

Curriculum Vitae

Personal details

Name: Timur Uman

Degrees

2003 – 2012 <i>Lund University</i> <i>Dept. of Business Admin</i> Sweden	Degree: Doctor of Business Administration (Performed on half-time basis) Major: Corporate Governance and Control Title: The bottom line of cultural diversity at the top – The top management team's cultural diversity and its influence on organizational outcomes.
2002 – 2003 <i>Kristianstad University</i> <i>Dept. of Businesses Studies</i> Sweden	Degree: Master of Business Administration Major: International Business Svenska Institutet Scholarship - New Visby Program
1998 – 2001 <i>Concordia International University Estonia</i>	Degree: Bachelor of Arts in International Business Minor: Finance

Evaluations for academic positions

Professor

2022 Jönköping International Business School Jönköping University	Professor in Business Administration with emphasis on Accounting and Control Evaluators: Prof. Minna Matikainen, Prof. Collin Ntim, Prof. Jeaneth Johansson
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Senior Associate Professor

2018 Jönköping International Business School Jönköping University	Senior Associate Professor (Biträdande Professor) in Business Administration with emphasis on Accounting Evaluators: Prof. Minna Martikainen, Prof. Thomas Hartmann, Prof. Esbjörn Segelod
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Associate Professor

2014 Kristianstad University Dept. of Business Administration	Associate Professor (Docent) in Business Administration with emphasis on Corporate Governance Evaluators: Prof. Lena Zander and Prof. Emidia Vagnoni
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Employment history

2022 – present Jönköping International Business School Jönköping University	Full Professorin Business Administration with emphasis on Accounting and Control (tenured)
2019 – 2022 Jönköping International Business School Jönköping University	Senior Associate Professor in Business Administration with emphasis on Accounting (tenured)
2014 - 2019 Kristianstad University Dept. of Business Administration	Associate Professor (Docent/Biträdande Professor) in Business Administration with emphasis on Corporate Governance (permanent position)
2014 –2016 Linnaeus University School of Business and Economics	Post-doctoral researcher in Corporate Governance and Auditing (50% position over 2 years period with 25% teaching and 25% research)
2012 –2014 Kristianstad University Dept. of Business Administration	Assistant Professor (Lektor) in Business Administration with emphasis on Corporate Governance and Organizational Development (permanent position)
2008 –2012 Kristianstad University Dept.of Business Studies	Lecturer (Adjunkt) in Business Administration (permanent position)
2007 –2008 Kristianstad University Dept. of Business Studies	Amanuensis in Auditing and Control Program
2006 Kristianstad University Dept. of Business Studies	Course/Teaching Assistant in Corporate Strategy
Jan. 2006 – Jan. 2007 Kristianstad University Dept. of Business Studies	Research Assistant in Behavioural Finance research project.

Language skills

Russian – native

English, Latvian, Swedish – fluent

German – intermediary

Lithuanian, Hebrew – basic

Academic/Research Qualifications

List of publications

Peer-reviewed articles

52. Uman, T., Broberg, P., Tjärbeno, H., Källström, L., Emsfors, J., (2025). Images of the accounting profession and its development: The depiction of females and males in contextual domains. *Accounting Forum* **ABS3**
51. Uman, T., Steigenberger, N., Berndtson, M., Nichitelea, D., and Schmidt, M. (2025) A configurational approach to the relationship between ethnic diversity, leadership, and performance in healthcare teams. *Health Care Management Review* **ABS2**
50. Schmidt, M., & Uman, T. (2024). 'You shouldn't ignore it just because it's sensitive': The perceived needs of healthcare professionals working in culturally diverse teams. *Diversity & Inclusion Research*, 1(2), e12015.
49. Manzi, M.A., Cirillo, A., Mussolino, D., Uman, T. (2024). Non-financial disclosure in family firms'. *European Management Review* **ABS3**
48. Nahum, N., Carmeli, A., & Uman, T. (2025). On the power of professional and relational respect of chairpersons. *Psychology of Leaders and Leadership*, 28(1), 65–95.
47. Sandgren, M., Uman, T., and Nordqvist, M. (2024) The role of the strategic apex in shaping the disclosure strategy: A family firm in crisis. *British Accounting Review* **ABS3**
46. Gil, M., Uman, T., Hiebl, M., Seifner, S. (2024) Auditing in family firms: Past trends and future research directions. *Journal of Small Business Management* **ABS3**
45. Ahlberg, J., Collin, S.-O.Y., Smith, E. and Uman, T. (2023), Board functions in governance arenas: a comparative case study of four Swedish family firms, *Journal of Family Business Management* **ABS1**
44. Schmidt, M., Schteigenberger, N., Berntson, M., Uman, T. Cultural diversity in healthcare teams: A systematic integrative review and research agenda. *Health Care Management Review* **ABS2**
43. Uman, T., Mattei, G., Argento, D., Grossi, G. (accepted). Supportive Leadership and Job Satisfaction at the European Court of Auditors. *International Review of Administrative Sciences* **ABS3**
42. Maine, J., Uman, T., Florin-Samuelsson, E. (accepted) Actors constructing accountability in hybrid organisations: The case of a Swedish municipal corporation. *The British Accounting Review* **ABS3**
41. Wu, Z., Naldi, L., Wennberg, K., Uman, T. (accepted). Learning from Their Daughters: Family Exposure to Gender Disparity and Female Representation in Male-Led Ventures. *Management Science* **ABS4***
40. Hellerstedt, K., Uman, T., Wennberg, K. (accepted) Fooled by diversity? When diversity initiatives exacerbate rather than mitigate inequality. *Academy of Management Perspectives*. **ABS4**
39. Sandgren, M., Uman, T., Nordqvist, M. (accepted) Accountants in family firms—a systematic literature review. *Small Business Economics* **ABS3**
38. Smith, E., Uman, T & Collin, S-O (2022). Exploring Board Behavior in a Public Context: Experiences from a Swedish Municipal Corporation, *Public Performance & Management Review* (**ABS2**)

37. Ponomareva, Y., Uman, T., Bodolica, V., and Wennberg, K. (accepted) TMT cultural diversity: Review and Research Agenda. *Journal of World Business* **ABS4**
36. Uman, T., Edfors, E., Padoan, S., and Edberg, A-K. (accepted) Contribution of an inclusive climate to the work of culturally diverse healthcare teams: A qualitative descriptive design. *Nordic Journal of Nursing Research*
35. Sarwary, Z. and Uman, T. (Accepted) Managerial discretion and the choice of capital budgeting techniques. *International Journal of Managerial and Financial Accounting* 14(3), 197-216. **ABS 2**
34. Uman T, Argento D, Mattei G, Grossi G. (accepted) Actorhood of the European Court of Auditors: Visual Analyss. *Journal of Public Budgeting, Accounting & Financial Management* **ABS2**
33. Shen, W., Ponomareva, Y., Uman, T (2022). Can you catch two birds with one stone in CEO-Board relationship? The impact of board monitoring on resource provision, *Long Range Planning* **ABS3**
32. Maine, J., Florin-Samuelsson, E., Uman, T. (2021). Ambidextrous sustainability, organisational structure and performance in hybrid organisations, *Accounting, Accountability and Auditing Journal*, 35(3), 734-769. (**ABS3**)
31. Malki, B., Uman, T., Pittino, D. (2022) The Entrepreneurial Financing for the Immigrant Entrepreneurs: A Systematic Literature Review. *Small Business Economics* 58, 1337–1365 **ABS3**
30. Uman, T., Edfors, E., Jakobsson, L. (2020). Cultural Diversity in Nursing Teams: Triggers, Team Process and Contingencies. *International Journal of Health Professions*. online publication
29. Luring, J., Butler, C., Paunova, M., Uman, T., Zander, L. (accepted) Openness to language and value diversity fosters multicultural team creativity and performance. *European Journal of International Management* **ABS2**
28. Arteaga, R., Uman, T. (2020) Managing Family Business Tensions: The Narrative of Family History. *Baltic Journal of Management*, 15(5): 669-686 **ABS1**
27. Broberg, P., Tagesson, T., Uman, T. (2020) Antecedents of Psychological Well-Being among Swedish Audit Firm Employees. *International Journal of Environmental Research and Public Health* 17(10), 3346
26. Schmidt, M., Uman, T. (2020) Experiences of acute care by persons with mental health problems: an integrative literature review. *Journal of Psychiatric and Mental Health Nursing* 27:789–806
25. Uman, T., Broberg, P., Tagesson, T. (2020) Exploring the antecedents of mental health of the business professionals, *WORK: A Journal of Prevention, Assessment & Rehabilitation*, **ABS1**
24. Umans, T., Smith, E., Andersson, W., Planken, W. (2020) Top management teams' shared leadership and ambidexterity: the role of management control systems. *International Review of Administrative Sciences*, 86(3): 444-462 **ABS3**
23. Ponomareva, Y., Uman, T., Broberg, P., Karlsson, K., Vinberg, E. (2020) Commercialization of audit firms and auditors' subjective well-being. *Meditari Accounting Research*, 28(4): 565-**ABS1**
22. Li, H., Terjesen, S., Umans, T. (2020) Corporate Governance in Entrepreneurial Firms: A Systematic Review and Research Agenda. *Small Business Economics*, 54, 43-74 **ABS3**

