

Patrizia Zanoni

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Hasselt University
Faculty of Business Economics, SEIN - Identity, Diversity & Inequality Research
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Research Fellow KU Leuven
Faculty of Business and Economics
Department of Work and Organisation Studies, Naamsestraat 69
3000 Leuven, Belgium

Areas of expertise

Diversity (gender, ethnicity, disability, age, class)
Control and resistance in organizations
Discourse analysis
Diversity management practices
Qualitative methods
Diversity and entrepreneurship

Academic appointments

Jan 2013 – to Professor, Hasselt University (Belgium), Faculty of Business Economics
date

Jan 2009 – Dec Associate professor, Hasselt University (Belgium), Faculty of Business Economics
2012

Sept 2006 – Dec Assistant professor, Tilburg University (The Netherlands), Faculty of Social Sciences
2008

Studies

2006 PhD in Applied Economic Sciences, KU Leuven, Belgium. Title: *Beyond demography: Essays on diversity in organizations*.

2001 Master's Degree in Social and Cultural Anthropology, KU Leuven, Belgium (high honors).

1997 Master's Degree in International and Diplomatic Sciences, University of Trieste, Italy (110/110 cum laude).

1996 Graduate courses in anthropology, development, and rural economy of developing countries, Catholic University of Louvain, Louvain la Neuve, Belgium (average grade: 17/20).

Awards

Shortlisted for That's Interesting Paper EGOS, 2016, The political economy of diversity: Theorizing the unequal valuation of social identities as a class process

Best Paper Award of the Critical Management Studies Division of the Academy of Management, Chicago, 2009, Diversity in the lean automobile factory: Re-doing class along socio-demographic identities.

Best PhD Dissertation Award of the Critical Management Studies Interest Group of the Academy of Management, Philadelphia, 2007. *Beyond demography: Essays on diversity in organizations*.

Tilburg University Innovation Award for Education for the Organization Studies Master Track 'Organization of Cultural Diversity', 2007.

Anna Del Bo Boffino Award of the National Women's Union, Siena, Italy, for the best undergraduate thesis on gender 'The gender dimension in rural development projects', 1997.

Giovanni Lorenzini Award of the Giovanni Lorenzini Association, Portogruaro (VE), Italy, for the best undergraduate thesis in development cooperation 'The gender dimension in rural development projects', 1997.

Largest grants obtained (when in collaboration, amounts refer to own share of budget)

Flemish Policy Research Centre on Equality Policies [Steunpunt Gelijkekansenbeleid] 2012-2016 (Ministry of the Flemish Community): € 1,482,644

Flemish Policy Research Centre on Equality Policies [Steunpunt Gelijkekansenbeleid] 2008-2011 (Ministry of the Flemish Community): € 1,147,005

Towards a richer approach of work-life practices: A multiple stakeholder perspective 2014-2017 (Flemish Scientific Fund, with KULeuven): € 184,180

Work-life policy implementation and work-to-life conflict as mediators of the relationship between organizational work-life policies and individual work outcomes: A mixed-method study in large Belgium firms (BOF UHasselt): € 167,500

Policy Research Centre Integration [Steunpunt inburgering] 2012-2016 (Ministry of the Flemish Community): € 76,000

Joint Chair Diversity and Social Innovation 2012-2015 (Privately sponsored, with University of Liège) € 58,903

The micro-dynamics of organizational transformation: Highly skilled Moroccan return migrants in the workplace (BOF UHasselt): € 39,977

Publications

in international peer-reviewed journals

Zanoni P, Thoelen A, Ybema S, 2017, Unveiling the subject behind diversity: Exploring the micro-politics of representation in ethnic minority creatives' identity work. *Organization*, 24(3): 330-354. DOI: 10.1177/1350508417690396

Lembrechts L, Zanoni P, Verbruggen M, 2016, The impact of team characteristics on the supervisor's attitude towards telework, *The International Journal of Human Resource Management*, pre-published on line, DOI: 10.1080/09585192.2016.1255984.

- Jammaers E, Zanoni P, Hardonk S, 2016, Constructing positive identities in ableist workplaces: Disabled employees' discursive practices engaging with the discourse of lower productivity, *Human Relations* 69(6) 1365-1386. DOI: 10.1177/0018726715612901
- Thoelen A, Zanoni P, 2016, Making claims on value: The rhetoric construction of aesthetic innovation by ethnic minority creatives *Culture and Organization*. 22(4): 287-310.
- Zanoni P, Janssens M, 2015, The power of diversity discourses at work: On the interlocking nature of diversities and occupations, *Organization Studies*, special issue on Worlds of Work, 36(11) 1463–1483. DOI: 10.1177/0170840615593584
- Mampaey J, Zanoni P, 2015, Reproducing monocultural education: Ethnic majority staff's discursive constructions of monocultural school practices, *British Journal of Sociology of Education*. DOI:10.1080/01425692.2014.1001059
- Lembrechts L, Decocker V, Zanoni P, Pulignano V, 2014, A study of the determinants of work-to-family conflict among hospital nurses in Belgium, *Journal of Nursing Management*. DOI: 10.1111/jonm.12233
- Janssens M, Zanoni P, 2014, Alternative diversity management: Organizational practices fostering ethnic equality at work, *Scandinavian Journal of Management*. 30(3): 317-331. DOI: 10.1080/14759551.2014.921819
- Mampaey J, Zanoni P, 2014, Managing legitimacy in the educational quasi-market: A study of ethnically diverse, inclusive schools in Flanders, *British Educational Research Journal*, 40(2): 353-372. DOI: 10.1002/berj.3087
- Zanoni P, 2014, Critical perspectives on diversity: State of the art and promising avenues for future research. (Gli approcci critici alla diversità: stato dell'arte e sentieri promettenti per la ricerca futura) *Sociologia del Lavoro*, 134: 189-203. DOI: 10.3280/SL2014-134012
- Zanoni P, Calás M, 2014, Editors' Picks: Diversity and Organizations. Published on-line http://org.sagepub.com/site/Editors_Collections/Diversity_and_Organizations.xhtml
- Zanoni P, Mampaey J, 2013, Achieving ethnic minority students' inclusion: A Flemish school's discursive practices countering the quasi-market pressure to exclude, *British Educational Research Journal*, 39(1): 1–21. DOI: 10.1080/01411926.2011.620602
- Zanoni P, 2011, Diversity in the lean automobile factory: Doing class through gender, disability and age, *Organization*, 18(1): 105-127.
- Zanoni P, Janssens M, Benschop Y, Nkomo S, 2010, Unpacking diversity, grasping inequality: Rethinking difference through critical perspectives, *Organization*, 17(1): 1-21.
- Zanoni P, Janssens, M, 2007, Minority employees engaging with (diversity) management: An analysis of control, agency, and micro-emancipation, *Journal of Management Studies*, 44(8): 1371-1397.
- Janssens M, Cappellen T, Zanoni P, 2006, Successful female expatriates as agents: Positioning oneself through gender, hierarchy and culture, *Journal of World Business*, 41(2): 133-148.
- Janssens, M, Zanoni, P, 2005, Many diversities for many services: Theorizing diversity (management) in service companies, *Human Relations*, 58(3): 311-340.
- Zanoni P, Janssens M, 2004, Deconstructing difference: The rhetoric of human resource managers' diversity discourses, *Organization Studies*, 25(1): 55-74.

