

ANNUAL REPORT TO CSEAR MEMBERS FOR PERIOD 1 AUGUST 2018 – 31 JULY 2019

Introduction

This report highlights the main activities undertaken by CSEAR throughout the annual year ending 31 July 2019. This report contains summary details on CSEAR activities including conferences, communication and promotion initiatives, membership, SEAJ updates, and a summary of our current financial situation.

It has been another successful year for CSEAR. In October, CSEAR was awarded the Highly Commended in the category 'Driving Change Through Education, Training and Academia' at the Finance for the Futures Award in London¹. The judges commented:

CSEAR has delivered significant change in academia in its lifetime to date. It is difficult to imagine what social and environmental accounting would look like had CSEAR not existed. The judging panel was particularly impressed with the passion of individuals involved and their determination to create a space for the evolution of accounting practice. CSEAR has made a seminal contribution to social and environmental accounting research, driven change over many years, and shaped the landscape we see today.



Image 1: Dr Lori Leigh Davis (CSEAR Administrator, University of St Andrews) and Professor Ian Thomson (CSEAR Convenor, University of Birmingham) receiving the award from Krishnan Guru-Murthy and Professor Richard Baker at the awards ceremony in London

¹ Finance for the Future was founded by The Institute of Chartered Accountants in England and Wales (ICAEW) and The Prince's Accounting for Sustainability Project (A4S). The awards acknowledge finance functions driving sustainable economies. Further details can be found here <https://www.financeforthefuture.org/previous-winners/2019-winners-and-highly-commended>

From August 2018 to December 2019, CSEAR held nine regional and international conferences around the world. Nine further conferences have been agreed for 2020 and onwards, including the first CSEAR Africa conference to be held in Nigeria in 2020. In 2019, CSEAR received support and sponsorship from a range of sources, including £4,000 from CIMA, \$5000US from the Al & Nancy Burnett Eminent Scholar Chair (in kind from Professor Robin Roberts, University of Central Florida) and a \$1,000CND donation from the Erivan K. Haub Chair in Business & Sustainability (in kind from Professor Charles Cho, Schulich School of Business, York University). CSEAR is extremely grateful for this sponsorship, which has been used to subsidize the costs for all 24 emerging scholars' accommodation and registration fees in the form of bursaries for the 6th Emerging Scholars Colloquium and Congress held in St Andrews.

Membership of CSEAR remains high (nearly 250); and we continue to offer more opportunities to participate in CSEAR events, through regional conferences and themed workshops. Communication efforts continue to develop with our quarterly e-newsletter and 'Member Monday Memo' initiative along with the lively online platforms including Facebook, the CSEAR blog, Twitter and LinkedIn. CSEAR is grateful to all its committed members including the Council, Committee of International Associates and distinguished experts for their enduring involvement this year. CSEAR's journal, *Social and Environmental Accountability Journal* (SEAJ) publishes three issues per year and continues to attract quality papers and reviews.

CSEAR Highlights 2018-19

- Current members: 240 representing 35 countries
- Accumulated past members: 1122
- International Associates World-wide: 15
- International Congresses in UK: 31
- Regional Conferences in last 5 years: 30
- Emerging Scholars Colloquiums (within 10 years): 8
- Social and Environmental Accountability Journal (SEAJ) Editions: 39
- Number of Facebook followers: 700+
- Undergraduate and postgraduate students taking a course delivered by a CSEAR member each year: Over 10,000

Looking forward to 2020

Our priorities for the next 12 months are to:

- Enhance our online presence through the redesign of our website and strengthening of our digital communication strategy;
- Increase membership numbers, including practitioner membership, through social media campaigns;
- Initiate and support collaborative conversations within CSEAR members and wider stakeholders on how research and engagement can contribute to the climate crisis and other issues;
- Secure funding and mutually beneficial sponsorship opportunities to fulfil CSEAR's aim to be fully self-financing.

The important people who make CSEAR work are listed at the end of this report. There is clearly much more to do in the future, and we would welcome any suggestions on how we can increase the involvement of the CSEAR community.

