Contributors

Editors

Valerie Stead is Professor of Leadership and Management at Lancaster University Management School (LUMS). Valerie is a leading critical scholar, with an international profile in gender, leadership and learning research. Valerie has established, and is Director of the LUMS Academy for Gender, Work and Leadership, a research area of expertise developing and delivering national and international projects, research engagement and scholarly events. She leads the Academy Gender Matters infographics project, producing a biennial review of contemporary organisational gender challenges, and including wide engagement with practitioner and policy communities. Instrumental in shaping research agendas and advancing methodological developments, Valerie’s research on theorising women’s leadership and learning, gendered media representations and critical methodologies has been published widely in scholarly journals, edited collections and handbooks. She is a Consulting Editor (former Associate Editor) of the International Journal of Management Reviews, a member of the editorial board of Gender in Management: An International Journal, a fellow of CIPD, and Senior Fellow of the HEA.

Carole Elliott is Professor of Organisation Studies at the University of Sheffield. Carole has an international reputation as a leading management and leadership learning scholar, specialising in gender and leadership research. This has been achieved through a track record of high-quality publications, research funding and an impact on practice. From 2014 to 2017, Carole was the Principal Investigator for the ESRC seminar series ‘Gendered Media Mis(s)Representations of Women Leaders and Professionals’. The seminar series developed rigorous methodologies to interrogate gendered media by bringing together academics from journalism, media and sociology with business and management academics. Her most recent publications are a culmination of work that has contributed significantly to theoretical and methodological developments in the field of gender equality, particularly in relation to leadership. She is former editor-in-chief of Human Resource Development International, and sits on the editorial boards of several top-tier journals. She is a BAM council member, a Fellow of the CIPD, and former board director of the US Academy of HRD.

Sharon Mavin is Professor of Leadership and Organisation Studies at Newcastle University following tenure as Director of Newcastle University Business School. Previously, she held Director, Dean and Associate Dean Research roles at Roehampton and Northumbria Universities. Sharon is a Fellow of the Academy of Social Sciences, Royal Society of Arts and Fellow of the British Academy of
Management (BAM). She is passionate about gender on the agenda in Business Schools and in organisations, and has been advocating for gender equity for 25 years. Sharon continues to mentor women academics and coach women MBA students. She is Co-Chair of the University Forum for Human Resources and Development, Chair of the Chartered Association of Business School’s Diversity and Inclusion Committee, Nurture HE Group Ltd Advisory Board member and member of the BAM EDIR Project Advisory Group. Her research interests are in gender and women leaders and managers, gendered media representations, identity, learning, dirty work and organisation studies. She is a Consulting Editor (former Associate Editor) of the *International Journal of Management Reviews*, former Co-Editor of *Gender in Management: An International Journal* and member of journal editorial advisory boards. Sharon’s recent research on Covid-19, gender and competition, women elite leaders and identity and vulnerability has been published in *Gender in Management, Human Relations, Management Learning, Gender, Work and Organization* and the *British Journal of Management*.

**Contributors**

**Jouharah M. Abalkhail** is an Associate Professor of Management and Leadership at the Institute of Public Administration (IPA), Saudi Arabia. She is also a Scientific Advisor to the Research and Studies Center at the IPA. She previously held the roles of Director of Research and Consulting and Head of the Organizational Behaviour Department at the IPA. Her particular research interests include leadership style, leadership development, gender diversity in management, as well as gender and management in the Arab Middle East. Dr. Jouharah has published her research in many esteemed journals and recently published a book entitled “Destructive Administratve leadership in organizations”. She co-translated a book titled “Coaching and Mentoring: Theory and Practice (Garvey et al., 2018)” from English to Arabic. Dr Abalkhail is also a professional trainer as well as consultant for public entities in areas of leadership, management and gender development. In recent years, Dr Abalkhail has won the Woman Leader in Education Development Excellence Award (2018) from The Middle East Excellence Awards Institute, and the Institute of Public Administration Research Excellence Award (2019).

