

DOTUN AYENI *MCIPD, MCIPM*  
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## EDUCATION

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- 2021 to date**      **Fellow of the Higher Education Academy (In view)**  
University of Edinburgh Postgraduate Certificate Academic Practice (PgCAP)
- 2018 to date**      **PhD in Management (In view)**  
University of Edinburgh Business School, Edinburgh, UK  
Thesis titled "*Idiosyncratic deals in Contexts. A three-paper thesis*".  
  
Supervisors: Dr Sara Chaudhry, Dr Maryam Aldossari & Dr Yumeng Yue
- 2017 -2018**      **Master of Science in International Human Resource Management (With Distinction)**  
University of Edinburgh Business School, Edinburgh, UK  
Thesis titled: "*The psychological contract: How to manage temporary agency workers' expectations and perceived obligations around the employment relationship when they come from different cultural backgrounds*".  
  
Supervisor: Dr Maryam Aldossari
- 2009 - 2012**      **Master of Managerial Psychology**  
University of Lagos, Lagos State, Nigeria  
Thesis titled: "*Influence of organisational culture on employee turnover intentions among employees of the Nigerian print media*".  
  
Supervisor: Dr Femi Akintayo
- 1999 - 2004**      **Bachelor of Art in European Studies (with Russian Language)**  
University of Ibadan, Oyo state, Nigeria  
Thesis titled "*Alexander Isayevich Solzhenitsyn: Guilty but not guilty. A critical review of the work of acclaimed nobel laureate and dissident*".  
  
Supervisor: Dr Kayode Omotade

## ACADEMIC EMPLOYMENT

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- 2019- 2023**      Graduate Teaching Assistant, University of Edinburgh Business School
- 2019-2022**      Graduate Research Assistant, University of Edinburgh Business School

## Research Interests/Areas

*\*Idiosyncratic Deals \*Psychological Contracts \*Strategic Talent Management \*Time/Temporality \*Employer/Employee Branding \*Culture \*Institutions \* Qualitative research*

## Peer-reviewed publications

**Ayeni D.**, Chaudhry S. & Aldossari M. (2022) "How do I-deals emerge? Exploring the role of temporality and actors in I-deals timing and creation" **(Top 10% Best HR Paper)**. In Sonia Taneja (Ed.), *Proceedings of the Eighty-second Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561

**Ayeni D.**, Chaudhry S. & Aldossari M. (2022) Temporal contexts and actors vis-a-vis I-deals' timing and creation: Evidence from Nigeria. *Group & Organization Management*, 0(0). <https://doi.org/10.1177/10596011221117904>

## Selected manuscripts at writing stage

**Ayeni D.**, Aldossari M, & Chaudhry S. (in preparation) "A Multilevel Framework for an International Conceptualisation of Idiosyncratic Deals". Target Journal: *Journal of Management Studies (ABS 4)*. Due for Submission, in January 2023

**Ayeni D.**, Aldossari M, & Chaudhry S. (in preparation) "*Sensemaking and meaning-making in relation to I-deals*". Target Journal: *Human Relations (ABS 4)* Due for Submission in August 2023

**Ayeni D.**, Aldossari M, & Chaudhry S. (in preparation) "*Religious spirituality and the employment relationship: Conversations with a Nigerian dental tech engineer*". Target journal: *Work Employment and Society (ABS 4)*. Due for submission in March 2023.

**Ayeni D.**, Aldossari M, & Chaudhry S. (in preparation) "*Talent retention strategies in distinctive contexts: The Nigerian perspective*". Target journal: *Human Resource Management Journal (ABS 4)*. Due for submission in November 2023.

## **CONFERENCE PRESENTATIONS**

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**Ayeni D.**, Aldossari M, & Chaudhry S (2023) "*How do I-deals emerge? Exploring the role of the temporal context in I-deals timing and creation*". Chartered Institute of Personnel Management (CIPD) UK, Applied Research Conference (ARC).

**Ayeni D.**, Aldossari M, & Chaudhry S (2022) "*How do I-deals emerge? Exploring the role of temporality and actors in I-deals timing and creation*". Academy of Management Proceedings and University of Edinburgh Business School 9<sup>th</sup> Annual Workshop.

**Ayeni D.**, Aldossari M, & Chaudhry S (2021) "*The role of timing and the temporal context in the negotiation of I-deals. A multi-case study of three*

*Nigerian firms*". British Academy of Management Doctoral Symposium and Idiosyncratic Deals- A Methodological and Theoretical Development Meeting.

**Ayeni D.**, Aldossari M, & Chaudhry S. (2021) "*A multilevel framework for an international conceptualisation of idiosyncratic deals*". Academy of Management Proceedings and

**Ayeni D.**, Aldossari M, & Chaudhry S. (2021) "*A multilevel framework for an international conceptualisation of idiosyncratic deals*". British Academy of Management 'Preparing your Conference Paper' workshop.

**Ayeni D.**, Aldossari M, & Chaudhry S. (2021) "*Idiosyncratic Deals in Distinctive Work Contexts*". European Group for Organizational Studies (EGOS) Pre-Colloquium PhD Workshop.