All comments on this report and possible future opportunities are welcome - Please contact Dr Lori Leigh Davis at CSEAR UK office: csear@st-andrews.ac.uk

Background

Since our inception in 1991, we have been pioneers in field of social and environmental accounting, building on Prof Rob Gray's *Greening the Profession* (1991) and the seminal special issue of *Accounting, Auditing and Accountability Journal* in 1991.

CSEAR aims to *Creating a Sustainable World Through Accounting and Finance through Research, Engagement and Education* in line with the Vision, Mission and Values agreed in September 2013 (see Figure 1). Throughout 2019 the Council continued to embrace the mission and values in all their CSEAR work. The Council has also reviewed all work undertaken against the VMV at each of the Council meetings.



Figure 1: CSEAR values as defined at the 25th CSEAR Conference, St Andrews, September 2013

We are a not-for-profit organization with 1 part-time paid employee, an average annual reserve of approximately £100,000 (see the Financial Report below). Our success is thanks to the time and commitment of our members alongside funds from

- Membership Fees
- Book Royalties and Social and Environmental Accountability Journal Income
- Surplus from Conferences
- Specific Sponsorship from individuals or professional bodies
- Research Grants

CSEAR By-Laws and Roles, Responsibilities and Governance of the Committee of International Associates

In May 2014, the Council and Committee of IAs completed the CSEAR By-Laws and Roles, Responsibilities and Governance of the Committee of International Associates. There have been no amendments to these documents during the current session. These documents are available on the Centre's website (<https://www.st-andrews.ac.uk/csear/about/>)

Partner Institutions

The partner institutions initiative was implemented in early 2013, whereby CSEAR agreed to approve a number of partner institutions and where regional conferences have led to a number of partner offices being established. To date we have the following partners:

- CSEAR France (initiator Charles Cho);
- CSEAR Brazil/ South America (initiator Leila Macias);
- The Centre de Recherche en Comptabilité et Développement Durable (Centre for Research on Accounting and Sustainability) at the Université Laval (initiator Michelle Rodrigue), and;
- CSEAR Italy at the University of Bergamo (initiators Massimo Contrafatto and Ericka Costa)

Library

At present the CSEAR Office at the University of St Andrews still houses a large hard copy library of books, journal articles, annual reports and stand-alone reports as well as an important historical archive of reports. Work is well underway to identify what needs to be archived and what can be digitized and then archived. All members are welcome to contact CSEAR to access any books or journals in the CSEAR library.

Conferences

Conferences are an integral part of CSEAR's activities. They are spaces in which people share their latest research, build and strengthen connection amongst colleagues and offer opportunities for mentoring with colleagues. The Emerging Scholars Colloquia (ESC) remain a key forum for CSEAR to provide mentorship to new and emerging scholars. As a result, the ESC was held on Monday 26th August at the Congress in St Andrews, September 19th (2019) December 4th (2018) at the ACSEAR conference. Additionally, ESCs are being developed for other CSEAR conferences.

From August 2018 to December 2019, CSEAR held nine regional and international conferences around the world:

August 2018: 30th International Congress on Social and Environmental Accounting Research and Emerging Scholars Colloquium - University of St Andrews, School of Management

September 2018: CSEAR Italy Conference 2018 - University of Urbino

October 2018: CSEAR 2nd CSEAR Ireland Congress – ARC, Kemmy Business School, University of Limerick

November 2018: CSEAR Portugal Conference – The Polytechnic Institute of Setubal

December 2018: 17th Australasian A-CSEAR Conference – Monash Business School, Melbourne Australia

June 2019: 5th French CSEAR Conference – IAE, Paris

August 2019: 31st International Congress on Social and Environmental Accounting Research and Emerging Scholars Colloquium - University of St Andrews, School of Management

September 2019: 12th Spanish Conference – Universidad Publica de Navarra Nafarroako Unibertsitate Publikoa

December 2019: 18th Australasian A-CSEAR Conference, University of New South Wales

