



SEE THE
CHANGE,
BE THE
CHANGE

LITERATI LOOKBACK

Previous Literati Award winners return to share how their research has made a real impact on society

As a leading social science publisher, we're passionate about leading change, and align everything we do with the UN's Sustainable Development Goals.

We publish research that influences thinking, changes policies, and positively makes a difference to lives beyond the walls of academia.

Our work focuses on four interdisciplinary goals, each aligned to multiple SDGs. Each goal is about creating real world impact, at a time when it's needed most.

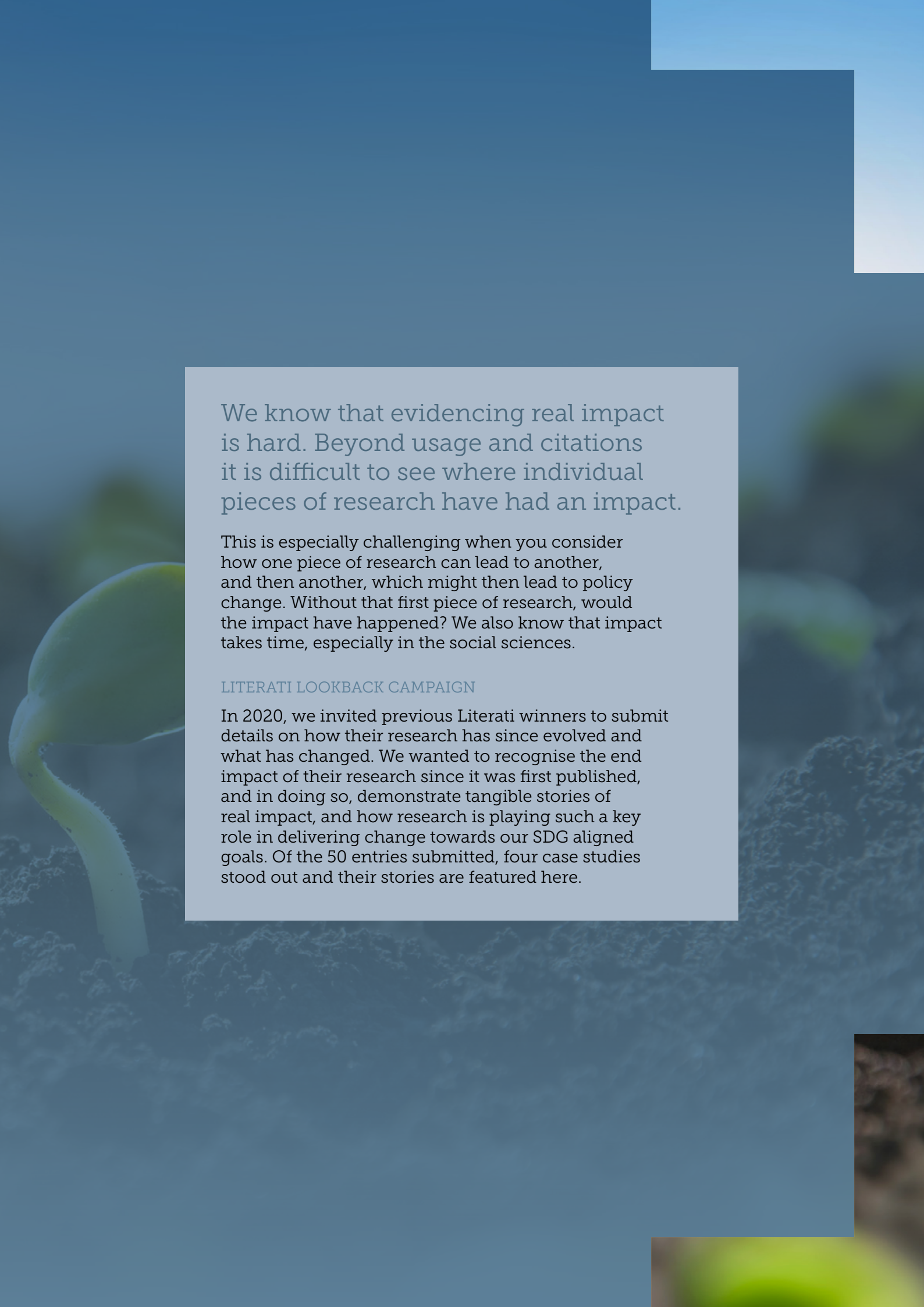
These goals are:

Fairer society

Healthier lives

Responsible
management

Quality education
for all



We know that evidencing real impact is hard. Beyond usage and citations it is difficult to see where individual pieces of research have had an impact.

