

## **Dorota Dobija**

### Education and qualifications

2015	Full Professor in economic science, title awarded by the President of the Republic of Poland
2005	Habilitation degree in economic science - Management Science
1998	Ph.D. in economic science, specialty: Accounting
1992	MSc in Cybernetics and Computer Science, specialty: Data Processing and Accounting

### Professional experience

August 2015 – Present	<b>Kozminski University, Department of Accounting</b> Professor in social science, disciplines: Management and Quality, Finance and Economics
September 2005 – July 2015	Associate Professor in economic science, disciplines: Management Science, specialty: Accounting
September 1998 – August 2007	<b>Warsaw University, Faculty of Economic Sciences</b> Assistant Professor, Department of Information Technology and Economic Analyses
September 1996 – August 2008	<b>Kozminski University, Department of Accounting</b> Assistant Professor, Department of Accounting
September 1992 – August 1996	<b>Cracow University of Economics, Department of Accounting</b> Teaching Assistant

### Service on supervisory boards

2002 - 2004	XIII National Investment Fund "Fortuna"
2015 – November 2021	PEKAO Investment Banking

### Other self-development programmes attended

2020 - 2021	Kozminski University, Professional Coaching postgraduate studies
2016 - 2017	Warsaw University, Postgraduate Program in Business Statistics and Data Mining
2015 - 2016	Academy of Business Trainers, Kozminski University
2010 - 2012	Creating Research Leaders - a joint program of EFMD and EURAM for deans and research directors
2007	Faculty Development Program, IESE, Barcelona, Spain

### Other areas of focus

May 2017 - Present	Vice-President of European Management Academy EURAM (responsible for governance and finance)
September 2016 - Present	Ph.D. Programme Director, Kozminski University
September 2007 – September 2015	Vice Rector for Research and Faculty, Kozminski University

September 1998 - 2007	Rector's Proxy for International Development
September 2005 - Present	Head of Department of Accountanting

### Visiting scholarships

2018	Visiting Professor, Queensland University of Technology, Australia
2017	Visiting Professor, Hong-Kong Polytechnic University
2015	Visiting Professor, IEDC - Bled School of Management, Bled, Slovenia
2007-2017	Affiliated Professor, Bradford School of Management, Bradford University, United Kingdom
2007-2010	Visiting Fellow, The University of Greenwich, London, United Kingdom
2002	Senior Research Fulbright Scholar, University of Illinois at Urbana-Champaign, USA

### International teaching experience

2020 - Present	EuroMBA faculty member, Maastricht University School of Business and Economics, Netherlands
2019 - Present	MBA faculty member, University of Applied Sciences & Arts Northwestern Switzerland, School of Business
2009 - 2019	Faculty member EURO*MBA, a distance learning MBA program run by a consortium of Maastricht University School of Business and Economics Netherlands, IAE Aix-en-Provence France, AUDENCIA Nantes Ecole de Management France, EADA Barcelona Spain, Kozminski University, HHL-Leipzig Graduate School of Management, teaching Management Accounting course.
2010	IAE Aix-en-Provence. Graduate School of Management, teaching Strategic Accounting course
2007 - 2017	Faculty member Bradford University, Master in International Business, teaching Accounting and Finance course
2005	Visiting Professor at Ecole Supérieure des Sciences Commerciales d'Angers (ESCCA) in Angers, France

Guest lectures at Arizona State University, Grand Valley State University, Sam Huston State University and University of Illinois at Urbana-Champaign

### Other academic and professional functions

Membership in academic organisations:  
European Accounting Association, European Management Association, American Accounting Association, CEEMAN.

### Honours and awards

2018,	Silver Cross of Merit
2015	CEEMAN RESEARCH CHAMPION award
2020, 2019, 2017, 2013, 2012, 2011, 2005, 2003, 1999	Rector's Award, Kozminski University, Warsaw,
2008	Medal of the Commission of National Education

## Monika Marcinkowska

### Education and qualifications

2014	Full Professor in economic science
2004	Habilitation degree in economic science University of Lodz, Faculty of Economics and Sociology
1996 - 1998	Ph. D. degree in economic science – Management Science University of Lodz, Faculty of Management
1992 - 1996	University degree University of Lodz, Faculty of Management, Field of study: Management and Marketing, Specialty: Accounting