Upcoming Conferences 2020

- 8th CSEAR North America (July 3-4, 2020, Schulich School of Business, York University, Toronto, Canada)
- 32nd CSEAR UK (August 24-27, 2020, University of St Andrews, Scotland, UK)
- 8th CSEAR Italy (September 3-4, 2020, University of Cagliari, Italy)
- 1st CSEAR Africa (November 9-11, 2020, Covenant University, Nigeria)
- 9th CSEAR Portugal (November 5-6, 2020, University of Aveiro, Portugal)
- 19th Australasian A-CSEAR (December 14-16, 2020, Victoria University Wellington, New Zealand)

Planned Conferences in 2021

- ✧ 6th CSEAR France (June TBC, Audencia Nantes, France TBC)
- ✧ 33rd CSEAR UK (August 23-26, 2021, University of St Andrews, Scotland, UK)
- ✧ 13th CSEAR Spain (September TBC)
- ✧ 20th Australasian A-CSEAR (December TBD, 2021, University of Tasmania, Australia)

Information about upcoming CSEAR conferences and associated events will be shared via CSEAR communications and available on the website.

Special Workshops

There were no CSEAR workshops during the year.

**** We encourage CSEAR members to be proactive in the organization of special workshops.*

Please contact CSEAR UK office if you have an idea or opportunity at: csear@st-andrews.ac.uk

Communication & Promotion Initiatives

CSEAR communicates with members through a variety of online platforms to share research findings, publicize events and encourage networking and collaboration. Over 2018-19, membership and followers across social media platforms CSEAR has increased.

Website

CSEAR also continues to own the csear.co.uk and csear.com web domains. Currently the CSEAR website is hosted by the University of St Andrews. According to our Google Analytics report, from Dec 5, 2018 – Dec 4, 2019 there were a total of 22, 979 page views. The most popular page was the Forthcoming CSEAR Conferences page followed by the About CSEAR and the Join

CSEAR pages. In 2019-20, Council have agreed to redesign the design, content and structure of the website. CSEAR will commit to transforming the website over the next 6 months. In addition, efforts will be stepped up to convert followers across social media platforms into paid CSEAR members.

Facebook

CSEAR continues to have a presence on Facebook

[<https://www.facebook.com/groups/121691174537092/>]. Currently, there are **735** followers on Facebook.

Blog

CSEAR hosts its own blog site [<http://csearweb.blogspot.co.uk/>]. Recent blogs posts include the 'Frustration, Schizophrenia and a Touch of Sneakiness: Insights in the Process of Doing Ethnographic Research' by Michelle van Weeren ([Université Paris Dauphine](#)) and 'Teaching Management Control for Sustainability' by Delphine Gibassier ([Audencia Business School](#)).

Twitter

Twitter [@CSEARUK] account. We have **540** followers on Twitter.

Member Monday Memos [MMM]

Since March 2018, on selected Mondays during the year a 'Member Memo' was emailed including some 'Meet the Members' and others sharing CSEAR news or calls for papers. All CSEAR members are warmly encouraged to share what they are working on and their accomplishments through a MMM. The memos provide an opportunity to share your updates, plans on organizing and attending conferences and workshops as well as to let our student members know if you're interested in becoming a mentor. Please email your details with a happy photo to Lori Leigh: csear@st-andrews.ac.uk

E-Newsletter

The e-newsletter is currently sent four times a year. The purpose of each edition is to provides a focused overview of ongoing CSEAR activities, efforts and initiatives, news, features and a range of social, environment and accountability-related topics. The Spring Edition was emailed in March. The Summer Edition emailed in August. The Autumn copy was sent in November and the Winter copy will be out at the end of December.

LinkedIn

By December, there were **345** connections in the LinkedIn online community.

Table 1: CSEAR followers across social media platforms

Social Media	Number of Followers 2018	Number of Followers 2019
Facebook	649	735
Twitter	329	540
LinkedIn	174	345

Membership

Memberships are core to financing CSEAR's activities. Memberships run from January 1 to December 31st and can be purchased online. All conference or emerging scholars' colloquium delegates are required to be CSEAR members to attend. Membership² includes access to electronic or hard copies of the *Social and Environmental Accountability Journal* (SEAJ). Individual members fees remained at £72 (electronic) and £80 (hard copy). Student members' fees are available at a cost of £35 (electronic) and £50 (hard copy).

