



Academic Personnel Short Profile / Short CV

University:	University of Nicosia, UNIC Athens Campus
Surname:	Vassilopoulou
Name:	Joana
Rank/Position:	Professor
Faculty:	Business
Department:	Management
Scientific Domain: *	Equality, Diversity & Inclusion

** Field of Specialization*

Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title (Optional Entry)
PhD Management	2011	University of East Anglia	Norwich Business School	Understanding the habitus of managing diversity in Germany
Diplom Social Scientist, Sociology (equivalent with BA+Masters)	2004	University of Duisburg Essen	School of Social Science	



Employment history in Academic Institutions/Research Centers – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
November 2025	To date	University of Nicosia, UNIC Athens	Athens	Professor
2017	2025	Brunel University, University of London	London, UK	Professor
2025	To date	Brunel University, University of London	remote	Honorary Professor
2016	2022	Rotterdam School of Management, Erasmus University Rotterdam	Rotterdam, The Netherlands	Senior Lecturer (0.5 Position)
2014	2016	Kent Business School, University of Kent	Kent, UK	Senior Lecturer
2012	2014	School of Business, Management and Economics, University of Sussex	Brighton, UK	Lecturer
2011	2012	Brunel University, University of London	London, UK	Teaching Fellow
2007	2011	Norwich Business School, University of East Anglia	Norwich, UK	Associate Tutor
2004	2007	University Duisburg-Essen	Duisburg, Germany	Research Fellow & teaching position

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher / Conference	Vol.	Pages
1	2025	The Refugee Integration Industry: Stakeholder Power, Market Logic, and the (De) Humanisation of Refugee Labour.	Özbilgin, M. F., Groutsis, D., Vassilopoulou, J., & Erbil, C.	Population, Space and Place	31(4)	
2	2024	Refugee entrepreneurs: Typologies of emancipation and impact	Ozgoren, C., Karatas-Ozkan, M., Ozbilgin, M., Kamasak, R., Sayin, E., & Vassilopoulou, J.	International Small Business Journal	43 (9)	1097-1127
3	2024	Unlearning Diversity Management.	Hamza Orlinska, A, Maj, J, Shantz, A.& Vassilopoulou, J	Journal of World Business	59 (2)	
4	2023	Migration Management: Introduction and Overview.	Groutsis, D., Vassilopoulou, J., Ozbilgin, M., Fujimoto, Y., & Mor Barak, M.	Academy of Management Discoveries	9(2)	117-124.
5	2025	AI and Diversity in a Datafied World of Work–Will the Future of Work be Inclusive.	Vassilopoulou, J., & Kyriakidou, O. (Eds.)	Emerald Publishing Limited.		
6	2022	Scientism as illusio in HR algorithms: towards a framework for algorithmic hygiene for bias proofing.	Vassilopoulou J, Kyriakidou O, Groutsis D & Ozbilgin M	Human Resource Management Journal	34 (2)	311-325



7	2020	The 'New' Migration for Work Phenomenon: The Pursuit of Emancipation and Recognition in the Context of Work.	Groutsis D, Vassilopoulou J, Kyriakidou O & Özbilgin M	Work, Employment and Society	34 (5)	864-882
8	2024	Diversity and Precarious Work During Socio-Economic Upheaval: Exploring the Missing Link.	Meliou E, Vassilopoulou J & Özbilgin M (Eds.)	Cambridge University Press		
9	2019	Race discrimination and the management of ethnic diversity and migration at work. European countries' perspectives.	Vassilopoulou J, Brabet J & Shovumni V (Eds.)	Emerald Publisher.		
10	2013	Understanding career experiences of skilled minority ethnic workers in France & Germany.	Al Ariss A, Vassilopoulou J, Özbilgin M & Game A	International journal of human resource management	24/6	1236-1256

Exhibitions (where applicable). List the five (5) more recent and other five (5) selected. (max total 10)					
Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1	July 2025	AI and diversity in a datafied world of work: Will the future of work be inclusive?	International	Equality, Diversity and Inclusion conference. Athens, Greece	Conference organiser and chair
2	July 2019	Resistance	International	Equality, Diversity and Inclusion conference. Erasmus University Rotterdam, The Netherlands	Conference organiser and chair
3	June 2017	Borders	International	Equality, Diversity and Inclusion conference. Brunel University, University of London, London, UK	Conference organiser and chair
4	2021	Gender equality in universities	International	Academy of Management (AOM): Virtual	Chair of PDW
5	2018	Diversity Management in Germany.	International	American Academy of Management Conference	Paper presentation

