

# Whistleblowers: Voices of Justice

## International Conference on Corporate Crime Reporting and Whistleblowers' Protection

This international conference has been organised by the Centre for Financial and Corporate Integrity at Coventry University, in cooperation with the international law firm Constantine Cannon, the not-for-profit organisation WhistleblowersUK and the community network organisation MLROs.com

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The event is being held under the honorary patronages of both the Law Society of England and Wales, and the All-Party Parliamentary Group on Whistleblowing which was recently set up in the UK with the specific aim to provide stronger protection for whistleblowers.



**Coventry University London,  
109-117 Middlesex Street,  
London E1 7JF**

Friday 10 May 2019, 8am - 6:30pm

‘Join distinguished experts, politicians, and journalists for an enlightening day of discussion and contribute towards changing the world for the better.’

To book your free place, please visit  
<http://bit.ly/Whistleblowers-VoicesofJustice>

## Abridged Agenda

(for full version, please see website)\*

Friday 10 May 2019		
8am	Registration and Breakfast	
9am	Introduction	<b>Dr Costantino Grasso</b> , Coventry University
9.10am	Welcome	<b>Prof Panagiotis Andrikopoulos</b> , Coventry University <b>Robert Bourns</b> , Law Society of England and Wales <b>Georgina Halford-Hall</b> , WhistleblowersUK
9.30am	Keynote speech	Rt Hon. Baroness Susan Veronica Kramer, PC, Member of the House of Lords
10am	<b>Morning session I</b> Extra-European perspectives on whistleblowing	Chair: <b>Prof Peter Alldridge</b> , Queen Mary, University of London Panel: <b>Prof Rose-Marie Belle Antoine</b> , UWI <b>Kieran Pender</b> , International Bar Association <b>Melanie Devoe</b> , Whistleblower Office, Commodity Futures Trading Commission (USA) <b>Mary Inman</b> , Constantine Cannon LLP
11.30am	Coffee and Tea	
12 midday	<b>Morning session II</b> UK and European perspectives on whistleblowing	Chair: <b>Prof Samuel W. Buell</b> , Duke University Panel: <b>Prof Nicholas Ryder</b> , Bristol Law School <b>Jonathan Fisher QC</b> , Red Lion Chambers and Bright Line Law <b>Dr Alison Lui</b> , Liverpool John Moores University <b>Dr Costantino Grasso</b> , Coventry University
1.30pm	Lunch	
2.30pm	<b>Afternoon session I</b> Select issues on whistleblowing	Chair: <b>Prof Mark Button</b> , University of Portsmouth Panel: <b>Dr Wim Vandekerckhove</b> , University of Greenwich <b>Dr Lorenzo Pasculli</b> , Coventry University <b>Naomi Colvin</b> , The Courage Foundation <b>Dr Donato Vozza</b> , Coventry University
4pm	Coffee and Tea	
4.30pm	<b>Afternoon session II</b> Whistleblower's stories: A tale of justice	Chair: <b>Georgina Halford-Hall</b> , WhistleblowersUK Participants: <b>John Christensen</b> , States of Jersey <b>Mark Lillie</b> , Takata <b>Martin Woods</b> , Wachovia <b>Martin Bright</b> , GCHQ
6pm	Whistleblowing Award ceremony	Host: <b>Mary Inman</b> , Constantine Cannon LLP
6.10pm	Closing remarks	Host: <b>Prof Heather McLaughlin</b> , Coventry University

Breakfast, buffet lunch and refreshments are kindly sponsored by Constantine Cannon LLP.

\* We reserve the right to make changes to the agenda as necessary.

To book your free place, please visit  
<http://bit.ly/Whistleblowers-VoicesofJustice>

## Scientific Coordinator

**Dr. Costantino Grasso - Coventry University**

## Organisers

**Prof. Panagiotis Andrikopoulos - Coventry University**

**Dr. Costantino Grasso - Coventry University**

**Mary Inman - Constantine Cannon LLP**

**Georgina Halford-Hall, WhistleblowersUK**

**David Pelled - MLROs.com**

## Conference Keynote Speaker

**Rt Hon. Baroness Susan Veronica Kramer**

**Member of the House of Lords**



Susan Kramer, Baroness Kramer, PC is a British Liberal Democrat politician.

