

Banu Özkazanç-Pan, Ph.D.

Curriculum Vitae

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HIGHLIGHTS

- World's Top 2% Scientist Ranking, 2023, 2024, 2025 (Elsevier/Stanford University)
- Founder and Director, [Venture Capital Inclusion Lab](#), The Jonathan M. Nelson Center for Entrepreneurship, Brown University
- Member of [CNBC Disruptor 50 Academic Advisory Council](#)
- Member of [NASDAQ venture equity project Advisory Council](#) and contributor to NASDAQ Entrepreneurial Center
- Winner of the [Women in Academy of International Business \(WAIB\) top article](#) in international business and migration on the 20th anniversary of the organization
- Former Co-Editor in Chief, [Gender, Work & Organization](#), Ranked 1/45 in Women's Studies

ACADEMIC APPOINTMENTS/EMPLOYMENT

Brown University, Providence, RI:

July 2023-current, Barrett Hazeltine Professor of the Practice of Engineering, School of Engineering; Founder and Director of the Venture Capital Inclusion Lab, The Jonathan M. Nelson Center for Entrepreneurship

September 2019-July 2023, Associate Professor of the Practice of Engineering, School of Engineering, Academic Director IE Brown EMBA, Founder and Director of the Venture Capital Inclusion Lab, The Jonathan M. Nelson Center for Entrepreneurship

August 2017-May 2019, Visiting Associate Professor of Sociology

University of Massachusetts, Boston, MA:

June 2016-August 2019 Associate Professor of Management and Organizations and Social Change Faculty, College of Management (tenured position)

September 2008-June 2016 Assistant Professor of Management, College of Management

EDUCATION

2009 University of Massachusetts, Amherst, MA – Isenberg School of Management
Ph.D. in Management/Organization Studies, Supporting Fields: Postcoloniality and Transnationalism

Dissertation—Globalization and Identity Formation: A Postcolonial Analysis of the International Entrepreneur. Chair: Prof. Marta B. Calás.

2000 Loyola College, Baltimore, MD, Master of Business Administration

1997 Johns Hopkins University, Baltimore, MD, Bachelor of Arts with Honors in Psychology

PUBLICATIONS

Refereed Journal Articles

25. Özkazanç-Pan, B. (2026). Childhood fairy tales and cross-cultural entrepreneurial schema formation: Unexplored intersections. **Journal of Business Venturing Insights**, 26 (6), DOI: 10.1016/j.jbvi.2026.e00651

24.Özkazanç-Pan, B. (2026). Towards a multiparadigmatic approach in critical cross-cultural management research: possibilities from transnational migration studies, **International Journal of Cross Cultural Management**, DOI: 10.1177/14705958261424655

23. Özkazanç-Pan, B. (2025). A reflection on governance, ethics and intellectual boundary enforcement in academic journals. **Equality, Diversity and Inclusion: An International Journal**, 44 (7): 1024–1036. DOI: 10.1108/EDI-09-2024-0421

22. Özkazanç-Pan, B. (2022), "Rethinking Social Capital: Entrepreneurial Ecosystems as Contested Communities", Eberhart, R.N., Lounsbury, M. and Aldrich, H.E. (Eds.) *Entrepreneurialism and Society: Consequences and Meanings (Research in the Sociology of Organizations*, Vol. 82), Emerald Publishing Limited, Bingley, pp. 69-87. DOI: 10.1108/S0733-558X20220000082004

21. Motoyama, Y., Clark Muntean, S., Knowlton, K., and Özkazanç-Pan, B. (2021). Causes of the gender divide within entrepreneurship ecosystems. **Local Economy**, DOI: 10.1177/0269094221995783

20. MacNeil, H., Lopes, A.,Özkazanç-Pan, B., and Douglass, A. (2021). Winsome Joy: From Educator to Entrepreneur. **The Case Journal**, Special Issue: Underrepresented Perspectives, Black Leaders in Business, DOI: 10.1108/TCJ-01-2018-0017

19. Plotnikof, M., et al. (2020). Catching a glimpse: Corona-life and its micro-politics in academia. **Gender, Work & Organization**, DOI: 10.1111/gwao.12481

18. Melendez, G. and Özkazanç-Pan, B. (2020). Gender, race and power: An intersectional reading of ‘opting out’. **Qualitative Research in Organizations and Management**, DOI: 10.1108/QROM-02-2019-1724
17. Özkazanç-Pan, B. CSR as Gendered Neocoloniality in the Global South. **Journal of Business Ethics**, 160 (4): 851–864 DOI: 10.1007/s10551-018-3798-1
16. Özkazanç-Pan, B. (2019). Diversity and Future of Work: Inequalities abound or opportunities for all? **Management Decision**, DOI: 10.1108/MD-02-2019-0244
15. Özkazanç-Pan, B. (2019). ‘Superdiversity’: A new paradigm for inclusion in a transnational world. **Equality, Diversity and Inclusion: An International Journal**, 38(4): 477-490.
14. Özkazanç-Pan, B. (2018). On agency and empowerment in a #MeToo world. **Gender, Work & Organization**. DOI: 10.1111/gwao.12311
13. Özkazanç-Pan, B. and Clark Muntean, S. (2018). Networking towards (in)equality: Women entrepreneurs in technology. **Gender, Work & Organization**, 25(4): 379-400. DOI: 10.1111/gwao.12225
12. Cetindamar, D. and Özkazanç-Pan, B. (2017). Assessing mission drift at venture capital impact investors. **Business Ethics: A European Review**. DOI: 10.1111/beer.12149
11. Clark Muntean, S. and Özkazanç-Pan, B. (2016). Feminist perspectives on social entrepreneurship: Critique and new directions. **International Journal of Gender and Entrepreneurship**, 8(3): 221-241.
10. Gupta, V. K., Dutta, D. K., Guo, G., Javadian, G., Jiang, C., Osorio, A. E., and Özkazanç-Pan, B. (2016). Classics in entrepreneurship research: Enduring insights, future promises. **New England Journal of Entrepreneurship**, 19(1), Article 2
9. Özkazanç-Pan, B., and Clark Muntean, S. (2016). International high-technology entrepreneurs: Hybrid identities and entrepreneurial practices. **Journal for International Business and Entrepreneurship Development**, 9(1): 23-40.
8. Clark Muntean, S., and Özkazanç-Pan, B. (2015). A gender integrative conceptualization of entrepreneurship. **New England Journal of Entrepreneurship**, 18(1), Article 3.

