

## Curriculum Vitae

### AMANDA H. GOODALL (PhD 2007)

#### EDUCATION

1994 – 1997 - BSc First Class Honours - Social Policy and Administration, London School of Economics.

2004 – 2007 - PhD, Warwick Business School, University of Warwick. *Thesis*: ‘Does it take an expert to lead experts? The case of universities’. *Supervisors*: David Wilson (Warwick Business School) and Stephen Machin (London School of Economics).

#### ACADEMIC PRIZES

Awarded the Janet Beveridge Prize for top final-year student, 1997, London School of Economics.

#### CURRENT & RECENT APPOINTMENTS & POSITIONS

- Founder & former Co-Director, ‘Executive Master’s in Medical Leadership’. This is a part-time leadership degree designed for doctors launched 2017.
- September 2016 to December 2016 – Sabbatical leave, Visiting Fellow at: Human Nature Lab (with Nicholas Christakis) at Yale University, and School of Business Administration, University of Zurich.
- November 2012 to current -- Senior Lecturer (‘Associate Professor’), Department of Management, Cass Business School, City, University of London.
- May 2011 to Oct 2012 -- Senior Research Associate, IZA Institute for the Study of Labor, Bonn.
- September 2008 to 2010 -- Leverhulme Early Career Fellow, Warwick Business School.
- September to December 2008 -- Visiting Research Fellow, Socioeconomic Institute, University of Zurich.
- February to June 2008 -- Visiting Research Fellow, ILR, Cornell University.
- April 2007 to June 2008 -- Economic and Social Research Council (ESRC) Post-Doctoral Fellow, Warwick Business School, University of Warwick.

#### REFEREED PUBLICATIONS

##### Research Monograph

‘Socrates in the Boardroom: Why Research Universities Should be Led by Top Scholars’, Princeton University Press, 2009. Published in Chinese language, December 2010.

## Journal Articles

- ‘Women Ask for Raises as Often as Men but Are Less Likely to Get Them’. Harvard Business Review, (digital article), June 2018 with Benjamin Artz and Andrew J. Oswald.
- ‘Do Women Ask?’ with Ben Artz and Andrew J. Oswald. Industrial Relations: A Journal of Economy and Society, 2018. 57(4):611-636.
- ‘Do Economics Departments Improve After They Appoint a Top Scholar as Chairperson?’ with John M. McDowell and Larry D. Singell. Kyklos, 2017, 70 (4): 546-564.
- ‘Boss Competence and Worker Well-Being’, with Ben Artz and Andrew J Oswald. Industrial & Labor Relations Review, 2017, 70, (2): 419 – 450.
- ‘The Future of Clinical Leadership: Evidence for Physician Leadership and the Educational Pathway for New Leaders’, with James K. Stoller. BMJ Leader, 2017.
- ‘Why The Best Hospitals Are Managed by Doctors’, Harvard Business Review, (digital article), December 2016, with James K. Stoller MD and Agnes Bäker. Editors favourite.
- ‘If Your Boss Could Do Your Job, You’re More Likely to Be Happy at Work’, Harvard Business Review, (digital article), December 2016, with Ben Artz and Andrew Oswald. Editors favourite
- Guest Editorial: Expert Leadership – ‘Why Psychiatrists Should Lead Mental Health Services’, Australasian Psychiatry, 24 (3), 225-227, 2016. With Tarun Bastiampillai and Stephen Allison.
- ‘A Theory of Expert Leadership (TEL) in Psychiatry’. Australasian Psychiatry, 24 (3), 231- 234, 2016.
- ‘Research Leadership: Should Clinical Directors be Distinguished Researchers?’ Australasian Psychiatry, 24 (3) 249-251, 2016. With Tarun Bastiampillai and Stephen Allison.
- ‘Expert Leaders in a Fast-Moving Environment’, with Ganna Pogrebna. Leadership Quarterly, 2015, 26 (2): 123–142.
- ‘Expert Leadership: Doctors Versus Managers for the Executive Leadership of Australian Mental Health’, with Tarun Bastiampillai, Michael Nance, Leigh Roeger and Stephen Allison. Australian & New Zealand Journal of Psychiatry, 2015, 49 (5) 409–411.
- ‘Why Do Leaders Matter? A Study of Expert Knowledge in a Superstar Setting’, with Lawrence M. Kahn and Andrew J. Oswald. Journal of Economic Behavior & Organization, 2011, 77 265–284.

