

**Kemmy Business School**



# **FACULTY RESEARCH INTERESTS**

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**UNIVERSITY OF  
LIMERICK**  
OLLSCOIL LUIMNIGH

**Kemmy  
Business  
School**

Welcome to Kemmy Business School (KBS), Ireland's largest business school. With a reputation for excellence in business education, the internationally focused triple accredited KBS is a leading business school, providing a first-class education designed to prepare graduates for successful and rewarding careers.

Testament to the school's commitment to operate at the highest standards of international business education is its position among the 1% of international business schools who are holders of the three coveted international business school accreditations, namely AACSB, EQUIS & AMBA.



Through our programs and our research, and true to Jim Kemmy who the school is named after, we effectively integrate the economy, society and the environment to deliver a positive student experience, as well as positive outcomes for the community. The KBS is the academic home to almost 3,500 students and over 120 enthusiastic faculty and staff and offers a wide range of business and management education programmes both on campus and at external locations.

Professor Finbarr Murphy, Executive Dean Kemmy Business School



# Department of Accounting & Finance

The Department of Accounting and Finance is one of four constituent Departments in the Kemmy Business School and has responsibility for the disciplines of accounting, finance, risk management and insurance, taxation and corporate social responsibility.

Faculty have a variety of professional and academic qualifications, and experience of working in the professions and in industry. This strongly underpins the achievement of excellence and relevance in the teaching of the core disciplines, providing students with knowledge and skills that will guarantee that they are at the cutting edge of a rapidly changing business world, now and into the future.

The department maintains close links with industry, the professional bodies in accounting, tax and insurance, and the public sector.

## **More Info**

[Department of Accounting and Finance](#) | University of Limerick

Supervisors	Department	E-mail	Research Topics or Areas
<a href="#">Assoc. Prof Tom Collins</a>	<a href="#">Accounting &amp; Finance</a>	<a href="mailto:Tom.Collins@ul.ie">Tom.Collins@ul.ie</a>	<ul style="list-style-type: none"> <li>• International Tax Issues</li> <li>• Transfer Pricing</li> <li>• Selling Businesses and Related Restructuring Planning</li> <li>• Succession</li> </ul>
<a href="#">Assoc. Prof Martin Cunneen</a>	<a href="#">Accounting &amp; Finance</a>	<a href="mailto:Martin.Cunneen@ul.ie">Martin.Cunneen@ul.ie</a>	<ul style="list-style-type: none"> <li>• Data Business Models &amp; Data Governance</li> <li>• Privacy and Data Commercialisation</li> <li>• GDPR</li> <li>• Data Analytics in terms of Societal Relations.</li> <li>• Explainable AI (XAI)</li> <li>• Algorithmic Bias</li> <li>• Black Box Decision Making</li> <li>• Data Profiling (Insurance)</li> <li>• Data Commodification and Risk</li> <li>• Autonomous Vehicle Decision making (Insurance)</li> <li>• InsurTech</li> <li>• AI in Education</li> <li>• AI Assistants (Language Theory &amp; NLP)</li> <li>• Societal Risks due to Data Profiling</li> <li>• AI and Technology for Social Good and the use of Innovation to Support Climate Risk Mitigation</li> </ul>
<a href="#">Prof Elaine Doyle</a>	<a href="#">Accounting &amp; Finance</a>	<a href="mailto:Elaine.Doyle@ul.ie">Elaine.Doyle@ul.ie</a>	<ul style="list-style-type: none"> <li>• The Impact of AI on the Tax Profession, Tax Administration and Tax within Organisations</li> <li>• Voice and Silence in Tax</li> <li>• Tax as a Tool for Behavioural Change</li> <li>• Tax History</li> <li>• Environmental Taxation</li> </ul>
<a href="#">Asst. Prof Robert Ford</a>	<a href="#">Accounting &amp; Finance</a>	<a href="mailto:Robert.Ford@ul.ie">Robert.Ford@ul.ie</a>	<ul style="list-style-type: none"> <li>• Environmental Liability EU Policy</li> <li>• Regulation Habitat Banking</li> <li>• Biodiversity Credits</li> <li>• Risk Perceptions and Crime</li> </ul>
<a href="#">Assoc. Prof Antoinette Flynn</a>	<a href="#">Accounting &amp; Finance</a>	<a href="mailto:Antoinette.Flynn@ul.ie">Antoinette.Flynn@ul.ie</a>	<ul style="list-style-type: none"> <li>• Entrepreneurship and Gender Diversity</li> <li>• Entrepreneurial Finance</li> <li>• Executive Remuneration and Corporate Finance</li> <li>• Executive Remuneration and Carbon Emissions</li> <li>• Earnings Management and Quality</li> <li>• Corporate Finance and its effects on Firm Value</li> <li>• Gender Issues in the Accounting Profession</li> <li>• International Corporate Governance</li> <li>• Accounting Education</li> </ul>
<a href="#">Asst Prof. Kieran Gallery</a>	<a href="#">Accounting &amp; Finance</a>	<a href="mailto:Kieran.Gallery@ul.ie">Kieran.Gallery@ul.ie</a>	<ul style="list-style-type: none"> <li>• Economic Psychology and Tax Compliance.</li> <li>• Behavioural Economics and Tax Compliance</li> </ul>
<a href="#">Assoc. Prof John Garvey</a>	<a href="#">Accounting &amp; Finance</a>	<a href="mailto:John.Garvey@ul.ie">John.Garvey@ul.ie</a>	<ul style="list-style-type: none"> <li>• Nature Finance</li> <li>• Climate, Risk and Sustainability</li> <li>• Sustainable Finance &amp; Land Use</li> <li>• Financial and Insurance Market Design and Innovation</li> </ul>