In 2018-19, there were **240** CSEAR members, including 72 new members. The membership community comprises 206 full members (**198** electronic copies; **8** complimentary electronic format memberships) and 59 student members. Hard copy purchases of the SEAJ were slightly down from 2018 from **37** members to 34. The amount of electronic copies is also down from last year (by 22). CSEAR Council will continue to monitor and review the level of both fee categories. There are only a few practitioner memberships, which perhaps presents an opportunity for CSEAR to expand its membership outside of academia. A summary of membership numbers is given in Table 2 below

Table 2: Membership numbers 2014-2019

Year	Number of Members	Number of students	Electronic	Hard copy	Complimentary
2014	234	Unspecified	205	25	4
2015	265	Unspecified	235	27	3
2016	220	Unspecified	194	22	4
2017	228	Unspecified	195	29	4
2018	261	64	220	37	4
2019	240	59	198	34	8

As of December 2019, we have members from 35 countries across the world (see Figure 2). While many members are located in Europe, Australasia and North America we have growing membership in Asia, Africa and South America (see Table 2). We look forward to expanding our membership in 2020.

² *Reminder Note:* From 2013 it was agreed by Council that there would no longer be automatic complimentary memberships for any member of the Council, the Editorial Board or the International Associates. In addition, it was agreed that from the beginning of 2018, conference attendance at any CSEAR badged conference should be tied to CSEAR membership.