21. Iastremska, O., Strokovych, H., Dzenis, O., Shestakova, O., & Uman, T. (2019). Investment and innovative development of industrial enterprises as the basis for the technological singularity. *Problems and Perspectives in Management*, 17(3), 477-491. **ABS1**
20. Balachandran, C., Wennberg, K., Uman, T. (2019). National culture diversity in new venture board: The role of founder's relational demography. *Strategic Entrepreneurship Journal* 13: 410–434. **(ABS4)**
19. Ponomareva, Y., Shen, W., Umans, T (2019). Organizational discretion, board control, and shareholder wealth: A contingency perspective, *Corporate Governance: An International Review*, 27(4): 248-260 **ABS3**
18. Collin, S-O., Umans, T., Lindqvist K., Tjörnebrant, K. (2019). Explaining functional orientation of the budget: A survey of Swedish organizations. *International Journal of Accounting and Finance*, 9(1): 28-46
17. Argento, D., Umans, T. Håkansson, P., Johansson, A. (2018). Reliance on the internal auditors' work: Experiences of Swedish external auditors, *Journal of Management Control*, 29(3-4), 295-325 **ABS2**
16. Umans, T., Kockum, M., Nilsson, E., & Lindberg, S. (2018). Digitalisation in the banking industry and workers subjective well-being: Contingency perspective. *International Journal of Workplace Health Management*, 11(6), 411-423.
15. Broberg, P., Umans, T. Skog, P., Theodorsson, E. (2018) Auditors' professional and organizational identities and perceived commercialization in auditing firm. *Accounting, Auditing & Accountability Journal*, 31:2, 374-399 **ABS3**
14. Smith, E., Umans, T., Thomasson, A. (2018) Stages of PPP and principal-agent conflicts: the Swedish water and sewerage sector. *Public Performance and Management Review*, 41(1): 100-129 **(ABS2)**
13. Agevall, L., Broberg, P., Umans, T. (2018) The new generation of auditors meeting praxis: Dual learning's role in audit students' professional development. *Scandinavian Journal of Education Research*, 62:2, 307-324
12. Umans, T., Broberg, P., Schmidt, M., Nilsson, S., Olsson, E. (2016). Feeling well by being together: Study of Swedish auditors. *WORK: A Journal of Prevention, Assessment & Rehabilitation*, 54(1): 79-86 **ABS1**
11. Smith, E., Umans, T. (2015). Organizational ambidexterity at the local government level: the effects of managerial focus. *Public Management Review*, 17(6): 812-833 **ABS4**
10. Ponomareva, Y., Umans, T. (2015). An Integrative View on Managerial Discretion: A Study of a Russian Firm in Transition. *Journal of East European Management Studies*, 20(1):36- **ABS1**
9. Schmidt, M., Umans, T. (2014). Experiences of well-being among female doctoral students in Sweden. *International Journal of Qualitative Studies on Health and Well-being*. 3
8. Umans, T. (2013) Top management team's cultural diversity and firm performance: The mediating role of ambidextrous orientation. *Corporate Ownership and Control*, 11(1): 882-891 (part of PhD)

7. Umans, T., Smith, E. (2013) Isolated islands in the upper apex of organisations: In search of interaction between the board of directors and top management team. *Corporate Ownership and Control*, 10(2): 80-90 (part of PhD)
6. Broberg, P., Umans, T., Gerlofstig, C. (2013) Balance between auditing and marketing: An explorative study. *Journal of International Accounting, Auditing and Taxation*, 22(1): 57-70 **ABS3**
5. Collin, S.-O., Smith, E., Umans, T., Broberg, P., and Tagesson, T.(2013). Mechanisms of corporate governance going international: Testing its performance effects in the Swedish economy, 2004. *Baltic Journal of Management*, 8(1):79-101 **ABS1**
4. Umans, T. (2009) Research Angles on Cultural Diversity in Top Management Teams. *Problems and Perspectives in Management*. 7(1): 208-223 (part of PhD) **ABS1**
3. Collin, S.-O., Umans, T. (2008). Turnover and Heterogeneity in Top Management Networks. *International Journal of Business Science and Applied Management*, 3: 31-55 reprinted in *Human Resource Management: Issues, Challenges and Opportunities*, edited by Simons, R., Apple Academic Press: Oakville (Ca), 2011. (part of PhD)
2. Umans, T., Collin, S.-O., Tagesson, T. (2008). Ethnic and Gender Diversity, Process and Performance in Groups of Business Students in Sweden. *Journal of Intercultural Education*, 19(3): 243-254 (part of PhD)
1. Umans, T. (2008) Ethnic Identity, Power and Communication in Top Management Teams. *Baltic Journal of Management*, 3(2): 159-173 (part of PhD) **ABS1**

Theses and Dissertations

Umans, T. (2012). *The bottom line of cultural diversity at the top – The top management team's cultural diversity and its influence on organizational outcomes*. PhD dissertation, Lund University, Sweden

Schmidt, M., Umans, T (2003). *Standardization strategy in the fast food industry*. Master thesis, Kristianstad University, Sweden

Peer-reviewed text in edited volume

Nahum, N., Uman, T. Hebrew culture, focusing on two key concepts—Chutzpah and Tachless. In *Global Leadership and Wisdoms of the World - Insights from 17 Language Cultures*. Eds. Kessler, E. H., George, H, Wong-Mingji, D. Edward Elgar Publishing.

Jansson, A., Uman, T., Florin-Samuelsson, E., Kanotnenko, A., Karlström, T. Digitalisation and professional scepticism of Swedish auditors. In *Auditing Transformation: Regulation, Digitalisation and Sustainability*. Eds. Marton, J., Nilsson, F and Öhman P. Routledge

Li, H., Umans, T., Terjesen, S. (2020) 9. Corporate Governance and Innovation. Ed. Audretsch, D.B., Lehmann E. E., Link A., N. A Research Agenda for Entrepreneurship and Innovation, Edward Elgar Publishing.

Ponomareva, Y., Nordqvist, M., Umans, T. (2020) Family Firm Identities and Firm Outcomes: A Corporate Governance Bundles Perspective. Ed. Memili, E. and Dibrell, E., *Handbook of Heterogeneity among Family Firms*, Palgrave Publishing

Umans, T (2019). Russian Speaking Latvians: A Bridge to the West or Trojan Horse from the East. The life of Russian Business. Ed. Casas I Klett, T. and Ponomareva. Y. Information Age Publishing.

Umans, T. (2009) Models in Demographic Diversity Research in Teams: In Search for Cultural Diversity Implications for Top Management Teams in Вчені записки: Харківського гуманітарного університету "Народна українська академія", Том XV., рд. Астахова В.І (Scientific Works: Of Kharkiv University of Humanities "People's Ukrainian Academy", vol. 15., ed. Astahova).

Other academic merits

Research abroad, postdoctoral positions

Oct. 2014 – Oct. 2016 Linnaeus University	Post-doctoral position in Corporate Governance and Auditing
Mar. 2012 – Jan. 2013 Kristianstad University	One full year post-doc funding from Research Board at Kristianstad University, Sweden

Participation in national and international conferences (Stopped Counting Since 2022)

May 2022	Jansson, A., Uman, T., Florin-Samuelsson, E., Kanotnenko, A., Karlström, T. Computer-assisted audit techniques and professional scepticism of Swedish auditors. Presented at the 45 th Annual Congress of European Accounting Association, Espoo, Finland
August 2021	Uman, T., Edfors, E., Edberg A-K., Padoan, S. Contribution of an inclusive climate to the work of culturally diverse healthcare teams Presented at the 81st Virtual Annual Meeting of the Academy of Management.
May 2021	Mattei, G., Grossi, G., Umans, T. Actorhood of the European Court of Auditors: Visual Analysis Sandgren, M., Uman, T., Nordqvist, M. Accountants in family firms – A systematic literature review Uman, T., Argento, D., Grossi, G., Mattei, G. Supportive Leadership and Job Satisfaction at the European Court of Auditors. Presented at 43 rd Online European Accounting Association Annual Meeting,
September 2020	Wu, Z., Naldi, L., Wennberg, K., Uman, T. The mighty girl: Vicarious vulnerability and male founders' gender-egalitarian hiring decisions in new ventures. Presented at Online Seminar on the Economics of Discrimination and Disparities
August 2020	Maine, J., Florin Samuelsson, E., Uman, T. Ambidextrous sustainability, organisational structure and performance in hybrid organisations. Malki, B., Uman, T., Pittino, D. The Entrepreneurial Financing of Immigrant Entrepreneurs: A Systematic Literature Review. Uman, T., Ponomareva, Y., Bodolica, V., Wennberg, K. TMT cultural diversity: An integrative literature review.

	Presented at the 80 th Virtual Annual Meeting of the Academy of Management.
June 2020	Ponomareva, Y., Uman, T., Bodolica, V., Wennberg, K. Cultural Diversity in Top Management Teams – Review and Agenda for Future Research. Presented at 7th Virtual Critical and Alternative Thinking in Governance.
June 2020	Mattei, G, Grossi, G, Uman, T., Argento, D. Actorhood of the European Court of Auditors: Visual Analysis. Presented at CIGAR Workshop 2020: “The Quality of Public Sector Audit: Profession, Institutions and Standards”
September 2019	Umans, T., Argento, D., Grossi, G., Mattei, G. Supportive Leadership and Job Satisfaction at the European Court of Auditors. Presented at European Group of Public Administration, Belfast, UK.
August 2019	Balachandran, C., Uman, T., Wennberg, K. Turnover in new venture boards. Presented at the 79th Annual Meeting of the Academy of Management, Boston, MA, USA
June 2019	Mattei, G., Grossi, G., Umans, T. Actorhood of the European Court of Auditors: Visual Analysis. Presented at the 17th Biennial CIGAR Conference, Amsterdam, the Netherlands.
May 2019	Schmidt, M., Umans, T. Experiences of acute care by persons with mental health problems: a systematic literature review. Presented at Horatio Festival of Psychiatric Nursing, Copenhagen, Denmark
May 2019	Sarwary, Z., and Umans, T. Puzzling the Choice of Capital Budgeting Techniques Broberg, P., Tagesson, T., Umans, T. Exploring antecedents of psychological well-being among Swedish auditors Umans, T., Broberg, P., Källström, L., Emsfors, J. Tjärnemo, H., Images of the accounting profession and its development: Gender, Contextual Domains and Role Presented at the 42 st European Accounting Association Annual Meeting, Phapos, Cyprus
August 2018	Ponomareva, Y., Shen, W., Umans, T. Increase in board monitoring and firm performance: An alternative perspective. Presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL, USA
June 2018	Umans, T., Kockum, M., Lindberg, S., Nilsson, E. Digitalization in the banking industry and workers subjective well-being: Contingency perspective. Presented at the 9 th Nordic Work Life Conference, Oslo, Norway.