This is especially challenging when you consider how one piece of research can lead to another, and then another, which might then lead to policy change. Without that first piece of research, would the impact have happened? We also know that impact takes time, especially in the social sciences.

LITERATI LOOKBACK CAMPAIGN

In 2020, we invited previous Literati winners to submit details on how their research has since evolved and what has changed. We wanted to recognise the end impact of their research since it was first published, and in doing so, demonstrate tangible stories of real impact, and how research is playing such a key role in delivering change towards our SDG aligned goals. Of the 50 entries submitted, four case studies stood out and their stories are featured here.

Real Impact looks like this...



LITERATI
AWARD
WINNER
2020

Dr Ian Hesketh, Senior Responsible Owner (SRO) of the National Police Wellbeing Service at the College of Policing, UK, and Dr Noreen Tehrani, Founder of Noreen Tehrani Associates

Literati award won:
Outstanding Paper 2020

Winning research:
[The Role of Psychological Screening for Emergency Service Responders](#)



...Giving emergency service responders better access to mental health support following major incidents

Programmes to identify emergency service responders in need of mental health support are limited. However, more staff in UK police forces are now set to get the help they need, following swift action on new research.

THE PROBLEM

Exposure to traumatic stress and critical incidents can cause negative mental health outcomes, particularly for those in occupations where distressing events and life or death situations occur daily. Emergency service responders are one group at increased risk of experiencing mental health issues like depression, post-traumatic stress disorder (PTSD), burnout, stress-related anxiety, and suicide. Effective mental health provision is essential in this line of work, but prior to 2018 psychological screening for emergency service responders was only available in a handful of police forces around the UK.

How can organisations proactively identify emergency service workers who need psychological support? And how can psychological screening be better delivered to responders? Dr Ian Hesketh, Senior Responsible Owner (SRO) of the National Police Wellbeing Service at the College of Policing, and Dr Noreen Tehrani, Founder of Noreen Tehrani Associates, have investigated these issues and conclude the need for a psychological screening approach that is accessible, reliable, and economically viable.

“We are able to provide organisationally informed research which will make a tangible difference”

Dr Ian Hesketh

THE RESEARCH

The team received funding from the UK Home Office’s Police Transformation fund to conduct research through the National Police Wellbeing Service (NPWS). The result of that research is presented in their award-winning paper, ‘The role of psychological screening for emergency service responders’, published in 2018. The paper gathered evidence and produced a strong case for introducing psychological surveillance for police officers and staff working in specialist roles in the UK police force, as well as for responders who have been involved in situations where a major incident had occurred.

The paper proposed that psychological screening programmes should measure clinical symptoms and identify personal and organisational hazards on a large scale. In addition, programmes should be economically friendly, reliable, and ethical. They should also provide appropriate communications to the 43 police forces in England and Wales.

The National Police Wellbeing Service developed a comprehensive package of communications and conferences that were designed to prepare the forces and their occupational health colleagues to administer a psychological screening programme, provide essential clinical interviews, and support to staff. In addition, the service was to deliver a programme of 12 courses to support occupational health professionals in understanding the screening results.

THE IMPACT TOWARDS RESPONSIBLE MANAGEMENT

Following the initial publication of the paper, the National Police Wellbeing Service has recognised the benefits of psychological screening and made the decision to extend the screening to more roles. This now includes police personnel who are dealing with online child abuse, family liaison officers, firearms officers, counter terrorism officers and serious collision investigators.