<a href="#">Assoc. Prof Colette Grey</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Colette.Grey@ul.ie">Colette.Grey@ul.ie</a>	<ul style="list-style-type: none"> <li>• Corporate Governance with a focus on Executive Remuneration</li> <li>• Earnings Management and Earnings Quality.</li> <li>• Board of Directors and Gender Issues and Executive Remuneration</li> <li>• Corporate Social Responsibility</li> </ul>
<a href="#">Assoc. Prof John Heneghan</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:John.Heneghan@ul.ie">John.Heneghan@ul.ie</a>	<ul style="list-style-type: none"> <li>• The Corporate Governance Role of Financial Accounting Information</li> <li>• Transparency and Governance Mechanisms</li> <li>• Credit Lending to SMEs</li> <li>• Compliance and Auditing</li> <li>• Financial Analysis with Emphasis on Liquidity</li> <li>• Risk Management in the Public Sector</li> <li>• Board Working Style and Board Leadership Styles</li> <li>• Business Ethics</li> <li>• Design Science Research</li> <li>• Spatial Awareness in Teaching</li> <li>• Sustainability Measurability, Nonfinancial Disclosures</li> <li>• Governance and Workforce Engagement</li> </ul>
<a href="#">Asst. Prof Ruth Lynch</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Ruth.Lynch@ul.ie">Ruth.Lynch@ul.ie</a>	<ul style="list-style-type: none"> <li>• Client Relationships</li> <li>• Accounting Profession</li> <li>• Corporate Governance</li> <li>• Compliance &amp; Risk Management</li> <li>• Sustainability Reporting</li> <li>• Auditing</li> <li>• Not-for-Profit Sector</li> </ul>
<a href="#">Asst. Prof Brendan McCarthy</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Brendan.McCarthy@ul.ie">Brendan.McCarthy@ul.ie</a>	<ul style="list-style-type: none"> <li>• Voice and Silence in the Tax Profession</li> <li>• Ethics in Tax Practice</li> <li>• Automation in the Tax Profession</li> </ul>
<a href="#">Assoc. Prof Orla McCullagh</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Orla.Mccullagh@ul.ie">Orla.Mccullagh@ul.ie</a>	<ul style="list-style-type: none"> <li>• Market Risk Analysis</li> <li>• Data Analytics in Finance/Risk</li> <li>• Critical Accounting</li> <li>• Sustainability Modelling and Reporting</li> <li>• Mathematics and Programming Anxiety</li> </ul>
<a href="#">Prof Martin Mullins</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Martin.Mullins@ul.ie">Martin.Mullins@ul.ie</a>	<ul style="list-style-type: none"> <li>• Risk</li> <li>• Insurance</li> <li>• Uncertainty</li> <li>• High Technology</li> <li>• Ethics</li> </ul>
<a href="#">Prof Finbarr Murphy</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Finbarr.Murphy@ul.ie">Finbarr.Murphy@ul.ie</a>	<ul style="list-style-type: none"> <li>• Quantitative Finance</li> <li>• Machine Learning Finance</li> <li>• Emerging Risk</li> </ul>
<a href="#">Prof Fergal O'Brien</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Fergal.G.Obrien@ul.ie">Fergal.G.Obrien@ul.ie</a>	<ul style="list-style-type: none"> <li>• Finance</li> <li>• Sustainable Finance</li> <li>• Tacit Knowledge</li> <li>• Signalling &amp; Natural Language Processing</li> <li>• Narcissistic Leadership</li> </ul>
<a href="#">Prof Philip O'Regan</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Philip.ORegan@ul.ie">Philip.ORegan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Accounting Information in Modern Society</li> <li>• Behavioural Accounting</li> <li>• Accounting Profession</li> <li>• Intellectual Capital</li> <li>• Accounting History</li> <li>• Sustainability and ESG</li> </ul>