May 2018	Ponomareva, Y., Umans, T., Broberg, P., Karlsson, K., Vinberg, E. Commercialization of Audit Firms and Auditors' Subjective Well-Being. Presented at the 41 st European Accounting Association Annual Meeting, Milano, Italy
January 2018	Li, H., Umans, T., Terjesen, S. Corporate Governance of Entrepreneurial Firms: A Systematic Review and Research Agenda. Presented at United States Association for Small Business and Entrepreneurship Annual Conference, Los Angeles, CA, USA
November 2017	Ponomareva, Y., Umans, T., Broberg, P., Karlsson, K., Vinberg, E. Commercialization of audit firms and auditors' subjective well-being. Sarwary, Z. and Umans, T. Puzzling the Choice of Capital Budgeting Techniques Presented at Swedish national accounting conference. Uppsala, Sweden.
October 2017	Nilsson, D., Svener, M., Umans, T., Naldi, L., Larsson Segerlind, T. How do we succeed? –Discussing bachelor and master theses. Presented at Swedish national conference of business administration. Malmö, Sweden.
August 2017	Balachandran, C., Umans, T., Wennberg, K. Diversity in New Venture Boards Umans, T., Smith, E., Andersson, W., Planken, W. Top Management Team's Shared Leadership, Organizational Control Systems and Organizational Ambidexterity: Study of Swedish Municipal Corporations <i>Presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA, USA</i>
February 2017	Broberg, P., Umans, T., Agevall, L. Work Integrated Learning in Business Education: Kristianstad Model. Presented at International Conference on Cooperation Between Institutions of Higher Education and Stakeholder, Kharkov, Ukraine
August 2016	Sylvander, J., Umans, T., Lindberg, R. The effects of strategic stakeholder management on non-profit organizations' reputation. Ponomareva, J. Shen, W., Umans, T. Board Monitoring and Shareholder Wealth: Strategic Opportunity vs. Managerial Opportunistic Costs <i>Presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA, USA.</i>
June 2016	Mohammadi, A., Umans, T., Wennberg, K. Board's human and social capital and performance in entrepreneurial ventures. Presented at

	19th Uddevalla Symposium on "Geography, Open Innovation, Diversity and Entrepreneurship".
May 2016	Sylvander, J., Umans, T., Lindberg, R. Strategic stakeholder management and its effects on non-financial performance in non-profit organizations – a study on Swedish golf clubs. Presented at the 38 th Annual Meeting of European Accounting Association, Maastricht, Netherlands.
April 2016	Umans, T., Andersson, W., Planken, W., Genell, K., Smith, E. Top Management Team's Shared Leadership, Organizational Control Systems and Organizational Ambidexterity: Study of Swedish Municipal Corporations. Presented at VII EIASM Workshop on Top Management Teams and Business Strategy, Groningen, Netherlands.
December 2015	Umans, T., Broberg, P., Fjellner, A., Smith, E. Diversity and learning outcomes in student dyads during Work Integrated Learning projects. Presented at VILÄR Conference, Kristianstad, Sweden.
August 2015	Agevall, L., Broberg, P., Umans, T. The new generation of auditors meeting praxis. Lauring, J., Paunova, M., Umans, T., Butler, C., and Zander, L. Openness to language and value diversity fosters multicultural team creativity and performance <i>Presented at the 75rd Annual Meeting of the Academy of Management, Vancouver, Canada.</i>
April 2015	Umans, T., Collin, S-O., Broberg, P., Nilsson, S., Olsson, E. Organization Culture and Well-Being of Swedish Auditors Umans, T., Broberg, P., Schmidt, M., Nilsson, S., Olsson, E. Feeling well by being together: Study of Swedish auditors Agevall, L., Broberg, P., Umans, T. The new generation of auditors meeting praxis. <i>Presented at the 37th Annual Meeting of European Accounting Association, Glasgow, the UK</i>
March 2015	Ponomareva, Y., and Umans, T. Managerial Discretion: The Missing Link Between Governance and Strategy. Presented at VI EIASM Workshop on Top Management Teams and Business Strategy, Antwerp, Belgium.
December 2014	Lauring, J., Paunova, M., Umans, T., Butler, C., Zander, L. Panel Presentation. Team Based Global Organizations: The future of Global Organizing: Openness to language and value diversity fosters multicultural team creativity and performance. Presented at 40 th

	<i>European International Business Association Annual Meeting, Uppsala, Sweden.</i>
May 2014	Broberg, P., Umans, T. Skog, P., Theodorsson, E. Auditors' professional and organizational identities and perceived commercialization in auditing firm. Presented at the <i>37th Annual Meeting of European Accounting Association</i> , Tallinn, Estonia
November, 2013	Ponomareva, Y., Umans, T. An Integrative View on Managerial Discretion: A Study of a Russian Firm in Transition. Presented at " <i>Corporate governance as a key factor in improving the investment climate</i> ", Moscow State Institute of International Relations (MGIMO),
August 2013	Sarwary, Z., Umans, T., Igelström, B. "Professionalism and relationship quality in banks: SME perspective". Presented at the <i>22nd Nordic Academy of Management Conference</i> , Reykjavik, Iceland.
August 2013	Ponomareva, Y., Umans, T. Managerial discretion: Balancing Opportunities and Threats. Presented at the <i>73rd Annual Meeting of the Academy of Management</i> , Orlando, FL, USA
December 2012	Umans, T. Cultural diversity and firm performance: Mediating role of ambidextrous orientation. Presented at <i>38th European International Business Annual Conference</i> , Brighton, the UK
December 2011	Umans, T. Cultural diversity in top management teams and organizational performance: Black box revisited. Umans, T., Smith, E. Demographic Diversity in Board of Director and TMT: Influences and Co-Influences on Firm Performance Presented at <i>37th European International Business Annual Conference</i> , Bucharest, Romania.
October 2011	Umans, T., Smith, E. Isolated islands in the upper apex of organisations: In search of interaction between the board of directors and top management team. Presented at the <i>9th Workshop on International Strategy and Cross - Cultural Management</i> . Moscow, Russia.
April 2011	Gerlofstig, C., Broberg, P., Umans, T. Auditing and Marketing: Can they co-exist? Presented at the <i>34th Annual Congress of the European Accounting Association, (EAA)</i> . Rome, Italy.
November 2009	Umans, T. Globalisation in the Lecture room? – Gender and Cultural Diversity in Work Groups. Presented at the <i>International Conference of Education, Research and Innovation</i> , Madrid, Spain

September 2009	Umans, T., Smith, E. Diversity on the Top – A study of Swedish Listed Corporations. Presented at the <i>7th Workshop on International Strategy and Cross-Cultural Management</i> , (EIASM), Helsinki, Finland
April 2009	Smith, E., Umans, T. Composition of Board of Directors and Top Management Teams and Its Performance effects – a study of Swedish listed corporations. Presented at the <i>9th AIDEA Youth International Workshop “Corporate Governance, Information Control in an Evolutionary Context”</i> , Naples, Italy.
August 2008	Collin, S.-O., Smith, E., Broberg, P., Umans, T., Tagesson, T. Internationalisation of Corporate Governance Mechanisms and Its Performance Effects. Presented at the <i>68th Annual Meeting of the Academy of Management</i> , Anaheim, CA, USA.
May 2008	Collin, S.-O., Smith, E., Broberg, P., Umans, T., Tagesson, T. Corporate Governance Becoming International: Outlining a Theory and an Initial Test of the Performance Effects. Presented at the <i>10th Annual European Integration Conference</i> , Mölle, Sweden.
April 2008	Umans, T. Models in Demographic Diversity Research in Teams: In Search for Cultural Diversity Implications for Top Management Teams. Presented at the <i>Scientific Young Researchers Conference “Integration of science and education – 21st Century Academia Development Paradigm”</i> , Kharkov, Ukraine. (Best PhD student paper award)
September 2007	Umans, T., Smith, E. Conflict in Ethnically and Gender Diverse Top Management Teams. Presented at the <i>6th Annual Colloquium of the European Academy of Business in Society (EABIS)</i> , Barcelona, Spain
April 2007	Umans, T., Collin, S.-O., Tagesson, T. Ethnic Diversity, Process and Performance in Groups of Business Students. Presented at the <i>30th Annual Congress of the European Accounting Association, (EAA)</i> . Lisbon, Portugal
November 2006	Umans, T. Ethnic Diversity, Power and Communication in Top Management Teams. Presented at the <i>3rd Workshop on Corporate Governance, European Institute for Advanced Studies in Management (EIASM)</i> Brussels, Belgium.
September 2006	Umans, T. “Cultural Diversity of Top Management Teams: Models, Methods, Definitions”. Presented at the <i>4th Workshop on International Strategy and Cross-Cultural Management</i> , (EIASM) Toulouse, France
June 2006	Smith, E., Umans, T. Demographics and Career Development of Swedish Business Students. Presented at the <i>12th International Conference ‘Private- Public Sector Partnerships: Evolving Capability’</i> , Riga, Latvia.

