

## A

I had the opportunity and the privilege to know and work with Ted O'Leary at the University of Manchester, where he was my PhD supervisor. Ted was a mentor and a friend, always available and supportive. Besides his academic and intellectual guidance, I will never forget his kindness and supportive spirit. His unexpected and premature passing is a great loss. Thank you for all.

**Paulo Afonso**  
**University of Minho, Portugal**

In the 1990's, I looked forward each year to Ted's visits at the University of Michigan. He was generous with his time and supportive to a fault in helping both students and young assistant professors. We had so many lovely hours of thoughtful, wide-ranging conversation. Ted was truly a Renaissance scholar --- careful and meticulous in considering evidence from every vantage point, but also curious and open to new paradigms. The world of management accounting scholarship will be more drab with his absence.

**Shannon W. Anderson**  
**University of California, Davis**

I didn't know Ted personally but his work opened my eyes in my early career days and remains a source of motivation and insight. I'm sorry I didn't know him, I certainly knew that others regarded him as a genuinely nice bloke (as well as a true scholar). There is no doubt that he will be missed very much in many ways, sincere condolences.

**Fiona Anderson-Gough**  
**Warwick Business School**

I never had the privilege of meeting Ted (we always seemed to miss each other!), but I knew him intellectually and came to view him as a scholar of profound insight! The interdisciplinary accounting community has lost yet another gem ..but thanks to his many seminal works, his legacy will live on. Good-bye Ted may you RIP

**Marcia Annisette**  
**Schulich School of Business, Toronto**

Ted, I was privileged to witness your exceptional teaching. Still remember you walking up and down the class talking about your fieldwork with so much energy and passion, such an inspiration to everyone! What I keep with me is the your uniquely gentle smile and attitude. You will be greatly missed.

**Vasiliki Athanasakou**

**LSE**

Losing Ted is tragic, but reading his tribute page made me smile—for respects that he earned. He was really a rare scholar with virtually no ego... and a very easygoing person too. I still remember how he (and Jodie) greeted me in a lift at MBS two weeks ago and commented about my smile despite the PhD pressure. And he smiled too. His smile will be greatly missed. May this great soul rest in peace.

**Zubir Azhar**

**MBS, University of Manchester**

**B**

I am very lucky to have Professor Ted O'Leary to teach me, even though it is just for one semester. He is a great teacher. I can still recall his voice that in every lecture, he asked us kindly 'is that ok?' He will be missed and revered.

**Zhe Ban**

**Student of University of Manchester**

Ted, thanks for the many hours of thoughtful conversation. You were always so curious, careful and kind in every thought.

**Elena Beccalli**

**Università Cattolica, Milano**

Ted, your gentleness of manner, capacity to listen and tendency to open up intellectual boxes – were all endearing qualities which made you a very special friend and rare scholar. I will miss you.

**Al Bhimani**

**LSE**

Ted,

I had the distinct pleasure of meeting and working with Ted in the last year . A true gent and someone who gave all the impressions of someone you'd want to know more each time you met him.

RIP and peace to those who celebrate your memory

**Ian Brannigan**

**Western Development Commission, Roscommon**

The world is poorer for Ted's passing. He was an exceptional and rigorous scholar, seemingly with no ego. As a person, Ted was genial and kind and supportive of all he met. I still remember discussing ideas with him when I first met him at a conference, when I was a newly appointed lecturer. His words and his ideas will live on as will the memory of his kindness to everyone.

**Jane Broadbent**

**Royal Holloway, University of London**

Ted, thanks for your time, mentorship and willingness to help. Thank you for having listened to me when I had a doubt, a problem, or simply the need to share thoughts. It was a true honour to know you, and work with you at MBS. You will be truly missed.

**Cristiano Busco**

**National University of Ireland, Galway**

**C**

I knew Ted when we met at LBS during those stimulating sessions at LBS in the 1980s, and we met infrequently thereafter. He was a gentle, humorous and incisive scholar, whose publications have had a very great influence of our understanding of accounting in organizations and society. We will miss you!

**David J Cooper**  
**University of Alberta**

**D**

Ted was a great colleague, first as a person and then as a scholar. He was kind and always looking for ways to support other people. Even if he was a great scholar, he was humble and ready to contribute to other scholars in their effort to progress. The accounting community was lucky to have somebody like him push forward research and knowledge. Personally, he was a friend that I admired.

**Tony Davila**  
**IESE Business School**

Our shared office was opposite yours Ted in MBS and you were often the first and last person each of us would see when in the School. What better person to set the tone for a day of academic work or to sign off with? Gentle, thoughtful, civilised, and an academic to your finger-tips, it was a privilege to call you a friend and colleague. You are sorely missed.