**Ayeni D.**, Aldossari M, & Chaudhry S. (2020) "*I-deals in Knowledge-Intensive Firms: A qualitative multilevel analysis of agentic and structural factors shaping the functioning of I-deals*". Academy of Management, Navigating Qualitative Dissertations Professional Development Workshop

**Ayeni D.**, Aldossari M, & Chaudhry S. (2020) "*I-deals in Knowledge-intensive firms. A qualitative, multilevel and multicase study of factors shaping I-deals in Nigeria. Presentation of findings from a single case*" International Conference for PhD Students Working on I-deals,

**Ayeni D.**, Aldossari M, & Chaudhry S. (2019) "*I-deals and Talent Management in sub-Saharan Africa*". European Institute for Advanced Studies in Management (EIASM) 8th Workshop on Talent Management

## **RESEARCH FUNDS AND GRANTS**

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### Research Funds

- \* 2020/2021 Postgraduate Research Student Resource Fund, University of Edinburgh Business School (**£1,075.75**)
- \* 2020/2021 Postgraduate Research Student Resource Fund, University of Edinburgh Business School (**170.38**)
- \* 2020/2021 Postgraduate Research Student Resource Fund, University of Edinburgh Business School (**£248.74**)
- \* 2020/2021 Doctoral Development Fund, University of Edinburgh Business School (**£1204.00**)
- \* 2018/2019 Postgraduate Research Doctoral Development Fund, University of Edinburgh Business School (**£1298.00**)

### Research Community Development Grant

- \* 2019/2021 The Society for the Advancement of Management Studies (SAMS) for Developing the Management Studies Community (**£6981.00**)

### Travel Fund

- \* 2022/2023 Postgraduate Research Travel Expense Fund, University of Edinburgh Business School (£555.00)
- \* 2022/2023 Postgraduate Research Travel Expense Fund, University of Edinburgh Business School (£2,170.00)
- \* 2019/2020 Postgraduate Research Travel Expense Fund, University of Edinburgh Business School (£800.00)

## **TEACHING AND RESEARCH EXPERIENCE**

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### Teaching Assistantships

- 2022** Applications of Human Resource Management. Year 3 Undergraduate Course, Semester 1  
**\*Guest Lectured on Talent Management and the Psychological contract**
- 2022** Human Resource Management 2. Year 2 Undergraduate Course, Semester 2  
**\* Facilitated tutorial sessions and assessed 51 student essays which involved assigning scores and offering constructive feedback**
- 2022** Management Honours Dissertation. Undergraduate Course, Semester 2  
**\*Worked as a qualitative research methods advisor for final year students**
- 2021** Organisational Behaviour. 1st Semester Postgraduate Taught Course  
**\*Assessed 50 student essays which involved assigning scores and offering constructive feedback**
- 2021** Applications of Human Resource Management. Year 3 Undergraduate Course, Semester 1  
**\*Guest Lectured and led seminar sessions on Talent Management**
- 2021** Applications of Human Resource Management. Year 3 Undergraduate Course, Semester 1  
**\*Guest Lectured and led seminar sessions on Psychological Contracts**
- 2021** Human Resource Management 2. Year 2 Undergraduate Course, Semester 2  
**\*Facilitated tutorial sessions and assessed 38 student essays which involved assigning scores and offering constructive feedback**
- 2021** Management Honours Dissertation. Undergraduate Course, Semester 2  
**\*Worked as a Methods Advisor for final year students**
- 2021** Applications of Human Resource Management. Undergraduate Course, Semester 1  
**\*Guest Lectured on Talent Management**
- 2019** Industrial Management 1. Undergraduate Course, Semester 1 (Evaluation)  
**\*Facilitated tutorial sessions and assessed 26 student essays which involved assigning scores and offering constructive feedback**
- 2019** Applications of Human Resource Management. Undergraduate Course, Semester 1  
**\* Assessed 49 student essays which involved assigning scores and offering constructive feedback**
- 2019** Organisational Behaviour. Postgraduate Taught Course  
**\* Worked as a controller for The Production Game- a simulation of real-**

**world manufacturing and sales environment designed to test students' skills in strategy and organisation**

#### Research Assistantships

- 2020** Research Assistant for Scaling Business in Africa Consortium  
\* **Interacted with local and international fellows/members/students**  
\* **Created content for the SBIA website**  
\* **Planned and chaired events for the consortium**
- 2022** Research Assistant on a manuscript on the impact of crises on gender  
\* **Produced a systematic review of the extant literature.**

#### **PROFESSIONAL SERVICE AND VOLUNTEER ACTIVITIES**

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#### Conferences organised

- 2021** Idiosyncratic Deals- A Methodological and Theoretical Development Meeting. **Jointly organised with [Dr. Maryam Aldossari](#), [Dr. Sara Chaudhry](#) and [Dr Maria Simosi](#)**
- 2020** International Conference for PhD Students Working on I-deals. **Jointly organised with [Dr Milena Tekeste](#)**