<a href="#">Assoc. Rodrigo Ormeno Perez</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Rodrigo.OrmenoPerez@ul.ie">Rodrigo.OrmenoPerez@ul.ie</a>	<ul style="list-style-type: none"> <li>• Tax Politics and Policy</li> <li>• Tax Law-Making</li> <li>• Tax Administration</li> <li>• Tax Compliance</li> <li>• International taxation</li> <li>• Social theory applied to taxation</li> </ul>
<a href="#">Assoc. Prof Kathleen Regan</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Kathleen.Regan@ul.ie">Kathleen.Regan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Financial Disclosures</li> <li>• Impairment of Assets</li> <li>• Fair Value Accounting</li> </ul>
<a href="#">Asst. Prof. James Ryan</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:James.Ryan@ul.ie">James.Ryan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Corporate Finance</li> <li>• Wealth Management</li> <li>• Portfolio Optimisation</li> </ul>
<a href="#">Assoc. Prof Darren Shannon</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Darren.Shannon@ul.ie">Darren.Shannon@ul.ie</a>	<ul style="list-style-type: none"> <li>• Climate Finance</li> <li>• Financial Economics</li> <li>• Event Studies</li> <li>• Machine Learning in Finance</li> <li>• Neural Networks in Finance</li> <li>• NLP in Finance</li> </ul>
<a href="#">Assoc. Prof. Barry Sheehan</a>	<u>Accounting &amp; Finance</u>	<a href="mailto:Barry.Sheehan@ul.ie">Barry.Sheehan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Emerging Technology Risk Assessment</li> <li>• Applications of Machine Learning in Finance &amp; Insurance</li> <li>• Decision Analysis using Bayesian Networks</li> <li>• Cybersecurity Risk Management</li> <li>• Climate Risk Resilience</li> <li>• Disaster Risk Management</li> </ul>



# Department of Economics

The Department of Economics delivers around 50 economics modules across a range of undergraduate, postgraduate, MBA, and executive programmes.

Faculty research specialisms span major areas of economics and include economic integration, ecological economics, economics of tourism, technical efficiency in health care, smart cities, economics of higher education, enterprise growth, development and policy, macroeconomics, economics of innovation, empirical microeconomics, public sector economics, infrastructure and regulation, economics of the tourism industry, applied microeconomics and micro econometrics.

Faculty in the Department publish in leading international journals, ensure their research has an impact in the real world, and actively contribute to the development of public policy.

**More Info**

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Supervisors	Department	Email	Research Topics or Areas
<a href="#">Prof Bernadette Andreosso-O'Callaghan</a>	<a href="#">Economics</a>	<a href="mailto:Bernadette.Andreosso@ul.ie">Bernadette.Andreosso@ul.ie</a>	<ul style="list-style-type: none"> <li>• Comparative Economic Integration (Asia and Europe)</li> <li>• Structural Change and Economic Growth in East-Asian Countries</li> <li>• Economic Growth and Crises</li> <li>• Economic Growth and Global Governance</li> <li>• Industrial Economics</li> </ul>
<a href="#">Assoc. Prof Rita Buckley</a>	<a href="#">Economics</a>	<a href="mailto:Rita.Buckley@ul.ie">Rita.Buckley@ul.ie</a>	<ul style="list-style-type: none"> <li>• Multinational Enterprises and Productivity Spill Overs</li> <li>• Global Food Prices and Volatility</li> <li>• Organic and Sustainable Agriculture</li> </ul>
<a href="#">Prof Jim Deegan</a>	<a href="#">Economics</a>	<a href="mailto:Jim.Deegan@ul.ie">Jim.Deegan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Tourism Sector and Measures to Enhance Productivity</li> <li>• Networks as a Measure to Improve Tourism Performance</li> <li>• The Impact of New Forms of Artificial Intelligence on the Tourism Sector</li> <li>• Challenges for the Tourism/Aviation/Marine Sector Arising from the need to Tackle Climate Change</li> </ul>
<a href="#">Assoc. Prof Darragh Flannery</a>	<a href="#">Economics</a>	<a href="mailto:Darragh.Flannery@ul.ie">Darragh.Flannery@ul.ie</a>	<ul style="list-style-type: none"> <li>• Economics of Education</li> <li>• Education Policy Analysis</li> <li>• Health Economics</li> <li>• Applied Microeconometrics</li> </ul>
<a href="#">Assoc. Prof Olubunmi Ipinnaie</a>	<a href="#">Economics</a>	<a href="mailto:Olubunmi.Ipinnaie@ul.ie">Olubunmi.Ipinnaie@ul.ie</a>	<ul style="list-style-type: none"> <li>• Enterprise Growth, Development and Policy</li> <li>• Drivers of Firm-level Innovation and Innovation Policy</li> <li>• Social Innovation</li> <li>• Industrial Policy Evaluation</li> </ul>
<a href="#">Prof Stephen Kinsella</a>	<a href="#">Economics</a>	<a href="mailto:Stephen.Kinsella@ul.ie">Stephen.Kinsella@ul.ie</a>	<ul style="list-style-type: none"> <li>• Political Economy</li> <li>• Open Economy Macroeconomics</li> <li>• Stock Flow Consistent Economics</li> </ul>
<a href="#">Asst. Prof Lukas Kuld</a>	<a href="#">Economics</a>	<a href="mailto:Lukas.Kuld@ul.ie">Lukas.Kuld@ul.ie</a>	<ul style="list-style-type: none"> <li>• Economics of Innovation, Science, and Arts</li> <li>• Urban Economics</li> <li>• Economic History</li> <li>• Labour Economics</li> </ul>
<a href="#">Prof Helena Lenihan</a>	<a href="#">Economics</a>	<a href="mailto:Helena.Lenihan@ul.ie">Helena.Lenihan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Economics of Innovation</li> <li>• R&amp;D subsidies and R&amp;D Tax Incentives</li> <li>• Innovation and Innovation Policy</li> <li>• Policy Evaluation</li> <li>• Innovation and Human Capital</li> <li>• Green/Eco Innovation, Circular Economy, Sustainable Development</li> <li>• Firm Growth and Industrial Policy</li> </ul>
<a href="#">Assoc. Prof Vincent O'Sullivan</a>	<a href="#">Economics</a>	<a href="mailto:Vincent.O'Sullivan@ul.ie">Vincent.O'Sullivan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Economics of Education</li> <li>• Health Economics</li> <li>• Labour Economics</li> </ul>
<a href="#">Assoc. Prof Donal Palcic</a>	<a href="#">Economics</a>	<a href="mailto:Donal.Palcic@ul.ie">Donal.Palcic@ul.ie</a>	<ul style="list-style-type: none"> <li>• Infrastructure Policy</li> <li>• Public Sector Economics</li> <li>• Privatisation and Public-Private-Partnerships</li> <li>• State-Owned Enterprises</li> <li>• Economics of Higher Education</li> </ul>
<a href="#">Asst. Prof Mauricio Perez-Alaniz</a>	<a href="#">Economics</a>	<a href="mailto:Mauricio.PerezAlaniz@ul.ie">Mauricio.PerezAlaniz@ul.ie</a>	<ul style="list-style-type: none"> <li>• Economics of Innovation</li> <li>• Innovation and Innovation Policy</li> <li>• Evaluation</li> <li>• Obstacles to Innovation</li> <li>• Organisational Learning</li> <li>• Eco-Innovation, Circular Economy, Sustainable Development</li> </ul>

