Academic Personnel Short Profile / Short CV

University:	UNIC Athens
Surname:	Vassilopoulou
Name:	Joana
Rank/Position:	Professor of Human Resource Management; Head of the Department of Management
Faculty:	School of Business
Department:	Department of Management
Scientific Domain: *	Human Resource Management; Diversity, Equity and Inclusion (DEI) at work

** Field of Specialization*

Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title (Optional Entry)
PhD	2011	University of East Anglia, UK	Norwich Business School	Understanding the organizational habitus of managing diversity in Germany (Distinction)
Diplom (equivalent to BA + MA) in Social Science (major Sociology, minor Psychology)	2004	Universität Duisburg-Essen, Germany	Faculty of Social Science	(Distinction)
Certified Advanced Academic Training Course: Managing Gender and Diversity (1 year)	2007	Bergische Universität Wuppertal, Germany	Zentrum für Weiterbildung	
Fellowship of the Higher Education Academy (FHEA)	2015	Higher Education Academy, UK		

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

Period of employment		Employer	Location	Position
From	To			
2025	Present	UNIC Athens, School of Business	Athens, Greece	Professor of Human Resource Management; Head of the Department of Management

2017	2025	Brunel Business School, Brunel University of London	London, UK	Professor in Equality, Diversity and Inclusion; Head of Organisations and People Department (2022–2025)
2018	2022	Rotterdam School of Management, Erasmus University	Rotterdam, The Netherlands	Senior Lecturer in Women in Organisations (0.4); Director of Research, ECWO
2016	2018	Erasmus Centre for Women and Organisations (ECWO), Rotterdam School of Management, Erasmus University	Rotterdam, The Netherlands	Associate Staff Member
2014	2016	Kent Business School, University of Kent	Kent, UK	Senior Lecturer in Strategy and CSR, later HRM
2012	2014	School of Business, Management and Economics, University of Sussex	Brighton, UK	Lecturer in HRM & OB (Tenured)
2011	2012	Brunel Business School, Brunel University	London, UK	Teaching Fellow in International Business
2007	2011	Norwich Business School, University of East Anglia	Norwich, UK	Associate Tutor
2004	2007	Faculty of Social Science, Universität Duisburg-Essen	Duisburg-Essen, Germany	Teaching Fellow
2004	2006	Faculty of Social Science, Universität Duisburg-Essen	Duisburg-Essen, Germany	Research Fellow (with teaching position) – project "Diversity, discrimination and anti-discrimination in Germany"
2001	2003	DJI – German Youth Institute	Munich, Germany	Research Assistant – project "The role of social proximity for the integration of ethnic minority women"

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	2026	Decoding the paradox: The effects of gendered perceptions of time on sustainable hybrid work	Kyriakidou, O., Groutsis, D.	International Journal of Management Reviews (Wiley)	–	doi:10.1111/ijmr.70029
2	2025	The Refugee Integration Industry: Stakeholder Power, Market Logic, and the (De)Humanisation of Refugee Labour	Özbilgin, M. F., Groutsis, D., Erbil, C.	Population, Space and Place (Wiley)	31(4)	e70043
3	2025	AI and Diversity in a Datafied World of Work – Will the Future of Work be Inclusive? (Edited book)	Kyriakidou, O.	Emerald Publishing	–	–
4	2024	Refugee entrepreneurs: Typologies of emancipation and impact	Ozgoren, C., Karatas-Ozkan, M., Ozbilgin, M., Kamasak, R., Sayin, E.	International Small Business Journal (SAGE)	–	02662426241311052
5	2024	Unlearning Diversity Management	Hamza Orlinska, A., Maj, J., Shantz, A.	Journal of World Business (Elsevier)	–	–
6	2023	Migration Management: Introduction and Overview	Groutsis, D., Ozbilgin, M., Fujimoto, Y., Mor Barak, M.	Academy of Management Discoveries	9(2)	117–124
7	2022	Scientism as illusio in HR algorithms: towards a framework for algorithmic hygiene for bias proofing	Kyriakidou, O., Groutsis, D., Ozbilgin, M.	Human Resource Management Journal (Wiley)	–	–
8	2020	The 'New' Migration for Work Phenomenon: The Pursuit of Emancipation and Recognition in the Context of Work	Groutsis, D., Kyriakidou, O., Ozbilgin, M.	Work, Employment and Society (SAGE)	–	–
9	2013	Understanding career experiences of skilled minority ethnic workers in France & Germany	Al Ariss, A., Özbilgin, M., Game, A.	International Journal of Human Resource Management (Taylor & Francis)	24(6)	1236–1256
10	2012	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	Tatli, A., Özbilgin, M.	International Business Review (Elsevier)	22(3)	539–553