She served as a Member of Parliament (MP) for Richmond Park from 2005 to 2010. Prior to this Susan began her career in finance and rose to become Vice-President of Citibank in Chicago and Second Vice-President of Continental Bank USA. She and her husband established Infrastructure Capital Partners, a firm which advised on infrastructure projects, primarily in Central and Eastern Europe. Throughout her political career, she has been her party's spokesperson for International Development, Trade and Industry, Transport and the Cabinet Office. After standing down from the

House of Commons she was made a life peer and was created Baroness Kramer, of Richmond Park in December 2010. In 2013, Susan was appointed Minister of State at the Department of Transport, which she held until the 2015 General Election. Ever since, she has served as the Liberal Democrat Lords Spokesperson for the Treasury and Economy. Susan currently serves as the Co-Chair of the [All-Party Parliamentary Group on Whistleblowing](#), the aim is to put whistleblowers at the top of the agenda. The APPG is committed to World Class, Gold Standard whistleblower protection and is undertaking an enquiry into the strength and effectiveness of existing whistleblower legislation before making comprehensive proposals for improvements.

## Conference Closing Remarks

**Prof. Heather McLaughlin**

**Academic Dean of the Faculty of Business and Law, Coventry University**



Heather is Dean of the Faculty of Business and Law at Coventry University which is noted for its strong focus on internationalisation. Previous roles include Director of Christ Church Business School, Director of the Centre for International Transport Management at London Metropolitan University, Head of Consultancy for the Global Policy Research Institute, and a professional career as a Chartered Accountant.

An active researcher, Heather has expertise in international business, finance and logistics, and has served as a specialist advisor to the House of Commons Select Committee for Transport. She is a member of the editorial board of 'Maritime Policy and Management' and was co-editor for 10 years from 2007-2017. She

was Master of the Worshipful Company of World Traders livery in 2014 and remains well connected in the business community. She is a member of the Chartered ABS Council and Vice Chair of the Learning Teaching and Student Experience Committee.

## Morning Session I

### Extra-European Perspectives on Whistleblowing

This panel will explore some of the most complex issues related to corporate crime reporting that have emerged in and innovative approaches to whistleblowing that have been adopted by Extra-European jurisdictions. Specifically, the panellists will cover topical issues such as the crucial role played by whistleblowers in unveiling economic crime where offshore financial centres are involved; the increasingly extensive use of whistleblower rewards; and the fierce political debate on the potential impact of secrecy laws on whistleblowers.

### Moderator

**Prof. Peter Alldridge**

**Drapers' Professor of Law, Queen Mary, University of London**



Peter has been Drapers' Professor of Law since 2003, and was President of the Society of Legal Scholars in 2017-8. He was Specialist Adviser to the joint Parliamentary Committees on the draft Corruption Bill (2003) and the draft Bribery Bill (2009) and was made a Fellow of the Academy of Social Sciences in 2014. He is the author of numerous reports, articles and chapters, and *Relocating Criminal Law* (Ashgate 2000), *Money Laundering Law* (Hart, 2003), *What went Wrong with Money Laundering Law?* (Palgrave, 2016), and *Taxation and Criminal Justice* (Oxford University Press, 2017).

**Prof. Rose-Marie Belle Antoine**  
**Professor of Labour Law and  
Offshore Financial Law, The  
University of the West Indies**

*Whistleblowing - Offshore Issues and  
Beyond - A Perspective from the  
Caribbean*

Rose-Marie's career has embodied wide and diverse scholarly activity, public service, representation and activism. She won the Oxford Commonwealth Scholarship to read for the doctorate in law at Oxford University, and the Cambridge Pegasus Scholarship to pursue the LLM and holds the LLB from the UWI. She was an adjunct professor at the DePaul, Illinois and Case Western universities, USA. Rose-Marie was former Program Director and founder of the LLM programme in Corporate Law at the Cave Hill campus. Previously, she was employed as a legal officer at the International Labour Office (ILO) in Geneva, Switzerland and worked briefly in London. In 2011, Rose-Marie was elected by OAS states as a Commissioner to the Inter-American Commission on Human Rights, (IACHR), Washington. She has written twelve books and several articles in international legal journals on a wide array of subjects.