<a href="#">Prof Eoin Reeves</a>	<u>Economics</u>	<a href="mailto:Eoin.Reeves@ul.ie">Eoin.Reeves@ul.ie</a>	<ul style="list-style-type: none"><li>• Infrastructure Policy</li><li>• Funding and Finance Issues in Infrastructure</li><li>• State Owned Enterprise</li><li>• Privatisation</li><li>• Public-Private Partnerships</li><li>• Re-municipalisation and Reverse Privatisation</li></ul>
<a href="#">Assoc Prof Marta Zieba</a>	<u>Economics</u>	<a href="mailto:Marta.zieba@ul.ie">Marta.zieba@ul.ie</a>	<ul style="list-style-type: none"><li>• Applied Microeconomics</li><li>• Efficiency and Productivity Analysis</li><li>• Cultural Economics</li><li>• Tourism Economics</li><li>• Health Economics</li><li>• Labour Economics</li></ul>



# Department of Management & Marketing

The Department of Management and Marketing is a dynamic teaching and research community committed to excellence across various disciplines, including Marketing, Management, Information Management, Communications, Project Management, and Entrepreneurship.

Faculty in the Department forge strong partnerships across business, government, and community sectors, both locally and internationally. These collaborations enrich the academic programs and foster meaningful dialogues in vital areas such as strategy, leadership, change management, and social enterprise.

The Department fosters a vibrant research culture, built in collaboration with various industry partners in both the private and public sectors, across the spectrum of small and large firms. The research led by the Department informs teaching and curriculum development and impacts policy and practice in Ireland and beyond.