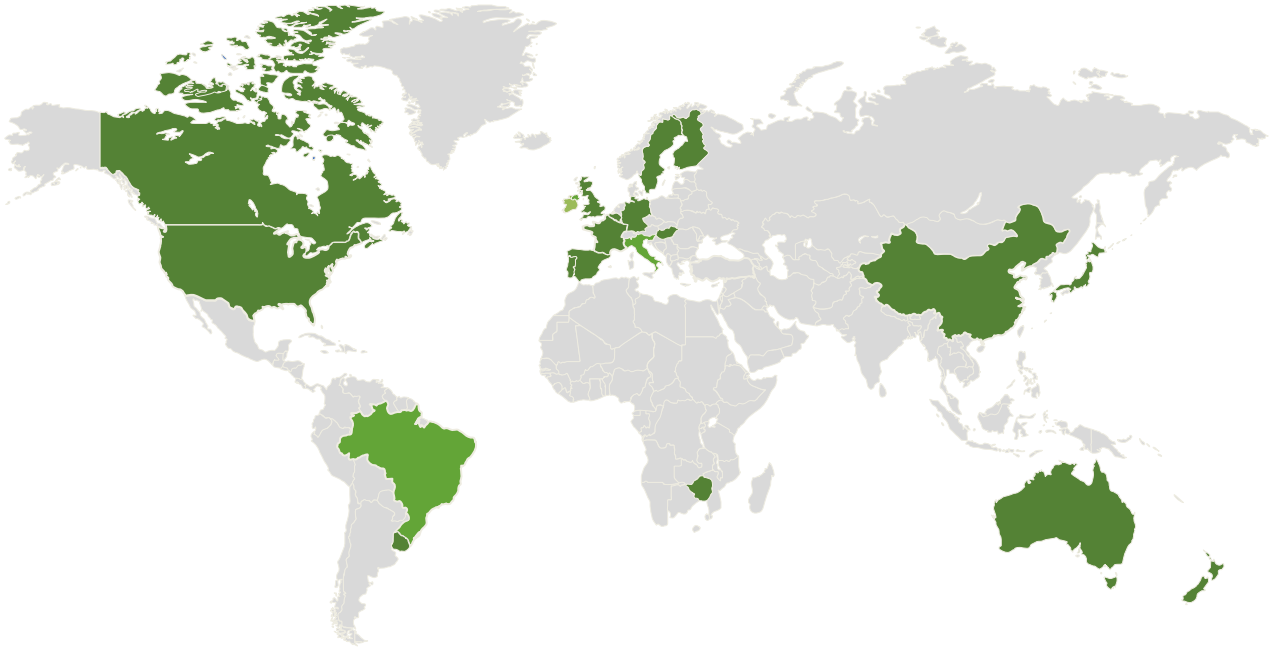


Figure 2: Locations of CSEAR membership

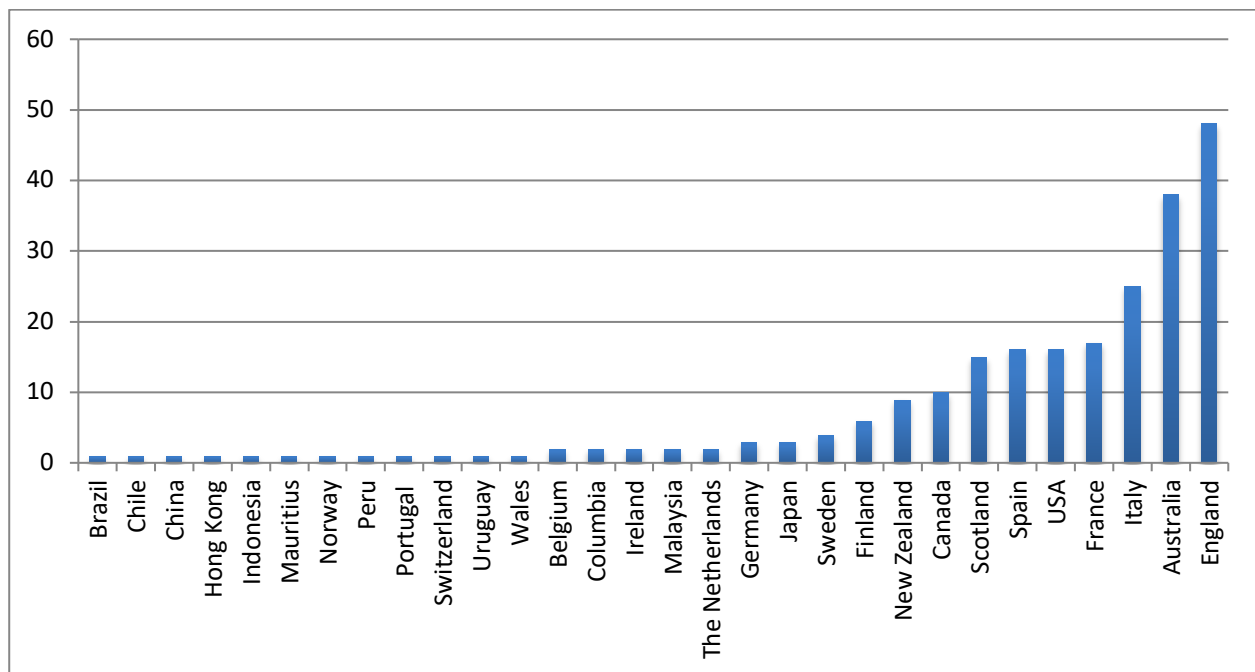


Figure 3: Membership numbers across countries for 2018-19

Membership Growth Initiatives

There are three growth strategies, to be led by the CSEAR Administrator, to increase the memberships in the 2020. Firstly, further ongoing efforts to inspire membership purchases and renewals will be completed on the social media platforms including the CSEAR Facebook page and the CSEAR Centre UK LinkedIn account. Secondly, a communications drive to contact lapsed members, and encourage them to return. Third, to review previous SEAJ articles to invite previous authors to come back to the CSEAR community.

SEAJ and SEAJ Editorial Board

SEAJ continues to be published by Routledge, who undertake marketing and promotional activities on behalf of the journal. Routledge continues to be responsible for institutional and library subscriptions.

Editors: Professor Matias Laine and Professor Helen Tregidga (At the end of 2019, Michelle Rodrigue will join Helen Tregidga as the new Joint Editor).

Review Editors: Dr. Lies Bouten, Professor Michelle Rodrigue and Dr. Matthew Scobie (At the end of 2019, Dr Mercy Denedo will replace Michelle Rodrigue as a Review Editor).

Convenor: Professor Carlos Larrinaga Gonzalez (At the end of 2019, Matias Laine will take over as the new Convenor).

Publisher contact: James Cleaver (Managing Editor).