Pedagogical Qualifications

First-cycle teaching experience

(3700 hours of course responsibility, teaching and course development)

<p>Jan. 2023 – present</p> <p><i>Jönköping International Business School</i></p> <p>Sweden</p>	<p>Course responsibility/examination and course development</p> <p><i>Campus courses - Bachelor Level</i></p> <p>Governance for Sustainability and Responsible Ownership 7,5 ECTS – 40 hours (2023), 40 hours (2024), 4 hours (2025)</p>
<p>Jan. 2018 – Dec. 2018</p> <p>Linnaeus University</p> <p><i>School of Business and Economics</i></p> <p>Sweden</p>	<p>Course responsibility and course development</p> <p><i>Distance courses – Bachelor Level</i></p> <ul style="list-style-type: none"> • Bachelor Thesis Accounting/Management Control 15 ECTS - 80 hours
<p>Sep. 2009 – Jun. 2013</p> <p><i>Halmstad University</i></p> <p><i>School for Business and Engineering</i></p> <p>Sweden</p>	<p>Course responsibility and course development</p> <p><i>Campus courses – Bachelor level</i></p> <ul style="list-style-type: none"> • Introduction to Organisations 7.5 ECTS – 300 hours
<p>Oct. 2006 – present</p> <p><i>Kristianstad University</i></p> <p>Sweden</p>	<p>Course responsibility and course development</p> <p><i>Campus courses - Bachelor Level</i></p> <p>Course responsible</p> <ul style="list-style-type: none"> • Business Policy and Strategy 7,5 ECTS (2008 - 2010) - 750 hours (Course evaluations Spring 2008 – 5.7 out of 7, Fall 2008 – 5.9 out of 7, 2009 – 4.7 out of 7, 2010 – 5.3 out of 7) • Strategy and Management Control 15 ECTS (2011-2012) – 150 hours (2011, Course evaluation 3.9 out of 7) • Bachelor Thesis Accounting/Auditing 15 ECTS (2010 - 2014) – 250 hours • Bachelor Thesis Banking/Finance 15 ECTS (2010 - 2014) – 250 hours • Bachelor Thesis International Business/Marketing 15 ETCS (2008 - 2014) – 350 hours <p>Teaching modules</p> <p>(1-3 weeks modules with teaching, seminars and examination)</p> <ul style="list-style-type: none"> • International Marketing 7.5 ECTS – ca. 30 hours

	<ul style="list-style-type: none"> • International Business 7.5 ECTS – ca. 100 hours (Course evaluation, individual assessment 4.7 out of 7) • International Public Health 7.5 ECTS – ca. 10 hours • Research method in Business Administration. 15 ECTS – ca. 100 hours <p><i>Distance courses - Bachelor level</i></p> <ul style="list-style-type: none"> • Strategic Human Resource Management 15 ECTS (2007 - 2011, 2017, 2018, 2019) – 700 hours (Course evaluation 2010 – 5.6 out of 7, 2019 – 4.1 out of 5) • Human Resource Management 7.5 ECTS (2008- 2011) – 400 hours (Course evaluation 2009, 5.4 out of 7) • Strategic Marketing 7.5 ECTS (2009 - 2011) – 30 hours • Corporate Strategy 7.5 ECTS (2009 - 2012) – 80 hours • Diversity Management 7.5 ECTS (2013, 2014, 2017, 2018) – 120 hours (Course evaluation 2018 3.7 out of 5)
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Second – cycle teaching experience

(ca **2700 hours** of course responsibility, teaching and course development)

<p>Sep. 2019 – present</p> <p><i>Jönköping International Business School</i></p> <p>Sweden</p>	<p>Course responsibility and course development</p> <p><i>Campus courses – Master Level</i></p> <ul style="list-style-type: none"> • Auditing Theory and Practice 5 ECTS (2021, 2022, 2023, 2024) – 150 hours • Advanced Accounting Methods 5 ECTS (2022) – 40 hours • Advanced research methods in accounting 7.5 ECTS (2020) – 150 hours (Course evaluation – 6 out of 7)
<p>Jan. 2018 – Dec. 2018</p> <p>Linnaeus University</p> <p><i>School of Business and Economics</i></p> <p>Sweden</p>	<p>Course responsibility and course development</p> <p><i>Campus courses – Master Level</i></p> <p>Teaching modules</p> <ul style="list-style-type: none"> • Advanced Management Control Systems 15 ECTS – 120 hours • Advanced Performance Management 15 ECTS– 120 hours • Corporate Governance 7.5 ECTS – 80 hours
<p>Oct. 2006 – Feb. 2019</p> <p><i>Kristianstad University</i></p> <p>Sweden</p>	<p>Course responsibility and course development</p> <p><i>Campus courses - Master level</i></p> <ul style="list-style-type: none"> • Advanced Research Methods in Business Administration 7.5 ECTS (2018,2019) – 400 hours (Course Evaluation 2018 – 6 out of 7, 2019 – 4 out of 5) • International Business 7.5 ECTS (2017,2018) – 200 hours (Course evaluation 3.3 out of 5) • Business Policy and Strategy 7.5 ECTS (2013, 2014, 2016) – 600 hours (Course evaluation 2014 – 5.5 out of 7, 2016 – 5.9 out of 7)

	<ul style="list-style-type: none"> • Master thesis course Accounting/Auditing 15 ECTS (2014 - 2019) – 120 hours • Master thesis course International Business/Marketing 15 ECTS (2014 - 2019) – 120 hours • Master thesis course Banking/Finance 15 ECTS (2014 - 2015) – 40 hours <p>Teaching modules</p> <p>(1-3 weeks modules with teaching, seminars and examination)</p> <ul style="list-style-type: none"> • International Marketing 7.5 ECTS – 40 hours • Corporate Governance 7.5 ECTS - 60 hours • Strategic Management Accounting 7.5 ECTS – 40 hours (2018 Course evaluation 5.1 out of 7, 2017 – 3.9 out of 5) <p><i>Distance courses - Master level</i></p> <ul style="list-style-type: none"> • Human Resource Management: Local and Global perspectives 15 ECTS (2013, 2014) – 400 hours
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Third - cycle teaching experience

(ca. **150 hours** of course responsibility, teaching and course development)

2024 Jönköping International Business School	PhD Course in Strategy Classics and Contemporary Issues (18 hours) – Module Strategic Leadership (8 hours)
2023 Jönköping International Business School	PhD Course on Family Business – Module on Leadership in family firms (6 hours)
2023 Jönköping International Business School	PhD course on Doing Impactful Research – Module on Research Ethics (6 hours)
2022 Stockholm School of Economics, Sweden	PRIME PhD course in Sustainable Development – Module on Sustainability Accounting and Reporting (8 hours)
2021, 2024 Stockholm School of Economics,	Course part of Financial Accounting Research School (Forskarskolan i redovisning) <i>Campus course – PhD level</i>

Sweden	<ul style="list-style-type: none"> • Classics in Management Accounting (Quantitative method) – Guest lecture (2021 - 24 hours, 2024 - 24)
2021 Jönköping International Business School and Halmstad University Sweden	<p>Course part of Swedish Network of Advanced Business Studies (SNABS)</p> <p><i>Campus course – PhD level</i></p> <ul style="list-style-type: none"> • Corporate Governance 7.5 ECTS – 100 hours
Feb. 2019 – present Jönköping International Business School Sweden	<p>Course responsibility and teaching</p> <p><i>Campus courses – PhD level</i></p> <ul style="list-style-type: none"> • Classics in Accounting 3 ECTS (2021, 2023) – 40 hours <p><i>Reading courses – PhD level</i></p> <ul style="list-style-type: none"> • Accounting and Family Business 7.5 ECTS (2020) • Public and Hybrid Governance 7.5 ECTS (2021) • Municipal Corporations 7.5 (2024)
Oct. 2015 Stockholm School of Entrepreneurship Sweden	<ul style="list-style-type: none"> • Upper Echelon Theory in Entrepreneurship in PhD course Entrepreneurship: Contemporary Topics - 10 hours

Executive education teaching experience

(ca. **700 hours** of course responsibility, teaching and course development)

Aug. 2021 - present Stockholm School of Economics, Riga Latvia	<p>Course responsibility and course development</p> <p><i>Campus course – Master Level – Executive Education</i></p> <ul style="list-style-type: none"> • Corporate Governance (1.5 ECTS) – 2021, 2022, 2023, 2025 - 300 hours
Sep. 2019 – present Jönköping International Business School Sweden	<p>Course responsibility and course development</p> <p><i>Distance courses – Bachelor Level – Executive education</i></p> <p>In cooperation with Steinbeis University Berlin</p> <p>Business Strategy, 7.5 ECTS (2020) – 120 hours</p> <p><i>Campus courses – Master Level – Executive education</i></p> <p>In cooperation with Steinbeis University Berlin</p>

	International Business and Cross-cultural Competence (7.5 ECTS) 2019a, 2019b, 2020 – 300 hours Entrepreneurship (1.5 ECTS) 2021, 2022, 2024 – 130 hours Technology and Innovation Management (1.5 ECTS) 2021, 2022, 224 – 80 hours
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Didactics/Pedagogics teaching experience

(ca. **60 hours** of course responsibility, teaching and course development)

Dec. 2020 - present School of Education and Communication <i>Jönköping University</i> Sweden	Hybrid course – Master level Lecture – Innovations in Supervision Process in Supervision of Bachelor and Master theses, course 7.5 ECTS - 40 hours (2020, 2022, 2023, 2024) Pedagogic Portfolio Workshops – 40 hours (2025)
Oct. 2013 <i>Kristianstad University</i> Sweden	Campus course – Master Level Lecture – Ethnic diversity and Learning in Pedagogics in Higher Education courses 7,5 ECTS – 20 hours

Guest lectures teaching experience (Sweden)

Dec. 2020 - <i>Linköping University</i> Sweden	Distance course – Bachelor Level Lecture – Cultural Difference and International Business in Bachelor course International Business (2020, 2021, 2022) – 28 hours
Oct. 2015 <i>Linköping University</i> Sweden	Campus course – Master Level Lecture – Stakeholder Management in Master course Management Accounting and Control

Guest lectures teaching experience (Abroad)

(Approximately **250 hours** of teaching)

February 2017 Simon Kuznets National University of Economics Ukraine	Guest lecturer in Business Administration <ul style="list-style-type: none"> • Corporate and Public Governance – 20 hours
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February 2017 Peoples Ukrainian Academy Dpt. of Management Ukraine	Guest lecturing in Business Administration <ul style="list-style-type: none"> • Corporate Governance – 40 hours • Strategic Management – 40 hours
October 2009 Peoples Ukrainian Academy Dpt. of Management Ukraine	Guest lecturer in International Business <ul style="list-style-type: none"> • International Business and Corporate Governance – 80 hours
April 2009 Zaporizhya National Technical University Ukraine	Guest lecturer in Business Administration <ul style="list-style-type: none"> • International Business and Corporate Governance – 20 hours
April 2009 Juraj Dobrilo University Pula Croatia	Guest lecturer in Corporate Governance <ul style="list-style-type: none"> • Corporate Governance – 10 hours
December 2008 Smolensk Institute of Business Russia	Guest lecturer in Business Administration <ul style="list-style-type: none"> • Corporate Governance – 10 hours
December 2008 Moscow State University Graduate School of Business Russia	Guest lecturer in Economics and Business Administration <ul style="list-style-type: none"> • Introduction to Swedish Model of Governance – 10 hours
April 2008, October 2008 Peoples Ukrainian Academy Dpt. of Social Management Ukraine	Guest lecturer in International Business Management <ul style="list-style-type: none"> • International Business and Corporate Governance - 20 hours

Supervision experience in first-, second- and third-cycle education

First-cycle supervision/examination experience

Supervised **87 bachelor theses** and examined **179 bachelor theses** (ca **2175 hours** supervision and **895 hours** examination of bachelor theses).

