

## The Impact of Covid-19 on Staff in UK Higher Education

TIME	SPEAKER
10:00 (10 mins)	Chair Speech and Welcome – Dr Rasha Kassem, Senior Lecturer and Research Lead, The Open University
10:10 – 11:10 (60 mins)	Presentation from panellists: <ul style="list-style-type: none"> <li>• Professor Gail Kinman, Birkbeck University of London;</li> <li>• Dr Anastasios Hadjisolomou, University of Strathclyde; and</li> <li>• Dr Fotios Mitsakis, Nottingham Trent University</li> </ul> Followed by Q&A
11:10 – 11:30 (20 mins)	Group Discussions: The Impact of COVID-19 – Your Perspective Matters
11:30 – 11:45 (15 mins)	<i>Break</i>
11:45 – 12:45 (60 mins)	Research findings and recommendations
12:45 – 13:00 (15 mins)	Wrapping up and Chair's speech

### Chair: Dr Rasha Kassem

Dr Kassem is an internationally oriented academic with more than sixteen years of experience in Higher Education. Rasha is a Fellow of the Higher Education Academy and a Certified Management and Business Educator in the UK. She is a winner of three teaching excellence awards and an enterprise excellence award. Her expertise and research interests are in Forensic Accounting, Fraud, Financial Crimes, Economic Crimes, Corporate Governance, Audit, Policing, Risk Management, Business Ethics, and CSR. Rasha is currently a Senior Lecturer at the Open University Business School and a member of three research Centres at the OU, including PUFIN, CPRL, and CVSL. She is also a Certified Fraud Examiner, a consultant at Cifas, a Cross-Sector Fraud Advisory Board member at the Cabinet Office and the ACFE Fraud Advisory Council, and an editorial Board Member at the Public Sector Counter Fraud Journal. Rasha has authored several publications in Fraud, Auditing, and Corporate Governance and reviewed several manuscripts for a wide range of international peer-reviewed journals. Her research is multidisciplinary, tackles real business and societal issues, and has policy and practice implications. Rasha is continuously engaging in knowledge exchange with Law Enforcement, the UK government, professional and regulatory bodies, and anti-fraud professionals to counter fraud and unethical behaviour, and restore trust in external audits and corporate governance.

Bio link [Dr Rasha Kassem | The Open University](#)

## Panellists Biography

### Dr Anastasios Hadjisolomou

Dr Hadjisolomou (Tasos) is a Lecturer in HRM and Employment studies at University of Strathclyde. His research interests include attendance at work, line management, service employment, precarious employment, and labour process theory. Anastasios has researched and published in the field of workplace attendance and presenteeism across different types of organizations, including Higher Education. Currently he is developing a project proposal on the impact of Covid-19 on workplace in the UK Higher Education. His work has been published in journals such as the *International Journal of Human Resource Management*, *Work, Employment and Society* and *Industrial Relations Journal*.

Bio link [Dr Anastasios Hadjisolomou | University of Strathclyde](#)

### Dr Fotios Mitsakis

Dr Mitsakis is a Senior Lecturer in Human Resource Management / Organisational Behaviour at Nottingham Business School, Nottingham Trent University (NTU). Fotios is a research active academic, having published widely within the field of Human Resource Development (HRD) and Strategic HRD (SHRD). He is also particularly interested in research focusing on improving job performance through training and developmental initiatives, as well as examining how diversity training could lead to improvements related to diversity and inclusion in the workplace. Fotios has published several articles related to HRD and SHRD, as well as book chapters focusing on diversity training, workplace training and digital competences. Fotios is also interested in examining the precarious nature of academic work and the presenteeism culture within the Higher Education sector, having recently published an on-the-front-line paper at the *Work, Employment and Society* journal which discusses the story of an hourly paid academic and his decision to work from home while being sick ("virtual presenteeism") in fear of being dismissed. He also has a longstanding interest in pedagogical research, currently working on a comparative study (e.g., UK & Bangladesh) examining students' learning experience of the changing nature of university teaching during the covid-19 pandemic.

Bio link [Fotios Mitsakis | Nottingham Trent University](#)

### Professor Gail Kinman

Professor Kinman is a Visiting Professor of Occupational Health Psychology at Birkbeck University of London and University of Nottingham. She is a Chartered Psychologist and a Fellow of the British Psychological Society and the Academy of Social Sciences. Gail is a Trustee of the Council for Work and Health and is on the editorial board of several high impact journals such as the *International Journal of Stress Management*, *British Medical Bulletin* and *Occupational Medicine*. Gail has published widely in the field of occupational health psychology, with a particular interest in improving wellbeing in people who do emotionally demanding work, such as health and social care practitioners, prison officers and educators. She has a longstanding research interest in the wellbeing of university employees and has published widely in this area.

Bio link [Professor Gail Kinman — Birkbeck, University of London \(bbk.ac.uk\)](#)