Janssens M, Zanoni P, 2004, Diversiteit als contextueel verschil: Een retorische analyse, *Management & Organisatie*, 1: 60-78.

Book chapters

Zanoni P, Janssens M, forthcoming, Theorizing diversity and (in)equality through the lens of critical discourse analysis. In R. Bendl, L. Booyen & J. Pringle (eds.) *Handbook of Research Methods on Diversity Management, Equality and Inclusion at Work*. Edward Elgar.

Thoelen A, Zanoni P, 2017, Ethnic minority entrepreneurs' construction of legitimacy: 'Fitting in' and 'standing out' in the creative industries. In C. Essers, P. Dey, D. Tedmanson & K. Verduyn (eds.) *Critical Perspectives on Entrepreneurship: Challenging dominant discourses*. Routledge, pp. 146-160.

Zanoni P, Taskin L, 2016, Non-managerial management scholarship in Belgium, The Netherlands and Luxemburg. In C. Grey, V. Perret, I. Huault & L. Taskin (eds.) *CMS: Global voices, local accents*. Routledge.

Roos H, Zanoni P, 2016, Disrupting gendered dichotomies: Gender equality in a high-tech Belgian company. In Patricia M. Flynn, K. Haynes & M. Kilgour (eds.) *Overcoming Challenges to Gender Equality in the Workplace*. Greenleaf Publishing, pp. 8-20.

Zanoni P, Van Laer K, 2016, Collecting narratives and writing stories of diversity: Reflecting on power and identity in our professional practice. In Regine Bendl, Inge Bleijenbergh, Elina Henttonen and Albert J. Mills eds. *Oxford Handbook of Diversity*. Oxford University Press, 337-354.

Zanoni P, 2015 Diversiteit in de neoliberale arbeidsmarkt [Diversity in the neo-liberal labor market]. In Wim Vermeersch (red.) *Help, de robots komen [Help, the robots are coming]*. Jaarboek SAMPOL: Stichting Gerrit Kreveld en Samenleving en politiek, 42-45.

Vogt C, Zanoni P, Leroy F, Holderbeke F, 2015, De effecten van intra-Europese migratie op de Belgische arbeidsmarkt: de migratie van hoogopgeleiden binnen de EU. [The effects of intra-European migration on the Belgian labor market: The migration of high-skilled individuals in the EU] In C Timmerman, R Mahieu, F Levrau and D Vanheule eds. *Intra-Europese migratie of mobiliteit: Andere tijden, nieuwe wegen? [Intra-European migration or mobility: Other times, new ways?]* Leuven University Press.

Vermaut H, Zanoni P, 2014, You look for diversity management, you find CSR: Practices aligning business goals and minorities' needs in Flemish SMEs. In M Karatas-Ozkan, K. Nicolopoulou and M Özbilgin eds. *Corporate Social Responsibility and Human Resource Management: A Diversity Perspective*.

Zanoni P, 2013, Diversity in the lean automobile factory: Doing class through gender, disability and age. In A J Mills and G Durepos eds. *Case Study Methods in Business Research*, Vol. 4. London: Sage.

Zanoni P, 2012, Diversiteit in het nieuwe arbeidsbestel: schipperen tussen kritische analyse en pragmatiek [Diversity in the new employment relations: Navigating between critical analysis and pragmatism] ACV.

Cappellen T, Zanoni P, Janssens M, 2012, Human Resource Management in contemporary transnational companies. In R Kramar and J Syed eds. *Human Resource Management in a global context: A critical approach*, Palgrave McMillan, 55-74.

Valgaeren E, Zanoni P, 2011, "Kansen krijgen" of "kansen grijpen"? De publieke opinie over de arbeidsmarktkansen van mensen van vreemde afkomst [Getting opportunities or grabbing opportunities? De public opinion on ethnic minorities' opportunities on the labour market]. In J Ackaert and T Van

Regenmortel eds. *Gelijk Oversteken. Een staalkaart van bevindingen rond integratie [Equally crossing over. Highlights on findings on integration]*, Vanden Broele, 113-134.

Hamde K, Janssens M, Van Laer K, Wahlin N, Zanoni P, 2011, Diversity and Diversity Management in Business and Organizational Studies. In S Knotter, R De Lobel, L Tsipouri and V Stenius eds. *Diversity Research and Policy: A Multidisciplinary Exploration*, Amsterdam University Press, 159-179.

Zanoni P, 2010, La gestione della diversità nei critical management studies [Diversity management in critical management studies]. In R Santucci, G Natullo, V Esposito and P Saracini eds. *Diversità Culturali e di Genere nel Lavoro tra Tutele e Valorizzazioni [Gender and Cultural diversity at work: Protection versus valuing]*, 72-77.

Zanoni P, Nilsson A, Janssens M, Wåhlin N, 2010, Towards sustainable diversity in organizations: Lessons from good diversity management practices. In M Janssens, M Bechtoldt, G Prarolo and V Stenius eds. *The Sustainability of Cultural Diversity: Nations, Cities and Organizations*, Edward Elgar.

Cornet A, Zanoni P, 2010, Diversity management in Belgium. In A Klarsfeld ed. *International Handbook on Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment*, Edward Elgar, 45-67.

Zanoni P, Siebers H, 2010, Tempered radicals seizing the moment: Creating a Master's programme on cultural diversity in a Dutch university. In S Katila, S Meriläinen and J Tienari eds. *Working for Inclusion: Positive Experiences from Academics Across the World*, Edward Elgar, 19-32.

Zanoni P, Janssens M, 2009, Sustainable DiverCities. In M Janssens, D Reymen, D Pinelli and S Wallman eds. *Sustainable Cities: Diversity, Economic Growth and Social Cohesion*, Edward Elgar.

Janssens M, Zanoni P, 2009, Facilitating intercultural contacts within a global context: Towards processual conditions. In M Janssens, D Reymen, D Pinelli and S Wallman eds. *Sustainable Cities: Diversity, Economic Growth and Social Cohesion*, Edward Elgar.

Zanoni P, Janssens M, 2005, Diversity management as identity regulation in the Post-Fordist productive space. In Clegg, S and Kornberger, M eds, *Space, Organizations and Management Theory*, Copenhagen, Liber & Copenhagen Business School Press.

Edited books

Motmans J, Cuypers D, Meier P, Mortelmans D, Zanoni P, eds. 2011, *Equal is not enough: Challenging differences and inequalities in contemporary societies. Conference Proceedings*. Antwerp: Policy Centre for Equal Opportunities.

Book reviews

Zanoni P, 2011, Work and life in the global economy: a gendered analysis of service work. Debra Howcroft and Helen Richardson eds. (2010), Basingstoke: Palgrave Macmillan, *New Technology, Work and Employment*, 26(1): 78-79.

Work in progress

Roos H, Zanoni P, Taking women on board by law? The corporate elite's ideological struggle in the wake of gender board quota (in review).

Jammaers E, Zanoni P, Williams J, Ableism in the workplace through a Bourdieuan perspective:

Enabling/disabling social practice in a financial services company (in review).