Since the implementation of this scalable psychological screening, there has been a dramatic increase in the use of adhoc psychological screening for police personnel who have shown signs of mental health problems nationwide. In 2020 and 2021, the National Police Wellbeing Service had increased the number of officers taking part in the screening programme by more than 5,000, with all forces in England and Wales screening at least one of their high-risk roles. There has now been a fivefold increase in screening, as well as the universal engagement of all forces. In addition, training of occupational health professionals in structured interviewing has taken place and management information is now provided to police forces.

The National Police Wellbeing Service has also been able to showcase this award-winning paper as testimony of the success of an evidence-based approach to practical policing. The research team note that putting the theory into practice, scaling it up and seeing it succeed throughout multiple police forces is the most rewarding part of their work. Dr Hesketh says: “We believe that by understanding the mission and purpose of our work in protecting the health and wellbeing of police officers and staff we are able to provide evidence-based research which will make a tangible difference”.

Real Impact looks like this...



David Sanders, Professor of Systems Engineering,
University of Portsmouth, UK

Literati award won:
Outstanding Paper 2012

Winning research:
Simple rules to modify pre-planned paths and improve
gross robot motions associated with pick & place
assembly tasks



...More independence for disabled young people

Developments in artificial intelligence powered technologies and sensor-based machine learning are growing in their technical capabilities. UK researchers are applying these innovations to wheelchair design, offering more disabled people hope of independent mobility.

THE PROBLEM

About 10% of people with a disability need a wheelchair, but conventional options are unable to cater to people with certain types of physical, mental or spatial disabilities. Traditional wheelchair research assumes a certain level of user cognitive ability and doesn't fully consider those with complex needs. Intellectual barriers to independent mobility need to be better considered to find mobility solutions that work for more people.

According to the World Health Organization, mobility is essential for better health and improved quality of life. But how can the individual needs of wheelchair users be better accommodated? And how can independent mobility become a possibility for those who don't have it?

“The overall impact has been gratifying to see. New intelligent and user-friendly navigation, communication and control systems for powered wheelchairs have made a significant and positive impact on the lives of users”

Professor David Sanders

THE RESEARCH

When Professor David Sanders, Professor of Systems Engineering at the University of Portsmouth drafted his thesis on machine learning in 2011, the techniques were applied to industrial robots undertaking pick and place tasks in manufacturing lines. The basic idea was that machines could learn about themselves and improve their behaviour. The robots would learn and then use simple rules to improve their movements and make themselves faster. That original work presented real time methods that allowed robots to continue working while they automatically calculated more efficient paths for future movements. The concept that machines could learn about themselves and improve their behaviour was applied to mobile robots and tele-operated robots. From there, Professor Sanders together with his co-author Dr Giles Tewkesbury applied the idea to powered wheelchairs in collaboration with the Chailey Heritage Foundation and Sussex Community NHS Foundation Trust.

In the decade that has since passed, artificial intelligence (AI) capabilities have rapidly advanced, and the software initially designed for the factory floor has the capability to transform the lives of thousands of wheelchair users daily. AI technology gives the wheelchair user control, and sensor technology informs obstacle avoidance systems to minimise accidents. There is room for constant innovation and new ideas and applications continue to be researched.

Professor Sanders and Dr Tewkesbury are now investigating the use of artificial intelligence and engineering principles to bring self-mobility to people previously considered too intellectually impaired. This is the first time that has been attempted.

THE IMPACT TOWARDS HEALTHIER LIVES

The technology has helped more than 1,500 children and young people with complex physical disabilities gain independent mobility, in addition to people with multiple sclerosis, arthritis, stroke, paraplegia, orthopaedic impairment, cerebral palsy and those with diabetes related blindness and limb loss. The sophistication of the technology has made it possible for many of these people to use powered wheelchairs for the very first time.