**Sophie Alkhaled** is an Associate Professor in Entrepreneurship at the Department of Entrepreneurship and Strategy at Lancaster University Management School. Her research focuses on the intersectionality of gender, entrepreneurship, empowerment and poverty alleviation, and their collective impact as a catalyst for socio-political change and sustainable development in a global context. Within this research area, Sophie has worked on the area of women’s entrepreneurship in the contexts of Saudi Arabia, Sweden and the UK. Her research interests also focus on Syrian women refugees’ cultural heritage entrepreneurship through craftwork as a means of economic survival and cultural revival in the contexts of Jordan, the Zaatari Refugee Camp and the UK. Sophie has a passion for teaching courses on gender, work and
entrepreneurship, and on research philosophies and method to undergraduate and postgraduate students. Subsequently, she has won two awards; The British Academy of Management’s Management Education Practice Award (2019) and the Lancaster University Management School Dean’s Award (2019).

**Anita Biressi** is Professor of Media and Society at the University of Roehampton, London. She has published widely on her research interests which include documentary and popular factual programming, images of class difference in contemporary British culture and gender, women and political voice. She is an editor of *The Journal of Gender Studies*.

**Jeremy W. Bohonos** is an Assistant Professor in Adult, Professional and Community Education at Texas State University. He earned his PhD in Education Policy, Organization and Leadership with a specialisation in Human Resource Development (HRD) from the University of Illinois Urbana-Champaign. Much of Jeremy’s research employs intersectional analysis focusing on organizational (in)justice with a special emphasis on race and racism in the workforce. In investigating this topic, he uses several research methodologies, including critical race spatial analysis, ethnography, autoethnography and narrative inquiry. He also conducts research regarding the history of Adult Education, adult learning through music, and mobile learning in sub-Saharan Africa. He has published in journals that include *Gender, Work and Organization, Adult Education Quarterly, Advances in Developing Human Resources, New Horizons in Adult Education and Human Resource Development* and the *Journal of Adult Learning*. Jeremy’s service commitments include positions as an Assistant Editor for *New Horizons in Adult Education and Human Resource Development*, editorial board member for *Advances in Developing Human Resources*, Chair of the Academy of Human Resource Development’s (AHRD) Critical Theory and Social Justice Perspectives Special Interest Group, and reviewer for several leading journals in Adult Education, HRD, and Gender & Women’s Studies.

**Jamie L. Callahan** (EdD, PhD) is Professor in Business Ethics at Durham University. A USAF veteran, she served as a personnel officer and member of the Pentagon Air Staff Total Quality consultancy team. Her EdD from George Washington University explored systems of emotion in organisational change. Her PhD from Tilburg University addressed issues of power in Critical HRD. Her research addresses issues of power and privilege in organised contexts, leading her to explore marginalised groups’ experiences of leadership, learning, and organisational transformation. Her particular passion is championing gender equity. The former Editor of *Human Resource Development Review* and current Co-Editor of *International Journal of Management Reviews*, Jamie has published extensively in journals such as *Human Relations, Organization Studies, Violence Against Women, International Journal of Management Reviews, Human Resource Development Quarterly*, and *Human Resource Development International*. She has also earned numerous research awards, including the Academy of Human Resource Development 2020 Scholar of the Year Award and 2015 Outstanding Book of the Year Award. As an educator, she
has been a visiting professor in Saudi Arabia, France, England, and Thailand. She is a feminist, editor, author, mentor, activist, and educator.

**Jennifer Chisholm** is an Assistant Professor in Women’s Studies at Lakehead University, Ontario. She researches and publishes in a variety of areas including reproductive justice, motherhood studies, feminist pedagogy, gender-based violence and trauma-informed practices. Jennifer is passionate about feminist research methodology in the social sciences, and engages a variety of methods to explore how gender shapes our lived experiences.

**Joshua C. Collins** is an Associate Professor and Graduate Program Coordinator of HRD at the University of Minnesota-Twin Cities. His research explores the learning and work experiences of racial, ethnic, gender and/or sexual minorities. He has served as a reviewer for journals such as European Journal of Training and Development, Human Resource Development Quarterly, Journal of Management Inquiry, Human Resource Development Review, Human Resource Development International and Journal of Homosexuality. He is on the editorial board for Human Resource Development Review, Advances in Developing Human Resources and the organisational psychology section of Frontiers in Psychology. Joshua currently serves as the Associate Editor for Perspectives and Teaching Cases for New Horizons in Adult Education and Human Resource Development and as a Board Member for the Academy of Human Resource Development.

