

# **FIONA ANDERSON-GOUGH : CURRICULUM VITAE**

## **PERSONAL DETAILS**

**Dr Fiona Anderson-Gough**  
**Warwick Business School**  
**Principal Teaching Fellow in Accounting (previously Reader)**

**My research explores professionalism and accountability within the discipline of Accounting.** The profession and its calculative practices face numerous commercial and ethical challenges and so this is a contested and changing terrain. My research approaches the experience of doing accounting and being an accountant in a variety of ways designed to explore the multi-faceted nature of professional identity, currently: individual socialisation/professionalization (workplace and classroom); accounting education and professional socialisation understood as the formative process of generating a relation to knowledge (Foucauldian approach) with a focus on the power and accountability relationships within that process; diversity in the accountancy profession.

My research directly informs my teaching and administrative interest in developing educational experiences that work with the ethical at the same time as the technical relation to knowledge.

## **Education/Qualifications**

1995 -2002 University of Leeds  
PhD (part-time): "On becoming the new accounting expert" (external examiner: Prof. Hugh Willmott, Pass with minor corrections)

2000 - 2001 Post-Graduate Certificate in Post-Compulsory Education ("Warwick Teaching Certificate")  
The University of Warwick

1986-89 University of Leeds. B.A. 2(i) Honours Degree in Philosophy & Psychology.

## **Appointments Held**

### Current Posts

Jan 2013 - Principal Teaching Fellow, WBS

Jan. 2007 - Reader in Accounting, Warwick Business School, University of Warwick,  
Jan 2013 Coventry, CV4 7AL

### Previous Posts

Aug. 2005- - University Lecturer, Said Business School, University of Oxford, Park End  
Dec. 2006 Street Oxford OX1 1HP  
- Fellow, Templeton College, University of Oxford  
- Member. Clifford Chance Centre for the Management of Prof. Service Firms

- Oct. 2004 - 2007 Associate Fellow, The University of Warwick
- Sept. 2003- July 2005 Senior Lecturer (Critical Accounting and Management), Management Centre, University of Leicester.
- June 2000 - Sept 2003 Lecturer in Accounting, Warwick Business School, The University of Warwick, Coventry CV4 7AL.  
Including:  
April 2002 - Dec 2003 Associate Director for ICAEW (CBP) funded project (with Prof. Keith Hoskin): “Between workplace and qualification: engineering integrative learning”  
June 2000 - Dec. 2001 Associate Director for ICAEW (CBP) funded project (with Prof. Keith Hoskin): “Best practice in professional training: promoting integrative learning through engineering institutional linkages”
- Jan. 1999 Research Associate  
Mar. 2000 Manchester School of Management, UMIST (ICAEW funded)  
&  
Sep. 1998 Honorary Lecturer, Manchester School of Management, UMIST  
Aug. 2000
- Jan. 1998 Project Officer. Manchester School of Management, UMIST  
Dec. 1998 (EU funded)
- May 1997 Research Associate. Manchester School of Management, UMIST.  
Dec. 1997 (EU funded)
- Oct. 1995 Research Officer. School of Business and Economic  
Mar. 1997 Studies. The University of Leeds.(ICAEW funded)
- Nov. 1994 Senior Research Assistant. The Centre for Research into Flexible Working.  
Oct. 1995 Department of Psychology. The University of Wales Swansea. (EU funded)
- Jun. 1993 Research Officer. School of Business and Economic Studies. The University  
Nov. 1994 of Leeds.(ESRC funded)
- Aug. 1990 Research Analyst, The Psychology Business Ltd., Department of  
Jun. 1993 Psychology. The University of Leeds.

### **Membership of Learned Societies**

British Accounting and Finance Association Member  
Graduate member of The British Psychological Society

### **Teaching Awards**

March 2012 Awarded **STARS of Warwick** Award “Best Lecturer for Feedback” (Student Union, University wide initiative)

**WBS Outstanding Contribution Certificates:** 14-15 UG and Masters (latest only listed)

## **PUBLICATIONS AND PRESENTATIONS**

### **Under Review**

Anderson-Gough, F., Edgley, C & Sharma, N. (forthcoming) Computer-Assisted Qualitative Analysis Software. Chapter 25 in Zahirul Hoque, Lee Parker, Mark Covaleski & Kathryn Haynes (eds) *The Routledge Companion To Qualitative Accounting Research Methods*.