7. Osorio, A., Donnelly, P., and Özkazanç-Pan, B. (2015). An entrepreneurial context for the theory of the firm: exploring assumptions and consequences. **New England Journal of Entrepreneurship**, 18(1), Article 6.
6. Özkazanç-Pan, B. (2015). Secular and Islamic feminist entrepreneurship in Turkey. **International Journal of Gender and Entrepreneurship**, 7(1): 45-65.
5. Özkazanç-Pan, B. (2014). Postcolonial feminist analysis of high-technology entrepreneuring. **International Journal of Entrepreneurial Behaviour and Research**, 20(2): 155-172.
4. P. F. Donnelly, Y. Gabriel, and Özkazanç-Pan, B. (2013). Silencing the chaos: Untold stories of the field and beyond. **Qualitative Research in Organizations and Management**, 8(1): 4-15.
3. Özkazanç-Pan, B. (2012). Postcolonial feminist research: Challenges and complexities. **Equality, Diversity and Inclusion: An International Journal**, 31(5/6): 573-591.
2. Özkazanç-Pan, B. (2012). Publishing without betrayal: Critical scholarship meets mainstream journals. **Scandinavian Journal of Management**, 28: 209-217.
1. Özkazanç-Pan, B. (2008). International management meets ‘the rest of the world’. **Academy of Management Review**, 33(4): 964-974.

Refereed Journal Articles Under Review or in Preparation

Özkazanç-Pan, B. Geography Under Pressure: Non-State Actors, Geopolitical Conjunctures, and Transnational Entrepreneurial Ecosystem Building in Taiwan. Revise and resubmit at **Strategic Entrepreneurship Journal**, manuscript ID SEJ 6805939, revision due October 27, 2026

Özbilgin, M., Erbil, C., and Özkazanç-Pan, B. Algorithmic employership: towards fair governance. Under review at **Human Resource Management**, manuscript ID HRM 2884814, submitted August 20, 2026

Özkazanç-Pan, B. Collective memory in the age of AI: Contesting inclusion in organizations. Revise and resubmit at **Journal of Business Ethics**, manuscript ID BUSI-D-25-05156.R1, revision submitted June 30, 2026

Özkazanç-Pan, B. and Özbilgin, M. Digital plantations: Race, gender, and the decolonial feminist analytics of AI aesthetic appropriation. Under review at **New Media & Society**, manuscript ID NMS 26-2146, submitted June 18, 2026

Özkazanç-Pan, B. Ideology Beyond the Axis: Turkey as a Laboratory for Rethinking Political Ideology in International Business. Decision in process at **JWB-D-26-00492**, submitted May 15, 2026

Chavez, A. and Özkazanç-Pan, B. The Catalytic Gap: Migrant Entrepreneurial Pathways and the Ecosystem Conditions That Close It. Under review at **Strategic Entrepreneurship Journal**, manuscript ID SEJ 5764251, submitted May 4, 2026

Chavez, A. and Özkazanç-Pan, B. Decolonizing Diversity and Inclusion: Postcolonial and Decolonial Frameworks for Entrepreneurship Research. Revise and resubmit at **Organization Management Journal**, manuscript ID OMJ-05-2026-3210, revision due September 9, 2026

Özkazanç-Pan, B. A Transnational Feminist Analysis of Organized Disappearance and the Business of Making Migrants Vanish: Differential Disappearability. Awaiting reviewer scores at **Organization Studies**, manuscript ID OS-26-0672, submitted April 29, 2026

Özkazanç-Pan, B. and Özbilgin, M. Doing Diversity at the Plantation: Necroaesthetic Capitalism, Diversity on Trial, and Racial Erasure. Under review at **Journal of Management Studies**, manuscript ID JMS-2026-07-2459, submitted April 29, 2026

Özkazanç-Pan, B. The fate of inclusion labor: How political stigmatization reorganizes the work behind organizational inclusion. In preparation for submission to **Organization Science**

Book Chapters

17. Özbilgin, M., and Özkazanç-Pan, B. (forthcoming). “The Epistemic Violence of White Feminism in Social Sciences” in **Decolonising Feminisms at times of Anti-Gender Movements**

16. Özkazanç-Pan, B. (forthcoming). “Decolonial feminism and intersectionality” in **Edward Elgar Encyclopedia of Intersectionality**

15. Özkazanç-Pan, B. (forthcoming). “Gender and entrepreneurial ecosystems” in Stam, E., Wurth, B. & Mawson, S. (Eds), **Edward Elgar Encyclopedia of Entrepreneurial Ecosystems**.

14. Özkazanç-Pan, B. (forthcoming). “A Decade Later: Postcolonial Feminist Contributions to Cross-Cultural Management”, in **Routledge Companion to Cross-Cultural Management**.

13. Özkazanç-Pan, B. (forthcoming). “Critical Innovation Studies”, in Verduijn, J. K., Berglund, K., Olsson, A., and Ozasir-Kacar, S. (Eds.), **Research Handbook on Critical Entrepreneurship Studies**. Edward Elgar.