**Judy Day and Peter Taylor**  
**MBS, University of Manchester**

Ted was one of my colleagues at MBS. I will always remember him as a very friendly person, open, nice, and humorous.

I have last seen him on the Thursday before it happened. There was a big buffet getting set up for a meeting that had finished. Ted saw me glaring at all the nice food and joked that I had positioned myself very well (close to the desserts). I laughed back that it would probably not be very polite for me to start before everyone else. It feels very strange and sad that this was our last interaction, but in a way this summarizes very well what Ted was for me. Just a really nice person to have in our division. He will be truly missed. I would like to send my heartfelt condolences to his family and friends.

**Marie Dutordoir**  
**MBS, University of Manchester**

## E

I am extremely saddened by the sudden and premature departure of Ted. Having known Ted for over 30 years, I was always struck by how serious-minded he was as an academic pursuing excellence in research, but also as a sincere, charming, and very approachable person. He will be missed sorely by all who have known him.

**Mahmoud Ezzamel**

**IE Business School, Madrid**

## F

As an accounting lecturer, I had the privilege of working with Ted throughout his second period here in University College Cork. As so many have said, Ted was a true gentleman, helpful to colleagues, an excellent scholar and very interesting teacher. In essence Ted was a pleasure to know and deal with. Ted's research engaged with other disciplines and this willingness to move outside of a box, could also be seen in his capacity to co-operate with other departments here in UCC. A very successful work placement was introduced into the undergraduate BSc Finance programme through Ted's willingness to liaise with the Economics department, thus removing what others had seen as insuperable barriers. A successful interdisciplinary MBS was similarly created through co-operating with BIS. In the same way that Ted's research will form a continuing legacy, initiatives such as these mean that students will continue to benefit from his endeavours.

**Eamonn Fagan**

**AFIS, University College Cork**

I admired Ted very much. He was a great support in difficult situations. His words were always calm, friendly, supportive and challenging. It was a privilege having him as a supervisor.

**Rafael Franco**

**AESE Business School, Lisbon**

## G

"Come early and bring your boots!" That's what Ted O'Leary said was the instruction given to him, I think by his cousin, when he was growing up. Apart from a passing interest in the Six Nations, Ted didn't strike one as being particularly sporty, but he said he was told to come along early to the football match, and to bring his boots with him, in case the team might be a player short! He followed that instruction in his academic life too, except that instead of bringing along his boots, he went out of his way to be a great mentor to colleagues, and especially to PhD students.

I first met Ted in the Spring of 2007 when I applied to join the accounting PhD programme in Manchester Business School. I was due to have formal meetings with my prospective supervisors Ted and Jodie, and with Mahbub, the head of the accounting PhD programme. Ted knew that I had travelled over from Dublin the evening before the meetings, so he phoned me to see if I'd like to meet up with him for an informal chat that evening. I didn't need to be asked twice! We went to a Starbucks, which I soon realised was a favourite of Ted's! My first, and lasting, impressions were of a softly-spoken gentleman who wanted to help people to progress in their academic careers.

As I think of all the treasured memories from our conversations over the years, I'm sad that Ted won't be around to see the results of the encouragement he has given to me. I'm sad for Ted's family and colleagues, because Ted has been taken early, but I trust he has his boots with him!

**Desmond Gibney**

**MBS, University of Manchester and National College of Ireland, Dublin**

I had the pleasure to know and work with Ted at the University of Michigan where, for many years, we taught together in our "MAP" program. He also guest taught in my classes. He had a wonderful touch with students – he cared deeply about them, actively questioned them, and took them on a journey of discovery. In a world where manners and kindness are sometimes absent, Ted was something truly different. He had a gentle way, was always "present," and gave of himself deeply.

I extend to you my heartfelt condolences.

He will be greatly missed,

**Michael Gordon**  
**Ross School of Business, University of Michigan**

**H**

When Ted joined us at Manchester we were not sure what to expect. Would he be a prima donna, be just a researcher or what? We quickly learned that we had a colleague who was thoughtful, humorous, unobtrusively industrious that had high academic standards and ideals. He brought a calming effect on the fraught situations that often characterise academic life. He would be willing to teach all students at any level invariably through innovative and challenging courses. Not surprisingly he was greatly appreciated by students who affectionately called him Father Ted (there is a TV comedy sitcom of an Irish priest so named). We were so lucky to have him and so sad to lose him.