Bentos da Silva, J., Llewellyn N. & Anderson-Gough, F. "Oral-aural accounting and the management of the Jesuit Corpus" with *Accounting, Organizations & Society*

### **Work in Progress:**

Anderson-Gough, F. Edgley, C. & Sharma, N. "Making sense of diversity: beyond 'in the name of the client'? Presented at the *Interdisciplinary Perspectives in Accounting Conference* Stockholm July 2015

### **Refereed Journals**

Edgley, C. Sharma, N & Anderson-Gough, F. (2016) "Diversity and professionalism in the Big Four firms: Expectation, celebration and weapon in the battle for talent". *Critical Perspectives on Accounting* 35 pp.13-34

Anderson-Gough, F. & Brown, R. (2008) "University management practices, accounting, gender and institutional denial" Invited debate piece *Pacific Accounting Review* 20 (2) pp.94-101 (50:50)

Anderson-Gough, F., Grey, C. & Robson, K. (2006) "Professionals, Networking and the Networked Professional" in R. Greenwood & R. Suddaby, *Research in the Sociology of Organizations, Volume 24, Professional Service Firms* pp. 231 - 256

Anderson-Gough, F., Grey, C. & Robson, K. (2005) " 'It's a case of helping them to forget that you're actually a woman': the Organizational Embedding of Gender Relations in Multi-national Audit Firms" *Accounting, Organizations and Society* Vol. 30, No. 5, pp.469-490

Anderson-Gough, F., Grey, C. & Robson, K. (2002) "Accounting professionals and the accounting profession: linking conduct and context", *Accounting and Business Research*, Vol. 32 No.1, pp. 41-56

Silvester, J., Anderson-Gough, F.M., Anderson, N.R. & Mohamed, A.R. (2002) "Locus of control, attributions and impression management in the selection interview" *Journal of Occupational and Organizational Psychology*, 75, pp. 59-76

Anderson-Gough, F., Grey, C. & Robson, K. (2001) "Tests of time: organizational time-reckoning and the making of accountants in two multi-national accounting firms", *Accounting, Organizations and Society*, 26, 2, 99-122

Anderson-Gough, F., Grey, C. & Robson, K. (2000) "In the Name of the Client: the Service Ethic in Two International Accounting Firms", *Human Relations*, 53, 9, 1151-1174

Ogden, S.G. & Anderson, F. (1999) "The Role of Accounting in Organisational Change: Promoting Performance Improvements in the Privatised U.K. Water Industry", *Critical Perspectives on Accounting* 10, 91-124

Anderson, F., Grey, C. & Robson, K. (1998) "Work Hard, Play Hard': An Analysis of Cliché in Two Accountancy Practices", *Organization*, 5 (4), 565-592

Ogden, S.G. & Anderson F.M (1995) " Representing Customer's Interests: the Case of the UK Privatised Water Industry", *Public Administration*, 73 (4), 535-559.

### **Books**

Anderson-Gough, F., Grey, C. & Robson, K. (1998) *Making Up Accountants: The organizational and professional socialization of trainee chartered accountants*. Ashgate: London.

### *Book Chapters*

Anderson-Gough, F (2009) "Accounting Education" in Dick Edwards & Steven Walker (eds.) *Routledge Companion to Accounting History*. Abingdon: Routledge pp. 297-316

Anderson-Gough, F. (2004) "Using Computer Assisted Qualitative Data Analysis Software: Respecting Voices within Data Management and Analysis" Christopher Humphrey & Bill Lee (eds). *The Real Life Guide to Accounting Research*. Elsevier Press pp.373-390.