Publisher's Notes

- Downloads – growth of 21% from 15,152 in 2017 to 18,334 in 2018. This was around the average growth rate seen across the Routledge journals last year. 2019 YTD is 13,756 compared to 10,660 same time as last year (growth of 29%).

Reviews of 2019

- 39(1) 1 editorial, 2 articles, 1 book review and 5 article reviews
- 39(2) 3 articles, 1 book review and 4 article reviews
- 39(3) 1 editorial, 1 article, 1 teaching case, 1 commentary, 1 book review and 4 article reviews

Areas Noted for Improvement:

- a) The most urgent need, for new people on the Board, is quantitative researchers.
- b) Encourage PhDs as reviewers to consider submitting their work to the journal.
- c) Citations continue to be a challenge. We encourage the CSEAR community to cite recent content in SEAJ, particularly when they publish elsewhere.

CSEAR Financial Update

CSEAR Council continues to seek other funding sources to strengthen CSEAR's financial situation and support the growth and success of the community. Membership fees and any surplus from the UK conference are key to the initial strategy. Opportunities through training programmes and workshops are also being explored. There are minimal expenses as the administration costs are low and office expenses continue to be maintained by the School of Management, St Andrews University.

Notwithstanding, CSEAR maintains a stable surplus. This is important for expenditures towards research, expanding engagement and educational activities such as extra workshops. For now, we would like members to be aware of these constraints and to support CSEAR in seeking alternative sponsorship opportunities.

Cost Band	Detail Code	2016-17	2017-18	2018-19
Conference Income	0871 - Academic Conference Income	(48,802)	(49,700)	(41,145)
Memberships	1006 - External Membership	(12,318)	(12,261)	(13,496)
Royalty/Patent	1020 - Royalty/Patent Income	(2,295)	(2,306)	(2,810)
University Sales - Goods/Services	1030 - Miscellaneous Sales General	-	-	-
University Sales - Goods/Services	1036 - Misc Sales - Publications	-	-	-
Misc Sales	1037 - Sales - Books	(30)	-	(35)
Donations	1058 - Restricted donations NO Perfrmnce Condttn	-	-	-
External Contribution to Costs	1076 - External Contribution to Specific Expend	(2,198)	(16,281)	9,791
University Sales - General	1080 - Other Income - General	-	-	-
Conference Income	1451 - Academic Conference Income Carry Forward	(3,471)	4,974	157
Other Services Provided	1700 - Payment for Services Provided (Non Consu	-	-	-
TOTAL INCOME		(69,114)	(75,574)	(47,538)
Academic Research	2011 - Academic Research Grade 5	13,733	11,576	-
Managerial Specialist & Admin	2044 - Managerial Specialist & Admin Grade4	-	7,485	17,368
Casual Salaries	2100 - Hourly Pay - Basic	-	-	1,027
Consumables	4009 - Flowers / Floral Arrangements	59	-	50
Books, Publications & Subscriptions	4012 - Periodicals	-	-	-
Conference & Group	4083 - Special Functions - Int Inc - Term Time	-	-	-
Conference & Group	4084 - Special Functions - Int Inc - Vacation	-	278	239
Conference & Group	4085 - Conference - Internal	24,197	31,161	36,144
Conference & Group	4089 - Internal Accommodation	-	-	-
Consumables	4105 - Miscellaneous Consumables	-	-	-
Postage, Printing & Stationery	4110 - External Printing Costs	-	-	-
Postage, Printing & Stationery	4140 - Stationery	186	48	99
Postage, Printing & Stationery	4147 - Videos	-	-	-
Consumables	4150 - Computer Cons - General	150	208	220
Consumables	4151 - Computer Cons - Software	-	-	-
Equipment & Furniture	4170 - Equipment	-	-	-
Equipment & Furniture	4171 - Computers	-	-	579
Inter-Departmental Recharges	4190 - Internal Recharges-Other Depts	(5,000)	(13,324)	(9,856)
Books, Publications & Subscriptions	4200 - Printed Books	-	-	-
Scholarships Costs	4402 - Bursaries	-	-	-
Print & Design	5701 - Printing Internal Recharges	-	145	-
Print & Design	5702 - Design Internal Recharges	-	-	3
Grant Surplus	5799 - Research surplus transfers	-	-	-
Advertising	6000 - Advertising And Publicity	-	-	-
Entertainment & Hospitality	6005 - Hospitality/Entertaining	5,206	-	-
Entertainment & Hospitality	6007 - Entertaining External Speakers	-	-	433
Travel & Subsistence	6011 - Flights - Travel	161	-	-
Travel & Subsistence	6012 - Rail - Travel	-	-	-
Travel & Subsistence	6013 - Bus - Travel	-	-	-
Travel & Subsistence	6016 - Taxi	-	243	-
Travel & Subsistence	6017 - External Accommodation	-	-	-
Travel & Subsistence	6019 - Accommodation/Subsistence Panel Members	-	-	-
Travel & Subsistence	6020 - Travel Costs	-	-	-
Travel & Subsistence	6022 - Travel/Hotel Costs - Speakers	-	-	-
Training	6025 - Conference/Course Fees	13,925	(3,445)	-
Inter-Departmental Recharges	6026 - Internal Staff Course Fees	-	-	(1,587)
Consumables	6027 - Other Excursion Costs	-	-	-
Travel & Subsistence	6051 - Subsistence	-	-	-
Travel & Subsistence	6053 - Vehicle Mileage	-	-	-
Travel & Subsistence	6054 - Vehicle Parking Costs	-	-	-
Books, Publications & Subscriptions	6055 - Subscriptions	70	-	-
General Fees	6060 - Fees Payable - General	-	-	-
Postage, Printing & Stationery	6080 - Postage And Franking General	3	1	-
Legal & Professional Fees	6160 - Professional Services	-	-	-
Bank Charges	6185 - Credit Card Charges	1,435	1,455	1,381
Consumables	6196 - Miscellaneous/Exceptional Expenses	-	-	-
TOTAL EXPENDITURE		54,125	35,831	46,098
NET EXPENDITURE/(INCOME)		(14,989)	(39,743)	(1,439)
OPENING RESERVES AT 1 AUGUST		54,380	69,369	109,113
CLOSING RESERVES AT 31 JULY		69,369	109,113	110,552