Feb. 2019 – present	Examination of Bachelor Theses (15 ECTS)
JIBS	Examined:
Sweden	Strategy/International Business 18 (2019)
	Total Examined: 18 bachelor theses
Sep. 2010 – Jun. 2013	Supervision/Examination of Bachelor Theses (15 ECTS)
<i>Halmstad University</i>	Supervised:
<i>School for Business and Engineering</i>	Marketing 5 (2010); 4 (2011); 3 (2012)
Sweden	Organizations and Leadership 4 (2012); 5 (2013)
	Examined:
	Marketing 5 (2010), 4 (2011); 3 (2012)
	Organization and Leadership 4 (2012); 5 (2013)
	Total supervised: 21 bachelor theses
	Total examined: 21 bachelor theses
Oct. 2008 – present	Supervision/Examination of Bachelor Theses (15 ECTS)
<i>Kristianstad University</i>	Supervised:
Sweden	International Business and Marketing 5 (2008); 5 (2009); 5 (2010a); 7 (2010b); 6 (2011 Student evaluation 6.6 out of 7); 1 (2012); 6 (2013); 3 (2014); 1 (2016) Banking and Finance 3 (2011 – Student evaluation 5.6 out of 7); 2 (2012); 4 (2012); 1 (2014); 1 (2016); 3 (2017)
	Accounting and Auditing 7 (2013, Student evaluation 6.4 out of 7); 3 (2014, Student evaluation 6.2 out of 7); 3 (2017)
	Examined:
	International Business and Marketing 5 (2008); 5 (2009); 6 (2010); 10 (2012), 10 (2013), 10 (2014)
	Accounting/Auditing 10 (2012), 10 (2013), 10 (2014), 20 (2015), 15 (2015)
	Examination of theses in Banking and Finance 25 (2014)

	Total supervised: 66 Bachelor theses
	Total examined: 140 Bachelor theses

Second-cycle supervision/examination experience

Supervised **74** master thesis, examined **89** master theses. (**1700 hours** spent on supervision and **250 hours** spent on examination of master theses).

Feb. 2019 – present JIBS Sweden	<p>Supervision/Examination of Master Theses (Civilekonom theses 30 ECTS)</p> <p><i>Accounting</i></p> <p>Supervised 7 theses (2020), 4 theses (2021), 4 theses (2022), 2 theses (2023),</p> <p>Examined 12 theses (2020), 10 (2021), 10 theses (2022), 19 theses (2023), 15 (2024). 15 (2025)</p> <p><i>Digital Business</i></p> <p>Supervised 2 theses (2021)</p> <p>Examined 2 theses (2021)</p> <p><i>Management</i></p> <p>Supervised 3 theses (2024)</p> <p><i>Finance</i></p> <p>Supervises 1 thesis (2024)</p> <p>Total supervised: 15 Master theses</p> <p>Total examined: 32 Master theses</p>
Jan. 2014 – Dec. 2018 Linnaeus University <i>School of Business and Economics</i> Sweden	<p>Supervision/Examination of Master Theses (Civilekonom theses 30 ECTS)</p> <p>Supervised:</p> <p><i>Accounting, Auditing and Corporate Governance</i> 6 (2014); 5(2015); 3(2016); 4(2017)</p> <p><i>Management Accounting</i> 2(2018)</p> <p>Examined</p> <p><i>Accounting, Auditing and Corporate Governance</i> 6 (2014); 5 (2015); 3 (2016); 4 (2017)</p> <p><i>Management Control</i> 2 theses (2018)</p>

	<p>Total supervised: 20 Master Theses</p> <p>Total examined: 20 Master Theses</p>
<p>Oct. 2008 – Dec. 2022</p> <p><i>Kristianstad University</i></p> <p>Sweden</p>	<p>Supervision/Examination of Master Theses (15 ECTS)</p> <p>Supervised</p> <p><i>International Business and Marketing</i> 1 (2009); 1 (2012); 4 (2014, Student evaluation 6 out of 7); 2 (2016); 2 (2017); 3 (2018); 3 (2019); 3 (2021)</p> <p><i>Banking and Finance</i> 1 (2012); 2 (2014, Student evaluation 6 out of 7)</p> <p><i>Accounting and Auditing</i> 4 (2013); 3 (2014, Student evaluation 6 out of 7); 4 (2015); 2 (2016); 1 (2017); 1 (2019)</p> <p>Examined</p> <p><i>Accounting</i> 9 (2020), 12 (2021), 8 (2022)</p> <p><i>International Business/Marketing</i> 6 (2016), 3 (2018), 4 (2019)</p> <p><i>Banking and Finance</i> 3 (2016)</p> <p>Total supervised: 35 Master theses</p> <p>Total examined: 24 Master theses</p>

Third-cycle supervision experience

September 2023 – present	<p>Assistant supervisor for PhD dissertation (with Adriana Tiron Tudor, Babeş-Bolyai University, Romania) by Gabriela Alina Ariciu Sterian (Accpeted to program 2023)</p> <p>Dissertation title: Blockchain accounting. Expected graduation 2026</p>
September 2023 - present	<p>Assistant supervisor for PhD dissertation (with Monika Algurin, Jönköping University) by Maria Chirulina (Accpeted to program 2023)</p> <p>Dissertation title: Leadership in social services. Expected graduation 2028</p>
September 2022 - present	<p>Main supervisor for PhD dissertation (with Ethel Brundin, JIBS) by Fyert Adhena Abreha (accepted to the program 2022)</p> <p>Dissertation title: Internal and external legitimacy in hybrid religious organisations. Expected graduation 2025</p>

September 2019 – present JIBS	<p>Main supervisor for PhD dissertation (with Emilia Florin Samuelsson, JIBS) by <i>Joshua Maine</i> (accepted to the program 2019).</p> <p>Dissertation title: Management Control and Ambidexterity in Hybrid Firms. Graduated February 2025</p>
September 2019 – present JIBS	<p>Main supervisor for PhD dissertation (With Mattias Nordqvist, JIBS) by <i>Mattias Sandgren</i> (accepted to the program 2019).</p> <p>Dissertation title: Accounting choices in Family Firms. Graduated March 2025</p>
April 2019 – 2023 JIBS	<p>Main supervisor for PhD dissertation (with Daniel Pittino, JIBS and Monder Ram, Aston University) by <i>Ibrahim Malki</i> (accepted to the program 2018)</p> <p>Dissertation title: Entrepreneurial finance and immigrant business. Graduated October 2023</p>
March 2019 – present JIBS	<p>Main supervisor for Licentiate dissertation (with Massimo Bau, JIBS) by <i>Amin Soheili</i> (accepted to the program 2004)</p> <p>Dissertation title: Management control in family firms in highly uncertain environments. Expected graduation 2025</p>
March 2019 – present JIBS	<p>Assistant supervisor for PhD dissertation (with Andreas Jansson, JIBS and Emilia Florin Samuelsson, JIBS) by <i>Oskar Eng</i> (accepted to the program 2017)</p> <p>Dissertation title: Discourses of Earning Management. Expected graduation 2026</p>
2017 -2020 Dept. of Bus. Adm. <i>Tel Aviv University</i>	<p>Assistant supervisor for PhD dissertation (with Prof. Abraham Carmeli, Tel Aviv University and Prof. Roni Ofer, Tel Aviv University) for <i>Nurit Nahum</i></p> <p>Dissertation title: Board leadership and firm performance. Graduated February 2020</p>
2017 – 2019 Dpt. of Bus. Adm. <i>Lund University</i>	<p>Main supervisor for PhD dissertation (with Assoc.Prof. Susanne Arvidsson, LU, and Prof. Sven-Olof Collin, both assistant supervisors) by <i>Zahida Sarwary</i> (accepted to the program 2014).</p> <p>Dissertation title: Capital budgeting techniques in SMEs. Graduated November, 2019</p>
2013 – 2016 School of Business and Economics <i>Linnaeus University</i>	<p>Assistant supervisor for PhD dissertation (with Prof. Sven-Olof Collin as main supervisor) by <i>Yuliya Ponomareva</i> (accepted to the program 2011)</p> <p>Dissertation title: Managerial Discretion in Different Contexts. Graduated May 2016</p>

Pedagogical training

Pedagogic courses

Autumn 2014 <i>Kristianstad University</i> Sweden	Pedagogics in Higher Education II (7.5 ECTS)
Autumn 2013 <i>Lund University</i> Sweden	Supervising PhD students – An introduction (2 ECTS)
Autumn 2011 <i>Gävle University</i> Sweden	Social media as a resource for e-learning (7.5 ECTS)
Spring 2007 <i>Umeå University</i> Sweden	Assessment in Higher Education (7.5 ECTS)

