

AMANDA GOODALL

General research statement

I work on leadership and organizational performance. My research on expert leaders suggests that heads should have a deep understanding of, and high ability in, the core business of the organizations they are to lead. Being a good manager alone, I argue, is not sufficient.

EDUCATION

1994 – 1997 - BSc First Class Honours - Social Policy and Administration, LSE.

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), Stephen Machin, (London School of Economics/UCL).

ACADEMIC PRIZES

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

RECENT POSTS

- November 1, 2012, Senior Lecturer, Department of Management, Cass Business School, City University London.
- May 1 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, October 2009. Published in Chinese language December 2010.

Journal Articles

- Physician-Leaders and Hospital Performance: Is There an Association? Social Science and Medicine, 2011, 73 (4): 535-539.
- 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.

- 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. Lead article.
- 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.

Book Chapters

- Experts versus Managers: A Case Against Professionalizing Management Education, with in Business Schools Under Fire: Humanistic Management Education As The Way Forward, eds. Wolfgang Amann, Claus Dierksmeier, Michael Pirson, Heiko Spitzack and Ernst von Kimakowitz. Palgrave Macmillan, England: 2011.
- A Theory Exploring how Expert Leaders Influence Performance in Knowledge-Intensive Organizations' with Agnes Bäker, 2014. Forthcoming in Incentives and Performance: Governance of Knowledge-Intensive Organizations. Eds. Isabell M. Welp, Jutta Wollersheim, Stefanie Ringelhan and Margit Osterloh. Springer International Publishing AG.
- Leadership: Experts Versus Generalists, 2014. Forthcoming in IZA World of Labor: Evidenced Based Policy Making, Section Editor, Kathryn Shaw (ed.), Bloomsbury Press.

WORKING PAPERS

- Boss Competence and Worker Well-Being, with Ben Artz and Andrew J Oswald. 2014. *Under review.*
- Leadership and the Research Productivity of University Departments. IZA Working PaperNo. 7903, May 2013, with John M. McDowell and Larry D. Singell. *Under review.*
- Expert Leaders in a Fast-Moving Environment, with Ganna Pogrebna. IZA Working Paper 6715, August 2012. *Under review.*
- A Theory of Expert Leadership. IZA Working Paper 6566, 2012.
- Why Socrates should be in the Boardroom in Research Universities, 'Research & Occasional Paper Series', Center for Studies in Higher Education, UC Berkeley, February 2010.
- How Do Leaders Get Selected? Conference Paper. September 2007.
- An Empirical Study of Business School Deans'. Cornell Higher Education Research Institute Working Paper Series 89, 2006.

EVENTS ORGANIZED

- * Improving Political Leadership Through Cross-Disciplinary Research (co-organiser), Cass Business School, July 15 2014.
- * IZA-Cass Understanding Leadership: A Multidisciplinary Workshop, Cass Business School, May 9th 2013.
- * IZA Economics of Leadership Workshop, August 2/3 2012 at Sloan School of Management, MIT, with co-organizers Nicholas Bloom (Stanford) and Antoinette Schoar (MIT).
- * Women and Research Workshop, IZA, March 21, 2012.
- * Promoting academic work in the media, IZA, March 5, 2012.

NON-TECHNICAL WRITING

- The Experts' Advantage, for *Project-Syndicate*, 2014.
- Football managers: does it take one to know one or can you learn? for the *League Managers Association*, 2014.
- How much core-business knowledge should our leaders have? for *Strategic Risk Magazine*, 2014.
- Do we need highly cited department Chairs? *Vox EU*, January 31, 2014.
- For richer, for poorer: the merits or otherwise of the research excellence framework, *Times Higher Education*, May 9, 2013.
- Why it matters who leads research universities: Advice to the Danish Government, Royal Danish Academy of Science, March 2013.
- Should doctors run hospitals? Spring 2013, *Ifo Institute Journal*, Munich, Germany.
- Why we need expert leaders, *Developing Leaders*, January 2013.
- How to stay in pole position: hire a boss who has worked on the floor, *Strategy Magazine*, January 2013.
- Organizations perform better when leaders have done the same job as followers, *Vox EU*, September 2012.
- How much core-business knowledge should our leaders have? *City AM*, July 2012.
- Creative versus Accounting: Why different jobs really do require different work environments, *Times Higher Education*, March 2012.
- Physician-leaders and hospital performance: Is there an association? *Journal of the European Association of Hospital Managers*, November 2011.
- Should Physicians Manage Hospitals? *Vox EU* July 2011.
- Panel Games, *Times Higher Education*, February 2011.
- Turning On the Leading Lights, *Times Higher Education*, January 2011.
- Book review, 'Thinking about Leadership', by Nannearl Keohane, *Times Higher Education*, December 2010.
- Sisters' Winning Formula, *Times Higher Education*, September 2010.

- Raise Your Game: 20 Inexpensive Ways to Rise in the Rankings, *Times Higher Education*, February 2010.
- Why it Matters Who Leads Research Universities, *Vox EU*, January 2010.
- Research Universities Flourish on Scholarship not Management, *Research Research and Research Europe*, November 2009.
- Power and University Presidents, *International Higher Education*, Winter 2009.
- Universities, Leaders and Causality. *International Higher Education*, Winter 2007.
- Who Are Leading the World's Top-100 Universities? *International Higher Education*, Winter 2006.
- The Place of Citations in Today's Academy, *International Higher Education*, Summer 2006.