Hoskin, K & Anderson-Gough, F. (2004) "The context of learning in professional work environments: a case study of the accountancy profession" in H. Rainbird, A. Fuller, & A. Munro (eds.) *Workplace Learning in Context*. London: Routledge pp.71-88

### **Reports**

Anderson-Gough, F., Chatterjee, P., Gough, M., Hoskin, K. & Lucas, U. (2011) "Between Workplace and Qualification: Engineering integrative learning" ICAEW Centre for Business Performance Report

Anderson-Gough, F. & Hoskin, K. (July 2008) '*Specialisation Plus*': *The Key to Tomorrow's Profession Today ?* ICAEW Briefing London: ICAEW

Hoskin, K. & Anderson-Gough, F. (2001) *Creating the Added Value Business Advisor: Re-engineering Accounting Knowledge and Learning* Final Report to ICAEW

Hoskin, K., Anderson-Gough, F, & Jones, C (2000) *Creating the Added Value Business Advisor: Re-engineering Accounting Knowledge and Learning* Interim Report to ICAEW

Anderson-Gough, F., Geddes, B., Hoskin, K. & Robson, K. (1999) *Training and Socialization in Small and Medium Sized Accountancy Firms: Making the Accounting Literate Business Professional* Report to ICAEW (Education and Training Directorate)

Anderson-Gough, F., Geddes, B., Hoskin, K. & Robson, K. (1998) *Training Accountants for the 21<sup>st</sup> Century* European Regional Development Fund summary report.

Anderson-Gough, F., Knights, D., McLean, C. & Ewels, J. (1997) *Personal Finance Education within Schools* ESRC project sub-report.

Grey, C., Robson, K. & Anderson, F. (1997) *Pass Rates Research: The Trainees' Experience*. Sub-Report 2 in Hoskin, K. & Geddes, B. (1997) *ICAEW Pass Rates Research: Final Report*. Report to the ICAEW Education and Training Directorate

Grey, C., Robson, K. & Anderson, F. (1996) *Professional Socialization in Chartered Accountancy Practices: Making Up Accountants* Report to ICAEW (Research Board)

#### *Book Reviews*

In *European Accounting Review* (2011) Book: DeLong, T.J. Gabarro, J.J. and Lees, R.J. (2007) *When Professionals Have to Lead: A New Model for High Performance* Harvard Business School Press 20 (1), pp. 198-202

#### *Other*

Anderson-Gough, F. (2013) "The Accountancy Profession" –invited piece for the Wiley *Encyclopaedia of Management*

#### **Research Grants and Contracts**

2014: Edgley, C, Sharma, N. Anderson-Gough, F & Robson, K. Managing Diversity ICAEW £5,000 (with supplementary award from IPARG)

February 2003 £5,000 Research Performance Award –from Warwick Business School "Promising Young Researcher"

March 2002 As part of an ESRC seminar series on 'Organisational Change and Identity' (managed by P Gleadle, Cranfield), an allocation for arranging and hosting a seminar at the University of Leicester  
*ESRC £1,880*

April 2002-  
Dec. 2003 Hoskin, K, Anderson-Gough, F. & Lucas, U.  
Between workplace and qualification: engineering integrative learning  
***ICAEW £119, 847***  
Hoskin initially Principal

Sep 2000-  
Dec 2000 Hoskin, K & Anderson-Gough, F  
Best practice in professional training: promoting integrative learning through engineering institutional linkages.  
*ICAEW £9,977*  
Hoskin Principal

Jan. 1999 Grey, C., Robson, K., & Anderson-Gough, F.  
Professional Socialization and Career Development  
*ICAEW: £45, 505*  
Grey & Robson Principal

May 1998                    Hoskin, K., Robson, K., Anderson-Gough, F., & Geddes, B.  
 Training and Socialization of Accountants in Small and Medium Sized  
 Accountancy Firms.  
 ICAEW: £15,000  
 Hoskin Principal

**NATIONAL AND INTERNATIONAL RECOGNITION**

July 2016            Faculty Member, Doctoral Colloquium, 8th Asia-Pacific Interdisciplinary Research in  
 Accounting Conference Melbourne Australia

2008                    Committee Member Cardiff Business School’s Interdisciplinary Perspectives on  
 Accounting Group

May 2004 –            Member of academic panel for Professional Oversight Board for Accountancy’s  
 Jan. 2005            (part of the Financial Reporting Council) profession-wide review of education and  
 training. This included participation in an ‘expert group meeting’ – Sept. 2004.