12. Özkazanç-Pan, B. (2024). "Decolonizing masculinities: A decolonial and transnational perspective", In Hearn, J., Aavik, K., Collinson, D. L., and Thym, A. (Eds.), **Routledge Handbook on Men, Masculinities and Organizations** (pp. 77-90). Routledge.
11. Özkazanç-Pan, B. (2023). "Transnational Feminist Methodologies: Mobility, Representation and Ethics", in S. Katila, E. Bell and S. Merilainen (Eds.), **Feminist Handbook of Methodologies in Management and Organization Studies**, Edward Elgar Publishing.
10. Özkazanç-Pan, B. (2020). "Women on the move", in S. Gilmore, A. Pullen, N. Harding and J. Helin (Eds.), **At the Intersection: Critical/Writing**, Dialogues in CMS Series. Routledge/Taylor & Francis Publishing
9. Özkazanç-Pan, B. (2020). "Contributions from Gayatri C. Spivak to organizational thinking", in A. Pullen and R. McMurray (Eds.), **Women Writers in Organization Theory: Morality, Ethics & Responsibility**, Routledge/ Taylor & Francis Publishing
8. Gupta, V., Guo, G. C. and Özkazanç-Pan, B. (2018). "Introduction", in G. Javidan, V. K. Gupta, D. K. Dutta, G. C. Guo, A. E. Osorio, and B. Özkazanç-Pan (Eds.), [Foundational Research in Entrepreneurship Research: Insightful Contributions and Future Pathways](#). Palgrave MacMillan: pp. 1-12. https://doi.org/10.1007/978-3-319-73528-3_1
7. Özkazanç-Pan, B. (2018). "Bowen and Hisrich (1986) on the Female Entrepreneur: 30 Years of Research and New Directions for Gender and Entrepreneurship Scholarship", in G. Javidan, V. K. Gupta, D. K. Dutta, G. C. Guo, A. E. Osorio, and B. Özkazanç-Pan (Eds.), [Foundational Research in Entrepreneurship Research: Insightful Contributions and Future Pathways](#). Palgrave MacMillan: pp. 103-126. https://doi.org/10.1007/978-3-319-73528-3_6
6. Özkazanç-Pan, B. (2017). "On entrepreneurship and empowerment: Postcolonial feminist interventions" in C. Essers, P. Dey, K. Verduyn, and D. Tedmanson, (Eds.), **Routledge Series on Critical Entrepreneurship**, Routledge/ Taylor & Francis Publishing.
5. Özkazanç-Pan, B., and Calás, M. B. (2015). "Transnational approaches to diversity" in R. Bendl, I. Bleijenbergh, E. Henttonen, and A. Mills (Eds.), **The Oxford Handbook of Diversity**. Oxford, UK: Oxford University Press, pp.376-390.
4. Özkazanç-Pan, B. (2015). "Postcolonial perspectives on cross-cultural management knowledge" in N. Holden, S. Michailova and S. Tietze, (Eds.), **Routledge Companion to Cross-Cultural Management**. NY: Routledge, pp.371-379.

3. Kweder, M. A., and Özkazanç-Pan, B.(2015). “From teaching ethics to ethical teaching: Feminist interventions in management education” in **Gender Equality: A Challenge for Management Education UN PRME**. UK: Greenleaf.
2. Donnelly, P. F., and Özkazanç-Pan, B. (2014). “Postcolonial knowledge transfer and poverty alleviation” in N. Lupton and M. Pirson, (Eds.), *Humanistic Perspectives on International Business and Management*.Palgrave-Macmillan, pp.55-67.
1. Özkazanç-Pan, B. (2009). “Postcolonial redirections in international management research & fieldwork” in J. Hogan, P. Dolan and P. Donnelly (Eds.), **Approaches to Qualitative Research: Theory & Its Practical Applications**. Cork, Ireland: Oak Tree Press, pp.63-96.

Books

5. Özkazanç-Pan, B. (Forthcoming 2027). **Transnational Entrepreneurial Ecosystems**. Cambridge University Press.
4. Özkazanç-Pan, B. and Clark Muntean, S. (2021). [Entrepreneurial Ecosystems: A Gender Perspective](#). Cambridge University Press.
3. Özkazanç-Pan, B., Dutta, D., Gupta, V., Guo, G., Javidan, G., and Osorio, A. (Eds). (2021). **Future Directions in Entrepreneurship Research: Defining the Future of the Field**. Palgrave-MacMillan.
2. Özkazanç-Pan, B. (2019). [Transnational Migration and the New Subjects of Work: Transmigrants, Hybrids and Cosmopolitans](#). Bristol University Press/University of Chicago Press.
1. G. Javidan, V. K. Gupta, D. K. Dutta, G. C. Guo, A. E. Osorio, and B. Özkazanç-Pan (Eds.)(2018), [Foundational Research in Entrepreneurship Studies: Insightful Contributions and Future Pathways](#), DOI: [10.1007/978-3-319-73528-3_12](#) Palgrave Macmillan.

Editorials/Commentary/Invited Publications

12. Georgiadou, A., Özbilgin, M., & Özkazanç-Pan, B. (2024). Working from everywhere: The future of work and inclusive organizational behavior (IOB). **Journal of Organizational Behavior**, 45(9), 1307-1314.
11. Özkazanç-Pan, B. (2022). [Feminism without feminists](#). **m@n@gement** vol. 25, p. 83

10. Robert, S. A., Yu, M., Sauerbronn, F., & Özkazanç-Pan, B. (2022). Starting a dialogue in difficult times: Intersectionality and education work. **Gender, Work & Organization**. DOI: 10.1111/gwao.12896
9. Cukier, W., Gagnon, S., Dalziel, M., Grant, K., Laplume, A., Özkazanç-Pan, B., & Saba, T. (2022). Women entrepreneurship: towards an inclusive innovation ecosystem. **Journal of Small Business & Entrepreneurship**, 1-9.
8. Peredo, A. M., Abdelnour, S., Adler, P., Banerjee, B., Bapuji, H., Calas, M., Chertkovskaja, E., Colbourne, R., Alessia Contu, A., Evans, M., Hirsch, P., Osorio, A., Özkazanç-Pan, B., Smircich, S. & Weber, G. (2022). We Are Boiling: Management Scholars Speaking Out on COVID-19 and Social Justice. **Journal of Management Inquiry**, DOI: [10.1177/10564926221103480](https://doi.org/10.1177/10564926221103480)
7. Ruel, S., Aaltio, I., Römer-Paakkanen, T., & Özkazanç-Pan, B. (2022). Guest editorial: Meanings, contexts and future of aging studies: intersections of age and aging with organizations. **Qualitative Research in Organizations and Management: An International Journal**, 17(2), 161-170.
6. Özkazanç-Pan, B. (2021). The word TRUST. **Critical Entrepreneurship ABC Primer**, 4(20): 13-16. <https://www.cairn.info/revue-de-l-entrepreneuriat-2021-4-page-13.htm>
5. Georgiadou, A., Metcalfe, B. D., von Lockette, N. D., Groutsis, D., & Özkazanç-Pan, B. (2021). Gender, bodies and identities in organization: Postcolonial critiques. **Gender, Work and Organization**, 28(5): 1719-1725.
4. Özkazanç-Pan, B., & Pullen, A. (2020). Gendered labour and work, even in pandemic times. **Gender, Work, and Organization**, DOI: 10.1111/gwao.12516
3. Özkazanç-Pan, B., & Pullen, A. (2020). Reimagining value: A feminist commentary in the midst of the COVID-19 pandemic. **Gender, Work & Organization**. DOI: 10.1111/gwao.12591
2. Pullen, A., Lewis, P., & Özkazanç-Pan, B. (2019). A critical moment: 25 years of Gender, Work and Organization. **Gender, Work & Organization**, 26(1): 1-8.
1. Özkazanç-Pan, B. (2018). Commentary on diversity as a problematic predictor of organizational performance: Issues of context and expectations. **International Journal of Training for Management and Training for Industries**, 5(3): 86-88.