**Hannah Dean** is lecturer of Entrepreneurship, Innovation and Creativity at the University of St Andrews. Hannah’s research focuses on gender and entrepreneurship. Most recently, Hannah started to explore experiences of social entrepreneurs in the light of the current UK economic and political climate. Hannah is interested in applying innovative qualitative research methods including historical approaches to the study of entrepreneurship. Following her PhD, Hannah led a three-year project funded by the British Academy, ‘The journey of female entrepreneurs in Yorkshire: an oral history perspective’. The project collected oral history accounts from female entrepreneurs to capture women’s contributions to the UK economy and society. Hannah has recently secured new funding from the British Academy to lead an interdisciplinary network that explores the intersectionality of female entrepreneurs. Hannah’s paper on discourses of entrepreneurial leadership was awarded the best paper for the International Small Business Journal for 2017.

Hayley Finn is a PhD student, Critical Policy, Equity, and Leadership Studies, in the Faculty of Education at Western University. Her research focuses on addressing the underrepresentation of women’s leadership in sport, specifically coaching positions at Canadian Universities. Publications include *Winning at Any Cost? Gender Sport and Violence* (with Gardiner and Bruijns, 2018), and articles in the *Journal of Women and Gender in Higher Education* (with Gardiner, Shockness and Almquist, 2019), and *Human Resource Development International* (with Fox-Kirk, Gardiner and Chisholm, 2020).

Rita A. Gardiner is an Assistant Professor in Critical Policy, Equity, and Leadership Studies, in the Faculty of Education at Western University. Publications include *Gender, Authenticity and Leadership: Thinking with Arendt* (2015), and articles in *Business Ethics Quarterly, Leadership, Organization and Gender, Work and Organization*. She is Principal Investigator on a Social Science and Humanities funded-project that examines the implementation of gender-based violence policies in Ontario universities.

Caroline Gatrell is Professor of Organization Studies at University of Liverpool Management School. Her research centres on work, family and health, exploring the relationships between gender, bodies and employment. From a socio-cultural perspective, Caroline examines how working parents (both mothers and fathers) manage the boundaries between paid work and their everyday lives. Caroline is Fellow of the Academy of Social Sciences and Fellow of the British Academy of Management. She was awarded, in 2020, the British Academy of Management Research Medal for: ‘pioneering work, developing the field of gender, work and family from a qualitative perspective’. Caroline presently holds the role of General Editor, *Journal of Management Studies* and Chair of the Research Committee, Chartered Association of Business Schools. She is past Chair of Northern Advanced Research Training Initiative (NARTI) and was previously Co-Editor in Chief, *International Journal of Management Reviews*.

Mark Gatto is a Lecturer in Critical Organisation Studies in the Faculty of Business and Law, Northumbria University. He does social justice-oriented research, adopting innovative methods, such as integrating dystopian fiction, to examine the influence of patriarchal discourse on working parent experiences. Mark uses dystopian fiction in his research to blur the lines between fiction and reality and ‘subvert’ of the patriarchal gender order. His writing also draws on subversive approaches such as fictocriticism and autoethnography to evocatively problematize gender imbalances in academic research norms. Mark’s research aims to promote more equitable experiences for working parent through organisational culture and policy change and he has consistently contributed to initiatives that address these areas. Mark is an advocate for Equity, Diversity and Inclusion in higher education settings and works alongside staff with students as partners towards greater democratisation of educational experiences. As a working parent, and drawing on his PhD research findings, Mark established a Parents and Carers Network at Northumbria University to provide...
a supportive space for parents to share experiences and collaborate. He believes in collective and emotionally-open responses to societal issues and this is reflected in his critical, action-oriented approach to research.

Elisabeth Anna Guenther is a social scientist. She works as a post-doctoral university assistant at the University of Vienna’s Centre for Teacher Education. Her research focuses on gendered practices in and through data, technology, science and organisations. She obtained her doctorate in organisation studies at the Vienna University of Technology (TU Wien). Her work in the GEDII project, which examined the impact of gender diversity in STEM research teams, contributed to the development of the Gender Diversity Index as well as a critical assessment of using sensor data for team research. Elisabeth has received several awards for her research, amongst others the Gabriele Possaner Award from the Austrian Ministry for Science, Research and Economy.