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- ‘Physician-Leaders and Hospital Performance: Is There an Association?’ Social Science and Medicine, 2011, 73 (4): 535-539.
- ‘Substitution between Managers and Subordinates: Evidence from British Football’, with Lawrence M. Kahn and Sue Bridgewater. Labour Economics, 2011, 18 (3): 275-286.
- ‘Highly Cited Leaders and the Performance of Research Universities’, Research Policy, 2009, 38 (7): 1079-1092.
- ‘Why Have the Leading Journals in Management (and Other Social Sciences) Failed to Respond to Climate Change?’ Journal of Management Inquiry, 2008, 17 (4): 408-420. *Citations of Excellence winner: 2008*.
- ‘Should Top Universities be Led by Top Researchers, and Are They? A Citations Analysis’, Journal of Documentation, 2006, 62 (3): 388-411.

### Working Papers

1. ‘How Common are Bad Bosses?’ with Ben Artz and Andrew J. Oswald. (Under review, 2018).
2. ‘The Influence of Line Managers on Job Satisfaction and Quit Intentions in Research-Intensive Environments’, with Agnes Bäker 2018.
3. ‘Hospital Performance and Physician Leadership: New Evidence from Iran’, with Edris Kakemam and Mobin Sokhanvar, (under review 2018).
4. ‘Which Doctors Make the Best Leaders? The Influence of Line Managers on Employee Job Satisfaction’, with Agnes Bäker 2018.
5. ‘A Theory of Expert Leadership’, AMR reject and resubmit (rewrite).
6. ‘Women, Job Satisfaction and Intentions to Quit’, with Ben Artz and Agnes Bäker. (To be submitted October 2018).
7. ‘Evidence of Outcomes and Impact from Leadership Programmes for Doctors’, with Jaason Geerts. (To be submitted August/September 2018).
8. ‘Lack of Diversity in Leadership: Could Selective Randomness Break the Deadlock?’ with Margit Osterloh, 2017 IZA Working Paper.
9. ‘A Theory of Expert Leadership’. IZA Working Paper 6566, 2012.

### Book Under Development

Non-technical book on Expert Leadership.

## Book Chapters

- ‘Experts versus Managers: A Case Against Professionalizing Management Education’, in Business Schools Under Fire: Humanistic Management Education As The Way Forward. Eds. Wolfgang Amann, Claus Dierksmeier, Michael Pirson, Heiko Spitzbeck and Ernst von Kimakowitz. Palgrave Macmillan, England: 2011.
- ‘A Theory Exploring How Expert Leaders Influence Performance in Knowledge-Intensive Organizations’ with Agnes Bäker, 2014. In Incentives and Performance: Governance of Knowledge-Intensive Organizations. Eds. I.M. Welpel, J. Wollersheim, S. Ringelhan and M. Osterloh. Springer International Publishing AG.

## RESEARCH PROJECTS & FUNDING

### Current Empirical Work:

1. Survey of 500 junior doctors from the Wessex Deanery (Health Education England) as part of ‘MyDay’ wellbeing survey in conjunction with the Centre for Social Data Analytics, Auckland University. The pilot was completed in 2017; the full study will run between June - August 2018. We hope to roll it out to other areas of UK.
2. Survey of Members of the South Australian Salaried Medical Officers Association (SASMOA) in South Australia, in conjunction with Dr Tarun Bastiampillai and Dr Stephen Allison, School of Medicine, Flinders University. The survey will run in August 2018.
3. Survey of doctors in three University of Zurich hospitals in Switzerland (complete). Follow-up nurse study in planning stage.
4. In conjunction with the Centre for Social Data Analytics, Auckland University, we will be joining a study on social workers in Philadelphia, US in 2019.
5. Application: NIHR Health Services and Delivery Research (with Gianluca Veronesi, Ian Kirkpatrick, among others).