Research Reports and Blogs and other Contributions

11. Brookings Institution publication with A. Goger [The CHIPS and Science Act won't Build Inclusive Innovation Ecosystems on its own](#), May 3, 2023.
10. Blog for Poets & Quants, [Diversity, Equity and Inclusion: A Critical Component to every MBA Program](#), September 22, 2022
9. Report for Venture For America: Fellow Impact in Detroit, Baltimore and Birmingham, February 2021
8. Contributed expertise to 2021 UNGPs10+ consultation on the gender dimensions of business and human rights, which is intended to inform the work of the UN Working Group on Business and Human Rights' [UNGPs10+ 'next decade' project](#).
7. Contributed expertise to 2021 [gender dimensions of business and human rights](#) via the Danish Institute for Human Rights
6. Contributed expertise to 2018 UN [Report](#) on “Gender Lens to the U.N. Guiding Principles on Business and Rights” (RMIT 1, 2 and 3 reports)
5. Özkazanç-Pan, B. (2018). [Women in tech suffer because of American myth of meritocracy](#). The Conversation. April 24, 2018. 44k+ reads. Chosen as one of [top three reads](#) on #MeToo and used to discuss the [Activision Blizzard harassment](#) issue
4. Özkazanç-Pan, B., Knowlton, K., and Clark Muntean, S., (2017). Gender Inclusion Activities in Entrepreneurship Ecosystems: The Case of St. Louis, MO and Boston, MA. Available at <https://ssrn.com/abstract=2982414>
3. Knowlton, K., Özkazanç-Pan, B., Clark Muntean, S., and Motoyama, Y. (2015). Support Organizations and Remediating the Gender Gap in Entrepreneurial Ecosystems: A Case Study of St. Louis. Available at <http://ssrn.com/abstract=2685116>
2. Knowlton, K., Özkazanç-Pan, B., Clark Muntean, S., and Motoyama, Y. (2015). Innovating the innovation community: Strategies to include women entrepreneurs. Kauffman Growthology, November 2, 2015.
1. Özkazanç-Pan, B. (2013). The elusive search for gender equality in organizations. <http://organizationsandsocialchange.wordpress.com/2013/09/24/the-elusive-search-for-gender-equality-in-organizations/#more-449>, September 24, 2013.

MEDIA AND OTHER APPEARANCES

Panelist for [NASDAQ Entrepreneurial Center](#) on Expanding Access, November 18, 2025

Interview on VC funding inequities for [Ande Lyons show](#), May 30, 2023

Interview for [NASDAQ Venture Equity Podcast](#), July 1, 2022

Featured expert on Black-owned businesses, [inclusion and](#) entrepreneurial ecosystems as part of the Yale CityScope series, May 11, 2022

Expert panelist featured on [CNBC Disruptor 50](#) reveal, May 24, 2021

Interview with Rowan Walrath on [inclusion and venture capital](#), Rhode Island Innovation, March 30, 2021

Research on [racial equity in venture capital cited](#) in BostInno, January 29, 2021.

Invited testimony on women and minority investors and entrepreneurs, U.S. Senate Committee on Small Business & Entrepreneurship, [Hearing on SBIC program reauthorization](#), June 26, 2019 (testimony also available through link)

Interview with Andrew Stern of NBC News [on meritocracy and entrepreneurship](#), Boston, April 12, 2019

HubWeek, InterX by The Urban Labs: Conversations about race, culture and innovation, Boston, October 11, 2018

HubWeek, [Build Baby Build: Finding Solutions to Affordable Childcare](#), Boston, October 9, 2018, with the [Boston Globe](#) article that was written about the event

Interview with Margeaux Sippell at The Boston Globe on gender and tech, June 22, 2018

Interview with Sandy Larson at Bay State Banner on the [wealth gap](#) in Boston, May 30, 2018

Interview with Andy Rosen at The Boston Globe on Gender and VC funding, March 14, 2018

Interview with Regina Mack at Indiana Daily Student, November 13, 2017

Interview with Hilary Burns at the Ground Truth, for an article in Boston Business Journal on the [Boston ecosystem](#), November 28, 2017 ([article](#) also appeared on Ground Truth website)

Interview with Tom Stokpole at Boston Magazine for an article focusing on [gender](#) discrimination in Boston, August 2017

Interview with Rachel Murray, co-founder of She Geeks Out (SGO), for [SGO podcast on gender and technology](#), August 16, 2017

Interview with Michael Epstein at CBS Boston, [New England Business News](#) to discuss Boston and St. Louis ecosystem report, July 21, 2017

[Press release](#) of Boston and St. Louis women entrepreneurs and ecosystem report, UMass Boston News, July 21, 2017

Research cited on Medium.com piece on [From Kalnick to Caldbeck: It's Time to Eliminate Sexism in Startup Culture](#), June 24, 2017

[Announcement](#) of Early Educator Innovation Lab and Accelerator in UMass Boston News, May 16, 2017

Research cited in The Guardian piece on [business schools and intellectual activism](#), The Guardian online, January 17, 2017

Interview with Alison Freeland on [women, entrepreneurship and VC-funding](#), All Things Considered, NPR, October 19, 2016.

Interview with Kristin Slice on [women, entrepreneurship and ecosystems](#), Elements Podcast, August 15, 2016

Invited expert speaker on [women, technology and entrepreneurship](#) alongside Tom Hopcroft, CEO/President of MassTLC, WUMB Radio, June 19, 2016

Work with Anne Douglass, Ph.D. on the [early care and education small business innovation](#) program, UMass Boston News, March 17, 2016

SELECTED INVITED SPEAKING AND OTHER ENGAGEMENTS

Panelist, “Humanity in the Age of AI: Identity, Governance, and Trust,” Boston Fintech Week, hosted by Turkish Hub and Global Turks in AI, Boston, MA, September 2026

Invited speaker, Babson College Entrepreneurship Colloquium, October 2026

Invited speaker, AABE Legislative Issues and Public Policy Meeting on AI and the Black Community, May 27, 2025

Invited presenter, INQUIRE Conference on Access and Marginalization in Entrepreneurship, Chicago, IL, May 27-29, 2025

Invited speaker, Race, Gender, and Equity Conference, Talk Title: The Backlash to DEI: How Billionaires and the Right Weaponized Equity, Harvard Business School, May 8-9, 2025

Keynote speaker, Danish Technological University, [Inclusive or Exclusive? Diversity and Inclusion in Entrepreneurial Ecosystems Research](#), Copenhagen, Denmark, June 9-11, 2024.

