.

Professor Trish Reay

Professor Trish Reay's appointment is shared with the University of Alberta School of Business, where she is Director for the [Centre for Effective Business Management of Addiction Treatment](#).

Her research interests include organisational and institutional change, as well as identity and identity work. She has conducted research in the area of family business dynamics and in health system restructuring and change. In the healthcare context, her research has focused on regionalisation, professional work, primary health care reform, and more recently on interdisciplinary teamwork in mental health and addictions. Her work has been published in leading journals such as *Academy of Management Journal*, *Entrepreneurship, Theory and Practice*, *Journal of Management Studies* and *Organization Studies*.

Professor Reay has been engaged in a long-standing research collaboration with [Davide Nicolini](#), analysing changes in pharmacies over time, with attention to comparative international cases. They have presented this research at the Academy of Management conference, and have recently submitted a jointly authored paper to a leading journal.

She is also working on a research project with [Graeme Currie](#) and [Charlotte Croft](#) (Research Fellow) investigating identity changes in registered nurses who take on managerial responsibilities.

She has also been providing advice and mentoring support to a number of junior faculty members on publishing strategies, managing academic work flow, and balancing responsibilities, and provides advanced research training for WBS PhD students on analysing qualitative data, including one-to-one support.

Professor Jorgen Sandberg

Professor Jorgen Sandberg's appointment is shared with UQ Business School at the University of Queensland, Australia.

His primary research interests include competence and learning in organizations; how sensemaking and understanding form the basis for individual and collective actions; what defines theory, particularly novel theory and its development; practice theory, and how it can inform the study of organizational phenomena; philosophy of organization studies, particularly phenomenology and hermeneutics; and qualitative research methodologies.

His work has appeared in several leading journals, including *Academy of Management Review*, *Academy of Management Journal*, *Journal of Management Studies*, *Journal of Organization Behavior*, *Harvard Business Review* and *Organization Studies*. He has published several books, including *Skillful performance: Enacting capabilities, knowledge, competence and expertise in organizations* (with Rouleau, Langley and Tsoukas, Oxford University Press, 2017), *Constructing research questions: doing interesting research* (with Alvesson, Sage, 2013), and *Managing understanding in organizations* (with Targama, Sage, 2007).

Professor Sandberg is a member of the IKON group at the Innovation, Knowledge and Organisational Networks (IKON) Research Unit at WBS.

He has been engaged in a long-standing research collaboration with Hari Tsoukas in the areas of practice theory, process thinking, sense making, and philosophy of science.

He is currently exploring the possibility of collaborations with Davide Nicolini, Maja Korica and Nick Llewellyn.

He is a faculty member of WBS's highly acclaimed international summer school on practice-based studies. He is also advising and mentoring junior faculty at WBS on research and publishing, through workshops and seminars on how to do more interesting and impactful research, how to conduct practice- and process- based research, the philosophical underpinnings of research, and qualitative research methods.

Professor Uzi Segal

Professor Uzi Segal's appointment is shared with the [Department of Economics at Boston College](#).

His primary research is in the area of decision theory and social choice. He has published in leading journals such as *Econometrica*, *Journal of Economic Theory* and *Journal of Risk and Uncertainty*.

Professor Segal has published extensively with Zvi Safra and [Graham Loomes](#). He was one of the contributors to the WBS Behavioural Science group's first summer school, Decision-making under Uncertainty, in August 2013 and will be contributing to the May 2014 Risk, *Uncertainty and Decision* conference at WBS, which he is helping to organise.

Professor Piotr Winkielman

Professor Piotr Winkielman's appointment is shared with the Department of Psychology at the University of California, San Diego. His research explores the interplay between emotion, cognition, embodiment and consciousness. He has published in leading journal such as *Behavioral and Brain Sciences*, *Psychological Science*, *Journal of Experimental Psychology: General*, *European Review of Psychology*.

Professor Winkielman has a number of research collaborations with faculty in the Behavioural Science Group as well as the Psychology Department at Warwick, including:

- A joint project with Professor Nick Chater on non-verbal adjustment as a type of virtual bargaining.
- A joint project with Dr Chengwei Liu on rational principles in imitation, or how the decision to copy some behavior is determined by sophisticated considerations of the behavior's variance, similarity, and stability.

Professor Youngjin Yoo

Professor Youngjin Yoo's appointment is shared with Fox School of Business, Temple University, Philadelphia where he is the [Director of Center for Design and Innovation](#).

His research interests include: digital innovation, design, and experiential computing. His work has been published in leading academic journals such as *MIS Quarterly*, *Information Systems Research*, *Organization Science*, the *Communications of the ACM*, and the *Academy of Management Journal*. He is Senior Editor of *MIS Quarterly*, the *Journal of AIS*, and the *Journal of Information Technology*.

Professor Yoo has been working in close collaboration for several years with [Ola Henfridsson](#) on a number of projects, including:

- Research on digital innovation – see Henfridsson, O. and Yoo, Y. The liminality of trajectory shifts in institutional entrepreneurship, *Organization Science* 25 (3), 932 – 950 (2014) (<http://pubsonline.informs.org/doi/abs/10.1287/orsc.2013.0883>).
- A project developing a theoretical framework on the use of digital technology for urban economic renewal, based on Professor Yoo's work in Philadelphia, working with local high school and college students together with non-for-profits and government organizations to use design thinking as a way of discovering opportunities for sustainable urban innovation opportunities leveraging digital technology.

Professor Yoo and Professor Henfridsson are also a part of the bidding team for ICIS 2017 in Seoul. They are Program Co-chairs together with Professor Christina Soh at Nanyang Technology University in Singapore.