De Coster M, Zanoni P, Gender and Governance in the Neoliberal University: Accountable Moral Selves and Possibilities of Resistance (in review).

Jammaers E, Zanoni P, Hardonk S, Ableism at work: Disability/able-bodiedness as a principle of organizing in three regimes of truth (to be submitted).

Janssens M, Zanoni P, Understanding the head office – subsidiary relationship from a pragmatist practice perspective: Meaning making processes through transactional engagements (to be submitted).

Zanoni P, The 'dark' business case for diversity: On the commoditized habitus, value claims and the superior exploitation of subordinate socio-demographic groups (to be submitted).

Papers Published in Conference Proceedings

Zanoni P, 2009, Diversity in the lean automobile factory: Re-doing class along socio-demographic identities. Best CMS Paper Award, published in the Best Papers Proceedings of the Annual Meeting of the Academy of Management, Chicago, August 7-11.

Zanoni P, 2008, Diversiteit: Een kans of bedreiging voor het feminisme? Een kritisch perspectief. In *Diversiteit: een fait divers? Een gecontesteerd concept, diverse ervaringen, een feministisch debat*. Proceedings van de conference organized by Sophia, Brussels, 19 november, 2007, 11-21.

Articles in national journals and newspapers

Zanoni P, 2015, Diversiteit in de neoliberale arbeidsmarkt. *Samenleving en Politiek*, 4, 42-45.

Zanoni P, 2010, Inclusief organiseren: Succesvolle praktijken uit Vlaamse KMO's [Inclusive organizing: Best practices in Flemish SMEs], *P&O Praktijkblad*, n. 10, November 2010, 4-8.

Zanoni P, 2009, Ook moeders mogen werken [Also mothers should be able to work], *De Standaard*, March 19.

Janssens M, Zanoni P, 2006, Diversiteit in organisaties: Werkprocessen maken het verschil [Diversity in organizations: Work processes make the difference], *Business In-zicht*, n. 21, April 2006, 1-4.

Gevers A, Devisscher S, Van Pelt A, Janssens M, Zanoni P, 2005, Autochtonen en allochtonen samen op de werkvloer: Uitdagingen en oplossingen [Autochthonous en allochthonous employees together on the shop Floor: Challenges and Solutions], *Over.Werk*, n. 1, pp. 117-121.

Zanoni P, Janssens M, 2004, De migrant en zijn potentieel: In migratie schuilen niet alleen problemen, ze biedt ook belangrijke kansen [Migrants and their potential: Migration does not only create problems but also new possibilities]. *De Standaard*, December 20.

Zanoni P, 2004, Diversiteit als strategisch concept voor het feminisme [Diversity as a strategic concept for feminism], *Vrouwenraad*, vierde trimester, pp. 38-43.

Janssens M, Zanoni P, 2004, Hoe verpruts ik het multiculturele debat? [How do I screw up the multicultural debate?] *De Standaard*, October 8.

Research reports

- De Coen A, Zanoni P, 2015, Support for entrepreneurship among the unemployed in Flanders: Rapid Policy Assessments of Inclusive Entrepreneurship Policies and Programmes. Paris: OECD.
- Veronesi E, Zanoni P, 2014, Belgium: Stebo. In: The Missing Entrepreneurs 2014: Policies for Inclusive Entrepreneurship in Europe. Paris: OECD.
- Valgaeren E, Zanoni P, 2013 Belgium: Activity Co-operatives (“Activiteitencoöperaties”). In: The Missing Entrepreneurs: Policies for Inclusive Entrepreneurship in Europe. Paris: OECD.
- Lenaers S, Zanoni P, 2013, Buitenschoolse kinderopvang en vrijetijdsbesteding in Vlaanderen: Gebruik en deelname, evaluatie, behoeften en attitudes. Onderzoek in opdracht van Kind en Gezin, 246 pp.
- Mampaey J, Zanoni P, 2013, Ondernemerschap van Bulgaarse, Poolse en Roemeense immigranten in Vlaanderen. Steunpunt Integratie en Inburgering, 59 pp.
- Vogt C, Zanoni P, Cambré B, 2011, Onderzoek naar een vormingsaanbod ter bevordering van een socialere Vlaamse economie. Rapport in opdracht van de Vlaamse minister van Energie, Wonen, Steden en Sociale Economie.
- Vermaut H, Zanoni P, 2010, Diversity management in small and medium-sized organizations: The business case of diversity. Steunpunt Gelijke Kansenbeleid [Policy Center for Equal Opportunities], 30 pp.
- Gevers A, Devisscher S, Van Pelt A, Janssens M, Zanoni P, 2004, Interacties tussen autochtonen en allochtonen op de werkvloer. VIONA Report, 181 pp.
- Janssens M, Cappellen T, Zanoni P, 2004, Successful female expatriates as agents: Positioning oneself through gender, hierarchy and culture, DTEW Research Report 0413, KULeuven, 25 pp.
- Zanoni P, Janssens M, 2004, Diversity management as identity regulation in the Post-Fordist productive space, DTEW Research Report 0434, KULeuven, 32 pp.
- Janssens M, Zanoni P, 2003, Diversiteit als contextueel verschil: Een retorische analyse, DTEW Research Report 0314, KULeuven, 20 pp.
- Janssens M, Zanoni P, 2003, Many diversities for many customers: Contextualizing diversity (management) in four service companies, DTEW Research Report 0342, KULeuven, 25 pp.
- Zanoni P, Janssens M, 2002, Constructing the other: Managerial rhetorics of diversity, DTEW Research Report 0223, KULeuven, 33 pp.

Papers and symposia at international conferences

- Vermaut H, Zanoni P, 2017, Contemporary regimes of super exploitation: Exploring the mutually constitutive relation between discursive constructions of minorities’ skills and the labor process. 13th Conference of the European Sociological Association, Athens, August, 29-September, 1.
- Siebers H, Anderson B, Bloch A, Zanoni P, 2017, Stream convenors: What turns the European labour market into a fortress? (Un)Making Europe: Capitalism, Solidarities, Subjectivities. 13th Conference of the European Sociological Association, Athens, August, 29-September, 1.
- Roos H, Zanoni P, 2017 Ideological (de)legitimation of male dominance on corporate boards, EGOS Conference, Copenhagen, July, 5-7.

Pitts H F, Zanoni P, 2017, What can the New Reading of Marx do for Critical Management Studies? International Critical Management Studies Conference, Liverpool, July, 3-5.

Zanoni P, Pitts HF, Banerjee B, Frenzel F, 2017, Stream convenors: Political economy, value and valuation: Advancing contemporary critiques of capitalism and exploring alternatives, International Critical Management Studies Conference, Liverpool, July, 3-5.

Spence L, Taylor S, Alcadipani R, Benschop Y, McCarthy L, Zanoni P, 2016, Making diversity and inclusion meaningful: Moving from de jure codes to de facto practice. Professional Development Workshop Academy of Management Annual Meeting, Anaheim CA, August, 5-9.

Benschop Y, Giscombe K, Kelan E, Meijerink A, Peeters A, van den Brink M, Zanoni P, 2016, Creating Inclusive Organization Practices – Changing Organizations Towards Inclusion A multiparty dialogue, Panel symposium, Academy of Management Annual Meeting, Anaheim CA, August, 5-9.