Invited Speaker, University of Cambridge, Judge Business School, Cambridge, UK, May 14-15, 2024.

Keynote speaker, Bayes Business School, University of London City, [Contesting social responsibilities of business: Centring equity, equality and plurality](#), May 15-16, 2024

Invited Speaker, Old Dominion University, [Transitional Entrepreneurship Conference](#), May 31-June 1, 2024

Invited judge for social impact award, School of Professional Studies/Brown University, April 5, 2024

Invited speaker, University of Pittsburgh Katz Business School Organizational Studies speaker series, October 12-13, 2023

Invited speaker, Oxford University annual by-invitation Reputation Symposium [Center for Corporate Reputation](#), August 29-31, 2023

Invited speaker for Old Dominion University/Kauffman Foundation conference on [Transitional Entrepreneurship](#), June 16, 2023

Invited speaker and discussant, The “G” of ESG in Venture Capital: The Responsibilities of LPs and GPs, World Economic Forum, NYC Office, March 2, 2023

Keynote speaker, [People, Culture, & Careers Research Cluster](#), James Cook University, Singapore, February 8, 2023

Invited judge for Innovation Dojo, Brown University, December 8, 2022

Speaker, [Global Partnership for Poverty and Entrepreneurship](#), University of Notre Dame, webinar, November 16, 2022

Speaker, Technological shifts and digital health innovation, Masters in Health Leadership Program, Brown University, November 16, 2022

Speaker for Responsible Organizer Seminar Series and a Masterclass, Radboud University, Nijmegen, Netherlands, November 2-3, 2022

Speaker, Politics and organizational statements, Women in Bio-CT, New Haven, CT, November 14, 2022

Keynote Speaker, Inclusion and innovation, [Brookings Institution and Washington University St. Louis](#) Conference on women and underrepresented entrepreneurs, Washington, DC, November 9-10, 2022

Invited panelist, The Value of Effective Mentoring, [Princeton Innovation Engage Conference](#), November 3, 2022

Invited speaker for delegation visit from India to Brown University focusing on gender and entrepreneurship, Nelson Center for Entrepreneurship, October 21, 2022

Invited panelist, [Diversity in High Tech: A Plan to Close the Gap](#), Sponsored by Verizon, The MET School, Providence, RI, October 12, 2022

Keynote speaker, Skidmore College, [Annual Arthur Zankel Lecture](#), September 19, 2022

Invited panelist on gender and inclusion, [Boston Chamber of Commerce](#), September 14, 2022

Invited speaker for Old Dominion University/Kauffman Foundation conference on [Transitional Entrepreneurship](#), June 17-18, 2022

Invited speaker on inclusion and entrepreneurship, Harvard i-Lab, May 11, 2022

Invited speaker for [Harvard Business School Gender & Work Symposium](#), May 6-7, 2022

Invited judge for Innovation Dojo, Brown University, April 28, 2022

[Keynote speaker](#), Startup@Brown, April 9, 2022

Invited speaker for [Strathclyde School of Business/Government of Scotland](#) event on Inclusive Entrepreneurial Ecosystems, March 16, 2022

Invited moderator for ARC annual Diversity & Inclusion Research Conference, NYC, November 17-18, 2021

Invited panelist for Gender and Leadership session sponsored by the U.S. -Japan Council and the Office of Global Engagements, Brown University, September 28, 2021

Invited panelist for [Startup Boston](#), September 20, 2021

Invited speaker for [PRME Global Virtual Forum](#), part of the UN Global Compact Leaders Summit, on gender, sexism and business schools, June 16-17, 2021

Invited speaker for [Gender Day](#) at Warwick Business School, speaking about transnational feminist methodologies, May 12, 2021

Invited speaker on inclusion, entrepreneurship and ecosystem, Social Enterprise Greenhouse engagement with Saudi entrepreneurs, February 17, 2021

Member of [2021 CNBC Disruptor 50 Advisory Council](#), help pick the most disruptive company for 2021

Invited speaker to [Inclusive Mentoring session](#), Nelson Center for Entrepreneurship, January 15, 2021

Invited speaker, Decolonizing the business school, July 1, 2020, (Cass) Business School

Invited speaker at the Harvard Business School Gender Initiative Annual Conference, May 6-7, 2020, Harvard Business School, Boston, MA (postponed to 2022)

Invited keynote speaker, Gender, Work & Organization [South America Workshop](#), Sao Paulo, Brazil, November 21-23, 2019

Invited expert on metrics for entrepreneurship, Kauffman Conference for Mayors, July 10-12, 2018, The Ewing Marion Kauffman Foundation, Kansas City, KS

Invited expert on policies for women entrepreneurs, Kauffman Conference for Mayors, November 30-December 2, 2016, St. Petersburg, FL

Yale Tech summit, [panelist on diversity and entrepreneurship](#), Yale University, School of Management, New Haven, CT, October 28, 2016

Yale Entrepreneurial Institute, Invited speaker: women entrepreneurs and ecosystems, Yale University, New Haven, CT, October 25, 2016

CGO Distinguished Scholar Speaker Series, Center for Gender in Organizations, Simmons College, Boston, MA, December 6, 2012. The global woman manager: The story behind the story with E. Holvino and M. Scully.