Pedagogical development and education administration

2019 – present JIBS	<p>Presentation at JIBS pedagogic seminars</p> <p>Seminar 1: Design of the research method courses</p> <p>Seminar 2: Developing pedagogic portfolio</p>
Feb. 2019 – present JIBS	<p>Engagement and assistance in development of the</p> <ul style="list-style-type: none"> • Civilekonom (4 year master program) - Accounting track program • Civilekonom (4 year master program) - Controller track program <p>Development of the</p> <ul style="list-style-type: none"> • Applied Methods in Accounting Research • Auditing
January 2013 – June 2014 <i>Kristianstad University</i> Sweden	Member of editorial board of “Pedagogic Debate”, Kristianstad University Press
Oct. 2006 – Jul.2019 <i>Kristianstad University</i> Sweden	<p>Development of Academic Training Modules, primarily a method module in the Bachelor thesis courses. Development of the quality criteria and supervision techniques on bachelor and master level dissertations.</p> <p>Development of the Master program in International Business and Marketing, Accounting/Auditing, Banking/Finance (60 ECTS)</p>

	<p>Development of the Bachelor program in International Business and Marketing, Accounting/Auditing, Banking/Finance (180 ECTS)</p> <p>Development of the following courses</p> <p>Bachelor level courses</p> <p>Business Policy and Strategy (7.5 ECTS); Strategy and Management Control (15 ECTS); Bachelor Thesis courses in International Business and Marketing (15 ECTS), Accounting and Auditing (15 ECTS), Banking and Finance(15 ECTS), Public Administration (15 ECTS); Nordic Business Culture (7.5 ECTS); Strategic Human Resource Management (15 ECTS); Human Resource Management (7.5 ECTS); Strategic Marketing (7.5 ECTS); Corporate Strategy (7.5 ECTS); Diversity Management (7.5 ECTS)</p> <p>Master level course</p> <p>Master Thesis in International Business and Marketing (15 ECTS), Accounting and Auditing (15 ECTS), Banking and Finance(15 ECTS), Business Policy and Strategy (7.5 ECTS); Strategic Human Resource Management: Local and Global perspectives 15 ECTS, International Business (7.5 ECTS), Advanced Methods in Business Administration (7.5 ECTS)</p>
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Pedagogical works and study resources

2019	Umans, T., Gerberich, J., Lidén, A., & Olsson, V. (2019). Learning teams' diversity and innovative capacity. <i>Högskolepedagogisk debatt</i> [Pedagogic Debate in Higher Education], (1), 9-20.
2018	Umans, T., and Liden., A. (2018) Student happiness och Collaborative learning. Special edition of <i>Högskolepedagogisk debatt</i> [Pedagogic Debate in Higher Education]. Kristianstad University Press. 6-20
2016	Collin, S-O., Umans, T., Broberg, P., Smith, E. and Tagesson, T. (2016). Producing academic theses: The Kristianstad Model. Ed. Astahova, E. <i>Scientific Work</i> . Peoples Ukrainian Academy.
2015	Zander, L., Butler, C. L., Mockaitis, A.I., Herbert, K., Luring, J., Mäkälle, K., Paunova, M., Umans. T., Zetting, P. (2015) Team-based global organizations: The future of global organizing. In: <i>The future of global organizing</i> , Progress in International Business Research, vol. 10., ed. van Tulder, R and Drogendijk, R. Emerald Group. 227-243 Publishing Limited.
2011	Umans, T. (2011). Globalisation in the lecture room? Gender and cultural diversity in work groups. <i>Issues in Educational Research</i> , 21(1), 88-103.

Pedagogical awards, prizes.

May 2019 <i>Kristianstad University</i> Sweden	Awarded title of a "Excellent Educator" (2 nd out of 2 stages) based on external evaluation of the pedagogic portfolio and interview
May 2015 <i>Kristianstad University</i> Sweden	Awarded title of an "Accomplished Educator" (1 st out of 2 stages) based on external evaluation of the pedagogic portfolio and interview.
July 2008 – present <i>Kristianstad University</i> Sweden	<p>2016</p> <p>Supervisor of best dissertation HKR Business program</p> <p>Supervisor of best dissertation in Banking and Finance "Managerial turnover, stock market reactions and managerial discretion: A study on the Swedish market" Malin Magnusson and Sandra Stilling (external evaluator)</p> <p>Supervisors of best dissertation in International Business and Marketing. "Shared vision, a make or break?" Daniel Klang and Helena Mineur (external evaluator)</p> <p>2015</p> <p>Supervisor of best master dissertation at HKR Business program. "Human and Social Capital in Audit Firms". Olle Schultz and Dennis Tran. (internal evaluator)</p> <p>2013</p> <p>Supervisor of best dissertation in Accounting and Auditing.</p> <p>Supervisor of the best dissertation in Business Program</p> <p>"CSR Performance in Golf Clubs" by Johanna Sylvander and Rebecca Hansson (external evaluator)</p> <p>2012</p> <p>Supervisor of best dissertation in Banking and Finance, Supervisor of the best dissertation in Business Program "What makes generation Y jump - a quantitative study of how the new generation of bank employees gets motivated by monetary and non-monetary incentives" by Nasim Aweidah and Veronika Pagels. (external evaluator)</p> <p>2011</p> <p>Supervisor of the best dissertation in International Business "More than Just a Brand - – A comparison of a market driving approach and</p>

	<p>a market driven approach” by Jeanette Ljungdahl (external evaluator)</p> <p>2009</p> <p>Supervisor of the best dissertation in International Business</p> <p>Supervisor of the best dissertation in Business Program (competition between 3 tracks). Title “It’s a small world after all - The internationalization of Swedish companies” by Carl Gerlofstig and Joakim Lindstrand (external evaluator)</p> <p>Supervisor of the best Master dissertation in International Business. “Balance between marketing and auditing” by Carl Gerlofstig (internal evaluator)</p>
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Internal and External Citizenship

Internal Citizenship

External research funding

Total funding received **22.5 MSEK (ca 2,5 MEUR)**.

2025	<p>Research funding application to Marcus and Marianne Wallenberg foundation</p> <p>Strategy and Structure for Sustainable Transformation: The systemic role of retailers’ consumer-oriented sustainability strategies(main applicant Mart Ots) (co-applicant, granted 6 000 000 SEK)</p>
2024	<p>Research funding application to Family Kamprad Foundation</p> <p>How are the conditions for entrepreneurship in rural areas affected by increased requirements for certification according to standards for management systems? (main applicant Emilia Florin-Samuelsson) (co-applicant, Granted 7 000 0000 SEK)</p>
2022	<p>Research funding application to Handelsrådet</p> <p>Management control systems for sustainable Retail (main applicant Mart Ots) (co-applicant, Granted 3 000 000 SEK)</p>
2020	<p>Research funding application to Jan Wallanders och Tom Hedelius foundation.</p> <p>Cultural diversity in multiprofessional health care teams and patient safety (post-doc application) with Norbert Steigenberger (Main applicant, Granted 1 500 000 SEK)</p>

	Corporate Governance and ownership processes with Elin Smith and Sven-Olof Collin (co-applicant, Granted 1 500 000 SEK)
2018	Research application to Platform for Enterprising/ Civilekonomer Labor Union. Co-financing by Kristianstad University and Civilekonomer. How does the business professional feel? with Pernilla Broberg (HKR/LIU, principle applicant) and Torbjörn Tagesson (LIU)(co-applicant, Granted 1 000 000 SEK)
2016	Research funding application to Jan Wallanders och Tom Hedelius foundation. Upper Echelon Composition in New Ventures: Determinants and Consequences with Chanchal Balachandran (LIU). Principle applicant, Granted 1 000 000 SEK
2015	Research funding application to The Crafoord Foundation Cultural diversity in professional teams and team outcomes: The role of organizational context with Sven-Olof Collin (LNU). Principle applicant, Granted 350 000 SEK
2014	Research funding application to Torsten Söderberg Foundation. Cultural Diversity in Top Management Team in Swedish Stock Listed Corporations with Karl Wennberg (HHS/LIU) and Johanna Sylvander (HKR/LIU). Principle applicant, Granted 1 260 000 SEK

Other funding, i.e. education related projects, travel grants etc.

Total funding received **5 MSEK** (ca. **500 000 EUR**)

2024 - 2026	Education/Capacity Building Project “Good Governance and Accountability in Public Administration” (Principal applicant, Granted 3 MSEK) Svenska Institutet (Swedish Institute)
2023 -2025	Education/Capacity Building Project “Municipal Governance, Accountability and Democratisation” (Principal applicant, Granted 1 MSEK) Svenska Institutet (Swedish Institute)
2021	Education Project “Accountability for Sustainability”, with Olof Brunninge. (Principal applicant, Granted 1,8 MSEK) Svenska Institutet (Swedish Institute).
2018-2019	Education Project “Learning teams' diversity and innovative capacity”, with Johanna Gerberich, Viktoria Olsson and Alina Liden (Principal applicant Granted ca 120 000 SEK). Kristianstad University Quality Committee

	Education Project “Introductory master studies module for foreign students” Daniela Argento, Ibrahim Malki, Annika Fjelkner and Timurs Umans (co-applicant, Granted ca 120 000 SEK) Kristianstad University Quality Committee
2015-2017	Education Project “High quality in bachelor and master theses – what is needed in terms of supervision and examination” with Pernilla Broberg (HKR/LiU) and Elin Smith (HKR) (Principal applicant, Granted ca. 700 000 SEK). Kristianstad University Quality Committee
2015	Education Project “Work-Integrated Learning Student groups’ diversity and outcomes”. with Annika Fjelkner (HKR) (Principal applicant, Granted ca 150 000 SEK). Kristianstad University Quality Committee
2012	Guest speaker funding for the conference – “Financial Sustainability and Cutback Management in the Public Sector”. At Kristianstad University from Swedish Research Council (Co-applicant, Granted 36 000 SEK)

Commissioned research funding

Total funding received **3 170 000 SEK** (ca. **317 000 EUR**)

2022	Leadership in Social Services – follow up research project. With Monika Allgurun. Co-applicant. Granted 3 MSEK
2021	Commissioned research funding by Swedish Agency for Economic and Regional growth Business Policy and Foreign-Born Entrepreneurs: Policy spillover effects. With Aliaksei Kazlou (Linköping University). Co-applicant. Granted 170 000 SEK