**Kieran Pender**  
**Legal Advisor, Legal Policy &  
Research Unit, International Bar  
Association Whistleblower  
Protections**

*Official Secrecy Laws and Government  
Employee Free Speech: Three Pieces of  
the Same Puzzle? An Australian Perspective*

Kieran is a legal advisor with the International Bar Association (IBA) Legal Policy and Research Unit, and a Visiting Fellow at The Australian National University (ANU) Centre for International and Public Law. He is a graduate of the ANU, where he was awarded the university medal. His interests include whistleblower protections, anti-corruption and employment law. Kieran was project lead on *Whistleblower Protections: A Guide* (IBA, 2018) and is currently leading the IBA's research on bullying and sexual harassment in the legal profession. His academic work has been published in the *Public Law Review*, *Sydney Law Review* and *Melbourne University Law Review*, and he has spoken at the United Nations, World Bank, European Parliament and OECD. Kieran is also a freelance journalist and has reported from four continents for *The Guardian* and *Monocle*.

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**Melanie Devoe**  
**Attorney Whistleblower Office,  
Commodity Futures Trading  
Commission (USA)**

*Overview of the U.S. Commodity  
Futures Trading Commission's  
Whistleblower Program*

Melanie is an Attorney Advisor in the Whistleblower Office at the Commodity Futures Trading Commission ("CFTC"). Prior to joining the Whistleblower Office, she was a Senior Trial Attorney for the CFTC. She has also worked for the Federal Energy Regulatory Commission's Division of Enforcement and in private practice.



**Mary Inman**  
**Partner, Constantine Cannon LLP,  
London**

*Whistleblowing - the Next Frontier:  
expansion of the U.S. whistleblower  
reward programs globally*

Mary is a partner in Constantine Cannon's London Office. After 20+ years representing whistleblowers in the U.S., she moved to London in 2017 to launch the firm's international whistleblower practice. She specializes in representing whistleblowers worldwide under American reward programs. Mary's efforts to export the U.S. whistleblower programs to the United Kingdom, including her efforts on behalf of British whistleblower Andrew Patrick, were featured in a recent [New York Times article](#). Her successful representation of three whistleblowers exposing fraud in the Medicare Advantage program was featured in a recent [New Yorker magazine article](#). Mary is a recognized expert and frequent author and speaker on areas related to the application of the American whistleblower laws internationally and the use of whistleblower laws worldwide. She has particular expertise in financial and accounting frauds and bribery of foreign government officials under the FCPA.

## Morning Session II

### UK and European Perspectives on Whistleblowing

Over the course of the latest years, Europeans have been badly shaken by the scale of political and corporate corruption that has been unveiled by the Panama Papers, Bahama Leaks, and Paradise Papers scandals. Such leaks have stimulated an intense discussion on whistleblowing and corporate crime reporting all over the continent, and many new legal instruments have been developed in several jurisdictions. This panel will explore some of these recent approaches to whistleblowing both at the domestic and the European Union level.

#### Moderator

**Prof. Samuel W. Buell**

**Bernard M. Fishman Professor of Law, Duke University**



Samuel is the Bernard M. Fishman Professor of Law at Duke University. His research and teaching focus on criminal law and on the regulatory state, particularly regulation of behaviors in corporations and financial markets. In addition to numerous journal articles and book chapters, he is the author of *Capital Offenses: Business Crime and Punishment in America's Corporate Age* (Norton 2016). Prior to his academic career, he worked as a federal prosecutor in New York, Boston, Washington, and Houston. He graduated summa cum laude from New York University School of Law.

**Prof. Nicholas Ryder**  
**Professor in Financial Crime, Bristol Law School**

*The Crucial Role of Whistleblowing in the Fight against Financial Crime*

Nicholas is Professor in Financial Crime at Bristol Law School, University of the West of England, Bristol. He has

authored four monographs, three edited collections and two text books. Nicholas is also the series founder and editor for Routledge's *The Law Relating to Financial Crime*. Between 2015 and 2018, he was the Co-I for the Centre for Research and Evidence on Security Threats. He is an invited contributor to symposia at the Law Commission; Royal United Services Institute for Defence and Security Studies; PWC, NATO, UK Finance, European Society of Criminology, Chartered Institute of Internal Auditors, Chartered Institute of Institutional Auditors Fraud and Forensics, Centre for European Legal Studies, Bar Association of Commerce, Finance and Industry and the Institute of Advance Legal Studies. He has recently submitted and published by HM Treasury Select Committee (Review of Economic Crime) and House of Lords Select Committee (Review of the Bribery Act 2010).