### Completed:

- Leadership, the work environment, and scientific productivity (£56,000) Leverhulme Trust, June 2014-2016 (with Agnes Bäker of University of Zurich).
- Early Career Fellowship, Leverhulme Trust 2008- 2010.
- Post-Doctoral Fellowship, Economic and Social Research Council (ESRC) – 2007/8.

## TEACHING

Leadership module Executive MBA: Teaching this module from 2018/19.

Leadership and Change module on MSc Management: Part-teaching from 2018/19.

Founder and Co-Director of new degree – ‘Executive Master’s in Medical Leadership’: Founder of an innovative fully modularised 2-year part-time Masters programme tailored exclusively to doctors. The new degree targets Consultants, GPs, aspiring junior doctors (to be

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accredited by the Faculty of Medical Leadership and Management FMLM). Supported by an international high-level advisory board and associated network. Launched in September 2017.

Consulting Projects (taught 4 years): This has been a compulsory module on the MSc Management. Consulting projects are sought from firms that have included large international FTSE 100s, SMEs and start-ups. Students are expected to develop market research around sourcing new revenues, developing business structures for start-ups, marketing products and services or identifying future investment opportunities.

Personal Leadership Development for Experts and Professionals: This module helps prepare leaders and managers through many processes of reflection, formulation of a personal development plan, personal style analysis, communication, designing effective teams, conflict resolution, negotiation, action learning sets and coaching skills for leaders. This module has been transformative for the students who have completed it.

Expert Leadership: This module is designed for future managers and leaders. It develops understanding about how to manage and lead experts and professionals with a focus on job satisfaction and worker wellbeing, expert leadership, managing the dual identity (manager and professional), succession planning and corporate governance.

Leadership and Change: for MSc Management.

Management for Consulting: for MBA Elective, contribute a session.

Project/dissertation supervision for MSc and MBA students (16).

PhD students (2).

### EVENTS ORGANIZED

- \* ‘Management Consultants and the NHS: Part of the Solution or Part of the Problem?’ May 9, 2018, Cass Business School, Bristol School of Economics Finance & Management, and Warwick Business School.
- \* Launch event for ‘Executive Master’s in Medical Leadership’, The Kings Fund, September 12, 2017, with Ruth Velenski.
- \* ‘Summer Minds’ public scientific lectures, St David’s, Pembrokeshire 11 lectures held in August 2014-2018 on-going.
- \* ‘The Anatomy of Physician Leadership Workshop II’, November 2016, Zurich University, Cass Business School and Faculty of Medical Management and Leadership (FMLM).
- \* ‘The Anatomy of Physician Leadership Workshop I’, October 2015, Cass Business School, organised with Faculty of Medical Management and Leadership (FMLM).
- \* ‘Do We Need To Shake Up The Social Sciences?’ Debate at LSE, October 2014.
- \* ‘Improving Political Leadership through Cross-Disciplinary Research’ (co-organiser), Cass Business School, July 2014.

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- \* IZA-Cass ‘Understanding Leadership: A Multidisciplinary Workshop’, Cass Business School, May 2013.
- \* IZA ‘Economics of Leadership Workshop’, August 2012 at Sloan School of Management, MIT, with co-organizers Nicholas Bloom (Stanford) and Antoinette Schoar (MIT).
- \* ‘Women and Research Workshop’, IZA, March 2012.
- \* ‘Promoting Academic Work in the Media’, IZA, March 2012.