Cécile Guillaume is Reader in Employment Relations at Surrey Business School University of Surrey, UK. One strand of her research focuses on gender equality in the trade union context. In a variety of publications – journal articles, book chapters, books – she has explored how and why women embark on trade union careers, women’s union and gender identities, the influence of feminism on union women, and union women’s participation in women’s structures and groups. Cécile’s work has attempted to uncover the ways in which women are constrained and enabled by the male-dominated union movement in the UK and other European countries. Moreover, she has led numerous research projects investigating how trade unions have mobilised legal or non-legal repertoires of action to advance gender equality in the workplace. She is on the editorial board of Work, Employment and Society. Publications include: Organizing women. A study of gender equality policies in French and British trade unions, Bristol University Press (Forthcoming).

Eleanor Hamilton is Professor of Entrepreneurship at Lancaster University Management School. Her research focuses on family businesses and entrepreneurial learning as an inherently social rather than individual phenomenon. It also examines aspects of gender and leadership in family business and entrepreneurship more broadly. Eleanor has a record of research-led impact and business engagement, along with a proven commitment to create and evidence effective forms of knowledge exchange between a university and small business. She has published in the Academy of Management Learning and Education, Small Business Economics, Entrepreneurship and Regional Development and International Small Business Journal.

Maylon Hanold is Director of the MBA in Sport and Entertainment Management program at Seattle University. She teaches courses in leadership, women and sport leadership, and diversity and inclusion for sport management. In addition to journal articles on ultrarunning, authentic leadership, and leadership and empathy in sport, she has written book chapters in The Embodiment of Leadership (2013), Sport
Leadership for the 21st Century (2014), and Theorizing Women and Leadership: New Insights and Contributions from Multiple Perspectives (2016). She published World Sports: A Reference Handbook (ABC-CLIO, 2012) and, most recently, Women in Sports: A Reference Handbook (ABC-CLIO, 2018). Maylon has been an invited speaker on many topics including Generation iY, inclusive leadership, and intersections between gender, media and sport leadership. She has conducted diversity, equity and inclusion workshops with several companies including Stevens Pass Resort, Synapse and Rad Power Bikes. She holds a BA in French from the University of Washington, and EdM in learning and teaching from Harvard University, and an EdD in leadership with a cognate in sport from Seattle University. She was a member of the 1992 Olympic Team in whitewater kayak slalom.

Anne Laure Humbert, PhD, is Professor of Gender and Diversity and Director of the Centre for Diversity Policy Research and Practice at Oxford Brookes University. Anne is very experienced in gender equality research at national and EU level, policy analysis and assessment as well as gender statistics. She specialises in applying quantitative methods to comparative social and economic analysis, particularly in relation to work and organisations, entrepreneurship, and work-life balance. She holds visiting positions at the Global Institute for Women’s Leadership at King’s College London and at the Center for Feminist Social Studies at Örebro University in Sweden. She has previously held positions at Cranfield University and Middlesex University London. Anne is a regular public speaker on gender equality and she enjoys the opportunity to make connections between theory, practice and activism.

Sarah L. Jack is the Jacob and Marcus Wallenberg Professor of Innovative and Sustainable Business Development at Stockholm School of Economics. She is also Professor of Entrepreneurship at Lancaster University Management School. Sarah currently serves as the Division Chair Elect for the Entrepreneurship Division Program Chair for the Academy of Management. Her primary research interests relate to social dimensions of entrepreneurship, including social networks and social capital, using qualitative methods. She has published in Entrepreneurship Theory and Practice, Academy of Management Learning and Education, Journal of Management Studies and Journal of Business Venturing.

Juanita Johnson-Bailey holds the Josiah Meigs Distinguished Teaching Professorship and the Distinguished University Professorship at the University of Georgia. She is the recipient of the Eleanor Roosevelt Award from the American Association of University Women. She has worked at UGA for 25 years and currently holds an administrative appointment as the Director of the Institute for Women’s Studies at UGA. Juanita is the author of Sistahs in College: Making a Way Out of No Way (2001), which received the Phillip E. Frandson Award for Literature in Continuing Higher Education and the Sadie T. Mossell Alexander Award for Outstanding Scholarship in Black Women’s Studies. She is the co-editor of Advancing Women in Leadership: Shaping Pathways in the Political Arena (with Rosser-Mims, McNellis, and Eagan, 2020) and the Handbook on Race and Racism.
in Adult and Higher Education: A Dialogue (with Sheared, Colin, Peterson and Brookfield, 2010). Juanita is a member of the International Adult and Continuing Education Hall of Fame, a Houle Scholar, a Lilly Teaching Fellow, and the recipient of the 2018 Career Achievement Award from the Commission of Professors of Adult Education of the American Association of Adult and Continuing Education.