**Jonathan Fisher QC**  
**Red Lion Chambers and Bright Line Law**

*Whistleblowing – The Need for a New Statutory Framework*

Jonathan is ranked by Chambers & Partners UK as a leading barrister in Band 1 for Financial Crime and

Proceeds of Crime cases. He is also ranked in the legal directories as a leading barrister for financial services, fraud, and tax cases. In addition, he is a Visiting Professor at The LSE and General Editor of *Lloyds Law Reports: Financial Crime*, a registered practitioner in the Dubai International Financial Court, a Fellow of the Chartered Institute of Taxation, a member of the International Bar Association's Anti-Money Laundering Forum, and an Honorary Member of the London Fraud Forum Steering Group. He was Standing Counsel (Criminal) to HM Commissioners of Inland Revenue at the Central Criminal Court and London Crown Courts between 1991 and 2003. Jonathan has been described in the independent legal directories as "high-flying", "a standout barrister", "commands huge respect", and "in a game of chess, he would be five steps ahead."



**Dr. Alison Lui**

**Reader in Corporate and Financial  
Law, Liverpool John Moores  
University**

*Fear, futility and frustration: Concerns  
of UK whistle-blowers in finance*

Alison is a Reader in Corporate and Financial Law and the Interim Associate Dean (Global Engagement) at Liverpool John Moores University (LJMU). She is a Max Planck Fellow; Inner Temple Academic Fellow; Churchill Fellow; LJMU Early Career Fellow and has won several LJMU research grants. She has published a monograph with Routledge, various book chapters and many peer reviewed articles in top journals such as the Northern Ireland Legal Quarterly, Information and Communications Technology Law, Journal of Banking Regulation and Journal of Financial Regulation and Compliance. In particular, her monograph [Financial Stability and Prudential Regulation](#) is listed as one of the best Banking Law books and one of the best selling ones of all time. Alison has presented papers at top universities and organisations. In 2018 and 2019, the House of Commons Treasury Select Committee Digital Currency Inquiry and the Automation and Work Inquiry accepted her written evidence.



**Dr. Costantino Grasso**

**Assistant Professor in Law, Associate  
at CFCI, Coventry University**

*Towards a harmonized European legal  
framework for the protection of  
whistleblowers*

Costantino teaches Corporate and Financial Crime, and Corporate Governance at Coventry University. He is also the Global MBA Module Leader for Corporate Governance and Ethics, and for Ethical Leadership at the University of London. He is the editor in chief of the [Corporate Social Responsibility and Business Ethics Blog](#) and member of the Society of Business Ethics (USA). As of June 2018, Costantino has been appointed as an international expert in the area of corruption and good governance by the Council of Europe, Directorate General Human Rights and Rule of Law. He also serves as an anti-corruption expert for [Transparency International](#). Prior to his academic career, he worked for the Serious Fraud Office participating in the first-ever English Deferred Prosecution Agreement. On that occasion, he was awarded, as a member of the case team, the UK Government Legal Department's Prosecutor of the Year Award. He is author of two books and several journal articles and chapters.

## Afternoon Session I

### Select Issues on Whistleblowing

Whistleblowing and corporate crime reporting represent just a single aspect of the complex and multifaceted economic and corporate crime scenarios. This panel will try to explore the most intriguing interconnections between the key role played by whistleblowers and other crucial aspects of financial delinquency. In particular, the panellists will cover burning issues such as the criminalisation of whistleblowers; and the most innovative organisational solutions that can be adopted to establish effective whistle-blowing arrangements.

### Moderator

**Prof. Mark Button**

**Director of the Centre for Counter Fraud Studies, University of Portsmouth**

Mark is Director and founder of the Centre for Counter Fraud Studies at the Institute of Criminal Justice Studies, University of Portsmouth. He has written extensively on private security and counter fraud issues, writing over 50 articles, chapters, reports and eight books. Mark is also a co-author of the Government's annual Cyber Security Breaches Survey. He has acted as a consultant for the UNODC and for the UNDP. He also holds the position of Head of Secretariat of the Counter Fraud Professional Accreditation Board.



**Dr. Wim Vandekerckhove**  
**Reader in Business Ethics,**  
**University of Greenwich**

*Is there a need for an international standard on whistleblowing management systems?*

Wim is Reader in Business Ethics at the University of Greenwich. His work has

been published in various academic journals, reports, and books. He has provided expertise on whistleblowing to various organisations, including Council of Europe, European Commission DG Justice, Transparency International, Public Concern at Work, Public Services International, the UK Department of Health, the UK Financial Conduct Authority, the British Standards Institute, the Association of Chartered and Certified Accountants (ACCA), the UNODC and the International Olympic Committee (IOC). Wim is currently the convenor of a working group within the International Organisation for Standardization (ISO TC309/WG3), developing the international standard for whistleblowing arrangements. Wim is also co-director of the Centre of Research in Employment and Work (CREW) at the University of Greenwich, and is the editor-in-chief of *Philosophy of Management* (Springer).