### NON-TECHNICAL ARTICLES FOR PRACTITIONER JOURNALS

1. Why Technical Experts Make Great Leaders [Harvard Business Review Podcast](#)
2. Bad Bosses: What Makes a Good Leader? [Eat Sleep Work Repeat Podcast Twitter](#)
3. UBS F1 Magazine distributed at Monaco Grand Prix.
4. Book review - Higher Calling, by Scott C. Beardsley, *Times Higher Education*, 2017.
5. Does your boss make you happy? *Times Higher Education*, 2017.
6. Your satisfaction at work depends on the competence of your boss, *Harvard Business Review* (France), 2015.
7. Room at the top: Why are there so few women in the upper echelons of the academy? With Margit Osterloh, *Times Higher Education*, May 2015.
8. The demand and supply of women into leadership, 2015.
9. Do the social sciences need a makeover? *Times Higher Education*, October 2014.
10. The experts’ advantage, for *Project-Syndicate*, 2014.
11. Football managers: does it take one to know one or can you learn? *League Managers Association*, 2014.
12. How much core-business knowledge should our leaders have? *Strategic Risk Magazine*, 2014.
13. Do we need highly cited department chairs? *Vox EU*, January 31, 2014.
14. For richer, for poorer: the merits or otherwise of the research excellence framework, *Times Higher Education*, May 9, 2013.
15. Why it matters who leads research universities: Advice to the Danish Government, *Royal Danish Academy of Science*, March 2013.
16. Should doctors run hospitals? Spring 2013, *Ifo Institute Journal*, Munich, Germany.
17. Why Socrates should be in the Boardroom in Research Universities, Research & Occasional Paper Series, *Center for Studies in Higher Education*, UC Berkeley, February 2010.
18. How Do Leaders Get Selected? Conference Paper. September 2007.
19. An Empirical Study of Business School Deans. *Cornell Higher Education Research Institute Working Paper Series* 89, 2006.
20. Why we need expert leaders, *Developing Leaders*, January 2013.

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21. How to stay in pole position: hire a boss who has worked on the floor, *Strategy Magazine*, January 2013.
22. Organizations perform better when leaders have done the same job as followers, *Vox EU*, September 2012.
23. How much core-business knowledge should our leaders have? *City AM*, July 2012.
24. Creative versus accounting: Why different jobs really do require different work environments, *Times Higher Education*, March 2012.
25. Physician-leaders and hospital performance: Is there an association? *Journal of the European Association of Hospital Managers*, November 2011.
26. Should physicians manage hospitals? *Vox EU* July 2011.
27. Panel games, *Times Higher Education*, February 2011.
28. Turning on the leading lights, *Times Higher Education*, January 2011.
29. Book review, 'Thinking about leadership', by Nannearl Keohane, *Times Higher Education*, December 2010.
30. Sisters' winning formula, *Times Higher Education*, September 2010.
31. Raise your game: 20 Inexpensive ways to rise in the rankings, *Times Higher Education*, February 2010.
32. Why it matters who leads research universities, *Vox EU*, January 2010.
33. Research universities flourish on scholarship not management, *Research Research and Research Europe*, November 2009.
34. Power and university presidents, *International Higher Education*, Winter 2009.
35. Universities, leaders and causality. *International Higher Education*, Winter 2007.
36. Who are leading the world's top-100 universities? *International Higher Education*, Winter 2006.
37. The Place of Citations in Today's Academy, *International Higher Education*, Summer 2006.

### ADMINISTRATION

- Founder and former Co-Director of 'Executive Master's in Medical Leadership'.
- Academic Head of Recruitment for FT MBA (2012-2015).
- Co-founder and co-Chair of Cass Academic Women 2014-15 (annual position) and member of University Gender Committee.
- Member of University Senate (2014-2017).
- Member of University Bibliometrics Committee (2015).