**Trevor Hopper**  
**University of Sussex**

Ted: you were a man who made a real intellectual difference while remaining a kind and gentle man. I know no higher praise than that.

My very best wishes

**Keith Hoskin**  
**University of Essex**

**J**

I met Ted in 1999 when he acted as external examiner on my PhD thesis. He was a gentleman – so kind and thoughtful to others.

He was also incredibly modest despite his great intellectual achievements. Just a really lovely, decent man.

**Ingrid Jeacle**  
**University of Edinburgh Business School**

Ted o Ted! Why do we lose the good people?

**Sten Jönsson**  
**Gothenberg Research Institute**

**K**

Many thanks Ted for all your advice and support over the years. I consider myself privileged to have known you. Always so calm and reassuring. I will miss you greatly.

**Liisa Kurunmäki**  
**LSE**

**L**

In April, Ted, we passed each other in the hallway at Michigan, you on your way to a MAP meeting with students and me on the way somewhere inconsequential. We agreed we should get together “soon” and that was that. Little did I know that I had missed the chance to thank you for all you have meant to me as colleague, friend, and tour guide to Ireland. You will be missed as a research colleague and teacher, but, most important, as a wonderful, gentle, generous human being.

**Bill Lanen**  
**Ross School of Business, University of Michigan**

My lasting memory of Ted O'Leary is, first and foremost, that he was an outstandingly kind, gentle, generous and supportive human being as well as being a scholar of great distinction. His premature passing is a great loss to all of us who had the privilege to know him.

**Richard Laughlin**  
**Department of Management, King's College London**

It feels incredible you are no more with us, Ted. You were a great scholar and there was no man wiser and gentler than you. We miss you so much.

**Kari Lukka**  
**Turku School of Economics, Finland**

**M**



Truly 'a scholar and a gentleman', in the best sense. He will be sadly missed.

**Richard Macve**

**LSE**

Dear Ted

we will always remember your kindness and gentle manners. Your few nice words at the end of our intense teaching days were encouraging and supportive.

Thank you always...

**Mary Marchica and Roberto Mura**

**MBS, University of Manchester**

A great scholar; a great human being. Ar dheis Dé go raibh a h-Anam dílis. Ní beig a leithéad ann arís.

**Brendan McSweeney**

**Royal Holloway, University of London**

I met Ted only a few times. But he left a strong impression on me. Gentle, caring, listening, with a passion for detail, and gripping my attention when on stage, presenting his work. His writings, which I first encountered when studying sociology in Bielefeld, made me want to learn more about accounting and they have shaped my thinking and writing since then. Ted helped to found a field of which I am proud to be able to belong today. I am awfully sad that he has left us – far too soon – but his legacy will continue to thrive; that is no real consolation but still comforting to know.

**Andrea Mennicken**

**LSE**

This is very sad news. We have lost an accomplished scholar, and a true gentleman.

**Ken Merchant**

**University of Southern California**

I know its unusual prof, but I'm a bit lost for words. To say you'll be missed doesn't

capture the half of it. You brought scholarship and kindness to a world that needed both. You have left a terrific legacy, in both your family and your writings, which is a heck of an achievement. But we did all want you around for a bit longer.

**Peter Miller**

**LSE**

Ted - you were a great colleague and friend who I came to appreciate immensely. You were always there and ready to provide sage advice and guidance to colleagues and students alike. You always saw the best in people where others might not. I will miss you.

**Sven Modell**

**MBS, University of Manchester**

Ted, a heartfelt thanks for always believing in me. I could not have asked for a better mentor. Over the years I have learned so much from working with you – but the one thing that stands out is your willingness to help others. You are missed.

**Jodie Moll**

**MBS, University of Manchester**

Ted was a brilliant academic – a teacher full of enthusiasm and what a performer in the classroom. In his fantastic research work, Ted always was driven by wanting to say something meaningful that would make a contribution. In many ways, his research approach mirrored his lifestyle, when he had something to say, he said it very eloquently and you knew it was important, otherwise he stayed quiet.

Ted was a man possessed of a great core value system who dealt with the world on his own terms, always gentle and focussed on the positives of every situation.

As a colleague and friend Ted was great company- full of wit and master of the one-liner.

Peter Miller in his wonderful tribute at Ted's funeral mass recalled spending time with him in American shopping Malls as Ted sought gifts to bring back to his beloved family. It brought to mind that Ted and I on a number of occasions when we were in Boston would go to mass in a church in the Prudential Mall and invariably we

would be tagged to do the collection. Why? only God knows. My abiding memory is, as we neared the end of the church, looking up and seeing Ted with that twinkle in his eyes pointing to the exit and suggesting that we keep walking.