GRANTS

Pembroke Fellowship, Brown University, **Award: \$10,000**, 2026-2027

Hazeltine Endowed Funds Research Grant, School of Engineering, Brown University. **Award: \$3,000**, 2024, 2025, 2026

Hazeltine Innovation Award, School of Engineering, Brown University. vSTEM initiative which aims to educate Brown University graduate students (Masters and Ph.D.) and postdoctoral researchers to successfully enter their careers and the American workforce (e.g., academia, industry, entrepreneurship), Mauro Rodriguez Jr. (PI), Lucas Caretta (co-PI), and Banu Özkazanç-Pan (co-PI). **Award: \$48,000**, 2023-2024

Center for the Study of Race & Ethnicity in America, Brown University, Faculty grant to put together [conversation series](#) on anti-racist feminist organizing in a transnational world, **Award: \$3,500**, May 2021

Canadian Social Sciences and Humanities Research Council (SSHRC) Partnership Grant proposal for the Inclusive and Innovative Entrepreneurship Network (IIE-Net), with Cukier, W. (PI), et al., **Award: \$2.5 million** over six years

Economic and Social Research Council, UK—Grant to study inclusive innovation hubs in the UK with L. Pecis and V. Priola. **Award 10,000£**, May 28, 2019.

Minority Business Development Agency, U.S. Department of Commerce—Grant to understand the entrepreneurial journey of minority entrepreneurs with P. Gaudiano and L. Magill. **Award \$200,000**, October 12, 2018.

CEIBS (China Europe International Business School)—Grant to research intersections of Future of Work and aging workforce with J. Nazareno, Brown University. **Award \$10,000**, June 27, 2018.

JP Morgan Chase and INBIA—Grant to research the drivers of inclusion in national and international incubators and accelerators. **Award \$6,000**, May 17, 2018. More information available at [INBIA.org](https://www.inbia.org)

The Boston Foundation—Grant for the Institute for Early Education Leadership and Innovation, with Douglass, A. (Director). Funding will provide support to existing programs and ongoing support for the first of its kind innovation lab and accelerator for entrepreneurs and businesses in the early care and education sector. **Award \$100,000**, April 15, 2018.

The Ewing Marion Kauffman Foundation, Uncommon Methods and Metrics—Grant for studying VC decision making and networks across different geographies through an agent-based simulation. **Award \$260,000**, January 1, 2018. Principal Investigators: Özkazanç-Pan, B. and Gaudiano, P.

The Boston Foundation—Grant for the Institute for Early Education Leadership and Innovation, with Douglass, A. (Director). Funding will provide support to existing programs and support the launch of the first of its kind innovation lab and accelerator for entrepreneurs and businesses in the early care and education sector. **Award \$100,000**, June 15, 2017.

The Ewing Marion Kauffman Foundation—Uncovering Challenges and Opportunities for Women Entrepreneurs in St. Louis and Boston: An analysis of regional ecosystems and support organizations, **Award \$47,000**. Principal Investigators: Özkazanç-Pan, B. and Clark Muntean, S., see

<http://www.kauffman.org/blogs/growthology/2015/12/womens-entrepreneurship-research-what-we-are-funding>

The Ewing Marion Kauffman Foundation—Study of Minority Entrepreneurs in Boston, Award for Travel and Hotel to Present at Kauffman sponsored Conference, San Francisco, January 5-7, 2016. Principal Investigator: Özkazanç-Pan, B.

Government of Macau, Analysis of Business Clusters in Macau. HK\$ 340,000 (US\$80,000). 2014-2016. Collaborator on issues of inclusion and economic development. Principal investigators Alves, J., Xia, H., and Osorio, A.E.

The Ewing Marion Kauffman Foundation—Travel Grant for ongoing study with Kauffman Foundation and Skandalaris Center at Washington University, St. Louis, MO, 2014-2016

College of Management, University of Massachusetts, Boston

Research and conference support of \$3200 per year, 2015-2019

Research and conference support of \$2600, 2014-2015

Research and conference support of \$2500 per year, 2012-2014

Research and conference support of \$2400, 2011-2012

Research and conference support of \$2800, 2010-2011

Research and conference support of \$3000 per year, 2008-2010

AWARDS AND HONORS

Winner of the [Women in Academy of International Business \(WAIB\) top article](#) in international business and migration on the 20th anniversary of the organization, December 2021

Recipient of the \$2,000 Corcoran College of Management Endowed Excellence Fund for Research, University of Massachusetts, Boston, May 3, 2017

Best paper award for ethics and entrepreneurship, USASBE (United States Association for Small Business and Entrepreneurship) Annual Conference, Philadelphia, PA, January 19-22, 2017.
Paper presentation with K. Knowlton and S. Clark Muntean, Paper title: Institutional pressures and social action: A comparison of entrepreneur support organizations in St. Louis and Boston.
<http://www.usasbe.org/?page=JEE>

Beta Gamma Sigma Honor Society, University of Massachusetts Chapter, 2009

First recipient of the Stanley J. Young Award, University of Massachusetts, Amherst, 2008

SELECTED PEER REVIEWED CONFERENCE PRESENTATIONS AND PARTICIPATION, 2021-2026

Academy of Management, Philadelphia, PA, July 31-August 4, 2026

Panelist for PDW on DEI Junior Faculty Consortium & Mentor-Match, sponsored by DEI division

Panelist for PDW on Associate Editors, sponsored by CMS division

Academy of Management, Copenhagen, Denmark, July 24-29, 2025

Speaker for PDW on Publishing with Purpose: Strategies for Contributing to Gender, Work & Organization, sponsored by DEI || CMS || ENT || HR || CAR || OB || OMT || STR || SIM || ONE || ODC || TIM divisions

Panelist for PDW on DEI Junior Faculty Consortium & Mentor-Match, sponsored by DEI division

European Group for Organization Studies, Athens, Greece, July 3-5, 2025

Co-author on paper: Emplacing climate adaptation: How marginalized communities navigate risk and challenge dominant adaptation processes; submitted to: Sub-theme 40: Practicing 'Natural' Disasters: Creating, Managing, and Reconstructing the 'Natural' Disasters Ecosystem within Everyday Practices

Babson Entrepreneurship Research Conference, Babson College, June 5-7, 2025

Co-author on paper: Empowerment or Entrapment? The Resource Dependence Dilemma

in Entrepreneurial Support Organizations

Industry Studies Association Annual Conference, MIT, Boston, June 4-5, 2025

Co-author on paper: Multiscalar Ecosystem Dynamics of GAI Technological Advancements: Entrepreneurs, Firms, and Governments

SMS Palermo, May 21-23, 2025

Co-author on paper: The Tightrope of Support: Balancing Agency and Inclusion in Migrant Entrepreneurial Ecosystems

Academy of Management Annual Conference, Seattle, WA, August 5-9, 2022

Organizer and presenter for PDW: Race, Embodiment and Ethics, Sponsored by Organizational Behavior, Critical Management Studies, Gender & Diversity in Organizations and Social Issues in Management Divisions