#### Reviewer Roles and Positions

- 2022** International Journal of Human Resource Management
- 2021 to date** Group & Organization Management (**Editorial Review Panel**)
- 2021** Academy of Management (Human Resource Division)
- 2019- 2020** European Management Journal

#### Chaired events

- 2021** I-deals within teams. Idiosyncratic Deals Methodological and Theoretical Development Meeting (**Chair**)
- 2021** Building effective supervisory relationships with PhD students. Doctoral Society, University of Edinburgh Business School (**Co-Chair**)
- 2021** Student Community Round Table for Postgraduate Students. University of Edinburgh Business School (**Chair**)
- 2020** Inaugural International Fellows Meeting, Scaling Business in Africa Consortium (**Co-chair**)
- 2020** Feminist Parenting. University of Edinburgh Business School Fresh Ideas Festival (**Chair**)
- 2020** Inaugural Local Fellows Meeting, Scaling Business in Africa Consortium (**Co-chair**)

#### Invited Talks

- 2022**            **Guest Speaker**, HRM PhD Forum, Institute of Human Resource Management, National Sun Yat-Sen University, Taiwan.
- 2022**            **Panel discussant**: Introduction to Business Research. University of Edinburgh Business School
- 2022**            **Panel discussant**: Teaching Assistant Experiences, University of Edinburgh Business School

#### Peer Mentoring

- 2020- 2022**    Postgraduate Research Students Peer-Mentoring Scheme, University of Edinburgh Business School
- 2020**            Organisation Studies Group, University of Edinburgh Business School

#### Student Representation

- 2020- 2021**    **Doctoral Society Rep.**, University of Edinburgh Business School
- 2020-2021**    **Doctoral Society Rep.**, Research Degrees Committee (RDC), University of Edinburgh Business School
- 2020-2021**    **Doctoral Society Rep.**, Postgraduate Research Committee (RC), University of Edinburgh Business School
- 2020-2021**    **Student Rep.**, Organisation Studies Group, University of Edinburgh Business School
- 2017- 2018**    **Class Rep.**, MSc International Human Resource Management, University of Edinburgh Business School
- 2017- 2018**    **Student Rep.**, Post Graduate Board of Studies, University of Edinburgh Business School
- 2002-2003**    **Vice President**: Association of Russian Students, University of Ibadan Chapter
- 2002 -2003**    **Secretary**: The Nigerian Association of Russian Students
- 2002-2003**    **Floor Representative**: Association of Idia Hall Students, University of Ibadan
- 1999- 2004**    **Class Representative**: Russian Students (2004 cohort) University of Ibadan

#### **AWARDS AND RECOGNITIONS**

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- August 2022    **Top 10% Best HR Division Conference Papers** at 82nd Annual Academy of Management Conference
- July 2021        University of Edinburgh Business School **Award for Community** in Recognition of Service to the Doctoral Society
- July 2021        University of Edinburgh Business School **Award for Progressive Initiatives** in Recognition of Efforts to Improve Working Conditions and Experiences for Teaching Assistants
- April 2018      The Edinburgh **Award for Representing Students**
- June 2018      The Edinburgh **Award for Professional Development**

#### **PROFESSIONAL AFFILIATIONS**

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2021- to date	British Sociological Association
2020- to date	Academy of Management
2019- to date	British Academy of Management
2019- to date	European Group for Organizational Studies
2020- to date	Scaling Business in Africa Consortium
2016- to date	Chartered Institute for Personnel Development UK ( <b>Chartered Member</b> )
2016- to date	Chartered Institute for Personnel Management Nigeria ( <b>Chartered Member</b> )

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## **PRACTICE EXPERIENCE**

2013-to date	Founder and CEO, F316 Consulting: <a href="http://f316.com">f316.com</a>
2006- to date	Co-Founder and Director, BlackHouse Media: <a href="http://bhmng.com">bhmng.com</a> , <a href="http://bhmng.uk">bhmng.uk</a>
2007- 2009	Human Resource Generalist, Rosaab International: <a href="http://rosaabinternational.com">rosaabinternational.com</a>

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## **LANGUAGES SPOKEN**

English	Level of Proficiency: Proficient User
Yoruba	Level of Proficiency: Independent User
Russian	Level of Proficiency: Pre-intermediate

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## **REFERENCES**

**Dr Maryam Aldossari FHEA**  
 Senior Lecturer in International Human Resource Management  
 Aston Business School  
**Email:** m.aldossari@aston.ac.uk

**Dr Sara Chaudhry AACIPD, FHEA**  
 Senior Lecturer in Management  
 Birkbeck School of Business  
**Email:** s.chaudhry@bbk.ac.uk

**Dr Kristina Potočnik CPsychol AFBPsS**  
 Personal Chair of Organisational Behaviour  
 University of Edinburgh Business School  
**Email:** Kristina.Potocnik@ed.ac.uk

**Dr Emily Yarrow FHEA**  
 Senior lecturer in Management and Organisations  
 Newcastle University Business School  
**Email:** emily.yarrow2@ncl.ac.uk