**Dr. Lorenzo Pasculli**  
**Assistant Professor in Law,**  
**Associate at CFCI, Coventry**  
**University**

*The unheard whistle. The case of the corruption scandal in the Australian financial sector.*



Lorenzo is Assistant Professor of Law at Coventry Law School and a Sessional Lecturer in Conflict, Crime and Justice and Law and Professional Ethics for Science and Technology at Imperial College London. At Coventry University he is also an Associate of the Centre for Financial and Corporate Integrity and the founding director of the Global Integrity Research Network ([www.girnweb.com](http://www.girnweb.com)). He is also a Fellow of the Royal Society of Arts and a Fellow of the Westminster Abbey Institute.

He is author of more than twenty publications on issues ranging from the prevention of global crime to the systemization of corruption. For his research, Lorenzo has visited some of the most prestigious universities in the world, including Oxford University, Columbia University, Queens University Belfast, Fordham University and the University of Adelaide.

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### Naomi Colvin

**UK Program Director, Blueprint for Free Speech**

*Whistleblowing after the WikiLeaks Revolutions*

Naomi is the UK Program Director for Blueprint for Free Speech, working on research on technologically mediated

whistleblowing. She has a particular interest in the area where hacking meets whistleblowing and, as Director of the Courage Foundation until mid-2018, worked on many of the best known cases in the field. In particular, she managed the campaign for British-Finnish computer scientist Lauri Love in his successful battle against extradition to the United States. Naomi holds Masters and first degrees from the London School of Economics, writes for New Internationalist and Byline Times and her academic articles have been published in Limn and the Journal of State Crimes.



### Dr. Donato Vozza

**Research Associate at the Centre for Financial and Corporate Integrity, Coventry University**

*When the State keeps it on the hush: The unethical punishment of whistleblowers*



Donato carries out advanced legal researches at the CFCI of Coventry University focusing on economic crime, and in particular, tax crimes. He holds a PhD in Internationalization of Criminal Policy and has published several scientific papers. He also took part in several international research projects on law matters. Donato served as Visiting Scholar at College for Criminal Law Science of Beijing Normal University and at the Max Planck Institute for Foreign and International Criminal Law. He is currently Guest Researcher at the Research Centre on International Cooperation Regarding Persons Sought for Corruption and Asset Recovery in G20 Member States established by the Beijing Normal University. Prior to his academic career, he worked as an international lawyer expert in the areas of white collar crime and business ethics.

## Afternoon Session II

### Whistleblowers' Stories: A Tale of Justice

This innovative and breakthrough panel will be entirely devoted to narrating some of the most intriguing and dramatic whistleblowers' stories. The panellists, who are individuals directly or closely involved in the events, will offer a vivid recollection of the events illustrating the corrupt mechanics that allowed the occurrence of the criminal activities, the difficulties they encountered in unveiling the truth, the consequences they faced for their moral courage as well as the corporate, civil society, and government's responses to their brave actions.

#### Moderator

**Georgina Halford-Hall**

**CEO & Founder, WhistleblowersUK**



Georgina set up WhistleblowersUK after blowing the whistle on financial irregularities and poor practice in a charity. Eventually vindicated when investigations were concluded, what Georgina learnt was that people who have the courage to whistle-blow are very isolated and unsupported. WhistleblowersUK now ensures that people who put their head above the parapet and blow the whistle on wrongdoing have the help and guidance they need. Georgina regularly advises businesses, MPs and regulatory bodies on whistle-blowing legislation and obligations in the UK and the United States.

#### **John Christensen**

##### **Case: States of Jersey**

*Diary of a Traitor: Blowing the Whistle on Tax Haven Jersey*

John headed the government economic service of the British Channel Island of Jersey from 1987 to 1998. Since 1978 he has been researching the role of tax

havens in the global economy, and his researches include a period of working in offshore finance for Big 4 accounting firm Deloitte. He is a director and founder of the global Tax Justice Network, a specialised network which provides expert legal, accounting and economic advice on offshore finance. John originally trained as a forensic investigator, and subsequently studied economics. His most recent film - *The Spider's Web: Britain's Second Empire* - was released in 2017 and has been viewed by over two million people.