**More Info**

[Department of Management and Marketing](#) | University of Limerick

Supervisors	Department	E-mail	Research Topics or Areas
<a href="#">Assoc. Prof Elaine Berkery</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Elaine.Berkery@ul.ie">Elaine.Berkery@ul.ie</a>	<ul style="list-style-type: none"> <li>• Women in Leadership/Management</li> <li>• Leadership in Healthcare</li> <li>• Gender Quotas</li> <li>• Flexible Work Arrangements</li> <li>• Talent Management</li> </ul>
<a href="#">Assoc. Prof Patrick Buckley</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Patrick.Buckley@ul.ie">Patrick.Buckley@ul.ie</a>	<ul style="list-style-type: none"> <li>• Information Management</li> <li>• Prediction Markets</li> <li>• E-Learning</li> </ul>
<a href="#">Assoc. Prof Catriona Burke</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Catriona.Burke@ul.ie">Catriona.Burke@ul.ie</a>	<ul style="list-style-type: none"> <li>• Strategic Organization</li> <li>• Time and Temporality</li> <li>• New forms of Organizing</li> <li>• Temporariness and Projectification of Post-Bureaucratic Work, Organization and Society</li> <li>• Project Studies</li> </ul>
<a href="#">Assoc. Prof Conor Carroll</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Conor.Carroll@ul.ie">Conor.Carroll@ul.ie</a>	<ul style="list-style-type: none"> <li>• Crisis Management, Crisis &amp; Risk Communications</li> <li>• Digital Marketing, Digital Consumption Behaviour</li> <li>• Strategic Sales Management</li> <li>• Business Scaling &amp; Growth</li> </ul>
<a href="#">Assoc. Prof Yvonne Costin</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Yvonne.Costin@ul.ie">Yvonne.Costin@ul.ie</a>	<ul style="list-style-type: none"> <li>• Female Entrepreneurship</li> <li>• Small Firm Growth</li> <li>• Entrepreneurship Education</li> </ul>
<a href="#">Asst Prof Yvonne Delaney</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Yvonne.Delaney@ul.ie">Yvonne.Delaney@ul.ie</a>	<ul style="list-style-type: none"> <li>• Problem-Based Learning in Management Education</li> <li>• Supply Chain Management - the challenges and case studies on actions firms are taking on developing the sils, processes, and systems for addressing sustainability along their supply chains. Management Skills Development in the PBL Tutorial Process</li> <li>• PBL and Problem-Solving in SMEs</li> <li>• Educational Innovations in Third Level Education</li> <li>• Reflective Practices in a PBL Environment</li> </ul>
<a href="#">Prof John Fahy</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:John.Fahy@ul.ie">John.Fahy@ul.ie</a>	<ul style="list-style-type: none"> <li>• Customer Value</li> <li>• Emotions in Marketing</li> <li>• High-Performance Leadership</li> </ul>
<a href="#">Assoc. Prof Briga Hynes</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Briga.Hynes@ul.ie">Briga.Hynes@ul.ie</a>	<ul style="list-style-type: none"> <li>• Entrepreneurship</li> <li>• Entrepreneurship Education and Entrepreneurial Learning</li> <li>• Social Entrepreneurship and Social Innovation</li> <li>• Social Enterprise Scaling</li> <li>• Female Entrepreneurship</li> <li>• Marketing and Digital Media in Small and Medium Firms</li> <li>• Small Firm Growth and Strategy Development</li> </ul>
<a href="#">Assoc. Prof Éamonn V Kelly</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Eamonn.Kelly@ul.ie">Eamonn.Kelly@ul.ie</a>	<ul style="list-style-type: none"> <li>• Change Management and Strategy Implementation</li> <li>• AI and Strategic Decision Making</li> <li>• Benefits Realisation and Governance</li> <li>• Operation Models, Organisational Design, and Strategy Evaluation</li> </ul>
<a href="#">Assoc. Prof Maria Lichrou</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Maria.Lichrou@ul.ie">Maria.Lichrou@ul.ie</a>	<ul style="list-style-type: none"> <li>• Sense of Place</li> <li>• Tourism, Heritage and Place</li> <li>• Consumer Ethnography</li> <li>• Sustainable Consumption</li> </ul>
<a href="#">Assoc. Prof Roisin Lyons</a>	<a href="#">Management &amp; Marketing</a>	<a href="mailto:Roisin.Lyons@ul.ie">Roisin.Lyons@ul.ie</a>	<ul style="list-style-type: none"> <li>• Entrepreneurial Intentions</li> <li>• Family Business and Succession</li> <li>• Innovation/Social Innovation Education &amp; Pedagogy</li> <li>• Entrepreneurship Education &amp; Pedagogy</li> <li>• Innovation Management</li> <li>• Open Innovation</li> </ul>