Nov 2002-            Member of the Management Research Advisory Panel for the National College  
 Jun. 2005            for School Leadership (3 year appointment)

**Research Supervision**

	<b>Start Date</b>	<b>Qual</b>	<b>Completion</b>	
<b>Environmental Acc. (Foucauldian)</b>	<b>2007</b>	<b>PhD</b>	<b>Awarded 2013</b>	
<b>Philosophy of Management Acc.</b>	<b>2011</b>	<b>PhD</b>	<b>Ongoing (TW)</b>	
<b>Foucauldian Analysis of staff- student relationships</b>	<b>May 2012</b>	<b>PhD</b>	<b>Awarded 2014</b>	

**Supervised MSc dissertations at WBS since 2011**

**Other Teaching-Related**

External examiner PhD,

- Puja Ladva August 2015 The University of Sydney *A critical ethnography of time management in a knowledge intensive firm*
- Kris Hardies. December 15<sup>th</sup> 2011, Vrije University, Brussels “The Gendered Production of Audit Quality”

Internal examiner PhD:

- Michelle O’Toole 2013 (with P Stiles, Cambridge)
- Valerie Hamilton 2013 (with Prof. Gibson Burrell)

- Audrey Cook 2009 (with Prof Nic Beech)
- Fleur Diggins 2009 (with Prof Laura Empson)

2010 – 2012/13 External examiner, Cardiff Business School's Undergraduate Accounting degrees (16 modules)

2003-2007 External examiner University of Sunderland, School of Education: Business Education

### Teaching History (main modules/topics)

Undergraduate: Accounting Theory (WBS)  
 Corporate Governance and Narrative Reporting (WBS)  
 Introductory Accounting (WBS, Leicester, Advanced Intro at Oxford)  
 Strategic Management Accounting (WBS 2001-2003)

Post-Graduate Accounting Theory (WBS MScAF)  
 Research Methodology (WBS)

### ADMINISTRATION AND OTHER SERVICE

Oct 2013 - Course Director: Accounting and Finance BSc  
 Dissertation Co-ordinator MScAF

Jan 2007 –Sep 2010 Head of Group related duties: **De Facto Deputy HoG (09-10)**

- Teaching Plan and Group Office review and development (8 mths as incoming Head of Group)
- **Member of Group Advisory/Steering Group**
- **Academic Manager of Group Office** (8mths)
- UG Exams Rep
- Research/Teaching Away Days Organiser

Accounting Group rep: Academic Policy and Practice Committee

**ICAEW Undergraduate Partnership Programme co-ordinator and lead WBS developer (2009 to 2012)**

WBS Rep on Faculty Graduate Appeals Committee

Aug 05-Dec 06 Member of Templeton College Governing Body

Sept 2003- Oct 2004 **Deputy Director of Studies** (University of Leicester, Management)  
**Chair, Distance Learning Programmes Committee**  
**Member of Leicester's QAA Developmental Engagement Team**

Sept 2003- July 2005    Member -    Admissions Panel (University of Leicester, Management)  
Distance Learning Programmes Committee  
DLPC Monitoring Panel  
Finance Committee/Executive Committee  
Research Committee (04-05)  
Undergraduate Committee (03-04)

Feb 2003 - Aug 2003    Appointed as Member of Warwick Business School Research Committee

Oct 2000- -Sept 2003    Undergraduate Admissions, Accounting and Finance Degree, Warwick Business School

### **Editorial Work**

Referee for:

Accounting, Auditing and Accountability Journal  
Accounting Education: An International Journal  
Accounting, Organizations and Society  
Critical Perspectives in Accounting  
Human Relations

**CV prepared on 23 March 2016**