

## Professor Monder Ram OBE

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### About

Monder Ram joined Birmingham Business School from De Montfort University in September 2013 where he was Professor of Small Business and Director of Centre for Research in Ethnic Minority Entrepreneurship (CREME) and Co-Director of the Enterprise and Diversity Alliance (EDA). Birmingham Business School is the new home for both CREME and the EDA.

He has extensive experience of working in, researching and acting as a consultant to small and ethnic minority businesses. He is a leading authority on small business and ethnic minority entrepreneurship research and has published widely on the subject. Monder's work has been supported by grants from a full range of research funding bodies; including research councils, government departments, regional and local agencies and the private sector. Monder Ram was responsible for initiating the annual Ethnic Minority Business Conference in 1998, which has developed into the most important event in the calendar for disseminating policy and research on ethnic minority firms.

Monder also holds the positions of Visiting Fellow at the Industrial Relations Research Unit at Warwick University, and the Herbert Felix Visiting Professor at Lund University in Sweden. He was named as one of the country's most influential Asians by the Institute of Asian Professionals and was awarded an OBE in the 2004 New Year Honours List for his services to black and ethnic minority businesses.

### Qualifications

- BA Government, University of Central England
- MA Industrial Relations, University of Warwick
- PhD Industrial Relations, University of Warwick

### Biography

Monder Ram has had a longstanding research interest in management processes within small firms. In particular, his work has concentrated upon the dynamics of ethnic minority entrepreneurship, employment relations in small firms, and the role of the family within the small enterprise. Much of his work has been ethnographic in orientation; and has included action research approaches as well as more traditional qualitative methods. Establishing the importance of policy in relation to these issues, and approaches, has been a key feature of recent research activities.

### Teaching

Undergraduate, postgraduate and doctoral supervision

### Research

- Employment relations in small firms
- Ethnic minority entrepreneurship
- Small firm policy
- Migration and self-employment

### Other activities

- Fellow of the Chartered Institute of Personal and Development
- Member of the Business Finance Roundtable, British Bankers' Association
- Member of the Ethnic Minority Employment Stakeholder Group, Department of Work and Pensions
- Member of Equalities Advisory Group, Department of Business, Innovation and Skills

### Publications

Ram, M., Jones, T., Edwards, P., Kiselincev, A., Muchenje, L., and Woldesenbet, K. 2013 'Engaging with Super-Diversity: New Migrant Businesses and the Research Policy Nexus', *International Small Business Journal*, 31, 4: 337-356

Ram, M. 2012, 'Critical Action Learning: Extending its Reach', *Action Learning*, 9, 3: 219-224

Jones, T., Ram, M., Edwards, P., Kiselincev, A., and Muchenje, L. 2012 New migrant enterprise: novelty or historical continuity?, *Urban Studies*, 49,1-18

Ram, M., Woldesenbet, K. Jones, T. 2011 'Raising the "Table Stakes"? Ethnic Minority Businesses and Supply Chain Relationships', *Work, Employment and Society*, 25, 2: 309-326

Beckinsale, M., Ram, M. and Theodorakopoulos, N. 2011 'ICT Adoption and EBusiness Development: A Framework for Ethnic Minority Businesses', *International Small Business Journal*, 29, 3: 193-219

Jones, T., Ram, M, and Theodorakopoulos, N. 2010 'Transnationalism as a Force for Ethnic Minority Enterprise', *International Journal of Urban and Regional Research*, 34, 3: 565-585

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Jones, T. and Ram, M. 2010 'Ethnic Variations on the Small Firm Labour Process' *International Small Business Journal*, 28, 2: 163-173

Ram, M., Theodorakopoulos, N. and Jones, T. 2008 'Forms of Capital, Mixed Embeddedness and Somali Enterprise', *Work, Employment and Society*, 22, 3: 427-446.

Ram, M. and Jones, T. 2008 'Ethnic Minority Business: Review of Research and Policy' *Government and Policy (Environment and Planning 'C')*, 26, 2 352-374

Worthington, I., Ram M., Boyal H and Shah, M. 2008 'Researching the Drivers of Socially Responsible Purchasing: A Cross-National Study of Supplier Diversity Initiatives', *Journal of Business Ethics*, 79, 3, 319-331

Jones, T, and Ram, M. 2007 'Re-embedding the Ethnic Business Agenda', *Work, Employment and Society*, 21, 3: 439-457

Ram, M., Edwards, P. and Jones, T. 2007 'Staying Underground: Informal Work, Small Firms and Employment Regulation in the UK', *Work and Occupations*, 34, 3: 318-344

Ram, M, Theodorakopoulos, N. and Worthington, I. 2007 'Policy Transfer in Practice: Implementing Supplier Diversity in the UK', *Public Administration*, 85, 3: 799-803

Ram, M., Jones, T. and Patton, D. 2006 'Ethnic Managerialism and its Discontents: Policy Implementation and "Ethnic Minority Businesses"', *Policy Studies*, 27, 4: 295-309

Beckinsale, M. and Ram, M. 2006 'Delivering ICT to Ethnic Minority Businesses: An Action Research Approach', *Environment and Planning, Government and Policy (Environment and Planning 'C')*, 24, 6: 847-867

Worthington, I, Ram M., and Jones T. 2006 'Giving Something Back: A Study of CSR in UK Asian Small Enterprises', *Business Ethics: a European Review*, 15, 1: 95-108

Worthington I., Ram M and Jones T 2006 'Exploring CSR in the UK Asian Small Business Community', *Journal of Business Ethics*, 67: 201-217

Edwards, P., Ram, M., Sen Gupta, S and Tsai, C., 2006 'Institutionalized Action without Institutions: Negotiated Meanings in Small Firms', *Organization*, 13, 5: 701-724

Edwards, P and Ram, M. 2006 'Surviving on the Margins of the Economy: Working Relationships in Small, Low Wage Firms, the Modern Economy' *Journal of Management Studies*, 43,4: 895-916