<a href="#">Prof. Michael J Morley</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Michael.Morley@ul.ie">Michael.Morley@ul.ie</a>	<ul style="list-style-type: none"> <li>● International, Comparative &amp; Cross-Cultural Management</li> <li>● Expatriate Assignments, Global Mobility &amp; Intercultural Competence</li> <li>● Person-Environment Fit, Psychological Contracts &amp; Trust Dynamics</li> </ul>
<a href="#">Assoc. Prof Caoilfhionn Ní Bheacháin</a>	<u>Management &amp; Marketing</u>	<a href="mailto:C.NiBheachain@ul.ie">C.NiBheachain@ul.ie</a>	<ul style="list-style-type: none"> <li>● Networks and Business Communication</li> <li>● Cultural Studies and Critical Theory</li> <li>● Print Culture and Publishing History</li> <li>● Popular Culture and Marketing</li> </ul>
<a href="#">Assoc. Prof Michael P O'Brien</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Micahelp.O'Brien@ul.ie">Micahelp.O'Brien@ul.ie</a>	<ul style="list-style-type: none"> <li>● Information Management</li> <li>● Software Evolution</li> <li>● Learning Analytics</li> </ul>
<a href="#">Assoc. Prof Christina O'Connor</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Christina.F.O'Connor@ul.ie">Christina.F.O'Connor@ul.ie</a>	<ul style="list-style-type: none"> <li>● Marketing Intelligence</li> <li>● Data Utilisation and Dissemination</li> <li>● Business Development within SMEs &amp; Start ups</li> <li>● Networks</li> <li>● Relationship Marketing</li> <li>● Marketing Education</li> <li>● Service Marketing</li> </ul>
<a href="#">Prof Michele O'Dwyer</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Michele.ODwyer@ul.ie">Michele.ODwyer@ul.ie</a>	<ul style="list-style-type: none"> <li>● Marketing</li> <li>● Entrepreneurship</li> <li>● Innovation</li> </ul>
<a href="#">Prof Deirdre O'Loughlin</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Deirdre.O'Loughlin@ul.ie">Deirdre.O'Loughlin@ul.ie</a>	<ul style="list-style-type: none"> <li>● Consumer Credit, Debt and Austerity</li> <li>● Services Research, Family Caring &amp; Value Co-Creation</li> <li>● Ethics, CSR and Sustainability Strategy &amp; Behaviours</li> <li>● Digital Marketing Strategy and Online Consumer Behaviour</li> <li>● Branding and Brand Management</li> <li>● Relationship Marketing</li> </ul>
<a href="#">Prof Lisa O'Malley</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Lisa.OMalley@ul.ie">Lisa.OMalley@ul.ie</a>	<ul style="list-style-type: none"> <li>● Marketing Relationships and Strategy</li> <li>● Sustainability and the Circular Economy</li> <li>● Tourism, Heritage and Placemaking</li> <li>● Customer Experience and Value Co-Creation</li> </ul>
<a href="#">Assoc. Prof Maurice Patterson</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Maurice.Patterson@ul.ie">Maurice.Patterson@ul.ie</a>	<ul style="list-style-type: none"> <li>● Consumer Culture Theory</li> <li>● Embodied Consumption</li> <li>● Sound &amp; Consumption</li> <li>● Placemaking</li> </ul>
<a href="#">Assoc. Prof Annmarie Ryan</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Annmarie.Ryan@ul.ie">Annmarie.Ryan@ul.ie</a>	<ul style="list-style-type: none"> <li>● Market Shaping and Innovation</li> <li>● Digitalisation in Marketing Practice</li> <li>● Sustainable and Regenerative market futures</li> <li>● Circular economy and market relationships</li> <li>● Future of business education</li> </ul>
<a href="#">Assoc. Prof Nuala Ryan</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Nuala.Ryan@ul.ie">Nuala.Ryan@ul.ie</a>	<ul style="list-style-type: none"> <li>● Leadership</li> <li>● Leadership in Healthcare</li> <li>● Business Policy in Healthcare</li> <li>● Strategic Leadership of Digital Transformation</li> <li>● Strategy Direction and Implementation</li> <li>● Women in Leadership</li> <li>● Entrepreneurial leadership</li> </ul>
<a href="#">Assoc. Prof Siobhan Tiernan</a>	<u>Management &amp; Marketing</u>	<a href="mailto:Siobhan.Tiernan@ul.ie">Siobhan.Tiernan@ul.ie</a>	<ul style="list-style-type: none"> <li>● Change Management</li> <li>● Airline Business Strategies</li> <li>● Airline Service Quality</li> </ul>
<a href="#">Asst. Prof John Walsh</a>	<u>Management &amp; Marketing</u>	<a href="mailto:John.Walsh@ul.ie">John.Walsh@ul.ie</a>	<ul style="list-style-type: none"> <li>● Knowledge Management Systems</li> <li>● Knowledge Sharing Practices</li> <li>● Learning Analytics</li> </ul>



# Department of Work and Employment Studies

The Department of Work and Employment Studies comprises 24 members of faculty and staff who are committed to excellence in teaching, research, service and community engagement.

As a values-driven Department, it champions decent, inclusive, and sustainable work and employment. Faculty in the Department are committed to excellent and impactful teaching and to frontier research focused on major contemporary challenges. Research conducted by faculty in the Department addresses several sustainable development goals with a particular focus on Healthy lives and Well-being (Goal 3), Quality Education (Goal 4), Decent Work (Goal 8), Gender Equality and Inclusive Societies (Goals 5 & 10).

Departmental faculty work across a number of disciplinary fields including human resource management, employment relations, organisational behaviour, work psychology, leadership and learning and development. Links with, and accreditations by major professional bodies including the Chartered Institute of Personnel and Development (CIPD) and the Psychological Society of Ireland (PSI) – enrich both the quality of the programmes and the employability of graduates.