Grant Applications & Funding

CSEAR is extremely grateful for all sponsorship and support in 2018-19. CIMA has supported CSEAR conferences between 2014-19.

In the past year, CSEAR successfully secured a total of £8,230.16³ comprised from:

- CIMA Research Grant (£4,000) to sponsor the 31st CSEAR Conference in St Andrews (August 27-29th) and the A-CSEAR Conference and Emerging Scholars Colloquium at the ACSEAR in Sydney (December 11-13th).
- Furthermore, the Centre is grateful for the kind donation of \$5000 USD from the Al & Nancy Burnett Eminent Scholar Chair (in kind from Professor Robin Roberts, University of Central Florida) and a \$1000 CAD donation from the Erivan K. Haub Chair in Business & Sustainability (in kind from Professor Charles Cho, Schulich School of Business, York University)⁴. Together, these subsidized the costs for all 26 emerging scholars' accommodation and registration fees in the form of bursaries for the 5th Emerging Scholars Colloquium and Congress held in St Andrews in August 2019.

Forward Planning

The future of CSEAR will depend on funding and its success in grant applications, sponsorship agreements and membership fees. The Council will actively seek sponsorship and support from other bodies for the CSEAR conferences. The Council also considered developing a series of workshops and executive education programmes both in the UK and worldwide to increase income each year. This is an area that has been identified as a major priority for Council to address, as the self-funding model of CSEAR relies heavily on grant applications and successes. Members will be advised of achievements and successes.

³ £4000.00 + \$5000US total £3610.16 (at 0.72 exchange) and \$1000.000 total £620.00 (at 0.62 exchange).

The People In CSEAR

Staffing

Since January 2018, Dr. Lori Leigh has worked as the CSEAR Research Administrator on a part-time contract (22hr/week). Currently, this position is internally funded by CSEAR and will be reviewed annually with a view to extending the contract for 12 months in each instance, as long as finances allow.