Zanoni P, Decoster M, 2016, Gender and Governance in the Neo-liberal University: Accountable Academic Selves and the Gendered (Im)morality of Consent and Dissent, Academy of Management Annual Meeting, Anaheim CA, August, 5-9.

Zanoni P, Prichard C, P. Adler, F. Alamgir, A. Contu, A. Mir, H. Pitts, J. Reinecke, 2016, How is Marx's critique of political economy meaningful in management studies today? Professional Development Workshop Academy of Management Annual Meeting, Anaheim CA, August, 5-9.

Zanoni P, Decoster M, 2016, Gender and governance in the neoliberal university: Accountability, moral selves, and possibilities of consent and dissent. EGOS, Naples, July, 6-9.

Janssens M, Zanoni P, 2016, Power, identity and sense making in a global organization: A pragmatist practice approach. EGOS, Naples, July, 6-9.

Roos H, Zanoni P, 2016, Corporate feminism and the undoing of gendered inequality in a high-tech firm. Gender Work and Organization Conference, Keele University, June, 29-July, 1.

Zanoni P, Decoster M, 2015, Gender inequality in knowledge work: An analysis of interlocked (gender) accountabilities in academia. Social Class in the 21st Century Conference, Amsterdam, October, 22-23.

Janssens, M, Zanoni, P, 2015, Identity in global organizations from a pragmatist practice perspective/ Beyond national culture. IM Division, AoM Vancouver, August, 7-11.

Zanoni, P, 2015, The political economy of diversity: Theorizing the unequal valuation of social identities as a class process, EGOS, Athene, July, 2-4.

Roos, H, Zanoni, P, 2015, Board directors' defensive institutional work against gender quota deinstitutionalizing the corporate board room as a male elite space, 9th International Conference in Critical Management Studies, Leicester, UK, July, 8-10.

Roos, H, Zanoni, P, 2015, Board directors' defensive institutional work against gender quota deinstitutionalizing the corporate board room as a male elite space, EGOS, Athens, July, 2-4.

Jammaers E, Zanoni P, Hardonk, 2015, Disabled employees' identity work within organizational disability regimes: a study of 3 Belgian cases. 3rd Equal is not Enough Conference, Antwerpen, Belgium, February 4-6, 2015.

Zanoni P, Vallas S, Ortlieb R, Sieben B, Tomaskovic-Devey D., 2014, Symposium Relational inequality and diversity: Bridging sociological and Organization studies perspectives. Annual Meeting of the Academy of Management, Philadelphia, August, 1-5.

Vermaut H, Zanoni P, 2014, Contemporary regimes of super exploitation: Exploring the mutually constitutive relation between discursive constructions of minorities' skills and the labor process. Annual Meeting of the Academy of Management, Philadelphia, August, 1-5.

Zanoni P, Mir R, Pritchard C, Safri M, 2014, Professional Development Workshop Taking back the economy: Rethinking and reshaping organizations within and without capitalism. Annual Meeting of the Academy of Management, Philadelphia, August, 1-5.

Calás M, Smircich L, Gray B, Kish-Gephart K, Nkomo S, Özkananç-Pan B, Scully M, Zanoni P, 2014, Professional Development Workshop Questions of Inequality: Gender, Race, Class... Intersectionality and Beyond. Annual Meeting of the Academy of Management, Philadelphia, August, 1-5.

Vogt C, Zanoni P, Leroy F, Holderbeke F, 2013, De effecten van intra-Europese migratie op de Belgische arbeidsmarkt: de migratie van hoogopgeleiden binnen de EU. CEMIS Conference Intra-Europese migratie of mobiliteit: Andere tijden, nieuwe wegen? [Intra-European migration of mobility: New times, new ways?], Antwerp, December 13.

Mamapaey J, Zanoni P, 2013, Reproducing monocultural education: Ethnic majority staff's discursive constructions of monocultural school practices, UCSIA academic workshop Youth, Education and Value Change: The school as keeper of the social status-quo or a platform to explore values, Antwerp, November 20-22.

Zanoni P, 2013, The 'dark' business case for diversity: On the commoditized habitus, value claims and the superior exploitation of subordinate socio-demographic groups, Rethinking Marxism Conference, University of Boston at Amherst, USA, September 19-22.

Vermaut H, Zanoni P, 2013, At the margins: renegotiating skills and exploitation of minority groups in low-wage SMEs, International Labour Process Conference, Rutgers University, New Brunswick, USA, March 18-20.

Janssens M, Zanoni P, 2013, Understanding the head office-subsiary relationship from a practice perspective: Meaning making processes through transactional engagements, 8th Organization Studies Summer Workshop "Organization Studies and the Day to Day Life of Cultures and Communities", Mykonos, May 23-25.

Janssens M, Zanoni P, 2012, Theorizing Diversity Management as Alternative Organizing: Practices for Minority-Majority Equality, Annual Meeting of the Academy of Management, Boston, August 3-7.

Zanoni P, Janssens M, 2012, Bringing Work Back In: Multiple Discourses of Diversity in Identity Work at AutoMotive, 7th Organization Studies Summer Workshop "Organisations as Spaces of Work", Rhodes, May 23-26.

Thoelen A, Zanoni P, 2012, 'What's new?': The rhetoric construction of innovation by ethnically diverse creative entrepreneurs, 10th International Conference on Organizational Discourse 2012, Amsterdam, July 18-20.

Vermaut H, Zanoni P, 2012, Diversity Management Practice and Ethnic Minorities Wellbeing: An Explorative Study, Equality, Diversity & Inclusion Conference, Toulouse, July 23-25.

Thoelen A, Zanoni P, 2011, Legitimate identity construction of successful ethnic minority entrepreneurs in

the creative industries, Race and the Cultural Industries Conference, Institute of Communications Studies of Leeds University, Leeds, September 14.

Zanoni P, Siebers H, Esposito V, Pezzillo Jacono M, 2011, The dynamics and challenges of ideological control: Exploring the connections between identity regulation, diversity management and individuals' subjectivities. Stream convened at the 7th Critical Management Studies Conference, Naples, July 11-13.

Thoelen A, Zanoni P, 2011, Legitimate identity construction of successful ethnic minority entrepreneurs in the creative industries, 7th Critical Management Studies Conference, Naples, July 11-13.

Zanoni P, Valgaeren E, Lembrechts L, 2011, Unfavourable pregnancy-related behaviour as psychological contract breach: A study of women's sensemaking, feelings and attitudes toward work, GWO International Workshop Series 'Gender Renewals', Amsterdam, June 23-24.

Bendl R, Benschop Y, Holgersson C, Murgia A, Sealy R, Poggio B, van den Brink M, Wahl A, Zanoni P, 2011, Between the ghetto and the main street: do's and don'ts of institutionalizing gender research in academia, Panel participation, GWO International Workshop Series 'Gender Renewals', Amsterdam, June 23-24.

Lenaers S, Zanoni P, 2010, Academic success in higher education: In search of policy relevant factors at the student level, Second Equal is not enough Conference 'Challenging differences and inequalities in contemporary societies', Policy Centre for Equal Opportunities, Antwerp, December 1-3.