**MEDIA** (A selection of my media coverage is available on [www.amandagoodall.com](http://www.amandagoodall.com))

I do quite a lot of media work. I believe it is important for academics to disseminate our research as widely as possible. My work has been featured extensively in international media outlets including: The New York Times, BBC TV, BBC World, Business Week, Bloomberg, Financial Times, Swiss TV, BBC Radio 4 (Start the Week & Today Programme), BBC Radio 5, BBC World Service, CBS, CNBC, NBC, CNN, Forbes, Reuters, Huffington Post, The Times, The Sunday Times, Guardian Newspaper, The Independent newspaper (UK), City AM, The Evening Standard, The Scientist magazine (US), Daily Mail newspaper (UK), Times Higher Education (UK), Inside Higher Education (US), L'Impresa, The Chronicle of Higher Education, CBS, CNBC, Boston Globe, Nature (UK), British Medical Journal, Milenio newspaper (Mexico), Universitas (Italy), Glamour magazine, Yahoo Finance, Fortune, Yahoo News, Sydney Morning Herald, Canberra Times, The American (US), Rorotoko.com (US), University World News, Vox EU, L'Impresa, TheMarker Magazine, Israel, among others in India, Ghana, Venezuela, South Korea, China, New Zealand, France, Italy, Germany, Switzerland, Sweden, Denmark, etc.

#### **INVITED TALKS, KEYNOTES & CONFERENCES**

1. *Ontario Hospital Association, Toronto, Canada, October 2018.*
2. *European Society of Cardiology, Switzerland, October 2018.*
3. Cass Innovate, Cass Business School, September 2018.
4. Medical Directors' Forum, NHS England, Durham, June 2018.
5. Bank of England Diversity Forum, April 2018.
6. Women Leaders in Healthcare, St Barts NHS Trust, February 2018.
7. Conference for the Society of Practising Veterinary Surgeons and Veterinary Practice Management Association, January 26 and 27, 2018.
8. Keynote: 13th European Conference on Management Leadership and Governance, London 12<sup>th</sup> December.
9. FMLM/BMJ Leadership in Healthcare Conference, Liverpool October 2017. Chaired a Session and invited speaker on a Session.
10. Faculty of Medical Leadership and Management, Welsh leadership conference, Cardiff, July 2017.
11. St Georges Hospital, Radiologists Conference, July 2017.
12. Keynote: Canadian Association of Physician Leaders Conference, Vancouver, April 2017.
13. Royal Economic Society Conference (paper accepted), Bristol, April 2017.
14. School of Business Administration, University of Zurich, November 2016.
15. Faculty of Business and Economics, University of Lausanne, November 2016.
16. Human Nature Lab, Yale University, September 2016.
17. St Georges Hospital Medical School, University of London, 2016.



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18. Leading Professionals, Cass Workshop, 2016.
19. International Woman's Day, City University London, 2016.
20. Hebrew University of Jerusalem, December 2015.
21. Economics Department seminar, Reading University, October 2015.
22. LSE Centre for Economic Performance, November 2015.
23. Paper accepted, Symposium, Academy of Management Conference, 2015.
24. Imperial College Business School, February 2015.
25. Applied Mathematics Research Centre seminar, Coventry University, January 2015.
26. Keynote address, Swedish Academy of Management Conference, October 2014.
27. Department of Government, Uppsala University, October 2014.
28. Keynote address, national symposium, 'Professional Judgement in Higher Education', Södertörn University, Sweden, October 2014.
29. Competing in Turbulent Environments: Lessons from Formula One, Cass Business School, February 2014.
30. Luton & Dunstable NHS Foundation Trust, January 2014.
31. British Geriatric Society meeting, University of Bedfordshire, October 2013.
32. Cass IZA Understanding Leadership - A Multidisciplinary Workshop, May 2013.
33. Research, Creativity & Business 2 'Making the Extraordinary', April 2013.
34. Keynote address, 'Annual Meeting of the Royal Danish Academy of Sciences', March 2013.
35. Keynote address, 'Universities' Responsibility in the Global Knowledge Society', Danish Academy of Technical Sciences, Copenhagen, February 2013.
36. Department of Management seminar, Cass Business School, January 2013
37. EALE Conference, September 2012.
38. Academy of Management Conference, Boston, August 2012.
39. IZA Leadership Workshop, MIT, Cambridge, August 2012.
40. Tuebingen University, Germany, May 2012.
41. IZA Women and Research workshop (Organizer), IZA March 2012.
42. IZA seminar Bonn, June 2011.
43. Senior women's group, Nottingham University, March 2011.
44. Centre for Professional Service Firms, Cass Business School, March 2011.
45. Public seminar, University of Oxford, January 2011.
46. Keynote speaker, Society for Research into Higher Education Annual Conference, December 2010.
47. 'Building a World-Class University' conference, Times Higher Education, London, September 2010.
48. Policy & Strategy Directorate, UK Department of Health, July 2010