Professor Sanders' work has been formally recognised and was awarded the IET International Innovation Awards in 2020 for both 'Outstanding Innovation in Digital Health and Social Care' and 'Excellence in Creating a Smarter World'. Building on this work, Professor Sanders and Dr Tewkesbury will conduct further sensor research and design shared control systems and AI. The aim is for AI algorithms to predict user patterns and assess user ability to drive, then blend user signals with intelligent sensors and environment monitoring. This will provide safe mobility with clear cause and effect. In time, generic systems will automatically detect and identify a user, as well as adjust themselves to match their functionality and capabilities. This new technology will allow users to share mobility systems, making the technology more accessible and economically viable.

The potential impact of these innovations extends beyond the wheelchair. The AI control and obstacle avoidance systems are also being explored in defence and automotive industries, and it is anticipated that it will be possible to apply the technology to the fields of tracking, driving, robotics, and navigation.

Real Impact looks like this...

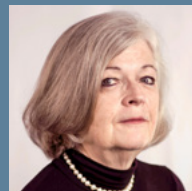


LITERATI
AWARD
WINNER
2018

Dr Lorraine Eden, Professor Emerita of Management and Research Professor of Law at Texas A&M University, and current Dean of Fellows of the Academy of International Business

Literati award won:
Highly commended paper 2018

Winning research:
[Culture and content matter: Gender in international business and management](#)



...Creating a society that is just, inclusive and embracing of all

Researchers in Texas, USA, hope to move the dial on gender equality by working with policymakers to make decisions that are grounded in evidence and robust data.

THE PROBLEM

Inequality exists, and gender equality remains unfinished business in every country of the world. Even though equality between men and women has remained a core tenet of the UN Charter for over 75 years, statistics show that we still have a long way to go before that goal is reached. In 2019, for example, women accounted for almost 39% of the global labour force but occupied only 28.3% of managerial positions, according to the International Labour Organization (ILO). In addition, the Inter-Parliamentary Union (IPU) reported the global proportion of women in parliament at just over 25% in 2020, an increase of 0.6% on the previous year.

It will not be possible to live in a fair society that works for everyone until the gender gaps in major areas of human development are solved. Efforts must be made to close the gaps in areas such as work, health, representation and education, and this is why the 2030 Agenda for Sustainable Development has named gender equality among the 17 sustainable development goals (SDGs).

One major challenge in assessing the state of gender equality lies in how data is captured and measured. Gender inequality indexes are measures often used by policymakers and organisations to aid decision making, however, results can differ between them and they may fail to adequately capture different cultural and social contexts.

THE RESEARCH

Dr Lorraine Eden, Professor Emerita of Management and Research Professor of Law at Texas A&M University, and current Dean of Fellows of the Academy of International Business, has been studying better ways to understand gender equality issues. She wrote an article titled, 'Culture and content matter: Gender in international business and management', co-authored with Professor Susan Forquer Gupta at Monmouth University, West Long Branch, New Jersey, and published in *Cross-Cultural and Strategic Management* in 2017. The study sheds light on the problems with gender inequality indexes and argues that because they fail to consider social and cultural contexts they lead to ineffective actions.

Professor Eden has published further work on this topic with Professor Fernanda Wagstaff at the University of Texas at El Paso titled, 'Evidence-based policymaking and the wicked problem of SDG 5 Gender Equality', and published in the *Journal of International Business Policy* in 2021. The paper argues that by leveraging evidence-based policymaking, multinationals and governments can address the wicked problems of the UN SDGs. Policymakers are encouraged to develop public-private partnerships, and business executives to use a specially designed matrix to prioritise the SDGs and build them into global corporate social responsibility strategies.

"Our world faces a variety of grand challenges and communities of scholars can help by providing policy-oriented scholarship that focuses on one or more of these challenges" Dr Lorraine Eden

THE IMPACT TOWARDS FAIRER SOCIETY

Professor Eden says that business and management scholars can make an impact by "engaging in responsible research that is well designed and serves societal needs". Her work can attest to that vision. As well as being recognised by policymakers and government organisations, her work is multi-award winning, most recently gaining a 2021 Responsible Research in Management Award from the Academy of Management (AOM) Fellows and Responsible Research in Business and Management (RRBM), which will be presented at the annual AOM meetings in August 2021.