Zanoni P, Janssens M, 2010, Bringing work back in diversity research: Developing a critical theory of the identity-value nexus in organizations, Annual Meeting of the Academy of Management, Montreal, August 6-10.

Janssens M, Zanoni P, Tienari J, Orlieb B & Sieben R, 2010, Reclaiming diversity for organization studies: Daring to care about equality at work, CMS Symposium organisation, Annual Meeting of the Academy of Management, Montreal, August 6-10.

Benschop Y, Foldy E, Litvin D, Nkomo S, Özbilgin M, Zanoni P, 2010, The future of diversity studies: Realizing the critical potential of diversity in organizations, GDO and CMS Symposium participation, Annual Meeting of the Academy of Management, Montreal, August 6-10.

Zanoni P, Janssens M, 2010, Socio-demographic groups' dispositions as value-generating competencies: Diversity as commoditization and exploitation of the habitus, Academy of Management CMS pre-conference, Montreal, August 4-5.

Lembrechts L, Zanoni P and Valgaeren E, 2010, Pregnant women's experience of unfavorable employer's behavior: Rejecting instrumentality in the employment relation, Gender, Work and Organization Conference, Keele, June 21-23.

Mampaey J and Zanoni P, 2009, Belgian schools engaging with cultural diversity: A neo-institutional perspective, ESPANET Conference, Urbino, September 17-19.

Zanoni P, 2009, Diversity in the lean automobile factory: Re-doing class along socio-demographic identities, Annual Meeting of the Academy of Management, Chicago, August 7-11.

Zanoni P, Dick P, 2009, co-convenors stream 9: Exploring the intersection between diversity, control and resistance in organizations, 6th Critical Management Studies Conference, Warwick, July 13-15.

Zanoni P, Nilsson A, Janssens M, Wahlin N, 2008, Towards sustainable diversity in organizations: Lessons from good diversity management practices, SUS.DIV Annual Meeting, Bratislava (Slovakia), September 3-5.

Zanoni P, Janssens M, 2008, Contesting institutions across borders: The case of diversity management in a European branch of a U.S. multinational, EGOS Colloquium 'Upsetting Organizations', Amsterdam, July 10-12.

Janssens M, Zanoni P, 2008, What makes an organization inclusive? Organizational practices favoring the relational inclusion of ethnic minorities in operative jobs. 21st IACM Conference, Chicago, July 3-6.

Zanoni P, 2008, Diversity in the lean automobile factory: Exploring the relationship between difference, control and resistance, IERA Conference 'Diversity and New Employment Relations', Nijmegen, June 29–July 2.

Janssens M, Zanoni P, 2007, What makes an organization inclusive? Work contexts and diversity management practices favoring ethnic minorities' inclusion, SUS.DIV Annual Meeting, Athens, September 20-21.

Janssens M, Zanoni P, 2007, What makes an organization inclusive? Work contexts and diversity management practices favoring ethnic minorities' inclusion, Annual Meeting of the Academy of Management, Philadelphia (U. S. A.), August 3-8.

Zanoni P, Janssens M, Benschop Y, 2007, stream convenors Reconnecting diversity to critical organization and gender studies, 5th Critical Management Studies Conference, Manchester, July 11-13.

Zanoni P, Janssens M, 2006, Minority employees engaging with (diversity) management: An analysis of control, agency, and micro-emancipation, Critical Management Studies Pre-conference of the Annual Meeting of the Academy of Management, Atlanta (U. S. A.), August 11-12.

Janssens M, Zanoni P, 2006, Inclusion through diversity management, First Equal is not enough Conference, Antwerp (Belgium), September 13-15.

Zanoni P, Janssens M, 2005, Diversity management as identity regulation in the Post-Fordist productive space. Where Organization Dwells: A One-Day Symposium on Organization, Space and Architecture, University of Warwick (UK), May 23.

Zanoni P, 2004, Re-conceptualizing diversity in the productive context: Implications for research and for trade union policy. IREC Conference, Governance issues in shifting industrial and employment relations, Utrecht (The Netherlands), August 26-28.

Cappellen T, Janssens M, Zanoni P, 2004, Successful female expatriates: Deploying gender, hierarchy and culture. Fifth International Conference on Human Resource Development Research and Practice across Europe, International Comparative & Cross-Cultural Dimensions of HRD, Limerick (Ireland), May 27-28.

Janssens M, Zanoni P, 2004, Diversity discourses as control or agency: The role of materiality and agency. 20th EGOS Colloquium, Ljubljana (Slovenia), July 1-3.

Zanoni P, Janssens M, 2004, Diversity discourses as control or agency: the role of materiality and agency. 6th International Conference on Organizational Discourse Artefacts, Archetypes, and Architexts, Amsterdam (The Netherlands), July 28-30.

Janssens M, Zanoni P, 2003, Challenging boundaries: Customers entering organizational diversity. All Academy Symposium 'Democracy, diversity and dialogue: Contextualizing difference.' Annual Meeting of the Academy of Management, Seattle (U.S.A.), August 1-6.

Zanoni P, Janssens M, 2003, Rethinking diversity through productive processes: Space, time and the body on the car factory shopfloor, 19th EGOS Colloquium, Copenhagen (Denmark), July 3-5.

Zanoni P, Janssens M, 2003, Diversity as a disruption of work synchronization: Theoretical framework and methodological options. ISIDA Conference 'In search of time,' Palermo (Italy), May 8-10.

Zanoni P, 2002, Organization research embodied: Inspirations from Sufi mysticism, International 2002 Standing Conference of Organizational Studies (SCOS), Budapest (Hungary), July 10-13.

Zanoni P, Janssens M, 2002, Constructing the other: Managerial rhetorics of diversity, International Conference 'Meeting ourselves and others - perspectives in diversity research and diversity practices,' Göteborg (Sweden), August 29-31.

Zanoni P, 2001, 'As long as I can choose...' Gendered coping strategies in times of work and parenting, International Conference 'Rethinking Gender, Work and Organization,' Keele University, June 27-29.

Announcements at national conferences

Thoelen A, Zanoni P, 2012, 'What's new?': The rhetoric construction of innovation by ethnically diverse creative entrepreneurs, Belgian Entrepreneurship Day, May 7.

Zanoni P, Janssens M, 2009, Translating diversity into CarCo: An analysis of organizational actors' institutional bricolage, VEV-dag, Hasselt University, October 30.

Zanoni P, 2009, Keynote speech: La diversità negli studi dell'organizzazione da prospettive teoriche critiche [Diversity in critical management studies], Conference 'Organizzazione del lavoro e tecniche giuridiche per garantire la diversità culturale e di genere', Università degli Studi del Sannio, Benevento (Italy), October 2.

Presentations to academic audiences

'Gender and governance in the Neo-liberal University: Accountability, Gendered Moral Selves and the Dynamics of Consent & Dissent', Radboud Universiteit Nijmegen (17 March, 2016).

'Diversity as exploitation: A re-interpretation of relational inequality through a process theory of class', Isenberg Management School, University of Massachusetts at Amherst, (24 September, 2014).

'The valuation of difference: Articulating diversity and inequality through a process theory of class', Department of Management, University of Massachusetts at Boston, (16 September, 2014).