**Patricia Lewis** is a Professor of Management at the University of Kent, UK. Her research has investigated the persistence of the masculine norm in work settings and her 2006 paper ‘The quest for invisibility: female entrepreneurs and the masculine norm of entrepreneurship’ published in the journal Gender, Work & Organization was designated as a Classic in Gender Studies by Google Scholar Citations being placed at no. 5 in the top 10 cited gender papers published in that year. Patricia’s recent research examines the emergence of postfeminist femininities in entrepreneurial and organisational contexts. She edited (with Benschop and Simpson) Postfeminism and Organization, published by Routledge in 2018 and two special issues of Gender, Work & Organization, one in 2017 on postfeminism (with Benschop and Simpson) and a second on moderate feminism(s) in 2019 (with Adamson, Biese and Kelan). Her work has been published in a range of journals including Organization Studies, Human Relations, International Small Business Journal and British Journal of Management. She was joint-editor-in-chief of Gender, Work & Organization, from 2018 to 2020. Her current research, Postfeminism and the City, is supported by a Leverhulme Research fellowship and explores leadership identity in the City of London.

**Natasha S. Mauthner** is Professor of Social Science Philosophy and Method and Director of Research at the Newcastle University Business School. Prior to this appointment, she held research and teaching posts at the Universities of Aberdeen and Edinburgh, and visiting positions at the Hungarian Academy of Sciences, Carleton University, University of Melbourne and the University of Canterbury. Natasha holds an undergraduate degree in the natural sciences, and a PhD in social and political sciences, from the University of Cambridge. Her doctoral research on women’s experiences of motherhood was published as The Darkest Days of my Life: Stories of Postpartum Depression (Harvard University Press, 2002). She held a postdoctoral fellowship at Harvard University working with Carol Gilligan. She has written extensively on feminist philosophy of science and methodology; qualitative research and research ethics; gender, work and family; perinatal mental health; the philosophy and ethics of data sharing and big data; and technology and social change. Natasha’s current research explores the implications of feminist new materialist and posthumanist philosophies of science for the philosophy of social science, and its methodological and ethical practice. In 2017, Natasha was elected Fellow of the UK’s Academy of Social Sciences.

**Farooq Mughal** is a Senior Lecturer of OB/HRM at the School of Management, University of Bath, UK. His research focuses on understanding people practices in organisations through an interdisciplinary framework that seeks to integrate areas
of sociology, psychology and management under the aegis of organisational behaviour. He is interested in investigating institutional, social and culture practices that shape work behaviours, leadership approaches, career trajectories and learning and development activities in organisations. Farooq’s work has been published in leading journals such as Human Relations, HRMJ, J-PART, Journal of Business Research, Business History and Management Learning. He also serves on the editorial boards of globally recognised journals including the Academy of Management Learning and Education, Human Relations and the Journal of Management Studies.

Saoirse O’Shea is a non-binary person, employed at The Open University as a senior lecturer. Saoirse’s research and writing focuses on vulnerable people and precarity and often uses autoethnography to consider Saoirse’s own experiences as a non-binary person. Saoirse’s work has been published in a variety of academic journals including Organization, Gender, Work and Organization, Sociology and Management Learning, among others.

Aaron Page is a doctoral student at the University of Exeter Business School. His research interests lie in the fields of gender and leadership, with a specific focus on gender and corporate boards. Aaron’s research highlights the antecedents and outcomes of gender diversity on corporate boards; the theories and methods employed within his work derive from the academic disciplines of natural language processing, text analysis, social psychology, organisational theory and social network analysis.