RESEARCH FUNDING

- Leadership, the work environment, and scientific productivity (£56,000) Leverhulme Trust, June 2014-2016 (with Agnes Bäker of Tübingen University).
- Leadership in the Arts: A study of Orchestras, Pump-Priming Fund, Cass Business School, 2013-2014. (with Agnes Bäker of Tübingen University).
- Early Career Fellowship, Leverhulme Trust 2008- 2010.
- Post-Doctoral Fellowship, Economic and Social Research Council (ESRC) – 2007/8.

INVITED TALKS/PAPERS PRESENTED

- Competing in turbulent environments: Lessons from Formula One, Cass Business School, Feb 5, 2014.
- L&D NHS Foundation Trust, January 28, 2014.
- British Geriatric Society meeting, University of Bedfordshire, October 4 2013.
- Cass IZA Understanding Leadership - A Multidisciplinary Workshop, May 9, 2013.
- Research, Creativity & Business 2 'Making The Extraordinary', April 30, 2013.
- Keynote address, Annual Meeting of the Royal Danish Academy of Sciences, March 12, 2013.
- Keynote address, "Universities' responsibility in the global knowledge society", Danish Academy of Technical Sciences, Copenhagen, February 5 2013.
- Department of Management seminar, Cass Business School, Jan 24, 2013
- EALE Conference, September 2012.
- Academy of Management Conference, Boston, August 2012.
- IZA Leadership Workshop, MIT, Cambridge, August 2012.
- Tuebingen University, Germany, May 16th, 2012.
- IZA Women and Research workshop (Organizer), IZA March 21, 2012.
- IZA Bonn, June 15th 2011.
- Senior women's group, Nottingham University, March 9, 2011.

- Centre for Professional Service Firms, Cass Business School, March 1, 2011.
- Public seminar, University of Oxford, January 27, 2011.
- Keynote speaker, Society for Research into Higher Education Annual Conference, 14-16 December, 2010.
- 'Building a World-Class University' conference, Times Higher Education, London, September 30, 2010.
- Policy & Strategy Directorate, UK Department of Health, July 26, 2010
- Deputy-Vice Chancellor's seminar, University College Cork, May 20, 2010.
- Surgery Group, Imperial College, May 17, 2010.
- League of European Research Universities, University of Zurich, May 8, 2010.
- School of Education, Harvard University, May 4, 2010.
- Vice Chancellor's seminar, University of Leicester, April 14, 2010.
- Centre For The Study Of Knowledge Expertise Science, University of Cardiff, March 26, 2010.
- Cranfield University Business School, March 15, 2010.
- Imperial College Business School, February 9, 2010.
- Copenhagen Business School, January 22, 2010.
- American Economic Association Conference, January 2010
- American Council on Education (ACE) Washington DC, October 22, 2009.
- The Royal Society, London, October 21, 2009.
- Berkeley, University of California, September 10, 2009.
- Universita' Bocconi, Milan May 5, 2009.
- SPRU, University of Sussex, May 1, 2009.
- The Future of HE in Scotland conference, Edinburgh April 24, 2009.
- Workshop on the New Challenges to the Economics of Business Schools and Universities, Paris, December, 2008.
- Department of Research Evaluation, ETH & University of Zurich, 2008.
- State Secretariat for Education and Research, Swiss Government, 2008.
- Institute for Strategy and Business Economics, University of Zurich, 2008.
- School of Industrial & Labor Relations, Cornell University, 2008.
- Department of Quantitative Social Science, IoE, University of London, 2008.
- Graduate School of Education, University of Bristol, 2007.
- Studying Leadership Conference, Warwick University, 2007.
- Academy of Management Conference, Philadelphia, 2007.
- British Academy of Management Conference, Belfast, 2006.
- European Institute for Advanced Studies in Management Workshop, Venice, 2006.

REFEREE

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.

MEDIA

Media coverage includes: BBC TV, BBC World, Swiss TV, BBC Radio 4 (Start the Week & Today Programme), BBC Radio 5, BBC World Service, The Times, The Sunday Times, The New York Times, Guardian Newspaper, The Independent newspaper (UK), Financial Times (UK/US), City AM, The Scientist magazine (US), Daily Mail newspaper (UK), Times Higher Education (UK) a number of times, Inside Higher Education (US), L'Impresa, The Chronicle of Higher Education (USA), CNN.com (US), Nature (UK), British Medical Journal (among other medical publications and web sites), Milenio newspaper (Mexico), Universitas (Italy), The American (US), Rorotoko.com (US), University World News, Vox EU, L'Impresa, TheMarker Magazine, Israel, among others.

PREVIOUS WORK EXPERIENCE

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| 2001 - 2004 | University of Warwick, UK - Executive Assistant to the Vice Chancellor (David VandeLinde). |
| 2000 - 2001 | UNext, Chicago, USA - Manager of Academic Consortium. |
| 1997 - 2000 | London School of Economics and Political Science - Special Assistant to the Director (Anthony Giddens). |
| 1985 - 1994 | Fundraising & campaigning - Nicaragua Solidarity Campaign, Terrence Higgins Trust, Shelter, CND, Greenpeace, among others. |
| 1983 - 1984 | Volunteer development project-worker - Andhra Pradesh, India. |
| 1978 - 1983 | Fashion model. |

CONTACT

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Website: www.amandagoodall.com

PERSONAL

Chairperson of new London based Charity 'Fearless Choices Young Actors Project'. (Fearless Choices will provide a fully-funded, high-standard professional training course for young actors from disadvantaged backgrounds). Married to Andrew Oswald (economist).