Administrative and leadership engagements

Sep. 2024 – present Jönköping University	Chair of the Board of Education and Research Education/ Provost Oversight of education and research education quality at Jönköping University
May 2024 – 2027 JIBS Jönköping University	Elected member (3-year re-appointment) of the Research Faculty Board at Jönköping International Business School Oversight responsibility for the research activities and research support at JIBS as well as oversight over the doctoral programs
2023	Elected member of the Electoral College – Jönköping University Rector recruitment

Jönköping University	Chair of the Electoral College
2023 JIBS Jönköping University	Elected member of the Electoral College – JIBS Dean recruitment Chair of the Electoral College
2022 -present Jönköping University	Election committee member for the Union SACO at JIBS Elected for 2022-2024
April 2021 –Aug.2024 Jönköping University	Appointed Vice-Chair of the Ethics Committee Elected member (3 years appointment) of the Ethics Committee (2021 - 2024)
May 2020 – 2024 JIBS Jönköping University	Elected member (3-year appointment) of the Research Faculty Board at Jönköping International Business School Oversight responsibility for the research activities and research support at JIBS as well as oversight over the doctoral programs
Feb. 2019 – present JIBS Jönköping University	Academic Leader – Accounting group (ca. 14 members) Developing research, education and outreach activities in the Accounting and Control subject area and coaching/supervising accounting scholars
Sep. 2017 – July. 2018 Kristianstad University	Master Business Program Director Duties: Master program development, budgeting, recruitment
Feb. 2016 – Oct.2019 Kristianstad University	Deputy member of the Research Ethics Board Evaluation and decisions concerning scientific misconduct and negligence
Feb. 2016 – Dec.2018 Kristianstad University	Academic Leader of Research Environment “Auditing, Organization and Society” (ca. 12 members)
Dec. 2015 – Dec. 2018 Kristianstad University	Elected Chair of the Nomination Committee for university employee representatives at Kristianstad University Board
July 2015 – Oct. 2015 Kristianstad University	Acting Business Program Co-director. Duties: Budgeting, course planning, administration.
Jan. 2015 – July. 2018 Kristianstad University	Head of Discipline - Business Administration Responsible for the academic development of the subject area.
July 2013 - Dec. 2017 Kristianstad University	Elected member of the University Research Board Involvement in the university’s research strategy formulation and implementation resource allocation.

2013 –2015 Kristianstad University	Member of the Nomination Committee for Career Ladder: Pedagogic Excellence
Dec. 2011 Kristianstad University	Co-organizer of the European Academy of Management mini conference on “Financial Sustainability and Cutback Management in the Public Sector”
Jun. 2013 – Jan. 2015 Kristianstad University Department of Bus. Adm.	Deputy Business Program Director responsible for the International Business and Marketing Responsibility for courses development especially on the specialisation courses in the 3 rd year of bachelor program and master level courses on the master program. Quality control as well as internationalisation and recruitment are partly included in the position.
Jan. 2009 – Jan 2015 Kristianstad University	Member of the Kristianstad University Internationalisation Committee under the Vice-Rector for International Relations Duties: University’s internationalisation policy and strategy development
Mar. 2009 Svenska Institutet	Member of the reference group “Presenting Swedish Education Abroad” at Swedish Institute
Sept. 2008 – Oct. 2009 Kristianstad University Sweden	Programme Director: International Business (IB) and IB China Duties: Administrative and developmental duties, progression, quality control, recruitment, budgeting.

International Co-operation

2021	Swedish Institute Co-operation Development of executive education modules for Eastern European and African municipal organisation with focus on Accountability
2008	TEMPUS Travel Grant (Moscow and Smolensk). Programkontoret, Sweden Development of cooperation between Kristianstad University and Moscow State University
2008 – 2012	Project Leader for Linnaeus Palme Program. Grants for planning trips, student and teacher exchanges (two in Kharkov, one in Berdyansk – Ukraine). Programkontoret, Sweden

2006 – 2008	Co-ordinator and co-applicant at Kristianstad University of the TEMPUS TRE developmental project with Ferrara University, Italy and Juraj Dobrilo University Pula, Croatia
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External Citizenship

Committee and Network Engagemend

2024 – present	Member of the Diversity, Equity and Inclusion Committee
European Accounting Association	

Industry related network activities

2017 - 2020	Co-operation with Civilekonomer (Union for business professionals) on the project Well-being of business professionals, together with Pernilla Broberg (HKR/LIU) and Torbjörn Tagesson (LIU)
2017 - 2021	Co-operation with Kristianstad Regional Hospital on a project dealing with cultural diversity in healthcare teams.
2015 - 2016	Co-operation with Sölvesborg Mjällby Sparbank in “Language Bank” project teaching refugee applicants Swedish language and culture
2014 - 2018	Co-operation with Kristianstad Municipality’s Industrial Policy Department on the Master and Bachelor Courses projects as well as program board in international business and marketing
2012 - 2016	Co-operation with Småföretagarna on data collection in the Bachelor and Master dissertation courses
2009 -2015	Co-operation with more than 20 organizations in the Baltic States and CIS on research project Managerial Discretion in Transition Economies
2008 - 2009	Co-operation with Lindab AB on the Business Policy and Strategy Course

Research information

February 2025	Interview/Opinion - Kulturell mångfald – så blir det en vinst i arbetslaget in Suntarbetsliv
January 2025	Interview/Opinion Här är fallgroparna i ledningen av mångkulturella team – och så bör du agera in Kvalitets magasinet
November 2023	Interview/Opinion Professorns uppmaning till kommunala bolag: Ta in forskare i styrelsen in Dagens Samhelle
December 2020	Popular presentation “Shared Leadership in Public Sector”, Network for Municipal and Regional Leader at Jönköping Region.
September 2020	Interview “Män och kvinnor gestaltas olika på Balans omslag” [Men and women are depicted differently on the covers of Balans” with Balans

June 2020	"What makes firms resilient". Public on-line panel discussion in cooperation with Jönköping Municipality.
April 2020	Debate article "Kommersiellt inriktade byråer ger välmående revisorer" [Commercially oriented bureau are characterized by well-being] with Pernilla Broberg in Balans
February 2020	Panel discussion member and presenter at the Swedish Agency for Economic and Regional Growth on the topic International and Research Perspectives on Diversity in Swedish Industry.
December 2019	Interview/Opinion Dagens Industri "Forskare: Svenskar har lättare att acceptera västerlänningar" [It is easier for Swedes to accept Western Europeans]
October 2019	Open Lecture at Jönköping University "Cultural Diversity in the Industry"
June 2018	Cultural diversity in health care: What are the consequences? Presentation at the Nova Rotary Club
May 2018	Cultural diversity in health care: What are the consequences? Presentation at the Hammarhus Rotary Club
September 2017	Debate Article "Revisorn behöver mer ekonomi, inte mindre" [The auditors are in need of more business education, not less] with Sven-Olof Collin in SvD Debatt
January 2017	Debate Article "Högskolor tvingas godkänna examensarbeten" [Universities are forced to pass theses] with Sven-Olof Collin in SvD Debatt
December 2016	Interview Dagens Industri "Ordförandena har ansvaret för vd-avskeden" [The board chairs bear responsibility for CEOs' firing]
April 2015	Interview: Future Research Projects: Multicultural Top Management Teams in Swedish stock listed corporations with Johana Sylvander. Kristianstadsbladet
March 2015	Debate Article "Enkelspårig syn på jämställda styrelser" [One sided view on diverse board of directors] with Karl Wennberg (HHS) in SvD Brännpunkt
March 2014	Interview "Diversity at the Top" Chef Tidning
June 2012	Interview. "Mångfald med mening är lönsamt" [Diversity with meaning is profitable] Arbetsmiljöforskning.se
April 2012	Interview "Gemensam vision gör mångfald till vinst" [Common vision makes diversity profitable], Arbetsliv Interview "Mångkultur kan löna sig" [Cultural diversity can be profitable], Kristianstadsbladet
March 2012 TT Interview	Interview. "Lönsamt satsa på mångkulturell top" [It is profitable to have cultural diversity at the top] Sveriges Radio (Swedish State Radio) Interview. "Mångkulturella företag är lönsamma" [Culturally diverse firms are profitable] Svenska Dagsbladet; Göteborgs Posten; Affärliv; Bohuslänningen; Södermanlands Nyheter; Vestmanlands Läns Tidning; Norrköpings Tidning; Arbetarbladet; Nerikes Allehanda; Gefle Dagblad Hella Gotland; Helsingborgs Dagblad; Norrbottens Kuriren; Olofström nytt; Sundsvalls tidning; Sigtunabygden; Hallandsposten; Västerbottens Kuriren; Ystads allehanda; Norran; Östersunds posten; Kristianstadbladet.

Research and education related networks activities

2020 – present	Founding member of SNABS (Swedish Network for Advanced Business Studies) – National PhD education network
2020- present	Member of FIRE (Financial Accounting Network Sweden) Network and Representative for JIBS Accounting group
2013 – 2016, 2025 - present	Member of the Team Research Network based at Uppsala University/Aarhus University
2011 – 2014	Member of the European Academy of International Business
2008, 2013 – present	Member of the Academy of Management, US
2008, 2012 – present	Member of the European Accounting Association

Teaching related network activities

2011 - 2019	Member of VILÄR - Nätverket för verksamhetsintegrerat lärande (Network for work integrated learning)
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Membership of editorial boards in international journals, referee appointments etc.