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	–	Not applicable			
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**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 (with the Centre for Inclusion at Work, CEFI, and partners)	EU Erasmus+ (€400,000)	Research Team Member (partner organisation)
2	2020–2022	#Boycottuber? Precarity and agency: Giving voice to migrant ride-share drivers in London	European Academy of Management (EURAM) BXL Grant (€5,000)	Scientific Coordinator (Principal Investigator)
3	2019–2022	Women's Leadership Programme (with Bevelander, Page & Takkenberg), RSM Erasmus University	European Central Bank (€1,622,000)	Research Team Member
4	2019–2022	Equal for Europe – H2020-SwafS-2018-2020 (Science with and for Society), RSM Erasmus University	EU Horizon 2020 (€507,963.75)	Research Team Member
5	2017–2018	OECD Country Report: The state of diversity policies in Germany	OECD (£5,000)	Scientific Coordinator
6	2012	Movers and shakers of talent management in the UAE (with Özbilgin)	Federal Demographic Council, UAE ($150,000)	Researcher (Co-Investigator)
7	2011	Global Talent Management in Emerging Economies (with Özbilgin)	Chartered Institute of Personnel and Development – CIPD (£4,000)	Researcher (Co-Investigator)
8	2007–2011	Understanding the management of ethnic diversity in Germany (doctoral research)	DECERE, University of East Anglia (full scholarship, £40,000 + fees)	Researcher
9	2004–2006	Diversity, Discrimination and Anti-Discrimination in Germany	Ministry of Public Health, Social Welfare, Woman and Family of	Researcher (Research Fellow)

			North Rhine-Westphalia	
10	2001–2003	The Role of Social Proximity for the Integration of Ethnic Minority Women	DJI – German Youth Institute, Munich	Assistant Researcher

**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	2021–2025	Work, Employment and Society (British Sociological Association / SAGE)	Editor	Editorial decision-making, reviewer management and journal strategy
2	2022–present	Centre for Inclusion at Work (CEFI), Athens	Co-founder	Consulting organisations on building inclusive and equitable workplaces; EU-funded projects
3	2012–present	European Central Bank, ING Bank, Shell, Eastman Chemicals and others	Executive educator / D&I advisor	Executive training and advisory on implicit bias, inclusive organisations, gender in leadership, anti-discrimination
4	2015–2021	European Management Review (EURAM / Wiley)	Associate Editor; Editor-in-Chief of the Xenophobia Monitor (2018–2021)	Handling manuscripts; editing special issue on human and social rights at work
5	2015–2019	European Academy of Management (EURAM)	Board Member and UK National Representative	Governance of the Academy; representing UK members

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 Professor	Graduate School of Business, University of Cape Town, South Africa
2	2017	Visiting Scholarship, Migrants@Work Research Group (AUD 6,000)	University of Sydney, Australia
3	2015	Fellow of the Higher Education Academy (FHEA)	Higher Education Academy, UK
4	2014–2019	Visiting Professor	Université Paris-Dauphine, France
5	2014–2018	Visiting Professor	Bergische Universität Wuppertal and TU Dortmund, Germany
6	2012	Faculty Transnational Best Paper Award, Gender and Diversity in Organizations (GDO) Division	Academy of Management (AOM), USA
7	2007–2010	Full research PhD scholarship in Diversity and Equality in Careers and Employment (£40,000 + fees)	Norwich Business School, University of East Anglia, UK
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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	2025	Chair and organiser, Equality, Diversity and Inclusion (EDI) Conference, ALBA, Athens	Led organisation and academic programme of the international EDI conference
2	2023	Invited keynote: “AI & Diversity: Is the future inclusive?”	Keynotes at University of Cape Town and Hasselt University, Belgium
3	2023	Guest Editor, Academy of Management Discoveries special issue	Migration management: tensions, challenges and opportunities for inclusion
4	2019–2022	Director of Diversity, Equality and Inclusion and UN PRME lead, Brunel Business School	Led the successful UN PRME application (also achieved at Kent Business School, 2014–2016)
5	2018–2019	Member, All-Academy Theme Committee, Academy of Management (AOM)	Created the theme programme for the 79th AOM Annual Meeting, Boston
6	2019	Conference chair/host, EDI Conference, Rotterdam School of Management	Hosted and organised the conference (150 participants)
7	2019	Media impact of WES research on Greek migration for work	Featured on the front page of Ta Nea, on ANT1 TV and ERT radio
8	2018	Invited keynote, Hessian Ministry for Social Affairs and Integration, Germany	Integration & Ethnic Diversity in Germany
9	2011–present	Doctoral supervision and examination	Supervised multiple PhDs to completion; examined 40+ PhD candidates internationally

10	2004–present	Research funding and teaching	Over £2.5 million in external research funding; 20+ years teaching at BA, MSc, MBA, doctoral and executive levels