Author and presenter for PDW: Gendering Context, Gendering Entrepreneurship: Developing a Research Agenda, Sponsored by Entrepreneurship Division

European Group for Organization Studies, Vienna, Austria July 7-9, 2022

Co-author for paper: Towards an inclusive innovation ecosystem: How narratives and rules of the game affect women entrepreneurs' inclusion in innovation. Sub-theme 12: [SWG] Institutions, Innovation, and Impact: Dynamics of Exclusion and Organizational Responses

Racial Equity in Tech Entrepreneurship Workshop, Kauffman Foundation, NYU, June 28-30, 2022

Co-author for paper: Intersectionality and Innovation

European Group for Organization Studies, VU Amsterdam, July 8-10, 2021 (virtual)

Co-author for paper: Material Climate Justice: How Marginalized Communities Use Place to Influence Climate Adaptation Sub-theme 69: Tackling Climate Change, Enhancing Inclusivity? (Re-)Searching Common Ground of Organization, Climate, and Inclusion Studies

PROFESSIONAL ACTIVITIES

Journal Editorship and Board Membership

Associate Editor, **Organization**, September 2025- current

Editorial Board Member, **International Journal of Cross Cultural Management**, January 2026-current

Editorial Board Member, **International Journal of Gender and Entrepreneurship**, April 2025 - current

Editorial Board Member, **Organization**, January 2019-current

Editorial Board Member, **Journal of Tropical Futures**, January 2022-current

Co-Editor-in-Chief, **Gender, Work & Organization**, January 2019-December 2023

Associate Editor, **Personnel Review**, January 2019-December 2019

Associate Editor, **Business Ethics: A European Review**, April 2016-July 2019

Associate Editor, **Qualitative Research in Organizations and Management**, April 2016-July 2019

Associate Editor, **New England Journal of Entrepreneurship**, July 2014-July 2016

Journal Special Issue Co-Editor

International Journal of Entrepreneurial Behaviour and Research, Special Issue on Critical Perspectives in Entrepreneurship: Celebrating the European Research Tradition, with K. Berglund, D. Hjorth, K. Verduijn, and U. Hytti, 2026

Journal of Organizational Behavior, Special Issue on work from anywhere, 2024

Gender, Work & Organization, Special Issue on Gender, Bodies and Postcolonial Critiques, 2021

Qualitative Research in Organizations and Management, Special Issue on Age and Diversity, 2021

Qualitative Research in Organizations and Management, Special Issue on Silencing the chaos: Untold stories of the field and beyond, 2012

TEACHING AND ADVISING EXPERIENCE

Brown University, Providence, RI 2017-current

Undergraduate-level courses:

- Building Entrepreneurial Ecosystems for Economic Inclusion, Spring 2018, Spring 2024
- Leadership in Organizations, Fall 2017, 2018, 2019; 2023, 2024, 2025, 2026; Spring 2021, 2026
- Future of Work, Spring 2019, 2024, 2026
- Independent Study Advisor, Spring 2018, 2021, 2022; Fall 2018, 2021, 2024

- Group Independent Study Advisor, Fall 2025, 2026; Spring 2026
- Advisor to Mellon Mays Fellow, Imani Stewart 2022-2024
- Graduate-level courses:
- PRIME (Program in Innovation Management & Entrepreneurship): Globalization and Immersion Lab, Spring 2020, 2021, 2022, Fall 2021, Spring 2027

Executive Program, Masters in Technology Leadership:

- Entrepreneurial Leadership in Innovative Firms, Summer 2018, Spring 2020, 2021, 2022
- Tech Entrepreneurship, Spring 2022
- Unlocking Value Globally, Fall 2022, Fall 2023
- Entrepreneurial Thinking, Fall 2024, 2025, 2026
- Leading Innovation Strategy, Spring 2025, 2026, 2027
- South Korea: The Rise of a Technology Leader, Fall 2019 (South Korea immersion trip)

Executive MBA program:

- Entrepreneurial Opportunities in Developing Regions, Fall 2019- Fall 2022 (Cape Town, South Africa experiential class and immersion trip)
- Key Reflection Projects, Fall 2019-Fall 2022 (oversight and grading of projects)
- Global Trends Seminar Series, Fall 2019- Fall 2022 (organize speakers and grade papers)

College of Management, University of Massachusetts, Boston, 2008-2019

Undergraduate-level courses:

Managing Organizations, Fall 2008, Spring, 2009

Graduate-level courses:

Organizational Analysis and Skills, Spring 2009-2019 (in-person and online)

Cross-Cultural Management, Fall 2010, Spring 2013, Spring 2014, Spring 2015, Spring 2016 (Blended course), Spring 2017 (Blended course)

Business and its Environment, Spring 2019 (online)

Executive level:

Design thinking module for Emerging Leaders Program, Spring 2018

Doctoral-level courses:

Organizational Theory I and II, Spring 2013-Fall 2015

Dissertation Proposal Seminar, Spring 2014

Wagner School of Public Policy, NYU, New York, NY, 2007-2008

Graduate-level courses:

Strategic Management, Spring 2008

Developing Human Resources, Fall 2007, Spring 2008

Doctoral Seminar in Management, Fall 2007

Zarb School of Business, Hofstra University, Hempstead, NY, 2006-2007

Undergraduate -level courses:

International Strategic Management, Spring 2006, Spring 2007

Management of Change and Innovation in Organizations, Fall 2006, Spring 2007

Introduction to Management, Spring 2006, Fall 2006

Readings in Management, Spring 2007

Isenberg School of Management, University of Massachusetts, Amherst, MA, 2003

Undergraduate -level courses:

Organizational Behavior, Spring 2003, Fall 2003

SERVICE

Service to community

Educational Council Member, [AI4All](#), 2025-current

Advisory council member, The Venture Equity Project of the NASDAQ Entrepreneurial Center,
Fall 2023- current

Academic council member, CNBC Disruptor 50, Fall 2021 - current

Advisory member for use of legacy funds, Kode with Klossy, 2019 - 2024

Board member, The Capital Network, Boston, MA, June 2022 - June 2023 (merged with The
Entrepreneur Forum)

Board member, Aleria Research Foundation, New York, NY, January 2019 - current

Mentor/educator, Zane Access Fund, Fall 2021 - current

Board Chair, The Jar, Boston, MA—Produces cultural encounters that delight, ignite and unite a diverse and vibrant community, June 2019 - June 2021