2022 - present	Member of editorial board “European Management Review” (ABS Ranking 3)
2022 - 2024	Associate Editor at Journal of Management, Spirituality and Religion, (ABS Ranking 1)
2021 - present	Member of editorial board “International Journal of Strategic Management and Decision Support Systems in Strategic Management” https://www.smjournal.rs/index.php/home/about/editorialTeam
2020 - present	Member of editorial board “Journal of Public Budgeting, Accounting & Financial Management” (ABS Ranking 2)
2019 - present	Member of editorial board “Corporate & Business Strategy Review”
2019	Discussant at the Auditing division paper session at the 42 st European Accounting Association Annual Meeting, Phafos, Cyprus
2018	Chair at the Strategy division paper session Behavioral Strategy and Innovation

	Chair at the Career division paper session Paving the Path to the C-Suite 78th Annual Meeting of the Academy of Management, Chicago/IL, USA
2017	Chair at the Public and Non-profit Sector division paper session "Leadership in Public Sector" at the 77th Annual Meeting of the Academy of Management, Atlanta, GA, USA
2017-present	Associate Editor at <i>Baltic Journal of Management</i> (ABS1; Impact Factor 1.469)
2014 - 2016	Member of editorial board <i>Baltic Journal of Management</i> (ABS1; Impact Factor 1.469)
2013	Chair at the Gender and Diversity in Organizations division paper session "Diversity, Groups and Training Models" at the 73rd Annual Meeting of the Academy of Management, Orlando, FL, USA
2012 - present	<p>Ad-hoc reviewer for</p> <ol style="list-style-type: none"> 1. Academy of Management Perspectives 2. Accounting, Auditing & Accountability Journal 3. Asia Pacific Journal of Management 4. Baltic Journal Management 5. Business Strategy and Environment 6. British Accounting Review 7. Central European Journal of Management 8. Corporate and Business Strategy Review 9. Corporate Governance: An International Review 10. Corporate Ownership and Control 11. Current Psychology 12. East European Journal of Management 13. Entrepreneurship and Regional Development 14. Entrepreneurship Theory and Practice 15. Eurasian Economic Review 16. European Accounting Review 17. European Business Review 18. European Management Review 19. Family Business Review 20. Finance Research Letters 21. Gender, Work and Organisation 22. International Business Review 23. International Journal of Cross-Cultural Management 24. International Journal of Emerging Markets 25. International Journal of Entrepreneurial Behavior 26. International Journal of Human Resource Management 27. International Journal of Public Sector Management 28. International Studies of Management & Organization

	29. International Journal of Qualitative Studies on Health and Well-being 30. International Review of Administrative Sciences 31. International Small Business Journal 32. Journal of Business Research 33. Journal of Business Venturing 34. Journal of Global Mobility 35. Journal of Family Business Strategy 36. Journal of Health Organisations and Management 37. Journal of International Management 38. Journal of Management and Governance 39. Journal of Management Control 40. Journal of Media Business Studies 41. Journal of Public Budgeting, Accounting and Financial Management 42. Management Decisions 43. Managerial Auditing Journal 44. Meditary Accounting Research 45. Middle Eastern Journal of Management 46. Public Management Review 47. Public Money and Management 48. Public Performance and Management Review 49. Review of Management Sciences 50. Scandinavian Journal of Management 51. Strategic Entrepreneurship Journal 52. Small Business Economics
2008 - present	Ad-hoc reviewer for <i>Academy of Management Annual Conferences</i> and <i>European Academy of Management Annual Conferences</i>

Awards and prizes

October 2025	9 th Nordict Retail and Wholesale Conference 2024 – Best Paper Award for Tredns and Future Directions in Management Control for Sustainable Retail by Gil, M., Ots, M and Uman, T.
October 2024	EBS Universität für Wirtschaft und Recht Best Paper Award. 1 st Place for “Learning from their daughters: Family exposure to gender disparity and female representation in male-led ventures” by Wu, Z., Naldi, L., Wennberg, K., Uman, T
July 2023	Best reviewer award at the Public and Non-profit Division at Academy of Management Annual Meeting

July 2021	Best reviewer award at the Public and Non-profit Division at Academy of Management Annual Meeting
July 2020	Best reviewer award at the Public and Non-profit Division at Academy of Management Annual Meeting
August 2019	Highly Commended in the 2019 Emerald Literati Awards for “Digitalisation in the banking industry and workers subjective well-being: Contingency perspective” article published in <i>International Journal of Workplace Health Management</i>
January 2013	Award for PhD dissertation. One of the most useful research results of 2012 in Sweden. Work Environment Research Association, Sweden.

Appointments as defense chair, opponent and member of examining committees

May 2023 Jönköping International Business School	Chair of the Defense, PhD public defence by Fredrika Askenmalm “Accounting and reporting in agricultural firms”
November 2023 Jönköping International Business School	Opponent PhD Research Proposal seminar by Maria Arango-Kure “Beyond Dark Patterns: An Ecology of Digital Manipulative Practices and Organizational Responsibility”
April 2023 Department of Business Administration Uppsala University	Faculty opponent, PhD public defence by Jessica Janina Hornbach “Accounting for accountability”
February 2023 Department of Business Administration Linnaeus University	Grading committee member and committee Chair at PhD defence by Martin Ludvigsson Wallette dissertation “In (re)search of corporate governance models between markets and hierarchies: The governance of franchising”, faculty opponent Prof. Perrigot
April 2022 Jönköping International Business School	Opponent PhD Research Proposal seminar by Prince Chacko Johnson “Digitalisation and transformation”
April 2022 Department of Business Administration Uppsala University	Faculty opponent, PhD public defence by Magnus Norberg “On Institutional Demands in Banking and the Exchange of Hard and Soft Accounting Information”
November 2021 Department of Business Administration Lund University	Faculty opponent PhD public defence by Wenjun Wen “Accounting professionalisation in China”
April 2021 Department of Business Administration Lund University	Opponent PhD Final seminar II by Maria Bengtsson “IFRS implementation in China” together with Anders Anell.

February 2021 School of Business Örebro University	Opponent PhD Final seminar by Raymond Ndikumana “Enabling Perceptions of Management Controls in International Development Programs - Antecedents and Outcomes”
December 2019 Jönköping International Business School	Chair and member of the grading committee PhD defence by Annika Yström, dissertation “The role of financial reporting: Perspectives of different actors within the reporting environment of entrepreneurial SMEs”, faculty opponent Assoc. Prof. Elisabeta Barrone
November 2019 Department of Business Administration Lund University	Opponent PhD Final seminar I by Maria Bengtsson “IFRS implementation in China” together with Karin Jonnergård
June 2019 School of Business and Economics Linnaeus University	Opponent middle seminar on PhD proposal by Martin Ludvigsson Wallette “Governance of franchising firms”
November 2018 Department of Business Administration Lund University	Opponent on pre-final seminar on PhD proposal by Maria Bengtsson “IFRS implementation in China”
March 2018 Jönköping International Business School	Grading committee member PhD defence by Judith van Helvert-Beugels, dissertation “The emerging role of advisory boards in strategizing in family firms: A sense making perspective, faculty opponent Prof. Jonas Gabrielsson
October 2016 Jönköping International Business School	Grading committee member PhD defence by Giuseppe Criaco, dissertation ““Founding Conditions and the Survival of New Firms. An imprinting perspective on founders, environments and new firms’ survival”, faculty opponent Prof. Harry Sapienza
March 2012 School of Business and Economics Linnaeus University	Opponent on the Research Proposal by Yuliya Ponomareva, “Corporate Governance, Stakeholders and Managerial Discretion in Transition Economies”, faculty supervisor Prof. Sven-Olof Collin

Appointments as a member of promotion committees

June 2024 Jönköping International Business School	Associate Professor Promotion Committee for Ulf Agerup – Marketing, Entrepreneurship, Business Administration
May 2024 Jönköping International Business School	Associate Professor Promotion Committee for Kajsa Haag - Family Business Strategy, Business Administration
March 2024 Jönköping International Business School	Associate Professor Promotion Committee for Andrea Schneider – Taxation, Economics

June 2022 Jönköping International Business School	Associate Professor Promotion Committee for Mohamed Islami – Supply Chain Management, Business Administration
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Appointments as external reviewer/expert

November 2024 Stockholm University	Reviewer for the promotion to Professor in Accounting – Gustav Johed
April 2024 Halmstad University	Reviewer for the position of Assistant Professor in Business Administration with emphasis on Accounting and Finance (1 applicant)
May 2023 Blekinge School of Technology	Pedagogic Reviewer for the promotion to Assistant Professor in Industrial Management – Evangelos Bourellos
March 2023 Halmstad University	External evaluator – Bachelor program in Business Administration – Quality assessment
October 2021 Arhus University Denmark	Committee member/Reviewer for the tenure track position in International Business – Annamaria Kubovickova
November 2020 Linköping University	Reviewer for the position of Assistant Professor in Management Control and Operations Management (4 applicants)
October 2020 - present	Jury member for best paper award at European Media Management Association Annual Conference
February 2020 Jönköping International Business School	Member of the program committee for European Media Management Association conference
Sep. 2019 – Feb. 2020 Swedish Agency for Economic and Regional Growth	Member of the reference group for report on Cultural and Gender Diversity in Swedish Businesses
November 2019 Linnaeus University	Reviewer for the position of Assistant Professor in Accounting and Corporate Governance (6 applicants)

June 2018 Linköping University	Reviewer for the position of Assistant Professor in Management Accounting and Control (6 applicants)
2016 - present Ohlin Institute Sweden	Reviewer for best master thesis in "Internationalization, Democracy and Free Market"
August 2016 Jönköping International Business School Sweden	Reviewer for the position of Assistant Professor in Leadership and Organizational Behaviour (16 applicants)
November 2015 Virtus Interpress	Member of the scientific review committee for International conference "Corporate Governance, Accounting and Audit: Crisis Challenges" Lüneburg, Germany
July 2015 – June 2018 Swedish Research Council for Health, Working Life and Welfare (FORTE)	Deputy Elector representing Kristianstad University.

Voluntary Third-Stream Activities

2017	What does it mean to be a Swede?! Soul of Humanities meeting
2016	Swedish teacher for refugees. Språkbanken
2012 – 2019	Member of the board/Treasurer Villaförening Hammarlund

Timur Uman, PhD

Professor in Accounting and Control

Chair of the Board of Education and Research Education / Academic Provost (Dekanus)

Business Administration

JÖNKÖPING UNIVERSITY