At a personal level, I have lost a great friend, an academic whom it was a privilege to know. His loss to the accounting discipline and to all of academia is immense

The loss of such a loving husband and father to his family is incalculable.

Our memories are of Ted, our thoughts are with his family.

**Ciaran Murphy**  
**University College Cork**

**N**

I was in the next office to Ted for 13 years, so we used to bump into each other regularly, reciprocally bring each other coffee & talk about things we were working on, papers, his life in Michigan and family. I'd walk past his door and he'd wave or drop in on me with a "hello colleague". I always could be myself with Ted without airs and graces, an erudite professor who wasn't interested in pomposity or status - an old school academic, a gent and a good feller - I'll miss him

**Brian Nicholson**  
**MBS, University of Manchester**

**O**

I met Ted at the University of Wisconsin AOS conference oh so many years ago. He inspired me to believe that one could do work that mattered and that was honest and hopeful. His passing is a great loss. I imagine his presence, strong and vibrant, in the thoughts of people who knew him, however, and am a little comforted.

**Leslie S. Oakes**  
**University of New Mexico**

Ted, you were a wonderful, warm, gentle, witty man with a fantastic twinkle in your eye. I came to know you well over the past few years. You were a great support and

encouragement to me and I will always cherish your wise and caring counsel and I will greatly miss your kindness. Your outstanding scholarship and mentoring will live on. It is especially sad for me that, given your fatherly nature, you died on the second anniversary of my own Dad's passing. My sincerest condolences to all of your family. I wish them every strength as they try to cope with the loss of a true gentleman whom I am privileged to have known. Ar dheis Dé go raibh tú.

**Brendan O'Dwyer**  
**University of Amsterdam**

Dear Dad, words can't describe how proud I am of you – your contribution to knowledge, kindness to your colleagues and gentleness in everything you did. But above all you were my Dad and I couldn't have asked for a better one. I can't believe I won't be seeing you again but I will think of you and miss you every single day. Have a good rest, Sue Xx

**Susan O'Leary**  
**Monash University**

P

During the period of time I began seriously contemplating a doctoral degree in accountancy, I had the pleasure of being a master's student in Professor Ted O'Leary's accounting theory and information systems class – at the University of Illinois. I fondly recall reading authors such as Hopwood and Pettigrew in his course. He exhorted the students to think beyond the debits and credits to individual and organization decision making, which we students found rather odd back then. He personally took the time to provide us with thoughtful feedback on papers we wrote for the course - no TA input. I am thankful to having had him as a Professor for one of my courses.

**Mark Peecher**  
**University of Illinois**

Ted had a huge impact on our discipline. I did not know him well but was continually struck by his care and attention to detail in all things scholarly. He was very modest, and a great listener to students and colleagues but also, and especially, to the research subjects of his enquiries. Ted made a lasting contribution to how we should

think about field studies in accounting and he raised the bar for everyone in terms of standards of evidence and data, and determined engagement with the field. Indeed, his work implores us all to listen a bit more. At a time when many of us had, and still have, a tendency to 'rush to theory', Ted's work and conversations remind us of the complexity of the field and of the need to allow agents to speak. Indeed, Ted was actually interested in managers and management, which sadly enough has become remarkable because we live in an increasingly financialised and theorised academic environment where that interest is dwindling, regarded as too difficult or too idiosyncratic. In his own quiet way, Ted also did as much as anyone, if not more, to bridge North American and European work in accounting. The partnership with Miller dramatically changed the accounting research field and profoundly affected what others, like myself, might even dare to consider possible to say. Ted was the driving force in sustaining the access and conversations with Caterpillar and Intel, leading to the seminal studies which inform the work of a generation. The label 'empirical' has been captured by others in the accounting field, so I recapture it for Ted: he was the exemplary empiricist in our field.

**Mike Power**

**LSE**

**Q**

I met Ted a only a couple of times, but his work has been of inspiration to me and generations of scholars for quite some time. It is a real loss to lose him so early and suddenly

**Paolo Quattrone**

**University of Edinburgh Business School**

**R**

This bad news touches me a lot. I never had the luck to know Ted personally but he is not a stranger to me.

Now that he lives with the stars, his thinking will continue to inspire whole generation of accounting researchers.

Deep condolences to all the people who have shared with him a life of love, friendship and work.