Alexia Panayiotou is an Associate Professor in the Department of Business and Public Administration at the University of Cyprus. She received her doctorate in Human Development and Psychology from Harvard University. Her research interests include critical pedagogy; gender and work; feminist analysis of organisations; the representation of management and organisations in popular culture; organisational space and symbolism; organisational paradoxes and visuality. Her work has appeared in the Academy of Management Learning and Education, Management Learning, Strategic Organization, Organization, and the Journal of Management Inquiry, among others. Her article ‘Paradoxes of Change’ (co-authored with G. Kassinis) received the 2016 Best Paper Award in the Academy of Management Organizational Development and Change division and was a finalist for the all-Academy Dexter Award. Alexia is currently an Associate Editor of Management Learning. She has also served as Associate Editor of the European Management Review.

Lara Pecis is a Lecturer in Organisation Studies at Lancaster University Management School. Prior to joining Lancaster, she was a post-doc at the University of Bath. She was awarded her PhD at Warwick Business School in 2015. In her research, Lara focuses on gender and diversity in organisations with a specific focus on innovation at the margins, as well as technology and trust. Her work has been published in journals such as Human Relations and Gender, Work and Organization, among others. Her current research on inclusive innovation was funded by the ESRC. As engagement plays an important role for Lara, she is actively writing a blog on inclusive innovation and is a member of the Innovation Caucus.
Sophie Pochic is Research Director in sociology, Université PSL, France. Her main research interest is to use careers’ narratives to compare the evolution of men’s and women’s careers in different and dynamic occupational worlds, taking into account gender and social, national and generation cleavages. In different publications, she has studied the effects of unemployment and restructuring on managerial careers, the influence of equality and diversity policies in corporations and public services, the articulation between occupational career and union involvement, and the making and impacts of gender equality bargaining. Her work has been published in a range of journals including *Gender, Work and Organization, British Journal of Industrial Relations* and *Economic and Industrial Democracy*. She serves on the editorial board of *Travail, Genre et sociétés*.

Mayra Ruiz Castro is Senior Lecturer in Ethics at Roehampton Business School, University of Roehampton, UK. She has undertaken research on gender, race and class inequality in organisations and the professions. She has also studied sustainable careers in data science and the career trajectories of Latin American professionals in the UK. She is currently the Principal Investigator for a project funded by the Strategic Priorities Fund programme (UK Research and Innovation), which explores the experiences of working couples in London during the Covid-19 pandemic. Her work has been published in international journals, including *Work, Employment and Society, Organizations Studies, Journal of Vocational Behavior*, and *Gender, Work and Organization*. Mayra has served as a research advisor for projects supporting BAME professional women and Latin American students and young professionals in the UK.

Ruth Sealy is an Associate Professor of Management and Director of Impact at University of Exeter Business School. Ruth’s research focuses on women in leadership, including multi-level processes that prevent/enable balanced gender representation on boards – e.g. policy-level interventions, appointment processes; board evaluation; role models; and the dynamics of decision-making. In 2018, she authored ‘Board Diversity Reporting’ for the Financial Reporting Council (2018), and in 2020 a review of the role of narrative non-financial reporting for their project ‘The Future of Corporate Reporting’. In 2017, Ruth led the NHS ‘Women on Boards 50:50 by 2020’ research, benchmarking boardroom diversity. The 2020 follow-up report outlined behavioural recommendations on how to diversify NHS trust boards. Prior to Exeter, she was Programme Director of the MSc Organizational Psychology, City University of London. She gained her PhD from Cranfield School of Management, as researcher on the government’s annual ‘Female FTSE Report’, 2007–17, also supplying data for the UK’s Davies Women on Boards Review 2010–15, overseeing the increase of women on boards from 12 per cent to 26 per cent. Publications include articles in journals *Business Ethics Quarterly, Human Resource Management Journal, British Journal of Management* and *Gender, Work and Organization*.

Lorna Stevenson qualified as a chartered accountant and worked in financial services before becoming an academic. She is currently Professor of Accounting &
Society at the University of St Andrews in Scotland. For nearly 30 years, Lorna has taught a wide range of undergraduate and postgraduate accounting provision to specialist and non-specialist students; she is interested in the social and environmental effects of accounting, and of accounting’s effects on social and environmental issues. Her critical and interpretive research has examined the interests served through accounting and accounting education, and the governance, values and accountability impacts of accounting. A current project is examining social and academic influences on the development of the accounting discipline in UK universities through oral histories of participants.