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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., Kiselinchev, 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

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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

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