**Silvana Revellino**  
**Copenhagen Business School**

This is such unhappy news. The "Governable Person" paper changed accounting research for so many of us in the 1980s, and for many others since I expect. I am so sorry to learn that there is no more to come. And such a considerate man. Sincere condolences to family, friends and close colleagues.

**Keith Robson**  
**Cardiff Business School**

**S**

Ted was the one person who really could be described as a gentleman and scholar. A true gentle man and a very thoughtful scholar.

You'll be greatly missed

**Bob Scapens**  
**MBS, University of Manchester**

I'm saddened to hear of Ted's sudden passing. I'll remember him as an analytical and thoughtful scholar, but perhaps more so as a good colleague at Manchester Business School. He always had time for his junior colleagues like me, and his students. Condolences to his family and colleagues.

**Alice Shepherd**  
**Leeds University Business School**

Ted's office at the MBS was opposite to mine, and he would often be the first person that I would bump into in the morning- and he would always say something that would brighten up the day for me. A genuinely amicable personality, Ted always had the time to stop for a humorous yet insightful chat. You will be dearly missed, as Ted would say, 'dear colleague'!

**Javed Siddiqui**  
**MBS, University of Manchester**

A terribly sad day. We have lost one of our best scholars and an even better person - my sincere condolences to Professor O'Leary's family, friends and colleagues in this difficult time.

**Prabhu Sivabalan**  
**UTS Business School, Australia**

I had a chance to get to know and work with Ted O'Leary at the Ross School of Business on a student consulting project. Not knowing much about accounting, I learned a great deal from Ted and his gentle nature. He had a great way of connecting with students to maximize learning. I will miss him.

**Gretchen Spreitzer**  
**Ross School of Business, University of Michigan**

Taken from a traditional Irish blessing:

'What moves through us is a silence ... a quiet sadness. A longing for one more day...one more word.

We may not understand why you left this earth so soon, before we were ready to say goodbye.

But little by little we begin to remember not just that you died, but that you lived. And that your life and work gave us so much... it is impossible to forget'.

**Pam Stapleton**  
**MBS, University of Manchester**

Ted was a great friend and scholar. He introduced me to qualitative methods both in his teaching to the University of Illinois PhD students and by allowing me to observe how one conducted, day to day, qualitative inquiry. He was also a thoughtful, gentle but probing critic. I value the years we spent together at the University of Illinois.

**Dan Stone**  
**University of Kentucky**

**T**

I was very saddened to hear the news. I was only thinking the other day of Ted's work, how it was so provocative and stimulating. A real contribution to scholarship.

Very sad. My sympathies to family and friends.

**Barbara Townley**  
**University of St Andrews**

U

Ted, you were a true gentleman and a true scholar – in the very best sense of both words. You always gave unstintingly of yourself to others, and will be sorely missed.

**Jeffrey Unerman**  
**Royal Holloway University of London**

V

Your work leaves its impact; your benevolence a lasting memory.

**Wim A Van der Stede**  
**LSE**

A long-time admirer of Ted's work I discovered upon meeting him that he was a true gentleman as well as an outstanding scholar. His premature loss is keenly felt among all who knew him and his work.

**Theo Vurdubakis**  
**Lancaster University**

W

Ted was great to have around at MBS.

He was always calm and thoughtful, and especially supportive of junior colleagues.

He will be sorely missed.

**Martin Walker**  
**MBS, University of Manchester**



So sad to learn of Ted's passing. Our profession has lost an author of works of enduring importance and one of its gentlest and kindest members.

**Stephen Walker**  
**University of Edinburgh Business School**

Y

Ted was, of course, an amazing scholar. He was also a very generous person. I am so grateful that Ted just happened to be at Illinois while I was a PhD student there and that he took the time and interest to point me in a research direction that differed greatly from the normal course. Over many cups of coffee, he offered guidance (often humorously) indicating that this or that little paper or book might prove helpful or useful or might be a completely mad waste of time. He read patiently what must have seemed like endless numbers of interminable drafts and offered comments sometimes, and perhaps most effectively, by not commenting. Such generosity and interest in the work of others is increasingly rare in academia and, so, we have lost not only an excellent scholar but a wonderful person. I extend my deepest condolences to his family.

**Joni Young**  
**University of New Mexico**

Z

I am saddened to hear of Ted's passing but I rejoice in memories of sharing a bottle of wine (or more) at Dick Boland's house in Urbana, Illinois as we discussed and argued accounting and business information topics. Ted was a quick wit with a twinkle in his eyes as he explained something to me that eluded my understanding. Ted O'Leary was a scholar and a gentleman.

**Dave Ziebart**  
**University of Kentucky**