'Keeping the diversity/equality nexus on the academic and political agendas: A look back, one around, one forward, one inward', Keynote speech at the Equality, Diversity and Inclusion Conference, Munich (8-10 June 2014).

'Doing intersectionality through diversity and class', Symposium: Practices of intersectionality, Radboud University Nijmegen (27 March 2014).

'Critical diversity studies beyond discourse: Re-theorizing the nexus between identities and economic value' School of Business and Management, Queen Mary, University of London (21 September 2011).

'Diversità, controllo e resistenza nelle organizzazioni' Università degli Studi di Napoli Federico II, Dipartimento di Economia Aziendale (1 October 2009).

'Diversity in the lean automobile factory: Re-doing class along socio-demographic identities' Lancaster University, Department of Organization, Work & Technology, United Kingdom (28 January 2009).

'Diversity in the lean automobile factory: Exploring the relationship between difference, control and resistance' RUCOLA, Trento University, Italy (15 October 2008).

'Diversity in the lean automobile factory: Exploring the relationship between difference, control and resistance' SUS.DIV International seminar Identity and Diversity at Work, Tilburg University (21 February 2008).

'Resisting control from the self: Diversity as the boundary of exploitation' SUS.DIV seminar, Matej Bel University, Banska Bystrica, Slovakia (18 October 2007).

'Resisting control from the self: Diversity as the boundary of exploitation' Babylon monthly seminar, Tilburg University (8 October 2007).

'What makes an organization inclusive? Work contexts and diversity management practices favoring ethnic minorities' inclusion' Dep. Organisation Studies, Tilburg University (16 January 2007).

'Embodying diversity: A theoretical framework and illustrations', Dep. Culture, Organisation and Management, Vrije Universiteit Amsterdam (19 May 2004).

Presentations to practitioners

'Academics' work-life balance: A tale of freedom and multiple accountabilities in the knowledge economy', Symposium Families in Science, Brussels, 13 September 2013.

'Ondernemers met vreemde roots: Theorieën, tendensen en uitdagingen', 15^e Groen Europees Summer weekend Nieuwpoort, 25 August 2012.

'Strategisch HRM in turbulente tijden: De troeven van employer branding en diversiteitsmanagement' (with Hilda Martens), Likos, UHasselt, 12 June 2012.

'Diversiteit als troef, diversiteit als uitdaging: Innovatief organiseren in tijden van crisis' [Diversity as asset, diversity as challenge: Innovative organizing in times of crisis], Fedactio and Integral, UHasselt, 29 March 2012.

'Aandachtspunten bij het identiteitsmanagement in Limburgse bedrijven: Een reflectie op de resultaten' [Attention points in identity management of companies in Limburg: A reflection on results], Hudson, Houthalen-Helchteren, 1 December 2011.

'Duurzame diversiteit van buitenaf ondersteunen: Organisatiegericht en politiek bewust' [Supporting sustainable diversity from outside: At the core of organizations and politically-aware], EAD-dag Brussels (16 September 2011).

'Conclusions of the afternoon session on Female Entrepreneurship in Europe', Female Entrepreneurship in Europe: The European Network of Female Entrepreneurship Ambassadors, EU Commission, Brussels (8 December 2010).

'Reflectie: De uitdagingen van integratie' [Reflection: The challenges of integration] Staten-Generaal Inburgering of the Ministry of the Flemish Authority, Leuven (29 November 2010).

'Diversiteit: Kansen en uitdagingen van identiteiten in hedendaagse organisaties'. Speech for Soroptimist, Diepenbeek (24 March 2010).

'La gestione della diversità nei critical management studies' [Diversity management in critical management studies] in the conference 'Organizzazione del lavoro e tecniche giuridiche per garantire la diversità

culturale e di genere' [Work organization and law techniques to support cultural and gender diversity] Facoltà di Scienze Economiche e Aziendali, Università del Sannio (2 October 2009).

'Diversiteit: Kans of bedreiging voor het feminisme? Een kritische perspectief' [Diversity: Opportunity or threat for Feminism? A critical perspective] Keynote speech at Diversiteit, een fait divers?, organized by Sophia, Brussels (19 November 2007).

'Inclusive diversity management: Making the business case of diversity' Speech for management, Campbell Foods, Puurs (6 June 2007).

'De do's en don't's van diversiteitsmanagement: Lessen uit Vlaamse ervaringen met diversiteit in de 21ste eeuw' Keynote speech at Diversiteit denken en doen, organized by NetHRD, Kontich (21 March 2007).

'Diversiteit als contextueel verschil' Keynote speech at the diversity day organized by CultuurLokaal, CORDOBA Project, Antwerpen (11 September 2006).

Invited participations in panels

Concluding debate at the SOCI-research day (Free University of Brussels, 23 October 2013).

Symposium for the inauguration of the Faculty of Architecture (Hasselt University, 8 October 2013).

Colloquium "Diversity and discrimination on the labor market", Panel on the role of academics (CGKR, 5 September 2012).

"Migration" conference organized by Hasselt University (Hasselt University, 7 June 2012).

"One way ticket to love" conference on migration through marriage organized by Coalface and SEIN UHasselt (C-Mine Genk, 21 May 2012).

"Socially responsible entrepreneurship in times of crisis: A chance for the future of companies" organized by GDF Suez (Brussels, 27 April 2012).

New years' event of VLIR-UOS "Innovation for society" (Brussel, 24 January 2012).

PhD Supervision

Defended

Eline Jammaers "Employment opportunities of disabled individuals in Flanders: The role of organizations and key institutional actors" (01/05/2012-04/10/2016). Promoter, Hasselt University. Co-promoter: Stefan Hardonk.

Tess Schooreel "Essays on dual-earner employees managing work and family and the effects on well-being" (01/09/2011 – 04/02/2016). Co-promoter. Promoter: Prof. dr. Marijke Verbruggen, KULeuven.

Hannah Vermaut "In search of the diversity in diversity management: Exploring novel practices to manage a diverse workforce" (01/10/2009 – 03/02/2016). Promoter, Hasselt University.

Annelies Thoelen "The value of ethnic identity for creative entrepreneurs: Essays on legitimacy, innovation and identity in the creative industries." (01/11/2009 – 26/06/2015). Promoter, Hasselt University.

Jelle Mampaey "Legitimiteitsmanagement van inclusieve scholen in de Vlaamse onderwijsmarkt: een synthese van het neo-institutioneel en impressiemanagement perspectief" [Legitimacy management of

inclusive schools in the Flemish educational market: A synthesis of neo-institutional and impression management perspectives" (01/01/2009-19/04/2012). Promoter, Hasselt University.

In process

Marjan Decoster (01/10/2014-to date). Promoter, Hasselt University. Co-Promoter, Marijke Verbruggen, KULeuven.

Joni Delanoetje "Including employee motivations in the study of work-life practices" (01/10/2014-to date). Co-Promoter. Promoter, Marijke Verbruggen, KULeuven.

Lieve Lembrechts "Work-life policy implementation and work-to-life conflict as mediators of the relationship between organizational work-life policies and individual work outcomes: A mixed-method study in large Belgian firms" (01/01/2011-to date). Promoter, Hasselt University. Co-Promoter, Marijke Verbruggen, KULeuven.