## More Info

[Department of Work and Employment Studies Research](#) |  
University of Limerick

Supervisors	Department	Email	Research Topics or Areas
<a href="#">Assoc. Prof Moran Anisman-Razin</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Moran.Anisman-Razin</a>	<ul style="list-style-type: none"> <li>• Everyday courage in organizations</li> <li>• Stretch goals</li> <li>• Leadership</li> <li>• Leadership development</li> </ul>
<a href="#">Prof Tony Dundon</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Tony.Dundon@ul.ie</a>	<ul style="list-style-type: none"> <li>• Employment Regulation</li> <li>• Employment Equalities</li> <li>• Employee Voice</li> <li>• Gig Economy &amp; Employment Rights</li> <li>• Trade Union Organising</li> </ul>
<a href="#">Asst. Prof Tish Gibbons</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Tish.Gibbons@ul.ie</a>	<ul style="list-style-type: none"> <li>• Industrial Relations</li> <li>• Trade Union Organising</li> <li>• Trade Union Recognition</li> <li>• Collective Bargaining</li> <li>• Representativeness</li> <li>• Union Education &amp; Training</li> </ul>
<a href="#">Asst. Prof Claire.Harnett</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Claire.Harnett@ul.ie</a>	<ul style="list-style-type: none"> <li>• Job Quality</li> <li>• Changing World of Work</li> <li>• SME/Entrepreneurship context</li> </ul>
<a href="#">Prof Noreen Heraty</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Noreen.Heraty@ul.ie</a>	<ul style="list-style-type: none"> <li>• Age and Ageism in the Workplace</li> <li>• Psychological Contracts</li> <li>• Retention</li> <li>• Workplace Learning &amp; Knowledge Sharing</li> </ul>
<a href="#">Assoc. Prof Sarah Kieran</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Sarah.Kieran@ul.ie</a>	<ul style="list-style-type: none"> <li>• Strategic Change</li> <li>• Organisational Sensemaking</li> <li>• The Digital Transformation of Work</li> <li>• Digital Leadership</li> <li>• Middle Management</li> <li>• HR Analytics</li> </ul>
<a href="#">Assoc. Prof Jonathan Lavelle</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Jonathan.Lavelle@ul.ie</a>	<ul style="list-style-type: none"> <li>• Trade Union Recognition and Avoidance</li> <li>• Employee Voice</li> <li>• Employment Practices in Multinational Companies</li> <li>• International and Comparative Employment Relations</li> </ul>
<a href="#">Assoc. Prof Jean McCarthy</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Jean.McCarthy@ul.ie</a>	<ul style="list-style-type: none"> <li>• Stereotypes, Prejudice &amp; Discrimination at Work</li> <li>• Ageing &amp; Work Issues</li> <li>• Learning, Development &amp; Education</li> <li>• Sustainability Leadership</li> </ul>
<a href="#">Assoc. Prof Sarah MacCurtain</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Sarah.MacCurtain@ul.ie</a>	<ul style="list-style-type: none"> <li>• The Impact of Negative Workplace Behaviours/Bullying on Employee Outcomes including Stress and Well-being</li> <li>• Bystander Reactions to Witnessing Bullying/ Negative Workplace Behaviour</li> <li>• Leadership Identity</li> <li>• Leadership and Risk</li> <li>• Leadership and Hybrid Working</li> </ul>
<a href="#">Assoc. Prof Juliet McMahan</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="#">Juliette.McMahon@ul.ie</a>	<ul style="list-style-type: none"> <li>• Job Quality</li> <li>• Labour/Employment Law</li> <li>• HRM/Employment Relations from a Small Firm Perspective</li> <li>• Diversity and Inclusion at Work</li> <li>• Workplace Bullying and Incivility</li> </ul>