#### **Mark Lillie**

##### **Case: Takata**

*The Whistleblower's Dilemma - Beyond Qui Tam*

Mark holds a BSE in Chemical Engineering from Arizona State University where he also performed graduate level research. During his engineering career, Mr. Lillie specialized in the development and manufacture of propellants, explosives, pyrotechnics, and explosive devices. He worked on numerous large scale projects including the U.S. Space Shuttle solid rocket booster, and the Trident II D5 and MX/Peacekeeper ballistic missile programs. After leaving Government contracting, Mark joined Takata where he rose to the level of Engineering Manager. It was in this capacity that he objected to the introduction of Takata's Ammonium Nitrate based airbag inflator propellants as being inappropriate and unsafe. After exhausting all avenues of objection within Takata, he saw no other alternative but to resign, and has since been a vocal whistleblower and public critic of Takata's use of Ammonium Nitrate based propellants. Mark is currently retired and lives with his lovely wife Kathryn in New Mexico, USA.

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### Martin Woods

#### Case: Wachovia

*'Blowing the whistle as a call for help:'  
An analysis of the collective failure to  
assist whistleblowers and correct  
wrongdoings.*

Martin is a member of WBUK. He is a  
whistleblower, who believes in the

truth and the power of the truth. He is a former police officer, banking compliance officer, a money laundering reporting office, a private investigator, a consultant and most recently he was the head of financial crime with Thomson Reuters/Refinitiv. He now helps others to understand whistleblowers and the value they provide to society. He has his own experiences to draw upon and regularly shares the same with audiences around the world. He references a whistleblowing journey which has a long way to go and needs the support of politicians, lawyers, managers and everyone else to ensure future generations will benefit from a process and system which supports and encourages whistleblowing, a process that will become an effective, credible deterrent, which causes wrong doers to stop, think and determine not to do wrong for fear of being caught because of the actions of a whistleblower.



### Martin Bright

#### Case: Government Communications Headquarters

*The story of a leak: Changing the world  
for the better through voluntary  
disclosures of classified information*

Martin is the award-winning former  
Political Editor of the New Statesman and

The Jewish Chronicle. He is Founder and Chief Executive of The Creative Society, an employment charity that helps young people wanting to work in the creative and cultural sector. While working at The Observer, Martin broke the story of the U.S. illegally wire tapping the offices of certain United Nations member countries in its push for the 2003 invasion of Iraq. The information was leaked by whistleblower Katherine Gun, a former translator for the Government Communications Headquarters (GCHQ).



## The Centre for Financial and Corporate Integrity (CFCI), Coventry University

The Centre for Financial and Corporate Integrity (CFCI) was established in 2017 to bring a unique interdisciplinary approach exploring the complex interrelationships between economics, finance, accounting and law that together inform transformative issues and events facing global corporations and how these affect relevant stakeholders in terms of social, economic and environmental welfare and sustainability.

Transformative issues and events including: corporate scandals, global financial crises, economic instability and inequality in welfare allocation have placed increased public scrutiny on the operation of financial markets; the way organisations are governed; compliance with laws and regulations; alongside their wider responsibility to society.

Existing theoretical foundations in finance, economics and corporate accountability research largely ignore the complex interrelationships between the disciplines that are evident in such transformative events.

CFCI brings this expertise together to provide an appropriate “hub” to explore the synergetic and inter-disciplinary nature of research problems such as financial markets and institutions; accountability, business integrity, governance, law, ethics, risk and compliance. In doing so it focuses on large corporations across industrial and geographical boundaries.



**Prof. Panagiotis Andrikopoulos**

**Professor of Finance and Executive Director of the Centre for Financial and Corporate Integrity (CFCI), Coventry University**

Panos is the Executive Director of the Centre for Financial and Corporate Integrity (CFCI) at Coventry Business School and a Professor of Finance. He holds a PhD in Finance from the University of Portsmouth (2002), awarded for his research into the profitability of contrarian investments strategies in the UK setting. Prior to joining Coventry University, he was a Reader in Finance at De Montfort University where he taught various finance-related courses such as investment theory and analysis, corporate finance, and behavioural finance. During the period 2012-2015 he was also an Extraordinary (Adjunct) Associate Professor in Finance for the School of Accounting Sciences at North-West University of South Africa and since 2014 an academic reviewer for the National Research Foundation (NRF) of South Africa.