From a policy making perspective, Professor Eden's latest paper has provided actionable results. After sharing her work with policymakers at the United Nations Conference on Trade and Development (UNCTAD), she was invited to an expert meeting to provide comments on the UNCTAD report alongside her co-author Professor Wagstaff.

As a result, Amelia Santos-Paulino, Chief of the investment issues and analysis at the UNCTAD's Division on Investment and Enterprise, stated that the research "helped in formulating concrete policy recommendations in UNCTAD's policy report, *The International Transmission of Gender Policies and Practices: The Role of Multinational Enterprises*, published in March 2021, especially in the areas of responsible reporting, and multinational enterprises (MNE's) as role models in transferring gender practices". In addition, the paper contributed to UNCTAD's own policy-oriented research, in particular on the role of the private sector in fostering investment in the SDGs.

Professors Eden and Wagstaff were invited to speak about their research on SDG 5 in a June 2021 Academy of International Business Journals webinar on 'Multinationals and the SDGs'; their talk can be viewed [here](#).

Professor Eden has continued to work on MNEs and the SDGs, recently co-authoring a paper with Dr Niraja Srinivasan (NERA Economic Consulting), published in the *Journal of International Business Policy* in 2021, entitled, 'Going digital multinationals: Navigating economic and social imperatives in a post-pandemic world'. Professor Eden has also been invited to speak on the 'High-Level Panel on MNEs and Women Empowerment' at the World Investment Forum in October 2021.

Real Impact looks like this...

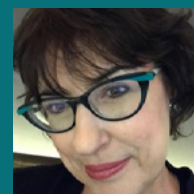


LITERATI
AWARD
WINNER
2017

Dr Kim Snepvangers, Adjunct Associate Professor and
Dr Arianne Rourke, Adjunct Associate Professor, both at
the Faculty of Art, Design & Architecture, School of Art &
Design, University of New South Wales, Sydney, Australia

Literati award won:
Highly commended paper 2017

Winning research:
Ecologies of practice in tertiary art & design:
A review of two cases



...Facilitating students' capabilities to maximise their career prospects

Researchers in Sydney, Australia, are teaching students creative techniques to boost their learning and professional development during placement.

THE PROBLEM

Some higher education learning institutions see industry placements and work-integrated learning (WIL) courses as a 'box ticking' exercise. Vocational knowledge, placements, and coursework can take a back seat in favour of traditional exams. In addition, partnerships within industry rarely include the student voice. As a result, students have less opportunity to gain the maximum value that these programmes have to offer.

So how can students gain the most out of these practical aspects of their course? Dr Kim Snepvangers, Adjunct Associate Professor and Dr Arianne Rourke, Adjunct Associate Professor, both at the Faculty of Art, Design & Architecture, University of New South Wales, Australia, argue that creative techniques can help students engage and collaborate with relevant industries. Their research shows greater professional engagement improves student satisfaction and development of soft skills, and helps them build their professional identity over time.

"We value the input of marginalised groups of students and staff whose voice is often invisible. Our purpose aligns with and promotes digital systems at scale that are non-hierarchical"

Dr Kim Snepvangers and Dr Arianne Rourke

THE RESEARCH

The team's initial research explores the important role that ecologies of practice and connectedness have to offer. Their award-winning paper, 'Ecologies of practice in tertiary art & design: A review of two cases', published in 2016, aims to improve tertiary art, design, and media students' professional engagement in work integrated learning. They found that students who use reflective digital diaries and fieldwork e-portfolios, feel more engaged and equipped with the necessary skills and knowledge to develop a professional identity. The research also offers critical guidelines for how to support online feedback in higher education learning environments.

Since the research was published, the team has launched two enterprises. In 2016, the Professional Experience Project (PEP) was established – an online system that allowed them to analyse digital assessment and communications, taking into account personal reflection, experiences and stories. This was followed by the Teaching International Students (TIS) project in 2018-2020 that encouraged co-authoring, co-researching, co-designing and collaborating, as well as provided a platform for marginalised groups to voice their opinions.