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49. Deputy-Vice Chancellor's seminar, University College Cork, May 2010.
50. Surgery Group, Imperial College, May 2010.
51. League of European Research Universities, University of Zurich, May 2010.
52. School of Education, Harvard University, May 2010.
53. Vice Chancellor's seminar, University of Leicester, April 2010.
54. Centre For The Study Of Knowledge Expertise Science, University of Cardiff, March 2010.
55. Cranfield University Business School, March 2010.
56. Imperial College Business School, February 2010.
57. Copenhagen Business School, January 2010.
58. American Economic Association Conference, January 2010
59. American Council on Education (ACE) Washington DC, October 2009.
60. The Royal Society, London, October 2009.
61. Berkeley, University of California, September 2009.
62. Universita' Bocconi, Milan May 2009.
63. SPRU, University of Sussex, May 2009.
64. The Future of HE in Scotland conference, Edinburgh April 2009.
65. Workshop on the New Challenges to the Economics of Business Schools and Universities, Paris, December 2008.
66. Department of Research Evaluation, ETH & University of Zurich, 2008.
67. State Secretariat for Education and Research, Swiss Government, 2008.
68. Institute for Strategy and Business Economics, University of Zurich, 2008.
69. School of Industrial & Labor Relations, Cornell University, 2008.
70. Department of Quantitative Social Science, IoE, University of London, 2008.
71. Graduate School of Education, University of Bristol, 2007.
72. Studying Leadership Conference, Warwick University, 2007.
73. Academy of Management Conference, Philadelphia, 2007.
74. British Academy of Management Conference, Belfast, 2006.
75. European Institute for Advanced Studies in Management Workshop, Venice, 2006.

### **REFEREEING**

Referee articles for: Research Policy, Industrial & Labor Relations Review, Academy of Management Learning & Education, British Journal of Industrial Relations, Global Environmental Change, Leadership, JEBO, Long Range Planning, Higher Education, Journal of Health Organization and Management, BMJ Leader, among others.

**PREVIOUS WORK EXPERIENCE**

- 2001 - 2004 University of Warwick, UK - Executive to the Vice Chancellor (David VandeLinde).
- 2000 - 2001 UNext on-line education provider, Chicago, USA - Manager of Academic Consortium.
- 1997 - 2000 London School of Economics and Political Science - Executive to the Director (Anthony Giddens).
- 1985 - 1994 Fundraising & campaigning - Nicaragua Solidarity Campaign, Terrence Higgins Trust, Hysteria, Shelter, CND, Greenpeace, among others. Organised and promoted music and comedy events in and around London and the Edinburgh Festival, sponsored cycle rides and other fundraising events. Produced merchandise and communications campaigns.
- 1983 - 1984 Volunteer development project-worker - Andhra Pradesh, India.
- 1978 - 1983 Fashion model.

**CONTACT**

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Website: [www.amandagoodall.com](http://www.amandagoodall.com) (all my work is available).

**PERSONAL**

Committed environmentalist and ‘Tiger Ambassador’ with Save Wild Tigers.

Nationality -- British.

Married to economist Andrew Oswald (University of Warwick).