

DOTUN AYENI
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EDUCATION

- 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 distinctive 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
- 2019 - 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

ACADEMIC EMPLOYMENT

- 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"*. Accepted for publication in Group & Organization Management (ABS 3).

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 October 2022

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 December 2022

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 November 2022.

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 March 2023.

Ayeni D. (In preparation) *"Exploring the nexus between idiosyncratic deals and talent management: A qualitative review"*. Target journal: Human Resource Management Review (ABS 3). Due for submission in May 2023.

Ayeni D. (in preparation) *"Hello, can you hear me? Reflections on doing tech-mediated interview-based research in a global south country context"*. Target journal: Journal of Management Inquiry (ABS 3). Due for submission in August 2023.

Ayeni D. (in preparation) *"Managing the Psychological Contract of Temporary Agency Workers: A comparative case-study"*. Target journal: Human Relations (ABS 4) Due for submission in December 2023

CONFERENCE PRESENTATIONS

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 9th 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 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

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

TEACHING AND RESEARCH EXPERIENCE

Teaching Assistantships

- 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 development**
* **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

Conferences organised

- 2021** Idiosyncratic Deals- A Methodological and Theoretical Development Meeting. **Jointly organised with [Dr. Marvaym 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 (**Session 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** Institute of Human Resource Management, National Sun Yat-Sen University Taiwan.
- 2022** Panel discussant for Introduction to Business Research. 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

- 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

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 (Chartered Member)
2016- to date	Chartered Institute for Personnel Management Nigeria (Chartered Member)

PRACTICE EXPERIENCE

2013-to date	Founder and CEO, F316 Consulting: f316.com
2006- to date	Co-Founder and Director, BlackHouse Media Group: bhmgrou.ng
2007- 2009	Human Resource Generalist, Rosaab International: rosaabinternational.com

LANGUAGES SPOKEN

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

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