PhD Commission member

Laura Visser "Power to the patient? Analyzing online communities and their potential for changing power processes in Parkinson's care" (to be defended). Member of the doctoral jury. Promoters: Prof. dr. Y. Benschop (promotor) and dr. Inge L. Bleijenbergh (copromotor), Universiteit Nijmegen

Kim Bosmans "Workers' perceptions of precarious employment: A qualitative study of the psychosocial processes linking employment experiences to mental well-being" (defended on June 8, 2016). Member of the doctoral jury. Promoters: Prof. dr. C. Vanroelen and Prof. dr. F. Louckx., Vrije Universiteit Brussels.

Sylvia van der Raad "Othering and inclusion of ethnic minority professionals: A study on ethnic diversity discourses, practices and narratives in the Dutch legal workplace" (defended on June 29, 2015). Member of the doctoral jury. Promoter: Prof. dr. H. Ghorashi, Vrije Universiteit Amsterdam, The Netherlands.

Anna Carreri "Padri flessibili e madri precarie: Modelli culturali, pratiche quotidiane e processi biografici innovativi in corso di negoziazione" [Flexible fathers and precarious mothers: Negotiating novel cultural models, everyday practices and biographical processes] (defended April 20, 2015). Member of the doctoral jury. Promoter: Prof. B. Poggio, Co-promoter: dr. Lea Seghers. Trento University, Italy.

Koen van Laer "The workplace experiences of second-generation professionals of Turkish or Maghrebi descent in Flanders" (defended August 25, 2011). Member of the doctoral commission. Promoter: Prof. M. Janssens, KULeuven.

Christina Constantinidis "The diversified realities of female entrepreneurs explored through a gender perspective: Women and business creation, succession, financing and networking" (defended April 6, 2011). Member of the doctoral jury. Promoter: Prof. A. Cornet, HEC Liège.

Visiting appointments

Radboud University Nijmegen, 2015-2017

Northeastern University and University of Massachusetts at Amherst, USA, September 2014

University of Graz, Austria, October 2012

Lund University, Sweden, April 2010

Journal-related activities

Guest editor special issue to be published in 2017, launched in 2015, of *Organization* 'Post-capitalistic Politics in the Making: Practices of Alternative Economies'. Zanoni P, Mir R, Healy S, Contu A (eds).

Member of the advisory editorial board of *Research in the Sociology of Work* (February 2015-to date).

Associate editor of *Organization* (September 2012-to date).

Member of the jury for the CMS PhD Award 2011, 2012 and 2015.

Guest editor special issue 2010, 17(1) of *Organization* 'Diversity rethought: Unpacking diversity and diversity management. Zanoni P, Janssens M, Benschop Y, Nkomo S (eds).

Member of the editorial boards of *British Journal of Management* and *Organization* (2010-to date).

Ad hoc reviewer for the journals *Academy of Management Journal*, *Journal of Management Studies*, *Organization Studies*, *Gender, Work and Organization*, *Culture and Organization*, *Journal of Organizational Change Management*, *Scandinavian Journal of Management*, *Equality, Diversity & Inclusion*, *Human Relations*, *Journal of Business Ethics*, *Journal of International Migration and Integration*, *Group and Organization Management*, *European Journal of Cross-Cultural Competence and Management*, and *American Ethnologist*.

Associate editor of *Ethnographica*, web-based student journal of anthropology, Department of Social and Cultural Anthropology, Faculty of Social Sciences, Katholieke Universiteit Leuven, Belgium (2001-2006).

Research Networks

Co-founder in June 2009 of the regional research network EqualDiv@Work including Hasselt University, KU Leuven, University of Liège, Tilburg University, University of Luxembourg and Lille Catholic University. <http://equaldivatwork.org/>

Research projects

As promoter:

FWO project "Towards a richer approach to work-life practices: A multi stakeholder perspective". Promoters: M. Verbruggen and P. Zanoni, researchers: M. De Coster and J. Delanoeije (01/10/2014-30/09/2018).

ESF project "Vrouwen voor vrouwen" [Women for women] for women entrepreneurs (1/11/2012-31/10/2014). Co-ordinator: E. Veronesi See www.we-mentorcoach.eu

Project "Bouwstenen voor een innovatief HR-beleid aan de UHasselt: Koesteren van talent (M/V) door een betere werk en gezin combinatie" [Towards an innovative HR policy at Hasselt University: Cultivating talent (male/female) through a better work-life balance]. Commissioned by Hasselt University. Researcher: E. Valgaeren/E. Veronesi/M. De Coster. 01/09/2012-31/08/2014.

Project "Gegenderde studiekeuzes in het technisch en beroepssecundair onderwijs in Vlaanderen" [Gendered study choices in technical and vocational educational in Flanders]. Commissioned by the Flemish Ministry of Equal Opportunities within the Flemish Policy Centre for Equal Opportunities. Researcher: N. Steegmans. Co-promoter: Dimitri Mortelmans (UA). 01/01/2012-30/05/2014.

Project “Opening the black box. Een verkenning van het functioneren van raden van bestuur vanuit het perspectief van de mannelijke en vrouwelijke bestuurders” [Opening the black box: An exploration of the functioning of boards of directors from the perspectives of male and female members]. Commissioned by the Flemish Ministry of Equal Opportunities within the Flemish Policy Centre for Equal Opportunities Policies. Researchers: E. Valgaeren/H. Roos. Co-promoter: Petra Meyer (UA). 01/01/2012-30/05/2014.

Project “Buitenschoolse kinderopvang en vrijetijdsbesteding in Vlaanderen: Gebruik en deelname, evaluatie, behoeften en attitudes”. Commissioned by Kind & Gezin. Researcher: S. Lenaers. 01/01/2012-31/12/2012.

Project “Motivations and experiences of East European entrepreneurs in Flanders: An exploratory, qualitative study”. Commissioned by the Flemish Ministry of Integration within the Flemish Policy Centre for Integration. Researcher: J. Mampaey. Duration 15/03/2012-14/03/2013.

Project “Entrepreneurship Activities - Country Note Belgium” on policies and programs used to promote entrepreneurship by social target groups (women, ethnic minorities, youth, etc.). Commissioned by the OESO. Researchers: E. Valgaeren en K. Van Laer. Duration: 2012.

Project “Flemish Policy Centre for Equal Opportunities Policies 2012-2015”, in consortium with Antwerp University, Gent University, KU Leuven, Free University of Brussels. Total budget for Hasselt University: 800.000 euro.

Project “Diversity and social innovation”. Research Chair sponsored by Mobistar, Belgian Railways Holding and GDF Suez. Duration 01/01/2012-31/12/2015.

Project “De interactie van structurele achterstellingsmechanismen: een geïntegreerd beleids- en onderzoekskader voor gelijke kansen voor vrouwen en mannen” [The interaction of structural inequality mechanisms: An integrated policy and research framework for equal opportunities between women and men]. Commissioned by the Flemish Ministry of Equal Opportunities within the Flemish Policy Centre for Equal Opportunities. Researcher: M. Van Aerschot. Duration: 01/04/2011-31/12/2011.