				(AOM), Chicago, USA,	
6	2023	AI & Diversity: Is the future inclusive?	International	International conference, Hasselt University, Belgium	Keynote speaker
7	2019	Academy of Management: creation of theme program for the 79th Annual Meeting of the Academy of Management, Boston, USA	International	Boston, USA	Member All-Academy Theme Committee and the AOM HQ Office Team
8	2023	AI & Diversity: Is the future inclusive?	International	University of Cape Town (UCT), South Africa	Invited Speaker
9	2019	The 'new' migration for work phenomenon from Greece to Germany: the pursuit of emancipation and recognition in the context of work	International	IRMBAM/IAS conference, Nice, France	Keynote speaker
10	2018	Integration & Ethnic Diversity in Germany	International	Hessian Ministry for Social Affairs and Integration, Germany	Keynote speaker

** Specify venue, geographic location etc*

Research Projects. List the five (5) more recent and other five (5) selected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*
1	2022-2025	ReWORK - Leading inclusion in a hybrid and remote workplace	Erasmus+	Project lead for Greece
2	2020-2022	#Boycottuber? Precarity and agency: Giving voice to migrant ride-share drivers in London	European Academy of Management (EURAM)	BXL Grant holder, Scientific/Project Coordinator
3	2019-2022	Women's leadership programme	European Central Bank (ECB)	Research Team Member
4	2019-2022	Equal4Europe - Gender Equality Plans for Social Sciences, Business & Management schools	EU Horizon2020	Lead for Erasmus University Rotterdam
5	2017-2018	Country Report: The state of diversity policies in Germany	Organization for Economic Co-Operation and Development (OECD)	Research Team Member
6	2012-2016	Movers and shakers of talent management in the UAE	Federal Demographic Council (Fdc), United Arab Emirates	Research Team Member
7	2011	Global Talent Management in Emerging Economies	Chartered Institute for Personnel and	Research Team Member



			Development (CIPD)	
8	2004-2006	Diversity, Discrimination and Anti-Discrimination in Germany	Ministry of Public Health, Social Welfare, Woman and Family of North Rhine-Westphalia, Germany	Research Team Member
9	2001-2003	The Role of Social Proximity for the Integration of Ethnic Minority Women	DJI (German Youth Institute), Munich, Germany	Research Team Member
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**Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent (Optional Entry)				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1	2021 – 2024	Work, employment and Society Journal (WES)	Editor	
2	2015 – 2021	European Management Review	Editor	
3	2015 – 2019	European Academy of Management (EURAM)	Board member and country representative for the UK	
4	2010 – t0 date	Equality, Diversity & Inclusion Conference	Conference Committee	
5	2018-2019	Academy of Management (AOM)	Member of All-Academy Theme Committee for 2019 Academy of Management (AOM)	



**Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Awarded by:
1	2024	Visiting Scholarship	Graduate School of Business, University of Cape Town
2	2017	Visiting Scholarship	Migrants@Work Research Group, Sydney University
3	2012	Faculty Transnational Best Paper Award, Gender and Diversity in Organizations (GDO) Division: Title: An unrequited affinity between talent shortages and untapped female potential. The relevance of gender quotas for talent management in high-growth potential economies of the Asia Pacific Region	American Academy of Management (AOM)
4	2007-2010	Diversity and equality in careers and employment full research PhD scholarship	Norwich Business School, University of East Anglia

Other Achievements. List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)			
Ref. Number	Date	Title	Key Activities:
1	2023	ILM Level 5 Certificate Coaching and Mentoring	
2	2012 – to date	Diversity and Inclusion Training	Diversity and Inclusion Trainer in Germany, UK, Netherlands, United Arab Emirates and France, for clients such as the European Central Bank (ECB), Ing Bank, Eastman Chemicals amongst other clients, covering various topics such as implicit bias, creating an inclusive organisation, gender in leadership, diversity management, anti-discrimination.
3	2012 – to date	Executive Training	Executive training in HRM, Leadership, policy development etc. in various countries and for various organisations
4	2004 - to date	Supervision	Supervised over 200 BA, MSc & MBA Dissertations, and number of PhD Students to completion
5	2022 – 2025	Head of department	Head of Organisations and People Department, Brunel Business School, University of London
6	2019 – 2022	Director of Diversity, Equality and Inclusion and UN PRME	Director of Diversity, Equality and Inclusion and UN PRME (responsible for the successful application for UN PRME), Brunel Business School, University of London
7	2017 – 2019	HRM Programme Director	HRM Programme Director, Brunel Business School, University of London



8	2018 – 2022	Director of Research	Director of Research, ECWO, Rotterdam School of Management, Erasmus University, The Netherlands.
9	2014 – 2016	Chair of the research ethics committee and Director of Equality, diversity & inclusion	Chair of the research ethics committee and Director of Equality, diversity & inclusion (responsible for the successful application for the United Nations PRME for responsible management education) Kent Business School, University of Kent, UK