Advisor on diversity and inclusion, SEGreenhouse: A social enterprise accelerator, Providence, RI. January 2018-December 2018

Advisor on diversity and inclusion, [The Possible Project](#), The Possible Project uses entrepreneurship as a framework to close the skills and opportunities gap facing young people with untapped potential. January 2017-Fall 2019

Advisory Council Member, [The Impact Seat](#). The Impact Seat is a knowledge bank, research, consulting, and training company that partners with others to create more diversity and inclusion in organizations because it's smart, productive, and the right thing to do. May 2017-Fall 2019

Advisor to Accelerate Boston, an accelerator for creators of color, January 2016-Fall 2019

Service to profession

Incoming co-chair elect and Executive Committee Member, Diversity and Inclusion Theme Committee, Academy of Management, July 2019-July 2020

Incoming co-PDW chair and Executive Committee Member, Diversity and Inclusion Theme Committee, Academy of Management, July 2018-July 2019

Past co-president for the Critical Management Studies Division, August 2018-2019

Co-president for the Critical Management Studies Division, August 2017-2018

Co-president elect for the Critical Management Studies Division, Atlanta, GA, August 2016-2017

Co-chair for scholarly program for the Critical Management Studies Division, Academy of Management, Anaheim, CA, August 2015-2016

Co-chair for the professional development workshops for the Critical Management Studies Division, Academy of Management, Vancouver, BC August 2014-2015

Grant and Conference Reviewer

National Science Foundation, 2023- current

National Academy of Sciences, 2021-current
MITACS accelerate, 2023- current
Academy of Management Annual Conferences, 2006-2009, 2011, 2013-2014, 2017-current
DIANA conference, 2015, 2017

Journal Reviewer

Academy of Management Review; Academy of Management Perspectives; Academy of Management Learning & Education; British Journal of Management; Business & Society; Community, Work & Family; Culture and Organization; Entrepreneurship Theory & Practice; Entrepreneurship & Regional Development; Equality, Diversity and Inclusion; Gender, Work & Organization; Human Relations; International Journal of Entrepreneurial Behavior and Research; International Journal of Human Resource Management; Journal of Business Ethics; Journal of Business Venturing; Journal of Business Venturing Insights; Journal of International Business Studies; Journal of Management Inquiry; Journal of Organizational Behavior; Management Learning; Organization Studies; Research Policy; Qualitative Research in Organizations and Management; Small Business Economics; Strategic Entrepreneurship Journal, among others.

Manuscript Reviewer

Bristol University Press; Cambridge University Press; Columbia University Press; Cornell University Press; Oxford University Press; Palgrave-Macmillan; Routledge.

Committee work

University Level, Brown University, Providence, RI
Chair of hiring committee, Rand chair in entrepreneurship, Fall 2023 - Spring 2024
School of Engineering Dean's Representative, Committee for Faculty Equity and Diversity, 2023-current

Center for Middle Eastern Studies, Brown University, Providence
Steering committee member, Center for Middle Eastern Studies, 2020-2022

School of Engineering, Brown University, Providence, RI
Chair, Hiring Committee for Professor of the Practice in Engineering, Fall 2026-current
Hazetone innovation awards reviewer, 2023-current
Community and inclusion committee, 2023-current
Innovation, Management and Design Engineering Research Faculty member, 2021-current

University Level, University of Massachusetts, Boston
Faculty Diversity Council, 2013-2018
Faculty Council Sub-committee on gender and tenure/promotion, January 2016-2018
Global Comparative Public Policy Hiring Committee, Spring 2015

Graduate Studies Distinguished Doctoral Student Fellowship Award Committee, 2013-2014

College of Management, University of Massachusetts, Boston

Member, Management Department Personnel Committee, 2018-2019

Chair, Management Department Hiring Committee, 2018-2019

Member, Management Department Personnel Committee, 2018-2019

Chair, Management Department Personnel Committee, 2016-2017

Graduate Program Director for Organizations and Social Change PhD, 2013-2015

NTT Marketing Position Hiring Committee, Spring 2014

Ex-officio, Comp and curriculum committee 2013-2015

Ex-officio, PhD Admission committee for Fall 2014 Cohort, 2013-2015

Track chair for doctoral program in Organizations and Social Change, 2012-2013

PhD Admissions Committee, 2012-2014

Member of management faculty hiring committee, 2008/09, 2009/10, 2011/12

Area coordinator for undergraduate Human Resources and Management majors and graduate level Leadership and Organizational Change MBA specialization, 2010-current

Member of faculty steering committee, 2010-2012

Member of learning assessment committee for AACSB review: MSIM focus, 2009

Doctoral dissertation supervisor/member and examiner

2024 External examiner for Kerstin Martel, Copenhagen Business School, Ph.D. on Reifying and dissolving identities through human mobilities? - multi-scalar explorations of belongingness and becomings on-the-move

2018-2023 Committee member for Hozami Halwani, University of Massachusetts, Ph.D. on institutional change in Islamic organizations post-9/11

2021 External committee member for Samantha Erskine, Case Western University, focus on Intersectional Insights from Women CEOs About Systemic Racism Through the Lens of Emotions

2020 External reviewer for Leila Jamjoun, St. Mary's University, Halifax, Ph.D. focus on Saudi female leaders through postcolonial feminist lens

2017-2020 Chair and committee member for Heather Jean MacNeil, University of Massachusetts, Ph.D. focus on diversity and entrepreneurship

2019 External reviewer for Md. Moinul Hasnat, University of Lethbridge, Master of Science in Management with thesis

2019 Committee member for Rayna Verbeck, University of Massachusetts, Ph.D. focus on gender and technology participation

2018-2019 Committee member for Nichole Wissman-Weber, University of Massachusetts, Ph.D. focus on climate change, gender equity

2016 External reviewer for Jennifer Manning, Dublin Institute of Technology, Ph.D. Thesis: Maya women organising in the margins: a post/decolonial feminist approach

2015-2019 Dissertation chair for Georgianna Melendez, University of Massachusetts, Boston, Ph.D. focus on minority entrepreneurship

PROFESSIONAL ASSOCIATIONS

Member of Industry Studies Association, 2025-current

Member of the Academy of Management, 2001-current

Member of the American Sociological Association, 2017-current

Member of the Academy of International Business, 2006-current