### Professional experience

October 1998 – Present	<b>University of Lodz</b>
February 2002 – Present	Faculty of Economics and Sociology
2010 - Present	Head of the Institute of Finance
2006-2010	Head of the Department of Banking
2002 - 2006	Banking and Finance Department
October 1998 – February 2002	Faculty of Management, Accounting Department
July 2000 – December 2001	<b>BRE Bank Spółka Akcyjna</b> Deputy Director - Department of Finance & Accounting of Retail Banking Division
July 1999 - June 2000	<b>Powszechna Kasa Oszczędności Bank Polski Spółka Akcyjna</b> Mortgage Bank Creation Unit Member
December 1996 - June 1999	<b>Powszechny Bank Gospodarczy Spółka Akcyjna - Pekao S.A. Group</b> Assistant to the CFO
June 1996 - December 1996	<b>PBG - Investment Fund LLC</b> Investment Manager
March 1995 - May 1996	<b>Radio Muzyka Fakty LLC – Cracow Head Office</b> Financial Analyst
October 1993 – February 1995	<b>Radio Muzyka Fakty LLC – Cracow Branch</b> Promotion Coordinator

### Service on supervisory boards

April 2016 - Present	Member of the European Banking Authority's Banking Stakeholder Group (since 2020 coordinator of Sustainable finance Working Group)
March 2020 – Present	Bruegel – Board Member (non-executive director)
November 2016 – Present	Polski Gaz TUW – Supervisory Board Member
November 2016 – November 2019	University of Lodz Foundation - Foundation Board Member

June 2015 – Present: DI Xelion Sp. z o.o – Supervisory Board Member, Chair of the Audit Committee and Risk Committee

November 2011 – November 2016 Pocztylion-Arka PTE SA – Supervisory Board Member

#### Other self-development programmes attended

March 2001	Shareholder Value Management – Management Centre Europe, Brussels
November 2000	CybeRetail Finance Forum – ICBI, Munich, Germany
March 1999	Cost management as a success factor in a commercial bank - GAB, Warsaw
June 1998	Economic Value Added - G.B. Stewart, Management Centre Europe, Brussels
June 1998	Activity Based Cost Management - R. Kaplan, Management Centre Europe, Brussels
June 1998	Balanced Scorecard – R. Kaplan, Management Centre Europe, Brussels
November 1997	Effective Cost Management and Control – J. Maberley, N. Willmer, Euromoney, London
February 1997	Bank financial management: BanRisk – The Stanford Game - Warsaw Institute of Banking, Warsaw
October 1996	Mergers & Acquisitions – M. Grudziński, J. Czarnecki, Foundation for Accounting Development in Poland, Warsaw
September - October 1996	Bonds issue and Share issue - M. Grudziński, Foundation for Accounting Development in Poland, Warsaw

#### Honours and awards

2021	Corporate Governance Person of the Year 2021 - honorary title awarded for contribution to the construction and development of corporate governance in Poland
2016	Silver Nicolaus Copernicus Medal of the Polish Bank Association for outstanding achievements for the development and safe functioning of Polish banking
2010	prize of the 3rd Competition of the Committee of Finance of the Polish Academy of Sciences (the competition promoting excellence in the field of finance)
2006	Bronze Cross of Merit
2005	Beta - Polish Award for achievements in financial management sciences University of Lodz Rector's scientific awards: 5 individual, 3 team
2002	Award of the Executive Committee of the Polish Academy of Sciences and of the Conference of Rectors of Academic Schools in Poland (CRASP) in Lodz for life time achievement in humanities

### **Stephen Creese**

#### Education and qualifications

1998	University of Manchester BA (Hons) Economics and Economic History Chaloner prize (Faculty of Arts)
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#### Additional qualifications

2007	Certified Information Systems Security Professional (CISSP) (Exam passes – not practicing)
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#### Professional experience

June 2021 - Present	<b>ING Bank N.V.</b>
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Global Head of Non-Financial Risk (NFR)

1998 - May 2021

**Citigroup Inc.**

Experience leading Operational Risk, In-business Risk (Trading and Sales) Audit and Capital Markets Operations in Europe, Middle East and Africa

April 2014 – May 2021

Managing Director - EMEA

Regional Head of Operational Risk

Global Head of Risk Control Assessment (RCA) & Program Director for Governance, Risk and Compliance project

September 2004 – March 2014

EMEA Markets (Institutional Clients Group)

Managing Director - Head of In-Business Risk & Control

September 2001 –

Internal Audit

August 2004

Audit Manager – Citigroup Corporate & Investment Bank

September 1998 –

Global Markets Operations

August 2001

Forex & Local Markets, Risk Treasury