<a href="#">Assoc. Prof Caroline Murphy</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="mailto:Caroline.Murphy@ul.ie">Caroline.Murphy@ul.ie</a>	<ul style="list-style-type: none"> <li>• Job Quality</li> <li>• Employee Voice and Representation</li> <li>• Employment in the Health and Social Care Sector</li> <li>• HR Analytics</li> </ul>
<a href="#">Prof Deirdre O'Shea</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="mailto:Deirdre.OShea@ul.ie">Deirdre.OShea@ul.ie</a>	<ul style="list-style-type: none"> <li>• Occupational Health Psychology Interventions</li> <li>• Motivation and Self-Regulation</li> <li>• Proactivity, Voice and Silence in the Workplace</li> <li>• Trust and Meaning in the Workplace</li> <li>• Interpersonal Emotion Regulation and Incivility</li> <li>• Resilience Dynamics</li> </ul>
<a href="#">Assoc. Prof Michelle O'Sullivan</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="mailto:Michelle.OSullivan@ul.ie">Michelle.OSullivan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Working Hours</li> <li>• Employment Law</li> <li>• Insecure Work</li> <li>• Low Pay</li> <li>• Trade Unions</li> <li>• Dispute Resolution</li> </ul>
<a href="#">Asst. Prof Jill Pearson</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="mailto:Jill.Pearson@ul.ie">Jill.Pearson@ul.ie</a>	<ul style="list-style-type: none"> <li>• Age and Gender Issues Related to Careers and Career Success</li> <li>• Education to Work Transitions</li> <li>• Career Interventions</li> <li>• Gender Differences in Organisational Citizenship Behaviours</li> </ul>
<a href="#">Assoc. Prof Lorraine Ryan</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="mailto:Lorraine.T.Ryan@ul.ie">Lorraine.T.Ryan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Precarious Work / Low Paid Work</li> <li>• Trade Unions</li> <li>• Collaborative Bargaining</li> <li>• Employment Law</li> <li>• Work and Technology</li> </ul>
<a href="#">Assoc. Prof Majka Ryan</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="mailto:Majka.Ryan@ul.ie">Majka.Ryan@ul.ie</a>	<ul style="list-style-type: none"> <li>• Emotional Labour</li> <li>• Work and Migration</li> <li>• Unemployment and Underemployment</li> <li>• Discretion (Organisational Policy and Practice)</li> <li>• Organisational Culture</li> <li>• Equality and Diversity</li> </ul>
<a href="#">Prof Donald Truxillo</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="mailto:Donald.Truxillo@ul.ie">Donald.Truxillo@ul.ie</a>	<ul style="list-style-type: none"> <li>• Successful Aging at Work</li> <li>• Applicants' Experience of the Hiring Process</li> <li>• Work Ability</li> </ul>
<a href="#">Asst. Prof Paolo Yaranon</a>	<a href="#">Work &amp; Employment Studies</a>	<a href="mailto:Paolo.Yaranon@ul.ie">Paolo.Yaranon@ul.ie</a>	<ul style="list-style-type: none"> <li>• Workplace Mistreatment (e.g., Incivility, Bullying, Workplace Aggression)</li> <li>• Employee Well-Being</li> <li>• Resilience in the Workplace.</li> </ul>



# Research Clusters

The Kemmy Business School hosts eleven active Research Clusters spanning a range of business fields. The clusters serve to encourage collaboration in research between faculty and PhD students key domain areas of expertise.

Their research focus illustrates how each cluster is committed to advancing the overarching school values of integrity, sustainability and impact.

Research Cluster	Research Focus	SDG Alignment
<b>Healthcare Management Principles and Policy</b>	The cluster seeks to enhance population health both nationally and internationally through research and application of business principles designed to target the challenges faced by healthcare organisations today.	
<b>Privatisation and PPP</b>	The cluster researches the economic and social effects, and corporate governance, of policy issues across infrastructure sectors, including privatisation, de-regulation, market liberalisation, and public private partnerships (PPPs).	
<b>Economic Efficiency and Productivity Analysis</b>	The cluster publishes and disseminates applied research in the measurement, analysis, and drivers of efficiency and productivity in several areas of economics – particularly, long-term care in health, and cultural, education and manufacturing sectors.	 
<b>AI-ERA (AI- Ethics, Regulation and Accountability) Research Group</b>	The cluster investigates AI by understanding the technical, commercialisation, and business models as innovation pipelines that can be analysed and understood in terms of ethics, regulation and accountability	  
<b>Contemporary Research in Tax Cluster (CRITC)</b>	The cluster acts as a focal point for tax researchers within the KBS and their international network of academic colleagues and associates from tax practice and tax administration.	  

Research Cluster	Research Focus	SDG Alignment
<b>Emerging Risk</b>	The cluster is devoted to enhancing the state-of-the-art in ethics, risk management, actuarial science, machine learning, cybersecurity, and smart mobility.	   
<b>Quality of work</b>	The cluster investigates the significant features of workers' experience in performing their jobs. Research encompasses people's lived work experiences and the regulatory and institutional context within which work takes place. The goal of the clusters' work is to advance decent work.	
<b>Consumers in Society</b>	This cluster embraces the multidisciplinary required to advance research on the impact of consumption on identity projects, place-making and sustainable living. It encourages critical and reflexive research approaches that address the priority areas of UN Sustainable Development Goals	 
<b>Economics of Innovation and Policy</b>	The cluster responds to the acute need for robust evidence on the precise impacts of public policy interventions, involving public funding being allocated to private firms. The research cluster also focuses on innovation processes in the arts and sciences.	
<b>Human Rights Development and Practice</b>	This cluster focuses on organisational practices and forms of organising in the international development, human rights promotion/protection, and humanitarian assistance sectors.	 
<b>Accountability</b>	<p>This cluster has a focus on accountability, power and trust within an over-arching frame of the Sustainable Development Goals and the Common Good.</p> <p>It addresses issues of expertise in society, the socially constitutive role of accounting, and the way in which accounting and forms of accountability mediate and shape how we understand and respond to risk.</p>	   