Project “Huwelijksmigratie in 3-D: Demystificatie door diepte-interviews en dialoog” [Migration to marry in 3 D’s: Demystification through interviews and dialogue]. Commissioned by the Ministry of the Flemish Authority, Managers of Diversity. Researcher: C. Servaes. Duration: 01/04/2011-31/03/2012.

Project “Volwasseneneducatie in Limburg: Behoeftedonderzoek” [Adult education in Limburg: A need assessment]. Commissioned by vzw Provoli. Researcher: L. Lembrechts. Co-promoter: dr. Steven Lenaers. Duration: 01/07/2010-31/01/2011.

Project “Monitoring van de OCM – Gendermonitor”. Steunpunt Gelijkekansenbeleid (Consortium Antwerp University – Hasselt University). Commissioned by the Flemish Minister of Equal Opportunities. Researchers: M. Van Aerschot and N. Steegmans. Duration: 01/01/2007 – 31/12/2011.

Project “The business case for diversity”. Steunpunt Gelijkekansenbeleid (Consortium Antwerp University – Hasselt University). Commissioned by the Flemish Minister of Equal Opportunities. Researcher: H. Vermaut. Duration: 01/10/2009-30/09/2011.

Project supporting the diversity management policies of Hasselt University. Commissioned by the Rector’s Office of UHasselt. Researcher: S. Lenaers. Duration: 15/09/2009 – 14/09/2010.

Project Intercultural Round Tables “Innovative perspectives on diversity in organizations: Two public lectures with Prof. dr. Stella Nkomo en Prof. dr. Mustafa Özbilgin”. Sponsor: NGO “Support of ethnic and cultural diversity on the labor market”, Belgian Federal Ministry of Employment. Duration: 1/1/2010 – 14/5/2010.

Project “Gender in careers in the Flemish Administration”. Commissioned by the Emancipation Unit of the Flemish Administration. Researcher: L. Lembrechts and E. Valgaeren. Duration: 11/1/2010-14/6/2010.

Project “Target group need assessment of adult education” commissioned by the Limburgh North and South Consortium of Adult Education. Researcher: S. Lenaers and L. Lembrechts. Duration: 1/3/2010-31/12/2010.

Project “Pregnancy-related discrimination”. Commissioned by the Institute for the Equality of Women and Men. Researcher: L. Lembrechts and E. Valgaeren. Duration: 1/8/2008 – 31/12/2009.

Academic Coordinator of SOFIA Management, a professional network of and for female entrepreneurs and top managers. Duration: 1/1/2009 - to date (the project started in 1999).

Conferences and seminars organized

Handicap en inclusie in Vlaanderen: Maak er werk van! Policy Center For Equal Opportunities (Steunpunt Gelijkekansenbeleid), Hasselt University, December 3, 2015.

3rd ‘Equal is not enough’ Conference, Policy Center For Equal Opportunities (Steunpunt Gelijkekansenbeleid), Antwerp (Belgium), February 4-6, 2015.

Iedereen Profit! Vandaag maken we een economie van de toekomst. Hasselt University, April 25, 2014.

Diversity and Inequality in Contemporary Organizations. EqualDiv@Work International Seminar), Hasselt University, September 11-12, 2012.

2nd ‘Equal is not enough: Challenging differences and inequalities in contemporary societies’, Policy Center For Equal Opportunities (Steunpunt Gelijkekansenbeleid), Antwerp (Belgium), December 1-3, 2010.

Identity and Diversity at Work, SUS.DIV EU Project, Tilburg, The Netherlands, February 21-23, 2008.

Teaching

Courses

Member of faculty at AIDEA Capri Summer School IV Edition for international PhD students, ‘Discourse analysis in organization studies’, Capri, September 12-16.

Inter-faculty course North-South (since 2013-2014, Hasselt University).

Master course Human Resource Management (since 2013-2014, Hasselt University).

Master course Human Resource Management and Organizational Change (since 2013-2014, Hasselt University).

Master course Organizational Behaviour (since 2013-2014, Hasselt University, in English).

Master course Diversity, Equality and Inclusion in Organizations (since 2009-2010, Hasselt University, in English).

Module on HRM, gender and ethnicity in the master course Family Businesses (from 2009-2010 to 2012-

2013, Hasselt University).

Module Economic Sociology in the bachelor course General and Economic Sociology (from 2009-2010 to 2015-2016, Hasselt University).

Optional master course Diversity (2008-2009, Hasselt University).

Guest lectures (last 5 years)

'Diversiteit, arbeidsrelaties en de globale economie' [Diversity, industrial relations and the global economy], VOSEB course for trade unions, Antwerp, 28 October 2016.

'Teamwerk, diversiteit en macht' [Teamwork, diversity and power], VOSEB course for trade unions, Antwerp, 27 November 2015.

'Diversiteit en macht' [Diversity and power], VOSEB course for trade unions, Antwerp, 16 October 2015.

'Diversity in the lean automobile factory: Doing class through, gender, disability and age', social policy course, University of Massachusetts at Amherst (September 2014).

'Critical diversity management' and 'Qualitative methods' University of Graz (October 2012).

'Critical analyses of discourses of diversity in organizations', diversity management course, University of Tilburg, The Netherlands (December 2011, December 2012).

'Diversity in critical management and education studies', diversity management course, University of Liège, Belgium (April 2011).

'Diversiteit en identiteit in hedendaagse organisaties' [Diversity and identity in contemporary organizations] senior students in Flemish high-schools, Prof voor de klas (four lectures, spring 2011).

'Diversiteit in organisaties', Module Work in the Post-graduate programme Diversity, KULeuven (April 2009).

Management and board appointments

Current:

Member of the jury of the CSR prize of the city of Hasselt (from spring 2017 onwards).

Reviewer for the Austrian Academy of Sciences (spring 2017).

Member of FWO Strategic Basic Research doctoral grants in the social sciences evaluation committee (fall 2016).

Member of the committee for the management of the visitation of the inter-university master Gender and Diversity (2016).

Member of the International Critical Management Studies Board (from 2015 onwards).

Member of the Educational Management Team for bachelor and master studies in Commercial Engineering, the Faculty of Business Economics of UHasselt (September 2014-to date).

Chair of the Behaviour, Communication and Linguistics group of the Faculty of Business of UHasselt (September 2014-to date).

Member of the Mobistar/Orange CSR advisory board (March 2013-June 2017).

Member of the Research Bureau of the Faculty of Business Economics of UHasselt (2012- to date).

Member of the Sounding Board on Gender Policy at Hasselt University (2014-to date).

Member of the member selection committee of FWO (2011-to date).

Member of the Research Council of UHasselt (2009- to date).

Director SEIN, Identity, Diversity & Inequality Research (2009-to date).

Past:

Academic co-ordinator of the Post-graduate course Management in the Social Economy (2009-2016).

UHasselt Promotor of the Policy Centre for Equal Opportunities (September 2009-June 2016).

Member of the committee for the management of the visitation of the teaching programmes of the Faculty of Business and Economics of UHasselt (2010-2011).

Member of the Academic Board of CEMIS, Centrum for Migration and Intercultural Studies, University of Antwerp (2011- 2014).

Member of the education commission Leisure Studies at Tilburg University (2007-2008).

Member of the seminar commission of Babylon, Centre for the Study of Multicultural Society at Tilburg University (2006-2007, 2007-2008).