CSEAR Council Members

Name:	Role/Notes:	Institution/State
Ian Thomson (IT)	Convenor: <i>Voted in again 2019</i>	University of Birmingham, UK
John Ferguson (JF)	Co-Director	University of St Andrews, UK
Lorna Stevenson (LS)	Co-Director <i>Stepped Down August 2019</i>	University of St Andrews, UK
Shona Russell (SR)	Co-Director <i>To replace Lorna Stevenson in August 2019</i>	University of St Andrews, UK
Charles Cho (CC)	<i>Opted in as International Associate Chair</i>	Schulich School of Business, York University, Canada
Matias Laine (ML)		Tampere University, Finland
Robin Roberts (RR)		University of Central Florida, USA
Jesse Dillard (JD)	<i>Stepped Down August 2019</i>	Victoria University of Wellington, New Zealand
Colin Dey (CD)	<i>Voted in again 2019</i>	University of Stirling, UK
Massimo Contrafatto (MC)		Universita Degli Studi Di Bergamo, Italy
Carol Tilt (CT)	<i>Co-opted onto the Council as Chair of the Council's ACSEAR subcommittee in Stepped Down August 2019</i>	University of South Australia, Australia
Stephanie Perkiss (SP)	<i>Co-opted onto the Council as Chair of the Council's ACSEAR subcommittee in 2019. To replace Carol Tilt</i>	University of Wollongong, Australia
Carmen Correa Ruiz (CCR)	<i>Stepped Down August 2019</i>	Universidad Pablo de Olavide, Spain
Giovanna Michelin (GM)		University of Bristol, UK
Professor Gunnar Rimmel (GR)		Henley Business School, UK
Eija Vinnari (EV)	<i>New Voted in Member 2019</i>	Tampere University, Finland
Helen Tregidga (HT)	<i>New Voted in Member 2019</i>	Royal Holloway University of London, UK
Michelle Rodrigue (MR)	<i>New Voted in Member 2019</i>	Université Laval, Canada
Lori Leigh Davis (LLD)	CSEAR Administrator	University of St Andrews, UK

CSEAR Council Meetings

The Council met on 4 occasions over this session. In between meetings the Council communicated via email on average every two weeks. The dates of the meetings and the members of Council present are summarized below:

	March 4, 2019 – Via Zoom Online	June 12, 2019 – Via Zoom Online	August 27, 2019 – Via Gateway	December 2, 2019 Via Zoom Online
Present	CC, IT, JF, LLD, MC, ML, RR	CC, CD, CT, GM, IT, JD, JF, GR, LLD, MC, ML MR, RR	CC, CD, EV, GR, IT, JD LLD, LS, MR, RR	CC, CD, EC, GM, GR, IT, JF, LLD, MC, ML, MR
Apologies for Absence	CCR, CD, CT, JD, GM, GR, LS	CCR, EV, LS	CCR, CT, GM, HT, JF, MC	HT, SP, SR

Committee of International Associates

Convenor: Charles Cho	Canada	Schulich School of Business, York University
Stephanie Perkiss	Australia	University of Wollongong
Cornelia Beck	Australia	The University of Sydney Business School
Artie Ng	Hong Kong	The Hong Kong Polytechnic University
Sheila Killian	Ireland	University of Limerick
Ericka Costa	Italy	University of Trent
Michelle Rodrigue	Canada	Université Laval
Carlos Larringa	Spain	Universidad du Burgos
Hongtao Shen	China	Jinan University - School of Management
Mohamed Saeudy	UK	University of Bedfordshire
Chris Van Staden	New Zealand	University of Auckland
Hannele Mäkelä	Finland	Tampere University
Den Patten	USA	Illinois State University
Sophie Spring	France	Université de Montpellier
Teresa Eugénio	Portugal	Escola Superior de Tecnologia e Gestao Instituto Politecnico de Leiria

Distinguished Expert Advisors

Professor Tom Lee	University of St Andrews
Professor Lee Parker	RMIT University
Professor Rob Gray	Emeritus, University of St Andrews
Dr Osamuyimen Egbon	University of Essex