



Toulouse, June 21st, 2021

Subject: Letter of Support – Sarah Easter

To whom it may concern:

It is with pleasure that I am writing this letter of support for my colleague Sarah Easter. In what follows, I will describe the nature of our relationship and some of our fruitful past and current collaborations.

Sarah and I met in February 2016 when I arrived as a Postdoctoral Fellow at the University of Victoria, Gustavson School of Business. At the time, she was finishing her PhD in International Management at the school. I remember being grateful but also surprised to see that, during what I assumed was a very stressful period for her, Sarah was one of the first persons who took the time to show me around and made me feel welcome at the school and in Victoria after moving there on my own from Belgium. It was her kindness that struck me from the first moment we met, as well as her determination and professionalism in our first interactions at the school.

After finishing her PhD, Sarah approached me with the request to start a research project together, which turned out to be just the start of a very enjoyable and fruitful research partnership. On Sarah's initiative, we started a collaborative auto-ethnographic study focused on the use of engaged scholarship in relation to sustainable development during our recently finished PhDs. As the lead author, Sarah came up with the initial idea for the study and straight from the beginning, she had a clear vision on what the future article should look like and she crafted the process on how to get there. While being determined and hardworking, Sarah is also absolutely collaborative and collegial. I've had multiple research collaborations over the years, but I can say that my collaboration with Sarah is very stimulating for me, because I feel that we are compatible in terms of our work ethic and goals and ambitions as junior scholars. Meanwhile, we have interesting and constructive discussions, our skills as researchers are complementary and we both find it important to communicate and act with respect and kindness.

Our first research project turned into a conference paper at the *Academy of Management Conference* in 2018 and an [academic journal article](#) in 2020 in *European Management Review*, a well-respected European journal, linked to the *European Academy of Management*. Being satisfied with our initial collaboration, Sarah and I also started working together on another project, again on her initiative, about resilience of individual actors in contexts that are unresponsive to change for sustainable development. We presented this study during three different research conferences in Europe and North America in 2020 and 2021 and are proud that [our work was just published](#) in *Business & Society*, a prestigious academic journal in the field of organizational sustainability.

The latest project that we are collaborating on is a research project on the relationship between responsible management education and culture. In August 2021, we are organizing a symposium at the *Academy of Management Conference* on this topic, and the future goal is to turn this study into a full paper and to apply for funding from the [Thomas Jefferson Fund](#), which supports collaborations between French and North American

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researchers. Moreover, I'm convinced that many interesting collaborations between Sarah and me will follow in the future!

In conclusion, I hope the above elements give you a better view on my relationship and collaborations with Sarah. Please feel free to contact me with any additional questions regarding our past or current projects (on mobile: +33 6 23 24 89 99 or via email: k.ceulemans@tbs-education.fr).

Sincerely,

A handwritten signature in blue ink, appearing to read 'Kim Ceulemans', on a light yellow background.

Kim Ceulemans

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