Dr Snepvangers and Dr Rourke's research into digital feedback, self, and peer learning has been especially significant during COVID-19 and the team has gone on to make a personalised online system using a scaffold coursework design. The system focuses on dilemmas and self-regulatory tasks. This allows for the focus to move beyond the course, enabling a broader learning experience.

THE IMPACT TOWARDS QUALITY EDUCATION FOR ALL

Since the initial research was published, Dr Snepvangers and Dr Rourke have developed sustainable living digital ecosystems. These improve students' lives by increasing their digital literacy skills, confidence, and resilience in virtual and onsite project-based learning. Staff are also increasingly engaged in the professional development opportunities. They are encouraged to reflect on their teaching of international students and work on integrated learning through mentoring, workshops, and staff presentations.

By developing meaningful industry links, students have an increasing number of opportunities presented to them, such as the opportunity to co-present at international academic conferences and high-profile public events. Students have also been shortlisted in major competitions and have presented artwork at international exhibitions such as the International Society for Education Through Art (InSEA) World Congress in Vancouver.

The impact of the co-researching approach is seen across the university and internationally. Authors receive invitations to present at university wide lectures and workshops, along with the opportunity to engage in personalised discussions with the Deputy Vice-Chancellor. Impact with other universities include invitations to present keynote addresses at the International Academic Forum in Japan, University of Southern Queensland, and Trade Investment Queensland's International Education and Training Summit.

In the future, Dr Snepvangers and Dr Rourke plan to continue case-based research where they focus on professional knowledge, connectivity, collaboration, and developing ecologies of practice as integral to student's career futures. This is particularly relevant in the transient COVID-19 world of changed futures and workplaces.

2021 Awards to
look forward to



As the pandemic continues to impact our way of life and the world we live in, it's now more important than ever that we help to drive change and support the research community in helping to solve global and local issues.

This is why Emerald is supporting the UN Sustainable Development Goals (SDGs) which builds on our commitment to promoting 'real world' impact from the research we publish and the services we offer.

Our awards programme made up of the Literati Awards, Real Impact Awards, Outstanding Doctoral Research Awards and the Interdisciplinary Research Awards will be more aligned to the SDGs and more focused on demonstrating the influence research has made on delivering positive change.

Literati Awards



EMERALD
AWARDS
LITERATI

The Literati Awards have recognised the work of authors and reviewers for nearly 30 years and remains a key part of our activities. In 2021 we'd like to simplify the number of awards but continue to recognise work in from researchers around the world. We've also evolved the criteria to include 'reach and influence within and outside academia'.

Outstanding Doctoral Research Award (ODRA)



EMERALD
AWARDS
ODRA

The Outstanding Doctoral Research Awards recognise the work of early career researchers who work in applied fields and address real world issues. These awards will focus on four goals relating to the Sustainable Development Goals – Fairer society, Healthier lives, Responsible management, and Quality education for all and will award research that tackles the grand challenges. Two awards will launch in 2021 with the remaining two launching in 2022.

Real Impact Awards



EMERALD
AWARDS
REAL
IMPACT

These awards form part of our commitment to championing research and research practices or processes that can make an impact beyond academia. They reward efforts to embed impact within a research environment or to drive impact culture. They also recognise efforts being made to connect research and practice to deliver societal change.

Interdisciplinary Awards (IDR)



EMERALD
AWARDS
IDR

The Interdisciplinary Awards are part of our Real Impact Awards and celebrate the different approaches to achieving real impact. They recognise innovative research projects that promote action on the UN Sustainable Development Goals, through collaboration of disciplines, methodology and research.

Look on our website for further details, how to apply, submission dates for 2021 and criteria for judging.

We believe everyone can make a real impact.

So it's our goal to empower people to do just that.

Equipping decision makers.

Championing fresh thinking.

Helping make smarter choices.

Together, we discover, innovate and put into practice what really matters.

Because the more we empower, the more we make it real.

Join us in making a **Real Impact**.

